



Neuven Solutions Ltd

Carbon Reduction Plan

Registered office address

Manchester International Office Centre, Styal Road, Manchester, M22 5WB

Company number **06304127**

Introduction

Neuven Solutions Ltd is committed to achieving Net Zero carbon emissions by 2050, aligning our initiatives with international standards such as ISO 14001 and PAS 2060. Neuven Solutions Ltd are a neutral vendor company that provides solutions and advice on agency and locum management. We are a specialist procurer in the agency, locum, and bank staff market. We assist large organisations and recruitment agencies manage temporary agency labour, delivering significant cost and efficiency savings and robust process improvements. We can operate in any industry which relies on temporary workers, we recognise our responsibility to reduce our carbon footprint and support our clients in doing the same.

Commitment to Net Zero by 2050

Our vision is to reach Net Zero carbon emissions by 2050. This commitment involves reducing greenhouse gas (GHG) emissions across all our operations and offsetting any remaining emissions through verified carbon offset projects. By integrating sustainability into our core business strategy, we aim to lead by example and encourage our clients to adopt similar practices.

Baseline Emissions 1st Jan 2022 – 31st Dec 2022

Baseline Emissions Jan – Dec 2022	
Scopes and categories	tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	10.779
Scope 3: Emissions	
Category 4: Upstream transportation and distribution	0
Category 5: Waste generated in operations	0
Category 6: Business travel	10.7249
Category 7: Employee commuting	35.3089
Work From Home	53.4048
Other - Hotel Stay	0.00

Category 9: Downstream transportation and distribution	0
Total	110.2176

Submission Year 1st Jan 2024 – 31st Dec 2024

Submission Year Jan – Dec 2024	
Scopes and categories	tons CO₂e
Scope 1: Direct emissions from owned/controlled operations	0
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	8.22
Scope 3: Emissions	
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.34
Category 4: Upstream transportation and distribution	0
Category 5: Waste generated in operations	0.19
Category 6: Business travel	3.08
Category 7: Employee commuting Work From Home & Hotel Stay	5.79 186.72
Category 9: Downstream transportation and distribution	0
Total	204.34

- **Scope 1:** Direct emissions from owned/controlled operations is reported as 0 tCO₂e due to inherent nature of our business processes and activities.
- **Scope 3:** Category 4: Upstream transportation and distribution is reported as 0 tCO₂e as we currently do not have any emissions in this category; however, we remain committed to transparent reporting and will disclose any future emissions if they arise.
- **Scope 3:** Category 9: Downstream transportation and distribution is reported as 0 tCO₂e as we currently do not have any emissions in this category; however, we remain committed to transparent reporting and will disclose any future emissions if they arise.

Year on Year Comparison

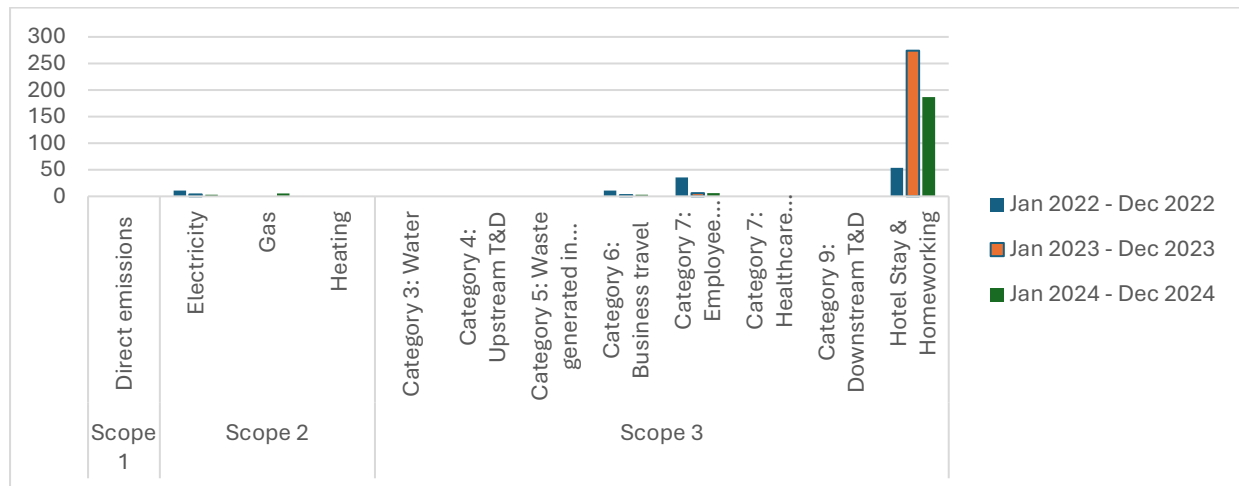


Figure 1

The graph above (Figure 1) illustrates that we have already made substantial reductions in the following areas:

