Kalro Healthcare
Carbon Reduction Plan

Executive Summary:

Kalro Healthcare, a multi-framework approved specialist Healthcare Recruitment consultancy, is committed to minimizing its environmental impact and transitioning towards a sustainable future. This Carbon Reduction Plan outlines our strategy to reduce carbon emissions, align policies with ISO 14001 standards, and integrate carbon awareness into our business processes. **The baseline year for benchmarking emissions is January to December 2022, with a commitment to achieve Net Zero by the year 2040**.

1. **Emission Baseline and Measurement:**
    - Establish a comprehensive inventory of Scope 1, 2, and 3 emissions for the baseline year 2022.
    - Use averages in cases where emission data is unavailable, ensuring a conservative estimate.
    - Metrics will be measured in CO2 equivalents and categorized into direct and indirect emissions.
2. **ISO 14001 Alignment:**
    - Conduct a gap analysis to align existing policies and procedures with ISO 14001 standards.
    - Develop an Environmental Management System (EMS) to systematically manage and improve environmental performance.
    - Implement training programs to ensure all employees are aware of ISO 14001 requirements and their role in achieving compliance.
3. **Policy Integration:**
    - Integrate carbon reduction considerations into procurement policies, favoring suppliers with strong environmental practices.
    - Develop a Green IT policy to optimize energy consumption and reduce electronic waste.

- Establish guidelines for employee commuting and business travel to reduce transportation-related emissions.

4. **Energy Efficiency and Renewable Energy:**
    - Conduct an energy audit to identify opportunities for energy efficiency improvements within office facilities.
    - Explore partnerships with renewable energy providers and evaluate the feasibility of on-site renewable energy sources.
5. **Waste Reduction and Recycling:**
    - Implement a waste reduction plan, encouraging the use of reusable materials and minimizing single-use plastics.
    - Enhance recycling programs within office spaces, ensuring proper disposal of electronic waste.
6. **Employee Engagement and Training:**
    - Develop an internal communication plan to raise awareness about the carbon reduction plan and its importance.
    - Provide regular training sessions to educate employees on sustainable practices and their role in achieving carbon reduction goals.
7. **Carbon Offsetting and Sequestration:**
    - Explore partnerships with reputable carbon offset projects to compensate for unavoidable emissions.
    - Investigate opportunities for carbon sequestration initiatives, such as tree planting programs.
8. **Monitoring and Reporting:**
    - Implement a regular monitoring and reporting system to track progress against emissions reduction targets.
    - Publish an annual sustainability report, detailing achievements, challenges, and future plans.
9. **Net Zero Commitment:**
    - Set interim targets leading up to the Net Zero commitment in 2040.
    - Regularly reassess and update the carbon reduction plan to reflect advancements in technology and sustainability practices.
10. **Stakeholder Engagement:**
    - Engage with clients, suppliers, and other stakeholders to communicate our commitment to sustainability and encourage collective action.

Kalro Healthcare is dedicated to fostering a culture of environmental responsibility, and this Carbon Reduction Plan will guide our journey toward a sustainable and resilient future in the healthcare recruitment industry.

Kalro Healthcare's Commitment to Net Zero

Executive Summary:

Kalro Healthcare is proud to announce its commitment to achieving Net Zero carbon emissions by the year 2040. This report provides a comprehensive overview of our commitment, detailing the strategic initiatives and actions we will undertake to minimize our environmental impact and contribute to a sustainable future.

1. Rationale for Net Zero Commitment:

Kalro Healthcare recognizes the urgent need for organizations to address climate change and the potential impact of environmental factors on public health. Our commitment to Net Zero aligns with global efforts to limit the rise in temperature, reduce greenhouse gas emissions, and transition towards a low-carbon economy.

2. Setting the Net Zero Target:

The year 2040 has been established as the target for achieving Net Zero carbon emissions. This timeframe allows for a gradual but impactful transition, enabling Positive Healthcare to implement sustainable practices while ensuring continued operational efficiency and growth.

3. Interim Targets and Milestones:

To track progress towards Net Zero, Kalro Healthcare will set interim targets at regular intervals leading up to 2040. Milestones will be established to measure the reduction in Scope 1, 2, and 3 emissions, providing transparency and accountability throughout the journey.

4. Integration into Business Strategy:

The Net Zero commitment will be integrated into Kalro Healthcare's overall business strategy. Environmental considerations will become an integral part of decision-making processes, ensuring that sustainability is embedded in our core operations.

KALRO HEALTHCARE

Baseline Year: 2022

Baseline year emissions:

EMISSIONS	TOTAL (tCO_2e)

Scope 1

Scope 1 – Direct Emissions	tCO2e
Scope 1 Total	**0.0000**

Due to the inherent characteristics of our business processes, we currently do not generate any emissions falling within Scope 1. However, we are steadfast in our commitment to vigilance and transparency, pledging to promptly report on any potential emissions that may arise in the future, adhering to an iterative and proactive approach.

Scope 2

Scope 2 – Indirect Emissions	tCO2e
Electricity (Head office & Branches)	10.3537
Gas (Heating type)	0.4253
Water	0.0000
Scope 2 Total	**10.7790**

Scope 3

(Included Sources)

Scope 3	tCO2e
Waste Generated in Operations	4.2562
Upstream transportation & distribution	0.0000
Downstream transportation & distribution	0.0000
Business Travel	0.0000
Commuting (round trip to location)	39.9441
Work From Home	0.0000
Scope 3 Total	**44.2003**

Total Emissions	54.9792 tCO2e

Current Emissions Reporting

Current Year: 2022

Current year emissions:

EMISSIONS	TOTAL (tCO_2e)
Scope 1	**Scope 1 – Direct Emissions** — **tCO2e** **Scope 1 Total** — **0.0000** *Due to the inherent characteristics of our business processes, we currently do not generate any emissions falling within Scope 1. However, we are steadfast in our commitment to vigilance and transparency, pledging to promptly report on any potential emissions that may arise in the future, adhering to an iterative and proactive approach.*
Scope 2	**Scope 2 – Indirect Emissions** — **tCO2e** Electricity (Head office & Branches) — 10.3537 Gas (Heating type) — 0.4253 Water — 0.0000 **Scope 2 Total** — **10.7790**
Scope 3 **(Included Sources)**	**Scope 3** — **tCO2e** Waste Generated in Operations — 4.2562 Upstream transportation & distribution — 0.0000 Downstream transportation & distribution — 0.0000 Business Travel — 0.0000 Commuting (round trip to location) — 39.9441 Work From Home — 0.0000 **Scope 3 Total** — **44.2003**
Total Emissions	**54.9792 tCO2e**

Reporting Year: 2022

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Kalro Healthcare:

Kalpesh Patel

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Date: 28/11/23

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard