



Nation Medical Limited

Carbon Reduction Plan: 2022-50

Baseline Year: 2022

Introduction: Nation Medical Limited is committed to achieving Net Zero carbon emissions by the year 2050. As a healthcare recruitment business, we recognise our responsibility to reduce our environmental impact and actively contribute to a more sustainable future. This Carbon Reduction Plan outlines our strategy for managing and reducing greenhouse gas emissions in accordance with PPN 06/21 and the associated guidance.

Baseline Emission Footprint: To establish a credible foundation for our Net Zero journey, we have used calendar year 2022 as our baseline. Emissions during this year were measured across Scope 1, Scope 2, and selected Scope 3 categories, following UK Government carbon reporting standards.

Phase 1: Foundational Actions (2022–2025)

Nation Medical Limited has initiated a set of foundational carbon reduction actions during the period 2022–2025, focused on key operational areas:

1. Energy Efficiency

- Introduce low-energy office equipment and motion-activated lighting in shared areas.
- Undertake internal energy use reviews at least annually.
- Target a minimum 15% decrease in electricity consumption by the end of 2025.

2. Sustainable Transportation

- Promote virtual meetings and hybrid working to reduce travel emissions.
- Incentivise staff use of public transport or shared commuting schemes.
- Evaluate future vehicle requirements with a view to transitioning to electric or hybrid-only vehicles.
- Aim for a 20% cut in transport-related emissions by 2025.

3. Waste Management

- Implement clear recycling and reuse stations throughout office locations.

- Launch internal education on correct recycling habits and responsible disposal.
- Strive to cut landfill contributions by 25% by end-2025.

4. Supply Chain and Procurement

- Engage vendors and service providers with a demonstrable sustainability policy.
- Prefer eco-certified suppliers or those actively reducing their own footprint.
- Work towards a 10% reduction in emissions linked to procurement and supply chain by 2025.

Phase 2: Development & Engagement (2026–2035)

Nation Medical will enhance internal sustainability leadership, accelerate emissions reductions, and expand innovation.

1. Renewable Energy Adoption

- Switch to green energy providers where available.
- Investigate on-site renewable options if operationally feasible.
- Target: Source 50% of office energy from renewable sources by 2030.

2. Workforce Involvement

- Establish annual carbon awareness workshops for staff.
- Launch a green workplace scheme encouraging voluntary low-carbon actions.
- Target: Cut per-employee emissions by 30% by 2030.

3. Technology & Innovation

- Invest in cloud-first systems to reduce reliance on physical infrastructure.
- Trial emissions monitoring tools to track Scope 3 impacts more accurately.
- Target: Achieve a 15% overall reduction in emissions by 2035.

Phase 3: Towards Net Zero (2036–2050)

This phase focuses on eliminating residual emissions, leveraging offsetting, and integrating climate resilience into the business model.

1. Verified Offsetting

- Participate in internationally verified carbon offsetting schemes (e.g. Gold Standard or VCS).
- Support reforestation and clean energy initiatives aligned with UN SDGs.

2. Continuous Improvement

- Annual review of this Carbon Reduction Plan and public reporting of progress.
- Remain aligned to best practice guidance from BEIS and evolving legislation.

3. Net Zero Commitment

Nation Medical Limited reaffirms its commitment to reaching Net Zero by **2050** and will continue to refine this roadmap based on evolving carbon science, technology, and industry standards.

Ongoing Monitoring & Transparency

Progress against these goals will be monitored on an annual basis. The company will update emissions figures, reflect achievements, and revise the plan as needed. Nation Medical Limited is committed to transparency and will publish future versions of this Carbon Reduction Plan accordingly.

Commitment to Achieving Net Zero

Nation Medical Limited is fully committed to achieving Net Zero greenhouse gas emissions by 2050. As a responsible healthcare recruitment agency, we understand the critical role that businesses play in tackling the global climate crisis and are determined to embed sustainability into every aspect of our operations.

Our approach is guided by transparency, accountability, and continuous improvement. Using 2022 as our baseline year, we are actively working to identify, reduce, and eliminate sources of emissions across our business — from the energy powering our office space to the commuting habits of our workforce and the suppliers we choose to work with.

We are focused on reducing emissions at the source by improving energy efficiency, minimising waste, and supporting low-carbon behaviours. Where direct reduction is not currently possible, we will use credible carbon offsetting mechanisms to neutralise residual emissions in the future.

This long-term commitment is more than a regulatory obligation — it reflects our broader values as a healthcare-focused business. We are not only committed to delivering excellent service to our partners and candidates but to doing so in a way that protects the planet and promotes a more sustainable future for all.

Baseline Year: 2022			
Baseline year emissions:			
EMISSIONS	TOTAL (tCO₂e)		
Scope 1	Scope 1 – Direct Emissions	tCO₂e	
	Scope 1 Total	0.0000	
<i>Although direct emissions are not currently produced through our operations (Scope 1), we remain vigilant in reviewing potential contributors on an ongoing basis.</i>			
Scope 2	Scope 2 – Indirect Emissions	tCO₂e	
	Electricity (Head office & Branches)	3.2850	
	Gas (Heating type)	0.0000	
	Water	0.0000	
	Scope 2 Total	3.2850	
Scope 3 (Included Sources)	Scope 3	tCO₂e	tCO₂e
	Waste Generated in Operations	4.3351	0.0000
	Upstream transportation & distribution	0.0000	0.0000
	Downstream transportation & distribution	0.0000	0.0000
	Business Travel	0.0000	0.0000
	Commuting (round trip to location)	51.6585	0.0000
	Work From Home	0.0000	0.0000
	Scope 3 Total	55.9936	0.0000
<i>The primary contributor to emissions, namely commuting, is currently under study. Through the acquisition of more accurate and comprehensive data in subsequent iterations, we aim to implement enhanced controls and reductions. This will be achieved through the formulation of effective policies and the education of staff on emissions in this specific area.</i>			
Total Emissions	59.2786 tCO₂e		

Current Emissions Reporting

Current Year: 2024	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Scope 1 – Direct Emissions tCO₂e
	Scope 1 Total 0.0000
	<i>While our business processes and activities do not contribute to this category of emissions, we remain watchful and attentive to ensure ongoing adherence to sustainable practices.</i>
Scope 2	Scope 2 – Indirect Emissions tCO₂e
	Electricity (Head office & Branches) 4.1522
	Gas (Heating type) 0.0000
	Water 0.0000
	Scope 2 Total 4.1522
<i>The heating and water usage are consolidated under electricity, resulting in a single category within this scope.</i>	
Scope 3 (Included Sources)	Scope 3 tCO₂e
	Waste Generated in Operations 4.1158
	Upstream transportation & distribution 0.0000
	Downstream transportation & distribution 0.0000
	Business Travel 0.0000
	Commuting (round trip to location) 65.8556
	Work From Home 0.0000
	Scope 3 Total 69.9714
<i>The primary contributor to emissions, namely commuting, is currently under study. Through the acquisition of more accurate and comprehensive data in subsequent iterations, we aim to implement enhanced controls and reductions. This will be achieved through the formulation of effective policies and the education of staff on emissions in this specific area.</i>	
Total Emissions	74.1236 tCO₂e
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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Nation Medical Ltd:

Prajval C

Date: 02/12/2024.

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

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

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