Carbon Reduction Plan

Paratus Partners Ltd trading as Allied Match

Supplier Name: Paratus Partners Ltd (Company No: 11026739) trading as Allied Match (Company No: 16496338)

Publication Date: November 2025

Website Publication: This Carbon Reduction Plan is published on both company websites:

- https://www.paratuspartners.com/carbon-reduction-plan

- https://www.alliedmatch.com/carbon-reduction-plan

Commitment to Achieving Net Zero

Paratus Partners Ltd trading as **Allied Match** is committed to achieving **Net Zero emissions by 2050**, in alignment with the UK Government's Net Zero Target as established under the Climate Change Act 2008 (2050 Target Amendment) Order 2019.

This commitment extends across all our operations, including our healthcare staffing services, digital platform operations, and administrative functions. We recognise our responsibility to contribute to the UK's climate objectives and support our NHS and public sector clients in achieving their own carbon reduction goals, particularly the NHS commitment to reach Carbon Net Zero by 2045.

Baseline Emissions Footprint

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.

Baseline Year: 2024

Additional Details relating to the Baseline Emissions calculations:

This represents our first comprehensive carbon footprint assessment following the establishment of Allied Match as a trading division of Paratus Partners Ltd. The baseline has been calculated using the GHG Protocol Corporate Accounting and Reporting Standard and UK Government conversion factors for greenhouse gas company reporting (2024). Given our focus on healthcare staffing services, our emissions profile is primarily driven by office operations, digital infrastructure, business travel, and employee commuting patterns.

Baseline Year Emissions:

EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	24.7
Scope 2	16.8
Scope 3 (Included Sources)	142.3
Total Emissions	183.8

Scope 1 Emissions Breakdown:

- Company vehicle fuel consumption: 24.7 tCO$_2$e

Scope 2 Emissions Breakdown:

- Electricity consumption (office premises): 16.8 tCO$_2$e

Scope 3 Emissions Breakdown (Included Sources):

- Business travel (rail, air, taxi): 68.9 tCO$_2$e

- Employee commuting: 52.3 tCO$_2$e

- Upstream transportation and distribution: 11.2 tCO$_2$e

- Waste generated in operations: 6.3 tCO$_2$e

- Downstream transportation and distribution: 3.6 tCO$_2$e

Current Emissions Reporting

Reporting Year: 2024

EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	24.7
Scope 2	16.8
Scope 3 (Included Sources)	142.3
Total Emissions	183.8

Note: As this is our baseline year, current emissions align with our baseline emissions. Future reporting will demonstrate year-on-year progress against this baseline.

Emissions Reduction Targets

In order to achieve our Net Zero commitment by 2050, we have adopted the following science-based carbon reduction targets:

Short-term targets (by 2030):

- **50% reduction** in total emissions from our 2024 baseline
- Target emissions: **30.4 tCO$_2$e by 2030**

Medium-term targets (by 2040):

- **80% reduction** in total emissions from our 2024 baseline
- Target emissions: **12.1 tCO$_2$e by 2040**

Long-term target (by 2050):

- **Net Zero emissions** (95% reduction with offsetting for residual emissions)
- Target emissions: **3.0 tCO$_2$e by 2050** (residual emissions to be offset)

Emissions Reduction Trajectory

Our projected emissions reduction pathway follows an accelerated decline model:

- **2025:** 10% reduction (54.6 tCO$_2$e)
- **2026:** 20% reduction (48.6 tCO$_2$e)
- **2027:** 30% reduction (42.5 tCO$_2$e)
- **2028:** 35% reduction (39.5 tCO$_2$e)
- **2029:** 42% reduction (35.2 tCO$_2$e)
- **2030:** 50% reduction (30.4 tCO$_2$e)

Environmental Management Measures for Contract Performance

When performing contracts under this framework, Paratus Partners Ltd / Allied Match will implement the following environmental management measures:

Digital-First Operations

- **Paperless workflows:** Our ISO 27001-certified digital platform eliminates paper-based processes, reducing waste and transportation emissions
- **Remote monitoring capabilities:** Real-time care management systems reduce the need for physical site visits
- **Electronic documentation:** All compliance records, timesheets, and reporting conducted digitally

- **Virtual training delivery:** Online training platforms reduce travel requirements for staff development

Sustainable Workforce Deployment

- **Optimised scheduling algorithms:** Our digital platform uses intelligent matching to minimise travel distances between care assignments

- **Local workforce prioritisation:** Preference for deploying staff within reasonable commuting distances

- **Public transport incentives:** Support for staff using sustainable transport options

- **Electric vehicle transition:** Gradual transition to electric/hybrid vehicles for essential business travel

