

**Axis Nursing Agency PPN 06/21**

**CARBON REDUCTION PLAN**

Part of carbon footprint assessment in  
accordance with SBTi

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## 1.0 INTRODUCTION

# *“Fully Committed to Net Zero By 2050 “*

To establish a clear direction and timeline we have engaged CarbonFit to review and audit our Carbon Footprint and assist in setting a clear path to Net Zero for Scope 1,2 and 3 by 2050 in line with PPN 06/21, SBTI and GHG Protocols.

CarbonFit have carried out an audit in accordance with ISO14064-1.

To commence the process, CarbonFit have reviewed our operations including energy and carbon usage and consumption throughout the buildings, processes, vehicles, travel, distribution waste and employee commuting in line GHG Corporate Accounting and Reporting Standard and GHG Scope 3 standards.

For the purpose of this report, in accordance with PPN 06/21, the baseline and last financial year have been reported. Emissions have been calculated using the Department for Department of Energy Security and Net Zero (DESNZ) conversion Factors for company reporting of GHG emissions.

Axis Nursing Agency can confirm we are fully committed to achieving Net Zero by 2050 or sooner.

This plan will be updated annually in line with our financial year end.

The next revision is due towards Q2 of 2026

## 2.0 AXIS NURSING AGENCY

Axis Nursing Agency is a dynamic and forward-thinking nursing agency based in Belfast, Northern Ireland. Established on December 19, 2018.

The agency offers both short-term and long-term nursing and healthcare assistant role across the National Health Service (NHS) and the private sector throughout Northern Ireland. They provide a 24/7 service, 365 days a year, ensuring that healthcare facilities have access to qualified staff whenever needed.



For nurses and healthcare assistant seeking employment, Axis Nursing Agency supplies staff to various environments, including the NHS, private hospitals, nursing homes, and other healthcare providers. They offer excellent rated of pay and a wide choice of work opportunities. The agency provides support throughout the recruitment process, including assistance with revalidation process, fast-track registration, and ongoing support from their team. They also offer flexibility, allowing staff to choose when they work.

## 2.1 Carbonfit

Carbonfit partners with organisations and businesses to support them on their Net Zero Journey through 3 key phases footprint, improve and translate.

We are a team of chartered Engineers with over 20 years' experience in the Energy and Carbon Sector. We have the knowledge, skills and expertise to meet carbon reporting and Net Zero requirements in line with GHG Protocol and SBTi.

## 3.0 Company Overview

Axis Nursing Agency is a healthcare staffing agency specializing in suppling registered nurses and healthcare assistant to various healthcare settings, including NHS hospitals, private hospitals, nursing homes, and other medical institutions across Northern Ireland.

The agency provided both short-term and long-term placements, ensuring flexibility for both healthcare providers and professionals seeking employment.

### 3.1 Company Details

#### 3.1.1 BASE FINANCIAL YEAR

January 2023 – December 2023

#### 3.1.2 FINANCIAL YEAR REPORTING

January 2024 – December 2024

#### 3.1.3 ADDRESS

99 University Street  
Belfast  
Antrim  
BT7 1HP

#### 3.1.4 BOUNDARY APPROACH

Financial

#### 3.1.5 SUSTAINABLE LEADERSHIP TEAM

Rajini Chada  
Director      [rchada@axisagency.co.uk](mailto:rchada@axisagency.co.uk)

#### 4.0 Net Zero Commitment

In 2019 the UK Government amended the Climate Change Act 2008 by introducing a target of a 100% reduction in the net UK carbon account by 2050. This has become commonly known as the 'Net zero, target. 'In line with this, Axis Nursing Agency are fully committed to playing our part and ensuring that our business achieves Net Zero by 2050.

Axis Nursing Agency commitment to achieving Net Zero by 2050 is set out in this “Carbon Reduction Plan”. This outlines out the company’s vision and strategy for achieving Net Zero across its entire value chain [Scope1,2 and 3] in line with the governments streamlined energy and Carbon Reporting guidelines. Axis Nursing Agency employ the services of CarbonFit providing carbon accounting and advisory services. CarbonFit undertake a series of quality management checks in line with the requirements ISO 14064.

The emissions data contained within this CRP has been obtained in accordance with the GHG Protocols Corporate standard and the corporate value chain [Scope 3] accounting and reporting standard. Emissions have been calculated using Department for Department of Energy Security Cand Net Zero (DESNZ) Conversion Factors for company reporting of GHG emission.

