



Carbon Reduction Plan

Company Name: Medicom Healthcare Limited

Company Registration Number: 03949112

Publication Date: 30th January 2025

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

Baseline Year: 2023 (first year of calculation)

MHL’s baseline emissions have been assessed with the help 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.

The total baseline emissions amount to **379.54 tCO₂e**.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
All scope 1 & 2 emissions have be calculated, alongside the following scope 3 emissions: - Upstream Transportation & Distribution - Waste Generated in Operations - Business Travel - Employee Commuting - Downstream Transportation & Distribution	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2.17
Scope 2	7.64
Scope 3	369.73
Total Emissions	379.54



Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO2e)
Scope 1	2.17
Scope 2	7.64
Scope 3	369.73
Total Emissions	379.54



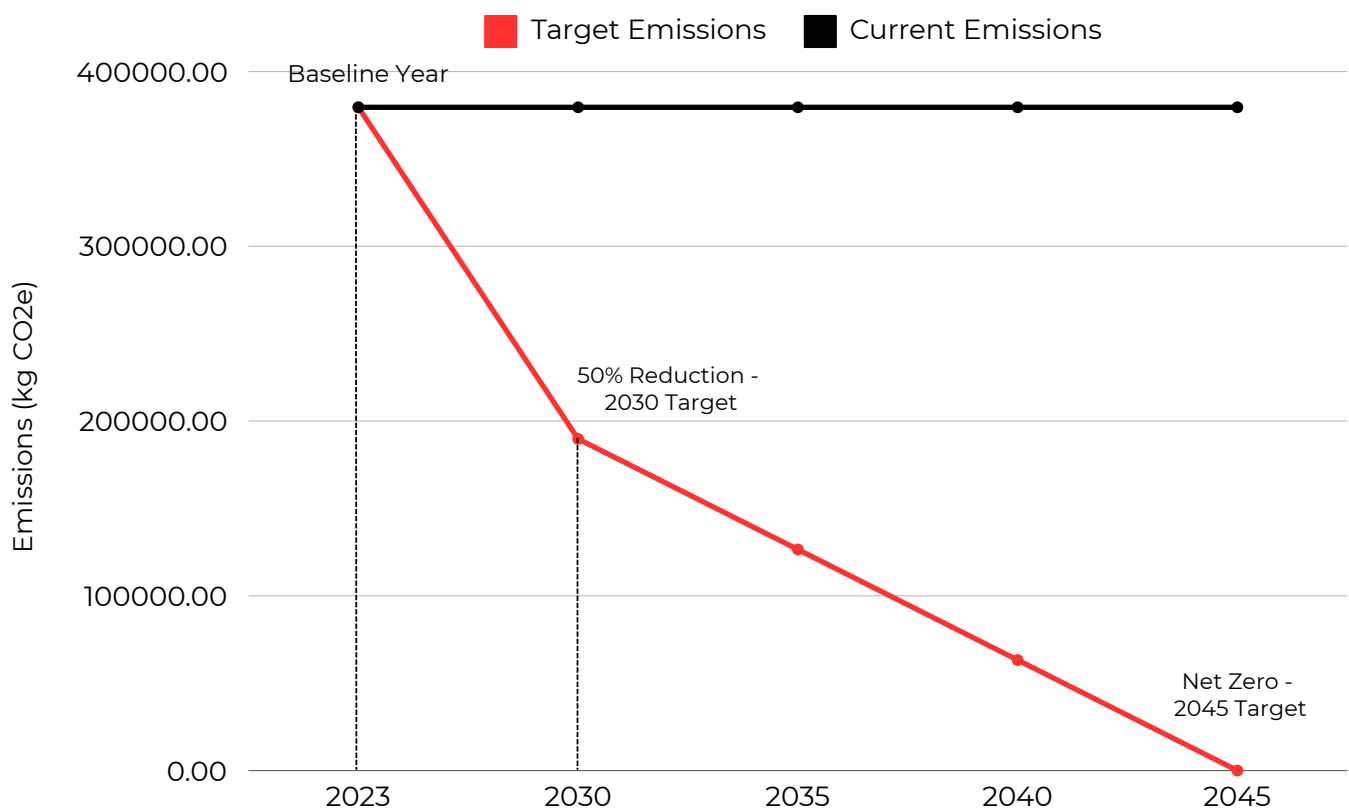
Emissions reduction targets

MHL is committed to achieving net zero emissions by 2045, in alignment with the NHS Net Zero Supplier Roadmap. The following emissions reduction targets have been established based on 2023 as the baseline year:

- **Baseline Year (2023):** Total carbon emissions calculated at 379,535.69 kgCO₂e, establishing the reference point for all future reductions.
- **By 2030:** Achieve a 50% reduction, reducing emissions to 189,767.84 kgCO₂e. This milestone reflects MHL's dedication to meeting wider sustainability requirements while focusing on targeted, actionable strategies to cut emissions across all Scopes.
- **By 2045:** Achieve the primary goal of net zero emissions, reducing total emissions to 0 kgCO₂e, in alignment with the NHS Net Zero Supplier Roadmap and global carbon reduction standards.

These targets demonstrate MHL's commitment to sustainability and form the foundation for its detailed carbon reduction plans. Progress will be tracked and evaluated annually to ensure the company remains on course to meet these ambitious goals.

