



# National Locums

## Carbon Reduction Plan: (Jan to Dec 2023 - Net Zero by 2040)

### *Introduction:*

National Locums, a leading medical recruitment agency, is embarking on a crucial journey towards environmental sustainability. With the baseline year set as 2022 and a net-zero emissions target by 2040, this Carbon Reduction Plan marks the inaugural effort to identify and record emissions systematically. Recognizing the current lack of comprehensive data, our focus is on introducing robust processes for precise data collection and continuous enhancement in every iteration.

Baseline Emission Footprint (Jan to Dec 2023):

Primary sources of emissions might include:

1. **Office Operations:** Energy consumption for administrative tasks, lighting, and climate control.
2. **Transportation:** Emissions from staff commuting to hospitals and healthcare facilities.
3. **Supply Chain:** Emissions related to procuring medical supplies and equipment.

Phase 1: Identifying and Recording Emissions (2022)

1. **Initial Assessment:** Initiate the process to identify and record emissions across operations for the first time.
2. **Data Collection Enhancement:** Introduce improved processes for data collection to ensure enhanced accuracy and precision, recognizing the need for more robust measurement methodologies.

Phase 2: Iterative Carbon Reduction Targets (2023-2040)

1. **Progressive Reduction Targets:** Set iterative reduction targets based on enhanced data collection to steadily decrease emissions across all operational areas.
2. **Certification Alignment and Data Precision:** Align processes with industry standards (e.g., ISO certifications) for improved data accuracy and adherence to systematic reduction strategies.
3. **Operational Optimization and Innovation:** Implement energy-efficient technologies, optimize transportation, and explore sustainable supply chain practices to achieve substantial emission reductions.

Conclusion:

National Locums' Carbon Reduction Plan embodies our commitment to integrating environmental sustainability into our core values. Acknowledging the initial lack of comprehensive data, our dedication to iterative improvement and systematic reduction

strategies will lead us towards achieving net-zero emissions by 2040, aligning with our mission to provide high-quality medical staffing solutions while being environmentally conscious.

## **Commitment to Achieving Net-Zero in Alignment with ISO 14001**

At National Locums, our commitment to achieving net-zero emissions by 2040 aligns closely with the principles outlined in ISO 14001, the international standard for Environmental Management Systems. Our dedication to aligning our carbon reduction efforts with ISO 14001 principles encompasses the following commitments:

### **1. Environmental Policy Development:**

We will establish an environmental policy that includes a firm commitment to reducing our carbon footprint, in harmony with our broader environmental sustainability objectives.

### **2. Legal Compliance and Obligations:**

Our pledge extends to ensuring full compliance with environmental laws and regulations, consistently reviewing and refining our practices to meet legal requirements while working towards our net-zero target.

### **3. Continuous Improvement:**

Our commitment to continual improvement mirrors the essence of ISO 14001. We will systematically enhance our environmental performance through regular assessments, ensuring our strategies for emissions reduction progress alongside technological advancements and best practices.

### **4. Data-Driven Decision Making:**

We will base our carbon reduction strategies on accurate and reliable data, employing systematic data collection and analysis to guide our decision-making processes.

### **5. Stakeholder Engagement:**

In line with ISO 14001, we will engage stakeholders, from our employees to our suppliers and clients, fostering a culture of environmental responsibility and collaboration in achieving our net-zero goals.

### **6. Leadership and Commitment:**

Our leadership is fully committed to steering our organization towards net-zero emissions. We will provide the necessary resources, guidance, and support to achieve this shared environmental objective.

By aligning with the core principles of ISO 14001, we are not only committed to achieving our net-zero target but also embedding a culture of environmental stewardship within National Locums, ensuring our commitment to sustainability remains at the forefront of our operations.

## **Carbon Reduction Targets for National Locums (2023-2040)**

### **1. Energy Consumption:**

- **Target:** Achieve a 25% reduction in office energy consumption by 2025 through the implementation of energy-efficient technologies and staff education on responsible energy usage.

### **2. Transportation:**

- **Target:** Reduce transportation emissions by 20% by 2025 by promoting remote work options, encouraging the use of public transportation, and implementing carpooling initiatives.

### 3. Supply Chain:

- **Target:** Aim for a 15% reduction in supply chain emissions by 2025 by sourcing from eco-conscious suppliers and optimizing logistics to reduce emissions associated with medical supplies procurement.

#### Strategy for Achieving Targets:

1. **Energy Efficiency Initiatives:** Implement energy-saving technologies and educate staff on responsible energy use, aiming to reduce overall energy consumption.
2. **Transport Optimization:** Encourage remote work options, promote the use of eco-friendly transportation means, and facilitate carpooling among staff to lower transportation-related emissions.
3. **Supply Chain Optimization:** Collaborate with suppliers committed to sustainable practices, optimize inventory management, and improve delivery logistics to minimize emission impacts within the supply chain.