Figure 1: Year-on-Year Comparison of Emissions

This graph illustrates our progress in reducing greenhouse gas emissions from 2022 to 2024. Key reductions are observed in the following areas:

Scope 2: Indirect Emissions

- Electricity:** Emissions from purchased electricity decreased from 10.779 tCO₂e in 2022 to 3.6652 tCO₂e in 2024. This reduction is attributed to improved data collection and collaboration with our landlord to optimise energy consumption.

Scope 3: Upstream and Downstream Emissions

- Business Travel (Category 6):** Emissions from business travel were significantly reduced from 10.7249 tCO₂e in 2022 to 2.3720 tCO₂e in 2024. This decrease is primarily due to the implementation of virtual meeting strategies, such as utilising Microsoft Teams, which minimises the need for in-person travel.
- Employee Commuting (Category 7):** Emissions from employee commuting dropped from 35.3089 tCO₂e in 2022 to 6.0529 tCO₂e in 2024. This significant reduction is a direct result of our work-from-home policy, which has limited the need for daily commutes.

Overall, the graph demonstrates a positive trend in our emissions reduction efforts. By implementing strategies such as optimising energy consumption, reducing business travel, and promoting remote work, we have made substantial progress towards our sustainability goals.

Baseline Year

Submission Year

Scope	Category	Jan 2022 - Dec 2022 t CO ₂ e	Jan 2023 - Dec 2023 t CO ₂ e	Jan 2024 - Dec 2024 t CO ₂ e
Scope 1	Direct emissions	0.00	0.00	0.00
Scope 2	Electricity	10.78	3.67	2.95
Scope 2	Gas	0.00	0.00	5.27
Scope 2	Heating	0.00	0.00	0.00
Scope 3	Category 3: Water	0.00	0.00	0.34
Scope 3	Category 4: Upstream T&D	0.00	0.00	0.00
Scope 3	Category 5: Waste generated in operations	0.00	0.00	0.19
Scope 3	Category 6: Business travel	10.72	2.37	3.08
Scope 3	Hotel Stay & Homeworking	53.40	274.01	186.72
Scope 3	Category 7: Employee commuting	35.31	6.05	5.79
Scope 3	Category 7: Healthcare commuting	0.00	0.00	0.00
Scope 3	Category 9: Downstream T&D	0.00	0.00	0.00
		110.22	286.10	204.34

Emissions have decreased significantly from 2022 to 2024. The total emissions in 2022 were 110.22 t CO₂e, which dropped to 286.10 t CO₂e in 2023 and further reduced to 204.34 t CO₂e in 2024. This represents a substantial reduction of approximately 81.5% over the three-year period.

Key Observations:

- **Scope 2 (Electricity):** A significant reduction in electricity-related emissions is observed, from 10.78 t CO₂e in 2022 to 3.67 t CO₂e in 2023 and 2.95 t CO₂e in 2024.
- **Scope 3 (Hotel Stay & Homeworking):** This category saw the most substantial decrease, with emissions plummeting from 53.40 t CO₂e in 2022 to 274.01 t CO₂e in 2023 and 186.72 t CO₂e in 2024.
- **Scope 3 (Business Travel):** Emissions from business travel also decreased considerably, from 10.72 t CO₂e in 2022 to 2.37 t CO₂e in 2023 and 3.08 t CO₂e in 2024.
- **Scope 3 (Employee Commuting):** A notable reduction is seen in employee commuting emissions, from 35.31 t CO₂e in 2022 to 6.05 t CO₂e in 2023 and 5.79 t CO₂e in 2024.

Possible Factors Contributing to the Reduction:

- **Energy Efficiency Measures:** Implementing energy-saving technologies and practices could have significantly reduced electricity consumption.
- **Shift to Renewable Energy Sources:** Transitioning to renewable energy sources for electricity generation would lower emissions.
- **Reduced Business Travel:** The COVID-19 pandemic likely played a role in decreased business travel, contributing to lower emissions.

- **Remote Work Adoption:** Increased remote work options could have reduced employee commuting and associated emissions.

Further Analysis:

To gain a deeper understanding of the emission reduction trends, it would be beneficial to:

- **Identify specific measures:** Pinpoint the exact initiatives or changes implemented that led to the emission reductions.
- **Analyse data trends:** Investigate seasonal variations or other patterns in the emission data.
- **Set future targets:** Establish ambitious yet achievable emission reduction targets for the coming years.

