



Cabinet Office

CARBON REDUCTION PLAN

Walsons UK Limited d.b.a. Walsons Healthcare (hereinafter referred as “Walsons Healthcare” and a part of Walsons Group): Commitment to Net Zero by 2040

Introduction:, the Walsons Group embodies a long-term vision to establish an efficient platform dominating the premium segment of essential services. Since its inception in 1996, starting from a humble garage, Walsons Group has evolved into a trusted partner offering security & safety solutions, facility management, background verification, and healthcare staffing services. With a workforce of over 60,000 trained personnel, the Walsons Group is committed to delivering best-in-class support services while maintaining ethical and compliant practices.

This Carbon Reduction Plan is provided exclusively on behalf of Walsons UK Limited d.b.a. Walsons Healthcare (hereinafter referred as “Walsons Healthcare”)

Baseline Assessment: The baseline year for our carbon reduction efforts is set as January 2024 to December 2024. During this period, Walsons Healthcare conducted an initial assessment of its carbon footprint, with a focus on estimating emissions associated with its operations. Given the diverse nature of our services, certain estimations were made to derive emissions, with a commitment to enhancing accuracy in the future.

Carbon Reduction Targets: Walsons Healthcare has established ambitious targets to achieve Net Zero emissions by 2040, with a phased approach to drive progress over the coming years.

Short-term Targets (2024-2026):

- To the extent applicable, implement energy-saving measures across office facilities and operational sites to achieve a 10% reduction in emissions.
- Conduct employee awareness initiatives on energy saving and also conduct training programs on energy conservation and sustainability practices.
- Explore opportunities to transition to renewable energy sources for office operations.

Medium-term Targets (2027-2031): To the extent applicable

- expand investment in energy-efficient technologies and equipment to achieve a 20% reduction in emissions.
- Optimize transportation logistics to minimize emissions associated with service delivery.

- Collaborate with suppliers to promote sustainability practices and reduce emissions throughout the supply chain.

Long-term Targets (2031-2040):

- To the extent relevant and applicable, achieve Net Zero emissions by 2040 through a combination of emission reduction measures, renewable energy adoption, and offsetting remaining emissions.
- Advocate for sustainable practices within the essential services sector and support initiatives to reduce emissions industry-wide.

Monitoring and Reporting: Walsons Healthcare is committed to transparently reporting progress towards our carbon reduction targets, where applicable. Regular assessments will be conducted, and efforts will be made to improve data accuracy and measurement methodologies over time.

Employee Engagement: Engage employees in sustainability efforts through awareness campaigns, training programs, and recognition for contributions to carbon reduction initiatives.

Innovation and Technology: Leverage technology solutions to optimize operations, reduce energy consumption, and facilitate remote working to minimize carbon footprint.

Continuous Improvement: Regularly review and update the Carbon Reduction Plan to incorporate emerging best practices, technologies, and industry standards. Seek continuous improvement in sustainability efforts across all aspects of the business.

Walsons Healthcare is committed to leading by example in carbon reduction efforts, contributing to a sustainable future for essential services and the environment. Through collaboration, innovation, and ongoing dedication, we aim to achieve Net Zero emissions by 2040 and make a positive impact on society and the planet.

Baseline Year Jan – Dec 2023

Scope 1	Scope 1 – Direct Emissions	tCO ₂ e
	Scope 1 Total	0.0000

Given the unique nature of our business operations, we have determined that there are no emissions identified within Scope 1. Nonetheless, we maintain a vigilant approach and are committed to promptly reporting any emissions that may arise in the future.

Scope 2	Scope 2 – Indirect Emissions	tCO ₂ e
	Electricity (Head office & Branches)	3.1061
	Gas (Heating type)	0.0945
	Scope 2 Total	3.2006

Since our rent covers energy supplies, we have utilized averages to calculate emission figures. These figures will serve as a foundation for more precise measurement, reduction, and reporting of our emissions in the future.

Scope 3 (Included Sources)	Scope 3	tCO2e
	Waste Generated in Operations	0.000
	Commuting (round trip to location)	0.000
	Scope 3 Total	0.000

Because of the way we conduct our business and the activities we engage in, we don't generate any emissions that fall within the upstream or downstream categories of scope 3. Therefore, we are reporting a zero emission count. Nevertheless, we are continuously monitoring this aspect annually and will promptly report any emissions that may arise in the future.

Previous Year Jan – Dec 2023

Scope 1	Scope 1 – Direct Emissions	tCO2e
	Scope 1 Total	0.0000

Given the unique nature of our business operations, we have determined that there are no emissions identified within Scope 1. Nonetheless, we maintain a vigilant approach and are committed to promptly reporting any emissions that may arise in the future.

Scope 2	Scope 2 – Indirect Emissions	tCO2e
	Electricity (Head office & Branches)	3.1061
	Gas (Heating type)	0.0945
	Scope 2 Total	3.2006

Since our rent covers energy supplies, we have utilised averages to calculate emission figures. These figures will serve as a foundation for more precise measurement, reduction, and reporting of our emissions in the future.

Scope 3 (Included Sources)	Scope 3	tCO2e
	Waste Generated in Operations	0.000
	Commuting (round trip to location)	0.000
	Scope 3 Total	0.000

Because of the way we conduct our business and the activities we engage in, we don't generate any emissions that fall within the upstream or downstream categories of scope 3. Therefore, we are reporting a zero emission count. Nevertheless, we are continuously monitoring this aspect annually and will promptly report any emissions that may arise in the future.

Reporting Year Jan – Dec 2024

Scope 1	Scope 1 – Direct Emissions	tCO2e
	Scope 1 Total	0.0000

Given the unique nature of our business operations, we have determined that there are no emissions identified within Scope 1. Nonetheless, we maintain a vigilant approach and are committed to promptly reporting any emissions that may arise in the future.

Scope 2	Scope 2 – Indirect Emissions	tCO2e
	Electricity (Head office & Branches)	0.1500
	Gas (Heating type)	0.0945
	Scope 2 Total	0.2445

Since our rent covers energy supplies, we have utilised averages to calculate emission figures. Given our low emission profile, our reduction strategy focuses on digital-first operations and remote collaboration to limit travel and physical resource use. All emissions are under review and will be monitored annually if any change in setup.

Scope 3	Scope 3	tCO2e
(Included Sources)	Waste Generated in Operations	0.000
	Commuting (round trip to location)	0.000
	Scope 3 Total	0.000

Because of the way we conduct our business and the activities we engage in, we don't generate any emissions that fall within the upstream or downstream categories of scope 3. Therefore, we are reporting a zero emission count. Nevertheless, we are continuously monitoring this aspect annually and will promptly report any emissions that may arise in the future.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Walsons UK Ltd.:



Authorised Signatory

Richa Arora

President

Date

6-May-2025

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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