

Carbon Reduction Plan

Supplier name: The Organisation: Coyle Personnel Limited; Nutrix Personnel Ltd (including Magisters Education); Mayday Healthcare Limited; AMC Professional Ltd; Alert Health 24 Limited; Direct Healthcare 24 Limited; Greencastle Solutions (UK) Limited; Plan B Healthcare Ltd; Coyle Staffing Group Ltd; Shamrock Staffing Group Limited; AMS Staffing Group Ltd; ITM Staffing Ltd).

Publication date: 01/05/26

Commitment to achieving Net Zero

The Organisation is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint:

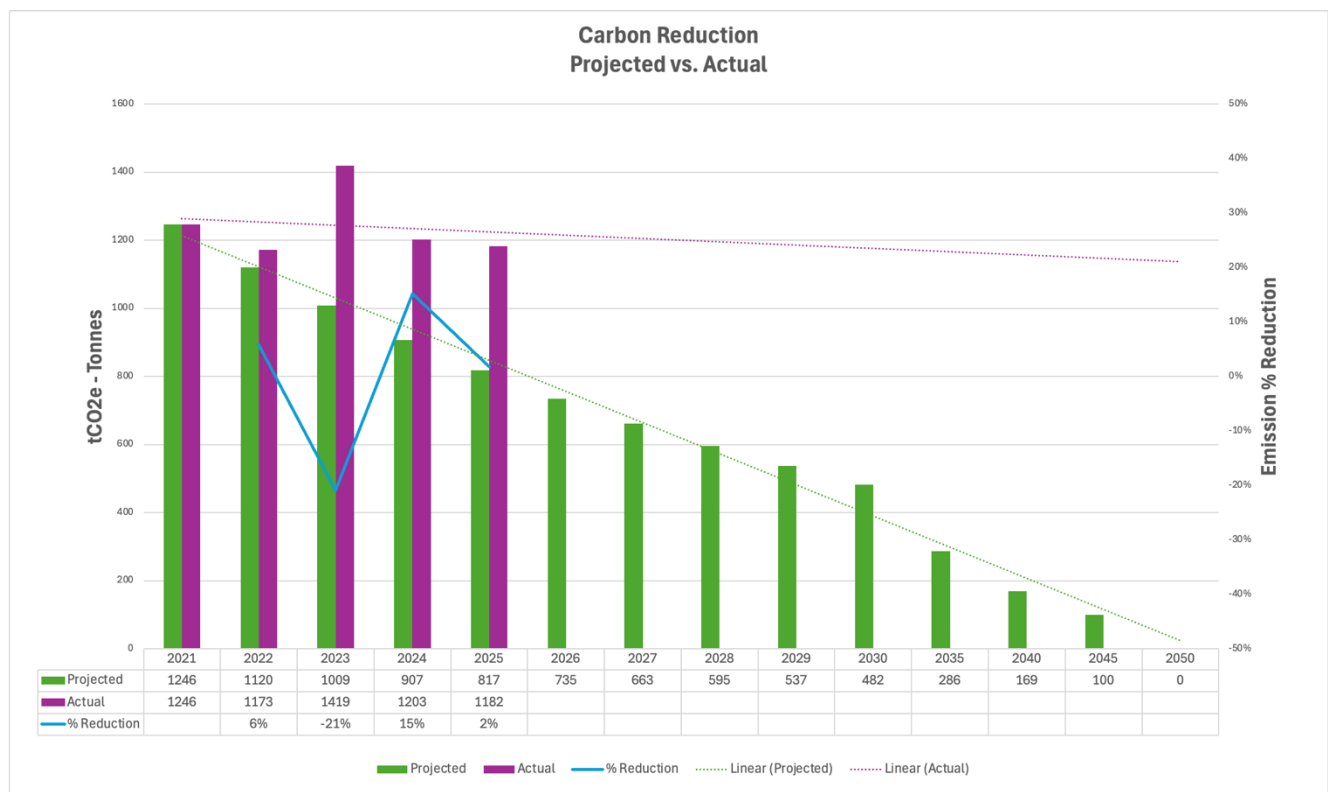
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year Emissions: 2021	
Total Emissions (tCO ₂ e)	1190
Scope 1	1086
Scope 2	61
Scope 3 (Business Travel)	44
Emissions per £1m turnover are reported to demonstrate carbon efficiency relative to business growth and operational activity.	
Total Emissions / £1m Turnover	7.24

