Medicare4u Ltd

Carbon Reduction Plan

Introduction

Medicare4u Ltd is committed to achieving Net Zero emissions by 2050. As a healthcare recruitment business, we understand the importance of sustainability and are dedicated to minimising our carbon footprint. This carbon reduction plan outlines our baseline emissions for 2025, our commitment to net zero, and the initiatives we will undertake to reduce our emissions.

Company Overview

- **Company Name:** Medicare4u Ltd
- **Company Number:** 14394653
- **Registered Address:** 28 The Mall, London, United Kingdom, N14 6LN
- **Experience:** Over 17 years
- **Services:** Supplying healthcare workers throughout the UK to the NHS and private sector

Commitment to Net Zero by 2050

Medicare4u Ltd is committed to reducing its carbon emissions and achieving net zero by 2050. This commitment involves:

- Continuously monitoring and reporting our carbon emissions.
- Implementing effective carbon reduction initiatives.
- Engaging with stakeholders to promote sustainability across our operations.

Baseline Emissions 1st Jan – 31st Dec 2024

Scopes and categories	**tons CO_2e**
Scope 1: Direct emissions from owned/controlled operations	0
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	0
Scope 3: Emissions	
Category 4: Upstream transportation and distribution	0
Category 5: Waste generated in operations	0
Category 6: Business travel - Healthcare Personnel	24.3271
Category 7: Employee commuting	1.7348
Category 9: Downstream transportation and distribution	0
Total	26.0619

- Scope 1: Direct emissions from owned/controlled operations is reported as 0 tCO2e due to inherent nature of our business processes and activities.
- Scope 2: Indirect Emissions are reported as 0 tCO2e because we currently do not have access to this data from our landlord. Our rent includes all utilities, so we are unable to separately track these emissions at present. We have requested this data from our landlord and will include it in our reports once it is available.
- Scope 3: Category 4: Upstream transportation and distribution is reported as 0 tCO2e as we currently do not have any emissions in this category; however, we remain committed to transparent reporting and will disclose any future emissions if they arise.
- Scope 3: Category 5: Waste Generated in Operations is reported as 0 tCO2e because we are currently in the process of gathering this data. We will include the information in our next report.
- Scope 3: Category 9: Downstream transportation and distribution is reported as 0 tCO2e as we currently do not have any emissions in this category; however, we remain committed to transparent reporting and will disclose any future emissions if they arise.

Current Year Emissions 1st Jan – 31st Dec 2025

Scopes and categories	**tons CO_2e**
Scope 1: Direct emissions from owned/controlled operations	0
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	0
Scope 3: Emissions	
Category 4: Upstream transportation and distribution	0
Category 5: Waste generated in operations	0
Category 6: Business travel - Healthcare Personnel	21.8944
Category 7: Employee commuting	1.7348
Category 9: Downstream transportation and distribution	0
Total	23.6292

Category 6 emissions for 2025 reflect a 10% reduction against the 2024 baseline (24.3271 tCO2e), achieved through optimised travel policies and increased use of virtual meetings. The 2025 interim reduction target has been met.

Carbon Reduction Targets

To achieve our net zero goal by 2050, we have set the following interim targets:

- 2025 – MET: Achieved a 10% reduction in Scope 3 Category 6 emissions through optimised travel policies and increased use of virtual meetings.
- 2026: Achieve a 25% reduction in Scope 3 emissions by promoting sustainable commuting options and further optimising business travel.

- 2028: Achieve a 50% reduction in total emissions through comprehensive waste management programs and sustainable practices across our operations.
- 2030: Achieve net zero emissions across all scopes.

Carbon Reduction Initiatives

Short-Term Initiatives (2025-2026)

- Travel Policy Review: Implement policies to minimise non-essential travel and promote virtual meetings.
- Sustainable Commuting: Encourage the use of public transport, cycling, and carpooling among employees.
- Energy Efficiency: Work with our landlord to obtain and monitor energy usage data, and implement energy-saving measures.

Medium-Term Initiatives (2026-2028)

- Green Travel: Partner with travel agencies to offset carbon emissions from business travel.
- Employee Engagement: Launch awareness campaigns and training programs to promote sustainable practices among employees.
- Waste Management: Implement a comprehensive waste reduction and recycling program.

Long-Term Initiatives (2026-2030)

- Renewable Energy: Explore opportunities to switch to renewable energy sources for our operations.
- Carbon Offsetting: Invest in verified carbon offset projects to neutralise remaining emissions.
- Sustainability Partnerships: Collaborate with clients and suppliers to promote sustainability throughout the supply chain.

Supply Chain Engagement

We recognise that our supply chain plays a crucial role in our carbon footprint. To ensure our commitment to net zero extends beyond our immediate operations, we will:

- Supplier Assessment: Evaluate and select suppliers based on their environmental performance and commitment to sustainability.
- Supplier Collaboration: Work with suppliers to develop and implement carbon reduction strategies.
- Sustainable Procurement: Prioritise the procurement of goods and services that have lower carbon footprints.
- Transparency and Reporting: Encourage suppliers to transparently report their emissions and progress towards sustainability goals.

Monitoring and Reporting

We will regularly monitor our carbon reduction progress and report on our achievements. This will include:

- Annual carbon footprint assessments.

- Regular updates to stakeholders on our progress towards net zero.
- Transparent reporting of any changes or updates to our carbon reduction plan.

Medicare4u Ltd is dedicated to achieving net zero emissions by 2050. Through our commitment to sustainable practices and ongoing carbon reduction initiatives, we aim to make a positive impact on the environment and set an example for the healthcare recruitment industry. We look forward to working with our stakeholders and supply chain partners to achieve our sustainability goals and create a greener future.

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 board of directors (or equivalent management body).

Signed on behalf of Medicare4u Ltd:

George Makin

Date: 21 April 2026