Carbon Reduction Plan

Supplier name: Globe Locums Limited

Publication date: 05th March 2024

Commitment to achieving Net Zero

Globe Locums Limited committed to achieving Net Zero emissions by 2050.

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.

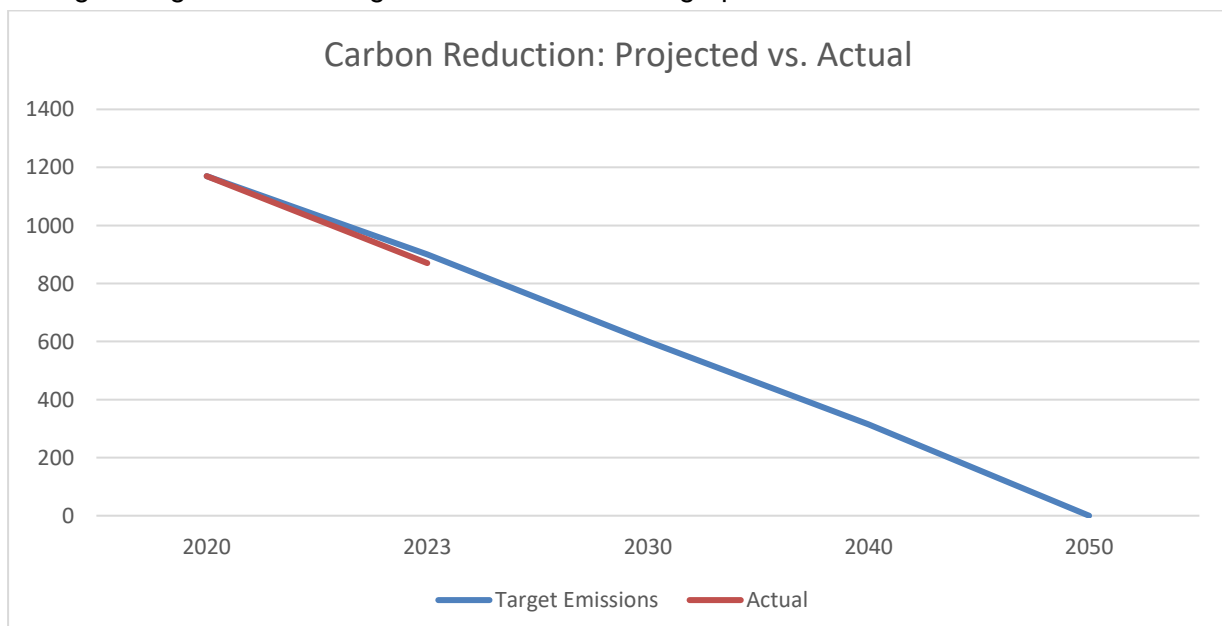| Baseline Year: 2020	
Additional Details relating to the Baseline Emissions calculations.	
First reported baseline.	
Baseline year emissions:	
EMISSIONS	**TOTAL (tCO$_2$e)**
Scope 1	**341**
Scope 2	**243**
Scope 3 (Included Sources)	**586**
Total Emissions	**1170**

Current Emissions Reporting

Reporting Year: 2023	
The scope 3 categories included within this reporting year are Business Travel and Employee Commuting. All other basic scope 3 emissions (Waste, Upstream and Downstream transportation and Distribution) were deemed to not be material to our carbon footprint because they do not apply to Globe Locums Limited and the way in which we operate.	
EMISSIONS	**TOTAL (tCO$_2$e)**
Scope 1	**18.4**
Scope 2	**236.7**
Scope 3 (Included Sources)	**615.2** Employee Commuting – 349.9 Business Travel – 204.8 Fuel and energy related activities – 60.5
Total Emissions	**870.3**

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 600 tCO$_2$e by 20**28**. This is a reduction of **31**%

Progress against these targets can be seen in the graph below:

Carbon Reduction: Projected vs. Actual

Carbon Reduction Projects
Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 20**20** baseline. The carbon emission reduction achieved by these schemes equate to **299.7** tCO$_2$e, a **25.6**%ge reduction against the 20**20** baseline and the measures will be in effect when performing the contract

We have developed Globe's Green Strategy which included initiatives across Energy, Waste Management and Transport/travel emissions.

We have:

- Moved to renewable energy sources for our office (Opus Renewable)

- Switched from desktop PCs to laptops, requiring circa 65% less power

- Implemented PRI motion sensor lighting, improving efficiency by circa 20-30%

- Introduced smart thermostats for improved monitoring and management of energy useage and to monitor the impact of energy efficiency commitments

- Brought in staff training in the waste hierarchy: Reduce, Reuse, Recycle

- Started a staff Cycle-to-Work scheme

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

- Operating a paper-free office;

- Expanding cycling training to the locum workforce to encourage greener travel to Trust site.

- Adapting to hybrid working for our staff

- We are currently in the process of obtaining ISO14001 accreditation, ensuring we have an effective Environmental Management System (EMS).

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 the Supplier:

Gavin Grant, Director
05/03/2024

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[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