

## Medsolve

### Carbon Reduction Plan - Baseline Jan-Dec 2022

#### Introduction:

Medsolve, as a full-service medical recruitment and care home solution provider, recognises the importance of reducing carbon emissions and contributing to a sustainable future. This Carbon Reduction Plan outlines our initial steps to reduce our carbon footprint using a baseline year of January to December 2022, relying on industry averages for emission reporting. Our ultimate goal is to achieve Net Zero emissions by 2040 while maintaining our high-quality services, competitive rates, and commitment to customer satisfaction.

#### Baseline Emission Data (Jan to Dec 2022):

To establish our carbon reduction goals, we have analysed the emissions data for the calendar year 2022, utilizing industry averages for similar companies. The data includes emissions from our offices, transportation, energy consumption, and other operational activities.

- **Scope 1 Emissions:** These are direct emissions from sources that we own or control. While our business activities and processes are currently limited, resulting in no emissions within Scope 1, we remain vigilant about our Net Zero target by 2040. We will actively monitor and report any potential emissions that may arise as our operations evolve in the near future.
- **Scope 2 Emissions:** These are indirect emissions from purchased electricity and heating. Our offices and facilities accounted for **6.2328** tons of CO2 equivalent in 2022.
- **Scope 3 Emissions:** These are indirect emissions from sources not owned or controlled by Medsolve, such as business travel and supply chain activities. In 2022, our Scope 3 emissions amounted to **120.7539** tons of CO2 equivalent.

#### Carbon Reduction Strategies:

1. **Energy Efficiency:** Medsolve will invest in energy-efficient technologies, including LED lighting, HVAC system upgrades, and better insulation, to reduce Scope 2 emissions. We aim to decrease our electricity and heating consumption by 5% by 2025 compared to the 2022 baseline.
2. **Remote Work Policies:** Encourage remote work where feasible to reduce the need for office space, commuting, and business travel, consequently lowering Scope 1 and Scope 3 emissions.

3. **Supplier Engagement:** Collaborate with our suppliers to identify opportunities for emission reductions in the supply chain, including the use of eco-friendly materials and improved logistics.
4. **Emission Reporting:** Improve our data collection and reporting processes to ensure more accurate tracking and reporting of emissions, moving beyond industry averages for more precise measurement.

### **Employee Engagement:**

We understand that achieving our carbon reduction goals depends on the dedication and efforts of our excellent team. We will engage and educate our employees to ensure their active participation in our carbon reduction initiatives.

### **Monitoring and Reporting:**

Medsolve will establish a regular reporting schedule, tracking our progress against the baseline and reduction targets. We will also aim to use certified methodologies for carbon accounting to enhance accuracy in our reporting.

### **Conclusion:**

Medsolve is committed to reducing its carbon emissions and working toward a Net Zero target by 2040. This initial plan, based on the 2022 baseline and industry averages, is the foundation for our future efforts to be environmentally responsible while maintaining our high standards of service and customer satisfaction. We look forward to working with our dedicated team, partners, and stakeholders to achieve these objectives and contribute to a sustainable future.

Medsolve is committed to the following carbon reduction target:

**Objective:** To achieve a Net Zero emissions status by the year 2040.

### **Key Milestones:**

1. **Scope 1 Emissions:** Given our limited current emissions, we aim to maintain a net-zero status within Scope 1 throughout our operations. Any emissions generated will be offset through measures such as adopting renewable energy sources and investing in carbon offset programs.
2. **Scope 2 Emissions:** Reduce Scope 2 emissions by 10% compared to the baseline year (2022) by 2025 through the implementation of energy-efficient technologies and practices.
3. **Scope 3 Emissions:** Decrease Scope 3 emissions by 20% compared to the baseline year (2022) by 2025 through supplier engagement, reduction in business travel, and other emission-reducing initiatives.
4. **Accurate Reporting:** Implement more precise emission tracking and reporting systems to ensure transparency and accurate measurement of our carbon footprint.
5. **Employee Engagement:** Encourage and educate employees on carbon reduction efforts to achieve active participation in our sustainability goals.

### **Review and Reporting:**



Progress towards these targets will be reviewed annually, and reports will be shared with stakeholders to demonstrate our commitment to achieving Net Zero emissions by 2040. We will adapt our strategies as needed to meet these targets while maintaining our commitment to high-quality services and customer satisfaction.

