



Carbon Reduction Plan

EVERCARE RECRUITMENT LTD

Company Number: 12545641

Publication Date: 16 September 2026

Reporting Period: 1st April 2025 – 31st March 2026

Baseline Year: 1st April 2024 – 31st March 2025

1. Commitment to Achieving Net Zero

EVERCARE RECRUITMENT LTD is committed to achieving Net Zero emissions by 2050 at the latest. This commitment applies to our UK operations and encompasses all Scope 1, Scope 2, and required Scope 3 emissions as defined by the GHG Protocol Corporate Standard and PPN 006 reporting requirements.

This Carbon Reduction Plan sets out our baseline emissions, current reporting year emissions, reduction targets, and the specific measures we will implement to achieve our Net Zero goal.

2. Baseline Emissions Footprint

Baseline Year: 1st April 2024 – 31st March 2025

The baseline year represents the first full reporting period for which comprehensive emissions data was collected and serves as the reference point against which all future progress will be measured.

Baseline Emissions by Scope

Scope/Category	Emissions (tCO ₂ e)
Scope 1	0.000
Scope 2	1.428
Scope 3	9.439
Total	10.867

Baseline Scope 3 Breakdown (PPN 006 Required Categories)

Category	Emissions (tCO ₂ e)
Upstream Transportation & Distribution (Cat 4)	0.000
Waste Generated in Operations (Cat 5)	0.097
Business Travel (Cat 6)	1.849
Employee Commuting (Cat 7)	7.481
Downstream Transportation & Distribution (Cat 9)	0.000
Total Required Scope 3	9.427

Note: Baseline data was estimated using available records and industry benchmarks where primary data was limited. This baseline will be refined as data quality improves.

3. Current Emissions Reporting

Reporting Year: 1st April 2025 – 31st March 2026

Current Emissions by Scope

Scope/Category	Emissions (tCO ₂ e)	% of Total
Scope 1	0.000	0.0%
Scope 2	1.770	17.7%
Scope 3	8.214	82.3%
Total	9.984	100%

Current Scope 3 Breakdown (All Reported Categories)

Category	Emissions (tCO ₂ e)	% of Scope 3
Cat 1: Purchased Goods & Services	1.608	19.6%
Cat 2: Capital Goods	1.203	14.6%
Cat 3: Fuel/Energy Related (Water)	0.236	2.9%

Category	Emissions (tCO ₂ e)	% of Scope 3
Cat 4: Upstream Transport	0.000	0.0%
Cat 5: Waste	0.390	4.7%
Cat 6: Business Travel	3.420	41.6%
Cat 7: Employee Commuting	1.357	16.5%
Cat 8: Upstream Leases	0.000	0.0%
Cat 9: Downstream Transport	0.000	0.0%
Cat 10-15: Other	0.000	0.0%
Total Scope 3	8.214	100%

Current Emissions by Activity (Operational View)

Activity	Emissions (tCO ₂ e)	% of Total
Business Travel (Agency Staff)	3.420	34.3%
Electricity	1.770	17.7%
Purchased Goods & Services	1.608	16.1%
Employee Commuting	1.357	13.6%
Capital Goods	1.203	12.1%

Activity	Emissions (tCO ₂ e)	% of Total
Waste	0.390	3.9%
Water & Waste Water	0.236	2.4%
Total	9.984	100%

4. Emissions Reduction Targets

EVERCARE RECRUITMENT LTD has established the following emissions reduction targets in support of our Net Zero commitment.

Long-Term Target

Net Zero by 2050 across all UK operations (Scope 1, Scope 2, and required Scope 3 categories) .

Interim Targets

Target Year	Reduction Target	Baseline Reference
2030	25% reduction in total emissions	2024/25 baseline
2035	45% reduction in total emissions	2024/25 baseline
2040	65% reduction in total emissions	2024/25 baseline
2045	85% reduction in total emissions	2024/25 baseline
2050	Net Zero	2024/25 baseline

Target Rationale

These interim targets align with the UK Government's Net Zero trajectory and reflect the organisation's capacity to implement reductions in its primary emission sources: business travel, electricity consumption, and employee commuting.

