



MEDICAL STATION LTD

Carbon Reduction Plan

Company number [UK] **09714351**

Registered office address

Kemp House, City Road, London, England, EC1V 2NX

Website: [Nursing Recruitment Based In Taunton | Medical Station \(medical-station.com\)](https://www.medical-station.com)

Introduction

Medical Station, a leading healthcare recruitment agency based in Taunton, is proud to announce the initiation of its Carbon Reduction Plan, underscoring its commitment to environmental sustainability. Since our inception, we have dedicated ourselves to providing a reliable 24/7 recruitment service, supplying skilled healthcare professionals to both the NHS and private sector across the UK. With a strong reputation for delivering high-quality nursing staff, our Taunton-based team operates under rigorous self-imposed service standards, adhering to the strictest regulatory requirements in the sector. Our national reach, combined with the personal dedication of our enthusiastic team, ensures that we consistently meet the needs of our clients and candidates. Whether you require doctors, surgeons, nurses, or carers, Medical Station stands ready to provide the best candidates at any time of day, regardless of location.

As part of our ongoing commitment to social responsibility, we have developed a comprehensive Carbon Reduction Plan to reduce our environmental footprint. This plan uses the 2023 calendar year as our baseline and outlines the steps we will take to achieve net-zero carbon emissions by 2040. Our approach aligns with ISO 14001 standards, which ensure that our policies and practices are environmentally sustainable. By adopting this strategy, we aim to minimise our carbon emissions, promote eco-friendly initiatives, and encourage sustainable practices throughout our operations.

At Medical Station, we not only strive to be a trusted partner in healthcare recruitment but also a responsible corporate citizen dedicated to reducing our environmental impact for future generations.

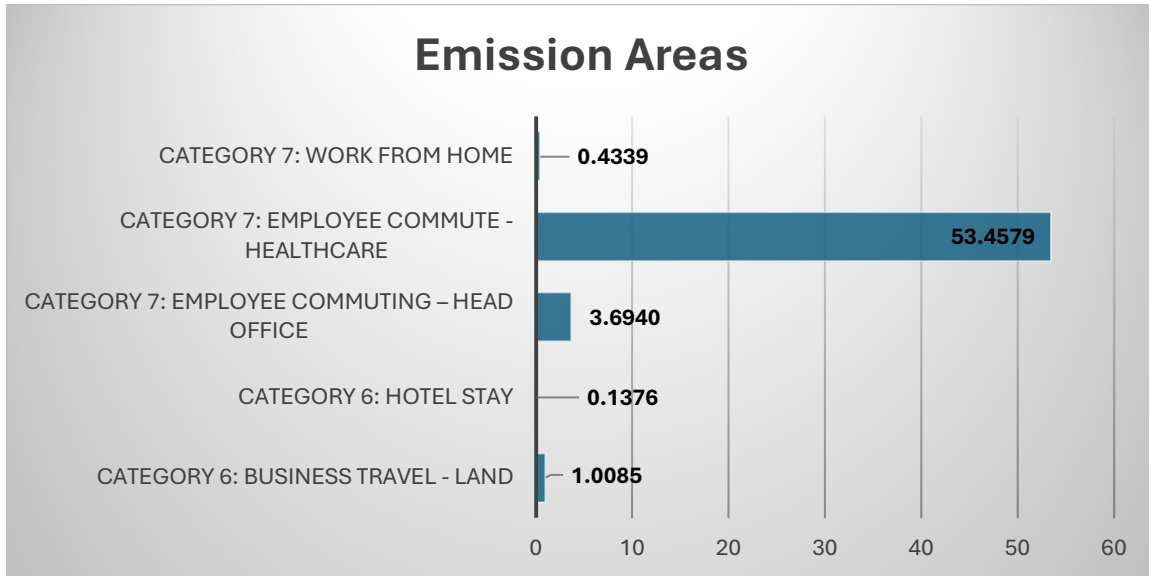


Commitment to achieving Net Zero by 2040

Medical Station is unwavering in its commitment to achieving net-zero carbon emissions by 2040. Recognising the urgency of addressing environmental concerns, we pledge to implement comprehensive and proactive measures to minimise our carbon footprint. This commitment extends across all facets of our operations, from energy-efficient technologies and sustainable commuting practices to waste reduction initiatives and responsible supply chain management. Aligned with ISO 14001 standards, we are dedicated to continual improvement, transparency, and collaboration to ensure that our journey towards net-zero not only meets but exceeds industry expectations. Our goal is not only to contribute to a healthier and more sustainable healthcare sector but to inspire positive change within our community and beyond.

