



M RECRUITMENT LIMITED

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Company number [UK] **11910845**

Registered office address

Collingham House, 6-12 Gladstone Road, Wimbledon, London, England, SW19 1QT

Website: [M Recruitment Group – Trusted Healthcare Staffing, Exceptional Care 24/7.](#)



Carbon Reduction Plan

Introduction

M Recruitment Limited, a pioneering healthcare staffing agency, is dedicated to providing exceptional care while upholding its commitment to environmental sustainability. Operating within the dynamic healthcare sector, the company recognises the distinctive challenges associated with reducing carbon emissions, particularly in the context of staff travel and limited public transportation options.

The agency's carbon footprint is primarily driven by business travel, primarily land travel, and employee commutes. This is due to the nature of the healthcare industry, where staff often need to travel to various locations at odd hours to meet the critical needs of patients and clients. Despite these inherent challenges, M Recruitment Limited is resolute in its pursuit of effective carbon reduction strategies to mitigate its environmental impact and contribute to a more sustainable future.

The company's commitment to sustainability is rooted in its understanding of the urgent need to address climate change and its far-reaching consequences. M Recruitment Limited recognises that its actions, both as an organisation and as an industry leader, can have a significant impact on the environment. By taking proactive steps to reduce its carbon footprint, the agency aims to set an example for others in the healthcare sector and inspire positive change.

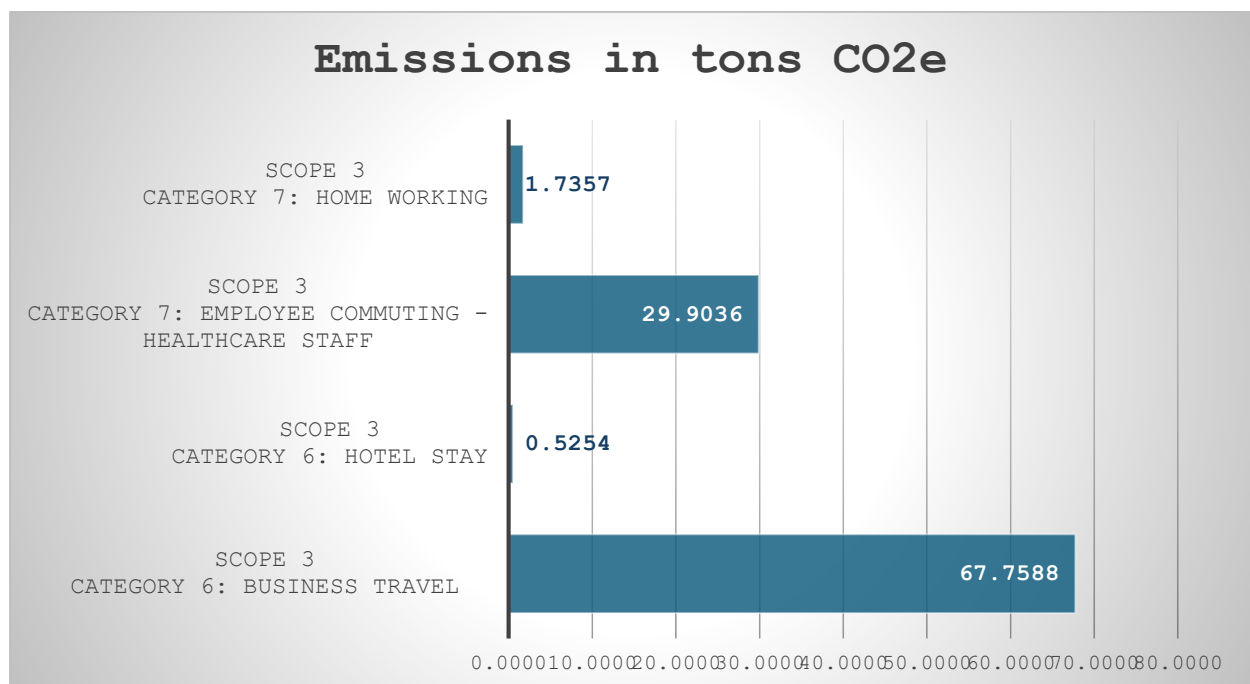
Commitment to achieving Net Zero by 2040

