ALTRIX TECHNOLOGY LIMITED

CARBON REDUCTION PLAN

Introduction to Altrix Technology Limited Carbon Reduction Plan for 2022

In the fast-paced landscape of modern business, Altrix Technology Limited (Altrix) stands as a pioneer in the UK's app-based workforce management sector. Our cutting-edge, self-booking application is tailored to optimize the efficiency and cost-effectiveness of healthcare professional recruitment. By connecting healthcare professionals with organizations seamlessly, we are dedicated to reducing the need for costly agency staff, ensuring that the UK's healthcare sector operates at its best.

Arising from the collective expertise of the Altrix team, who have a profound background in the National Health Service, recruitment, and technology, our mission is to facilitate the placement of top-tier healthcare professionals. In line with our commitment to excellence, we recognize the pressing need to address the challenges of climate change and global environmental sustainability.

As responsible corporate citizens, we understand that our operations have an environmental impact, particularly with regard to carbon emissions. With this understanding in mind, we have undertaken the task of crafting a comprehensive Carbon Reduction Plan for the year 2022. This plan embodies our unwavering commitment to minimizing our carbon footprint while simultaneously enhancing our service delivery and corporate responsibility.

In this document, we will outline our initial steps and strategies for reducing our carbon emissions in 2022. Through a combination of eco-conscious operational practices, technological advancements, and the cultivation of a culture of environmental awareness, Altrix aims to set an example for sustainability within our industry.

We believe that by actively reducing our carbon emissions, we can contribute to a healthier planet while continuing to provide top-quality workforce management services. This Carbon Reduction Plan serves as our roadmap towards a more sustainable future, demonstrating our dedication to both the well-being of our clients and the well-being of our planet.

Selecting the calendar year from ***January to December 2022*** as the timeframe for Altrix's Carbon Reduction Plan offers several advantages:

Alignment with Reporting Standards: Many international environmental reporting frameworks, such as the Global Reporting Initiative (GRI) and the Carbon Disclosure Project (CDP), follow a calendar year reporting cycle. By aligning with this standard, Altrix can readily report its progress and results to stakeholders and regulators without additional complexity.

Altrix Commitments

Publication date: **20th September 2023**

Commitment to achieving Net Zero

Altrix is committed to achieving Net Zero emissions by 20**40**.

Baseline Emissions Footprint

In the construction of this baseline emission footprint for Altrix, we have conscientiously utilized averages in certain instances, particularly in Scope 2 (indirect emissions from purchased electricity) and Scope 3 (indirect emissions from sources other than Scope 2). These approximations stem from the inherent data limitations encountered when embarking on our emissions assessment journey. While we've based our estimations on industry benchmarks and available information, it's crucial to recognize that these figures are general approximations, and Altrix's actual emissions may vary. In moving forward, we are committed to improving our data collection methodologies and obtaining more precise measurements to refine our carbon footprint and develop targeted strategies for carbon reduction. This baseline serves as a starting point, emphasizing our dedication to transparency and our goal of working towards a more sustainable future.

Our Commitments:

In our ongoing commitment to addressing environmental concerns, we've implemented several key initiatives to combat climate change and promote sustainable travel within our organization. We actively encourage our staff to play their part in reducing our carbon footprint by adopting energy-efficient practices. This includes switching off electrical equipment and lights when not in use, as well as closing windows and external doors during heating periods to conserve energy. Additionally, we're keen on fostering modern working practices, such as remote and hybrid work options, which not only enhance work-life balance but also reduce the need for extensive commuting, thereby minimizing our collective impact on the environment. We also promote and support the use of public transport and cycling, providing greener alternatives for our employees and contributing to a more sustainable future. By combining these efforts, we are taking meaningful steps to combat climate change and create an eco-friendlier workplace.

To this end, we prioritize adherence to recycling policies within our serviced office environments, ensuring that we reduce waste and make the most of available recycling facilities. Moreover, we are committed to minimizing our environmental footprint by encouraging staff to reduce paper usage through limited printing and conscientious handling of wastepaper. In line with this objective, we actively promote and embrace digital and electronic communications as a means to reduce paper consumption and embrace more eco-friendly alternatives. By incorporating these measures into our daily routines, we aim to contribute to a greener and more environmentally conscious workplace, aligning with our commitment to a sustainable future.

Baseline Year: 2022	
EMISSIONS	**TOTAL (tCO$_2$e)**

Scope 1	**Scope 1 – Direct Emissions**	**tCO2e**
	Stationary Combustion (Boiler, Generator)	0.0000
	Mobile Combustion (Company Fleet)	0.0000
	Process Emissions (On-Site Manufacturing)	0.0000
	Fugitive Emissions (F-Gasses)	0.0000
	Scope 1 Total	**0.0000**
	After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within Scope 1.	

