Carbon Reduction Plan

Supplier Name: Medicom Healthcare Limited
Company Registration Number: 03949112
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Prepared by
The Carbon Stamp

Commitment to achieving Net Zero

Medicom Healthcare Limited (MHL) is committed to achieving Net Zero greenhouse gas emissions across its operations by **2045**, in alignment with NHS Net Zero Supplier Roadmap.

Baseline Emissions Footprint

MHL's baseline emissions were assessed with the guidance of The Carbon Stamp for the period from 1st January 2023 to 31st December 2023, covering Scope 1, Scope 2, and a defined subset of Scope 3 emissions within the operational control boundary.

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.

The total baseline emissions amount to **379.54 tCO_2e.**

Baseline Year: 2023
Additional Details relating to the Baseline Emissions calculations.
All scope 1 & 2 emissions have been calculated, alongside a defined subset of scope 3 emissions: • Upstream Transportation & Distribution • Waste Generated in Operations • Business Travel • Employee Commuting • Downstream Transportation & Distribution

Baseline year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**2.17**
Scope 2 (Market-Based Method)	**7.64**
Scope 3 (Included Sources)	Cat 4. Upstream Transport and Distribution: 239.43 tCO2e Cat 5. Waste Generated in Operations: 1.32 tCO2e Cat 6. Business Travel: 82.67 tCO2e Cat 7. Employee Commuting & Homeworking: 24.66 tCO2e Cat 9. Downstream Transportation & Distribution: 21.65 tCO2e Total Scope 3 emissions = 369.73
Total Emissions	**379.54**

Current Emissions Reporting

Reporting Year: 2025	
Additional Details on Report Year Emissions Calculations	
All Scope 1 and Scope 2 emissions have been calculated, alongside a defined subset of Scope 3 emissions. • Upstream Transportation & Distribution • Waste Generated in Operations • Business Travel • Employee Commuting • Downstream Transportation & Distribution	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**1.53**
Scope 2 (Market-Based Method)	**25.05**
Scope 3 (Included Sources)	Cat 4. Upstream Transport and Distribution: 58.67 tCO2e Cat 5. Waste Generated in Operations: 1.00 tCO2e Cat 6. Business Travel: 116.54 tCO2e Cat 7. Employee Commuting & Homeworking: 22.80 tCO2e Cat 9. Downstream Transportation & Distribution: 9.74 tCO2e Total Scope 3 emissions = 208.75
Total Emissions	**235.33**

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 **188.26 tCO_2e by 2030.** This is a reduction of **20%.**

MHL's current emissions for the 2025 reporting period are **235.33 tCO_2e**, representing a **37.99% reduction** against the 2023 baseline of 379.54 tCO_2e and a **51.91% reduction year-on-year**. The original target emissions for 2025 were **345.04 tCO_2e**; therefore, actual emissions are **109.71 tCO_2e below the 2025 target pathway**. MHL has also already exceeded its original 2030 target of 258.78 tCO_2e, achieving this milestone five years early.

