



CARBON REDUCTION PLAN

At Novello, we are committed to reducing our carbon footprint and contributing to a sustainable future for the benefit of both our community and the environment. Our core mission is to protect the healthcare sector by revolutionizing traditional recruitment practices, offering a more sustainable model that not only reduces agency spend but also provides an outstanding service to those who require it most during their times of need.

To align with our carbon reduction goals, Novello is looking to implement the following initiatives:

Sustainable Operations: We will actively seek eco-friendly alternatives in our daily operations, reducing energy consumption, and promoting waste reduction. We have adopted digital platforms to minimize paper usage and actively recycle and responsibly dispose of waste.

Remote Work: To reduce our carbon footprint, we will encourage remote work wherever possible, minimizing the need for transportation and the associated emissions.

Efficient Transportation: We will prioritize the use of eco-friendly transportation options for essential travel, reducing our reliance on fossil fuel-based vehicles and supporting public transportation.

Carbon-Neutral Practices: Novello is committed to measuring and reducing our carbon emissions. We will offset our remaining carbon footprint through verified carbon offset programs, such as reforestation and renewable energy initiatives.

Sustainable Partnerships: We will collaborate with suppliers and partners who share our commitment to sustainability, ensuring that the products and services we use are environmentally responsible.

Employee Engagement: We will engage our employees in sustainability initiatives, encouraging them to reduce their environmental impact both at work and in their personal lives.

Education and Awareness: We will provide ongoing education to our staff and clients about the importance of carbon reduction and sustainability, encouraging them to make informed choices.

Novello is dedicated to making a positive contribution to reducing our carbon footprint. We understand that by protecting the environment, we are ultimately protecting the health and well-being of our community, including the critical services provided by the NHS. Our commitment to carbon reduction is an essential part of our broader mission to serve those in need while preserving the world for future generations.



Carbon Reduction Plan

Supplier name: **Novello Healthcare Limited**

Publication date: 20/01/2023

Commitment to achieving Net Zero

Novello Healthcare is committed to achieving Net Zero emissions by 2040.

Baseline Emissions Footprint

To establish a baseline emission footprint for Novello's operations, we will consider various factors that contribute to carbon emissions. Please note that specific data will be needed to calculate accurate emissions.

As Novello embarks on its first (**Baseline**) emissions report, it is essential to recognize that gathering comprehensive data on carbon emissions can be challenging, particularly when initiating such efforts. At this stage, we acknowledge that we have limited data available from various sources that contribute to our overall carbon footprint. However, this report marks the beginning of a continuous process through which we aim to develop a more accurate understanding of our emissions profile.

Electricity and Energy Consumption: Novello's energy consumption, including electricity for office spaces, server rooms, and other equipment, should be quantified in terms of kilowatt-hours (kWh).

Heating and Cooling: Emissions from heating and cooling systems will be calculated based on fuel consumption.

Transportation: Calculate emissions associated with employee commuting, business travel, and logistics. This includes employee commute distances, fuel consumption for company vehicles, and air travel miles.

Waste Generation: Measure the emissions from waste disposal, considering the type of waste (e.g., landfill or incineration) and the associated emissions factors.

Paper Usage: Calculate emissions associated with paper usage, considering the production, transportation, and disposal of paper products.

Water Usage: Although not a direct emission source, reducing water usage indirectly reduces energy consumption. Calculate water usage and its associated energy use.

Supply Chain: Assess the emissions associated with the manufacturing, transportation, and disposal of products and services used in your operations.

Employee Commuting: Determine emissions from employees' commuting to and from work. This will depend on the mode of transportation and the distance travelled.



Business Travel: Measure emissions from employees' travel for work-related purposes, including flights, train journeys, and car rentals.

Once we gather more accurate data on these aspects, we will use standard emissions factors ([1https://ghgprotocol.org/corporate-standard](https://ghgprotocol.org/corporate-standard)) or consult with a carbon accounting professional to calculate for the subsequent years.



Baseline Year: 2022	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
	<i>Our business processes / activities have determined that there are no emissions falling within Scope 1. However, we remain vigilant and transparent in our commitment to promptly report any changes that may arise in the future.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 3.1061
	Gas (Heating type) 0.0945
	Water 0.0000
	Scope 2 Total 3.2006
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 0.2128
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 195.0395
	Work From Home 0.6676
	Scope 3 Total 195.9199
Total Emissions	199.1205



Current Emissions Reporting

Current Year: 20222	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
	<i>Our business processes / activities have determined that there are no emissions falling within Scope 1. However, we remain vigilant and transparent in our commitment to promptly report any changes that may arise in the future.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 3.1061
	Gas (Heating type) 0.0945
	Water 0.0000
	Scope 2 Total 3.2006
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 0.2128
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 195.0395
	Work From Home 0.6676
Scope 3 Total 195.9199	
Total Emissions	199.1205
Reporting Year: 2022	



Emissions reduction targets

To reduce emissions by 50% within the next four years, Novello will focus on key areas:

Energy Efficiency: Upgrade equipment, embrace renewable energy, and promote energy-saving behaviours.

Sustainable Transportation: Encourage remote work, eco-friendly commuting, and efficient vehicle use.

Waste Reduction: Implement waste reduction and recycling programs and continue the transition to a paperless office.

Supply Chain: Collaborate with sustainable suppliers and source locally when possible.
Employee Engagement: Provide sustainability training, encourage employee initiatives, and promote carbon-conscious practices.

Carbon Offsets: Invest in offset programs to compensate for emissions.

Regular Monitoring: Improve data collection, track progress, and make adjustments as needed.

Collaboration: Seek advice from experts and explore industry partnerships.

Novello is committed to this ambitious goal, aligned with our mission to protect the NHS and promote sustainability.

Carbon Reduction Projects

In our pursuit of a 50% emissions reduction for Novello in the next four years, we are dedicated to implementing robust environmental management measures. These measures include considering certification schemes, such as ISO 14001 or PAS 2060, and engaging with initiatives like SBTI (Science-Based Targets Initiative) for clear and credible climate action. Here's how we plan to integrate these elements into our strategy:

1. ISO 14001 Certification:

Novello will explore the implementation of ISO 14001, a globally recognized environmental management standard. This certification will help us establish a systematic approach to environmental management, including regular assessments and audits to identify opportunities for improvement.

2. PAS 2060:

We will consider PAS 2060, a certification standard for achieving carbon neutrality. Novello will strive to meet the requirements of PAS 2060 to demonstrate our commitment to reducing emissions and offsetting any remaining emissions through credible offset programs.

3. Science-Based Targets Initiative (SBTI):

Novello will actively engage with SBTI, aligning our emissions reduction targets with scientific recommendations to ensure our efforts are in line with the latest climate science. By setting science-based targets, we commit to a quantifiable and ambitious reduction in our emissions.



4. Specific Sustainability Initiatives:

Beyond the above certification schemes and initiatives, Novello will identify and engage in specific sustainability programs and partnerships that are relevant to our industry. This might include collaborations with healthcare sustainability organizations or participation in industry-specific initiatives aimed at reducing carbon emissions.

These environmental management measures and initiatives will provide a structured framework for our emissions reduction strategy, ensuring that our efforts are not only meaningful but also verified by credible standards and organizations. Novello is dedicated to combining these measures with our comprehensive emissions reduction plan to achieve our ambitious goal of a 50% reduction in emissions within the next four years. This commitment reflects our mission to protect the Healthcare sector and our dedication to environmental responsibility.

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 the Supplier:

Name and Job Title: Jane Couper-Weng, CEO

Date: 01/10/2023

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>