



**Quality
Compliance
Systems**

an  RLDATIX company

Aeon Nursing Ltd

Carbon Reduction Plan

Supplier Name:	Aeon Nursing Ltd
Publication Date:	April 2026
Responsible Person:	Naeem Aslam, Director
Publication Review Date:	April 2025 – March 2026

This template uses the [GOV.UK PPN 06/21](#) as its baseline model to ensure it remains in line with tender expectations with applicable Government bodies.

Commitment to achieving Net Zero

Aeon Nursing is fully committed to achieving Net Zero greenhouse gas emissions by 2050, in line with UK Government and NHS England objectives. As a healthcare staffing provider operating across health and social care settings, we recognise the urgent need to address climate change and take responsibility for our environmental impact while continuing to deliver safe, high-quality nursing services.

We are committed to minimising our carbon footprint and contributing to a more sustainable future through a structured and measurable approach that spans all areas of our business. This Carbon Reduction Plan outlines our current emissions baseline, reduction targets, and the actions we have implemented and will continue to implement to meet our commitments.

To support our Net Zero ambition, Aeon Nursing will:

- Assess and monitor our greenhouse gas emissions on an ongoing basis, setting clear reduction targets to measure progress
- Invest in energy-efficient technologies, sustainable infrastructure and low-carbon ways of working to reduce operational emissions
- Prioritise sustainable procurement practices and work with suppliers whose environmental values align with our own
- Engage with suppliers to encourage responsible sourcing and reduce the environmental impact of products and services
- Educate and engage our employees, clinicians, clients and stakeholders on the importance of sustainability, fostering a culture of environmental responsibility across our organisation

Through these concerted efforts, Aeon Nursing aims not only to achieve Net Zero but also to demonstrate leadership in supporting the transition to a greener, more sustainable health and social care sector. We will regularly review and improve our practices to ensure continuous progress towards our environmental goals.

Organisational Scope

Aeon Nursing provides temporary and permanent nursing staff to healthcare providers across England. Our operations primarily consist of:

- Office-based administration (remote and hybrid working)
- Staff recruitment and compliance activities
- Nurse and clinician travel to client sites
- IT systems and communication platforms

Due to the nature of our services, emissions are largely indirect and travel-related.

Baseline Emissions Footprint

Baseline Year:

2025

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.

Additional Details relating to Baseline Emissions Calculations

Aeon Nursing Ltd uses the [National Grid Definitions of scope 1, 2 and 3 emissions](#)

Essentially, scope 1 are those direct emissions that are owned or controlled by a company, whereas scope 2 and 3 indirect emissions are a consequence of the activities of the company but occur from sources not owned or controlled by it.

Scope 1 emissions cover emissions from sources that an organisation owns or controls directly – for example from burning fuel in our fleet of vehicles (if they're not electrically-powered).

Scope 2 emissions are emissions that a company causes indirectly and come from where the energy it purchases and uses is produced. For example, the emissions caused when generating the electricity that we use in our buildings would fall into this category.

Scope 3 emissions encompasses emissions that are not produced by the company itself and are not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for up and down its value chain. An example of this is when we buy, use and dispose of products from suppliers. Scope 3 emissions include all sources not within the scope 1 and 2 boundaries.

Additional Details relating to Baseline Emissions Calculation cont.

As a provider of Health and Social Care, we are committed to environmental sustainability and actively strive to minimize our carbon footprint. As part of our submission and Carbon Reduction Plan we aim to provide additional details relating to baseline emissions calculations, as outlined in GOV.UK PPN 06/21.

In line with the government's objective to transition to a low-carbon economy, we recognise the significance of accurately assessing and managing our environmental impact. We understand that baseline emissions calculations are a crucial step towards achieving this goal.

To comply with the requirements of GOV.UK PPN 06/21, we will conduct a comprehensive assessment of our operations, including energy consumption, transportation, waste management, and other relevant areas. This assessment will be carried out in accordance with recognised industry standards and best practices.

