CARBON REDUCTION PLAN

Elaris Support Staffing Ltd

Prepared using the PPN 006 Carbon Reduction Plan template

Service Type:	**Regulated Adult Care Services**
Regulated Activity:	**Personal Care**
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Created by:	**Peter Alang'o**
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Last Reviewer:	**Peter Alang'o**

Commitment to achieving Net Zero

Elaris Support Staffing Ltd is committed to achieving Net Zero greenhouse gas emissions from its UK operations by 2050 at the latest

Baseline Emissions Footprint

The baseline footprint provides the reference point against which future carbon reductions will be measured.

Baseline year: 2025

2025 is Elaris Support Staffing Ltd's first formal organisational carbon baseline. The figures below are reasonable provisional estimates based on the company's operating profile, available activity information and recognised UK greenhouse gas reporting principles. They include all identified Scope 1 and Scope 2 sources and the five Scope 3 categories required for a Carbon Reduction Plan. The estimates will be refined as actual meter, mileage, commuting, waste and supplier information becomes more complete.

Emissions	Total (tCO2e)
Scope 1	0.5
Scope 2	1.2
Scope 3 (included sources)	18.3
Total emissions	**20.0**

Baseline Scope 3 Included Sources

Required Scope 3 category	2025 tCO2e
Upstream transportation and distribution	1.9
Waste generated in operations	0.7
Business travel	3.4
Employee commuting	10.9
Downstream transportation and distribution	1.4

Current Emissions Reporting

Reporting year: 2026

The 2026 figures are the organisation's current best annualised estimates at the publication date. They use the same organisational boundary and emissions categories as the 2025 baseline so that progress can be compared consistently. They are not independently assured and will be updated with validated activity data as Elaris develops its carbon reporting arrangements.

Emissions	Total (tCO2e)
Scope 1	0.4
Scope 2	1.0
Scope 3 (included sources)	16.4
Total emissions	**17.8**

Current Scope 3 Included Sources

Required Scope 3 category	2026 tCO2e
Upstream transportation and distribution	1.7
Waste generated in operations	0.6
Business travel	2.9
Employee commuting	9.9
Downstream transportation and distribution	1.3

