



Net Zero Plan

Date: 01/08/2024



Net Zero Action Plan for Staffscanner Ltd

Company Overview

Staffscanner Ltd Staffscanner is a family-run business making a positive impact by delivering outstanding care to clients throughout Scotland and England. We use innovative technology to deliver a first-class service.

Our vision is simple – we aim to be the most trusted, cost-effective solution to short-term staffing needs in the UK. We're able to achieve this through our high-tech app which provides Care Providers with quality, temporary staff.

Our headquarters are located in Glasgow City Centre, Scotland, occupying a modern office building of approximately 6,000 square feet. We employ around 70 staff that are predominately office based.

Sites and Buildings:

- **Headquarters:** 6,000 sq. ft office in Glasgow, energy-efficient design, modern HVAC systems.
- **Remote Work:** Approximately 5% of our workforce operates remotely, supported by our robust digital infrastructure.

Commitment and Approach to Net Zero

Staffscanner Ltd is committed to achieving net zero carbon emissions by 2045. Our approach focuses on immediate actions in energy efficiency, renewable energy adoption, and reducing our carbon footprint from both on-site and homeworking practices.

Baseline Emission Measurements

Stated Period:

- The baseline assessment covers the calendar year 2023.

Key Information/Data Used:

- Utility bills for electricity and gas.
- Employee commute data.

- Remote working data using UK Government carbon conversion factors.
- Emission factors from the Greenhouse Gas Protocol.

Detailed Breakdown by Scope:

Scope 1 (Direct Emissions):

- Company-owned vehicle emissions.

Scope 2 (Indirect Emissions from Purchased Energy):

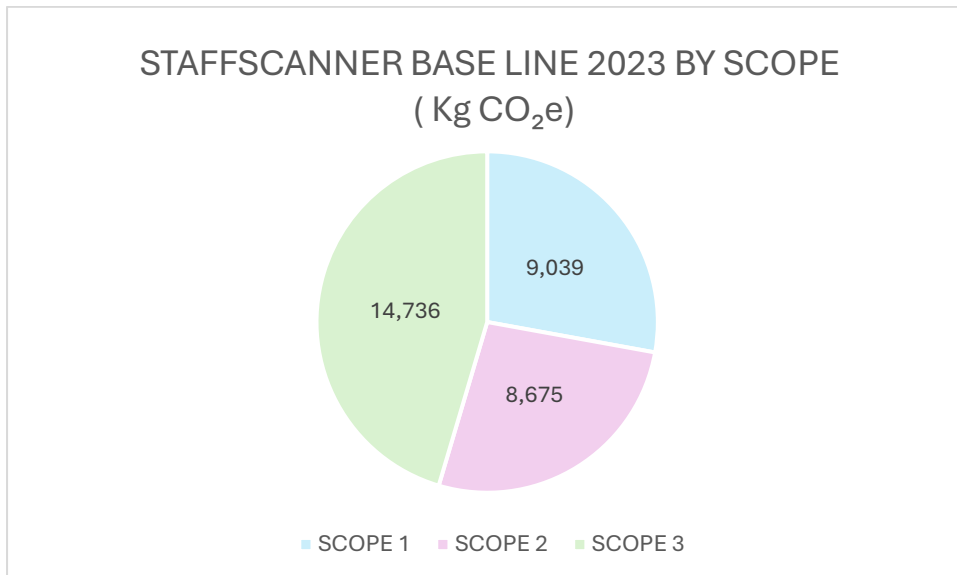
Office at 125 West Regent Street, Glasgow.

