

MJ SUPPORT STAFFING LIMITED

Carbon Reduction Plan

Company number [UK] **10417677**

Registered office address

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Website: [MJ Care & Support Agency Bridgwater & Somerset. Bridgwater Care Agency \(mjsupportstaffing.co.uk\)](https://mjsupportstaffing.co.uk)

Introduction

MJ Support Staffing is steadfast in its commitment to environmental sustainability. Our Carbon Reduction Plan, established with a baseline year of 2022 and a Net Zero target of 2040, reflects this dedication.

We've now incorporated more comprehensive data reporting for the period of January to December 2023. While previous reports were hindered by data limitations, our recent efforts have yielded a more accurate assessment of our carbon footprint. This enhanced data provides a solid foundation for informed decision-making and effective emissions reduction strategies.

As we continue to refine our plan, we remain dedicated to minimising our environmental impact and contributing to a sustainable future. We will also be continuously refining our processes for collecting and reporting emissions data, ensuring accuracy and transparency throughout the years.

Commitment to achieving Net Zero by 2040

MJ Support Staffing is firmly committed to achieving Net Zero carbon emissions by 2040. This ambitious goal aligns with global efforts to combat climate change and create a sustainable future. We recognise the urgency of addressing climate challenges and are taking proactive steps to reduce our environmental footprint. Our Carbon Reduction Plan outlines a comprehensive strategy to achieve our Net Zero target, including investments in renewable energy, energy efficiency initiatives, and sustainable practices across our operations. We are dedicated to making a positive impact on the planet and ensuring a sustainable future for generations to come.

Methodology & References

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 uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

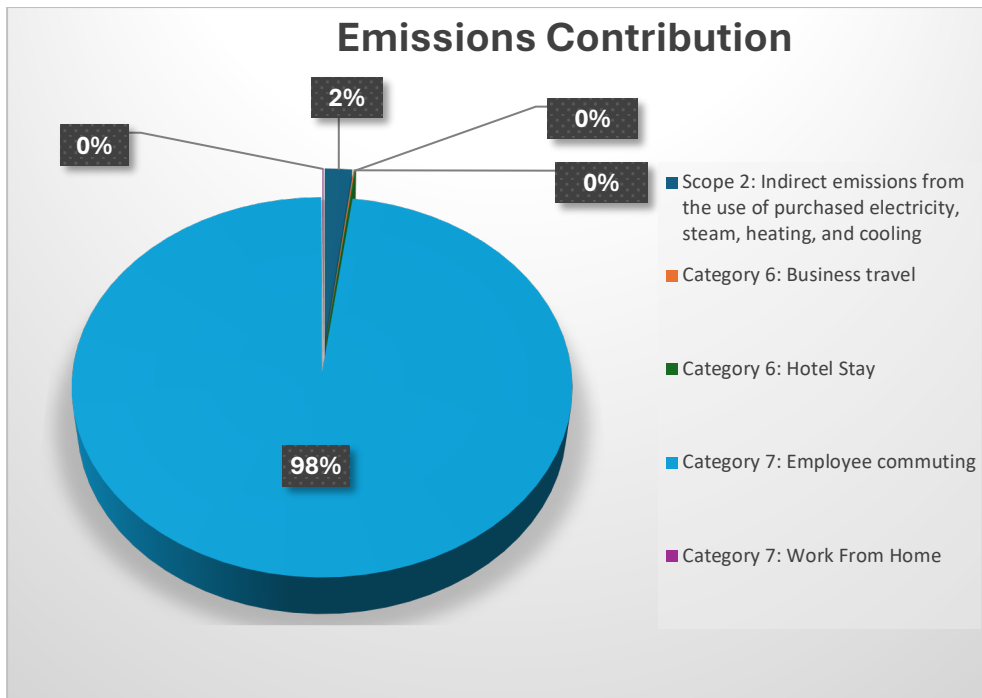
Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

