Carbon Reduction Plan 2026/27

Supplier name **NHS Professionals LTD**

Publication date **04/11/2026**

Commitment to achieving net zero

NHS Professionals is committed to achieving net zero emissions by **2030/31**

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 2019/20 (01/04/2019 to 31/03/2020)

Additional details relating to the baseline emissions calculations:

Emissions data had not been published in prior years therefore we selected 2019/20 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed on the SmartCarbon Calculator using the UK Government emissions factors.

Baseline year emissions:	
Emissions	Total (tCO2e)
Scope 1	**48.28**
Scope 2	**85.01**
Scope 3 (included sources)	**Scope 3 total – 2,047.85**
	Upstream T&D – 86.41
	Waste - 0.10
	Business Travel – 430.36
	Employee Commuting – 507.39
	Downstream T&D – not relevant – explanation provided NHS Professionals is a professional services organisation in the UK that supplies temporary staff to the National Health Service. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us
	Other Scope 3 – 1,023.59 – other purchased goods and services
Total emissions	**2,181.14**

Current emissions reporting

Reporting year: Reporting Year: 2025/26 (01/04/2025 to 31/03/2026)

Emissions	TOTAL (tCO2e)
Scope 1	**10.51** (6.94)
Scope 2	**26.69** (31.34)
Scope 3 (included sources)	**Scope 3 total – 1,281.23**
	Upstream T&D – 37.43
	Waste – 4.50
	Business Travel – 289.28
	Employee Commuting – 71.74
	Downstream T&D – not relevant – explanation provided NHS Professionals is a professional services organisation in the UK that supplies temporary staff to the National Health Service. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us
	Other Scope 3 – 878.28 – other purchased goods and services
Total emissions	**1,318.43**

Emissions reduction targets

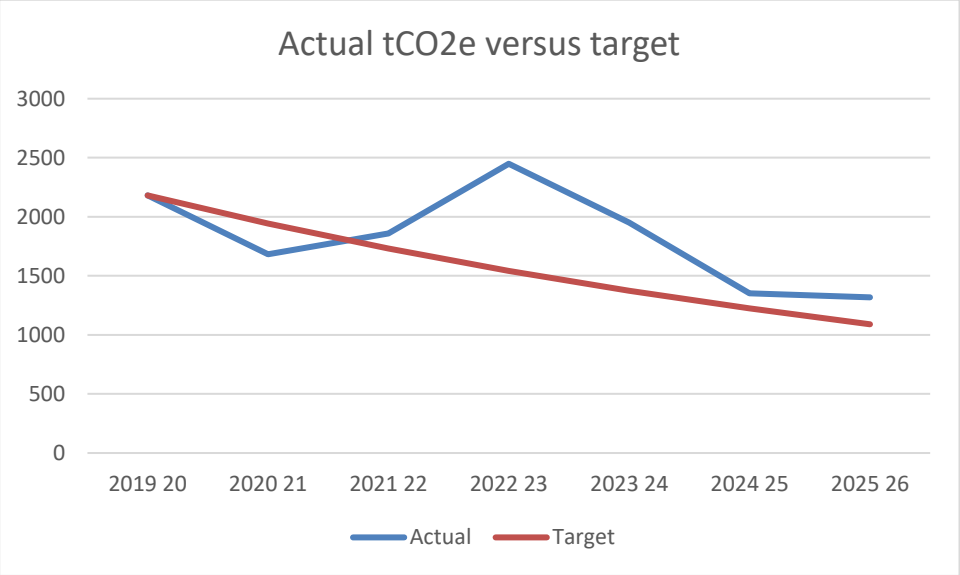
We had no previous commitment to emissions reduction prior to 2019/20.

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease to reach net zero by 2030/1. This is a reduction of **100%** from 2019/20. It is envisaged that carbon offsetting or technology such as carbon capture and storage will be deployed to help achieve the difference between actual and net zero carbon.

By 2026/27 we project that carbon emissions will decrease to 1090 tCO2e. This is a reduction of 50% from 2019/20.

Progress against our targets to date can be seen in the graph below (2019/20 to 2025/6 are actuals) with a total reduction in tCO2e of 39.6% against a target of 50% in 2025/26 when compared to the base year.



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2019/20 baseline. The carbon emission reduction achieved by these schemes equate to 862.71 tCO2e, a 39.6% reduction against the 2019/20 baseline and the measures will be in effect when performing the contract.

It should be noted that lowered carbon emissions (from 2019/20) in CO2 in 2020/21 and 2021/22 are attributed especially to the period during which COVID significantly impacted operational capacity. 2022/23 was a more typical operational year. Total tCO2e in 2022/3 was 2449 tCO2e. By 2024/25 total emissions had reduced to 1351 tCO2e and this further reduced to 1,318 tCO2e in the year 2025/6.

Of particular note for 2025/26 are a 15% year on year reduction in Scope 2 - electricity and in Scope 3 emissions for Business Travel (-10%); Transport & Distribution (-13%). The following environmental management measures and projects have been completed or

implemented since the 2019 baseline. The measures will be in effect when performing the contract.

Carbon reduction projects have included:

- Implemented Environmental Management system and achieved ISO 14001: 2015 certification. Recertification was confirmed in August 2025.

