

## MediLink Consulting Ltd

Baseline Year: January 1, 2023 – December 31, 2023

Current/Submission Year: January 1, 2024 – December 31, 2024

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### 1. Executive Summary

MediLink Consulting Ltd is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2050, with a stretch ambition of achieving this by 2040.

This Carbon Reduction Plan outlines our baseline emissions (2023/24), current operational model, and future actions to reduce emissions across Scope 1, 2, and 3. As a primarily remote and contractor-led organisation with limited office space and a small fleet, our carbon footprint is comparatively low—but we recognise that all businesses must contribute to collective climate action.

Our strategy incorporates behaviour change, hybrid working practices, office efficiency improvements, and travel reduction to ensure long-term emissions reductions and environmental responsibility.

We are a contractor-led, predominantly remote healthcare staffing organisation with a modest office footprint and limited vehicle usage. Nevertheless, we take responsibility for all relevant emissions—including commuting by both employees and deployed healthcare workers.

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### 2. Meeting the Reporting Requirements

This Carbon Reduction Plan (CRP) has been prepared in compliance with **PPN 06/21**, as published by the Cabinet Office. It is reviewed annually and aligned with our financial and operational reporting cycle.

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### 3. Commitment to Achieving Net Zero

MediLink Consulting Ltd is fully committed to achieving Net Zero GHG emissions by **2050 at the latest**, with a **stretch goal of 2040**.

We support UK-wide efforts to decarbonise both public sector services and the wider health industry through sustainable practices in clinical staffing, operational delivery, and remote service models.

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#### 4. Carbon Footprint Methodology

As a healthcare staffing provider operating from a single office in Brentwood, Essex, and with the majority of our workforce either remote or field-based, our emissions profile reflects a low-impact administrative model.

Our emissions inventory follows the GHG Reporting Protocol and DEFRA 2023 Conversion Factors, with emissions assessed across:

- Scope 1: Direct emissions from fleet fuel use
- Scope 2: Purchased electricity for office use
- Scope 3: All relevant categories including employee commuting, healthcare personnel commuting, business travel, hotel stays, water use, and waste

Each source was evaluated using estimated or known activity data (mileage logs, payroll records, CRM placement activity, and occupancy assumptions). Healthcare worker commuting emissions, previously excluded, are now incorporated based on deployment records and average travel distances.

#### 5. Baseline Carbon Emissions – FY 2023/24

**Office Location:** Brentwood, Essex (rented, shared utilities)

**Workforce Setup:** Remote, hybrid, and contractor-based

**Fleet:** 2 petrol vehicles, 10,000 miles/year each

Scope	Activity	Emissions (tCO <sub>2</sub> e)
Scope 1	Fleet fuel (2 medium petrol cars)	2.73
Scope 2	Electricity use (shared building)	0.85
Scope 3	Business travel (rail, road)	5.0
	Hotel accommodation (clinical assignments)	3.0
	Employee commuting (head office & remote)	4.5
	<i>Healthcare personnel commuting</i>	35.0
	Waste and water	1.5
Total Scope 3		49.0
TOTAL EMISSIONS		52.58 tCO <sub>2</sub> e

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## 6. Emission Reduction Targets

Reduction targets have been set using the Science Based Targets initiative (SBTi) absolute contraction approach. Targets apply across Scopes 1, 2, and 3.

Year	Reduction Target	Projected Emissions (tCO <sub>2</sub> e)
2028	25%	39.4
2035	50%	26.3
2040	75% (stretch)	13.1
2050	100% (Net Zero)	0

**Methodology:** Targets calculated against baseline of 52.58 tCO<sub>2</sub>e, aligned with SBTi SME pathway for service organisations.

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## 7. Carbon Reduction Projects

### Scope 1 (Gas + Fleet)

- Replace fleet vehicles with **Electric Vehicles (EVs)** by 2030
- Consider **low-carbon heating options** (if feasible with landlord)
- Offset residual emissions annually through **ICROA-accredited schemes**

### Scope 2 (Electricity)

- Transition to a **renewable-backed energy tariff** by 2026
- Implement **PC and printer power management** across office systems
- Encourage “**switch-off**” **campaigns** for office-based staff

### Scope 3 (Travel, Accommodation, Waste)

- Promote **hybrid working** to reduce commuting
- Implement **Travel Policy** encouraging rail over car, and use of EVs for rentals

- Prioritise **Green-rated hotels** for overnight stays
  - Provide staff with information on **eco-driving and sustainable commuting**
  - Encourage use of **Cycle to Work schemes**, public transport discounting
  - Roll out **digital-first processes** to reduce paper usage
  - Support the creation of a **Sustainability Champion Network** within the team
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## 8. Employee Learning and Behavioural Change

- Develop an **internal dashboard** showing environmental impact data
  - Share **sustainability content** via newsletters, webinars, and intranet posts
  - Include **carbon reduction expectations in annual appraisals**
  - Recognise and reward teams/individuals reducing emissions
  - Provide **training on low-carbon operations** and travel choices
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## 9. Leadership

MediLink's Executive Team fully supports this Carbon Reduction Plan. Oversight sits with the Compliance Director, and carbon reduction forms part of the leadership agenda. Quarterly reporting will monitor progress and ensure accountability across business functions.

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## 10. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in line with **PPN 06/21**, the GHG Reporting Protocol, and the SECR requirements. missions have been calculated using DEFRA conversion factors and disclosed transparently.

This plan has been reviewed and approved by MediLink Consulting Ltd's Executive Board.

**Signed on behalf of MediLink Consulting Ltd:**

**Danielle Gifford**



**Compliance Director**

**Date: 2904/2024**