Carbon Reduction Plan Graph





Carbon Reduction Projects

Completed Carbon Reduction Measures

As this is MHL's first year of formally measuring and acknowledging carbon emissions, completed carbon reduction projects are currently limited. However, the current function of the business has already contributed to reducing emissions through the following initiatives:

- **Renewable Electricity Use:** Transitioned 75% of electricity in the UK office to renewable energy sources, significantly reducing Scope 2 emissions and demonstrating a commitment to sustainable energy use.
- **Hybrid Working Policy:** Adopted a hybrid working model, significantly minimising the need for employee commuting and reducing energy consumption associated with office spaces.
- **Digital Collaboration:** Increased the reliance of virtual meeting platforms for internal and external interactions, reducing the need for travel.

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

Scope	Initiative
Scope 1: Mains Gas	Replace Gas Heating with Air Source Heat Pumps: Engage with workspace provider to replace gas heating systems in shared workspaces with air source heat pumps. This includes feasibility assessments, cost-sharing agreements, and prioritising renewable-powered systems.
Scope 2: Electricity Use	Transition to 100% Renewable Energy: Collaborate with workspace providers to ensure all electricity usage is sourced from renewable energy tariffs. This includes negotiating with landlords to switch to certified green energy suppliers and ensuring compliance with sustainability certifications.



Scope 3: Upstream Transportation	Shift to Sea Freight for Inbound Deliveries: Reduce emissions by transitioning long-haul shipments, particularly from India, from air and road freight to sea freight. Evaluate supply chain adjustments to align timelines with longer transit durations.
Scope 3: Upstream Transportation	Promote Local Sourcing: Identify opportunities to source materials and components from local or regional suppliers to minimise transportation distances and emissions. This will focus on reducing the carbon footprint of high-emission imports.
Scope 3: Upstream Transportation	Engage Suppliers on Carbon Reduction: Collaborate with key suppliers to transition upstream deliveries to electric or hybrid vehicles, reducing the carbon footprint of inbound transportation. Establish joint carbon reduction goals with suppliers and require regular emissions data reporting to ensure transparency and track progress.
Scope 3: Waste Management	Improve Waste Management Practices: Transition from landfill disposal in India to sustainable waste management practices, such as recycling or energy recovery. Partner with local waste providers to implement these changes effectively.
Scope 3: Waste Management	Enhance Waste Data Collection: Work with workspace providers to improve systems that track waste generation and disposal practices in UK offices. This includes working with workspace providers to improve transparency in waste reporting.



Scope 3: Business Travel	Promote Transition to Electric Vehicles (EVs): Encourage all car allowance users, particularly field-based employees, to transition to EVs. Business travel accounts for 82,670.04 kgCO ₂ e, with a significant portion from employee-owned cars (47,080 kgCO ₂ e). Switching to EVs could drastically cut these emissions. Provide financial incentives, such as enhanced car allowances and subsidies for EV leases. Partner with charging providers to expand infrastructure at home, offices, and key destinations.
Scope 3: Business Travel	Promote Online Meetings: Prioritise virtual meetings and online collaboration tools for both internal and external interactions to minimise the need for business travel. This is particularly effective for routine meetings and client discussions that do not require physical presence.
Scope 3: Business Travel	Reduce Hotel Stays: Encourage employees to consolidate trips and utilise virtual meetings to reduce the frequency of overnight stays, minimising associated emissions.
Scope 3: Business Travel	Encourage Public Transport Use: Promote the use of trains and other public transport options for business travel to significantly reduce emissions compared to private vehicles or flights.
Scope 3: Employee Commuting	Encourage Public Transport and Car Sharing: Promote the use of trains and shared transport options for business travel and employee commuting. Offer benefits such as cost reimbursements and priority parking for carpooling.



Scope 3: Homeworking	Incentivise Renewable Energy for Homeworking: Encourage employees to switch to renewable energy tariffs for home use. Provide educational resources and financial subsidies to support this transition.
Scope 3: Downstream Transportation	Promote Customer Pickups: Encourage customers to collect orders directly from warehouses to reduce last-mile delivery emissions. Offer incentives or discounts for self-collection.
Scope 3: Downstream Transportation	Support Low-Carbon Distribution Networks: Partner with distributors to transition fleets to electric or hybrid vehicles, ensuring alignment with MHL's sustainability objectives.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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, 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:

Simon J. W. Martin

[Simon J. W. Martin \(Jan 30, 2025 14:50 GMT\)](#)

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Name: Simon Martin

Position: Director

Date: 30th January 2025

2025.01.30 Carbon Reduction Plan

Final Audit Report

2025-01-30

Created:	2025-01-30
By:	Greg Hughes (Greg.Hughes@medicomhealthcare.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAQ2s73mWzig3e28WUdE0Gnpjck5J7qD_O

"2025.01.30 Carbon Reduction Plan" History

-  Document created by Greg Hughes (Greg.Hughes@medicomhealthcare.com)
2025-01-30 - 1:01:16 PM GMT
-  Document emailed to simon.martin@medicomhealthcare.com for signature
2025-01-30 - 1:01:54 PM GMT
-  Email viewed by simon.martin@medicomhealthcare.com
2025-01-30 - 1:02:33 PM GMT
-  Signer simon.martin@medicomhealthcare.com entered name at signing as Simon J. W. Martin
2025-01-30 - 2:50:02 PM GMT
-  Document e-signed by Simon J. W. Martin (simon.martin@medicomhealthcare.com)
Signature Date: 2025-01-30 - 2:50:04 PM GMT - Time Source: server
-  Agreement completed.
2025-01-30 - 2:50:04 PM GMT