Energy-Efficient Technology Infrastructure

- **Cloud-based systems:** Leveraging energy-efficient cloud infrastructure rather than on-premise servers

- **Automated systems:** Reducing manual processes through intelligent automation

- **Data centre efficiency:** Partnering with providers committed to renewable energy sources

Circular Economy Principles

- **Equipment reuse programs:** Refurbishment and reuse of IT equipment where possible

- **Sustainable procurement:** Preference for suppliers with strong environmental credentials

- **Waste minimisation:** Comprehensive recycling programs for office and IT waste

Supply Chain Engagement

- **Carbon-conscious partnerships:** Collaboration with subcontractors and suppliers who share our Net Zero commitment

- **Local supplier preference:** Supporting local businesses to reduce transportation emissions

- **Supplier sustainability assessments:** Regular evaluation of key partners' environmental performance

---

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since our 2024 baseline. The carbon emission reduction achieved by these schemes equate to **6.1 tCO$_2$e**, representing a **10%** reduction against the 2024 baseline, and these measures will be in effect when performing the contract:

Digital Platform Optimisation (2024-2025)

- **Migration to cloud-based infrastructure:** Reduced on-premise server requirements

- **Implementation of ISO 27001 certification:** Enhanced information governance reducing redundant processes

- **Automated workflow systems:** Elimination of paper-based processes

- **Estimated reduction:** 2.3 tCO_2e annually

Sustainable Office Operations (2024-2025)

- **LED lighting retrofit:** Complete replacement of office lighting with energy-efficient LED systems

- **Smart heating controls:** Installation of programmable thermostats and zone controls

- **Waste reduction program:** Implementation of comprehensive recycling and composting systems

- **Estimated reduction:** 1.9 tCO_2e annually

Travel and Transport Initiatives (2025)

- **Remote-first meeting policy:** Default to virtual meetings for internal and client consultations

- **Public transport subsidies:** Support for staff using sustainable commuting options

- **Cycle-to-work scheme:** Encouraging active transport for local journeys

- **Estimated reduction:** 1.9 tCO_2e annually

Future Carbon Reduction Initiatives

To achieve our Net Zero target by 2050, we are planning the following future carbon reduction projects:

Short-term Initiatives (2025-2027)

- **Renewable energy procurement:** Transition to 100% renewable electricity supply for all premises

- **Electric vehicle fleet:** Gradual replacement of company vehicles with electric alternatives

- **Enhanced building efficiency:** Installation of smart building management systems

- **Supply chain decarbonisation:** Working with key suppliers to achieve their own Net Zero commitments

Medium-term Initiatives (2028-2035)

- **Carbon-neutral office spaces:** Achieving net-zero emissions for all physical premises

- **Advanced analytics platform:** AI-driven optimisation of workforce deployment to minimise travel

- **Circular economy integration:** Implementing comprehensive circular economy principles across operations
- **Carbon offset partnerships:** Strategic investments in verified carbon removal projects

Long-term Initiatives (2036-2050)

- **Technology innovation investments:** Supporting development of breakthrough low-carbon technologies
- **Industry leadership programs:** Collaborating with healthcare sector partners on decarbonisation
- **Net Zero supply chain:** Ensuring all major suppliers achieve Net Zero by 2045
- **Carbon negativity exploration:** Investigating opportunities to become carbon negative beyond 2050

Monitoring and Reporting

Annual Progress Reviews

- **Annual emissions assessment:** Comprehensive GHG emissions calculation following GHG Protocol standards
- **Target performance evaluation:** Progress assessment against interim and long-term targets
- **Strategy refinement:** Adjustment of reduction initiatives based on performance data
- **Stakeholder communication:** Annual sustainability reporting to clients and partners

Contract-Specific Monitoring

When performing framework contracts, we will:

- **Track contract-specific emissions:** Monitor emissions directly attributable to contract delivery
- **Report GHG hotspots:** Identify and communicate key emission sources within contract activities
- **Implement real-time optimisation:** Use our digital platform to continuously optimise resource deployment
- **Provide transparency:** Regular reporting to contracting authorities on environmental performance

Quality Assurance

- **Third-party verification:** Annual independent verification of emissions data and reduction progress
- **ISO 14001 certification pursuit:** Working toward environmental management system certification

- **Continuous improvement:** Regular review and enhancement of environmental management procedures

- **Best practice adoption:** Monitoring and implementing industry-leading environmental practices

---

Supporting the NHS Net Zero Journey

Recognising the NHS commitment to reach Carbon Net Zero by 2045, Paratus Partners Ltd / Allied Match is committed to supporting our healthcare clients in achieving their environmental objectives:

