

# Carbon Reduction Plan

Date issued: 20/03/2022  
Next review date: 01/10/2024



# Carbon Reduction Plan

<b>Reference number:</b>	FE07
<b>Policy Approved by:</b>	David Newton
<b>Date of Approval:</b>	20/03/22
<b>Date Issued:</b>	20/03/22
<b>Next Review Date:</b>	04/10/24
<b>Document Owner (Author):</b>	Mike Baldwin

## Version Control and Summary Changes

Version Number	Date	Reviewed By	Comments (details of changes)
V1.0	20/03/21	Natasha Harper	Initial version
V1.1	20/03/22	Mike Baldwin	Net Zero target highlighted. Document owner amended. Scope emissions updated
V1.2	20/03/23	Mike Baldwin	Review date updated to align with SECR metrics date
V1.3	04/10/23	Mike Baldwin	Updated SECR metrics and commentary
V1.4	29/11/23	Mike Baldwin	Scope of group companies added

## Table of Contents

Net Zero Commitment Statement.....	3
Baseline Emissions Footprint – 2019 / 2020.....	3
Emissions 5-Year Reduction Target – 2019 ~ 2024.....	4
Carbon Reduction Projects.....	4
Completed Carbon Reduction Initiatives .....	4
Implementation of Further Measures.....	5
Declaration and Sign Off.....	5

## Net Zero Commitment Statement

ID Medical Group Holdings Ltd is committed to achieving net zero emissions by 2030.

ID Medical Group Holdings Ltd comprises: ID Medical Group Ltd, The Locum Consultancy, Locum24 and Nursing24.

## Baseline Emissions Footprint – 2019/2020

Baseline emissions are a record of the greenhouse gases produced prior to the introduction of any strategies to reduce emissions. They are the reference point against which ID Medical emissions reduction can be measured. No scope 1 emissions reporting exists for this period and no emissions reporting at all exists prior to this date.

Energy usage comprises the purchase of electricity and grey fleet business mileage.

The Intensity Ratio reported below compares the emissions data with the amount of occupied office space in square meters.

Emissions data is gathered from ID Medical's Streamlined Energy and Carbon Report (SECR) generated by Amber Energy.

Scope and Intensity Ratio	Baseline Year Oct 2019/Oct 2020 Total (tCO <sub>2</sub> e)	Current Year Oct 2022/Oct 2023 Total (tCO <sub>2</sub> e)
Scope 1	Not reported	5
Scope 2	209	113
Scope 3	67	24
Total Emissions	276	142
Intensity Ratio – kg CO <sub>2</sub> /m <sup>2</sup>	63.64	47.1

## Emissions 5-Year Reduction Target – 2019 ~ 2024

In order to reach our stated aim to achieve Net Zero by 2030, we have adopted the following carbon emissions reduction projects and are targeting a decrease over the five-year period 2019 to 2024 to 140tCO<sub>2</sub>e, representing a reduction of 50%.

During the Covid-19 period, we encouraged staff to work from home where possible and have reduced business travel by holding client meetings using online platforms. ID Medical recognises the positive impact these steps have had on reducing our carbon footprint, however, our business operations require an office-based presence and a 'return to work' exercise has been completed. This has had an inevitable impact on our corporate emissions footprint.

We have relinquished two office locations (June 2022) which reduced our overall floor space by 47%.

As a predominantly administrative organisation, ID Medical Group Holdings Ltd has identified the largest contributor toward our total CO<sub>2</sub> emissions to be from grid electricity (96.1% of tCO<sub>2</sub>e). Therefore, our current plans are focused on introducing measures to reduce our electricity usage.

## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented:

- We have switched our electricity supply to a renewable energy supplier.
- We have retained a hybrid work pattern environment post-COVID-19, allowing some colleagues to work from home for part of the week.
- We conduct many of our client meetings online which has reduced business travel.
- We have removed disposable cups from our offices and only provide reusable crockery and cutlery.
- We have introduced the use of recycled paper and applied a log in system to our printers to reduce the amount of printing. We have monitoring tools in place which allow us to ensure reduced volumes by identifying high users.
- We promote a cycle to work scheme. Our data shows that 3% of employees use this scheme.
- We have introduced recycling within our offices. Our data shows that 15.8% of the office waste produced onsite is recycled.
- We are progressing ISO14001 Environmental Management accreditation. Our stage 2 external audit is scheduled Dec 2023.

## In the future, we intend to implement further measures, such as:

- Improved energy monitoring and general levels of energy awareness.
- Monitoring and management of waste.
- Timers fitted to our hot water systems.
- Replace light fittings for LED upgrades and include additional lighting controls, eg, PIR.
- A switch-off campaign and policy to ensure all PCs and ancillary equipment are switched off out of hours.
- A cycle to work campaign to help increase employee uptake.
- The re-introduction and campaign of a car sharing scheme. This was removed due to Covid-19.

Further information can be obtained from the Head of Projects or Infrastructure Manager by emailing [info@id-medical.com](mailto:info@id-medical.com)

## 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 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 Managing Director.



**David Newton**  
Managing Director  
October 2023.