

Carbon Reduction Plan 2026

1. Commitment to Achieving Net Zero

Eleventh Hour Group Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050 in line with UK Government targets. As a service-based healthcare recruitment organisation, our carbon footprint is primarily driven by office operations, IT systems, business travel, and indirect supply-chain emissions.

We aim to actively reduce emissions year-on-year through operational efficiency, sustainable procurement, and supplier engagement.

2. Organisational Boundary

This Carbon Reduction Plan covers **Scope 1, Scope 2, and selected Scope 3** emissions for the UK operations of Eleventh Hour Group Ltd, including:

- **Scope 1:** (Natural gas, fuels)
- **Scope 2:** Purchased electricity for office buildings.
- **Scope 3**
 - Purchased goods and services
 - Business travel
 - Employee commuting
 - Waste generation
 - IT equipment lifecycle emissions
 - Recruitment supply chain (digital platforms, compliance and training providers)

3. Baseline Emissions Footprint (Baseline Year: 2023/24)

As a service-sector company with no heavy operational processes, emissions are modest but meaningful. Where real data is not yet available, the following are **benchmark estimates** typical for healthcare recruitment companies of similar size (to be replaced with exact data once measured):

Estimated Baseline Emissions (tCO₂e)

| Emissions Source | Estimated Annual Emissions |
|---|------------------------------|
| Scope 1 (Natural gas, fuels) | 0 tCO ₂ e |
| Scope 2 (electricity use across the office) | 4.6 tCO ₂ e |
| Scope 3 (business travel, commuting, waste, purchased services, IT) | 41.1 tCO ₂ e |
| Total Baseline Emissions | 45.7 tCO₂e |

4. Emissions Reduction Targets

Eleventh Hour Group Ltd is committed to reducing greenhouse gas emissions associated with its operations and contributing to the transition to a low-carbon economy. Based on the organisation's 2025 baseline emissions of 45.7 tCO₂e, the

primary sources of emissions are indirect, arising largely from travel associated with business activities and commuting rather than direct energy consumption.

The organisation will focus on practical and proportionate measures to reduce emissions, including minimising travel through virtual engagement, promoting sustainable transport options, improving energy efficiency within the office, and embedding environmental awareness across business operations.

Eleventh Hour Group Ltd commits to a programme of continuous emissions reduction, aiming to achieve substantial decreases in overall emissions over time while maintaining high standards of service delivery.

- **50% reduction in Scope 1 & 2 emissions by 2030**
- **30% reduction in material Scope 3 emissions by 2030**
- **Net Zero by 2050**

Interim expected reductions:

Year Target Emissions (tCO₂e)

2025 45.7 tCO₂e (Baseline)

2030 36 tCO₂e

2035 29 tCO₂e

2040 22 tCO₂e

2050 Net Zero

These projections represent a gradual and achievable reduction trajectory reflecting the organisation's operational profile and its limited direct control over certain indirect emission sources. Residual emissions that cannot be eliminated will be addressed through credible offsetting measures as part of the journey to Net Zero.

Progress will be reviewed annually, and targets may be strengthened as improved data, technologies, and reduction opportunities become available.

5. Carbon Reduction Measures

The following measures have already been or will be implemented:

A. Office Energy & Operations

1. Switch to 100% renewable electricity in the office (where contracts permit).
2. LED lighting upgrades, automatic lighting controls, and efficient HVAC.
3. Implementation of a "paper-light office" policy, with digital-first recruitment systems.
4. Eco-labels and lifecycle criteria applied when purchasing office supplies.

B. Business Travel & Commuting

1. Interviews, training sessions, and meetings are conducted virtually wherever appropriate,
2. Public transport-first travel policy; limit domestic flights to business-critical cases only.

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3. Incentives for active travel (cycle-to-work schemes, secure storage, mileage incentives).
4. Carbon accounting for all business travel.

C. IT & Digital Infrastructure

1. Procure laptops/IT equipment with Energy Star or equivalent efficiency ratings.
2. Extend IT equipment refresh cycle to 4–5 years to reduce embodied emissions.
3. Encourage recycling and certified WEEE-compliant disposal.
4. Move to green cloud service providers with documented renewable-energy data centres.

D. Supply Chain & Recruitment Operations

1. Introduce sustainability criteria for suppliers, particularly:
 - Umbrella companies
 - Training providers
 - Background-check / compliance platforms
 - CRM and recruitment tech vendors
2. Request carbon information from key suppliers and incorporate into procurement decisions.
3. Promote digital onboarding and remove printing of training packs/compliance forms.
4. Reduce carbon impact of marketing: digital-first, reduced physical merchandising.

E. Waste & Circular Economy

1. Improve recycling rates with segregated recycling points across the office.
2. Minimise single-use plastics (bottles, catering supplies, office consumables).
3. Donate or refurbish older IT equipment when possible.

F. Governance & Management

1. Annual reporting of emissions using the GHG Protocol Corporate Standard.
2. A named Sustainability Lead responsible for tracking emissions and reporting to the Board through our SECR report.
3. Three named “Sustainability Champions” to champion sustainability across Corporate Operations, Workforce & Recruitment, and Clinical Practise.
4. Staff training on good environmental practices.
5. Annual publicly available Carbon Reduction Plan update.

6. Future Planned Initiatives (2025–2030)

- Implementation of a formal supplier decarbonisation program.
- Quarterly review of energy performance for the office.
- Replace remaining company cars with EVs and install workplace EV charging.
- Adoption of an internal carbon price to guide procurement and travel decisions.
- Explore validated carbon offsetting for residual hard-to-reduce emissions after 2030 (e.g., nature restoration projects), but only after all feasible reductions have been achieved.

Declaration and Approval

This Carbon Reduction Plan has been approved by the Board of Directors of Eleventh Hour Group Ltd.

It will be reviewed annually and updated in accordance with UK Government requirements.

Signed:

Name: Shaun Winsall

Position: Director of Services (Corporate Operations Sustainability Champion)

Date: February 2026

Review Date: February 2027