Current Year Emissions Reporting

Reporting Year Emissions: 2025	
Total Emissions (tCO2e)	1182
Scope 1*	1070
Scope 2	49
Scope 3 (Business Travel)	63
Total Emissions / £1m Turnover	7.85

Scope 1 emissions primarily result from fleet vehicles used to support services delivered to rail clients. Changes in the volume and mix of these services have increased the proportion of activities that are heavily dependent on support vehicles, negatively impacting total emissions per £1m turnover. A reduction in turnover during the reporting period has further inflated this metric.

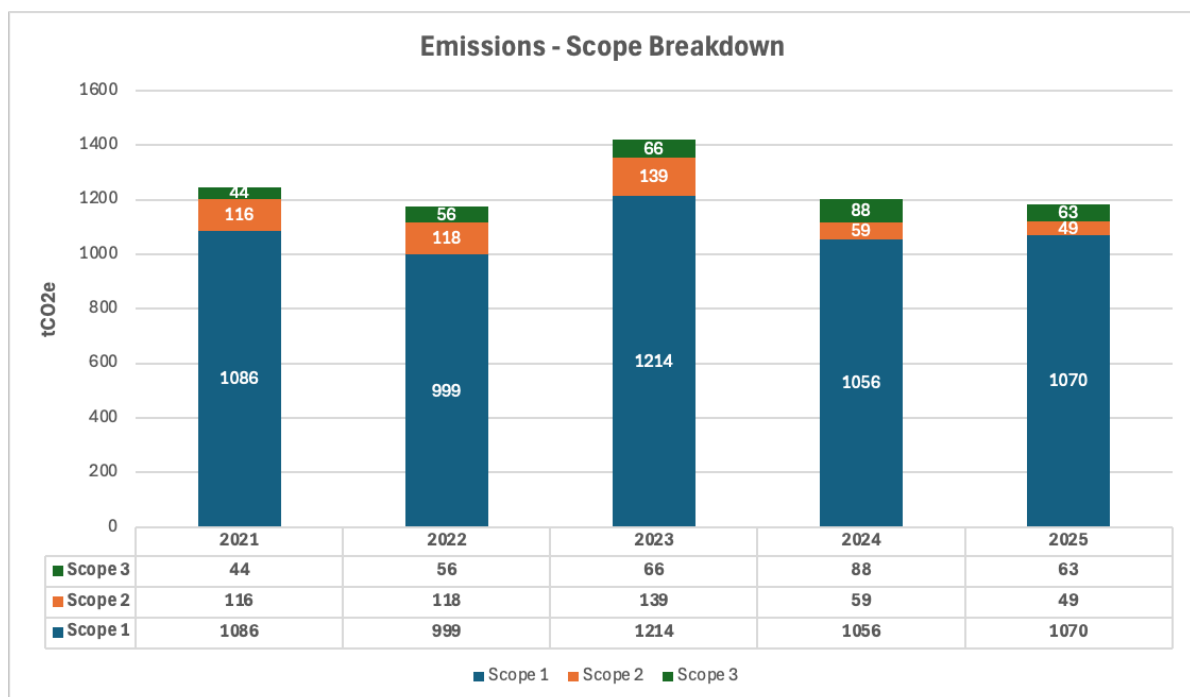


We predict that the next significant reduction in overall emissions will be achieved when there are suitable options for the replacement of traditional fossil fuelled fleet vehicles to alternative fuels such as electricity or hydrogen or hybrids.

