



Address Group House
92-96 Lind Road, Sutton
Surrey SM1 4PL

Email info@a24group.co.uk

Website www.a24group.com

Bookings 0330 678 3068

Payroll 0208 661 6901

Accounts 0208 661 6902

A24 Group Carbon Reduction Plan | Current Year Report

The A24Group has been a steadfast provider of high-quality temporary nursing and care assistant services, catering to diverse client groups across England, Scotland, and Wales. Our commitment extends globally, delivering temporary staff nationally.

Our services encompass healthcare providers ranging from hospitals and clinics to domiciliary and complex care at home, directly to patients. A24Group stands as a premier provider for medical personnel, boasting excellence, extensive experience, and a global presence.

A24Group, as a supplier to the NHS, commits to achieving Net Zero by 2050 in alignment with the requirements of PPN 06/21. This Carbon Reduction Plan outlines our strategy for reducing emissions across all scopes, details our current emissions, and describes the environmental management and carbon reduction measures in place. This commitment was made on 11/11/2023. This aligns with our organizational values and the expectations of our clients, including the NHS.



Address Group House
 92-96 Lind Road, Sutton
 Surrey SM1 4PL
Email info@a24group.co.uk
Website www.a24group.com
Bookings 0330 678 3068
Payroll 0208 661 6901
Accounts 0208 661 6902

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. Our baseline carbon footprint assessment has calculated emissions across Scopes 1, 2 and 3 for the current (baseline) reporting year - 2022. These figures establish our starting point for measuring progress towards our targets.

BASELINE YEAR: 2022	
Additional Details relating to the Baseline Emissions calculations: The A24Group baseline emissions calculations were determined using the Normative Business Carbon Calculator and SSE Energy Solutions, which follows the Greenhouse Gas Protocol , the widely used international protocol for carbon accounting. The engine uses science-based emissions data and a combination of spend-based and activity-based methods to calculate a company’s greenhouse gas emissions.	
Each business activity that is input into Normative is paired with a corresponding emissions factor, which generates the calculation of its total carbon footprint : $\sum (\text{Business activity} \times \text{Emission factor}) = \text{Company Carbon Footprint}$	
BASELINE YEAR EMISSIONS	
EMISSIONS	TOTAL (tCO2e)
Scope 1 Direct emissions from company-owned and controlled resources (Fuel combustion)	12.5
Scope 2 Indirect emissions from the generation of purchased energy. (Electricity, baseline Renewable Energy received: 48%)	44.8
Scope 3 (Included sources) All other indirect emissions that occur in the value chain of the company	330.7
Upstream transportation and distribution:	0**
Waste generated in operations:	0**
Business travel:	86.3
Employee commuting:	17.3
Downstream transportation and distribution:	0**
Purchased goods and services:	215.0
Capital goods:	22.1
Total Emissions	398



Address Group House
 92-96 Lind Road, Sutton
 Surrey SM1 4PL
Email info@a24group.co.uk
Website www.a24group.com
Bookings 0330 678 3068
Payroll 0208 661 6901
Accounts 0208 661 6902

Current emissions reporting

REPORTING YEAR: 2023	
EMISSIONS	TOTAL (TCO2E)
Scope 1 Direct emissions from company-owned and controlled resources (Fuel combustion)	13.2
Scope 2 Indirect emissions from the generation of purchased energy. (Electricity, baseline Renewable Energy received: 48%)	34.5
Scope 3 (Included sources) All other indirect emissions that occur in the value chain of the company	298.71
Upstream transportation and distribution:	0**
Waste generated in operations:	0**
Business travel:	86
Employee commuting:	15.4
Downstream transportation and distribution:	0**
Purchased goods and services:	196
Capital goods:	1.31
Total Emissions	346.41