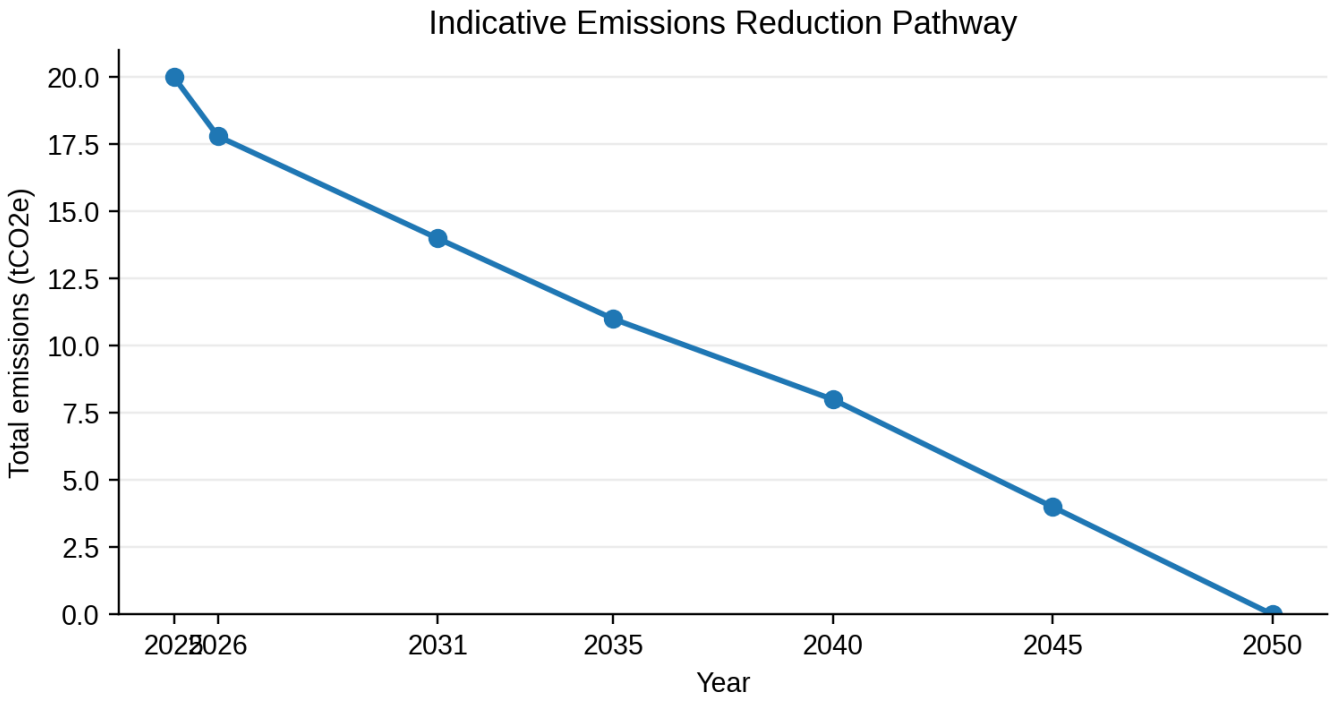
Supplier Emissions Declaration

Baseline Year	2025
Scope 1	0.5 tCO2e
Scope 2	1.2 tCO2e
Scope 3	18.3 tCO2e
Current / Most Recent Reporting Year	2026
Scope 1	0.4 tCO2e
Scope 2	1.0 tCO2e
Scope 3	16.4 tCO2e

Emissions Reduction Targets

Estimated emissions have reduced from 20.0 tCO2e in the 2025 baseline to 17.8 tCO2e in 2026, an indicative reduction of approximately 11%. Over the next five years, Elaris aims to reduce total emissions to approximately 14.0 tCO2e by 2031. This would represent a 30% reduction against the 2025 baseline. Longer-term milestones are intended to maintain a credible pathway to Net Zero by 2050.

- 2031: approximately 14.0 tCO2e or lower.
- 2035: approximately 11.0 tCO2e or lower.
- 2040: approximately 8.0 tCO2e or lower.
- 2045: approximately 4.0 tCO2e or lower.
- 2050: Net Zero, with high-quality removals used only for residual emissions that cannot reasonably be eliminated.



Indicative pathway from the 2025 baseline to Net Zero by 2050.

Carbon Reduction Projects

Completed / Implemented Carbon Reduction Initiatives

Since establishing the 2025 baseline, Elaris has implemented or strengthened practical environmental measures that will continue to apply when delivering contracts:

- Greater use of video meetings and remote collaboration to reduce unnecessary business travel.
- Electronic onboarding, digital records and electronic document workflows to reduce printing, postage and courier use.
- Improved journey planning for client and staff activity, including combining appointments where practical.
- Energy-conscious office practices, including switching off equipment when not in use and using efficient IT equipment.
- Reduced paper consumption and increased reuse/recycling of routine office materials.
- More active consideration of worker location when matching temporary staff to assignments, where this can reduce avoidable travel without affecting quality or worker choice.

Taken together, the current estimate suggests a reduction of approximately 2.2 tCO2e (11%) between the 2025 baseline and 2026 reporting year.

Future Carbon Reduction Initiatives

- Introduce an annual carbon-data collection process covering business mileage, employee commuting, office energy, waste and material supplier activity.
- Seek renewable or low-carbon electricity arrangements where Elaris controls the energy supply contract.
- Increase use of local recruitment and geography-based worker matching to reduce unnecessary travel to assignments.
- Encourage public transport, walking, cycling and car-sharing for appropriate business and commuting journeys.
- Build environmental considerations into supplier selection for IT, office, training and other material purchasing categories.
- Review major sources of Scope 3 emissions annually and set targeted reduction actions where practical.
- Consider low-emission or electric vehicle options where future business vehicle use justifies this.
- Continue using digital-first recruitment, compliance, tendering and contract-management processes.

Declaration and Sign-Off

This Carbon Reduction Plan has been prepared using the structure and reporting principles of PPN 006 and the associated Carbon Reduction Plan guidance. Emissions are reported in tonnes of carbon dioxide equivalent (tCO2e), using the best information currently available to Elaris and the required Scope 1, Scope 2 and five specified Scope 3 categories.

Because this is Elaris's first formal carbon footprint, the 2025 baseline and 2026 reporting figures include reasonable estimates and have not been independently assured. The organisation will improve data quality in future annual updates and use the latest applicable UK Government greenhouse gas conversion factors when validating its calculations.

This Carbon Reduction Plan has been reviewed and approved by the senior management of Elaris Support Staffing Ltd and is intended for publication on the company's UK website.

Signed on behalf of the supplier	Peter A'lango
Position	Director / Nominated Individual / Registered Manager
Board / management approval date	16th November 2026
Signature	
Date	16th November 2026