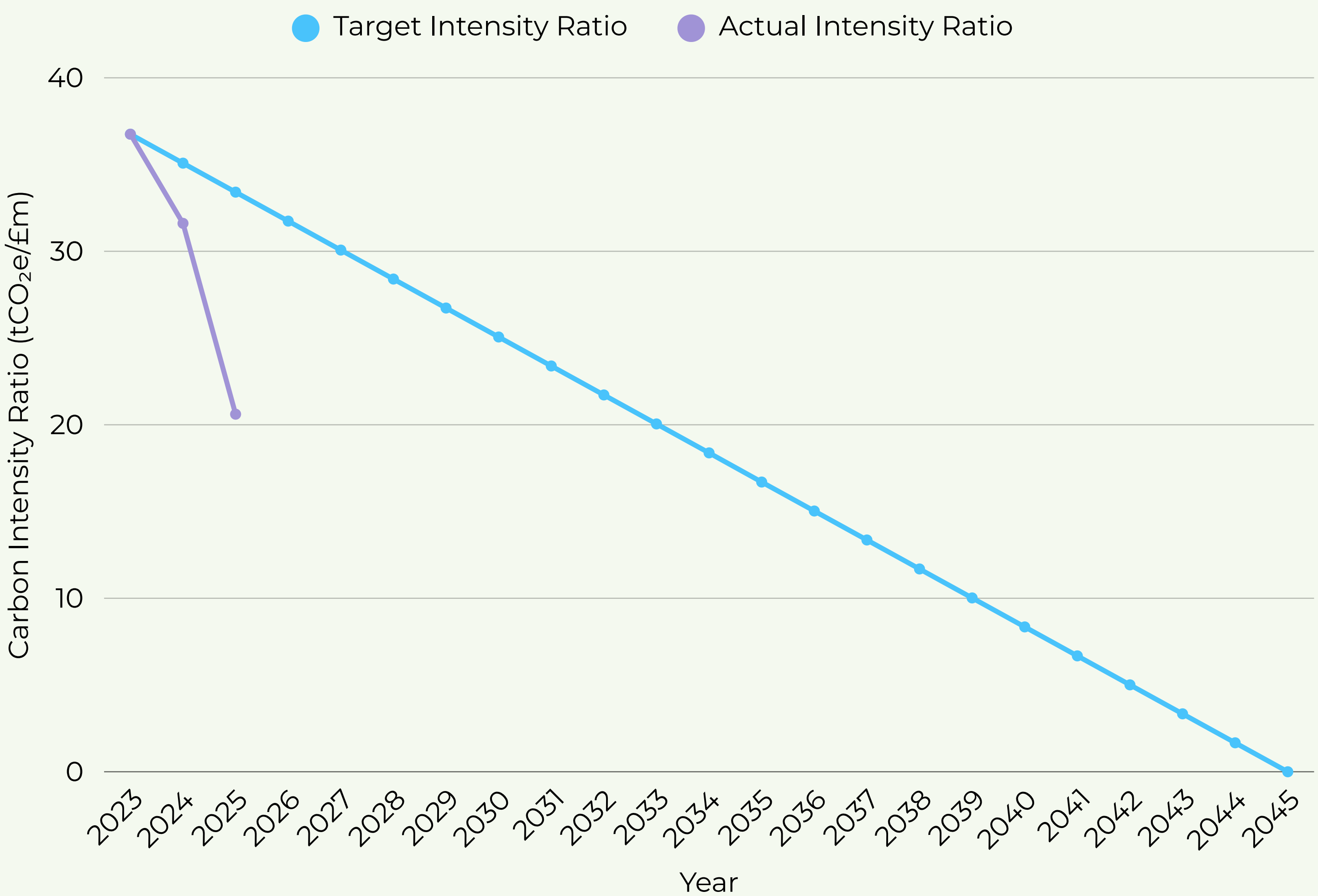
As a result, the updated target pathway reflects MHL's revised five-year target to 2030, while maintaining its long-term commitment to achieving net zero emissions by 2045.

Carbon Emissions Intensity

In addition to tracking absolute emissions, MHL also monitors emissions intensity, measured in tonnes of CO_2e per £1 million revenue, to assess environmental performance relative to business growth.

For the 2025 reporting period, MHL achieved an emissions intensity of **20.61 tCO_2e/£m revenue**. This represents a **43.92% reduction** against the 2023 baseline, demonstrating that carbon intensity has reduced significantly while revenue has continued to grow.

This performance shows that MHL has reduced emissions both in absolute terms and relative to business activity. Total emissions have decreased by 37.99% against the baseline, while the lower intensity figure demonstrates progress in decoupling emissions from commercial growth.



Carbon Reduction Projects

Completed Carbon Reduction Measures

The following environmental management measures and projects have been completed or implemented since the **2023** baseline. The carbon emission reduction achieved by these schemes equates to **144.21 tCO_2e**, a **37.99% reduction** against the 2023 baseline, and the measures will be in effect when performing the contract.