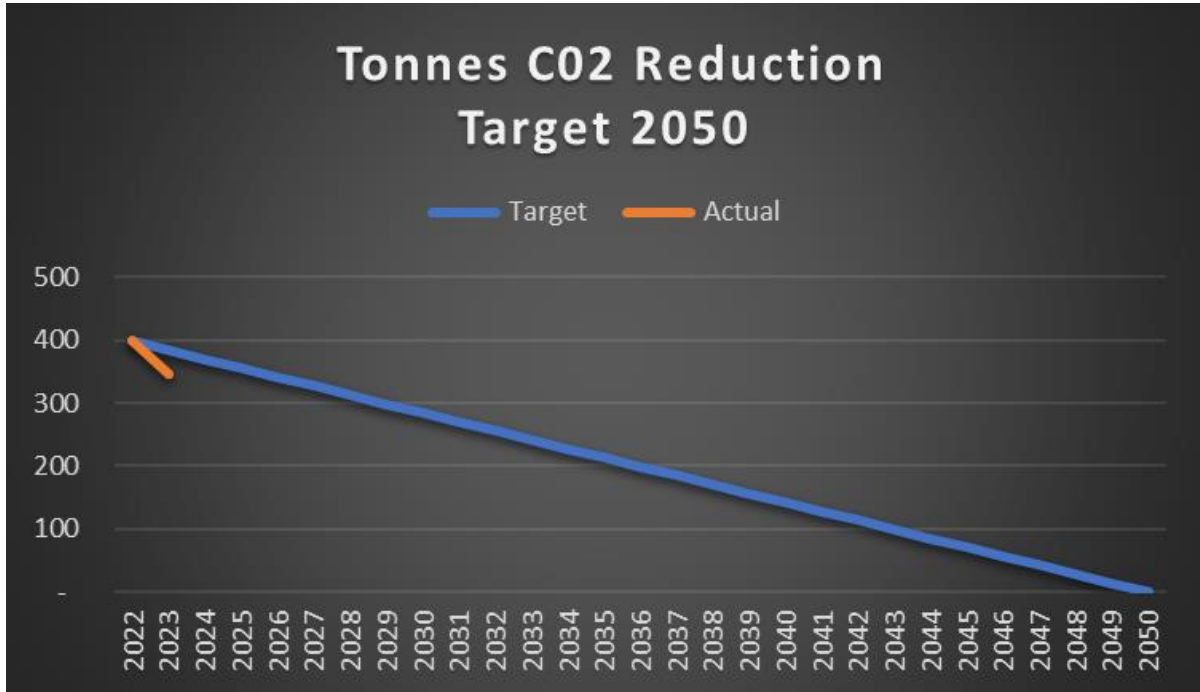
* The methodology used to calculate scope 1, 2 and 3 follows Greenhouse Gas Protocol.

** For these categories we have not measured the emissions as they are not relevant or material to our carbon footprint given the nature of our business or due to lack of direct control on data collection.

A24Group is dedicated to continuous improvement in our environmental performance, contributing to the NHS's goal of a Net Zero health service by 2050. Through the strategies and commitments outlined in this plan, we pledge to reduce our carbon footprint and positively impact the fight against climate change.

We anticipate that carbon emissions will decrease over the next five years (by 2027) to 327 (tCO2e).

This is a reduction of 15%.



The Carbon Reduction Plan covers all the following wholly owned subsidiaries:

COMPANY NAME	COMPANY NUMBER
A24 Group Ltd t/a Ambition 24 Hours Nursing	03262419
Arabella Health Staffing Ltd t/a The British Nursing Association	05469634
Grosvenor Staffing Limited t/e Grosvenor Nursing	07356672
Mayfair Staffing Limited t/a Mayfair Specialist Nurses	07356678
NS Health Staffing Ltd t/a Nursing Services of the UK	FC029003 - BR010474



Address Group House
92-96 Lind Road, Sutton
Surrey SM1 4PL

Email info@a24group.co.uk

Website www.a24group.com

Bookings 0330 678 3068

Payroll 0208 661 6901

Accounts 0208 661 6902

Carbon reduction initiatives:

The following environmental management measures and projects have been implemented since the 2022 baseline.

- Embrace eco-friendly energy tariffs and establish a comprehensive energy efficiency program.
- Assess employee work patterns and further refine the hybrid working model.
- Implement a sustainable travel policy for staff members.
- Introduce employee engagement initiatives with a strong focus on sustainability.
- Implement sustainable practices in supply chain management.
- Foster partnerships with environmentally responsible suppliers.
- Allocate resources towards renewable energy solutions.
- Facilitate the shift to electric or hybrid company vehicles.
- Implement regular monitoring and reporting of our environmental footprint.
- Minimize IT waste by adhering to the WEEE waste recycling regulation and establishing robust waste management practices.
- Recycle materials like paper or plastic to mitigate environmental impact.

Reporting Period: The reporting period for our carbon emissions falls within 12 months prior to the commencement of the procurement. Should there be any changes to this reporting timeframe, we will provide a detailed explanation.

Governance: The Carbon Reduction Plan is overseen by our Sustainability Steering Committee, which ensures that all measures are effectively implemented, and that progress is in line with our targets.

Review and Update: This Carbon Reduction Plan will be reviewed and updated annually to reflect progress, incorporate new technologies, and align with evolving best practices.

This updated Carbon Reduction Plan ensures compliance with the NHS's supplier requirements and demonstrates A24Group's proactive approach to sustainability and environmental stewardship.



Address Group House
92-96 Lind Road, Sutton
Surrey SM1 4PL

Email info@a24group.co.uk

Website www.a24group.com

Bookings 0330 678 3068

Payroll 0208 661 6901

Accounts 0208 661 6902

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 standard (1) and uses the appropriate Government emission conversion factors for greenhouse gas company reporting (2).

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 (3).

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

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to read 'Tony Reed', written over a faint, illegible printed name.

Date: 23 February 2023

LEGAL

A24 Group Limited
Group House
92 - 96 Lind Road
Sutton, Surrey
SM1 4PL
United Kingdom

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>