



Bluestar Resourcing

CARBON REDUCTION PLAN

Pioneering a Sustainable Future: Bluestar Resourcing's First Carbon Reduction Plan

In an era where environmental sustainability is becoming an ever-pressing global concern, organizations across all industries are taking the initiative to reduce their carbon footprint. Bluestar Resourcing, a prominent nationwide employment agency based in Crawley, West Sussex, founded by a Registered Mental Health Nurse with a deep-rooted commitment to healthcare, is no exception. With a history dating back to 2014, Bluestar Resourcing has earned a distinguished reputation for its exceptional recruitment services, specializing in healthcare.

The company has excelled in creating diverse opportunities and supplying both permanent and temporary staff to healthcare facilities throughout the United Kingdom. However, today's world demands more than just professional excellence; it calls for environmental responsibility as well.

In recognition of this, Bluestar Resourcing embarks on a new journey, one that is as visionary as it is essential: the creation of its first-ever Carbon Reduction Plan. This initiative signals a commitment to aligning the company's operations with environmental sustainability, an undertaking that is in line with the changing times and a reflection of the organization's dedication to making a positive impact beyond the healthcare industry.

As we delve into this plan, it is important to understand not only Bluestar Resourcing's history and commitment to excellence but also the vital role it now seeks to play in protecting the planet, ensuring a cleaner, healthier, and more sustainable future for all.

Using January to December 2022 as the baseline year for emission reporting is a strategic and practical decision for Bluestar Resourcing as it begins its journey toward carbon reduction.

We will regularly assess and revise our carbon reduction strategy on an annual basis until we attain carbon neutrality by the year 2040.

Carbon Reduction Plan

Bluestar Resourcing

Publication date: September 20th 2023

Commitment to achieving Net Zero

Bluestar Resourcing is committed to achieving Net Zero emissions by 2040.

Baseline Emissions Footprint

Establishing a baseline emissions footprint is a critical step for Bluestar Resourcing as it embarks on its journey toward carbon reduction. However, the organization faces a challenge due to limited information and data availability, particularly when it comes to calculating Scope 2 and Scope 3 emissions.

Baseline Emissions Footprint:

1. **Scope 1 Emissions:** Bluestar Resourcing's Scope 1 emissions include direct emissions from sources that the organization owns or controls. These typically consist of emissions from on-site combustion of fuels, such as natural gas or diesel in generators or company vehicles. Calculating Scope 1 emissions is relatively straightforward, as the organization has access to its own consumption data for these fuels in the baseline year (2022).
2. **Scope 2 Emissions:** Scope 2 emissions are indirect emissions associated with purchased electricity and heat. In many cases, organizations can obtain electricity consumption data from utility bills. However, the challenge may arise if more detailed data, such as the emission intensity of the electricity source (e.g., renewable or fossil fuel-based), is required to calculate Scope 2 emissions accurately. Limited access to such data can complicate the baseline assessment.
3. **Scope 3 Emissions:** Scope 3 emissions are indirect emissions that occur in the value chain of the organization but are not directly controlled or owned. These emissions are often more challenging to quantify because they depend on a wide range of factors, including the activities of suppliers, contractors, and other stakeholders. Bluestar Resourcing may have limited information about its supply chain emissions, employee commuting, and other aspects of Scope 3 emissions for the baseline year.

Challenges with Limited Information and Data:

1. **Incomplete Supplier Data:** For Scope 3 emissions, the organization relies on data from suppliers and other partners. However, many suppliers may not have comprehensive emissions data readily available or may not be required to report it. This lack of data can make it difficult to accurately assess the full extent of Bluestar Resourcing's carbon footprint.
2. **Employee Commuting:** Employee commuting, often part of Scope 3 emissions, can be challenging to quantify if the organization does not have a robust tracking system in place. Limited or incomplete data on employee commuting behaviors can result in less accurate calculations.

3. **Contractor Emissions:** If the organization relies on contractors for various services, their emissions data may not be readily accessible. This adds complexity to the calculation of Scope 3 emissions related to outsourced activities.