Baseline Emissions Footprint 1st Jan – 31st Dec 2023

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	0.00
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	0.00
Category 6: Business travel - Land	1.0085
Category 6: Hotel Stay	0.1376
Category 7: Employee commuting – Head Office	3.6940
Category 7: Employee Commute - Healthcare	53.4579
Category 7: Work From Home	0.4339
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	58.7319



As illustrated in the above graph, there is significant emissions related to employee commuting. This is primarily due to our role as healthcare providers, supporting NHS operations that run 24/7, 365 days a year. Additionally, the demand for healthcare professionals has grown, contributing to higher commuting emissions. While we are actively working to streamline these commutes through employee training, the nature of our business and the continuous need for healthcare services limit the scope for significant improvements. Nonetheless, we remain committed to identifying opportunities to reduce emissions in this area and to maintaining transparent reporting.

Zero Emissions rationale

Scope 1 (Direct Emissions): Our business operates within restrictive processes that do not generate direct emissions. As we do not own or control any combustion equipment or facilities, we have no direct emissions from owned or controlled sources, ensuring zero Scope 1 emissions.

Scope 2 (indirect emissions) generated from the consumption of purchased electricity, steam, heating, and cooling. As our rent includes utilities, we currently lack specific data regarding these emissions. However, we have requested information from the landlord to gain better insight into the energy usage tied to our operations. Once this data is obtained, we will record and report the associated emissions in line with our environmental goals. These figures will be included in our reports as soon as they become available.

Scope 3 (Category 1–4): Our business activities do not contribute to Scope 3 emissions in Categories 1–4, which cover purchased goods and services, capital goods, fuel- and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. As these categories involve activities that are outside the core of our business model, our processes do not generate emissions in these areas.



Scope 3: Category 5: Waste Generated in Operations: Waste collection for our operations is managed by a third-party company arranged by our landlord. We have formally requested detailed information regarding the waste generated from our activities. Once this data is provided, we will include it in our emissions reporting to ensure accurate tracking and further refine our carbon reduction efforts.

Scope 3 (Category 8–9 – Upstream and Downstream Leased Assets): Our business procedures are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions, ensuring minimal to no emissions in these categories.

Methodology & References

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.