Regular assessments and adjustments will be pivotal in reaching these targets, ensuring continual progress towards the net-zero emissions goal by 2040.

|  |  |
|--|--|
| <b>Baseline Year: 2022</b>   |  |
| <b>Baseline year emissions:</b>                                      |  |
| <b>EMISSIONS</b>   | <b>TOTAL (tCO<sub>2</sub>e)</b>  |
| <b>Scope 1</b>   | <b>Scope 1 – Direct Emissions</b> <span style="float: right; border: 1px solid black; padding: 2px;">tCO<sub>2</sub>e</span>   |
|  | Stationary Combustion (Boiler, Generator) <span style="float: right;">0.0000</span>  |
|  | Mobile Combustion (Company Fleet) <span style="float: right;">0.0000</span>  |
|  | Process Emissions (On-Site Manufacturing) <span style="float: right;">0.0000</span>  |
|  | Fugitive Emissions (F-Gasses) <span style="float: right;">0.0000</span>  |
|  | <b>Scope 1 Total</b> <span style="float: right;"><b>153.00</b></span>  |
| <i>narratives</i>  |  |
| <b>Scope 2</b>   | <b>Scope 2 – Indirect Emissions</b> <span style="float: right; border: 1px solid black; padding: 2px;">tCO<sub>2</sub>e</span> |
|  | Electricity (Head office & Branches) <span style="float: right;">0.0000</span>   |
|  | Gas (Heating type) <span style="float: right;">0.0000</span>   |
|  | Water <span style="float: right;">0.0000</span>  |
|  | <b>Scope 2 Total</b> <span style="float: right;"><b>36.50</b></span>   |
| <i>Narratives</i>  |  |
| <b>Scope 3</b><br><b>(Included Sources)</b>                          | <b>Scope 3</b> <span style="float: right; border: 1px solid black; padding: 2px;">tCO<sub>2</sub>e</span>                      |
|  | Waste Generated in Operations <span style="float: right;">0.0000</span>  |
|  | Upstream transportation & distribution <span style="float: right;">0.0000</span>   |
|  | Downstream transportation & distribution <span style="float: right;">0.0000</span>   |
|  | Business Travel <span style="float: right;">0.0000</span>  |
|  | Commuting (round trip to location) <span style="float: right;">0.0000</span>   |
|  | Work From Home <span style="float: right;">0.0000</span>   |
| <b>Scope 3 Total</b> <span style="float: right;"><b>61.64</b></span> |  |
| <i>Narratives</i>  |  |
| <b>Total Emissions</b>   | <b>251.14</b>  |

## Current Emissions Reporting

| <b>Current Year: 2024</b>            |  |               |
|--------------------------------------|--|---------------|
| <b>Current year emissions:</b>       |  |               |
| <b>EMISSIONS</b>                     | <b>TOTAL (tCO<sub>2</sub>e)</b>  |               |
| <b>Scope 1</b>                       | <b>Scope 1 – Direct Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>   |               |
|                                      | Stationary Combustion (Boiler, Generator) <span style="float: right;">0.0000</span>            |               |
|                                      | Mobile Combustion (Company Fleet) <span style="float: right;">0.0000</span>                    |               |
|                                      | Process Emissions (On-Site Manufacturing) <span style="float: right;">0.0000</span>            |               |
|                                      | Fugitive Emissions (F-Gasses) <span style="float: right;">0.0000</span>                        |               |
|                                      | <b>Scope 1 Total</b>   | <b>149.00</b> |
|                                      | <i>narratives</i>  |               |
| <b>Scope 2</b>                       | <b>Scope 2 – Indirect Emissions</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span> |               |
|                                      | Electricity (Head office & Branches) <span style="float: right;">0.0000</span>                 |               |
|                                      | Gas (Heating type) <span style="float: right;">0.0000</span>                                   |               |
|                                      | Water <span style="float: right;">0.0000</span>  |               |
|                                      | <b>Scope 2 Total</b>   | <b>35.50</b>  |
|                                      | <i>Narratives</i>  |               |
| <b>Scope 3</b><br>(Included Sources) | <b>Scope 3</b> <span style="float: right;"><b>tCO<sub>2</sub>e</b></span>                      |               |
|                                      | Waste Generated in Operations <span style="float: right;">0.0000</span>                        |               |
|                                      | Upstream transportation & distribution <span style="float: right;">0.0000</span>               |               |
|                                      | Downstream transportation & distribution <span style="float: right;">0.0000</span>             |               |
|                                      | Business Travel <span style="float: right;">0.0000</span>                                      |               |
|                                      | Commuting (round trip to location) <span style="float: right;">0.0000</span>                   |               |
|                                      | Work From Home <span style="float: right;">0.0000</span>                                       |               |
|                                      | <b>Scope 3 Total</b>   | <b>60.71</b>  |
| <i>Narratives</i>                    |  |               |
| <b>Total Emissions</b>               | <b>245.21</b>  |               |
| <b>Reporting Year: 2024</b>          |  |               |

## 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>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</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 National Locums:

*N L Nicklin*

Natasha Nicklin, Commercial Director

Date: 08/12/2024

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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