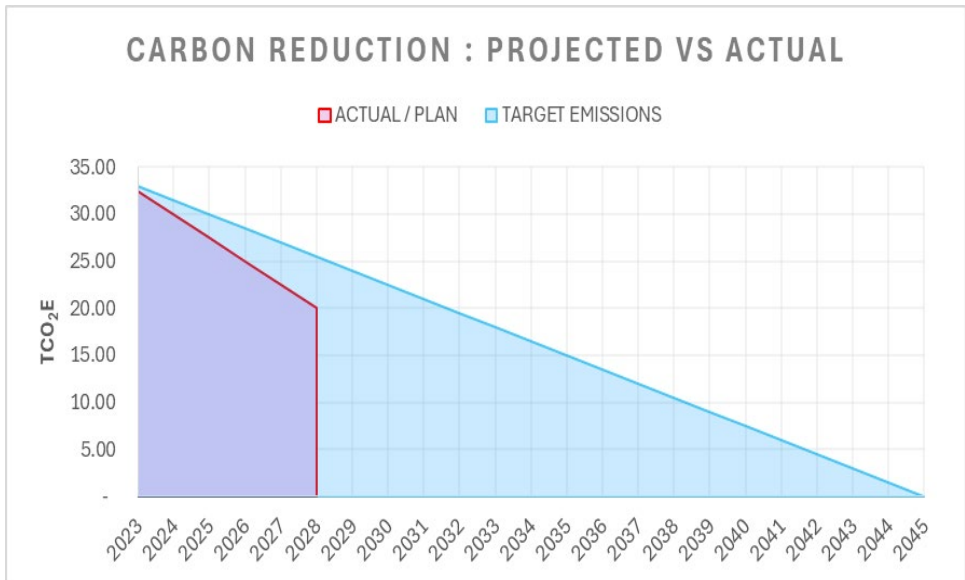
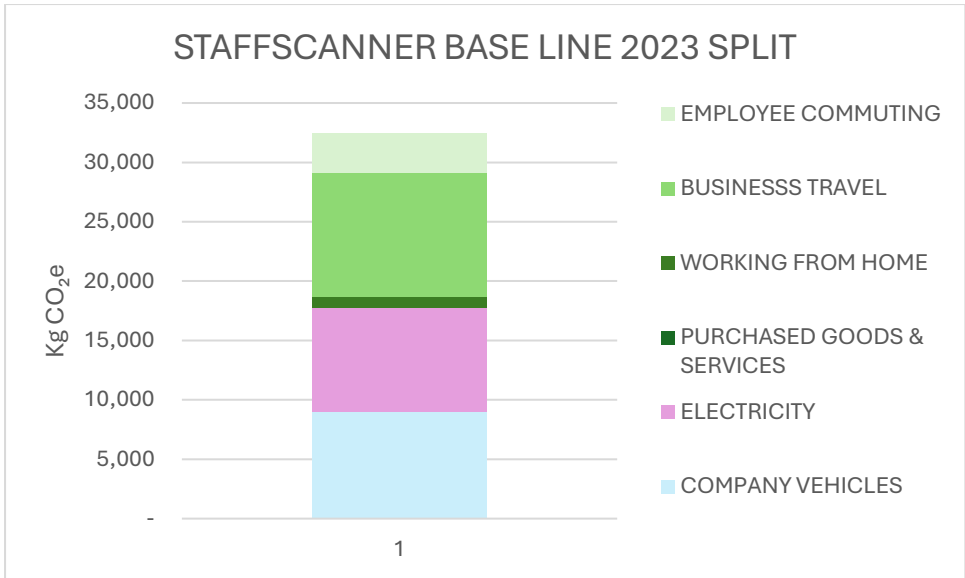
- 2023 Energy Consumption: 40,920 kWh/year.
- Pozitive Energy were the supplier – green energy.

Scope 3 (Indirect Emissions from the Value Chain):

- Employee commuting.
- Business travel.
- Remote working energy use.

Illustrative Graph/Pie Chart: (Note: A visual representation will be created to show the emissions breakdown by scope)





Action Plan

2024: Baseline Establishment and Initial Actions

- Conduct detailed carbon footprint assessment.
- Form a sustainability committee.
- Start implementing energy efficiency measures in the office.

2025-2028: Energy Efficiency and Renewable Transition

- 2024 business moved to new office with energy-efficient lighting and HVAC systems.
- Transition to minimum 50% renewable energy sources.

- Begin transition to electric company vehicles.