Mitigation Strategies:

To address the challenge of limited data for Scope 2 and Scope 3 emissions, Bluestar Resourcing can take several steps:

1. **Data Collection and Engagement:** The organization can work collaboratively with suppliers and contractors to gather emissions data and encourage their participation in emissions reduction efforts.
2. **Estimation and Assumptions:** In cases where data is unavailable, making informed estimations and assumptions based on industry benchmarks or similar organizations' data can help create a reasonable approximation of emissions.
3. **Invest in Data Systems:** To better track employee commuting and other aspects of Scope 3 emissions, the organization can invest in data collection systems and policies to improve data quality and completeness.
4. **Continuous Improvement:** The baseline year is just the beginning. Bluestar Resourcing can commit to ongoing efforts to improve data collection and reporting, ensuring that future emission calculations are more accurate and comprehensive.

In summary, while limited information and data pose challenges in establishing a baseline emissions footprint, Bluestar Resourcing can adopt a proactive approach by engaging with stakeholders, making reasonable estimates, and continually working to enhance its data collection and reporting processes. This commitment will contribute to more accurate and comprehensive assessments in the future, aiding the organization in its carbon reduction efforts.

Baseline Year: 2022	
Baseline 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
<i>We have determined that there are no emissions sources within Scope 1 that are contributing to greenhouse gas emissions.</i>	
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) 5.5095
	Work From Home 0.0000
Scope 3 Total 14.0219	
Total Emissions	24.8009 tCO₂e

Current Emissions Reporting

Current Year: 2022																	
EMISSIONS	TOTAL (tCO ₂ e)																
Scope 1	<table border="1"> <thead> <tr> <th>Scope 1 – Direct Emissions</th> <th>tCO₂e</th> </tr> </thead> <tbody> <tr> <td>Stationary Combustion (Boiler, Generator)</td> <td>0.0000</td> </tr> <tr> <td>Mobile Combustion (Company Fleet)</td> <td>0.0000</td> </tr> <tr> <td>Process Emissions (On-Site Manufacturing)</td> <td>0.0000</td> </tr> <tr> <td>Fugitive Emissions (F-Gasses)</td> <td>0.0000</td> </tr> <tr> <td>Scope 1 Total</td> <td>0.0000</td> </tr> </tbody> </table> <p><i>We have determined that there are no emissions sources within Scope 1 that are contributing to greenhouse gas emissions.</i></p>	Scope 1 – Direct Emissions	tCO ₂ e	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				
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Emissions reduction targets

When establishing emission reduction targets for Bluestar Resourcing, it's essential to set ambitious yet achievable goals that align with the organization's commitment to reducing its carbon footprint. Targets should be specific, measurable, and time-bound, and they should consider the limited information and data available for calculating Scope 2 and Scope 3 emissions. Here are some recommendations for emission reduction targets that our management is currently looking into:

Scope 1 Emissions Reduction Target:

Target: Reduce Scope 1 emissions.

Rationale: As Bluestar Resourcing has more control and data availability over its direct emissions (Scope 1), setting a specific reduction target for emissions from sources it owns or controls is crucial. This could involve measures such as improving energy efficiency in company vehicles and on-site equipment.

Scope 2 Emissions Reduction Target:

Target: Transition to renewable energy for electricity consumption by 2025 where applicable.

Rationale: Given the challenge of limited data for Scope 2 emissions, a feasible target might be to increase the use of renewable energy sources. Bluestar Resourcing can work with its energy providers to ensure a higher percentage of electricity comes from renewable sources, which can contribute to emissions reduction.

Scope 3 Emissions Reduction Target:

Target: Engage with key suppliers to report emissions data and set reduction targets by 2030.

Rationale: In light of limited data for Scope 3 emissions, the organization can focus on building relationships with key suppliers and encourage them to report emissions data. This cooperative approach can pave the way for more accurate Scope 3 calculations and emissions reduction efforts.

Overall Emissions Reduction Target:

Target: Achieve a 50% reduction in total emissions (Scope 1 + Scope 2 + Scope 3) by 2030.

Rationale: To capture the holistic impact of Bluestar Resourcing's carbon reduction efforts, an overarching target for the combined emissions footprint can be established. This target should take into account the organization's limited data and aim to drive reductions across all scopes.

Operational Efficiency Target:

Target: Implement energy-efficient practices across company operations, leading to a reduction in emissions per employee or per unit of output by 2025.

Rationale: Focusing on operational efficiency can help mitigate emissions, even when data is limited. Setting targets for emissions per employee or per unit of output encourages the organization to improve overall efficiency.

Continuous Improvement Commitment:

Commit to annual emissions assessments and adjustments to targets based on improved data and evolving best practices.