Baseline Emissions Footprint 1st Jan – 31st Dec 2022

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations Mobile Combustion (Company Fleet)	3.7189
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	10.7790
Scope 3: emissions	
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	6.3843
Category 6: Business travel	0.00
Category 7: Employee commuting	113.6340
Category 7: Work From Home	0.3418
Category 8: Upstream leased assets	0.00
Scope 3 Total	120.3601
Category 9: Downstream transportation and distribution	0.00
Total	134.8580 tons CO₂e

Current Emissions Reporting 1st Jan – 31st Dec 2023

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations Mobile Combustion (Company Fleet)	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	9.107
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	0.00
Category 6: Business travel	0.4111
Category 6: Hotel Stay	0.4170
Category 7: Employee commuting	63.3993
Category 7: Work From Home	463.3993
Category 8: Upstream leased assets	0.00
Scope 3 Total	464.2214
Category 9: Downstream transportation and distribution	0.00
Total	473.6762 tons CO₂e



Zero Emissions Rationale

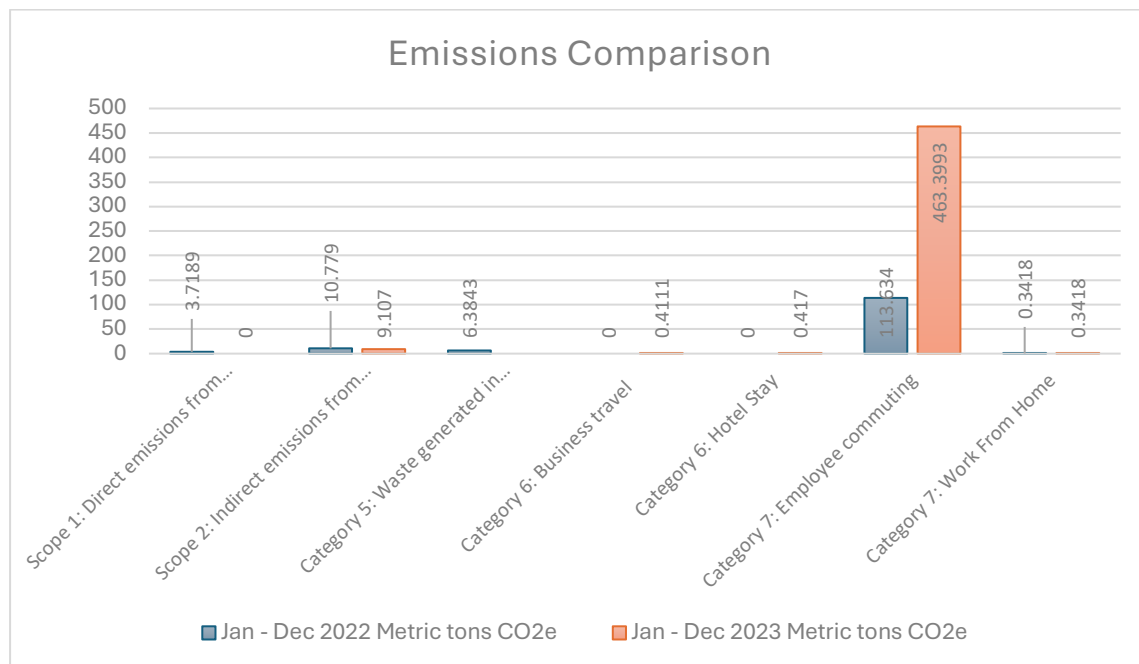
Scope 1: Direct emissions from owned/controlled operations Mobile Combustion (Company Fleet)
 MJ Support Staffing's 2022 fleet included a company vehicle for staff commuting, which was discontinued in 2023. As a result, there were no direct emissions from owned or controlled operations during the 2023 reporting period.

Scope 3 (Category 1–4): Our business activities do not contribute to Scope 3 emissions in Categories 1–4, which cover purchased goods and services, capital goods, fuel- and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. As these categories involve activities that are outside the core of our business model, our processes do not generate emissions in these areas.