<b>Baseline Year: 2022</b>	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Scope 1 – Direct Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Stationary Combustion (Boiler, Generator) <span style="float: right;">0.0000</span>
	Mobile Combustion (Company Fleet) <span style="float: right;">0.0000</span>
	Process Emissions (On-Site Manufacturing) <span style="float: right;">0.0000</span>
	Fugitive Emissions (F-Gasses) <span style="float: right;">0.0000</span>
	<b>Scope 1 Total</b> <span style="float: right;"><b>0.0000</b></span>
<i>Within this scope, our restricted business processes and activities do not add to emissions in Scope 1.</i>	
<b>Scope 2</b>	<b>Scope 2 – Indirect Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Electricity (Head office & Branches) <span style="float: right;">6.0837</span>
	Gas (Heating type) <span style="float: right;">0.0868</span>
	Water <span style="float: right;">0.0623</span>
	<b>Scope 2 Total</b> <span style="float: right;"><b>6.2328</b></span>
<b>Scope 3</b> (Included Sources)	<b>Scope 3</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>
	Waste Generated in Operations <span style="float: right;"><b>2.1281</b></span>
	Upstream transportation & distribution <span style="float: right;"><b>0.0000</b></span>
	Downstream transportation & distribution <span style="float: right;"><b>0.0000</b></span>
	Business Travel <span style="float: right;"><b>0.0000</b></span>
	Commuting (round trip to location) <span style="float: right;"><b>118.4549</b></span>
	Work From Home <span style="float: right;"><b>0.1709</b></span>
<b>Scope 3 Total</b> <span style="float: right;"><b>120.7539</b></span>	
Our primary source of emissions within this scope is associated with commuting. We are actively gathering more accurate data and are committed to significantly reducing these emissions in the upcoming years.	
<b>Total Emissions</b>	<b>126.9867 tCO<sub>2</sub>e</b>

## Current Emissions Reporting

Current Year: 2024	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	<b>Scope 1 – Direct Emissions</b> <span style="float: right;">tCO<sub>2</sub>e</span>
	Stationary Combustion (Boiler, Generator) <span style="float: right;">0.0000</span>
	Mobile Combustion (Company Fleet) <span style="float: right;">0.0000</span>
	Process Emissions (On-Site Manufacturing) <span style="float: right;">0.0000</span>
	Fugitive Emissions (F-Gasses) <span style="float: right;">0.0000</span>
	<b>Scope 1 Total</b> <span style="float: right;"><b>0.0000</b></span>
	<i>Within this scope, our restricted business processes and activities do not add to emissions in Scope 1.</i>
<b>Scope 2</b>	<b>Scope 2 – Indirect Emissions</b> <span style="float: right;">tCO<sub>2</sub>e</span>
	Electricity (Head office & Branches) <span style="float: right;">4.8951</span>
	Gas (Heating type) <span style="float: right;">0.0689</span>
	Water <span style="float: right;">0.0502</span>
	<b>Scope 2 Total</b> <span style="float: right;"><b>4.9453</b></span>
<b>Scope 3</b> (Included Sources)	<b>Scope 3</b> <span style="float: right;">tCO<sub>2</sub>e</span>
	Waste Generated in Operations <span style="float: right;">1.7005</span>
	Upstream transportation & distribution <span style="float: right;">0.0000</span>
	Downstream transportation & distribution <span style="float: right;">0.0000</span>
	Business Travel <span style="float: right;">0.0000</span>
	Commuting (round trip to location) <span style="float: right;">94.6629</span>
	Work From Home <span style="float: right;">0.1449</span>
	<b>Scope 3 Total</b> <span style="float: right;"><b>96.5083</b></span>
Our primary source of emissions within this scope is associated with commuting. We are actively gathering more accurate data and are committed to significantly reducing these emissions in the upcoming years.	
<b>Total Emissions</b>	<b>101.4536 tCO<sub>2</sub>e</b>
Reporting Year: 2024	

**Declaration and Sign Off**

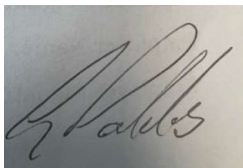
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 board of directors (or equivalent management body).

**Signed on behalf of Medsolve:**



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Date: ... 17.04.2025.....

<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>