# Bleep 360 Group

## CARBON REDUCTION PLAN

## Introduction

Bleep 360 Group, a collective of businesses in the Health & Social Care and Recruitment industries, is committed to **achieving Net Zero carbon emissions by 2045**. Established in 2013, our group includes two healthcare recruitment agencies, a supported living provider, a children's home provider, an education recruitment agency, and a permanent healthcare recruitment agency. We aim to provide the highest standards of service while reducing our carbon footprint. This Carbon Reduction Plan outlines our baseline emissions for the year 2023 and our strategic approach to progressively reduce our carbon emissions.

**Company Overview**

- **Name: Bleep 360 Group**
- **Location:** 30 Churchill Place, London, E14 5RE
- Founded:2013
- **Primary Services:** Healthcare and education recruitment, supported living, and children's residential services
- Major Businesses:
  - **Bleep 360:** Healthcare recruitment agency
  - **NMR Healthcare (NMR 360):** Healthcare recruitment agency
  - **Medical 360:** Healthcare recruitment agency
  - **Bleep 360 Care:** Care services for young people and adults with complex needs
  - **360 Children's Residential Services:** Residential services for children
  - **Teach 360:** Education recruitment services

## Baseline Year: January - December 2024

To set a foundation for our Carbon Reduction Plan, we have estimated our emissions, using 2024's data and the percentage of the Group allocated to Bleep 360 Group. This includes all relevant sources of greenhouse gas (GHG) emissions from our operations.

**Emissions Inventory – Estimate 2024**

**Scope 1: Direct Emissions**

- **Office Heating**: Use of natural gas and any other fuels for heating our various office locations.
- **Company Vehicles**: Emissions from any company-owned vehicles used for service provision and staff travel.

**Scope 2: Indirect Emissions**

- **Electricity Consumption**: Emissions from the electricity used in our offices, care homes, and other facilities.

**Scope 3: Other Indirect Emissions**

- **Purchased Goods and Services**: Emissions from the production and transportation of medical supplies, office materials, and other goods we use.
- **Business Travel**: Emissions from staff travel using public transportation or personal vehicles for business purposes.
- **Employee Commuting**: Emissions from staff commuting to and from work.
- **Waste Generation**: Emissions from waste produced in our operations and its disposal.

**Emission Reduction Targets**

- **Short-term (2026)**: Reduce total emissions by 15% from the 2023 baseline where the emissions are above Net Zero.
- **Mid-term (2030)**: Achieve a 40% reduction in total emissions from the 2023 baseline where the emissions are above Net Zero.
- **Long-term (2045)**: Achieve Net Zero carbon emissions where not already done so.

## Strategies for Emission Reduction

**Energy Efficiency**

- **Office Heating**: Upgrade to energy-efficient heating systems and improve insulation to reduce energy consumption.
- **Electricity**: Transition to 100% renewable energy sources for electricity. Implement energy-saving practices and install energy-efficient lighting and appliances.

**Transportation**

- **Company Vehicles**: Gradually transition to electric or hybrid vehicles for company use.
- **Business Travel**: Encourage virtual meetings to reduce the need for travel. Promote the use of public transportation and carpooling among staff.

**Waste Management**

- **Reduce, Reuse, Recycle**: Implement a robust waste management system focusing on reducing waste, promoting reuse, and enhancing recycling efforts.
- **Medical and Electronic Waste**: Partner with certified recyclers to ensure responsible disposal and recycling of medical and electronic equipment.
- **Encouraging reusable water containers:** Ensuring no single use items.

**Supply Chain**

- **Sustainable Sourcing**: Work with suppliers to source environmentally friendly products and materials.
- **Efficient Logistics**: Optimize procurement processes to reduce emissions from supply chain activities.

**Employee Engagement**

- **Awareness and Training**: Conduct regular training sessions to educate staff on sustainable practices and the importance of carbon reduction.
- **Incentives**: Provide incentives for employees who actively contribute to reducing their carbon footprint, such as biking to work or using public transportation.

## Monitoring and Reporting

- **Annual Reviews**: Conduct annual reviews of our emissions and progress towards our targets.
- **Continuous Improvement**: Update the Carbon Reduction Plan annually to incorporate new technologies, practices, and data for more accurate reporting and enhanced strategies.

**Data Collection and Verification**

- **Iterative Improvements**: With each iteration of this document, we will enhance the collation of data to assure more accurate reporting and make necessary adjustments to our strategies based on the latest data and technological advancements.

## Conclusion

Bleep 360 Group is committed to a sustainable future. By taking actionable steps and involving our staff and stakeholders, we aim to significantly reduce our carbon emissions and achieve Net Zero by 2045. This plan will be reviewed and updated regularly to ensure we are on track and making continuous progress towards our goal.

### Contact Information


- **Bleep 360 Group**
- **Address**: 30 Churchill Place, London, E14 5RE
- **Email**: info@bleep360.com
- **Phone**: 02033 760 360


We invite all stakeholders to join us on this journey towards sustainability and to provide their support and feedback to help us achieve our Net Zero target.

**Baseline Year Jan – Dec 2024**

Scope – 1

*Given our constrained business operations and processes, and the absence of any owned vehicles, Bleep 360 Group registers zero emissions within scope 1. Nevertheless, we maintain a vigilant stance, committed to promptly reporting any emissions should our circumstances evolve in the future.*

Scope – 2

Head Office – Energy consumption – in t CO2 e

We are pleased to announce that WeWork UK Limited has entered into a contract for 100% renewable power for our Head Office, which we are renting. As a result, there is a significant change in our office's purchased emissions. This certification can be found on Bleep 360 Group's website.

Scope – 3

Office – Waste –

Commute estimate:

| No. Of employees using Public Transport | Ave Distance round trip in KM | Kg CO2e of CO2 per unit | Total in KgCO2e | Total in tCO2e |
|---|---|---|---|---|
| 51 | 20 | 0.11746 | 119.8092 | 0.119809 |

**<u>Submission Year Jan – Dec 2024</u>**

Scope – 1

*Given our constrained business operations and processes, and the absence of any owned vehicles, Bleep 360 Group registers zero emissions within scope 1. Nevertheless, we maintain a vigilant stance, committed to promptly reporting any emissions should our circumstances evolve in the future.*

Scope – 2

We are pleased to announce that WeWork UK Limited has entered into a contract for 100% renewable power for our Head Office, which we are renting. As a result, there is a significant change in our office's purchased emissions. This certification can be found on Bleep 360 Group's website.

Scope – 3

Office – Waste –

Commute estimate:

| No. Of employees using Public Transport | Ave Distance round trip in KM | Kg CO2e of CO2 per unit | Total in KgCO2e | Total in tCO2e |
|---|---|---|---|---|
| 51 | 20 | 0.11746 | 119.8092 | 0.119809 |

## 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 relevant management body.

**Signed on behalf of *Bleep 360:***

*Alix Lawrence*

Date: 22/05/2025

[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