

### MediLink Consulting Ltd Carbon Reduction Plan: Jan to Dec 2023

#### Introduction:

MediLink Consulting Ltd is committed to achieving Net Zero emissions by 2050.

We are dedicated to reducing our carbon footprint while maintaining excellence in healthcare recruitment. Our commitment is to lower greenhouse gas emissions and contribute to a more sustainable future. This Carbon Reduction Plan outlines our strategies and goals based on the baseline year calculations.

**Baseline Year (Jan-Dec 2023):** In 2023, our carbon emissions averaged 36.2982 tCO<sub>2</sub>e across all operations.

#### Goals:

- Emissions Reduction:** Our primary goal is to reduce carbon emissions. Due to the limited data currently available, we are unable to calculate emissions at this time. However, we are in the process of implementing proper measures to collect this data, and it will be reported in the following year.
- Energy Efficiency:** Enhance energy efficiency within our office operations, including lighting, heating, and cooling, to reduce energy consumption. Due to the limited data currently available, we are unable to calculate emissions at this time. However, we are in the process of implementing proper measures to collect this data, and it will be reported in the following year.
- Transportation:** Promote sustainable commuting options for our staff, including public transport, carpooling, and cycling, with the aim to reduce the carbon footprint associated with employee travel.
- Supply Chain:** Collaborate with suppliers to source products and services with a lower environmental impact. Encourage sustainable and local sourcing where possible.
- Renewable Energy:** Investigate the feasibility of transitioning to renewable energy sources for our office locations and operations.
- Waste Reduction:** Implement strategies to minimise waste generation and increase recycling. Aim to reduce non-recyclable waste. Due to the limited data currently available, we are unable to calculate emissions at this time. However, we are in the process of implementing proper measures to collect this data, and it will be reported in the following year.

#### Actions:

##### 1. Emissions Reduction:

- Conduct a comprehensive carbon audit to identify emissions sources.
- Implement energy-efficient technologies and practices within our office locations.
- Offset remaining emissions through certified carbon offset programs.

## Carbon Reduction Plan

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### 2. Energy Efficiency:

- Upgrade office lighting to LED fixtures.
- Optimise heating and cooling systems for energy savings.
- Promote power-saving practices among employees.

### 3. Transportation:

- Encourage remote work and flexible schedules to reduce commuting needs.
- Provide incentives for staff to use public transport, carpool, or cycle.
- Explore electric vehicle (EV) options for company-owned vehicles.

### 4. Supply Chain:

- Collaborate with suppliers to understand and reduce the carbon footprint of our supply chain.
- Prioritise suppliers with strong environmental and ethical credentials.

### 5. Renewable Energy:

- Investigate the feasibility of transitioning to renewable energy sources and consider on-site solar installations.

### 6. Waste Reduction:

- Implement a waste reduction program to encourage recycling and minimise waste.
- Reduce single-use plastics and paper consumption within our offices.

### Monitoring and Reporting:

- Regularly track and report on our carbon emissions reduction progress.
- Quarterly assessments and adjustments of our strategies to ensure we meet our targets.

**Engagement:** Engage and educate our employees and stakeholders in carbon reduction efforts through regular communication and training.

**Certifications and Recognition:** Seek recognition from environmental organisations for our efforts in reducing carbon emissions and contribute to the sustainability of the healthcare industry.

**Conclusion:** MediLink Consulting Ltd is dedicated to reducing its carbon footprint in 2023 and beyond. We understand the importance of environmental sustainability and are committed to making a positive impact. This plan will be reviewed annually and updated to ensure we meet our targets and contribute to a greener, healthier future.

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## **Emission Reduction Targets and Projects for MediLink Consulting Ltd: 2023-2040 Targets:**

### **1. Emissions Reduction:**

- **Target:** Achieve a 10% reduction in carbon emissions annually, aiming for a cumulative reduction of 30% by the end of 2025, compared to the baseline year of 2023.
- **Projects:**
- Continue to conduct annual carbon audits to identify and mitigate emissions sources.
- Expand the use of energy-efficient technologies across all office locations.
- Encourage a culture of sustainability and responsibility among employees.

### **2. Energy Efficiency:**

- **Target:** Reduce energy consumption by 15% annually through various energy-saving initiatives.
- **Projects:**
- Implement smart heating and cooling systems with occupancy sensors.
- Invest in renewable energy sources, such as on-site solar installations for our offices.
- Promote remote work and flexible schedules to reduce office energy usage.

### **3. Transportation:**

- **Target:** Decrease the carbon footprint associated with employee travel by 15% each year.
- **Projects:**
- Develop a comprehensive telecommuting policy to reduce commuting needs.
- Offer incentives for staff to use public transport, carpool, or cycle.

### **4. Supply Chain:**

- **Target:** Collaborate with suppliers to achieve a 10% reduction in the carbon footprint of our supply chain by the end of 2025.
- **Projects:**
- Regularly assess supplier sustainability and carbon emissions data.
- Work with suppliers to optimise the environmental impact of our supply chain, such as adopting more sustainable packaging.

### **5. Waste Reduction:**

- **Target:** Reduce non-recyclable waste by 20% annually, aiming for a cumulative reduction of 60% by the end of 2025.
- **Projects:**
- Continue to implement a waste reduction program that encourages recycling and waste minimisation.
- Reduce single-use plastics and paper consumption within our offices, promoting reusable and digital alternatives.

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### **Monitoring and Reporting:**

- *Maintain quarterly assessments to review and adjust strategies to meet or exceed the stated targets.*
- *Regularly communicate progress to all stakeholders through reports and updates on our website and through internal channels.*

### **Engagement:**

- *Continue to engage and educate employees and stakeholders through workshops, training, and ongoing communication about our environmental sustainability initiatives.*

### **Certifications and Recognition:**

- *Seek recognition and certifications from environmental organisations and industry bodies for our ongoing efforts in reducing carbon emissions and promoting sustainable practices in the healthcare recruitment sector.*

## **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<sup>i</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>ii</sup>.

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<sup>3</sup>.

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

### **Signed on behalf of MediLink:**



Date: 03/04/2024

<sup>i</sup> <https://ghgprotocol.org/corporate-standard>

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

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