



Carbon Reduction Plan

Supplier name: MedicsPro

Publication date: October 2025

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



MedicsPro

info@medicspro.com

0208 505 6600

Company re. number - 04322086



	<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 has been used.</p> <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

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
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 20.7 tCO₂e Electricity generation = 88867.6 kWh
Scope 3 (Included Sources)	Indirect Emissions from Business activity 79.6 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 is still being 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)
Carbon Offsetting	0.85 tCO₂e
Total Emissions	99.45 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 had seen an increase in emissions from the Baseline Data. A move to more carbon neutral energy supply, moved us back on target over the following 12 months. However, further improvements to data collection and assessment, may offset some of these gains. Overall, a rationalisation of business operations and reduction in workforce numbers has contributed to a decrease.

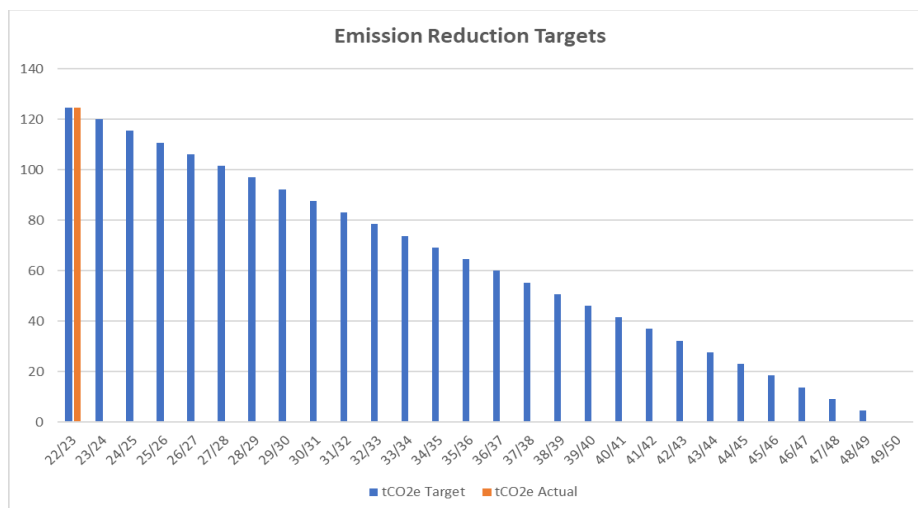
Operational Changes

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.

Migration from Hyve's legacy private cloud to AWS has significantly reduced overall carbon emissions through more efficient data centre infrastructure. AWS operates in the eu-west-2 (London) region, which sources a growing percentage of its power from renewable energy under Amazon's 2025 100% renewable commitment. The previous Hyve environment relied on older on-premise VMware hardware with limited energy optimisation and higher cooling demands. By consolidating workloads into AWS EC2, RDS, and Workspaces, we reduced idle server utilisation by over 60%. Elastic scaling ensures compute resources are only active when required, preventing unnecessary power consumption. AWS data centres achieve a Power Usage Effectiveness (PUE) of around 1.1–1.2, compared to typical co-location facilities averaging 1.7–2.0. The transition has removed the need for physical hardware maintenance, on-site UPS systems, and associated energy overhead.

We also retired several HP G3 desktop systems and replaced them with new Dell units featuring low-power Intel processors and efficient power supplies. The new devices consume roughly 35–45% less electricity per unit during normal operation.



Carbon Reduction Projects, Initiatives and Measures

Operational

Nominated Green Champion to provide focus. All staff contribute but responsibility held temporarily to build awareness.

Recruitment campaigns to increase local working where possible.

Promoting sustainable travel such as walking, cycling and public transport.

Carbon offsetting

MedicsPro partners with a Document Shredding company, that protects trees from destruction, that grows as we use their services. Across 2024-25 40.38 trees were saved, with on average each tree absorbing 21kg's of Carbon Dioxide, this produced a positive gain of 847.98kg's. This is slightly down on previous years but is the positive impact of our strategic resource changes and better stock control initiatives.

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.

Commuting and Business Travel review to incorporate route optimisation software and encourage environmentally conscious driving methods.

Energy Consumption

MedicsPro switched energy providers to British Gas in 2024. The Zero Carbon Plan provides energy from 90% Nuclear and 10% Renewable sources. Our Energy provider is reviewed each year and switched where a positive impact on our emissions is available.

Continual review of green energy technologies particularly the use of LED lighting.

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

Planned waste audits and management plans. Tighter budgetary and request controls has reduced use of Paper/Packaging, Office Supplies and Public Travel.

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](https://www.gov.uk/government/collections/government-conversion-factors-for-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:

.....
Paul Johnson FCCA
Finance Director
Date: October 2025

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>