

Carbon Reduction Plan

Supplier name: MedicsPro
 Publication date: October 2024

Commitment to achieving Net Zero

MedicsPro is committed to achieving Net Zero emissions by 2050.

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: 2023	
Additional Details relating to the Baseline Emissions calculations.	
As a provider of Temporary Staffing, we provides services not goods, so Distribution data is not a factor, Travel is, however. We manage a large, nationwide workforce that can mobilise across regions.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Direct Emissions 0 tCO₂e We do not burn fuel in boilers for on-site heating. The AC systems contain refrigerant gas which are sealed circuits and should not lose refrigerant unless something goes wrong. They will only need new refrigerant if something goes wrong or a leak develops.
Scope 2	Indirect Emissions 44.5 tCO₂e Electricity generation = 121,867.9 kWh
Scope 3 (Included Sources)	Indirect Emissions from Business activity 81 tCO₂e There are still improvements being made in the accuracy and regularity for the collection of data in the following areas. So, in part, an approximate usage figure has been used. <ul style="list-style-type: none"> • Business Travel • Internal Staff Commuting • Temporary Staff Commuting • Home working • Business Expenses (Post, Financial intermediaries, General Business activities etc) • Waste Disposal
Carbon Offsetting	0.85 tCO₂e

Total Emissions	124.65 tCO₂e
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Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	<p>Direct Emissions 0 tCO₂e We do not burn fuel in boilers for on-site heating.</p> <p>The AC systems contain refrigerant gas which are sealed circuits and should not lose refrigerant unless something goes wrong. They will only need new refrigerant if something goes wrong, or a leak develops.</p>
Scope 2	<p>Indirect Emissions 26.1 tCO₂e</p> <p>Electricity generation = 111,978 kWh</p>
Scope 3 (Included Sources)	<p>Indirect Emissions from Business activity 105.1 tCO₂e</p> <p>There are still improvements being made in the accuracy and regularity for the collection of data in the following areas. So, in part, an approximate usage figure is still being used.</p> <ul style="list-style-type: none"> • Business Travel • Internal Staff Commuting • Temporary Staff Commuting • Home working <p>Business Expenses (Post, Financial intermediaries, General Business activities etc)</p>
Carbon Offsetting	0.86 tCO₂e
Total Emissions	130.34 tCO₂e

Emissions Reduction Targets

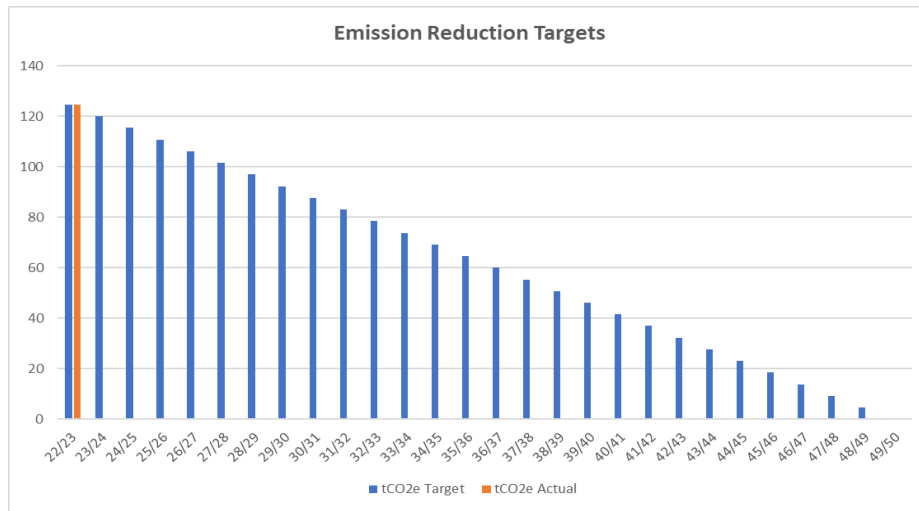
We project that carbon emissions will decrease over the next five years to 90.05 tCO₂e by 2028. This is a reduction of 18%. As a result of more comprehensive data collection, we have seen an increase in emissions from the Baseline Data. The move to more carbon neutral energy supply, will move us back on target over the next 12 months. However, further improvements to data collection and assessment, may offset some of these gains.

Operational Changes

MedicsPro are operating with a more focused and strategically sized workforce, reducing the overall head count. This has directly reduced consumption, but also allowed for more effective use of office space, further reducing energy use.

Tighter budgetary control and improved request processes has seen reductions in expenditure on Paper and Packaging, Office Supplies and Public Travel.

Our Data Servers have been upgraded, moving to a hosted solution, with more efficient energy usage.



Carbon Reduction Projects and Initiatives

Carbon offsetting

MedicsPro partners with a Document Shredding company, that protects trees from destruction, that grows as we use their services. Across 2023-24 41 trees were saved, with on average each tree absorbing 21kg’s of Carbon Dioxide, this produced a positive gain of 861kg’s.

Business and Client Meetings

MedicsPro continues to conduct most Business meetings via MS Teams. Reducing the contribution of Car or Train journeys to our Carbon Footprint.

Energy Consumption

MedicsPro has switched energy providers to British Gas, who have provided a Zero Carbon Certificate. For the next reporting period the energy supplied will be backed by a mix of Renewable Energy Guarantees of Origin and Nuclear Declarations. This will have a significant impact on our target reductions next year.

Internal Knowledge and Capability

Senior Management have partnered with the local authority to develop better Environmental and Social knowledge, in support of our ongoing Carbon Reduction plans. This has begun with Astute Learnings Carbon Training Program, covering:

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|------------------------------|----------------------------|-------------------------|
| ESG: The Basics | Pollution | Sustainable Travel |
| ESG: Practical Applications | Supply Chain Due Diligence | Saving Energy and Water |
| What is Sustainability? | Working Towards Zero Waste | |
| Recycling: Promoting | Recycling Food and Organic | |
| Environmental Sustainability | Waste | |

In the future we hope to implement further measures such as:

Data Collection Improvements

There are still gaps in both the volume of data collected and for how full it is. As a temporary staffing supplier, MedicsPro manages a flexible and mobile workforce. Who will move around potentially daily, this will be for placement close to home or potentially involving a significant commute. Additionally, some may stay away from home for the duration of a contract. This creates challenges in data collection and assessment.

Waste Management

No data is currently captured and a process will be devised and agreed.

Carbon Off Setting

MedicsPro will aim to reduce its Carbon Footprint, assessing and managing its own activities to drive meaningful improvements. However, to maximise its impact we will review the expansion of other Certified Carbon Off Setting Schemes.

Declaration and Sign Off

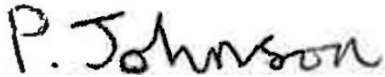
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standardⁱ and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting](#)ⁱⁱ.

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) Standardⁱⁱⁱ.

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:



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Paul Johnson FCCA

Finance Director

Date: October 2024

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

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

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