

Carbon Reduction Plan

Supplier Name: Teyo LTD t/a Locums Passport

Publication Date: 20/01/2025

Commitment to Achieving Net Zero

Teyo LTD is resolutely committed to achieving Net Zero emissions by 2030. This determined goal underscores our dedication to environmental stewardship and sustainable business practices.

Baseline Year: 01/05/2023

For Teyo LTD t/a Locums Passport, our baseline emissions calculations are underpinned by comprehensive energy usage data, waste management records, and business travel logs from the baseline year of 2023. We employed the GHG Protocol Corporate Accounting and Reporting Standard to ensure consistent and accurate accounting of our emissions.

During the baseline year, Teyo LTD t/a Locums Passport:

- Operated from 1 primary facility, accounting for the majority of Scope 1 and Scope 2 emissions.
- Employed an average of 5 staff members, whose commuting and business travel constituted our Scope 3 emissions.
- Engaged with 2 suppliers, factored into Scope 3 emissions through a spend-based approach, using economic data to estimate emissions indirectly associated with our operations.

Adjustments for Anomalies:

- Adjusted for an unusually cold winter resulting in higher-than-average energy consumption for heating. We used degree day correction to reflect typical weather conditions.
- Excluded one-off business events that are not expected to occur annually to normalise the data.

These details ensure that our baseline is reflective of our operational realities and provides a solid foundation for measuring our progress towards carbon neutrality.

Baseline Year Emissions: 01/05/2023

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	8.21
Scope 2	20.543
Scope 3	75.17
	103.923

Total Emissions: 103.923 tCO₂e

Current Emissions Reporting (01/05/2023-01/01/2025)

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	4.62
Scope 2	12.565
Scope 3	25.68
	42.865

Total Emissions: 42.865 tCO₂e

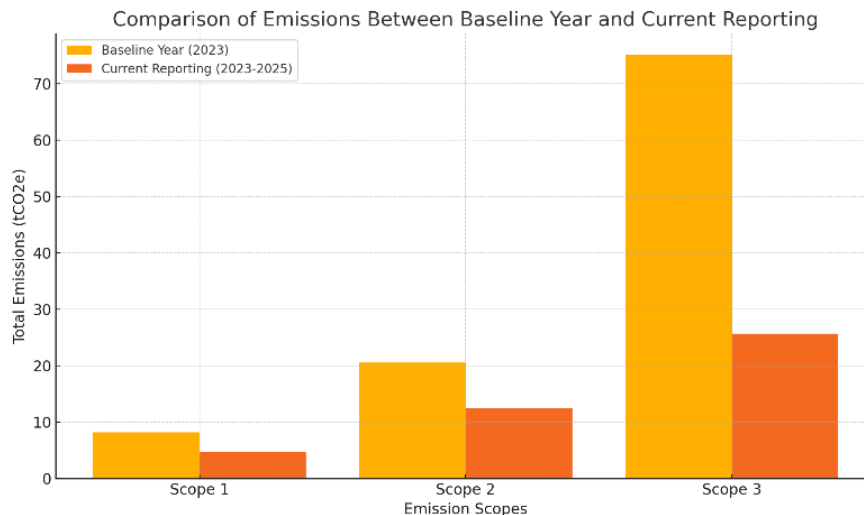
Emissions Reduction Targets

Teyo LTD t/a Locums Passport has established the following emissions reduction targets to guide our journey to Net Zero:

- **Short-term (within 1 year):** Reduce total emissions by 10%
- **Medium-term (within 3 years):** Reduce total emissions by 25%
- **Long-term (within 5 years):** Reduce total emissions by 50%

These targets align with our commitment to sustainability and our goal of significantly reducing our carbon footprint by 2030.

Progress against these targets can be visualised in the accompanying graph, which compares projected reductions against actual year-on-year emissions.



Teyo LTD t/a Locums Passport has actively pursued various initiatives in line with our commitment to achieving Net Zero emissions:

Completed Carbon Reduction Initiatives:

- Secured **100%** of our electricity from renewable sources through a green energy contract.
- Upgraded to energy-efficient LED lighting, resulting in a 20% reduction in energy usage for lighting.
- Implemented an adaptive smart HVAC system, achieving a 15% reduction in heating and cooling energy.
- Instituted comprehensive recycling schemes, cutting landfill waste by 40%, and initiated a zero-waste program, significantly reducing single-use plastics.
- Launched an employee sustainability awareness initiative, promoting energy conservation and sustainable commuting, including a 'cycle to work' scheme.
- Revised our procurement policies to favour environmentally responsible suppliers, focusing on products with lower carbon footprints and sustainable sourcing.

Ongoing and Planned Carbon Reduction Projects

Teyo LTD t/a Locums Passport has been advancing towards its Net Zero emissions goal with several ongoing and planned projects:

- Implementing an advanced energy management system for real-time energy use optimisation across all facilities.
- Developing a supplier engagement program focused on reducing Scope 3 emissions through sustainable practices.
- Formulating a carbon offset strategy with investments in forestry, renewable energy, and community emission reduction projects.
- Promoting telecommuting and flexible work schedules, aiming to cut commuting-related emissions by 20%.
- Planning to transition our vehicle fleet to electric vehicles, coupled with installing charging stations at our premises.
- Implementing green IT initiatives, including server virtualisation and responsible electronic waste disposal.

- Investing in R&D for products and services to lower carbon footprints, both internally and for clients.
- Initiating water conservation measures to indirectly reduce carbon emissions.
- Planning to launch a 'green champions' program, empowering employees in carbon reduction efforts.

Teyo LTD t/a Locums Passport aims not just to reduce its environmental impact, but also to create long-term growth and innovation in healthcare sector through these activities. Our journey to Net Zero is ongoing, and we are committed to continued growth and the implementation of best environmental stewardship practices.

Declaration and Sign Off

This Carbon Reduction Plan has been compiled in accordance with PN 0621 and associated guidance, reflecting Teyo LTD t/a Locums Passport commitment to reducing its carbon footprint and contributing to global sustainability goals.

Signed by:

Tega Kelan

Date: 20/01/2025