

INITIAL CARBON REDUCTION PLAN

Carbon Reduction Plan

Initial reporting period ending 28 February 2027

Supplier	PH Healthcare Solutions Ltd
Company number	13902819
Reporting boundary	United Kingdom operations under the company's operational control
Initial measurement period	6 August 2026 to 28 February 2027
First full baseline year	1 March 2027 to 29 February 2028
Publication date	6 August 2026
Next scheduled annual review	No later than 6 August 2027

Net-zero commitment. PH Healthcare Solutions Ltd is committed to achieving net-zero greenhouse gas emissions across its United Kingdom operations by 2050 at the latest. We will measure first, reduce emissions through practical operational changes, report progress honestly and review this plan every year.

1. Purpose and reporting status

This initial Carbon Reduction Plan sets out how PH Healthcare Solutions Ltd will establish its organisational greenhouse gas inventory and reduce emissions in a way that is proportionate to a small, people-led care and healthcare staffing business. It is intended for publication on the company website and for use as evidence of our environmental commitment in relevant tenders.

The plan has been prepared with reference to the structure and principles of Procurement Policy Note 006, the GHG Protocol Corporate Standard and the United Kingdom Government's greenhouse gas conversion factors. PH Healthcare Solutions Ltd is beginning systematic emissions recording on 6 August 2026. It has not previously prepared a verified organisational footprint. The first reporting period will therefore become the initial reference period, and the year from 1 March 2027 to 29 February 2028 will become the first full financial-year baseline.

Important initial reporting position. The entries shown as 'not yet available' are not zero emissions. They mean that collection has started but a complete period has not yet closed. Quantified tCO₂e figures will be added at the annual update. Until then, this document should not be described as a fully populated PPN 006 Carbon Reduction Plan where a procurement expressly requires current quantified emissions.

2. Our organisation and likely emissions profile

PH Healthcare Solutions Ltd is a private company limited by shares, registered in England and Wales under company number 13902819. From its Sheffield base, the company provides personalised care services and healthcare staffing support. Its services include hourly care, overnight care and live-in care, together with the placement of healthcare professionals in care and health settings.

The company's most likely material emissions arise from staff and business travel, employee commuting, energy used in office or operational premises, purchased goods and deliveries, and waste. The business does not operate an energy-intensive manufacturing process. Its reduction programme will therefore concentrate on better travel planning, efficient premises and equipment, digital working, sensible purchasing and reliable data collection. Care quality, infection prevention, safeguarding and continuity of service will not be compromised in pursuit of a carbon target.

3. Organisational and reporting boundary

The inventory will cover the United Kingdom operations of PH Healthcare Solutions Ltd using an operational-control approach. Emissions will be expressed as tonnes of carbon dioxide equivalent, written as tCO₂e. The company will report Scope 1 and Scope 2 emissions and the five Scope 3 categories required by the PPN 006 technical standard. Other material Scope 3 sources may be added later when the core inventory is stable and reliable.

Reporting scope	What PH Healthcare Solutions Ltd will include	Practical evidence
Scope 1	Direct fuel used in controlled premises or equipment, fuel used by company-owned or controlled vehicles, and material refrigerant leakage where applicable.	Fuel bills and receipts, mileage or vehicle records, and maintenance or refrigerant service records.
Scope 2	Purchased electricity, heat, steam or cooling used in premises under the company's operational control.	Supplier or landlord bills showing kWh. Location-based emissions will be reported. Market-based information will be added where reliable tariff evidence exists.
Scope 3 category 4	Upstream transportation and distribution of purchased products between tier 1 suppliers and PH Healthcare Solutions Ltd, together with relevant transportation and distribution services purchased by the company.	Supplier or courier data, delivery records, distance estimates or a documented proxy where primary data is unavailable.
Scope 3 category 5	Waste generated in operations, including ordinary office waste and relevant confidential or clinical waste where PH Healthcare Solutions Ltd is responsible for it.	Waste contractor statements, landlord data, container weights or a documented reasonable estimate.
Scope 3 category 6	Business travel in vehicles not owned or controlled by the company, public transport, rail, air travel and	Mileage claims, travel bookings, receipts and expense records.

Reporting scope	What PH Healthcare Solutions Ltd will include	Practical evidence
	accommodation where applicable.	
Scope 3 category 7	Employee commuting between home and the normal place of work, together with homeworking emissions where reliable data can be collected.	Short annual staff survey using travel mode, return distance and typical working days. Results will be aggregated.
Scope 3 category 9	Downstream transportation and distribution where relevant. As a care and staffing provider, this may be immaterial, but it will be assessed rather than automatically entered as zero.	Contracts, delivery arrangements and a documented applicability assessment.