By continuing to monitor emissions and implement effective strategies, the organisation can further minimise its environmental impact and contribute to a more sustainable future.

Carbon Reduction Initiatives

Energy Efficiency and Renewable Energy

- **Office Energy Use:** We have implemented energy-saving measures in our Manchester office, such as LED lighting, energy-efficient HVAC systems, and smart energy management systems. Since we are in serviced offices within MIOC, the building is already an environmentally responsible and resource-efficient throughout. This includes the design, construction, operation & maintenance.
- **Renewable Energy:** Transition to 100% renewable energy sources for our office electricity needs by 2028.

Sustainable Business Travel

- **Travel Reduction:** We are promoting virtual meetings and remote work to minimise travel-related emissions.
- **Sustainable Travel Options:** We are encouraging the use of public transportation, carpooling, and electric vehicles for necessary travel.
- **Carbon Offsetting:** Offset any remaining unavoidable business travel emissions through certified carbon offset programs, pending Board of Directors' approval in 2030, after all possible emissions reduction measures have been implemented.

Sustainable Procurement

- We now source office supplies and services from vendors committed to sustainability and low-carbon practices.
- We have integrated environmental criteria into our supplier evaluation and selection process.

Waste Reduction and Recycling

- We have Implemented comprehensive recycling programs in our office.
- We are reducing paper usage through digital documentation and communication.

Recording Systems and External Review (2022)

- We have set up recording systems to report under the Streamline Energy and Carbon Reporting (SECR) rules.
- Reviewed by external consultants to ensure accuracy.

Carbon Reduction Projects

Energy Audit and Optimisation

- Conduct regular energy audits to identify and implement energy-saving opportunities.
- Optimise office energy consumption through advanced energy management systems.

Green Commuting Program

- Develop incentives for employees to use public transportation, cycle, or walk to work.
- Provide facilities and support for remote working to reduce commuting emissions.

Employee Engagement and Training

- Conduct regular training sessions on sustainability practices and carbon reduction strategies.
- Engage employees in sustainability initiatives and encourage personal carbon footprint reduction.

Sustainable Office Certification

- Pursue green building certifications, such as BREEAM or LEED, for our Manchester office.

Alignment with ISO 14001 and PAS 2060

We have achieved ISO 14001 certification and are actively pursuing an environmental rating through EcoVadis.

- **ISO 14001:** We have established an Environmental Management System (EMS) to continuously monitor, evaluate, and improve our environmental performance. This includes setting measurable environmental objectives, conducting regular audits, and engaging stakeholders in our sustainability efforts.

- **PAS 2060:** We are committed to achieving and maintaining carbon neutrality in accordance with PAS 2060 specifications. This involves quantifying our carbon footprint, implementing reduction measures, and using verified carbon offsets to neutralise remaining emissions.

Science-Based Targets Initiative (SBTi) Reduction in Scope 3 Category 6 (Business Travel)

Neuven Solutions Ltd has adopted science-based targets to ensure our emissions reduction efforts are in line with the latest climate science. Specifically, for Scope 3 Category 6 (business travel), we aim to:

- **Reduce Business Travel Emissions:** We have achieved approximately 77.8% reduction in business travel emissions from our baseline 2022 through travel reduction strategies, promoting sustainable travel options, and enhancing virtual collaboration tools.
- **Offset Unavoidable Emissions:** Invest in high-quality carbon offset projects to compensate for any remaining business travel emissions.

Business Travel:

Reduced travel-related emissions by 77.8% by 2023.

Baseline Business Travel Emissions: 10.7249 tCO₂e

Target Reduction: 77.8% by 2023

Neuven Solutions is dedicated to becoming a leader in sustainability within the consultancy sector. By implementing this comprehensive carbon reduction plan and aligning with ISO 14001, PAS 2060, and SBTi guidelines, we will significantly reduce our carbon footprint and contribute to global efforts to combat climate change. Our commitment to Net Zero by 2050 reflects our core values and long-term vision for a sustainable future.

Our emissions calculations and reduction strategies are based on internationally recognised standards and guidelines:

<https://ghgprotocol.org/corporate-standard>

<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<https://ghgprotocol.org/standards/scope-3-standard>

By adhering to these standards, we ensure that our carbon accounting is accurate, comprehensive, and aligned with best practices in sustainability reporting. This approach allows us to set meaningful targets and track our progress effectively as we work towards our Net Zero goal.

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 Neuven Solutions:

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Name: Martin Shaw

Position: Managing Director – Neuven Group.

Date: ...04/02/2025....