



Carbon Reduction Plan

Company Name: Medicom Healthcare Limited

Company Registration Number: 03949112

Publication Date: 23rd June 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

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.

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 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 ₂ e)
Scope 1	2.17
Scope 2 (Market-Based)	7.64
Scope 3	369.73
Total Emissions	379.54



Current Emissions Reporting

Reporting Year: 2024	
Additional Details on Report Year Emissions Calculations	
All scope 1 & 2 emissions have be calculated, alongside a defined subset of scope 3 emissions: • Upstream Transportation & Distribution • Waste Generated in Operations • Business Travel • Employee Commuting • Downstream Transportation & Distribution	
Scope 1	3.03
Scope 2 (Market-Based)	8.42
Scope 3	477.94
Total Emissions	489.39



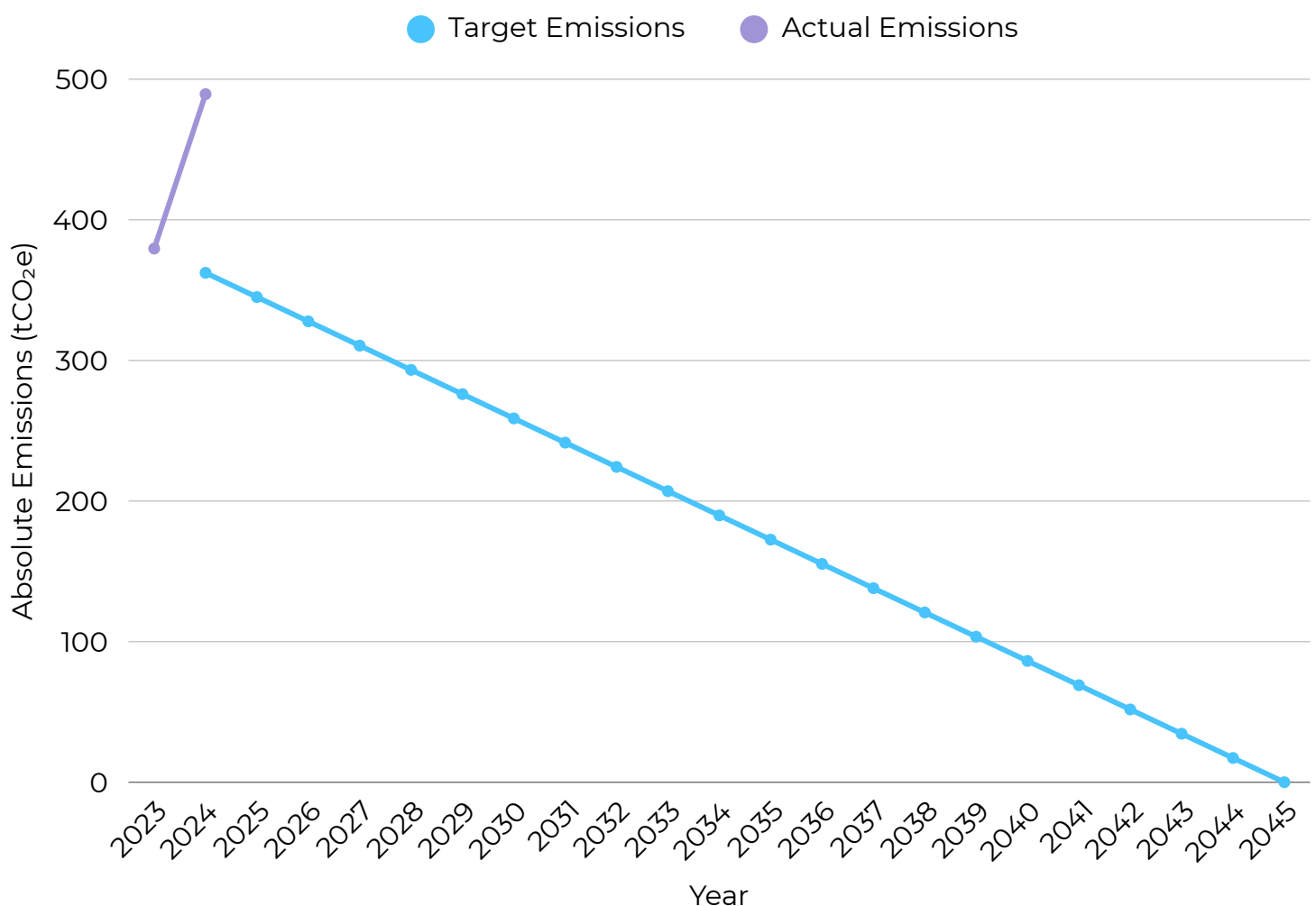
Emissions reduction targets

MHL is committed to achieving net zero carbon emissions by 2045, in alignment with the NHS Net Zero Supplier Roadmap. This projection is based on the 2023 baseline of 379.54 tCO₂e.

The increase in emissions from 2023 to 2024 is primarily due to significant business growth. This reinforces the importance of monitoring emissions intensity alongside absolute emissions.

Unlike last year's reduction plan, which targeted a 50% reduction by 2030, the updated trajectory follows a more realistic and operationally viable path.

