

Company Name:	RAM Care Staffing Ltd
Model Policy Name:	Carbon Reduction Plan
Date:	17/01/2025
Review Date:	17/01/2026

Commitment to achieving Net Zero

RAM Care Staffing LTD is committed to achieving Net Zero emissions by 01/01/2050

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.

Current Emissions Reporting

Baseline Year: 2025	
Additional Details relating to the Baseline Emissions calculations.	
2025 is our first year of reporting. As a recruiter of healthcare professionals for temporary and permanent roles in the NHS and the private sector across the UK, it was identified that the main emissions were to occur from energy consumption in our main office and for travel for both our agency staff and office staff to and from work.	
Reporting Year: 2025	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1 tonnes
Scope 2	2.3 tonnes
Scope 3 (Included Sources)	25 tonnes Categories Measured - Upstream transportation and distribution, Waste generated in operations, Business travel, Employee and Agency Workers commuting, Downstream transportation and distribution. Business Travel (not using owned/leased Vehicles), Business Hotel or Event Activities, Inbound Delivery of Goods (not using your organisations vehicles), Outbound Delivery of Goods (not using your organisations vehicles)
Total Emissions	28.3 tonnes

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon

reduction targets.

We project that carbon emissions will decrease over the next five years to **5 tonnes tCO₂e by August 2028**. This is a reduction of **27%**.

In the future we hope to implement further measures such as:

- Introduce More localised recruitment to support reduced travel times.
- Further use of working from home strategies.
- Update our supply chain to encourage the use of carbon neutral providers for delivery, uniforms and technology supplies in particular.
- Work towards a 100% digital / paperless office environment.
- Requiring office staff/ agency staff only to travel by public transport and permanent staff to interview remotely where agreed with the Participating Authority.