

**2024-2025**

**CARBON REDUCTION PLAN**

Publication Date  
**03/09/2025**



**UK: 028 9059 0077**

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33a Stockmans Way, Belfast, Antrim, BT9 7ET

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## Organisation Details

DIRECT MEDICS LTD

Company Number: **NI039068**

Registered Address: **33a Stockmans Way, Belfast, Antrim, BT9 7ET**

**Head Office:** Direct Medics Ltd | Belfast

**UK:** 028 9059 0077 | [Directmedics.com](https://www.directmedics.com) | [Welcome to Direct Medics](#)

### 1. Introduction:

Direct Medics is a leading healthcare recruitment agency that has been placing top healthcare professionals in locum, temporary, and permanent roles across the UK and Ireland since 2000. Known for its quality led and focused approach, Direct Medics is dedicated to building positive, long-term partnerships with both clients and candidates, offering tailored services from registration to aftercare.

In line with our commitment to responsible business practice and upholding ethical standards, Direct Medics is proud to present its inaugural Carbon Reduction Plan (CRP). This comprehensive document outlines our strategic pathway and steadfast commitment to achieving Net Zero greenhouse gas (GHG) emissions across our entire value chain by 2050.

This CRP serves as a fundamental pillar of our corporate sustainability strategy, detailing our baseline emissions, setting ambitious science-based near-term and long-term targets, and outlining the specific initiatives we will implement to reduce our environmental impact. It reflects our dedication to not only fulfilling our operational responsibilities but also contributing positively to global climate action.

Crucially, this Carbon Reduction Plan has been meticulously integrated into our broader governance framework. We have updated key company policies, including our **Environmental Policy**, **Health & Safety Policy**, **Quality Assurance Policy**, **Corporate Social Responsibility Policy**, **Modern Slavery Policy**, and **Anti-bribery and Corruption Policy**. This ensures that our commitment to carbon reduction is embedded across all facets of our operations, from ethical conduct and supply chain management to health and safety and overall environmental stewardship, fostering a holistic and consistent approach to responsible business.

### 2. UK boundaries

This Carbon Reduction Plan covers the following sites within Direct Medic's operational control:

Site	Estate Size (m <sup>2</sup> )	% of Total Estate Size	Description	Tenure	Included in this Report
Belfast: 33a Stockmans Way, Belfast, Antrim, BT9 7ET	297 sq metres	90%	Base Operations	Leased	Yes
Glasgow: Suite 103-104 Baltic Chambers, 40-60 Wellington Street, Glasgow, Scotland, G2 6HJ	27 sq meters	10%	Scottish Operations	Leased	Yes
<b>Total Applicable Estate Size</b>	324 sq metres	<b>100%</b>			
Total Estate Size (including out of scope)	324 sq meters	100%			
Number of Sites	2				

### 3. Descriptive information

Inventory Details	Scope of Reporting
Company name	Direct Medics Ltd
Description of the company	Recruitment agency placing top healthcare professionals in locum and temporary role.
Chosen consolidation approach (equity share, operational control or financial control)	Operational & Financial control
Description of the businesses and operations included in the company's organisational boundary	Belfast: Headquarters
Reporting period covered	1st Apr 2024 to 31st Mar 2025
List of Scope 3 activities included in the report	Water/Wastewater, Business travel, Employee Commute, Air travel, Homeworking, Hotel Stay
List of Scope 1, Scope 2, and Scope 3 activities excluded from the report with justification for their exclusion	Scope 3 – Upstream & Downstream Transportation & Distribution as these do not fall in our current activities.
The year chosen as base year and rationale for choosing the base year <sup>1</sup>	1st Apr 2024 to 31st Mar 2025

### 4. Commitment to Achieving Net Zero by 2050

Direct Medics Ltd is committed to a science-based approach to reducing its carbon emissions. This plan sets a clear pathway for the company to achieve Net Zero emissions by 2050 in line with global climate goals.

#### Description of methodologies and data used

Scope	Methodologies used to calculate or measure emissions, providing a reference or link to any calculation tools used
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<sup>1</sup> If a company has different base years for different scopes, base year information should be provided separately for each scope. Establishing a base year is required for scope 1 and 2 emissions, and required for scope 3 emissions when companies choose to track performance or set a reduction target.