2029-2030: Achieving Mid-term Goals

- Achieve 50% reduction in Scope 1 and 2 emissions.
- Complete transition to 100% renewable energy.
- Optimize and reduce business travel for sustainability.
- Enhance supplier engagement for greener practices.

2031-2045: Final Steps to Net Zero

- Further reduce emissions across all operations.
- Invest in certified carbon offset projects.
- Achieve net zero carbon emissions by 2045.

Management of the Plan

Leadership Commitment:

- The CEO and senior management will lead the net zero initiative, integrating it into the overall business strategy.

Sustainability Committee:

- A cross-functional team responsible for implementing and overseeing the net zero action plan.

Employee Engagement:

- Regular training and awareness programs.
- Incentives for sustainable practices.

Monitoring, Measurement, and Communication

Performance Tracking:

- Use carbon management software to monitor emissions and track progress.
- Annual reporting of sustainability metrics and progress towards targets.

Internal and External Communication:

- Publish an annual sustainability report.

- Regular updates to stakeholders, including employees, customers, and investors.

Annual Review:

- Conduct an annual review to assess progress and update the plan as necessary.

Baseline Calculations:

**STAFFSCANNER
2023 - BASELINE CALCULATIONS**

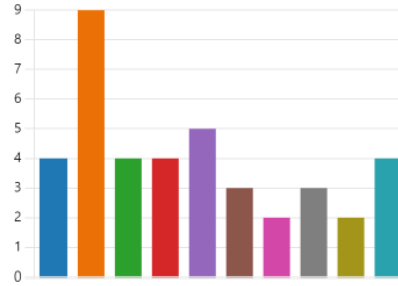
Headcount		60		2023 - DESNZ FACTORS used in calculations			
Working days		365					
SCOPE 1		CONVERSION FACTOR		GHG 2023 FACTORS		Kg CO ₂ e	
1	COMPANY VEHICLES						
	1.1 Electric Cars	9546	miles	0.212 Kg CO ₂ e per mile			2,023.75
	1.2 Petrol Cars	38790	miles	0.18084 Kg CO ₂ e per mile			7,014.78
TOTAL							9,038.54
SCOPE 2							
1	ELECTRICITY	40,920	kWh/year	0.212 Kg CO ₂ e per kWh			8,675.04
TOTAL							8,675.04
SCOPE 3							
U P S T R E A M	1	PURCHASED GOODS & SERVICES	TBD				
	2	CAPITAL GOODS	TBD				
	3	GENERAL WASTE	TBD				
	4	WORKING FROM HOME	4550	kWh	0.202714 Kg CO ₂ e per kWh		922.35
	5	BUSINESS TRAVEL	49,877	miles	0.210863 Kg CO ₂ e per mile		10517.2
	6	EMPLOYEE COMMUTING					
		5.1 PUBLIC TRANSPORT - BUS	4800	miles	0.1022 Kg CO ₂ e per mile		490.56
		5.2 PUBLIC TRANSPORT - TRAIN	7200	miles	0.0364 Kg CO ₂ e per mile		262.08
		5.3 PUBLIC TRANSPORT - SUBWAY	5760	miles	0.0668 Kg CO ₂ e per mile		384.768
		5.4 CAR	9600	miles	0.18084 Kg CO ₂ e per mile		1736.064
	5.5 MOTORCYCLE / SCOOTER	3840	miles	0.1102 Kg CO ₂ e per mile		423.168	
	5.6 WALK / CYCLE	1250	miles	0 Kg CO ₂ e per mile		0	
	6 LEASED ASSETS	TBD					
D O W N S T R E A M	7	CARE PROVIDERS AGENCY COMMUTE	TBD				
	TOTAL						
TOTAL							32,449.77

Employee commute data

2. Department:

[More Details](#)

● Accounts and Finance	4
● Account Management	9
● Business and Sales	4
● Compliance	4
● Human Resources	5
● Management	3
● Marketing and Social Media	2
● NHS Team	3
● Recruitment	2
● Technical Support and Software ...	4



3. How many days per week do you typically commute to the office?

[More Details](#)