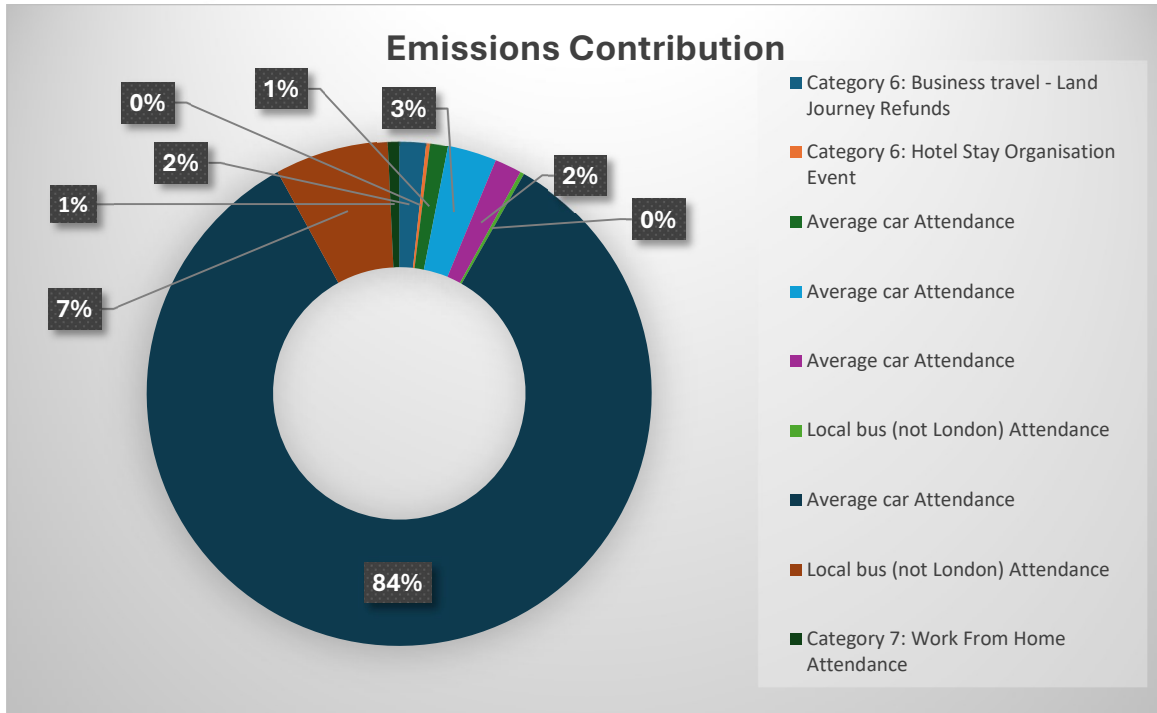
Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

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

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

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

Scope and category	Description of sources of data used to calculate emissions	Emissions in tCO ₂ e
Category 6: Business travel - Land	Journey Refunds	1.0085
Category 6: Hotel Stay	Organisation Event	0.1376
Category 7: Employee commuting – Head Office	Attendance	
	Average car	0.6833
	Average car	1.8367
	Average car	1.0249
	Local bus (not London)	0.1491
Category 7: Employee Commute - Healthcare	Attendance	
	Average car	49.1968
	Local bus (not London)	4.2611
Category 7: Work From Home	Attendance	0.4339



Current Emissions Reporting 1st Jan – 31st Dec 2023

Since this is the inaugural year of implementing our Carbon Reduction Plan, the emissions data for our baseline year and the current reporting period are identical. Establishing this baseline is crucial as it sets the foundation for measuring and comparing future reductions. As we continue to refine our carbon tracking and reporting processes, this baseline will serve as a reference point for assessing our progress toward Net Zero emissions. By using the same emissions data for both baseline and current reporting, we ensure a consistent starting point for tracking our environmental impact moving forward.

Emissions reduction targets

Scope:

1. **Category 6: Business Travel**
 - **Business Travel - Land (Journey Refunds):** Emissions currently stand at **1.0085 tCO₂e**. We aim to reduce emissions by encouraging remote working, teleconferencing, and promoting the use of public transport and electric vehicles. A target reduction of **10% annually** is set, aiming for **0.9077 tCO₂e** by next year.
 - **Hotel Stays (Organisation Events):** Emissions are **0.1376 tCO₂e**. We plan to reduce overnight stays by utilising virtual events and meetings where possible, aiming for a **15% reduction**, bringing emissions down to **0.117 tCO₂e** in the coming year.
2. **Category 7: Employee Commuting - Head Office**



- **Average Car:** The emissions are divided into three categories: **0.6833 tCO₂e**, **1.8367 tCO₂e**, and **1.0249 tCO₂e**. We will encourage carpooling, promoting electric or hybrid vehicle use, and incentivising public transport use. A **12% reduction** is targeted across all average car categories:
 - From **0.6833 to 0.6013 tCO₂e**.
 - From **1.8367 to 1.6163 tCO₂e**.
 - From **1.0249 to 0.9019 tCO₂e**.
- **Local Bus (not London):** Emissions are **0.1491 tCO₂e**. By promoting bus usage further, a **10% reduction** is targeted, bringing this down to **0.1342 tCO₂e**.