Scope 1	N/A
Scope 2	Purchased Electricity & Gas Monthly bills kWh

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Category 1: Purchased goods and services	N/A	N/A	N/A
Category 2: Capital goods	N/A	N/A	N/A
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	Rented Premises	Monthly bills	m <sup>3</sup>
Category 4: Upstream transportation and distribution	N/A	N/A	N/A
Category 5: Waste generated in operations	Rented premises	Average from Cambridge study	Assumption that collected container weight (1100 litres) is 87.8kg (from Cambridge study)
Category 6: Business travel	Appointments	Journey refunds	Refund slips
Category 7: Employee commuting	Attendance	Journey records	In miles from various modes of commute
Category 8: Upstream leased assets	N/A	N/A	N/A

## 5. GHG emissions data

- **Baseline Period:** 1st Apr 2024 to 31st Mar 2025
- **Reporting Period:** 1st Apr 2024 to 31st Mar 2025

		Baseline
		1st Apr 2024 - 31st Mar 2025
Scopes and categories		Tons CO <sub>2</sub> e
Scope 1: Direct emissions from owned/controlled operations		0.00
Scope 2: Indirect emissions from the use of purchased electricity		7.58
Scope 2: Indirect emissions from the use of purchased Gas		7.33
<b>Scope 3: Emissions</b>		
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) Water & Wastewater		0.04
Category 4: Upstream t&d		0.00
Category 5: Waste generated in operations		0.13
Category 6: Business travel - Land		4.35
Category 6: Hotel Stay		0.05
Category 7: Employee commuting		2.49
Category 7: Work From Home		0.04
Category 7: Healthcare Commute		1.98
Category 8: Upstream Leased Assets - Vehicles		0.00
Category 9: Downstream t&d		0.00
<b>Scopes</b>		
	Scope 1	0.00
	Scope 2	14.91
	Scope 3	9.08
	<b>Total Emissions</b>	<b>23.99</b>