4. Baseline emissions footprint

PH Healthcare Solutions Ltd has not previously assessed or reported its organisational greenhouse gas emissions. Systematic recording commences on 6 August 2026. The initial measurement period runs from that date to the company's financial year-end on 28 February 2027. The resulting figures will be published at the next annual review.

The first full and directly comparable baseline year will run from 1 March 2027 to 29 February 2028. If reliable historic evidence is later obtained for the period before 6 August 2026, it may be incorporated with the source, assumptions and reason for the change clearly disclosed. No missing value will be treated as zero without a documented basis.

Emissions source	Initial period position	Total tCO ₂ e
Scope 1	Measurement begins 6 August 2026	Not yet available
Scope 2	Measurement begins 6 August 2026	Not yet available
Scope 3 included sources	Measurement begins 6 August 2026	Not yet available
Total emissions	To be calculated after the initial period closes	Not yet available

5. Measurement method and simple Carbon Log

A single Carbon Log will be maintained in spreadsheet form. It will record the activity data, unit, reporting scope and category, evidence reference, applicable conversion factor, calculated kgCO₂e and any assumption. This keeps the process proportionate and provides a clear audit trail without requiring specialist software.

Source	Minimum data to record	Frequency	Evidence owner
Electricity and	kWh from bills or landlord statements	Monthly or on	Administration / finance

Source	Minimum data to record	Frequency	Evidence owner
heating		receipt	
Company fuel and vehicles	Litres, fuel type, mileage and vehicle type	Monthly	Finance / vehicle user
Business mileage and travel	Miles by vehicle and fuel type, or ticket and journey details	With each claim	Traveller / finance
Employee commuting	Travel mode, return distance and typical workdays	Annual survey	Administration
Waste	Weight where supplied, otherwise container volume and collection frequency	Monthly or quarterly	Administration / landlord
Transport and deliveries	Supplier, carrier, origin or distance, weight or delivery count where available	Quarterly sample	Purchasing / administration
Activity metric	Paid hours of care and staffing delivered	Monthly	Payroll / rota records

The government conversion factor applicable to the year in which the activity occurred will normally be used. Where a reporting period spans two calendar years, activity will be split by calendar year where reasonably possible. If only an annual total is available, the factor and allocation method used will be documented. Estimates will be clearly identified and replaced with better data when it becomes available.

Commuting information will be collected through a short annual survey and reported only in aggregate. Individual home addresses will not be published. The company will retain the calculation workbook, factor source and supporting records so that material figures can be checked and reproduced.

6. Emissions reduction targets

The immediate priority is to establish a dependable baseline. Once the first full-year baseline is complete, progress will be measured using both total tCO₂e and an intensity indicator of tCO₂e per 1,000 paid hours of care and staffing delivered. The intensity measure will help explain changes caused by business growth while total emissions remain the principal measure of progress towards net zero.

Milestone	Target	Measure	Reporting evidence
28 February 2027	Complete the initial measurement period and obtain at least 90% of available records for Scope 1, Scope 2 and the five included Scope 3 categories.	Data coverage percentage and exceptions log	Carbon Log and source-document checklist
By 6 August 2028	Complete the first full financial-year baseline for the year ending 29 February 2028 and publish quantified Scope 1, Scope 2, included Scope 3 and total tCO ₂ e.	Full-year tCO ₂ e by scope	Annual calculation workbook and website CRP
28 February 2030	Reduce total measured emissions by 3% and emissions	Total tCO ₂ e and tCO ₂ e	Annual comparison

Milestone	Target	Measure	Reporting evidence
	intensity by 5% against the 2027/28 baseline.	per 1,000 paid hours	with like-for-like boundary
28 February 2032	Reduce total measured emissions by 10% and emissions intensity by 10% against the 2027/28 baseline.	Total and intensity reduction percentages	Annual comparison and action review
28 February 2040	Reduce total measured emissions by at least 30% against the 2027/28 baseline.	Total tCO2e	Published annual CRP
28 February 2045	Reduce total measured emissions by at least 60% against the 2027/28 baseline.	Total tCO2e	Published annual CRP
2050	Achieve net zero greenhouse gas emissions across UK operations, prioritising direct reductions and addressing only unavoidable residual emissions through credible measures.	Gross emissions, residual emissions and any neutralisation reported separately	Board-approved final pathway and annual disclosure

Targets will be recalculated only where a material structural change, acquisition, disposal, new location, outsourcing decision, boundary correction or significant methodology improvement makes the original baseline no longer comparable. Any recalculation will be explained in the next published plan and will not be used simply to conceal under-performance.

