

**CARBON REDUCTION PLAN**

**Publication Date:** 1<sup>st</sup> December 2023  
**Review Date:** 30<sup>th</sup> November 2024  
**Policy review schedule:** Every 12 months (as a minimum)

**Commitment to achieving Net Zero**

MARVA Group (MUVE People Group & iCARE24 Group, are committed to achieving Net Zero emissions by 2050.

**Baseline Emissions Footprint**

Baseline emissions are a record of the greenhouse gases (GHG) 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.

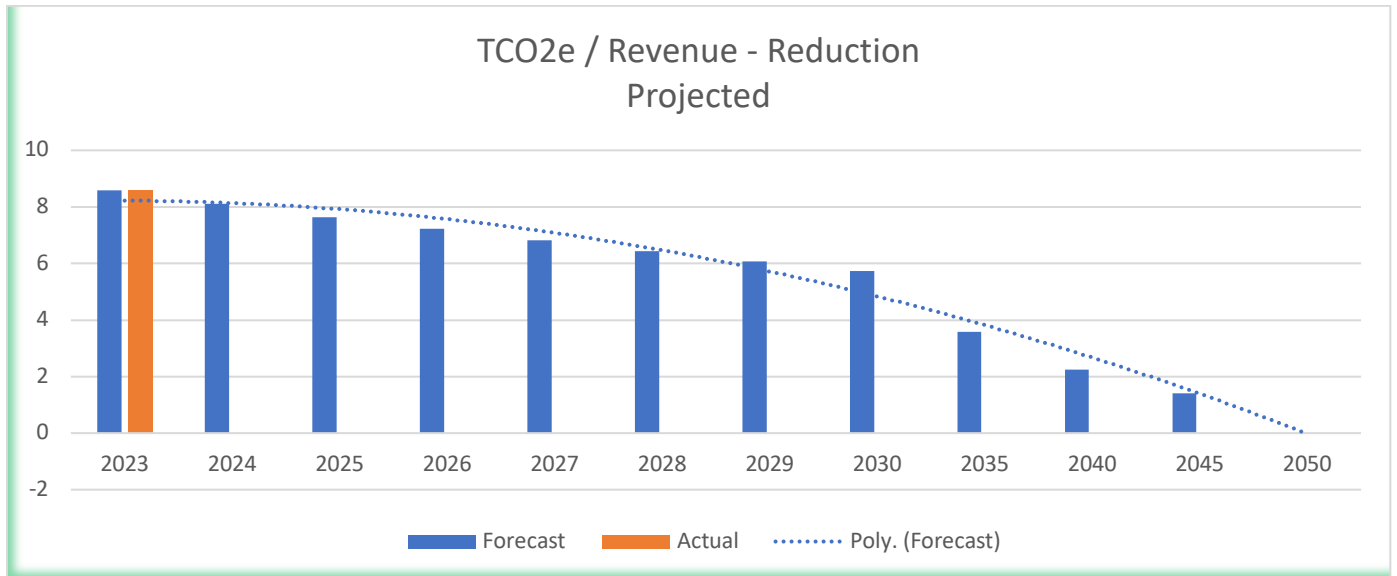
<b>Baseline Year: 2023</b>	
2023 is our first year of reporting. As a recruiter of healthcare professionals for temporary roles in the NHS and the private sector across the Globe.	
<b>Total Emissions are measured as (TCO2e)/£1m Turnover.</b>	
<b>Baseline year emissions: 2023</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	66.61
Scope 2	74.77
Scope 3 (Included Sources)	116.11
<b>Total Emissions (TCO2e)/£1m Revenue</b>	<b>8.58</b>

**Current Emissions Reporting**

<b>Reporting Year: 2023</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	66.61
Scope 2	74.77
Scope 3 (Included Sources)	116.11
<b>Total Emissions (TCO2e)/ £1m Revenue</b>	<b>8.58</b>

## Emissions reduction targets

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 over the next five years to **6.43 by December 2028**. This is a reduction of 25%.



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented in 2023. These measures will be in effect when performing the contract:

- The introduction of a company walk/ ride to work scheme to encourage a reduction of car-based commuting.
- An increase in the use of working from home strategies.
- Transferring from Petrol / Diesel to Electric vehicles for company cars
- Recycling in the office
- Reduce cleaning associated energy consumption and aerosols.
- Optimize hybrid or virtual conferences or meetings to minimize unnecessary transport-related carbon emissions.
- Introduce an EV salary sacrifice scheme
- Plug into conservation, unplug from waste

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

- Tote Bags available to all staff
- More localised recruitment to support reduced travel times
- Reusable company water bottles
- Office Lighting and Air conditioning systems
- Further use of working from home strategies
- Update our supply chain to encourage the use of carbon neutral providers for delivery, uniforms, and technology supplies in particular
- Move to green pension provider
- Move to green website hosting provider
- Encourage travel by green operators
- Requiring all suppliers to provide green initiatives they are acting on each year, with the initiative of asking for

a 5% reduction each year

- Car pooling across all locations
- Work towards a 100% digital / paperless office environment
- Donate expired or unused consumables and equipment to other organizations like local schools and family

#### **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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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

Date: 01/12/2023

**Signed on behalf of the Supplier:**

A handwritten signature in blue ink, appearing to be 'C. M.', is written above a horizontal line.