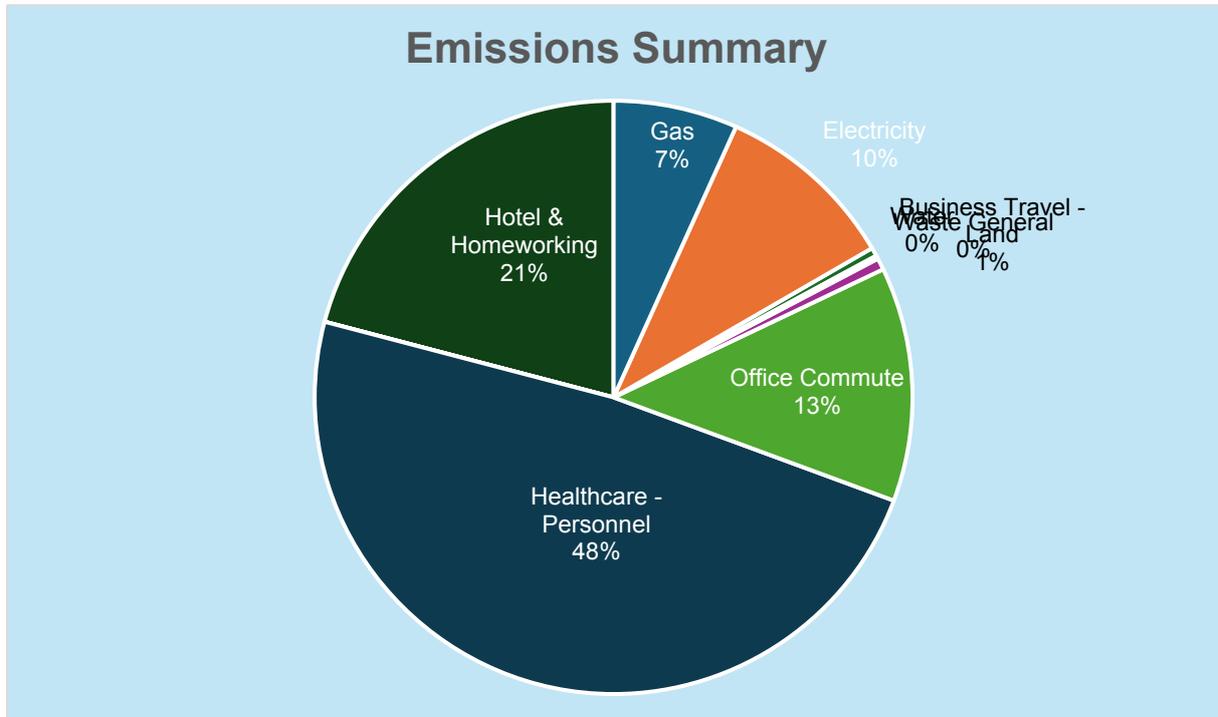


Figure 1

## Analysis of Baseline Emissions

**Baseline Period:** 1st April 2024 to 31st March 2025

The baseline emissions data for Direct Medics, covering the period from 1st April 2024 to 31st March 2025, provides a comprehensive initial snapshot of the organisation's carbon footprint. The total reported emissions amounted to **23.99 tonnes of CO<sub>2</sub>e**. This baseline is crucial for establishing a reference point against which future emission reductions will be measured, guiding the company's decarbonisation strategies towards its Net Zero by 2050 commitment.

## Key Observations by Scope

### Scope 1: Direct Emissions (0.00 tonnes CO<sub>2</sub>e)

As indicated, Direct Medics reported zero direct emissions during the baseline period. This signifies that the company did not own or control any emission sources that would typically fall under Scope 1, such as company-owned vehicles or on-site combustion of fossil fuels for heating or electricity generation.

### Scope 2: Indirect Emissions from Purchased Energy (14.91 tonnes CO<sub>2</sub>e)

Scope 2 emissions represent the largest portion of Direct Medics' baseline footprint, totalling **14.91 tonnes of CO<sub>2</sub>e**. This category primarily comprises emissions from the consumption of purchased electricity (**7.58 tonnes CO<sub>2</sub>e**) and purchased gas (**7.33 tonnes CO<sub>2</sub>e**). The near equal contribution from electricity and gas highlights that energy consumption for office heating and lighting across the company's branches is a significant area for focused carbon reduction initiatives.

### Scope 3: Other Indirect Emissions (9.08 tonnes CO<sub>2</sub>e)

Scope 3 emissions, while smaller than Scope 2, contribute a notable **9.08 tonnes of CO<sub>2</sub>e** to the total baseline. This category captures a range of indirect emissions from Direct Medics' value chain, reflecting the broader impact of its operations.

- **Business Travel:** Business travel, particularly land-based journeys, is the most substantial Scope 3 contributor (**4.35 tonnes CO<sub>2</sub>e** for land and **0.05 tonnes CO<sub>2</sub>e** for hotel stays).
- **Employee Commuting:** Emissions from employee journeys to and from work, including a specific category for healthcare commutes, collectively represent a significant portion of Scope 3 (**2.49 tonnes CO<sub>2</sub>e** for general commuting and **1.98 tonnes CO<sub>2</sub>e** for healthcare commutes).
- **Other Contributions:** Smaller but still important amounts come from **Waste generated in operations (0.13 tCO<sub>2</sub>e)**, **Water & Wastewater (0.04 tCO<sub>2</sub>e)**, and **Work From Home (0.04 tCO<sub>2</sub>e)**.

### Zero-Emitting Scope 3 Categories:

Categories such as Purchased Goods and Services, Capital Goods, Upstream T&D, Downstream T&D, and Upstream Leased Assets - Vehicles all reported zero emissions. This is consistent with a service-based organisation's current operational model.