This change reflects both the limited time available to implement meaningful reductions by 2030 in order to place emphasis on long-term decarbonisation with a key milestone of net zero by 2045.



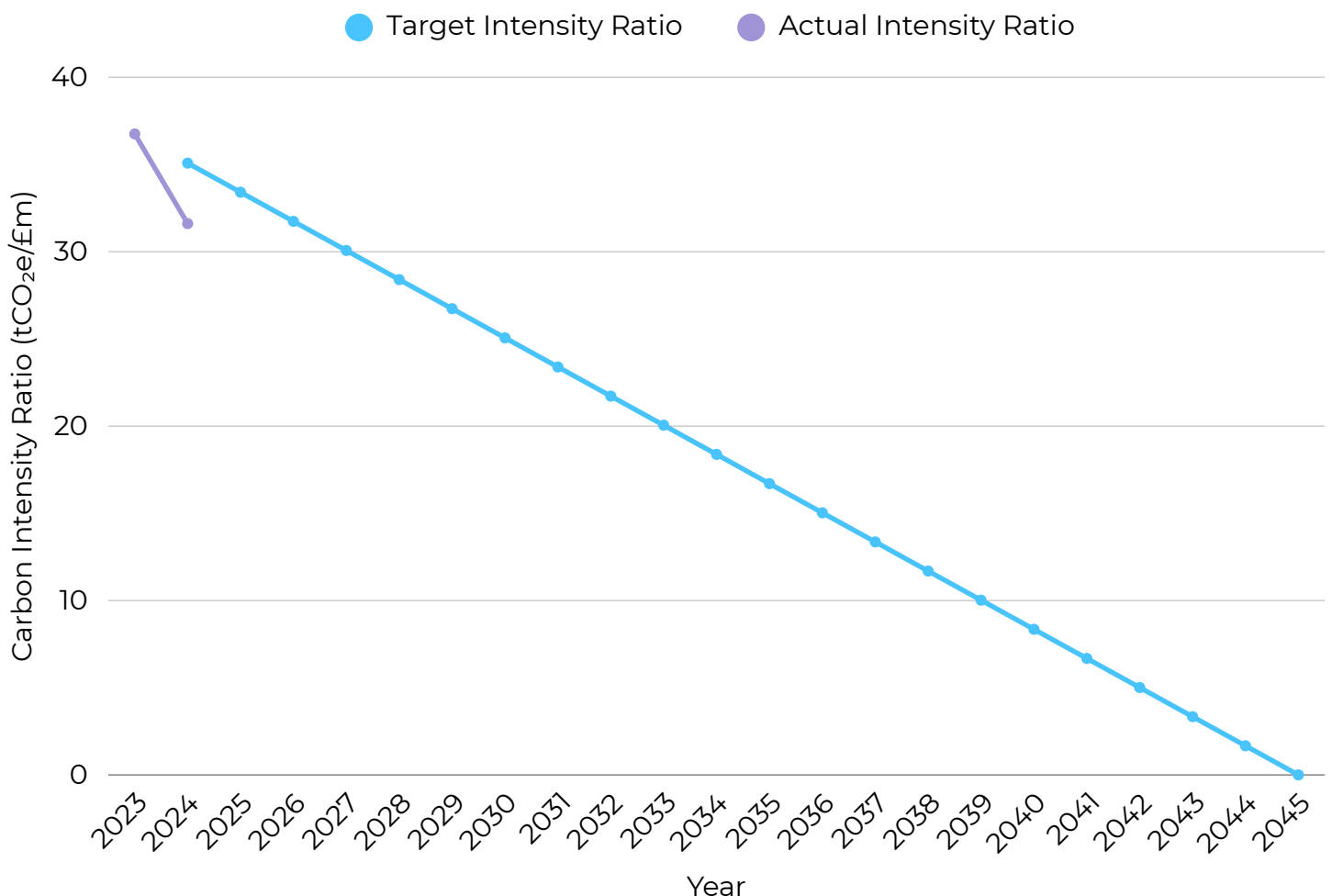


Carbon Emissions Intensity

In addition to tracking absolute emissions, MHL also monitors emissions intensity, measured in tonnes of CO₂e per £1 million revenue, to assess environmental performance relative to business growth.

Based on the year-on-year reduction trajectory aligned with the organisation's net zero pathway, the projected emissions intensity for 2024 was 35.08 tCO₂e/£m revenue. MHL, however, achieved a significantly lower actual intensity of 31.61 tCO₂e/£m, placing the organisation 2–3 years ahead of its intensity reduction target.

This outperformance demonstrates MHL's ability to decouple emissions from business expansion — showing that operational growth has not resulted in a proportionate increase in carbon emissions. The improved emissions efficiency highlights MHL's commitment to embedding sustainability within commercial decision-making.





Carbon Reduction Projects

Completed Carbon Reduction Measures

Medicom Healthcare has achieved climate neutrality for its organisational greenhouse gas emissions, covering Scope 1, Scope 2, and all NHS-required Scope 3 categories (as per the NHS Net Zero Supplier Roadmap), totalling 489.39 tonnes CO₂e for the reporting period 1 January 2024 to 31 December 2024.