- Move to agile working that has resulted in reduction of company business travel and commuting, with increased home working. Since the base year business travel tCO2e has reduced by 33% to 289 tCO2e in 2025/26. tCO2e for commuting has reduced by 86% since the base year. The 2025/26 data includes well-to-tank factors (not included in the base year).

- A Travel Policy which encourages staff to only undertake necessary business travel and to use video conferencing instead. Staff should keep a balance of office and home working to support mental health and wellbeing.

- Launched fully electric vehicle lease scheme for staff.

- There is monthly reporting of all travel and this is reviewed at ExCo level to identify who is travelling and why.

- Hubble tool in place for booking on-demand co-working spaces with sites located by all of our Client Services team to discourage travel to corporate hubs for meetings

- Completed a Sustainability Opportunity assessment that will help us to build and implement our corporate sustainability strategy. This approach includes environmental, social and economic pillars of activity. Carbon reduction is an important element.

- Launched “NHSP for Good: People, Planet, Prosperity” - the ESG strategy and vision for the business which included the setup of a new sustainability advisory committee.

- Partnered with Property providers for our Leeds Hub who have already achieved zero waste to landfill.

- All single use plastic items removed from Stationery contract.

- Utilisation of a Carbon Reporting Tool to accurately record our carbon emissions.

- Offset our unavoidable business travel carbon emissions for 2021/22 with Climatecare.org

- Pawprint app introduced for staff engagement and to promote carbon reduction behaviours. Continued utilisation of our Pawprint sustainability app has seen a total of 1,133 tCO2e saved by staff changing their habits.

- Initiated ESG supply chain assessment. The aim is to use a fresh approach to more accurately measure Scope 3 emissions with actual emissions data rather than through spend based data.

- Downsizing of property portfolio with Hemel Hempstead site being reduced by two- thirds. This has reduced emissions, especially from energy and commuting. Completed in August 2023 and all excess furniture was sold to another company to promote re-use in place of recycling. Excess IT equipment reutilised for homeworking kits instead of being recycled.

- We have committed to the new Waste Management Policy for our Hemel Hempstead office and during a recent audit 100% of our waste was correctly disposed of in line with the strict segregation outlined in this policy. Our offices in Leeds continued to use the sole combination of recycling and converting any non-recyclables to RDF (Refuse Derived Fuel).

- Partnership implemented with CollectEco for all other furniture removal requirements – all items then refurbished (if required) and donated to local NHS Trusts or Charities avoiding hard-to-recycle items going to landfill.

- When relocating offices NHSP considers energy efficiency and environmental factors. This is reflected in our Leeds office facility which is located in a building, designed specifically with environmental and social sustainability at its core.

- Closure of our underutilised Manchester office with resulting annual savings of around 5,000 KgCO2e moving forward.

- Enhanced supplier relations with regards to property to gain more frequent and accurate data to ensure our carbon emissions reporting is more accurate.

- Introduction of full TCFD & SECR reporting into our Company Accounts.

- Engaging with our supply chain to support our net zero goal, requiring them to report on their carbon footprint data, and our apportionment, to improve the accuracy of carbon measurement.

- All third-party suppliers have completed a mandatory ESG assessment in the ARCUS Supplier Relationship Management system.

- Through our use of Docusign to date 26,471lbs of carbon emission reduction (1,382lb in 2026) plus 1,832lbs of waste eliminated to date (95lbs in 2026)

- Implemented a new Compliance Obligations Register within our Environmental Management system to make sure we are meeting all of our legal obligations.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Interventions to reduce power consumption focussed on staff awareness and specific actions to reduce energy from air conditioning as well as turning off computer monitors overnight.

- Target of 95% of suppliers producing their own net zero target and plan (by 2030 at the latest) that align with NHS Professionals targets.

- Evaluation of purchased products with specific plans for more efficient usage such as switching from disposable to reusable equipment and reducing use of paper. Using low carbon substitutions where possible such as uniforms made from recycled materials.

- Active management and reduction of emissions from staff travel and, where possible, remove the need for travel. Measures to include working with our travel management company on highlighting the lowest emission options on our booking portal. This should result in switching domestic flights to rail and selecting lower emission flights, rail journeys and hotel stays. We will also introduce travel carbon budgeting and more effective reporting.

- Deliver further reductions in emissions resulting from commuting to work. Encouragement of staff to use low carbon transport methods such as walking, cycling and public transport as well as a scheme to promote use of low or zero emission cars. Using the Pawprint app for data collection and encouraging carbon-friendly staff behaviours.

- New partnerships in place to implement carbon offsetting that comprise traditional carbon offsetting projects alongside carbon removal processes and to offset 2026/27 carbon emissions and support our journey to Net Zero.

- Increasing the frequency of Board level reporting on carbon emissions to quarterly.

- Enhance reporting capabilities with full ESG metrics as an enabler for accelerating insight and progress – assisted by real time and predictive information. This through the appointment of Credibl ESG, an AI-powered Sustainability & ESG data management software and reporting platform to measure, manage and track data.

- Increase our tCO2e reporting frequency and detail.

- Commence reporting on a Trust level within the Social Value Portal

- Surveillance audits for ISO 14001

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 and the GHG Reporting Protocol corporate standard[13] and uses the appropriate government emission conversion factors for greenhouse gas company reporting.[14]

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.[15]

This Carbon Reduction Plan has been reviewed and signed off by the Chief Executive Officer and Board Level Executive Director Hoa Ngo

Signed on behalf of the supplier:

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Date: 05/11/26

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