Scope 3 (Category 5 – Waste Generated in Operations): In 2022, we generated waste from our operations (6.3843 t CO₂e). However, we've since implemented sustainable waste management practices. We now partner with Crosscut Shredding UK for document shredding, ensuring zero-waste recycling. Additionally, Waste Managed Limited handles our sanitary and general waste, guaranteeing complete recycling and landfill avoidance.

Scope 3 (Category 8–9 – Upstream and Downstream Leased Assets): Our business procedures are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions, ensuring minimal to no emissions in these categories.

Emissions Comparison from Jan-Dec 2022 to Jan – Dec 2023



As illustrated in the above graph, there is a significant increase in emissions related to employee commuting. This rise is primarily due to our role as healthcare providers, supporting NHS operations that run 24/7, 365 days a year. Additionally, the demand for healthcare professionals has grown, contributing to higher commuting emissions. While we are actively working to streamline these commutes through employee training, the nature of our business and the continuous need for healthcare services limit the scope for significant improvements. Nonetheless, we remain committed to identifying opportunities to reduce emissions in this area and to maintaining transparent reporting.

Emissions Reduction Targets

Based on the comparison of the emissions data between January-December 2022 and January-December 2023, there has been a significant increase in Scope 3 emissions related to employee commuting, rising from **113.634 tons CO2e** to **463.3993 tons CO2e**. This increase highlights the need to prioritise emission reduction in this area.

Targets:

1. **Reduction of 15% in employee commuting emissions by December 2026:**
 - Encourage greater adoption of remote work where feasible.
 - Promote carpooling, public transportation, and low-emission vehicle usage through incentive programmes.
2. **Implement alternative commuting strategies by 2027:**
 - Exploring possibilities to provide subsidies or incentives for employees to switch to electric or hybrid vehicles.

- Explore flexible working hours to reduce commuting during peak times, minimising overall emissions.

3. Long-term target to cut employee commuting emissions by 50% by 2030:

- Introduce digital tools for virtual meetings to reduce the need for travel.
- Collaborate with local authorities to improve access to sustainable transportation options.

By adopting these measures, we aim to significantly reduce emissions from employee commuting, aligning with our overall carbon reduction goals. Regular monitoring and transparent reporting will help track progress and adjust strategies accordingly.

Carbon Reduction Initiatives

To address the significant rise in emissions, particularly in Scope 3 – Employee Commuting, from **113.634 tons CO₂e** in 2022 to **463.3993 tons CO₂e** in 2023, we have outlined the following carbon reduction initiatives to mitigate our environmental impact:

1. Remote Work Expansion:

- Continue promoting remote working arrangements where possible, helping to decrease daily commutes and reduce overall emissions. We aim to increase the proportion of employees working from home by 20% by 2025.

2. Sustainable Commuting Programmes:

- Launch incentives for employees to use public transport, carpool, or switch to low-emission vehicles. These programmes will include subsidies for public transit passes, rewards for carpooling, and financial support for electric vehicle (EV) purchases.

3. Flexible Work Hours:

- Introduce flexible working hours to reduce travel during peak times. By spreading out commuting patterns, we can help reduce congestion and lower emissions associated with stop-and-go traffic.

4. Electric Vehicle (EV) Transition:

- Explore partnerships with leasing companies to provide EV options for employees, alongside charging infrastructure at key office locations. This will align with our long-term target to reduce commuting emissions by 50% by 2030.

5. Carbon Footprint Awareness Campaign:

- Implement internal awareness campaigns to educate staff about the carbon impact of commuting and encourage behavioural changes that contribute to lower emissions.

6. Encourage Virtual Collaboration:

- Increase the use of digital collaboration tools to reduce the need for travel to meetings, both internally and with clients, thereby minimising business-related travel emissions.

These initiatives aim to create a more sustainable commuting culture within the organisation, helping to significantly lower our carbon footprint and drive progress toward our Net Zero goal. Regular monitoring and updates will ensure the initiatives are effectively contributing to our emission reduction targets.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 use 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 LIMITED** :*



Name: MATTHEW MEANEY.

Position: Director

Date: 27/09/2024

Dept responsible for the upkeep of this document annually:

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>