



Staff Health Limited – Carbon Reduction Plan

Publication Date: July 2025

Overview

Staff Health Limited provides occupational health and wellbeing services across the UK, including health surveillance, mental health support, drug and alcohol testing, vaccinations, and training. This Carbon Reduction Plan outlines our commitment to achieving Net Zero in line with the UK Government's Climate Change Act 2008 (amended 2019) and complies with PPN 06/21.

Commitment to Achieving Net Zero

Staff Health Limited is committed to achieving Net Zero carbon emissions by **2045**.

Baseline Emissions Footprint

Baseline Year: August 2024 – July 2025

Additional Notes:

- **Water usage:** Estimated based on occupancy and typical usage patterns.
- **Business travel:** Calculated via mileage logs; future tracking will include fuel consumption.
- **Remote work:** Estimated based on average office attendance; formal tracking to be introduced.



- **Waste:** Estimated using bin volume, density factors, and disposal frequency.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2.4
Scope 3	30.2
- Fuel & Energy (Scope 3)	0.6
- Upstream Transport	0.2
- Waste	0.6
- Business Travel	13.3
- Employee Commuting	14.8
- Downstream Transport	0.7
Total Emissions	32.6

Current Emissions Reporting

Same as baseline year (2024/25), pending updated data collection.



Emissions Reduction Targets

- **35% reduction by March 2028**
- **50% reduction by March 2035**

Carbon Reduction Projects

Completed Initiatives

- Office electricity sourced from **100% renewable energy** via Octopus Energy.

Future Initiatives

- Formalise tracking of remote work and fuel consumption.
- Introduce **EV salary sacrifice schemes** to encourage uptake.
- Adopt ISO14001 environmental management standards.
- Transition business vehicles to **electric vehicles by 2030**.
- Adopt virtual meeting software.

Declaration and Sign-Off

This plan follows the GHG Reporting Protocol, SECR requirements, and Scope 3 standards. It has been reviewed and approved by the Managing Director of Staff Health Limited.