



TRIDENT HEALTHCARE SOLUTIONS LIMITED

Carbon Reduction Plan

Company number [UK] **13331351**

Registered office address

61a High Street, Orpington, Kent, England, BR6 0JF

Website: [Healthcare Recruitment | Trident Healthcare Solutions](#)

Introduction

Trident Healthcare Solutions is a dynamic and fast-growing business, providing staffing and services to leading private healthcare organisations across the UK, as well as parts of the NHS. We take great pride in the high level of service we offer to both our members and clients, striving to build strong, long-lasting relationships within the healthcare sector.

As a young and rapidly expanding company, we are deeply aware of the importance of sustainability in today's business landscape. In line with our commitment to excellence, Trident Healthcare Solutions is dedicated to integrating environmental responsibility into our operations. This Carbon Reduction Plan outlines our approach to reducing carbon emissions and supporting the UK's broader goals of achieving Net Zero.

This plan represents our first formal step towards carbon reduction. While we have applied certain averages in calculating our current carbon footprint, future versions of this document will be based on more accurate data as we refine our measurement and reporting processes. We anticipate some fluctuations in our emissions reporting as we move towards more precise data collection. Nonetheless, our long-term goal remains the same: to continually reduce our carbon footprint while delivering outstanding services to our clients.



Sustainability is an integral part of Trident's ethos, just as listening to the needs of our members and clients is central to our business. As we continue to grow, we are committed to minimising our environmental impact and ensuring that our journey towards sustainability reflects the high standards we uphold in all aspects of our work.

Commitment to achieving Net Zero by 2045

Trident Healthcare Solutions is committed to achieving Net Zero carbon emissions by 2045. We recognise our responsibility in addressing climate change and will work to minimise our environmental impact across all business activities. While our direct emissions are limited, we will continually assess and reduce our carbon footprint, implementing energy-efficient practices and collaborating with partners to ensure sustainable operations. Our approach will evolve over time, using increasingly accurate data to guide our efforts. By integrating sustainability into our business processes, we aim to contribute meaningfully to a greener, more sustainable future.

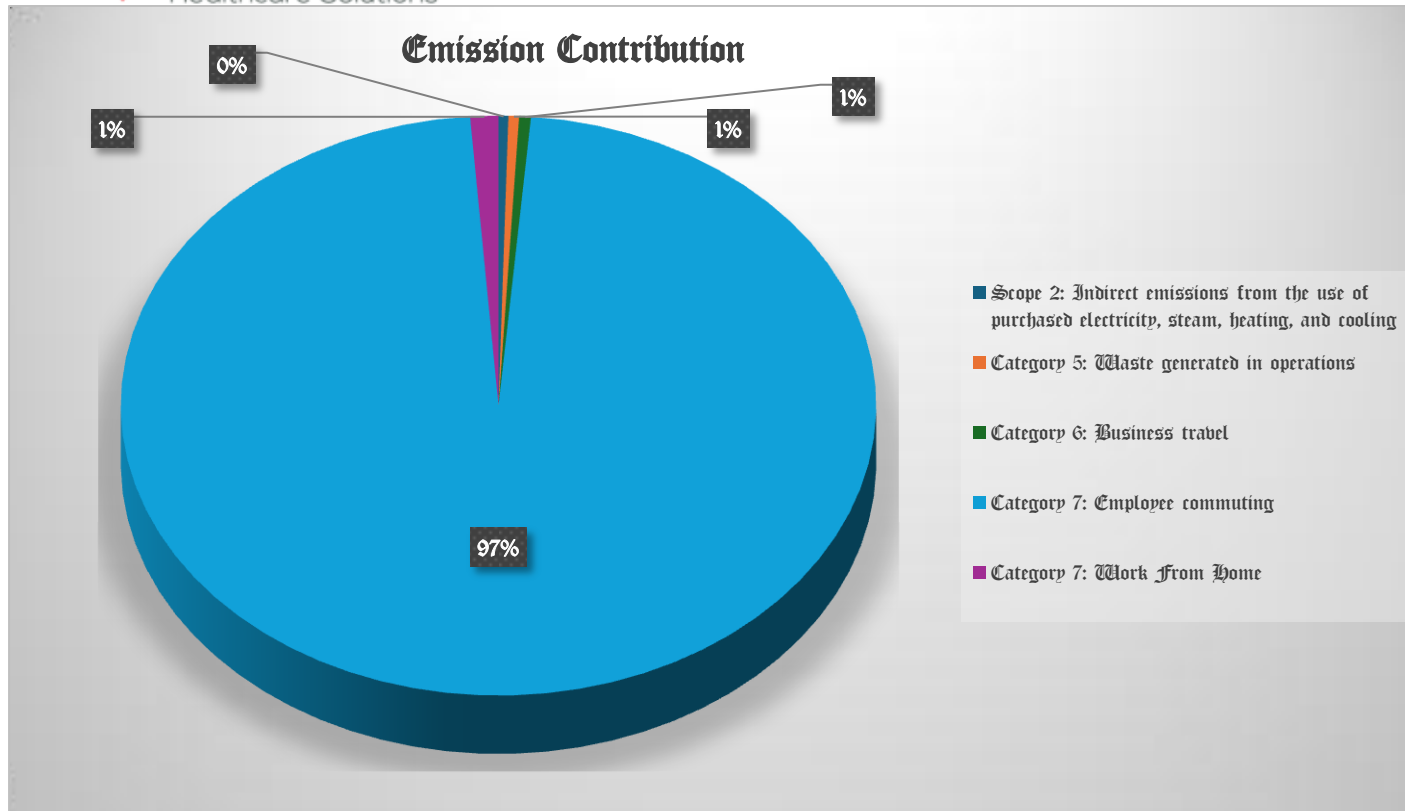
Our emissions are largely driven by office commuting and business travel, primarily due to healthcare professionals travelling to locations assigned by us. As our business heavily relies on staff being able to reach NHS sites, we recognise that some of our staff use personal vehicles for this purpose. We have taken note of this and will be providing training, guidance, and support to raise awareness about the environmental impact of using personal vehicles, and to encourage more sustainable travel options wherever possible.

