

Supplier name: Bluestones Medical Recruitment Limited

Publication date: 1st August 2024

The UK Government amended the Climate Change Act 2008 in 2019 by introducing a target of at least a 100% reduction in the net UK carbon account (i.e. reduction of greenhouse gas emissions compared to 1990 levels) by 2050. This is otherwise known as the ‘Net Zero’ Target.

Action Note PPN 06/21, “Procurement Policy Note – Taking Account of Carbon Reduction Plans in the procurement of major government contracts,” sets out how to take account of suppliers’ Net Zero Carbon Reduction Plans in the procurement of major government contracts.

This plan outlines Bluestones Medical’s compliance with Action Note PPN 06/21.

1. Commitment to achieving Net Zero

Bluestones Medical is committed to becoming a Net Zero business by 2050.

2. 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.

Baseline year: 2022

Emissions	Total (tCO ₂ e)
Scope 1	4.073
Scope 2	2.909
Scope 3	4.254
Total Emissions	11.236

This has been calculated as follows:

Using actual energy use data for Holden House, where Bluestones Medical is headquartered, the table below demonstrates the full-year energy usage for 2022.

	Electricity	Gas
kWh 2022	13,700.00	26,453.50*

*The gas bill included the entire physical building made up of four separate offices. Only two of these are managed by Bluestones Medical, so a simple 50% allocation has been used to calculate the expected gas usage for the business. Where comparing office energy efficiency, the whole building size is 5,741 sq ft, which is 533.36 sq m. As Bluestones Medical occupies half the building a simple calculation suggests its floor space is in the region of 266.68 sq metres.

Using the Carbon Trust’s [Carbon Footprint Calculator](#)ⁱ the calculations indicate the carbon emissions for Bluestones Medical in 2022 were 11.236 tCO₂e. This is broken down as 4.073 tCO₂e of scope 1 emissions, 2.909 tCO₂e of scope 2 emissions and 4.254 tCO₂e of scope 3 emissions.

Company car mileage

We have calculated the carbon emissions from company car mileage, by assuming all company cars are petrol powered and is based on an average 52.6 MPG figure, as provided by the RAC Foundationⁱⁱ relating to new cars in 2020.

	Mileage	Litres used	tCO ₂ e
2022	18,367.20	1,587.43	4.254

Every kWh of energy we save will help eliminate emissions by reducing the usage of grid sourced, fossil-fuelled electricity.

3. Current Emissions Reporting

Reporting year: 2023

Emissions	Total (tCO ₂ e)
Scope 1	3.846
Scope 2	2.584
Scope 3	2.278
Total Emissions	8.708

For the 2023 reporting period, Bluestones Medical has maintained consistency in its emissions calculation methodology. Energy usage data for Holden House, the company's headquarters, was collected and analysed using the same approach as the baseline year. This includes the continued 50% allocation of gas usage for the shared building space. The Carbon Trust's Carbon Footprint Calculator was again employed to ensure comparability with the 2022 baseline figures. Company car mileage emissions were calculated using the same assumptions regarding fuel type and efficiency as in the previous year.

	Electricity	Gas
kWh 2023	13,363	25,901

Company car mileage

	Mileage	Litres used	tCO ₂ e
2023	7,468.60	645.49	1.730

4. Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following company-wide carbon reduction targets that apply to all of Bluestones Medical's operations.

The following environmental management measures and projects have been completed or implemented since the 2022 baseline (see section 5). The carbon emission reduction achieved by these schemes equate to 2.528 tCO₂e, a 22.5% reduction against the 2022 baseline, and the measures will be in effect when performing the contract. A significant portion of this reduction has been achieved through the decrease in petrol consumption and company car mileage, which has led to a substantial drop in our Scope 3 emissions from 4.254 tCO₂e to 2.278 tCO₂e.

We will aim to further reduce energy usage and emissions over the next five years through increased staff awareness, introducing extra home working opportunities, and by investigating the introduction of a salary sacrifice scheme for employees to transition to electric vehicle usage. These measures are expected to continue the trend of reducing our company car mileage and associated emissions. The tactics employed have been expanded in the subsequent section highlighting our carbon reduction projects.

We project that carbon emissions will decrease over the next five years by an additional 0.750 tCO₂e. This would represent a total reduction of 29.17% against the 2022 baseline figure.

5. Carbon reduction projects

The carbon reduction projects section has been split into two responses; those projects that have been completed since the 2022 baseline year, and those projects being planned for the future.

5a) Completed projects

- Designed the office environments to maximise exposure to natural light and reduce artificial lighting requirements
- Introduced recycling points and reduced single-use plastics
- The office refurbishment made use of second-hand furniture to minimise delivery miles and reduce the amount of waste taken to landfill
- Introduced Ecologi - the tree planting initiative for carbon offsetting. The initiative is projected to plant 4,400 trees annually, offsetting over 300 tonnes of carbon. For more information, please see the Bluestones Medical Ecologi page [HERE](#)
- ESG assessment completed which references this Carbon Reduction Plan and firmly establishes it as a Board-level commitment
- Implemented a program to significantly reduce company car mileage, resulting in a decrease in Scope 3 emissions from 4.254 tCO₂e to 2.278 tCO₂e
- Adopted a policy to employ fully remote/work from home staff where possible, reducing commuting emissions and office energy consumption

5b) Future projects

- Implement a "switch off" campaign, encouraging employees to turn off lights, computers and other equipment when not in use
- Actively exploring a salary sacrifice electric vehicle scheme for staff
- Increase investment in Ecologi initiative to plant more trees as part of our carbon offsetting initiative
- Optimise heating by installing programmable thermostats to automatically adjust temperatures during non-working hours and educate staff on optimal temperature settings

- Organise an annual 'Sustainability Day' focused on sustainability education and activities to boost employee engagement in green initiatives

6. 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 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.

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

Signed and on behalf of the Supplier

Trish Stratford

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Trish Stratford, CEO

Date: 1st August 2024

ⁱ <https://www.carbontrust.com/resources/sme-carbon-footprint-calculator>

ⁱⁱ <https://www.racfoundation.org/motoring-faqs/environment>