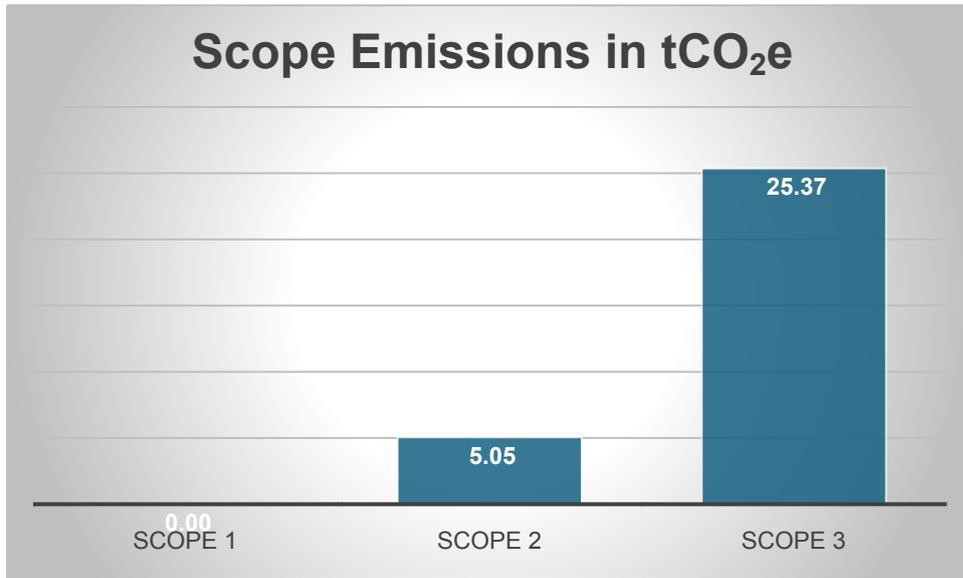


Figure 2

## 6. GHG emissions data (Submission Year 1st Apr 2024 to 31st Mar 2025)

Since this is our initial Carbon Reduction Plan our submission year, and data is the same as Baseline year.

## 7. Carbon Reduction Targets

### Commitment to Science-Based Targets

Direct Medics is committed to setting ambitious and credible carbon reduction targets in line with the **Science Based Targets initiative (SBTi)**. The SBTi provides a framework for companies to set targets consistent with the latest climate science, aiming to limit global warming to 1.5°C above pre-industrial levels. By adopting this approach, Direct Medics ensures that its decarbonisation pathway is robust, transparent, and effectively contributes to global climate action.

### Methodology for Target Setting (SBTi Approach)

Our targets are developed using the SBTi's latest criteria and recommendations for near-term and long-term target setting. This involves:

1. **Baseline Year Confirmation:** We will use the 1st April 2024 to 31st March 2025 period as our baseline for all target calculations, as detailed in the "Analysis of Baseline Emissions" section.
2. **Scope Prioritisation:** Our reduction efforts will focus primarily on **Scope 2** and relevant **Scope 3** categories, given their significant contribution to our baseline emissions. We will ensure that Scope 1 emissions remain at zero.
3. **Absolute Emissions Reduction:** Our targets are set as absolute emissions reductions, meaning we aim for a true decrease in total tonnes of CO<sub>2</sub>e regardless of business growth.
4. **Target Boundaries:** Our targets cover all operations within our defined organisational and geographical boundaries.

### Near-Term Targets (2025-2030)

Direct Medics commits to the following near-term targets, designed to achieve significant reductions in our most material emission sources within the next five to ten years. These targets are consistent with a 1.5°C trajectory.

- **Overall Reduction Goal:** Achieve a **42% absolute reduction** in Scope 2 and relevant Scope 3 GHG emissions by the end of 2030 from a 2024 baseline.
- **Scope 2 Target:** Reduce absolute Scope 2 GHG emissions by 42% by the end of 2030, from **14.91 tonnes CO<sub>2</sub>e to approximately 8.65 tonnes CO<sub>2</sub>e**. This translates to an average annual reduction of approximately 1.26 tonnes CO<sub>2</sub>e.
- **Scope 3 Target (Key Categories):** Reduce absolute Scope 3 GHG emissions from relevant categories (including Water & Wastewater, Waste, Business Travel, and Employee Commuting) by 42% by the end of 2030, from **9.08 tonnes CO<sub>2</sub>e to approximately 5.27 tonnes CO<sub>2</sub>e**. This means an average annual reduction of approximately 0.63 tonnes CO<sub>2</sub>e for these key categories.

Our efforts will focus on enhancing energy efficiency across all offices, switching to renewable energy tariffs where feasible, promoting sustainable business travel practices, and encouraging greener commuting options for employees.

