affinityworkforce solutions



CARBON REDUCTION PLAN

November 2026

Contents

1.	Commitment to achieving Net Zero	3
2.	Baseline Emissions Footprint	3
3.	Baseline Year: to 31 June 2022	3
4.	Current Emissions Reporting	4
5.	Emissions Reduction Targets	4
6.	Carbon Reduction Projects	6
7.	Planned Carbon Reduction Initiatives	7
8.	Declaration and Sign Off	8

1. Commitment to achieving Net Zero

Affinity Workforce is committed to achieving Net Zero emissions (Scope 1, 2 and 3) by 2050, as per the government target. We continue to work toward our implementation plan which will allow us to bring this target further forward. All emissions reported and future plans include the entities under Affinity Workforce's operational control. This CRP is in line with parent group Affinity Workforce commitment to Net Zero by 2050, and all figures are reported as consolidated, referred to as 'Affinity Workforce'. This CRP is externally published as follows: **Carbon Reduction Plan**

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.

3. Baseline Year: to 31 June 2022

Affinity Workforce began collecting emissions data in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirement for our financial year ending 31 June 2020. In accordance with these requirements, we have Scope 1 and 2 emissions for two reporting years and have used the first of these years as our baseline. Full Scope 3 data has not been collected or reported for these two years as this was not required but, as per reporting guidance, vehicle emissions have been included in Scope 3 calculations. Data has been gathered from hire car companies, plus personal car usage for business purposes has been taken from our expenses claim system. This represents a partial report against Scope 3 category 6, Business Travel. We have used the Current Emissions Reporting Year for the year ending 30th June 2022 as a baseline for Scopes 1, 2 and 3.

Baseline year emissions: to 31 June 2022

Emission	Total (tCO2e)
Scope 1	gas combustion: 43.00 - fuel consumed for own transport: 1,009.00
Scope 2	electricity purchased: 124.00
Scope 3	fuel consumed for transport not owned by the company (business travel) 174.00
Total Emissions	**1,350**

4. Current Emissions Reporting

Baseline year emissions: to 31 June 2022

Emission	Total (tCO2e)
Scope 1	gas combustion: 38.00 fuel consumed for own transport: 720.00
Scope 2 (Included Sources*)	electricity purchased: 94.00
Scope 3	fuel consumed for transport not owned by the company (business travel) 102.00
Total Emissions	**954**

The following elements of Scope 3 are not currently reported within the CRP but are on the development plan for inclusion in 26/27 and onward reporting:

- Upstream Transport and Distribution
  - Delivery of supplies and products to sites
- Waste Generated in Operations
  - Clinical waste
- Business Travel
  - Taxi
  - Rail
- Downstream Transportation and Distribution
  - Procurement hub dispatch emissions
- Employee Commuting

5. Emissions Reduction Targets

We have made a commitment to achieve net zero by 2050. This includes emissions in scope, including gas, electricity, business travel and staff commuting. We will be net zero across our remaining scope 3 emissions, including our supply chain, transport and distribution, waste and electrical use of our leased assets by 2050.

To date, Affinity Workforce has already achieved a reduction in carbon emissions since the 2022 baseline, from 1,350 (tCO2e) to 954 (tCO2e) – a reduction of 396 (tCO2e). Fig. 1, 2 and 3 below shows the carbon reduction emissions achieved since the 2022 baseline data and for the past 12-month reporting period.

In order to continue our progress to achieve Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next four-year period to no more than 800 (tCO2e) carbon emissions by 2030. This target will represent a 41% reduction in carbon emissions.

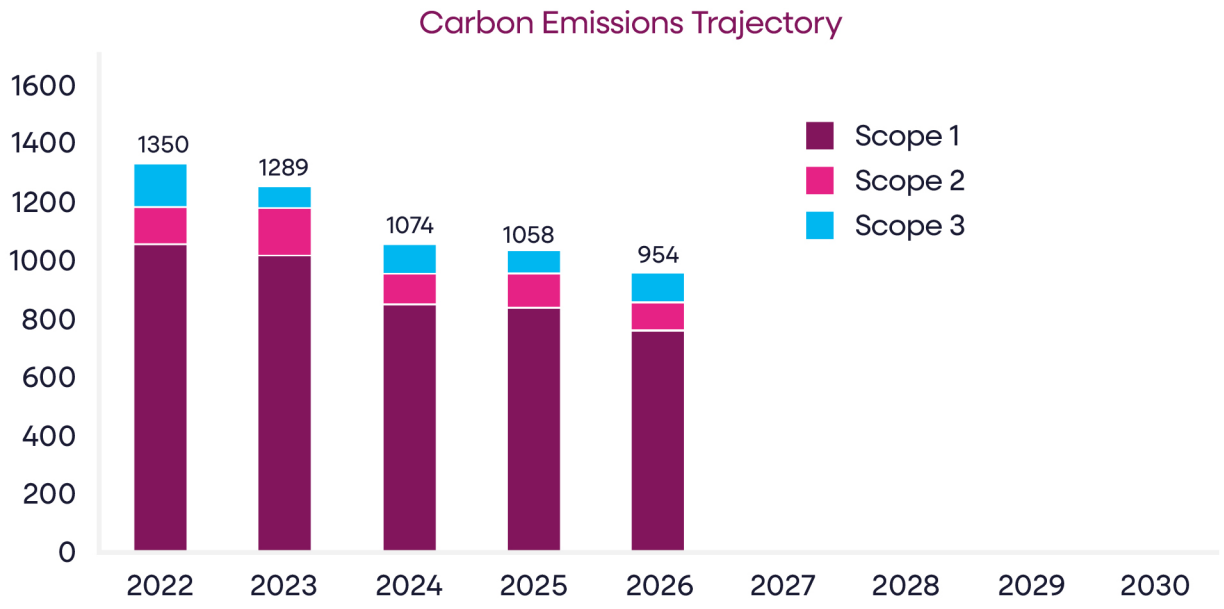
Fig. 1 - Carbon Reductions Achieved Since Baseline:

