



MJ Support Staffing

Carbon Reduction Plan (2022-2040)

Introduction:

MJ Support Staffing is committed to reducing its carbon footprint and contributing to a sustainable future. In recognition of the global climate crisis, we have established a Carbon Reduction Plan with a **baseline year of January to December 2022 and a Net Zero deadline of 2040**. While we are currently unable to provide precise carbon emissions data due to the absence of actual data, we are dedicated to collecting and reporting more accurate information in the coming years.

Key Areas of Focus:

Our carbon reduction plan will address key areas of our operations that contribute to carbon emissions. These include:

1. **Energy Efficiency:** We will focus on improving energy efficiency in our office operations, including lighting, heating, and cooling systems.
2. **Transportation:** We will work to reduce emissions associated with staff commuting and any company-owned vehicles.
3. **Supply Chain:** We will evaluate and collaborate with our suppliers to reduce emissions related to the products and services we procure.
4. **Waste Management:** We will implement waste reduction and recycling initiatives in our office.
5. **Remote Work:** We will encourage remote work and virtual meetings to reduce the need for staff to commute to the office.

Short-term Goals (2022-2025):

1. **Energy Efficiency:** Conduct an energy audit of our office space and implement energy-saving measures. This will include switching to energy-efficient lighting and optimizing heating and cooling systems.
2. **Transportation:** Promote the use of public transportation and carpooling among our employees. Encourage cycling or walking to work where possible.
3. **Supply Chain:** Collaborate with key suppliers to assess and reduce the carbon footprint of products and services we purchase.
4. **Waste Management:** Implement a waste reduction plan, which includes recycling and responsible disposal of office waste.

Medium-term Goals (2026-2030):

1. **Energy Efficiency:** Continue to upgrade office infrastructure for energy efficiency. Consider renewable energy sources where feasible.
2. **Transportation:** Invest in an eco-friendly company vehicle fleet, including electric or hybrid vehicles, where applicable.
3. **Supply Chain:** Encourage our suppliers to adopt eco-friendly practices and work towards a more sustainable supply chain.
4. **Remote Work:** Promote remote work options as a permanent feature of our work culture to reduce the need for daily commuting.

Long-term Goals (2031-2040):

1. **Net Zero Emissions:** Strive to achieve Net Zero carbon emissions by 2040 by implementing further emission reduction measures, potentially including carbon offset programs.
2. **Carbon Reporting:** Continuously collect and report accurate carbon emissions data to track our progress and enhance transparency.

Commitment to Precision:

While we currently lack precise carbon emissions data, we are committed to improving our data collection methods and collaborating with experts to ensure accurate tracking of our carbon footprint. This commitment is essential in achieving our Net Zero goal by 2040.

Conclusion:

MJ Support Staffing is dedicated to reducing its carbon emissions, enhancing the wellbeing of the clients we support, and providing quality health care assistants and support staff. We recognize that the transition to a low-carbon operation is a journey, and we look forward to achieving our Net Zero emissions goal by 2040. We will regularly update this plan as more accurate data becomes available and as we progress toward our carbon reduction objectives.

Baseline Year: 2022	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Stationary Combustion (Boiler, Generator) 0.0000
	Mobile Combustion (Company Fleet) 3.7189
	Process Emissions (On-Site Manufacturing) 0.0000
	Fugitive Emissions (F-Gasses) 0.0000
	Scope 1 Total 3.7189
<i>We own 3 cars used for transporting staff and this is the only area of emission within scope 1.</i>	
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 10.3537
	Gas (Heating type) 0.4253
	Water 0.0000
	Scope 2 Total 10.7790
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 6.3843
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 113.6340
	Work From Home 0.3418
Scope 3 Total 120.3601	
Total Emissions	134.8580 tCO₂e

Current Emissions Reporting

Current Year: 2022			
Current year emissions:			
EMISSIONS	TOTAL (tCO₂e)		
Scope 1	Scope 1 – Direct Emissions	tCO₂e	tCO₂e
	Stationary Combustion (Boiler, Generator)	0.0000	0.0000
	Mobile Combustion (Company Fleet)	3.7189	0.0000
	Process Emissions (On-Site Manufacturing)	0.0000	0.0000
	Fugitive Emissions (F-Gasses)	0.0000	0.0000
	Scope 1 Total	3.7189	0.0000
<i>After identifying the emission sources within our organization, it's important to note that our business operations and activities do not result in emissions falling under Scope 1.</i>			
Scope 2	Scope 2 – Indirect Emissions	tCO₂e	tCO₂e
	Electricity (Head office & Branches)	10.3537	0.0000
	Gas (Heating type)	0.4253	0.0000
	Water	0.0000	0.0000
	Scope 2 Total	10.7790	0.0000
Scope 3 (Included Sources)	Scope 3	tCO₂e	tCO₂e
	Waste Generated in Operations	6.3843	0.0000
	Upstream transportation & distribution	0.0000	0.0000
	Downstream transportation & distribution	0.0000	0.0000
	Business Travel	0.0000	0.0000
	Commuting (round trip to location)	113.6340	0.0000
	Work From Home	0.3418	0.0000
Scope 3 Total	120.3601	0.0000	
Total Emissions	134.8580 tCO₂e		
Reporting Year: 2022			

Declaration and Sign Off

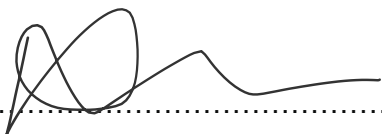
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 MJ Support Staffing:


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Date: ... 15/11/2023.....

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>