7. Carbon reduction measures

Measures commencing in 2026/27

- Maintain the Carbon Log from 6 August 2026 and reconcile it to bills, expenses, mileage claims, payroll or rota hours, and available landlord or supplier information.
- Require business mileage claims to show miles travelled and, where known, vehicle and fuel type, rather than recording only the amount reimbursed.
- Use virtual meetings where they are suitable, plan journeys and staff deployment efficiently, and avoid unnecessary repeat travel while protecting service continuity and choice.
- Introduce switch-off expectations for lighting, heating, cooling, computers and charging equipment, and use efficient settings on office devices.
- Continue digital-first records, electronic tender submissions and electronic communication where lawful and appropriate, with printing limited to operational, contractual or accessibility needs.
- Consolidate routine orders where practical, ask key suppliers to minimise packaging and deliveries, and segregate waste where suitable facilities are available.
- Complete an annual staff commuting survey and provide a short environmental briefing during induction and annual policy communication.

Measures for 2027/28 and beyond

- Review electricity and heating arrangements at each renewal or location decision, seeking lower-carbon tariffs and more efficient premises where the company has control and the option is commercially reasonable.
- Replace lighting with LED or efficient equivalents when fittings fail or refurbishment takes place, avoiding wasteful early replacement solely to claim a reduction.
- When company-controlled vehicles are next replaced, assess lower-emission, hybrid or electric options against care delivery needs, charging access, whole-life cost and reliability.
- Engage the most relevant suppliers first, based on likely emissions and spend, and request practical information on delivery consolidation, packaging and their own carbon commitments.
- Use the annual footprint to focus effort on the largest measured sources rather than creating a burdensome list of low-impact initiatives.

Use of carbon offsets

The company will prioritise avoiding and reducing emissions within its own operations and value chain. Carbon offsets will not be used to disguise a failure to reduce gross emissions. If credible neutralisation is required for unavoidable residual emissions near the net-zero date, gross emissions, the residual amount, the scheme used and the basis for its quality will be reported separately.

8. Governance, review and publication

The Director and Nominated Individual has overall accountability for this plan. Day-to-day record keeping may be delegated to administration or finance staff, with support from the Registered Manager and people responsible for travel, purchasing, premises and payroll information. Accountability for accuracy and publication remains with the Director.

- Monthly: enter available activity data and link it to supporting evidence.
- Quarterly: review missing data, unusual movements and actions requiring management attention.
- At financial year-end: close the Carbon Log, check completeness and calculate the footprint using the relevant government factors.
- Annually by 6 August: review targets and measures, obtain director or board-equivalent approval, sign the plan and publish the current version prominently on the company website.

The plan may be reviewed earlier following a material change in operations, a new major contract or location, a significant reporting error, changes to applicable procurement requirements, or evidence that current measures are ineffective. Previous approved plans should remain available or be retained so that progress can be traced over time.

9. Declaration and approval

This initial Carbon Reduction Plan confirms PH Healthcare Solutions Ltd's commitment to achieve net-zero greenhouse gas emissions across its United Kingdom operations by 2050. It has been prepared with reference to PPN 006, the GHG Protocol Corporate Standard, the GHG Protocol Corporate Value Chain Scope 3 Standard and the United Kingdom Government's greenhouse gas reporting conversion factors.

As emissions recording begins on the publication date, quantified emissions are not yet available. The company commits to completing the stated initial measurement period, publishing the resulting figures at its annual review, and thereafter reporting against its financial year.

Approval date: 06 August 2026

Signed on behalf of PH Healthcare Solutions Ltd: Rehema Ssekitoleko

Rehema Ssekitoleko

Director and Nominated Individual

The authorised digital name mark should be inserted only after Rehema Ssekitoleko has personally reviewed and approved this plan.

Reference basis

[Cabinet Office: PPN 006 Technical Standard for Completion of Carbon Reduction Plans](#)

[Cabinet Office: PPN 006 Taking account of Carbon Reduction Plans](#)

[Department for Energy Security and Net Zero: Greenhouse gas reporting conversion factors 2026](#)

[Climate Change Act 2008 \(2050 Target Amendment\) Order 2019](#)

[GHG Protocol Corporate Standard](#)

[GHG Protocol Corporate Value Chain \(Scope 3\) Standard](#)