Our aim is to establish a reliable baseline for emissions calculations, which will enable us to track our progress and implement targeted strategies to reduce our carbon emissions effectively. We are committed to aligning our practices with the government's environmental objectives and contributing to a sustainable future.

Our initial plan aims to focus on Scope 1, 2 and 3 emissions and we expect to use 2025 as our initial baseline report, assuming no further significant change to our operations.

By the end of August 2030 we will be able to update this plan to include applicable Scope 3 categories including:

- Category 4 Upstream transportation and distribution
- Category 5 Waste generated in operations
- Category 6 Business travel
- Category 7 Employee commuting
- Category 9 Downstream transportation and distribution

The calculations were completed on the SME Carbon Footprint Calculator | The Carbon Trust.

Baseline Year Emissions			
Emission Source	Scope	Measurement	Location
Gas	2	Kilowatt Hours	Utility Bill
Electricity	2	Kilowatt Hours	Utility Bill
Water Supply	2	Total Emissions	Utility Bill
Company Cars Fuel	1	Total Emissions	Receipts / Expense Claims
Employee Travel	3	Total Emissions	Expense Claims
Waste Disposal	3	Landfill/Recycling (Tonnes)	Collection Reports
Total Emissions			

Baseline Year Emissions		
Emission Source	Scope 1, 2 or 3	Total (tCO ₂ e)
Gas	2	2.4
Electricity	2	6.2
Water Supply	2	0.6
Company Cars Fuel	1	5.8
Employee Travel	3	7.9
Waste Disposal	3	3.6
Total Emissions		26.5 tCO ₂ e
Emissions Reduction Achieved		28.9 tCO ₂ e (52.2%) compared to the baseline year