This has been achieved in accordance with the principles of ISO 14068-1:2023, the international standard for climate neutrality. Medicom Healthcare has offset 490 tonnes of unavoidable carbon emissions by purchasing third-party verified credits from internationally recognised standards, including VCS, VER, and CER.

This claim does not include all Scope 3 categories; only those currently required by the NHS Net Zero Supplier Roadmap as of 2025.

By adhering to ISO 14068-1 and investing in credible carbon neutrality, Medicom Healthcare demonstrates its commitment to climate responsibility and strengthens its leadership in healthcare sustainability.

Other notable measures include but are not limited to:

- **100% Renewable Electricity in UK Offices:** All electricity used across UK shared workspaces is now procured from certified renewable sources, reducing Scope 2 emissions in line with NHS Net Zero expectations.
- **Carbon-Neutral UK Office Space:** Medicom operates from a carbon neutral shared workspace in the UK for 2024, as confirmed by its workspace provider, through Verra-accredited carbon credits.
- **Hybrid Working Policy:** Continuation of a hybrid working model has reduced employee commuting requirements and minimised energy use in office settings.
- **Shift Toward Sea Freight:** Gradual transition from air and road freight to sea freight, where operationally feasible, has lowered the carbon intensity of inbound logistics.



- **Digital Collaboration Tools:** Widespread use of virtual meeting platforms has reduced the need for domestic and international business travel.
- **Supplier Engagement Across Logistics:** Ongoing collaboration with suppliers has prioritised lower-carbon delivery methods and improved shipment efficiency.
 - **Net Zero Certified Logistics Partner:** One of Medicom's UK logistics partner holds net zero certification, ensuring downstream transport emissions are minimised and externally validated.

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

Scope	Initiative
Scope 2: Electricity Use	Maintain 100% Renewable Energy Tariffs: Ensure UK operations remain on certified renewable electricity tariffs and engage Indian workspace providers to explore switching to green tariffs, where feasible. Request documentation from providers to verify energy source claims.
Scope 3: Upstream Transport	Shift Long-Haul Freight to Sea: Continue increasing the proportion of inbound freight delivered via sea rather than air or road. This includes working with overseas suppliers to plan shipments with longer lead times but lower emissions.
Scope 3: Upstream Transport	Consolidate and Optimise Freight: Identify opportunities to combine shipments to reduce trip frequency. Prioritise full container loads and optimised dispatch schedules to reduce tonne-kilometres.
Scope 3: Waste	Improve Waste Practices in India Shared Workspace: Collaborate with waste providers in India to reduce reliance on landfill and increase recycling or energy recovery options.



Scope	Initiative
Scope 3: Waste	Strengthen UK Waste Data Collection: Work with workspace providers to improve tracking of UK office waste volumes by category (e.g., recycling, general waste). Use this data to inform waste reduction strategies.
Scope 3: Business Travel	Promote Lower Carbon Travel: Encourage employees to choose train travel for domestic trips over car travel where routes exist.
Scope 3: Business Travel	Promote Online Meetings Over Travel: Make virtual meetings the default for internal and external communications to reduce unnecessary trips and emissions.
Scope 3: Business Travel	Reduce Overnight Travel: Encourage combining meetings into fewer trips to limit hotel stays. Prioritise local and regional engagements to reduce travel intensity.
Scope 3: Employee Commuting	Encourage Public Transport and Car Sharing: Provide incentives for employees who commute via train or carpool. Consider travel cost reimbursements or dedicated parking for shared trips.
Scope 3: Downstream Transportation	Partner with Net Zero Logistics Providers: Continue using net-zero certified distributors and encourage other partners to transition to low-carbon fleets, particularly for regional deliveries.
Scope 3: Product/ Packaging	Launch biodegradable eyelid wipes: In 2026, introduce eco-friendly eyelid wipes made from sustainable bamboo paper to reduce landfill waste.



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 Martin

Simon Martin (Jun 23, 2025 21:13 GMT+1)

.....

Name: Simon Martin

Position: Director

Date: 23rd June 2025

23062025 - Final Version - Medicom 2025 - PPN 06/21 2025

Final Audit Report

2025-06-23

Created:	2025-06-23
By:	Dhananjay Rajore (dhananjay.rajore@medicomhealthcare.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAmCFjq19JwDGud2wqVybwLpOmp-NFjL4

"23062025 - Final Version - Medicom 2025 - PPN 06/21 2025" History

-  Document created by Dhananjay Rajore (dhananjay.rajore@medicomhealthcare.com)
2025-06-23 - 7:55:54 PM GMT
-  Document emailed to Simon Martin (simon.martin@medicomhealthcare.com) for signature
2025-06-23 - 7:55:58 PM GMT
-  Email viewed by Simon Martin (simon.martin@medicomhealthcare.com)
2025-06-23 - 7:56:42 PM GMT
-  Document e-signed by Simon Martin (simon.martin@medicomhealthcare.com)
Signature Date: 2025-06-23 - 8:13:44 PM GMT - Time Source: server
-  Agreement completed.
2025-06-23 - 8:13:44 PM GMT