Direct Contributions

- **Reduced travel emissions:** Our optimised workforce deployment minimises travel-related emissions for contracted services

- **Digital efficiency:** Electronic systems reduce paper consumption and administrative waste

- **Local workforce utilisation:** Prioritising local staff reduces commuting emissions

- **Sustainable practices training:** Ensuring our deployed staff understand and support client sustainability initiatives

Collaborative Initiatives

- **Sustainability partnerships:** Working with NHS trusts and healthcare providers on joint environmental initiatives

- **Data sharing:** Providing transparent emissions data to support client carbon accounting

- **Innovation collaboration:** Participating in healthcare sector sustainability innovation programs

- **Best practice exchange:** Sharing learnings and successful practices across our healthcare client network

---

Governance and Accountability

Leadership Commitment

This Carbon Reduction Plan has been approved and is championed at the highest levels of our organisation:

- **Board oversight:** Regular board-level review of environmental performance and strategy

- **Executive accountability:** Designated executive responsibility for Net Zero delivery

- **Performance integration:** Environmental targets integrated into senior management objectives

- **Resource allocation:** Committed investment in carbon reduction initiatives

Risk Management

- **Climate risk assessment:** Regular evaluation of climate-related risks to business operations

- **Adaptation planning:** Strategies to address potential climate impacts on service delivery

- **Supply chain resilience:** Building climate resilience throughout our supplier network

- **Scenario planning:** Multiple pathway analysis to ensure target achievement under various conditions

Stakeholder Engagement

- **Client collaboration:** Working closely with contracting authorities on shared environmental objectives

- **Staff engagement:** Comprehensive environmental awareness and action programs for all employees

- **Supplier partnerships:** Collaborative relationships with suppliers focused on mutual decarbonisation

- **Industry leadership:** Active participation in healthcare sector sustainability initiatives

---

Technology and Innovation

Our commitment to environmental sustainability is supported by our investment in cutting-edge technology and innovation:

Digital Platform Environmental Benefits

Our secure, ISO 27001-certified digital platform delivers significant environmental advantages:

- **Reduced physical infrastructure:** Cloud-based operations minimise energy-intensive on-site equipment

- **Intelligent resource allocation:** AI-driven matching algorithms optimise workforce deployment, reducing travel

- **Paperless operations:** Complete digitisation of documentation and processes

- **Real-time monitoring:** Continuous oversight capabilities reduce need for physical site visits

Predictive Analytics for Sustainability

The platform's advanced analytics capabilities support our environmental objectives:

- **Travel optimisation:** Predictive models to minimise staff travel while maintaining service quality

- **Resource efficiency:** Data-driven insights to optimise resource utilisation and reduce waste

- **Early intervention:** Predictive capabilities reduce reactive travel and emergency responses

- **Performance monitoring:** Real-time tracking of environmental performance indicators

Future Innovation Commitments

- **R&D investment:** Continued investment in sustainable technology solutions

- **Partnership development:** Collaboration with technology providers on environmental innovations

- **Industry leadership:** Contributing to healthcare sector digital transformation for sustainability

- **Continuous improvement:** Regular platform updates to enhance environmental performance

---

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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

- The GHG Reporting Protocol corporate standard

- The appropriate Government emission conversion factors for greenhouse gas company reporting

- SECR requirements for Scope 1 and Scope 2 emissions

- The Corporate Value Chain (Scope 3) Standard for the required subset of Scope 3 emissions

The required subset of Scope 3 emissions reported includes:

- Upstream transportation and distribution

- Waste generated in operations

- Business travel

- Employee commuting

- Downstream transportation and distribution

This Carbon Reduction Plan demonstrates our unwavering commitment to environmental sustainability and our determination to contribute meaningfully to the UK's Net Zero objectives. We recognise that achieving Net Zero by 2050 requires sustained effort, continuous innovation, and collaborative partnerships with our clients, suppliers, and the wider healthcare sector.

Through the implementation of robust environmental management measures, investment in sustainable technologies, and regular monitoring and reporting, Paratus Partners Ltd / Allied Match is positioned to deliver exceptional healthcare staffing services while minimising our environmental impact and supporting our clients' own sustainability journeys.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors of Paratus Partners Ltd & Allied Match.

Signed on behalf of the Supplier:

Signature

Wambui Kibicho
Printed Name

Head of Compliance and Legal
Job Title

12th Nov 2025
Date

References

[1] GHG Protocol Corporate Standard:
https://ghgprotocol.org/corporate-standard
[2] UK Government GHG Conversion Factors for Company Reporting:
https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] Corporate Value Chain (Scope 3) Standard:
https://ghgprotocol.org/standards/scope-3-standard