



# Carbon Reduction Plan

## For Medical Locums Group

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# Our Commitment

Medical Locums Group is committed to achieving Net Zero emissions by 2040.

## What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

## Our near-term targets:

- Maintain scope 1 and 2 emissions at zero through to 2030.
- Reduce Scope 3 emissions by 30% by 2030.

## Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

**Scope 1 emissions:** direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

**Scope 2 emissions:** indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

**Scope 3 emissions:** all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

# Our Carbon Footprint

## 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. We have chosen to set our baseline year as 1 October 2023 – 30 September 2024.

### Baseline Year: 2023-24

Additional details relating to the Baseline Emissions calculations:

The current reporting year (1 October 2023 – 30 September 2024) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.

# Current Emissions Reporting

Current Reporting Year: 2023-24	
Emissions	Total (tonnes CO <sub>2</sub> e)
<p>Scope 1</p> <p><i>None due to having no: gas or other combustion; company owned or leased vehicles; aircon or other fugitive emissions; and no manufacturing.</i></p>	0.0
<p>Scope 2*</p> <p><i>None due to using a managed site (the emissions of which are in Scope 3 Upstream Leased Assets)</i></p>	<p>Market-based: 0.0</p> <p>Location-based: 0.0</p>
<p>Scope 3 including:</p> <ul style="list-style-type: none"> <li>- Purchased Goods &amp; Services</li> <li>- <i>Capital Goods (none)</i> <ul style="list-style-type: none"> <li>o <i>None, as we did not buy any capital goods this reporting year</i></li> </ul> </li> <li>- Fuel &amp; Energy Related Services</li> <li>- <i>Business Travel (none)</i> <ul style="list-style-type: none"> <li>o <i>None, as we did not undertake any business travel nor hotel stays this reporting year</i></li> </ul> </li> <li>- Upstream Transportation &amp; Distribution</li> <li>- <i>Downstream Transportation &amp; Distribution (none)</i> <ul style="list-style-type: none"> <li>o <i>None due to no deliveries being arranged by customers</i></li> </ul> </li> <li>- Employee Commuting &amp; Homeworking</li> <li>- Operational Waste &amp; Water</li> <li>- Upstream Leased Assets</li> <li>- <i>Downstream Leased Assets (none)</i> <ul style="list-style-type: none"> <li>o <i>None, as there are no buildings, vehicles or other assets leased out</i></li> </ul> </li> <li>- <i>Product (Processing, Use, End of Life Treatment) (none)</i> <ul style="list-style-type: none"> <li>o <i>None, as we do not have any sold products</i></li> </ul> </li> <li>- <i>Franchises &amp; Investments (none)</i> <ul style="list-style-type: none"> <li>o <i>None, as our company does not have any franchising agreements nor investments into any other companies</i></li> </ul> </li> </ul>	100.6
<b>Total Emissions*</b>	<p><b>Market-based: 100.6</b></p> <p><b>Location-based: 100.6</b></p>