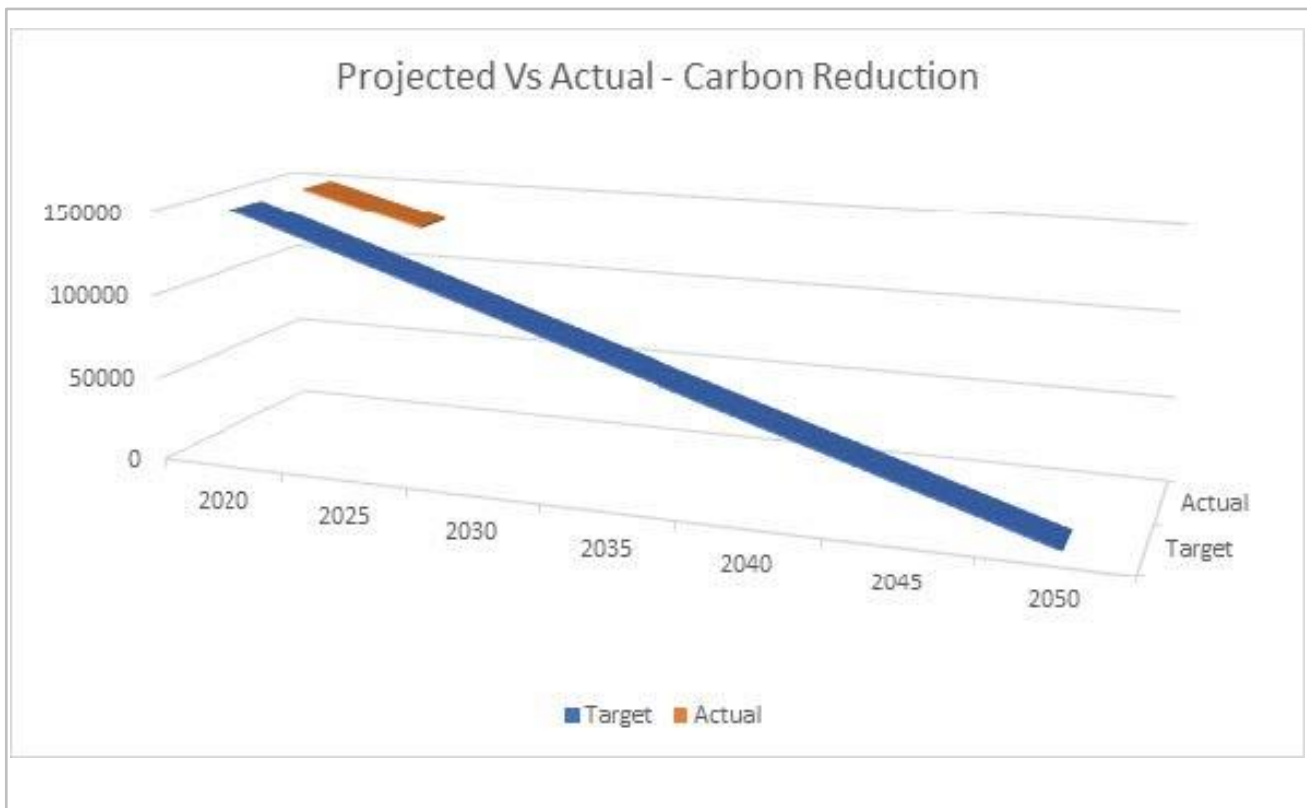
Emissions Reductions Targets

Aeon Nursing has set the following reduction targets:

- 25% reduction by 2030
- 65% reduction by 2040
- Net Zero by 2050

Progress will be reviewed annually and reported internally and, where required, externally for framework and tender purposes.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

As part of our overall Carbon Reduction Plan, we sought staff involvement in several initial projects that can support us with both getting our message across but also give us a head start on seeing the benefits of such measures in a short space of time.

This initial drive also included our messaging that our projects can be taken from the workplace to the home environment to spread our carbon reduction message amongst our teams. The following environmental management measures and projects have been completed or implemented since the 2025 baseline. We plan to include environmental management measures such as certification schemes like ISO14001. Aeon Nursing has already implemented the following measures:

Project	Scope 1, 2 or 3	Detail
Travel & Transport	3	<ul style="list-style-type: none"> Encouraging staff and clinicians to accept placements closer to home where possible Promoting public transport use and car-sharing Increased use of virtual interviews, inductions and meetings
Energy & Facilities	2	<ul style="list-style-type: none"> Predominantly remote/hybrid working model Energy efficient IT equipment Reduction in paper usage through digital compliance systems
Procurement	2	<ul style="list-style-type: none"> Use of cloud based systems to reduce physical infrastructure Preference for suppliers with environmental and sustainability policies
Waste Reduction	3	<ul style="list-style-type: none"> Paperless onboarding and document management Responsible disposal of electronic equipment
Elimination of single-use plastics	3	<ul style="list-style-type: none"> Where possible all single use plastics (where alternatives are available) have been changed.

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:
Instructions: Briefly provide details of some of any likely/proposed future carbon reduction projects.

Project	Scope 1, 2 or 3	Detail	Target Date
Cycle to work/ Public transportation	3	Adopt a salary sacrifice cycle to work scheme or encourage staff to use public transportation as much as possible	2027
Electric Vehicles	1	Seek to replace at renewal fleet vehicle	-
Business Meetings	3	Revise attendance models to make use of technology to reduce travel and increase participation/attendance	2027
Replace/Renew	3	All new purchases to meet carbon neutral standards	2027
Paperless Services	3	Pursue the drive towards a paperless office	2027
Local Suppliers	3	Increase the use of local to us suppliers	2027

Emissions Reductions Targets

Planned Carbon Reduction Initiatives (2026–2030)

The following measures are also planned to further reduce emissions:

- Formal travel and sustainability policy for staff and contractors
- Annual carbon footprint measurement and reporting
- Exploration of carbon-neutral or offset schemes for unavoidable travel
- Engagement with clients and suppliers on joint sustainability initiatives
- Staff awareness training on environmental responsibility

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.

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 by:	Naeem Aslam
Name:	Naeem Aslam
Title:	Director
Date:	7th April 2026