

Carbon Reduction Plan

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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's 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 (scope 2) and business (scope 1)/grey (scope 3) fleet business mileage.

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

Emissions data is gathered from ID Medical's Streamlined Energy and Carbon Report (SECR) generated by Amber Energy for the period Apr 23/Mar 24.

Scope and Intensity Ratio	Baseline Year Oct 2019/Oct 2020 Total (tCO ₂ e)	Current Year Oct 2023/Oct 2024 Total (tCO ₂ e)
Scope 1	Not reported	6.64
Scope 2	209	81.41
Scope 3	67	32.95
Total Emissions	276	121
Intensity Ratio – kg CO ₂ /m ²	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 adopted initial carbon emissions reduction projects to decrease our carbon footprint over the five-year period 2019 to 2024 to 140tCO₂e, representing a reduction of 50%. This has been exceeded – the result to Oct 2024 has been confirmed as 121tCO₂e.

Emissions 5-Year Reduction Target – 2024 ~ 2029

As a predominantly administrative organisation, ID Medical Group Holdings Ltd has identified the largest contributor toward our total CO₂ emissions to be from grid electricity (96.1% of tCO₂e). Therefore, our current plans are focused on introducing measures to reduce our electricity usage.

Over the next five-year period to 2029, we are targeting a reduction in CO₂ emissions to 80tCO₂e. This represents an overall reduction since the baseline year (2019) of 72%.

The initiatives currently in progress and being evaluated are listed below.

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 attained ISO14001 Environmental Management accreditation in Dec 2023.
- 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 to reduce business travel.
- We only provide reusable crockery and cutlery – no disposable items.
- We use recycled paper and a login system to our printers to reduce the amount of printing. We monitor printer usage to identify high-volume users.
- We promote a cycle to work scheme that 3% of colleagues use.
- We recycle materials where possible. Our data shows that 15.8% of the office waste produced onsite is recycled.

Measures to be Implemented and Evaluated – 2024 to 2029

- Replacing fluorescent lighting for LED upgrades and additional lighting controls e.g. PIR. Approx 20tCO₂e pa
- Replacing telephony rack to digital system. Approx 3tCO₂e pa
- Replace desk phones. Approx 1tCO₂e pa
- Move additional services to the cloud to reduce on-premise server energy consumption. Approx 11tCO₂e pa
- Upgrade air conditioning units. Approx 5tCO₂e pa
- Improved energy monitoring and general awareness of energy usage.
- Monitoring and management of waste.
- Timers fitted to hot water systems.
- A switch-off campaign and policy to ensure all PCs and ancillary equipment are switched off out of hours.
- An improved cycle to work campaign to support the reduction of car use.
- The re-introduction and campaign of a carsharing 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

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 2024.