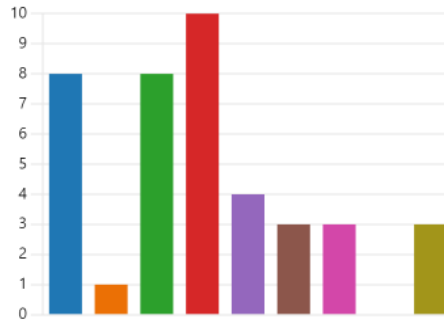
● 1 day	0
● 2 days	2
● 3 days	2
● 4 days	1
● 5 days	35



4. What is your primary mode of transport for commuting to and from work?

[More Details](#)

Car (solo)	8
Carpool/Shared Ride	1
Public Transport - Bus	8
Public Transport - Train	10
Public Transport - Subway	4
Bicycle	3
Walking	3
Motorcycle/Scooter	0
Other	3



5. If you use multiple modes of transport, please specify the modes and approximate percentage for each

Mode 1: _____ %
 Mode 2: _____ %
 Mode 3: _____ %

(e.g., Car 70%, Train 30%):

[More Details](#)

[Insights](#)

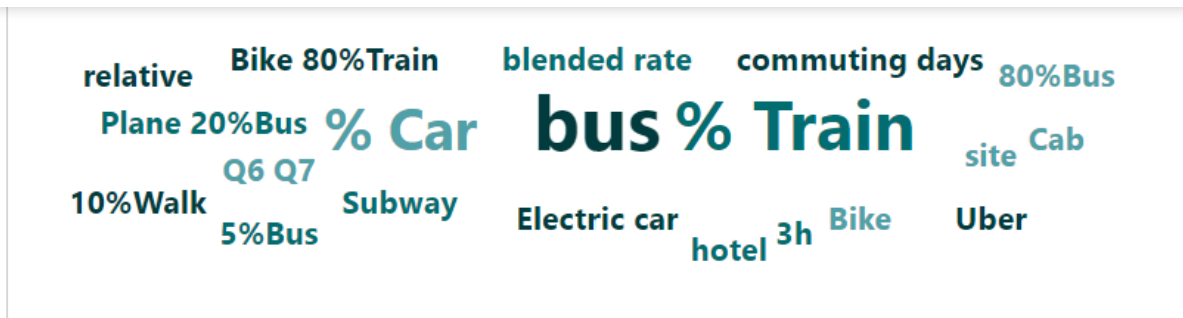
40
Responses

Latest Responses

"N/A"

"Subway 80% Bus ~15% Taxi <5%"

"100% car"

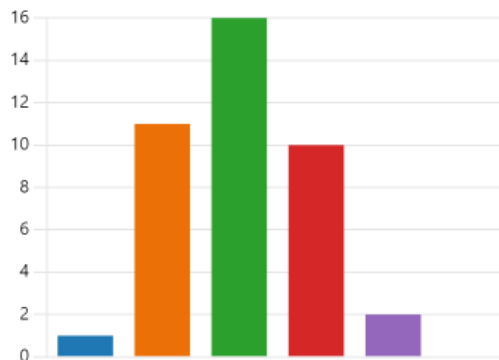


6. What is the one-way distance from your home to the office?

[More Details](#)

[Insights](#)

Less than 1 mile (less than 1.6 km)	1
1-5 miles (1.6-8 km)	11
6-10 miles (9.7-16 km)	16
11-20 miles (17.7-32.2 km)	10
21-30 miles (33.8-48.3 km)	2
More than 30 miles (more than ...)	0



7. Approximately how long does your one-way commute take?

[More Details](#)

[Insights](#)

● Less than 15 minutes	2
● 15-30 minutes	18
● 31-45 minutes	15
● 46-60 minutes	5
● More than 60 minutes	0



8. Please provide any additional comments or suggestions regarding your commute and how the company could support more sustainable commuting options:

[More Details](#)

[Insights](#)

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Responses

Latest Responses

"Accommodating slight shift slides to co-ordinate with train times for employee..."

"In order to support a net-zero option, offering the Cycle2Work scheme is a f..."

4 respondents (27%) answered **working** for this question.

Competition or leaderboard