M Recruitment Limited is firmly committed to achieving net-zero carbon emissions by 2040. This ambitious goal aligns with the global effort to combat climate change and ensure a sustainable future. By setting a clear target and implementing comprehensive strategies, M Recruitment Limited aims to reduce its carbon footprint significantly and contribute to a more environmentally responsible healthcare sector. The company's commitment to net zero reflects its dedication to sustainability and its belief in the importance of taking decisive action to address the climate crisis.



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	67.7588
Category 6: Hotel Stay	0.5254
Category 7: Employee commuting – Healthcare	29.9036
Category 7: Home Working	1.7357
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	99.9234





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 from the use 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): Since our business activities primarily occur at Healthcare sector or in controlled environments, our operations do not generate any waste. We are committed to maintaining this standard and will continue to operate with minimal environmental impact. Should any waste-related emissions arise from our business activities in the future, we will ensure they are reported transparently and accurately.

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.

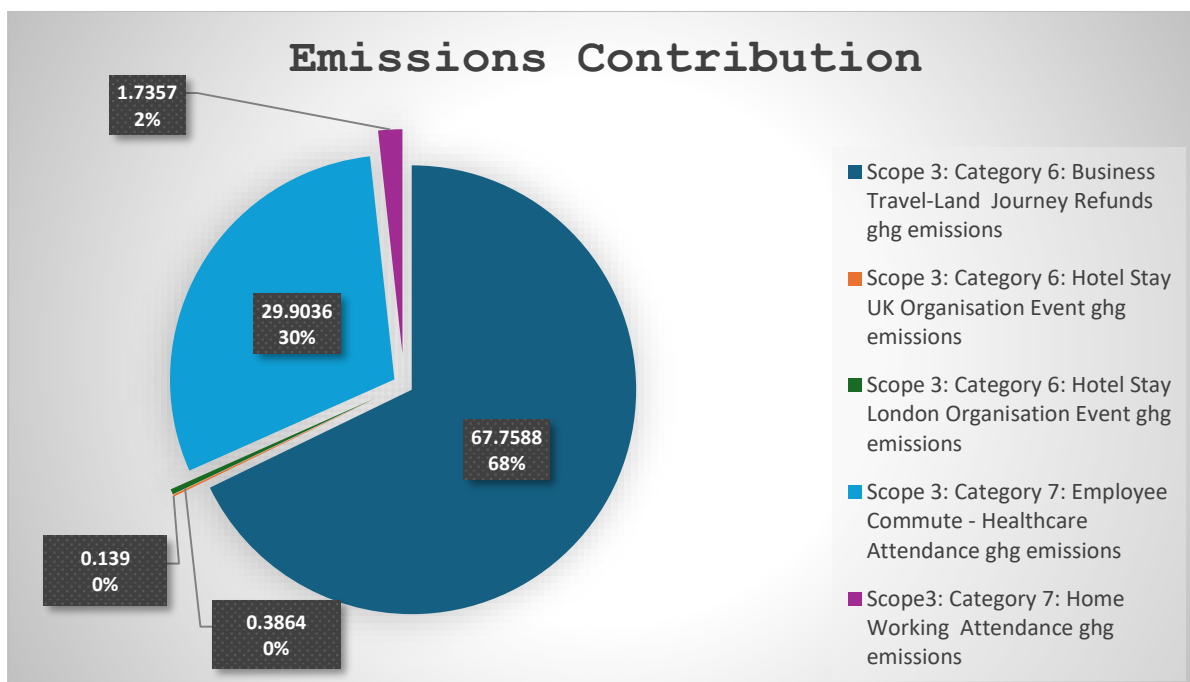
Methodology & References

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.