5. Carbon Reduction Measures

5.1 Completed Carbon Reduction Initiatives

The following measures have already been implemented and will be in effect when performing any contract:

Measure	Implementation Date	Expected Annual Reduction
Remote/hybrid working policy (1 day WFH per week for office staff)	Ongoing	~0.69 tCO ₂ e (WFH emissions accounted separately)
Digital-first recruitment processes (reducing physical documentation and travel)	2024	Embedded in business travel figures
Energy-conscious office practices (lighting, equipment shutdown policies)	2024	Embedded in electricity estimates

5.2 Planned Carbon Reduction Measures

The following measures are planned for implementation in the coming years:

Measure	Target Completion	Expected Annual Reduction
Transition to renewable electricity tariff (REGO-backed) via landlord engagement	2027	~1.77 tCO ₂ e (Scope 2 elimination)
Staff travel survey implementation to replace estimated commuting data with actual data	2027	Data accuracy improvement
Sustainable travel policy encouraging public transport and car-sharing for agency staff placements	2027	10-15% reduction in business travel
Waste segregation and recycling programme with landlord	2027	20-30% reduction in landfill waste
Electric vehicle consideration for any future company vehicle procurement	2028	To be determined
Landlord engagement on building energy efficiency improvements	Ongoing	Shared savings potential

5.3 Environmental Management Measures

The following measures will be applied when performing contracts:

- **Reporting:** Annual update of this Carbon Reduction Plan within 6 months of financial year end
- **Data Quality:** Progressive improvement of emissions data collection, moving from estimates to primary data where feasible

- **Supplier Engagement:** Requesting carbon data from key suppliers where material
 - **Monitoring:** Quarterly review of key emission indicators (business travel, electricity, commuting)
 - **Governance:** Director-level oversight of carbon reduction progress
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6. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans, the GHG Protocol Corporate Accounting and Reporting Standard, and appropriate UK Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements where applicable, and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Protocol Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and approved by the director of EVERCARE RECRUITMENT LTD.

Signed on behalf of EVERCARE RECRUITMENT LTD:

Name: Talha Abdul Patel

Signed: 

Role: Director

Date: 16 September 2026

7. Publication

This Carbon Reduction Plan will be published on the organisation's UK website and updated annually within six months of the financial year end.

Next Review Date: Within 6 months of 31 March 2027

Appendix A: Data Sources and Methodology

Data Type	Source	Methodology
Electricity	Estimated	40 m ² office, 5 occupants, DEFRA 2025 factor
Water	Utility bills	Actual metered volume (400 m ³)
Waste Water	Calculated	95% of water consumption
Waste	Benchmark	150 kg/employee/year
Business Travel	Estimated	70 agency staff, average journey patterns
Commuting	Estimated	5 office staff, average round-trip distances
Work From Home	Calculated	1 day/week × 52 weeks × 8 hours
Hotel Stays	Actual	2 nights
Purchased Goods	Spend-based	Procurement records (£18,728)
Capital Goods	Spend-based	Fixed asset register (£2,600)

Emission Factors Used

All emission factors are from the UK Government 2025 Greenhouse Gas Conversion Factors:

Category	Factor	Unit
Electricity (Grid Average)	0.17700	kg CO ₂ e/kWh
Water Supply	0.17088	kg CO ₂ e/m ³
Water Treatment	0.4421	kg CO ₂ e/m ³
Waste (Landfill)	520.53	kg CO ₂ e/tonne
Business Travel – Car	0.275	kg CO ₂ e/mile
Business Travel – Bus	0.16713	kg CO ₂ e/mile
Business Travel – Train	0.05707	kg CO ₂ e/mile
Business Travel – Taxi	0.33488	kg CO ₂ e/mile
Homeworking	0.33378	kg CO ₂ e/hr
Hotel Stay (UK)	11.2	kg CO ₂ e/night

Appendix B: PPN 006 Compliance Checklist

Requirement	Status
Net Zero commitment by 2050	✓
Baseline emissions reported (Scope 1, 2, 3)	✓
Current emissions reported (Scope 1, 2, 3)	✓
Five mandatory Scope 3 categories addressed	✓ (Cat 4 & 9 marked N/A)
Emissions reduction targets set	✓
Carbon reduction measures documented	✓
Director-level sign-off	✓
Published on UK website	To be completed

Appendix C: Glossary

Term	Definition
CO₂e	Carbon dioxide equivalent
FTE	Full-Time Equivalent

Term	Definition
GHG	Greenhouse Gas
PPN 006	Procurement Policy Note 006 – UK government guidance on carbon reporting
SECR	Streamlined Energy and Carbon Reporting
Scope 1	Direct emissions from owned/controlled sources
Scope 2	Indirect emissions from purchased energy
Scope 3	All other indirect emissions in the value chain
tCO₂e	Tonnes of carbon dioxide equivalent
WFH	Work From Home

This Carbon Reduction Plan has been prepared based on the data available in the Evercare emissions data tracker (v5.0). Where data was not available, estimates and industry benchmarks have been used as noted. The plan is intended for publication and submission to contracting authorities as part of PPN 006 compliance.