#### NET ZERO PLEDGE

Axis Nursing Agency is committed to developing a science-based target aligned with the SBTI criteria, submit the target to the SBTI for validation and publish our approved targets within a maximum of 24 months.

We commit to reducing our Scope 1 & 2 GHG emissions by 50% by 2030 from the Base Year below and 100% by 2050.

We commit to measuring and reducing our Score 3 by engaging with 80% of our supply chain by 2026. Scope 3 emissions to be reduced by 100% by 2050 or sooner.

## 5.0 Baseline Emissions Footprint

Financial Year: January 23 - December 23

Scope 1,2 and 3 emissions as required by GHG Protocol are outlined below:

### Scope 1

Primary Fuel Combustion (On-site)	0.00 tCO <sub>2</sub> e
Machinery/Manufacturing Process	0.00 tCO <sub>2</sub> e
Road Transport	1.91 tCO <sub>2</sub> e

<b>C1. Total Scope 1</b>	<b>1.91 tCO<sub>2</sub>e</b>
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### Scope 2

Electricity Consumed (Location Based)	5.13 tCO <sub>2</sub> e
Electricity Consumed (Market Based/Onsite Generation/Renewable)	0.00 tCO <sub>2</sub> e

<b>C2. Total Scope 2</b>	<b>5.13 tCO<sub>2</sub>e</b>
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### Scope 3

Category 3: Fuel and Energy Related Activities	2.88 tCO <sub>2</sub> e
Category 4: Upstream Transportation and Distribution	0.01 tCO <sub>2</sub> e
Category 5: Waste Generated in Operations	0.26 tCO <sub>2</sub> e*
Category 6: Business Travel	2.68 tCO <sub>2</sub> e
Category 7: Employee Commuting	2.21 tCO <sub>2</sub> e*
Category 9: Downstream Transportation and Distribution	0.00 tCO <sub>2</sub> e

<b>C3. Total Scope 3</b>	<b>8.04 tCO<sub>2</sub>e</b>
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<b>C4. Total Scope 1,2 &amp; 3 Carbon Emissions</b>	<b>15.08 tCO<sub>2</sub>e</b>
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\*Assumptions made in calculations where applicable

## 6.0 Current Emissions Footprint : Carbon

Financial Year: January 24 - December 24

Scope 1,2 and 3 emissions as required by GHG Protocol are outlined below:

### Scope 1

Primary Fuel Combustion (On-site)	0.00 tCO <sub>2</sub> e
Machinery/Manufacturing Process	0.00 tCO <sub>2</sub> e
Road Transport	1.70 tCO <sub>2</sub> e

<b>C1. Total Scope 1</b>	<b>1.70 tCO<sub>2</sub>e</b>
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### Scope 2

Electricity Consumed (Location Based)	5.11 tCO <sub>2</sub> e
Electricity Consumed (Market Based/Onsite Generation/Renewable)	0.00 tCO <sub>2</sub> e

<b>C2. Total Scope 2</b>	<b>5.11 tCO<sub>2</sub>e</b>
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### Scope 3

Category 1: Purchased Goods & Services	TBC tCO <sub>2</sub> e
Category 3: Fuel and Energy Related Activities	2.73 tCO <sub>2</sub> e
Category 4: Upstream Transportation and Distribution	N/A tCO <sub>2</sub> e
Category 5: Waste Generated in Operations	0.08 tCO <sub>2</sub> e*
Category 6: Business Travel	2.03 tCO <sub>2</sub> e
Category 7: Employee Commuting	3.26 tCO <sub>2</sub> e
Category 9: Downstream Transportation and Distribution	0.00 tCO <sub>2</sub> e

<b>C3. Total Scope 3</b>	<b>8.10 tCO<sub>2</sub>e</b>
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<b>C4. Total Scope 1,2 &amp; 3 Carbon Emissions</b>	<b>14.91 tCO<sub>2</sub>e</b>
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\*Assumptions made in calculations where applicable