Emission	Total (tCO2e)						
	2021/22	2022/23	2023/24	2024/25	2025/26	**Total Change**	**Total Change (%)**
Scope 1	1,052	1,018	850	839	758	-294	-28%
Scope 2	124	135	106	104	94	-30	-24%
Scope 3	174	136	118	115	102	-72	-41%
Total Emissions	**1,350**	**1,289**	**1,074**	**1,058**	**954**	**-396**	**-29%**

Fig. 2 - Carbon Reductions Achieved from 2024/25 to 2025/2026 Reporting Years:

Emission	Total (tCO2e)			
	2024/25	2025/26	**Total Change**	**Total Change (%)**
Scope 1	839	758	-81	-10%
Scope 2	104	94	-10	-10%
Scope 3	115	102	-13	-11%
Total Emissions	**1058**	**954**	**-104**	**-10%**

Fig. 3 – Carbon Emissions Reduction Trajectory:



6. Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The carbon emission reduction achieved by these schemes equate to 396 tCO2e, a 29% reduction against the 2022 baseline and the measures will be in effect when performing the contract.

- Continued operation and sustainment of BS EN ISO 14001 Environmental Management standards and formal accreditation
- Continued to work in partnership with Greener Energy Futures and TEMWA Carbon Balance
- Published our Net Zero Roadmap which outlines our approach to reducing emissions and sets out our plans for future projects.
- Built sustainability into procurement processes and including Environment and Net Zero questions as part of tender processes.
- Recycled over 360 electronic items.
- Continue to work toward a “Hybrid” approach to working for 65% of our staff, which supports homeworking and brings a reduction in the amount of carbon emissions generated through employee commuting.

- Recruited a Green Sustainability Manager to provide support in the business which will include self-service advice in the form of online reports, guides, and blog articles.
- Facilitated, where possible, a recycling scheme in buildings and where not possible utilised the recycling schemes made available within leased service building office space.
- Advocated for the use of green energy suppliers to buildings in which we are a tenant
- Place environmental considerations as a priority for refurbished offices including reusing and recycling furniture.
- Increased numbers on our cycle to work scheme, with salary sacrifice available to support the purchase of a bicycle and any accessories.
- We have migrated to a new email provider to reduce carbon impact.
- We have moved to a green energy tariff within all of our directly managed properties
- We minimise reliance on fixed estates where possible and utilise mobile working for our teams to reduce our estates and carbon footprint
- We are minimising the use of gas and electricity in services where possible

  We have transitioned 90% of operational activities for recruitment, compliance and employee/workforce management to paper-less and digitalised systems

7. Planned Carbon Reduction Initiatives

Over the next 12 months we plan to build on our existing knowledge and understanding by implementing the following projects:

- Identify gaps in scope 3 reportable carbon emissions and establish methodology for capturing any missing data sources and recalculate baseline emissions for 2026/27.
- Redevelop a roadmap for achieving net zero to include:
  - achievable GHG reduction targets that support our staff in achieving their targets
  - measure and report progress
  - identification of cost-effective emission reduction opportunities and commitment to required changes in operations to deliver them
  - identification and management of climate-related risks to our business

- Set product level carbon emissions reduction targets and recommend that these are embedded into performance management goals
- Provide support for our businesses in understanding the carbon impact of services
- Look into options for staff to complete Carbon literacy training (via Positive Planet online)
- Look to engage a partner to help assist with our Net Zero Road map (e.g. Flotilla)
- Continue internal communications about the importance of Net Zero and engage in ways to encourage colleagues to commit to making changes
- Continue external communications about the importance of environmentally friendly practices and purchasing decisions with the aim of seeking to influence those persons who are in contact with and/or connected to our business, spanning contracted and agency workforces, suppliers and supply-chains, and Customers and Clients.

8. Declaration and Sign Off

This Carbon Reduction Plan is completed in compliance with PPN 006 as published by the Cabinet Office February 2025 and associated guidance and reporting standards for Carbon Reduction Plans. This document will be reviewed and updated annually in line with the Affinity Workforce Annual Report and Accounts. It will reflect any changes in organisational structure and take account of the efforts made to reduce our emissions over time to achieve net zero by 2050.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard13 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 (where available) in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.15.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Alex Champion
Group Chief Operating Officer
10th November 2026