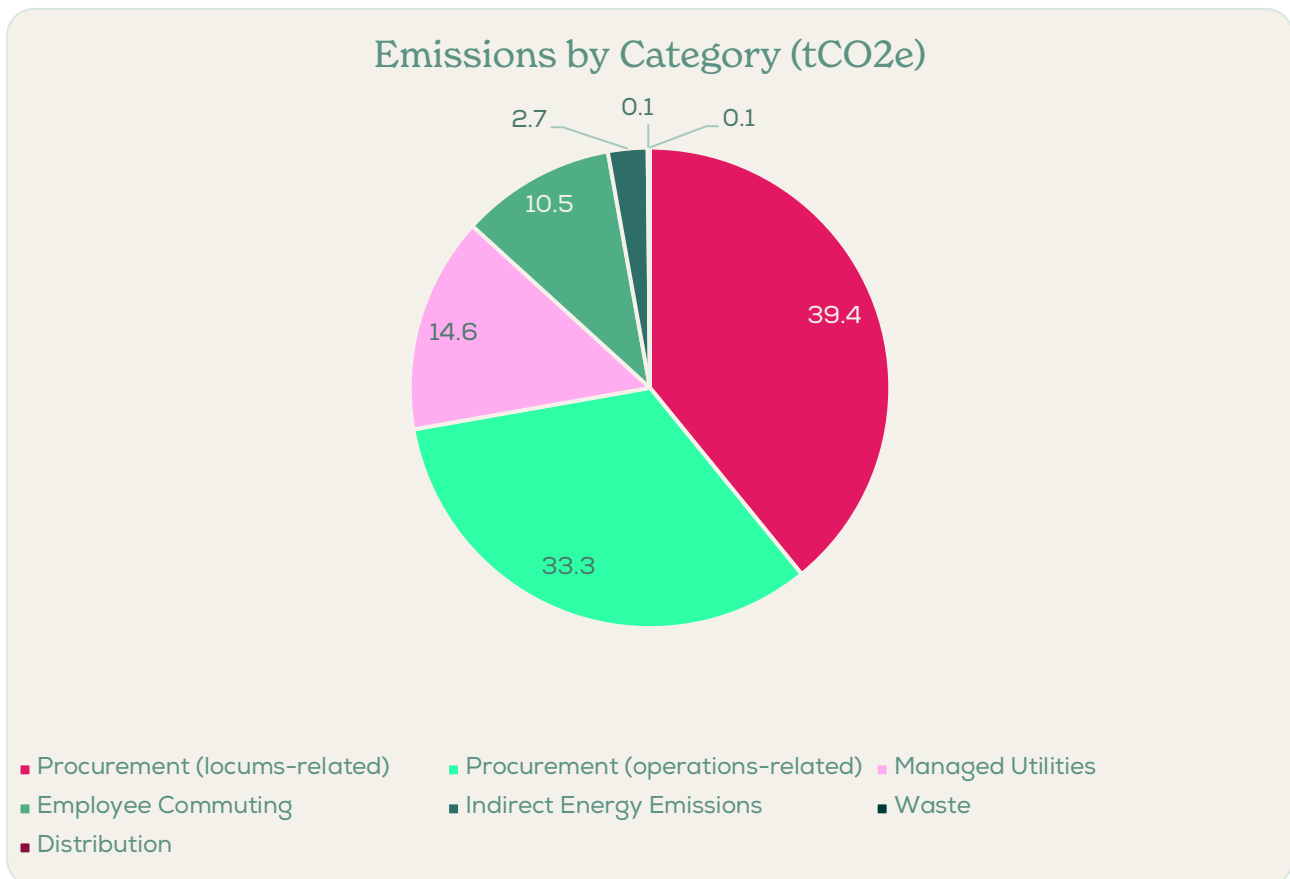
\*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

## Carbon Intensity Metrics

Current year: 2023-24	Carbon intensity metric
Employees (tCO <sub>2</sub> e per FTE)	5.6
Revenue (kgCO <sub>2</sub> e per £)	0.02782

Based upon 18.0 FTEs (full-time employee equivalents), and a £3.62 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

## Carbon Emissions Breakdown



Scope 1	tonnes CO <sub>2</sub> e
Stationary Combustion	0.0
Mobile Combustion	0.0
Fugitive Emissions	0.0
Process Emissions	0.0
Scope 2	
Electricity ( <i>Location-based</i> )	0.0
Electricity ( <i>Market-based</i> )	0.0
Heat & Steam	0.0
Scope 3 (Upstream)	
Purchased Goods & Services	72.7
Capital Goods	0.0
Fuel & Energy Related Activities	2.7
Upstream Transportation & Distribution	0.07
Operational Waste & Water	0.09
Business Travel	0.0
Employee Commuting & Homeworking	10.5
Upstream Leased Assets	14.6
Scope 3 (Downstream)	
Downstream Transportation & Distribution	0.0
Processing of Sold Products	0.0
Use of Sold Products	0.0
End-of-Life Treatment of Sold Products	0.0
Downstream Leased Assets	0.0
Franchises	0.0
Investments	0.0

# Carbon Reduction

## Our Net Zero targets

Medical Locums Group is committed to achieving Net Zero by 2040. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

## Our near-term targets:

- Maintain scope 1 and 2 emissions at zero through to 2030.
- Reduce Scope 3 emissions by 30% by 2030.

## Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

## Progress

There are no previous existing carbon emission reduction targets against which to report progress.

## Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
<p>Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions.</p> <p>Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.</p>	2024	1,2,3
<p>Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.</p>	2023	1,2,3
<p>Reduced business travel and hotel stays to zero – With the increased acceptability of online meetings, we no longer do any business travel.</p>	2021	3
<p>Although companies are not able to control or give advice as to what pension fund employees and locums choose, we can control what our default pension fund we enrol our staff and locums on.</p> <p>We use Nest for our default pension provider, which is among the most sustainable options in the UK. In 2020, Nest made a pledge to decarbonise all of their investments.</p>	Since inception	3
<p>Using a site with no gas – even though our site is managed for us (meaning we have no control over site emissions), the fact that we have no onsite gas combustion helps us immensely in working towards a site with no emissions.</p>	2020	1,2,3
<p>Our landlord recently upgraded the lights in our managed office to LED, meaning we are using less energy and reducing emissions. We may further reduce consumption in future by turning off some lights in overly bright areas.</p>	2024	2



## Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	<p>Currently we do not have any Scope 1 or Scope 2 emissions, and we intend to keep it this way.</p> <p>If we expand or move to a new site, we shall do our best to ensure the new site:</p> <ul style="list-style-type: none"> <li>• is powered by 100% renewable electricity (market based)</li> <li>• does not have gas heating or uses as little as possible in the short term</li> <li>• uses energy-efficient appliances.</li> </ul> <p>If the UK Grid is 100% powered by renewable energy at this point, our Scope 2 location-based (and market-based) electricity emissions will already be zero.</p>	-	-	Stationary Combustion Purchased Electricity

Based upon the above, it is projected that Scope 1 & 2 carbon emissions will be maintained at **0 tCO<sub>2</sub>e** through to 2030.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2024-2025	2.5 - 7.5%	Commuting & Homeworking Business Travel
2	<p><b>Implement a Sustainable Procurement Policy.</b> Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 10/20 (non-locum) suppliers by spend. This data collection will support reduction journey by gathering important data for future measurement &amp; encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within two phases:</p> <ol style="list-style-type: none"> <li>1. Identify suppliers for engagement</li> <li>2. Formulate and collect data (survey/scoring)</li> </ol> <p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT</p>	2025 - 2027	High	Purchased Goods & Services