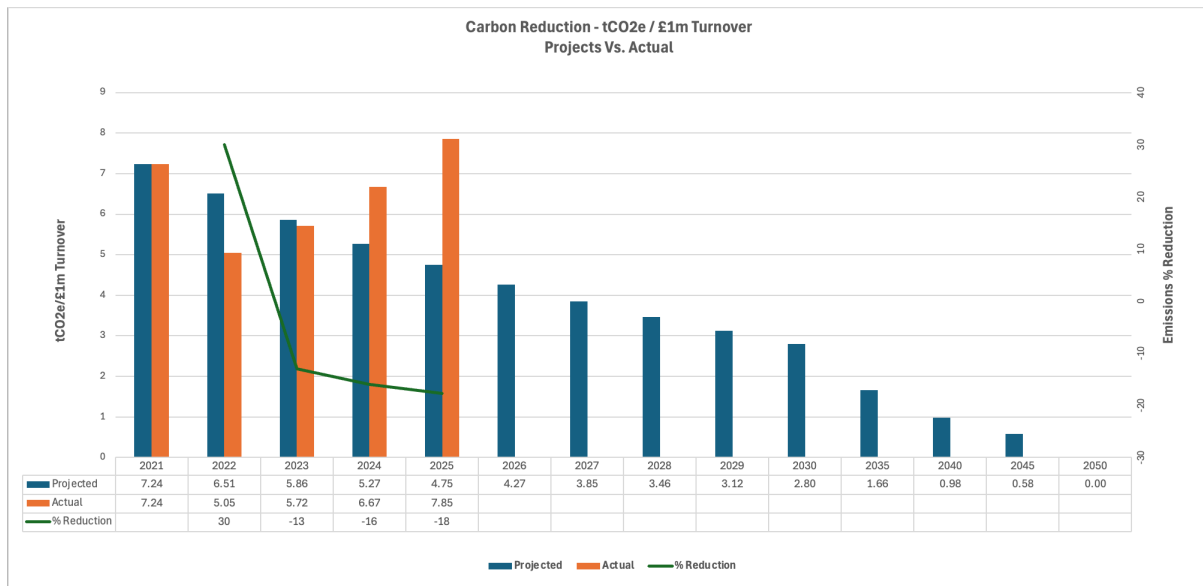
To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- Recycling
- Digitalised Business Processes
- Electric/hybrid Company Cars
- Green Energy
- Off setting
- Turning office temperature down 1-2 degrees.

A trial was completed in 2023/2024 using Electric vans which was unsuccessful due to lack of range of vehicles and opportunities for recharging.



Breaking emissions down into each scope and comparing these year-on-year shows a significant drop in scope 2 emissions, mostly consisting of electricity usage from offices.



Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2021 baseline.

Carbon Reduction Projects and Certification completed:

- LED lighting in all offices.
- Recycling facilities in all offices.
- ISO14001 Certification - achieved March 2023
- ISO14001 Certification maintained 2025
- Social Value Quality Mark - achieved April 2023
- Science Based Targets Initiative – Targets published 2023
- Social Value Quality Mark – Silver – achieved March 2025
- 90% Renewable sources achieved across the Organisation 2025.

In the future we hope to implement further measures such as:

- Migrate all organisation energy supply to fully renewable sources.
- Being a paperless company (already in progress)
- Data Storage (Research ongoing)
- Reduce Idling within our fleet.
- Reduce fuel usage through driver education and interventions.
- Electric/hybrid/alternative fuel e.g. hydrogen vehicles.
- Focus on quantifying and reducing supplier Scope 3 Emissions
- Offsetting (5%) local to offices and major projects as a positive outcome for society.
- Regular eLearning modules and refresher training for all staff to promote best practice in Environmental Management.

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 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.

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

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to read 'S. Shaw'.

Simon Shaw, HSQE Associate Director

Date: 01/05/2026

Baseline Year Emissions: 2021	
Total Emissions (tCO2e)	1246
Scope 1	1086
Scope 2	116
Scope 3 (Business Travel)	44
Total Emissions / £1m Turnover	7.24

Reporting Year Emissions: 2022	
Total Emissions (tCO2e)	1173
Scope 1	999
Scope 2	118
Scope 3 (Business Travel)	56
Total Emissions / £1m Turnover	5.05

Reporting Year Emissions: 2023	
Total Emissions (tCO2e)	1419
Scope 1	1214
Scope 2	139
Scope 3 (Business Travel)	66
Total Emissions / £1m Turnover	5.72

Reporting Year Emissions: 2024	
Total Emissions (tCO2e)	1203
Scope 1	1056
Scope 2	59
Scope 3 (Business Travel)	88
Total Emissions / £1m Turnover	6.67

Reporting Year Emissions: 2025	
Total Emissions (tCO2e)	1182
Scope 1	1070
Scope 2	49
Scope 3 (Business Travel)	63
Total Emissions / £1m Turnover	7.85