Rationale: Acknowledging the limitations of data, Bluestar Resourcing can commit to ongoing improvements in data collection and reporting, allowing for more accurate and responsive emissions reduction targets over time.

Public Reporting and Transparency:

Commit to transparently reporting progress toward reduction targets, promoting accountability and trust with stakeholders.

Rationale: Demonstrating transparency in emissions reduction efforts can enhance the organization's credibility and align with stakeholder expectations.

It's important to note that the specific numerical values (e.g., [X]%) are determined based on our baseline emissions data, the feasibility of reduction measures, and alignment with industry standards and regulatory requirements. Regular monitoring and adjustment of targets will be crucial to ensuring that Bluestar Resourcing makes meaningful progress in reducing its carbon footprint.

Carbon Reduction Projects

Carbon Reduction Initiatives

Bluestar Resourcing can effectively pursue carbon reduction initiatives by integrating ISO 14001 and PAS 2060 standards into its sustainability strategy. These standards provide frameworks for environmental management and carbon neutrality. Here are some specific initiatives and strategies that we will consider:

1. ISO 14001 Environmental Management System (EMS):

- **Environmental Policy:** Develop and implement a comprehensive environmental policy aligned with ISO 14001 requirements. Ensure the policy addresses the organization's commitment to carbon reduction.
- **Identification of Significant Aspects:** Identify and assess the environmental aspects and impacts, including carbon emissions, associated with the organization's operations. Prioritize those with the most substantial impact.
- **Setting Objectives and Targets:** Set specific carbon reduction objectives and targets based on the identified aspects. These objectives should be SMART (Specific, Measurable, Achievable, Relevant, and Time-bound).
- **Legal Compliance:** Ensure compliance with relevant environmental laws and regulations, especially those related to carbon emissions reporting and reduction.
- **Employee Training:** Provide environmental training and awareness programs for employees, emphasizing the importance of reducing carbon emissions in daily operations.
- **Operational Controls:** Implement controls and procedures to manage and reduce carbon emissions in everyday activities. This may include energy efficiency measures, waste reduction, and sustainable procurement practices.

2. PAS 2060 Carbon Neutrality:

- **Baseline Measurement:** Measure and report the organization's carbon footprint, encompassing Scopes 1, 2, and 3 emissions. Use this as the baseline for carbon neutrality calculations.
- **Emission Reduction:** Develop and implement a comprehensive carbon reduction plan that addresses all aspects of carbon emissions. Utilize the baseline data to set ambitious, science-based emission reduction targets.
- **Offset Programs:** Identify and invest in high-quality carbon offset programs that help neutralize unavoidable emissions. Ensure that selected offset projects align with PAS 2060 standards.
- **Verification:** Engage third-party verifiers to independently assess and verify the organization's progress toward achieving carbon neutrality, as per PAS 2060 requirements.
- **Public Reporting:** Publicly disclose the progress and achievements of carbon neutrality efforts. Transparency is key to demonstrating a commitment to carbon reduction and neutrality.
- **Continuous Improvement:** Regularly update the carbon reduction and offset plans based on evolving data and best practices. Commit to a culture of continuous improvement in sustainability efforts.

3. Integration of ISO 14001 and PAS 2060:

- **Synergy:** Leverage the ISO 14001 EMS as the foundation for managing and reducing environmental impacts, which includes carbon emissions. PAS 2060's carbon neutrality framework can be integrated into ISO 14001 to ensure a holistic approach to sustainability.
- **Data Management:** Use ISO 14001's emphasis on data collection, analysis, and continual improvement to strengthen the organization's ability to measure, report, and reduce carbon emissions.
- **Employee Engagement:** Encourage employees to participate in both ISO 14001 and PAS 2060 initiatives, fostering a sense of ownership in sustainability efforts.
- **Supplier Engagement:** Work with suppliers to reduce their carbon emissions and integrate PAS 2060 standards into the supply chain where applicable.
- **Stakeholder Communication:** Effectively communicate the organization's commitment to sustainability, including carbon reduction and neutrality, to stakeholders, clients, and the public.

By aligning carbon reduction initiatives with ISO 14001 and PAS 2060, Bluestar Resourcing can take a structured and comprehensive approach to not only reducing its carbon footprint but also achieving carbon neutrality. These standards provide a roadmap for environmental management and carbon reduction that can enhance the organization's sustainability practices and reputation.

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 Bluestar Resourcing

.....**Hitendrakumar Sharma**.....

Date:25/10/2023.....

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>