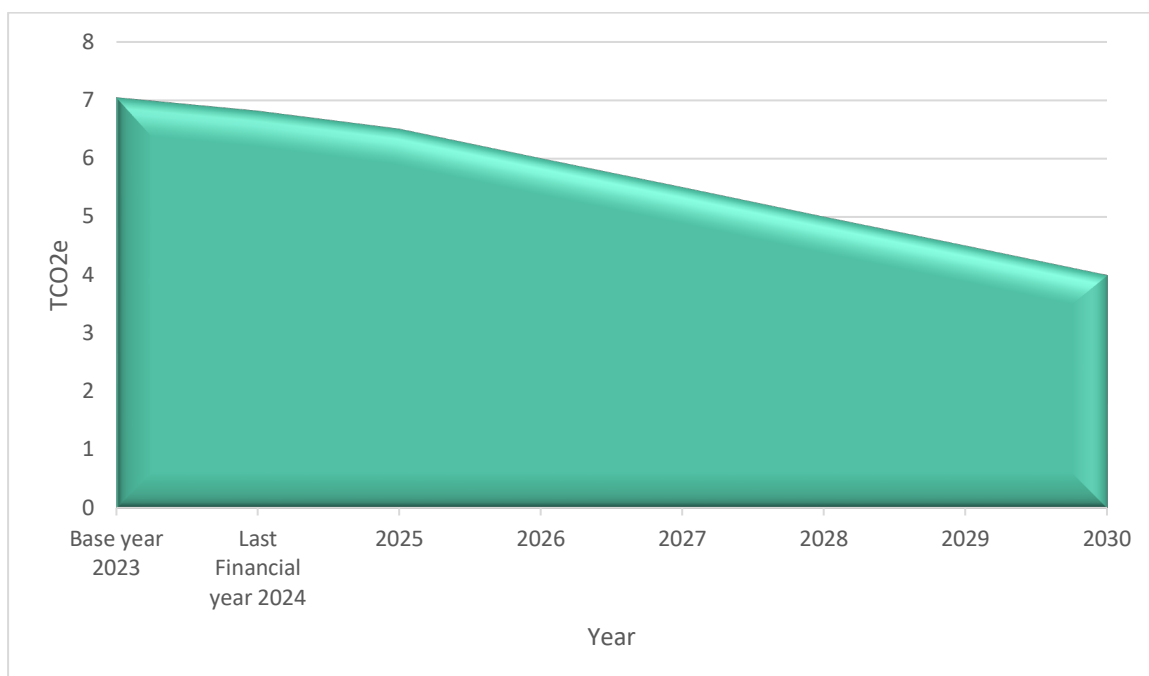


### 7.0 Emissions Reduction Targets: Scope 1 and 2\*

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- Reduce Scope 1 emissions by 50% by 2030 with min reduction of 10% year on year
- Reduce Scope 2 emissions by 50% by 2030 with min reduction of 10% year on year