Alongside direct reduction activity, **MHL achieved climate neutrality** for the 2024 reporting period and has maintained carbon neutral certification for the 2025 reporting period, covering Scope 1, Scope 2, and the NHS-required subset of Scope 3 categories. This covered 489.39 tCO_2e in the 2024 reporting period and 235.33 tCO_2e in the 2025 reporting period, rounded up to 490 tCO_2e and 236 tCO_2e respectively for certification purposes. This claim applies only to the emissions categories required under the NHS Net Zero Supplier Roadmap.

Key completed measures include:

Measure	Implemented	Carbon Impact
Air freight reduction	Air freight emissions reduced by 99.39% since the 2023 baseline.	Reduced Category 4 emissions by 198.76 tCO_2e, a 75.50% reduction against the 2023 baseline.
Reduced freight carbon intensity	Reduced total tonnage shipped and shifted freight away from air transport, lowering the emissions intensity of deliveries.	Average emissions per delivery reduced from 4.13 tCO_2e in the baseline year to 0.89 tCO_2e, a 78.47% reduction.
Renewable UK electricity	UK office electricity is supplied through certified renewable tariffs.	Resulted in 0.00 tCO_2e market-based Scope 2 emissions for the UK office.
Hybrid working model	MHL has continued its hybrid working model.	Reduced Category 7 emissions by 1.86 tCO_2e, a 7.55% reduction against the 2023 baseline.
Optimised UK office space	Occupied office space reduced from 138 sqm to 70 sqm.	Lowered allocated mains gas emissions under Scope 1.

In the future, we are exploring possible further measures such as:

Scope	Initiatives
Scope 1 and 2	Explore renewable electricity options for the India office, subject to tariff availability and shared workspace arrangements, as India office electricity now accounts for the full 25.05 tCO_2e market-based Scope 2 footprint.
Scope 1 and 2	Continue engaging with shared workspace providers on lower-carbon electricity and energy efficiency improvements, including heating and cooling systems, while maintaining the 29.53% reduction in Scope 1 emissions achieved since the 2023 baseline.
Scope 3: Business Travel	Reduce avoidable business travel, focusing first on employee mileage and flights, which together account for 91.93 tCO_2e of the 116.54 tCO_2e business travel footprint.
Scope 3: Business Travel	Encourage lower-emission vehicles, car sharing, public transport and reduced trip frequency where practical, targeting employee mileage emissions of 57.55 tCO_2e, the largest business travel subcategory.
Scope 3: Business Travel	Apply a travel hierarchy to reduce flight emissions of 34.38 tCO_2e, prioritising travel avoidance, video calls and lower-carbon transport modes where suitable.

Scope	Initiatives
Scope 3: Upstream Transportation and Distribution	Maintain the reduction in air freight, which fell to 1.22 tCO_2e in 2025, and continue prioritising sea freight where lead times and supply chain requirements allow.
	Review road freight efficiency with logistics partners, as road now represents the largest inbound freight mode at 33.07 tCO_2e.
Scope 3: Downstream Transportation and Distribution	Continue monitoring outbound delivery performance, including shipment volumes, vehicle class mix and delivery distances, to maintain emissions at around 9.74 tCO_2e, which remains 54.99% below the 2023 baseline.
	Explore low-emission vehicle options with logistics partners where commercially and operationally feasible.
Scope 3: Employee Commuting and Homeworking	Continue supporting hybrid working where appropriate, maintaining progress in Category 7 emissions, which are now 7.55% below the baseline.
	Promote lower-carbon commuting options, including public transport, car sharing, cycling and lower-emission vehicles, targeting a category that still accounts for 22.80 tCO_2e.
Scope 3: Waste and Water	Engage shared workspace providers to improve recycling, reduce landfill waste and monitor water use, maintaining the 24.13% reduction achieved since the 2023 baseline.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.

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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Name: Simon Martin

Position: Director

Date: 16th June 2026