



Carbon Reduction Plan TALABS GROUP UK LTD t/a TalabsCARE

Date: 23 May 2025

Commitment to Achieving Net Zero

TALABS GROUP UK LTD t/a TalabsCARE is committed to achieving Net Zero greenhouse gas emissions by 2045 across all operationally controlled Scope 1, Scope 2 and relevant Scope 3 activities. This ambition aligns with the UK Government's Net Zero Strategy, NHS Net Zero Supplier Roadmap and the principles set out in Procurement Policy Note 06/21 (PPN 06/21).

This Carbon Reduction Plan outlines our baseline carbon footprint, current emissions profile, strategic reduction targets and the actions we are taking to embed decarbonisation across our business model. It will be reviewed annually and publicly reported.

We employ a hybrid team of care professionals, clinicians and support staff, working in NHS settings and remotely.

Baseline Year Emissions - 2023

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	50.00
Scope 2	75.00
Scope 3	680.69
Total	805.69

Scope 1 covers gas heating and vehicle fuel.

Scope 2 includes electricity from the national grid.

Scope 3 encompasses staff commuting, subcontractor travel, business travel, waste, IT services and purchased goods.



Current Year Emissions - 2025

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	25.00
Scope 2	44.26
Scope 3	326.00
Total	395.26

This represents a 51% overall reduction from our 2023 baseline. Key contributors include the implementation of hybrid working, energy efficiency improvements and the digitisation of records and care coordination.

Emissions Reduction Targets

Target	By
30% reduction in Scope 1 emissions	2030
40% reduction in Scope 2 emissions	2030
50% reduction in Scope 3 emissions	2032
Net Zero (Scope 1 and 2)	2035
Net Zero (Scope 1, 2 and 3)	2045

These targets are tracked quarterly, reviewed annually and embedded into our operational planning and governance reporting.

Scope 3 - Detailed Narrative

Scope 3 emissions, which account for over 80% of our baseline footprint, include:

- Employee commuting: reduced through a 3-day hybrid working model
- Business travel: cut via virtual audits, online training and remote MDTs
- Subcontractor travel: optimised through digital rota planning and hub-based team allocation
- Waste disposal: reduced via recycling policies and supplier changes
- Cloud computing: optimised use of Roundsys, OneDrive and Zoho



We continue to expand Scope 3 data capture and reporting using NHS Sustainable Development Unit benchmarks and DEFRA factors.

Completed and Planned Projects

Completed (2023 - 2024):

- LED lighting and occupancy-based heating controls
- Paperless care coordination via Roundsys (95% digitisation)
- Adoption of hybrid working model across all departments
- Route optimisation for mobile staff and clinicians
- EV pilot in company vehicle pool

Planned (2025 - 2030):

- Full switch to renewable electricity by Q4 2025
- 30% of staff vehicles to be electric or hybrid by 2027
- Launch of subcontractor Net Zero Charter (Q4 2025)
- ISO 14001 environmental certification by 2026
- Solar feasibility study in 2026
- Net Zero staff training module from Q3 2025
- Sustainability KPIs embedded in appraisal process (from 2026)

Supply Chain and Social Value Integration

We require all key suppliers to:

- Submit a CRP by 2026
- Commit to at least one environmental impact reduction activity per contract year
- Align with our Social Value Charter (launched 2025)

We actively review supplier emissions commitments during procurement and our social value outcomes link directly to Net Zero goals (e.g. reducing mileage, hosting local training events remotely, offering digital-first service pathways).

Monitoring and Governance

- Carbon governance is led by the **Director of Operations**, supported by our internal **Sustainability Champion**
- Emissions tracking is based on utility bills, mileage logs and staff surveys
- Power BI dashboards are being developed to track energy usage, mileage and digital transformation outcomes

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- Quarterly reporting to Board, annual publication of CRP
- We commit to NHS Evergreen Supplier Assessment participation from 2026

Declaration and Sign-Off

This Carbon Reduction Plan has been:

- Approved by the Board of Directors
- Will be reviewed annually
- Signed by a senior responsible officer

Signed:

Dr Ireti Deborah Oluwanifemi Talabi

Director

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