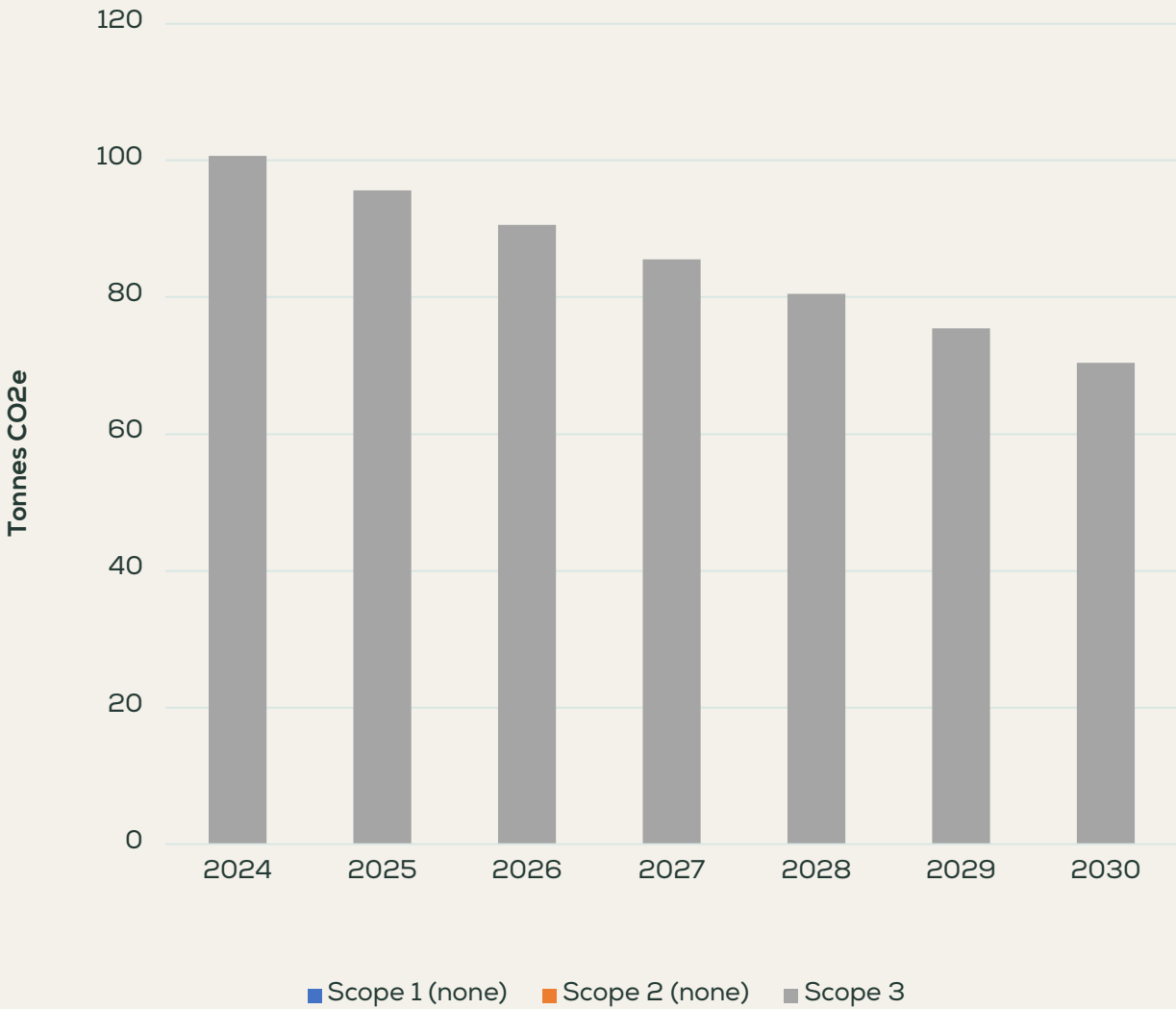
	<p>equipment) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p>			
3	<p><b>Liaise with locums</b> to support how they can commute more sustainably.</p> <p>This policy would consist of exploring what feasible active travel and low emission travel options there are with each locum.</p> <p>Raise locum awareness of the emissions travel hierarchy:</p> <ul style="list-style-type: none"> <li>- Walking and cycling</li> <li>- Public and shared transport</li> <li>- EV's and car sharing/clubs</li> <li>- ICE vehicles and car sharing/clubs</li> </ul> <p>Consider creative ways to engage and support locum workers to influence them to commute more sustainably.</p>	2024-2026	High	Purchased Goods & Services
4	<p><b>Develop and implement a Sustainable Travel Policy</b> to support environmental impact of choices when commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Commit to offering support to workforce with options for active travel schemes, such as bike to work, EV salary sacrifice scheme, season ticket loans, and car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> <li>- Walking and cycling</li> <li>- Public and shared transport</li> <li>- EV's and car sharing/clubs</li> <li>- ICE vehicles and car sharing/clubs</li> </ul> <p>Consider creative ways to engage and support the workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO<sub>2</sub>e per year),</p>	2024-2025	Medium-high	Business Travel Commuting

	extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.			
5	Where feasible, prioritise purchasing from local suppliers to limit delivery mileage.	2024 - 2027	Low-medium	Upstream Distribution
6	Encourage the landlord/management company at the office to procure a 100% renewable electricity tariff. This change will reduce <b>market-based</b> emissions (from chosen tariff) from the office to 0 tCO <sub>2</sub> e.	2024-2025	100% (market-based)	Upstream Leased Assets
7	<p>Ask the landlord/management company at the office to implement energy efficiency measures to reduce the overall amount of electricity consumed at sites, and optimise operational procedures.</p> <p>Examples of reduction measures include:</p> <ul style="list-style-type: none"> <li>- introducing sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces)</li> <li>- installing timers on sockets/equipment to automatically turn appliances off during non-working hours</li> <li>- reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers)</li> </ul>	2024-2026	Medium (location-based)	Upstream Leased Assets
8	To completely reduce market and location-based energy emissions to zero, encourage the landlord to explore the feasibility of installing onsite renewable energy generation	2030	100% (location and market-based)	Upstream Leased Assets

	<p>technologies where feasible, such as solar PV panels and solar heating (following an energy audit to assess feasibility and payback periods) to generate 100% of heating and energy demand.</p> <p>If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero.</p>			
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Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 100.6 tCO<sub>2e</sub> to 70.4 tCO<sub>2e</sub> by 2030. This is a **reduction of 30%** and will keep us on track to Net Zero.

### Reduction Targets to 2030



# 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>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</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>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the Medical Locums Group Executive Team.

Signed on behalf of Medical Locums Group:



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Name: Giuseppe Lagioia

Position: Director

Date: 9 October 2024

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

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

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