3. Category 7: Employee Commute – Healthcare

- **Average Car:** With emissions at **49.1968 tCO₂e**, this category represents a significant proportion of overall emissions. We aim to reduce reliance on single-occupancy car journeys by 10%, targeting **44.277 tCO₂e** in the next year.
- **Local Bus (not London):** Current emissions are **4.2611 tCO₂e**. Encouraging more employees to use public transport should help reduce this by **8%**, aiming for **3.9202 tCO₂e**.

4. Category 7: Work From Home

- Emissions from remote working are **0.4339 tCO₂e**. With improved energy efficiency practices, we aim for a **5% reduction**, bringing emissions down to **0.4122 tCO₂e** next year.

These targeted reductions will contribute to our broader goal of achieving net-zero emissions by 2040.

Carbon Reduction Initiatives

Based on the above emission sources outlined above we have planned the following initiatives

1. Business Travel Initiatives (Category 6)

- **Promote Virtual Meetings & Events:** To minimise emissions from **business travel (1.0085 tCO₂e)** and **hotel stays (0.1376 tCO₂e)**, we will encourage the use of teleconferencing and virtual meetings wherever possible. Internal company policies will prioritise virtual options over travel.
- **Sustainable Travel Incentives:** For necessary travel, employees will be encouraged to use low-carbon transportation options, such as trains or electric vehicles. We will also introduce a policy to reimburse expenses for eco-friendly transportation choices, including cycling or public transport.



2. Employee Commuting – Head Office (Category 7)

- **Carpooling Programme:** Given the emissions from **average car commuting (0.6833 tCO₂e, 1.8367 tCO₂e, 1.0249 tCO₂e)**, a formal carpooling initiative will be launched for head office employees, incentivising shared journeys to reduce single-occupancy vehicle use.
- **Electric Vehicle Scheme:** To further cut down on emissions, we will introduce a subsidy programme that provides financial support for employees who switch to electric or hybrid vehicles. EV charging points will be installed at the head office to facilitate this transition.
- **Public Transport Promotion:** A campaign will be rolled out to encourage the use of **local bus services (0.1491 tCO₂e)** by providing discounted public transport passes. The company will also explore collaborating with local bus operators to improve route accessibility for employees.

3. Employee Commute – Healthcare (Category 7)

- **Telehealth and Remote Work Opportunities:** To reduce the high emissions from **healthcare employee commuting (49.1968 tCO₂e)**, we will implement telehealth services and encourage healthcare staff to work remotely whenever feasible. This will not only cut down on commutes but also support flexible working.
- **Sustainable Transport Options:** Healthcare employees will be incentivised to switch from cars to **public transport (4.2611 tCO₂e)** through partnerships with local bus services, ride-share programmes, and electric bike incentives.

4. Work From Home (Category 7)

- **Energy-Efficient Work-From-Home Guidelines:** To address emissions from **remote working (0.4339 tCO₂e)**, we will develop a set of guidelines to help employees reduce energy consumption at home. This will include advice on energy-efficient appliances, smart thermostats, and optimal heating and cooling practices.

5. Awareness and Training

- **Carbon Literacy Training:** To support the success of these initiatives, employees will undergo carbon literacy training, ensuring they understand the impact of their travel and commuting choices on the environment.
- **Sustainability Champions:** We will appoint sustainability champions in each department to lead by example and promote low-carbon behaviours within their teams.

6. Monitoring and Reporting

- **Carbon Footprint Monitoring:** We will implement a system for regular tracking and reporting of carbon emissions related to business travel, commuting, and remote work. This will help assess progress and identify further opportunities for reductions.



These initiatives represent our first steps in transitioning towards a lower-carbon business model, aiming to align our operational practices with our goal of achieving net-zero carbon emissions by 2040.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on behalf of Medical Station Ltd:

A handwritten signature in black ink, appearing to read "Baran E Akbas".

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Name: Baran E Akbas

Position: Director

Date: 11/10/2024

This document is updated annually by the Operations Dept.

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

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

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



Cc: To Directors; Cc: for website update; Cc: Operations for update of policy