



Carbon Reduction Plan

Publication date: 18 May 2026

Commitment to achieving Net Zero

Medcom Personnel Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050 for our UK operations.

We recognise that environmental sustainability is an important part of responsible service delivery. As a care provider, we understand that our operations have an environmental impact through travel, energy use, procurement, waste, and the day-to-day running of our service. We are committed to reducing that impact in a practical and proportionate way.

This Carbon Reduction Plan supports our Environmental Policy and Procedure, our Corporate Social Responsibility and Environmental Sustainability Policy and Procedure, and our wider Social Value commitments. It also reflects our approach to good governance, continuous improvement, and responsible procurement.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and before the introduction of any new carbon reduction strategies. They are the reference point against which future emissions reductions can be measured.

Medcom Personnel Ltd is adopting 18 May 2026 as the formal start date for carbon monitoring and measurement under this plan. This is the point from which we will begin structured collection of emissions data across the required reporting categories.

As this is the start of our formal carbon measurement period, we are currently establishing our first full baseline dataset. This will cover the emissions sources required under the relevant Carbon Reduction Plan guidance and methodology.

Baseline year: 2026/27

Additional details relating to the baseline emissions calculation:

Our first formal reporting period began on 18 May 2026. During this period, we are implementing a structured process to collect and review data relating to energy use, fuel use, business travel, staff mileage, waste, and other relevant emissions sources. Once this first reporting cycle is complete, the baseline emissions table below will be updated with quantified figures calculated using the relevant UK Government conversion factors and reporting standards.



Baseline year emissions

Emissions	Total (tCO ₂ e)
Scope 1	To be measured and reported following completion of the first baseline year
Scope 2	To be measured and reported following completion of the first baseline year
Scope 3	To be measured and reported following completion of the first baseline year
Total Emissions	To be measured and reported following completion of the first baseline year

Current emissions reporting

This Carbon Reduction Plan marks the start of Medcom Personnel Ltd's formal carbon monitoring period. As a result, a complete current-year emissions report is not yet available at the date of first publication.

Our first full emissions report will be published following completion of the 2026/27 reporting cycle.

Reporting year: 2026/27

Emissions	Total (tCO ₂ e)
Scope 1	To be measured and reported
Scope 2	To be measured and reported
Scope 3	To be measured and reported
Total Emissions	To be measured and reported

Emissions reduction targets

Medcom Personnel Ltd is committed to long-term carbon reduction and to achieving Net Zero by 2050.

As our first formal measurement period begins on 18 May 2026, our detailed numerical reduction targets will be set once our baseline emissions footprint has been established. This will allow us to adopt realistic, evidence-based reduction targets that reflect the nature and scale of our operations.

Our intention is to establish a complete baseline for the 2026/27 reporting period, set medium-term carbon reduction targets following baseline completion, review progress at least annually, and update this plan each year to reflect actual performance and new actions.



Carbon reduction projects

The following environmental management measures are already in place, or are being implemented, and will continue to apply when performing public contracts.

Measures already in place

Medcom Personnel Ltd already supports environmental sustainability through a range of practical measures.

We reduce unnecessary paper use by working digitally where possible. We use electronic systems and cloud-based records to support service delivery, communication, quality monitoring, and policy management. This includes systems such as Birdie and QCS, which help us reduce paper-based administration and improve operational oversight.

We aim to reduce waste through better planning, accurate ordering, reuse where safe and appropriate, and responsible disposal. We follow appropriate waste controls for general, clinical, hazardous, and confidential waste.

We support efficient travel planning. We aim to reduce unnecessary journeys, avoid duplicate travel where possible, and organise visits in a way that supports efficient routing. Where appropriate, we encourage car sharing for double-handed calls and promote practical lower-impact travel options.

We consider environmental impact as part of procurement and social value. Where possible, we seek to use local suppliers, reduce excess packaging, and work with suppliers whose approach supports safe and responsible environmental practice.

We review environmental and sustainability matters through our wider governance arrangements, including policy review, audit, monitoring, and continuous improvement processes.

Planned measures

Over the life of this plan, Medcom Personnel Ltd intends to strengthen its carbon reduction work through the following actions:

- formal annual collection and review of carbon data across all required emissions categories
- annual publication and update of this Carbon Reduction Plan
- review of office energy use and identification of realistic energy efficiency improvements
- further reduction in paper use through digital systems and electronic workflows
- improved journey planning to reduce mileage and travel-related emissions
- review of procurement choices to support local sourcing and reduced environmental impact



- consideration of lower-emission vehicles and equipment as replacement cycles arise
- staff awareness and engagement on environmental sustainability and resource efficiency
- annual review of environmental priorities through our governance and quality assurance processes

Governance and review

This plan will be reviewed at least annually.

It will be supported by our internal governance framework, including environmental policy review, quality assurance, and management oversight. Progress will be monitored through our operational systems and management processes, and actions will be updated as our emissions data improves.

Declaration and sign off

This Carbon Reduction Plan has been completed to reflect Medcom Personnel Ltd's commitment to environmental sustainability and Net Zero by 2050.

The plan will be updated as our emissions data becomes available and as our reduction programme develops.

This Carbon Reduction Plan has been reviewed and approved by the Directors of Medcom Personnel Ltd.

Name: **Irene Mtisi**
Position: **Director**
Date: **18 May 2026**

Name: **William Mtisi**
Position: **Director**
Date: **18 May 2026**