Baseline Emissions Footprint 1st Jan – 31st December 2023

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	1.8388
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00



Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	2.00
Category 6: Business travel	2.2089
Category 7: Employee commuting	428.5347
Category 7: Work From Home	5.2871
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	439.8695



Zero Emissions rationale

Scope 1 Emissions

Due to the nature of our business operations, Trident Healthcare Solutions has minimal direct emissions, as our activities do not heavily rely on carbon-intensive processes or equipment. Our business model, focused on healthcare staffing and support services, does not involve significant fuel consumption or emissions from owned or controlled sources. Therefore, our Scope 1 emissions remain highly restricted.



Scope 3 Emissions (Categories 1-4)

At present, emissions within Scope 3 Categories 1-4 (purchased goods and services, capital goods, fuel- and energy-related activities, and upstream transportation and distribution) are either not relevant to our operations or non-existent. Due to the nature of our services, these categories contribute minimally, if at all, to our overall emissions. Trident does not manufacture or transport physical products, and our reliance on external suppliers for goods is minimal. As such, no significant emissions arise in these areas.

Scope 3 Emissions (Categories 8 & 9)

Similarly, Categories 8 (upstream leased assets) and 9 (downstream transportation and distribution) are also limited by the structure of our business. Our primary focus is on service provision rather than managing physical assets or transportation infrastructure. Thus, these categories do not generate notable emissions within our current business processes.

Methodology & References

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.

<https://ghgprotocol.org/corporate-standard>

<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<https://ghgprotocol.org/standards/scope-3-standard>

Breakdown of emissions:

