

360 Medicare Personnel Limited

Carbon Reduction Plan: Journey to Net Zero by 2040

Introduction: 360 Medicare Personnel Limited (360 Medicare), as an international healthcare recruitment agency, recognizes the critical role it plays in the healthcare sector and is committed to minimizing its environmental impact. This Carbon Reduction Plan outlines our commitment to reducing carbon emissions, aligning with ISO 14001 standards, and achieving Net Zero by 2040.

Baseline Year: The baseline year for this carbon reduction plan is set as January to December 2002. During this period, we will establish the average carbon footprint to benchmark our progress.

Baseline Emission Footprint: To accurately measure our carbon footprint, we will consider emissions from all scopes, including Scope 1 (direct emissions), Scope 2 (indirect emissions from energy consumption), and Scope 3 (indirect emissions from the value chain).

Carbon Reduction Targets

1. Short-Term Targets (2023-2025):

- Achieve a 15% reduction in Scope 1 emissions through energy efficiency measures and the adoption of low-carbon technologies.
- Source at least 50% of our energy from renewable sources by 2025.
- Implement a sustainable transportation policy, aiming for a 10% reduction in business travel emissions.

2. Mid-Term Targets (2026-2030):

- Attain a 35% reduction in overall carbon emissions, with a focus on Scope 2 and Scope 3 emissions.
- Enhance energy efficiency in office operations, encouraging the use of energy-saving technologies and practices.
- Collaborate with suppliers to reduce the carbon footprint of the value chain by 20%.

3. Long-Term Targets (2031-2040):

- Achieve Net Zero carbon emissions by 2040, balancing any remaining emissions with offsetting initiatives such as reforestation projects or investments in carbon technologies.
- Continuously monitor and optimize energy consumption to maintain Net Zero status.
- Foster innovation in sustainable practices and technologies to contribute to broader industry efforts.

ISO 14001 Compliance

360 Medicare commits to aligning its carbon reduction plan with ISO 14001 standards. This includes:

- Regular assessments and audits to ensure compliance and identify areas for improvement.
- Documented procedures for monitoring, measuring, and reporting carbon emissions.
- Engaging employees through training programs to promote environmental awareness and responsibility.

Stakeholder Engagement

360 Medicare recognizes the importance of involving all stakeholders in our carbon reduction journey. We will:

- Communicate progress transparently with clients, candidates, and employees.
- Encourage and support our clients and suppliers in their own carbon reduction initiatives.
- Seek feedback from stakeholders to improve and refine our carbon reduction strategies.

Conclusion

360 Medicare's Carbon Reduction Plan outlines a comprehensive strategy to reduce our environmental impact, with the ultimate goal of achieving Net Zero carbon emissions by 2040. By aligning with ISO 14001 standards and engaging stakeholders, we aim to contribute to a sustainable future while maintaining our commitment to delivering high-quality healthcare recruitment services.

Commitment to Net Zero

360 Medicare is unwavering in its commitment to achieving Net Zero carbon emissions by the year 2040. Recognizing the urgency of addressing climate change, we pledge to go beyond mere compliance and actively pursue innovative and sustainable practices. Our dedication extends across all scopes of emissions, encompassing both direct and indirect sources, and aligns with the stringent guidelines set forth by ISO 14001. This commitment involves a multi-faceted approach, including investing in renewable energy, implementing energy-efficient technologies, and collaborating with stakeholders to foster a collective responsibility towards environmental sustainability. As we embark on this transformative journey, 360 Medicare aims not only to meet industry standards but to exceed them, contributing to a healthier planet while maintaining the high-caliber, people-oriented service that defines our organization.

Baseline Emissions Reporting

Baseline Year: 2022

Baseline year emissions:

Scope	Emission Source	Total (tCO ₂ e)
Scope 1	Stationary Combustion (Boiler, Generator)	0.0000
Scope 1	Mobile Combustion (Company Fleet)	0.0000
Scope 1	Process Emissions (On-Site Manufacturing)	0.0000
Scope 1	Fugitive Emissions (F-Gases)	0.0000
Scope 1	Scope 1 Total	0.0000
Scope 2	Electricity (Head office & Branches)	3.1061
Scope 2	Gas (Heating type)	0.0945
Scope 2	Water	0.0000
Scope 2	Scope 2 Total	3.2006
Scope 3	Waste Generated in Operations	2.1281
Scope 3	Upstream transportation & distribution	0.0000
Scope 3	Downstream transportation & distribution	0.0000
Scope 3	Business Travel	0.0000
Scope 3	Commuting (round trip to location)	2.0661
Scope 3	Work From Home	0.3418
Scope 3	Scope 3 Total	4.5360

Scope 1 note: Identifying areas where our business processes and activities currently do not contribute to this scope, we remain vigilant and committed to transparency. Nevertheless, we pledge to diligently report any emissions within this scope that may arise in the future.

Scope 3 note: At present, commuting stands out as our primary contributor to emissions, and our team is actively working to refine data accuracy and provide more specific emissions declarations. This ongoing effort is aimed at gaining better control over this particular aspect of emissions.

Total Emissions: 7.7366 tCO₂e

Current Emissions Reporting

Current Year: 2024

Current year emissions:

Scope	Emission Source	Total (tCO ₂ e)
Scope 1	Stationary Combustion (Boiler, Generator)	0.0000
Scope 1	Mobile Combustion (Company Fleet)	0.0000
Scope 1	Process Emissions (On-Site Manufacturing)	0.0000
Scope 1	Fugitive Emissions (F-Gases)	0.0000
Scope 1	Scope 1 Total	0.0000

Scope 2	Electricity (Head office & Branches)	3.1061
Scope 2	Gas (Heating type)	1.0945
Scope 2	Water	0.0000
Scope 2	Scope 2 Total	4.2006
Scope 3	Waste Generated in Operations	2.6281
Scope 3	Upstream transportation & distribution	0.0000
Scope 3	Downstream transportation & distribution	0.0000
Scope 3	Business Travel	0.0000
Scope 3	Commuting (round trip to location)	3.0661
Scope 3	Work From Home	0.3418
Scope 3	Scope 3 Total	6.0360

Scope 1 note: Identifying areas where our business processes and activities currently do not contribute to this scope, we remain vigilant and committed to transparency. Nevertheless, we pledge to diligently report any emissions within this scope that may arise in the future.

Scope 3 note: At present, commuting stands out as our primary contributor to emissions, and our team is actively working to refine data accuracy and provide more specific emissions declarations. This ongoing effort is aimed at gaining better control over this particular aspect of emissions.

Total Emissions: 10.2366 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 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).

Signature	
Position	Director
Name	Sreekanth Pillai
Date	01st January 2025

Source: 360Medicare Carbon Reduction Plan webpage: <https://www.360medicare.co.uk/carbon-reduction-plan>

Transcription note: The webpage image states the baseline year as 2022 in the emissions table, while the introductory paragraph contains the text 'January to December 2002'. Both have been retained as displayed on the source page.