

Carbon Reduction Plan: 2023-2040

Introduction: NISI Staffing, a professional recruitment consultancy serving the medical industry in the UK, recognizes the importance of reducing our carbon footprint and contributing to a sustainable future. In alignment with our commitment to environmental responsibility, we have developed this initial carbon reduction plan to provide estimates and averages for the year 2023, with plans to continually improve and report more accurate data in the coming years. Our ultimate goal is to achieve net-zero emissions by the year 2040. We also take pride in our ISO 9001 and ISO 27001 certifications, demonstrating our commitment to quality management and information security.

Baseline Assessment (2023): To begin our carbon reduction journey, we have conducted an initial assessment of our carbon emissions for the year 2023. This assessment includes estimates and averages for our operations, considering factors such as energy consumption, transportation, and waste generation. Our total emissions for 2023 are estimated to be 257.45 metric tons of CO2 equivalent.

Areas of Focus:

1. **Energy Efficiency:** We will focus on improving the energy efficiency of our offices and facilities. This will involve regular energy audits, upgrading to energy-efficient lighting and appliances, and optimizing heating and cooling systems. We aim to reduce our energy consumption by 10% by 2025.
2. **Transportation:** Given our involvement in the medical sector, transportation plays a significant role in our carbon emissions. We will promote carpooling, public transportation, and the use of electric or hybrid vehicles among our staff. In 2024, we aim to reduce the carbon emissions from our staff's daily commute by 10%.
3. **Supply Chain:** As a recruitment consultancy, we will encourage our partner medical facilities to adopt environmentally friendly practices. This includes recommending eco-friendly suppliers and sustainable sourcing for medical equipment and supplies.
4. **Waste Management:** We will implement a comprehensive waste reduction and recycling program at our offices, aiming to divert 100% of our waste away from landfills by 2025.
5. **Employee Engagement:** NISI Staffing will raise awareness among our employees about carbon reduction efforts, providing training on sustainable practices and encouraging them to take initiatives to reduce their own carbon footprints.
6. **Renewable Energy:** We will explore opportunities if applicable in the future to transition to renewable energy sources for our operations, such as solar panels or wind energy, to further reduce our carbon emissions.

Monitoring and Reporting: NISI Staffing is committed to transparency and accountability. We will implement regular monitoring and reporting mechanisms to track our progress in

reducing carbon emissions. Our initial carbon footprint report for 2023 will serve as a benchmark, and we will report updated data annually.

Net Zero by 2040: Our long-term goal is to achieve net-zero carbon emissions by 2040. To reach this target, we will continually refine our carbon reduction strategies, invest in carbon offset programs, and adopt emerging technologies and practices that align with our environmental goals.

Conclusion: NISI Staffing is dedicated to contributing to a sustainable future by reducing our carbon footprint. We recognize the importance of protecting the environment and will work diligently to achieve our net-zero emissions goal by 2040. We are committed to reporting our progress transparently and seek the active involvement of our employees and partners in our carbon reduction efforts. Together, we can make a positive impact on the environment while continuing to provide high-quality recruitment services to the medical industry.

Carbon Reduction Target: NISI Staffing is committed to significantly reducing its carbon emissions to mitigate its impact on the environment and contribute to a more sustainable future. Our specific carbon reduction target is as follows:

By 2030, NISI Staffing aims to achieve a 40% reduction in its carbon emissions compared to the baseline emissions recorded in 2023.

This target represents an ambitious but achievable goal that aligns with our commitment to environmental responsibility and sustainability. We recognize that reducing our carbon emissions is a crucial step towards our ultimate objective of achieving net-zero emissions by 2040. To ensure accountability and transparency, we will regularly monitor and report our progress in meeting this target and make necessary adjustments to our strategies to achieve our goals.

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|---|---|
| Baseline Year: 2023 | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | Scope 1 – Direct Emissions tCO₂e |
| | Stationary Combustion (Boiler, Generator) 0.0000 |
| | Mobile Combustion (Company Fleet) 0.0000 |
| | Process Emissions (On-Site Manufacturing) 0.0000 |
| | Fugitive Emissions (F-Gasses) 0.0000 |
| | Scope 1 Total 0.0000 |
| | <i>Our business processes and activities have been determined not to result in emissions within Scope 1, and we have confirmed the absence of any emission sources within this scope. However, we will continue to monitor for emissions within this scope.</i> |
| 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 |
| <i>Considering our initial assessment and the lack of precise data, we have utilized industry averages to establish a baseline for emissions.</i> | |
| 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) 242.4193 |
| | Work From Home 0.0000 |
| Scope 3 Total 246.6755 | |
| <i>Considering our initial assessment and the lack of precise data, we have utilized industry averages to establish a baseline for emissions.</i> | |
| Total Emissions | 257.4545 tCO₂e |

Current Emissions Reporting

| Current Year: 2023 | | | | | | | | | | | | | | | | | |
|-------------------------------|---|------------------------------|--------------------|---|---------|--|--------|---|--------|-------------------------------|----------------|------------------------------------|---------------|----------------|--------|----------------------|-----------------|
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| Total Emissions | 257.4545 tCO₂e | | | | | | | | | | | | | | | | |
| Reporting Year: 2023 | | | | | | | | | | | | | | | | | |

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.

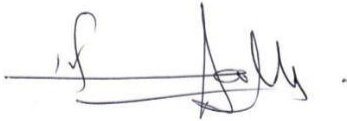
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on behalf of NISI Staffing:

Muhammad Irfan Aslam (Director)



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Date: ...03/04/2024.....

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>