



# Cabinet Office

## CARBON REDUCTION PLAN GUIDANCE

### Notes for Completion

Where an In-Scope Organisation has determined that the measure applies to the procurement, suppliers wishing to bid for that contract are required at the selection stage to submit a Carbon Reduction Plan which details their organisational carbon footprint and confirms their commitment to achieving Net Zero by 2050.

Carbon Reduction Plans are to be completed by the bidding supplier<sup>1</sup> and must meet the reporting requirements set out in supporting guidance, and include the supplier's current carbon footprint and its commitment to reducing emissions to achieve Net Zero emissions by 2050.

The CRP should be specific to the bidding entity, or, provided certain criteria are met, may cover the bidding entity and its parent organisation. In order to ensure the CRP remains relevant, a Carbon Reduction Plan covering the bidding entity and its parent organisation is only permissible where the detailed requirements of the CRP are met in full, as set out in the Technical Standard<sup>2</sup> and Guidance<sup>3</sup>, and all of the following criteria are met:

- The bidding entity is wholly owned by the parent;
- The commitment to achieving net zero by 2050 for UK operations is set out in the CRP for the parent and is supported and adopted by the bidding entity, demonstrated by the inclusion in the CRP of a statement that this will apply to the bidding entity;
- The environmental measures set out are stated to be able to be applied by the bidding entity when performing the relevant contract; and
- The CRP is published on the bidding entity's website.

Bidding entities must take steps to ensure they have their own CRP as soon as reasonably practicable and should note that the ability to rely on a parent organisation's Carbon Reduction Plan may only be a temporary measure under this selection criterion.

The Carbon Reduction Plan should be updated regularly (at least annually) and published and clearly signposted on the supplier's UK website. It should be approved by a director (or equivalent senior leadership) within the supplier's organisation to demonstrate a clear commitment to emissions reduction at the highest level. Suppliers may wish to adopt the key objectives of the Carbon Reduction Plan within their strategic plans.

A template for the Carbon Reduction Plan is set out below. Please complete and publish your Carbon Reduction Plan in accordance with the reporting standard published alongside this PPN.

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<sup>1</sup>Bidding supplier or 'bidding entity' means the organisation with whom the contracting authority will enter into a contract if it is successful.

<sup>2</sup>Technical Standard can be found at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/991625/PPN\\_0621\\_Technical\\_standard\\_for\\_the\\_Completion\\_of\\_Carbon\\_Reduction\\_Plans\\_\\_2\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991625/PPN_0621_Technical_standard_for_the_Completion_of_Carbon_Reduction_Plans__2_.pdf)

<sup>3</sup>Guidance can be found at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/991623/Guidance\\_on\\_adopting\\_and\\_applying\\_PPN\\_06\\_21\\_\\_Selection\\_Criteria\\_\\_3\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991623/Guidance_on_adopting_and_applying_PPN_06_21__Selection_Criteria__3_.pdf)

# Carbon Reduction Plan Template

Supplier name: HATS Group Limited

Publication date: 01 May 2025

## Commitment to achieving Net Zero

HATS Group Limited is committed to achieving Net Zero emissions by 2035

## 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.

<b>Baseline Year: 2021</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
Since the initial baseline was produced by HATS PTS, the company has been merged with HATS H2S to form HATS Group Limited. Baseline emissions are for PTS only, current emissions are for Group. In addition, multiple new contracts have been awarded since the Baseline year emissions hence the steep increase.  Plans to deliver net zero by 2035 are on target.	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b> Liquid Fuel	5225.99
<b>Scope 2</b> Grid Electricity	TBC
<b>Scope 3</b> Grey Fleet	49.8
<b>Total Emissions</b>	5275.79

## Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	6874.55
Scope 2	150.21
Scope 3 (Included Sources)	122.75
<b>Total Emissions</b>	<b>7147.51</b>

## Emissions reduction targets

Emissions reduction targets In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 5003.26 tCO<sub>2</sub>e by 2030. This is a reduction of 70%

## Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2021 baseline.

- **Maintained ISO 14001:2015 certification**, reaffirming our commitment to full environmental regulatory compliance and the continuous enhancement of our sustainability practices.
- **Ongoing expansion of our zero-emission fleet**, incorporating fully electric ambulances, home-to-school minibuses, cars, and support vehicles to decarbonise our operations.
- **Launching the UK's first fully net-zero patient transport contract** in Q1 2025, in collaboration with The Hillingdon Hospitals NHS Foundation Trust – setting a new standard for sustainable healthcare transport.
- **All non-electric vehicles are ULEZ-compliant**, ensuring our fleet meets the highest emissions standards.
- **Company pension funds are directed into sustainable, responsible investment schemes**, supporting a greener financial future.
- **Adoption of intelligent vehicle technologies** that actively reduce emissions and improve fuel efficiency.
- **Ongoing driver behaviour monitoring and training**, focused on eco-driving techniques to minimise environmental impact.
- **HATS operates as a paperless organisation**, reducing waste and improving efficiency across our business.

- **Our premises are equipped with energy-saving measures**, including LED lighting, automatic light timers, power kill switches, low-flow water fixtures, and water-efficient toilets.
- **All offices support waste segregation**, with comprehensive recycling facilities available to all staff.
- **Eco-printing protocols are in place across all sites**, with default settings for reduced energy and toner use, plus weekly reports to monitor consumption.
- **We regularly audit our supply chain**, selecting partners who demonstrate ethical sourcing and sustainable practices aligned with our environmental standards.
- **Environmental policies, procedures, and staff training** are continuously reviewed and updated to reflect current best practice in sustainable and ethical operations.
- **Sustainability Champions embedded across the organisation**, driving engagement and improvement at all levels.
- **Remote meetings are encouraged and widely adopted**, reducing unnecessary travel and lowering our carbon footprint.
- **Intent to ensure 100% of the energy we consume is sourced from renewable providers**, supporting our commitment to net-zero operations.

## 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<sup>4</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>5</sup>.

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<sup>6</sup>.

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

### Signed on behalf of the Supplier:



Henry Bilinski, Chief Executive Officer  
Date: 01 May 2025

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<sup>4</sup><https://ghgprotocol.org/corporate-standard>

<sup>5</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>6</sup><https://ghgprotocol.org/standards/scope-3-standard>