Scope and category Breakdown	Unit	Description of the data quality of reported emissions	Metric tons CO ₂ e
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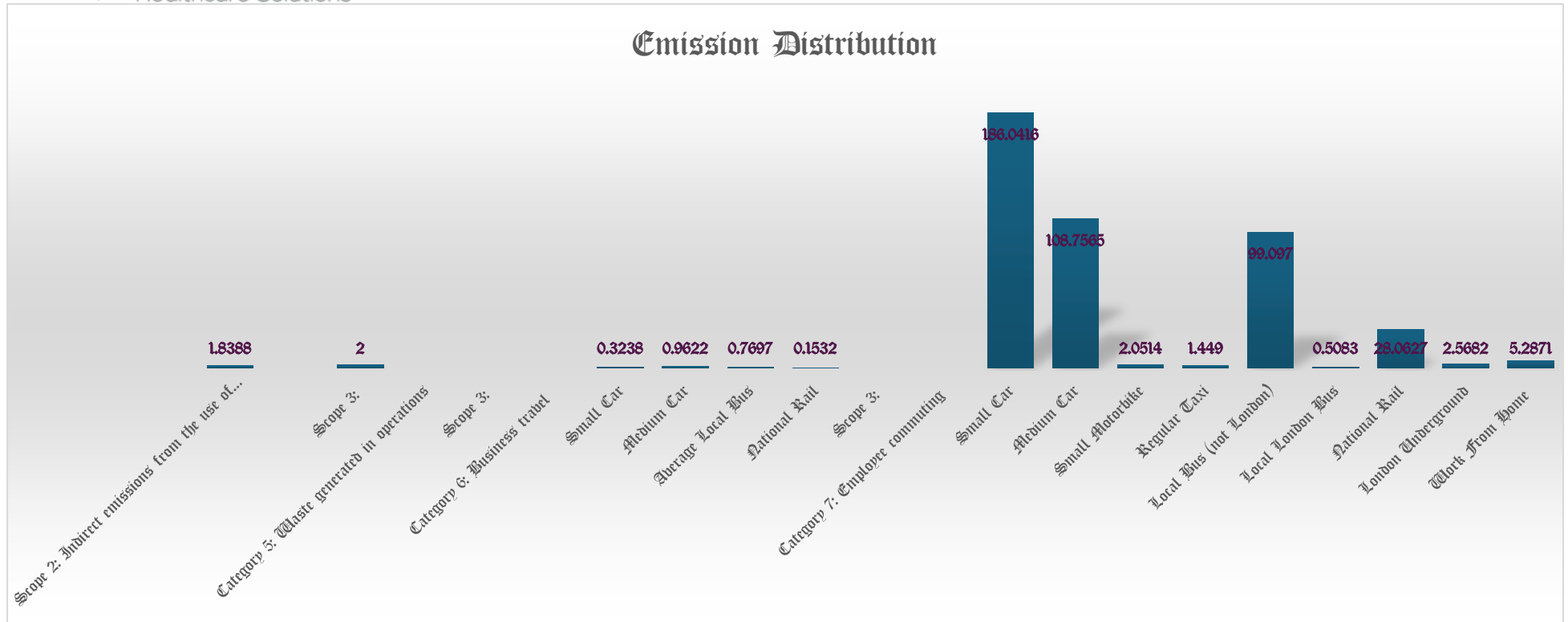
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling		Quarterly bills	1.8388
Scope 3: Category 5: Waste generated in operations		Landlord Provided	2.00
Scope 3: Category 6: Business travel		From staff Schedule	
Small Car	2,300		0.3238
Medium Car	5,400		0.9622
Average Local Bus	7,535		0.7697
National Rail	4,320		0.1532
		Total	2.2089
Scope 3: Category 7: Employee commuting		From staff Schedule	
Small Car	821,024		186.0416
Medium Car	610,345		108.7565
Small Motorbike	15,321		2.0514
Regular Taxi	9,750		1.4490
Local Bus (not London)	837,231		99.0970
Local London Bus	6,490		0.5083
National Rail	791,324		28.0627
London Underground	92,376		2.5682
		Total	428.5347



Work From Home		Office Attendance	5.2871
Other			

The elevated carbon footprint primarily arises from the high number of employees commuting daily to and from hospitals. As we support major clients with 24/7 needs across the healthcare sector, frequent travel is essential. On average, an employee may make 5 to 6 trips per week. This regular commuting is crucial to meet the continuous and critical demands of our clients. We are committed to exploring and implementing sustainable practices to reduce our environmental impact while upholding the high standard of service our clients depend on.

Emission Distribution





Current Emissions Reporting 1st Jan – 31st December 2023

The current emissions reporting is the same as the baseline, as this is the first iteration of the document and the initial plan.

Emissions reduction targets

Scope 2: Indirect Emissions (Electricity, Steam, Heating, Cooling)

- Aim to reduce purchased electricity use by 10% through energy efficiency initiatives and switching to renewable energy sources by 2025.

Scope 3: Waste Generated in Operations

- Work with landlords to reduce waste generation by 15% by implementing more effective recycling and waste management practices by 2025.