Scope 1 & 2 Net Zero Timeline Trajectory

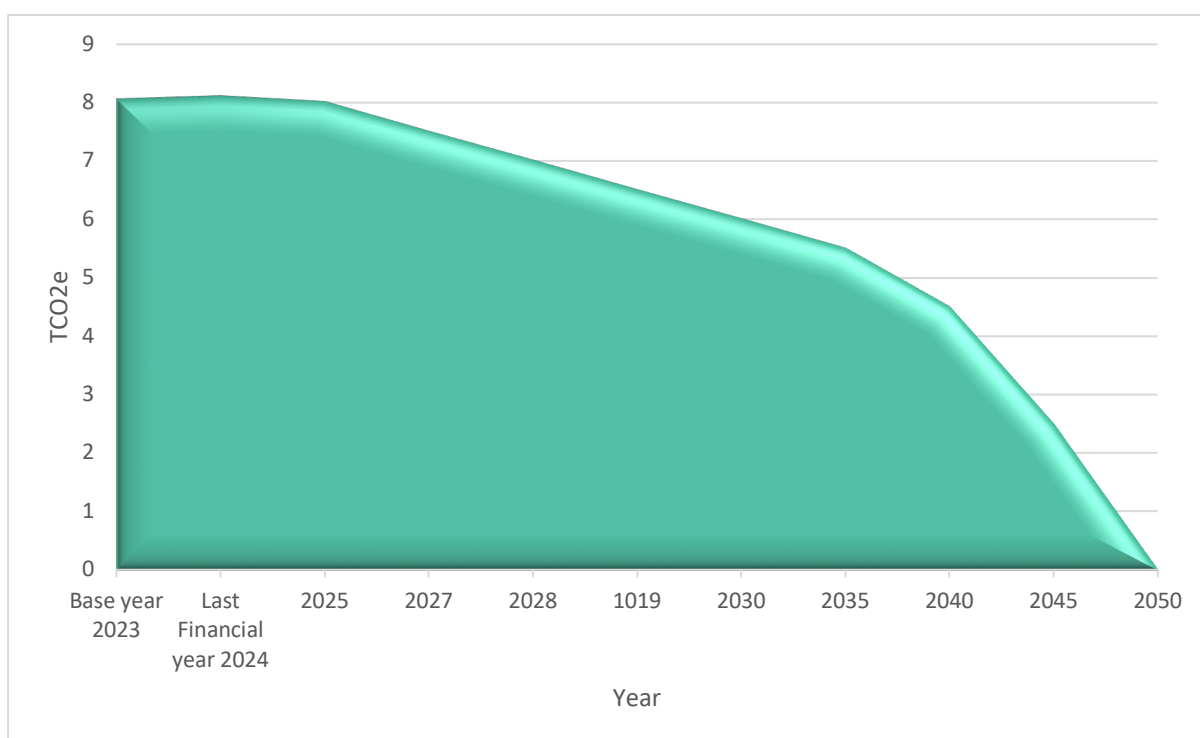


### 7.1 Emission Reduction Targets: Scope 3\*

Scope 3 targets include:

- Complete a full scope 3 inventory and calculation in 2026
- Set Near and long term targets for reduction by 2027
- Reduce emissions by 100% by 2050

Scope 3 - Net Zero Timeline Trajectory



## 8.0 Carbon Initiatives completed to date

The following environmental management measures and projects have been completed or implemented since the Base Year of 2023 by Axis Nursing Agency

- We will continue to work with CarbonFIT Ltd to strategise a pathway to Net zero Carbon Emissions by 2050 for scope 1, 2 & 3.
- A “Green Team” has been set up by the company to promote and report on the sustainability initiatives and raise awareness on carbon reduction and update progress to the net zero road map.
- A policy has been created by which there will be no further purchasing/leasing of petrol or diesel vehicles and only hybrid and electric vehicles will be possible.
- We are committed to upgrade all our office equipment to ‘A-rated’ energy efficient appliances as and when required.
- As a company we provide our staff with an Eco Driver training course. Case studies carried out by the Energy Saving Trust conclude that eco-driver training provides 15% fuel savings on the day of training and 6% savings long term.
- We have implemented a low-carbon domain for our website and will continue to source it sustainably moving forward.



## 9.0 Future Projects

“We intend to accelerate our progress to date and focus on Scope 3 emissions which will include engaging with our clients to assist them on their net zero journey.”

- Axis Agency is working closely with CarbonFIT Ltd to strategise a pathway and road map to Net zero Carbon Emissions.
- It is the companies intention provide members of the board and senior management team a Carbon Literacy Training session which covers climate science, climate policy fundamentals, as well as carbon reporting and management requirements.
- We plan to conduct periodic energy audits to identify energy/carbon saving opportunities and areas of inefficiency within our estate.
- Investigation to the purchase of a green supply electricity contract. Doing this has nullify our emissions associated with scope 2. This is will be standard prerequisite to any renewal energy contracts.
- Install smart metering systems across all buildings within the estate to monitor and control energy usage and highlight energy hotspots.
- The company will investigate the feasibility to install Battery Storage to store our renewably generated energy for night-time use operations and/or when insufficient weather patterns for the PV/wind turbines to operate.
- The company will develop a policy that nay new purchased or lease vehicle will either be an Electric or Hybrid vehicle.
- There is commitment by the company to the integration of electric and hybrid vehicles, so we also plan to install EV charging points onsite for staff to use.
- We are committed to introducing a Waste Management Policy to help to minimise waste generation on site and facilitate repair, reuse, and recycling over the disposal of wastes, where it is cost effective.
- As a company we are considering to implement a policy that all vehicle hire will either be electric or hybrid vehicles only to lower our emissions associated with "Business Travel"
- We plan to evaluate and incentivise staff to use other forms of transport such as electric/hydrogen bus, e-bike, e-scooter and bicycle to lower our emissions associated with "Employee Commuting."
- Where possible, consideration to implementing a more frequent working from home policy to reduce the impact of emissions associated with "Employee Commuting."
- It is the intention of the company to complete the validation process for a science-based target validated by the Science Based Targets initiative (SBTi) as aligning with limiting global warming to 1.5°C or <2°C .
- Once all other areas of carbon reduction have been exhausted, the company is committed to investing in voluntary carbon markets to allow offsetting our emissions by purchasing carbon credits by projects targeted at removing or reducing greenhouse gas from the atmosphere.



## 10.0 Declaration & 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 and used the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with GHG Protocol 14064-1, and a subset of Scope 3 emissions which are applicable to the organisation within the reporting year have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

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

Signed on behalf of Axis Nursing Agency

Rajini Chada

Director

Signature: *Rajini Chada*