Scope 2	**Scope 2 – Indirect Emissions**	**tCO2e**
	Electricity (Head office & Branches)	10.3537
	Gas (Heating type)	0.4253
	Water	0.0000
	Scope 2 Total	**10.7790**

Scope 3 **(Included Sources)**	**Scope 3**	**tCO2e**
	Waste Generated in Operations	8.5124
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	573.3354
	Work From Home	0.0000
	Scope 3 Total	**581.8478**
	After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within the categories "Upstream transportation & distribution", "Downstream transportation & distribution" and "Business Travel".	

Total Emissions	**592.6268 tCO2e**

Current Emissions Reporting

Current Year: 2022

Current year emissions:

EMISSIONS	TOTAL (tCO$_2$e)	
Scope 1	**Scope 1 – Direct Emissions**	**tCO2e**
	Stationary Combustion (Boiler, Generator)	0.0000
	Mobile Combustion (Company Fleet)	0.0000
	Process Emissions (On-Site Manufacturing)	0.0000
	Fugitive Emissions (F-Gasses)	0.0000
	Scope 1 Total	**0.0000**
	After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within Scope 1.	
Scope 2	**Scope 2 – Indirect Emissions**	**tCO2e**
	Electricity (Head office & Branches)	10.3537
	Gas (Heating type)	0.4253
	Water	0.0000
	Scope 2 Total	**10.7790**
Scope 3 **(Included Sources)**	**Scope 3**	**tCO2e**
	Waste Generated in Operations	8.5124
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	573.3354
	Work From Home	0.0000
	Scope 3 Total	**581.8478**
	After a thorough examination of our business processes and activities, we can confidently state that no emissions areas have been identified within the categories "Upstream transportation & distribution", "Downstream transportation & distribution" and "Business Travel".	
Total Emissions	**592.6268 tCO2e**	
Reporting Year: 2022		

Carbon Reduction Initiatives for Altrix: A Path Towards Sustainability

Introduction

As Altrix continues to evolve as a leading workforce management partner, we remain committed to mitigating our carbon emissions and reducing our environmental impact. In line with our dedication to sustainability, Altrix is proud to announce its comprehensive Carbon Reduction Initiative for 2022 and beyond. This initiative encompasses a multifaceted approach, emphasizing continual improvement through the utilization of recognized industry standards such as ISO 14001 and PAS 2060, while placing a strong emphasis on the importance of data accuracy and transparency for year-on-year progress.

Key Components of the Initiative:

1. ISO 14001 Certification

Altrix will seek where possible ISO 14001 certification to establish a formal environmental management system (EMS) designed to drive proactive, systematic environmental improvements across the organization. This certification will provide a structured framework for identifying, managing, and reducing our carbon emissions. Key steps include setting measurable environmental objectives, performing regular audits, and ensuring compliance with legal and regulatory requirements. By adhering to ISO 14001 standards, Altrix aims to foster a culture of environmental responsibility throughout the company.

2. PAS 2060 Carbon Neutrality

In alignment with PAS 2060, Altrix will make a concerted effort to achieve carbon neutrality by transparently measuring and offsetting our carbon emissions. The process involves quantifying our carbon footprint in a detailed and accurate manner, minimizing emissions through various strategies, and offsetting any residual emissions through verified carbon offset projects. This commitment to PAS 2060 standards will enable Altrix to take a rigorous approach to achieving carbon neutrality and communicate our progress with clarity to stakeholders.

3. Data Accuracy and Transparency

Recognizing the paramount importance of data accuracy, Altrix will establish rigorous data collection and measurement protocols. We will invest in advanced monitoring tools and engage with environmental experts to improve the accuracy of our emissions data. This focus on data integrity will ensure that our baseline emission footprint becomes increasingly precise, enabling us to set more ambitious, achievable targets for emissions reduction. Altrix is committed to sharing its progress transparently with stakeholders, clients, and the public, further reinforcing our dedication to sustainability.

4. Year-on-Year Progress

As part of our ongoing carbon reduction strategy, Altrix will set annual carbon reduction targets and report progress year on year. By continually assessing our performance and adjusting strategies, we aim to achieve significant reductions in our carbon emissions. Our data-driven approach will allow us to track progress more effectively and ensure that each year sees a decrease in our environmental impact.

In conclusion, Altrix's Carbon Reduction Initiative for 2022 and beyond combines adherence to ISO 14001 and PAS 2060 standards with a rigorous focus on data accuracy and transparency. By adhering to recognized environmental management practices and setting ambitious yet achievable goals, Altrix is determined to lead the way in environmental sustainability within the workforce management industry, all while demonstrating consistent year-on-year progress.

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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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

Signed on behalf of Altrix:

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Megan Grant

Managing Director, Altrix Technology Limited

Date: 14/11/2023

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[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