Scope 3: Business Travel

- Encourage the use of public transport and carpooling to reduce emissions from small and medium cars by 20% by 2026.
- Promote video conferencing to minimise the need for national travel, targeting a 15% reduction in rail and car travel.

Scope 3: Employee Commuting

- Introduce incentives for using public transport and shared travel schemes to reduce car emissions by 25% by 2026.
- Implement flexible working policies to reduce commuting, targeting a 10% reduction in commuting emissions.

Work From Home

- Monitor and optimise work-from-home practices to balance emissions, with a target to reduce overall energy use by 5% annually.

These targets are designed to progressively lower Trident Healthcare's emissions while maintaining operational efficiency.



Carbon Reduction Initiatives

1. Energy Efficiency and Renewable Energy (Scope 2)

- **Action:** Conduct an energy audit across all facilities to identify inefficiencies in electricity, heating, and cooling systems.
- **Initiative:** Install energy-efficient lighting, heating, and cooling systems, and transition to renewable energy sources such as solar or wind.
- **Target:** Achieve a 10% reduction in purchased electricity use by 2025.
- **ISO 14001 Alignment:** Supports continual improvement and compliance with legal energy standards.

2. Waste Management (Scope 3 - Category 5)

- **Action:** Collaborate with landlords to implement recycling programmes and waste segregation at source.
- **Initiative:** Reduce waste generation by introducing waste reduction campaigns and training for staff on waste minimisation.
- **Target:** Reduce waste generation by 15% by 2025.
- **ISO 14001 Alignment:** Focuses on reducing environmental impacts and improving waste management processes.

3. Sustainable Business Travel (Scope 3 - Category 6)

- **Action:** Introduce a business travel policy promoting the use of public transport and shared transport options.
- **Initiative:** Encourage the use of video conferencing and virtual meetings to minimise the need for physical travel.
- **Target:** Achieve a 20% reduction in car travel and a 15% reduction in national rail travel by 2026.
- **ISO 14001 Alignment:** Supports the efficient use of resources and minimises emissions from transport activities.

4. Employee Commuting Initiatives (Scope 3 - Category 7)

- **Action:** Implement a sustainable commuting programme that incentivises public transport use and carpooling.



- **Initiative:** Introduce flexible working and remote working policies to reduce commuting frequency.
- **Target:** Reduce car commuting emissions by 25% and overall commuting emissions by 10% by 2026.
- **ISO 14001 Alignment:** Promotes reduction in environmental impact by lowering emissions from employee commuting.

5. Work From Home Energy Optimisation

- **Action:** Conduct awareness campaigns on energy-saving practices for employees working from home.
- **Initiative:** Provide guidance on reducing energy consumption while working remotely.
- **Target:** Achieve a 5% annual reduction in work-from-home energy use.
- **ISO 14001 Alignment:** Enhances environmental awareness and responsibility across the workforce, driving continuous improvement.

6. Employee Training and Awareness

- **Action:** Deliver comprehensive training programmes on sustainability, energy efficiency, and waste management to all staff.
- **Initiative:** Implement regular workshops and online modules to increase employee knowledge of carbon reduction practices and ISO 14001 requirements.
- **Target:** Ensure 100% of employees are trained on carbon reduction strategies by 2025.
- **ISO 14001 Alignment:** Promotes workforce engagement and builds a culture of environmental responsibility.

7. Sustainable Supply Chain Management

- **Action:** Engage with suppliers to assess and reduce their environmental impact, focusing on energy use, emissions, and waste.
- **Initiative:** Establish environmental criteria for selecting suppliers and encourage them to adopt ISO 14001 or equivalent certifications.
- **Target:** Ensure that 80% of key suppliers align with Trident Healthcare's sustainability goals by 2026.



- **ISO 14001 Alignment:** Encourages responsible sourcing and promotes the integration of environmental considerations throughout the supply chain.

These initiatives, including staff training and supply chain engagement, are designed to align with ISO 14001 principles, ensuring that Trident Healthcare reduces its environmental impact while fostering continuous improvement across all areas of its operations.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

*Signed on behalf of **TRIDENT HEALTHCARE SOLUTIONS LIMITED** :*

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>



S. Jackson

Name: Sam Jackson

Position: Director

Date: 23/9/24

**Department responsible for the upkeep of this CRP
Operation Dept.**