Scope and category	Description of the types and sources of data used to calculate emissions	Government conversion factors for company reporting	Emissions in tons CO ₂ e
Scope 3: Category 6: Business Travel-Land	Journey Refunds	ghg emissions	67.7588
Scope 3: Category 6: Hotel Stay UK	Organisation Event	ghg emissions	0.1390
Scope 3: Category 6: Hotel Stay London	Organisation Event	ghg emissions	0.3864
Scope 3: Category 7: Employee Commute - Healthcare	Attendance	ghg emissions	29.9036
Scope3: Category 7: Home Working	Attendance	ghg emissions	1.7357



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

M Recruitment Limited is dedicated to implementing innovative measures and leveraging the latest technology to optimise operations and reduce emissions, including those from staff commutes and the supply chain.

Staff commutes emissions: Current emissions from staff commutes stand at 29.9036 tCO₂e, with a focus on reducing these figures through various strategies:

- **Optimising travel routes:** Using advanced route planning tools to identify efficient, eco-friendly routes.
- **Promoting sustainable transportation:** Encouraging public transport, cycling, or walking for short commutes, with incentives or subsidies.
- **Exploring electric vehicles:** Assessing the feasibility of introducing electric or hybrid vehicles for longer staff commutes.
- **Flexible working arrangements:** Implementing remote or hybrid working models to reduce commuting frequency.
- **Advanced emissions monitoring:** Utilising cutting-edge technology to track and monitor emissions from staff commutes and the supply chain, identifying areas for improvement.

Business travel emissions: Emissions from business travel currently stand at 67.7588 tCO₂e. These are expected to decrease with:

- **Operational improvements and better monitoring:** Ensuring more precise emissions tracking and reduction opportunities.

Supply chain emissions: Focus on collaborating with suppliers to reduce supply chain emissions and integrate sustainability across operations.

Staff training: Providing staff with sustainability training to raise awareness and support carbon reduction efforts.

Overall objective: By adopting a comprehensive approach and using advanced technology, M Recruitment Limited aims to significantly reduce its carbon footprint and contribute to a more sustainable healthcare sector.



Carbon Reduction Initiatives

M Recruitment Limited is committed to achieving Net Zero by 2040 and has identified key areas for carbon reduction, focusing particularly on Scope 3 emissions. The primary sources of emissions are from business travel, employee commuting, and home working. Given the unique nature of the healthcare staffing business, which requires employees to be available 24/7, 365 days a year, the company has outlined the following initiatives:

- **Business Travel (Land) – 67.7588 tCO₂e:**
 - **Reduction strategy:** Encourage the use of public transport, electric vehicles, or carpooling for business travel. Where possible, reduce the need for travel through the use of virtual meetings. Implement a policy for more sustainable travel methods and issue refunds for unnecessary journeys to minimise emissions.
- **Hotel Stays – UK (0.139 tCO₂e) & London (0.3864 tCO₂e):**
 - **Reduction strategy:** Partner with sustainable hotels and encourage employees to book accommodation with eco-friendly certifications. Where events require hotel stays, promote the use of hotels with lower carbon footprints.
- **Employee Commutes – Healthcare – 29.9036 tCO₂e:**
 - **Reduction strategy:** As the largest contributor to emissions, M Recruitment will explore offering subsidies for electric vehicle purchases, promote carpooling, and encourage the use of public transport, cycling, or walking for commutes where possible. Flexible work options such as hybrid models may also be considered to reduce commute frequency.
- **Home Working – 1.7357 tCO₂e:**
 - **Reduction strategy:** Optimise home working practices by providing energy-efficient equipment and encouraging staff to adopt energy-saving measures. Offer guidance on reducing home energy consumption.

These initiatives will be regularly monitored, and progress will be assessed as part of the company's broader commitment to sustainability and its goal of achieving Net Zero 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 **M RECRUITMENT LIMITED**:*

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Name: Bradley Dawson.

Position: ...Managing Director.....

Date: ...10/10/2024.....

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>