

Carbon Reduction Plan

Supplier name: Wellspring Recruitment and Care

Publication date: July 2025

Commitment to Achieving Net Zero

Wellspring Recruitment and Care is committed to achieving Net-Zero greenhouse gas emissions across its UK operations by 2050.

Baseline Emissions Footprint

Baseline Year: 2024

This represents our initial assessment of our carbon footprint. No prior Scope 3 data were collected before 2024. The baseline was established using the standard GHG Protocol and BEIS emission factors, considering our operational structure:

- 130 staff (50 senior support workers + 80 support workers)
- Use of Access CarePlanner system
- Moderate administrative base (offices, training facilities)
- Core services delivered across home care contracts in multiple boroughs

Baseline Year Emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	25.8
Scope 2	14.2
Scope 3 (Included Sources)	116.4
Total	156.4

Current Emissions Reporting

Reporting Year: 2025 (as of June)

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	23.1
Scope 2	12.5
Scope 3	102.3
Total	137.9

Emissions Reduction Targets

In line with our commitment to Net Zero by 2050, Wellspring Recruitment and Care has adopted the following interim targets:

- 15% reduction in total emissions by 2030
- 35% reduction by 2040
- Net Zero by 2050

We project a reduction from our 2024 baseline of 156.4 tCO₂e to 133.0 tCO₂e by 2030, representing a 15% decrease.

Carbon Reduction Projects

Completed Initiatives Since 2024 Baseline:

- Transitioned to renewable energy tariffs for office electricity
- Implemented remote working policy for administrative and QA staff (2 days/week)
- Introduced car-sharing incentives for staff commuting
- Replaced lighting systems with LED and PIR-controlled fixtures
- Engaged supplier to consolidate PPE deliveries, reducing transportation footprint

Estimated carbon savings to date: 18.5 tCO₂e

Scope 3 Emissions Breakdown (2024 Baseline)

Scope 3 Category	Source	tCO ₂ e
Purchased Goods & Services	PPE, office supplies, IT hardware, uniforms	36.0
Fuel & Energy Related Activities	Transmission/distribution losses, upstream emissions	8.4
Upstream Transportation	Courier deliveries, supply chain logistics	4.2
Waste Generated in Operations	Mixed office and training waste	2.0
Business Travel	Taxis, public transport, mileage claims	6.7
Employee Commuting	Homecare staff commuting to client sites	48.0
Water Use and Treatment	Office and facility water supply/disposal	2.1
IT Services	SaaS (e.g. Access CarePlanner)	9.0
Total Scope 3		116.4

Planned Future Carbon Reduction Measures

- Procurement policy favouring low-carbon suppliers and PPE manufacturers
- Full switch to digital recordkeeping, cutting paper waste by 90%
- Exploring lease of electric vehicles (EVs) for regional care visits
- Engagement with local authorities to support staff EV charge access
- Collaboration with IT providers to shift toward low-carbon data hosting
- ISO14001 accreditation preparation commencing in 2025 Q4

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance.

It has been reviewed and approved by senior leadership. Emissions have been reported using the GHG Protocol, SECR requirements, and appropriate BEIS conversion factors.

Signed on behalf of the Supplier:



Olajumoke Priscilla Omolola

Registered Manager and Quality Assurance Manager

Date: 8 July 2025