

Carbon Reduction Plan: Pristine Recruitment Ltd



Homecare · Carers · Nurses

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Reviewed on	15 April 2026
Reviewed by	Auxilia Selhaoui Position: Registered Nurse
Next Review	15 April 2027
Review Frequency	Ongoing with a formal review conducted once annually and when care needs or legislation change.

Carbon Reduction Plan:

Pristine Recruitment Ltd is committed to achieving carbon neutrality by 2035. This Carbon Reduction Plan outlines the key steps and strategies we will implement to reduce our carbon footprint and contribute to a more sustainable future. Our approach will focus on reducing energy consumption, improving operational efficiency, and fostering sustainable practices within the care sector.

1. Energy Efficiency and Office Operations

Goal: Achieve a 100% reduction in carbon emissions from office operations by 2035.

Sourcing Renewable Energy: We have begun sourcing renewable energy with the aim of transitioning to 100% renewable energy usage as soon as possible. This will significantly reduce our carbon emissions associated with energy consumption.

Reduction in energy consumption:

We have implemented measures to minimize energy waste within our facilities, ensuring that all non-working areas have reduced electric usage. Continue to build on the 70% energy reduction since 2015, implementing further energy-saving measures such as:

- Optimising heating, cooling, and lighting systems to maximise efficiency.
- Installing smart meters, EPC done and energy management systems.
- Transitioning to renewable energy sources (solar, wind, etc.) for office energy needs.
- Net Zero Target by 2035: Our Carbon Reduction Plan aligns with our net zero by 2035 goal, focusing on minimising office energy use and resource consumption.

Sustainable office practices:

- Enforce a recycling policy for materials such as metal, timber, glass, plastics, paper, electrical items, and food waste.
- Reduce paper usage by adopting digital workflows where possible.
- Implement a policy of eco-friendly procurement, ensuring all office materials and supplies meet sustainability criteria.

2. Sustainable Commuting and Travel Emissions

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Goal: Reduce travel emissions by 50% by 2028, with a focus on staff commuting and business-related travel.

Encouraging sustainable commuting:

Green Transportation:

We are working to implement initiatives promoting greener transportation methods as we recognise that transportation is a significant contributor to carbon emissions. We offset all unavoidable carbon emissions by sourcing renewable energy in our offices and joining a local Trees for Streets scheme to sponsor a tree to be planted in our local area then look after it.

- Promote cycling to work by providing cycle-friendly facilities, such as secure cycle storage, showers, drying areas, and a cycle cleaning/maintenance area.
- Introduce incentives for carpooling and public transport use to reduce single-occupancy vehicle trips.

Reducing business travel emissions:

- Prioritise virtual meetings and video conferencing to minimise travel requirements.
- Encourage the use of electric or hybrid vehicles for essential business travel.

3. Supply Chain Sustainability

Goal: Ensure 100% of suppliers meet sustainable practice standards by 2030.

Supplier Engagement

Pristine Recruitment will require suppliers to report their carbon footprint data, enabling us to improve the accuracy of our carbon measurements. We will actively engage with our current suppliers to identify areas where carbon emissions can be reduced, supporting our goal of achieving net-zero emissions.

Supply chain monitoring:

- Conduct sustainability audits of all suppliers and partners, ensuring they comply with environmental standards.
- Partner with suppliers who are committed to reducing their carbon footprint.

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Sustainable procurement:

Sustainable Partnerships

We have built sustainable partnerships with suppliers who share our commitment to sustainable practices. This benefits our company to primarily use sustainable and ethically sourced products, which reduce the impact on the environment at the same time supporting ethical and responsible businesses.

- Prioritise sourcing materials and services from local suppliers to reduce transportation emissions.
- Ensure that all goods and services procured meet sustainability certifications (e.g., FSC for wood products, low-carbon technologies).

4. Care Sector Support for Net Zero

Goal: Support 100% of service users in the Pristine Recruitment Ltd network in their journey to net zero by 2035.

- Partner with sustainability experts to provide service users with tailored support and guidance on reducing their emissions.
- Offer practical solutions for care providers, including energy audits, waste management strategies, and resource optimisation.
- Facilitate the transition to renewable energy sources in service users by providing access to grants, subsidies, or discounted services.

5. Waste and Recycling Management

Goal: Achieve a 90% recycling rate for office and care facility waste by 2028.

Waste Reduction and Recycling

- We Implement a waste reduction program to minimize single-use plastics and other non-recyclable materials.
- Provide recycling bins at all company locations and educate staff on proper recycling practices.
- Encourage the use of digital documentation to reduce paper usage.
- Explore partnerships with waste management companies to ensure responsible disposal practices.
- Office recycling: Implement and monitor the strict recycling policy already in place, ensuring compliance and increasing the variety of recyclables collected.
- Reducing food and organic waste: Work with service users to implement food waste reduction initiatives, including composting and donation schemes for surplus food.

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6. Community and Environmental Engagement

Goal: Foster environmental awareness and action among staff and partners by participating in at least 4 environmental initiatives per year.

Promoting Local Employment, Equality and Diversity

We tackle economic inequalities, employment opportunities are made available to everyone. 100% of our staff live in the local area, recruited by advertising in local colleges, Job-Centres, online, local papers ensuring local community including those with protected characteristics can apply.

- We pay Living wage
- We offer flexible working for those with dependent
- **Park cleans and local initiatives:** Continue participating in park cleans in Barnet and extend engagement to other local environmental causes.
- **Staff engagement:** Provide training on sustainability practices and incentivise staff to engage in environmental volunteering.

7. Renewable Energy Transition

Goal: Power 100% of Pristine Recruitment Ltd facilities with renewable energy by 2030.

- Installation of renewable energy systems: Explore the feasibility of solar panels, wind turbines, and other renewable technologies across all owned facilities.
- Partnering with green energy providers to transition our energy consumption to renewable sources by 2030.
- Monitoring and Reporting

Goal: Provide annual reporting on progress towards carbon neutrality.

- Tracking progress: Establish a clear process for measuring carbon emissions, including tracking energy use, waste generation, and travel data.
- Annual carbon report: Publish an annual report detailing our progress toward our carbon neutrality targets, including successes and areas for improvement.

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8. Future Carbon Reduction Measures

In addition to the initiatives already mentioned, Pristine Recruitment is in the process of implementing the following measures:

ISO 14001 Certification

Pristine Recruitment is working towards obtaining ISO 14001 certification within the next 4 years. This internationally recognized standard for environmental management systems will help us establish a robust framework for continuous improvement in reducing our environmental impacts

Conclusion

Pristine Recruitment Ltd is dedicated to leading the way in sustainability within the care sector. Our Carbon Reduction Plan outlines a clear path to achieving carbon neutrality by 2035, with intermediate milestones, continuous improvement, and collaboration with our partners. We believe that through these efforts, we can contribute to a healthier planet and a more sustainable future. By implementing this Carbon Reduction Plan, Pristine Recruitment aims to not only reduce our carbon footprint but also set an example in the Homecare sector in promoting environmental sustainability. Regular reviews and updates will ensure continuous improvement in our efforts to create a greener and more sustainable future.



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