### Long-Term Target (By 2050)

Direct Medics is committed to achieving **Net Zero GHG emissions** across its entire value chain by **2050**, from a 2024 baseline. This long-term target encompasses all Scope 1, Scope 2, and all relevant Scope 3 emissions.

- **Scope 1:** We will maintain zero Scope 1 emissions, or actively offset any unavoidable direct emissions if operational changes introduce them in the future.
- **Scope 2 & 3:** We will achieve at least a **90% absolute reduction** in Scope 2 and all relevant Scope 3 emissions by 2050. Any residual emissions will be neutralised through certified carbon removal projects.

These targets demonstrate Direct Medics' dedication to playing its part in addressing climate change and building a sustainable future.

## 8. Carbon Reduction Initiatives

To support our science-based targets and drive meaningful decarbonisation, Direct Medics is implementing a comprehensive set of carbon reduction initiatives. These are strategically aligned with our goals, focusing on our most significant emission sources as identified in our baseline analysis. Our approach prioritises energy efficiency, sustainable practices, and continuous engagement with our employees and stakeholders.

### I. Scope 2: Energy Consumption Initiatives

Given that Scope 2 emissions (purchased electricity and gas) represent the largest portion of our baseline, these initiatives are paramount to our success.

- **Energy Efficiency Upgrades:** We are committed to a full rollout of **energy-efficient LED lighting** in all UK offices by the end of 2026. We will also install **smart thermostats** to optimise heating and cooling schedules and procure only **energy-star rated appliances** for all new purchases. By 2027, we will conduct a full assessment of our office insulation and window efficiency.
- **Renewable Energy Procurement:** We will actively switch all electricity supply contracts to **100% renewable electricity tariffs** across all UK offices by 2028, where commercially viable. We will also engage with landlords to explore options for influencing or adopting renewable energy sources for shared building services.
- **Behavioural Change Programmes:** We will implement a continuous internal **"Switch Off" campaign** to encourage employees to reduce energy consumption. To foster a culture of energy saving, we will also display regular updates on our energy consumption and associated emissions in common areas.

### II. Scope 3: Value Chain Initiatives

Our Scope 3 initiatives focus on reducing emissions from business travel, employee commuting, waste, and engaging with our supply chain.

- **Business Travel Reduction:** We have adopted a **"virtual-first" policy** for internal meetings and will encourage its use for external client interactions. We will also promote and incentivise the use of **public transport** for business travel over private vehicles and encourage **optimised travel planning**.
- **Employee Commuting & Work From Home Optimisation:** We will actively promote and expand our **Cycle to Work Scheme** and provide easily accessible information on public transport routes. We will also facilitate **car-sharing initiatives** and continue to support our **flexible and hybrid working policies** to reduce daily commuting.
- **Waste Generated in Operations Reduction:** We will implement clear and accessible **recycling programmes** in all offices for paper, plastics, glass, and food waste. Our goal is to

promote a **digital-first approach** to reduce paper consumption and encourage the use of reusable items among staff.

- **Supply Chain Engagement:** We are developing and will implement a **sustainable procurement policy** that prioritises suppliers with strong environmental credentials and lower carbon footprints. We will also actively work with office suppliers to reduce packaging and will collaborate with key suppliers to reduce emissions throughout the value chain.

### III. Data Monitoring & Reporting

To ensure the success of our initiatives, we will establish a robust system for **continuous data collection** across all relevant scopes and categories. We will conduct **quarterly internal reviews** of our progress against our near-term targets and publish an **annual update** detailing our emissions performance, initiative implementation, and future plans.

These initiatives represent Direct Medics' proactive approach to achieving its carbon reduction targets and contributing to a more sustainable future.

## 9. 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>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</sup>.

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<sup>2</sup><https://ghgprotocol.org/corporate-standard>

<sup>3</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-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<sup>4</sup>.

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

*Signed on behalf of Direct Medics Ltd:*

**Signature:**



**Name:** Paul Mulvenna

**Position:** Director

**Date of signature:** 4<sup>th</sup> September 2025

- **This should be read in conjunction with Policies.**

#### **Annexe A: Alignment to ISO 14001 and relevant policies.**

##### **Alignment with ISO 14001 and Policy Conjunction**

This annex formally outlines Direct Medics' commitment to integrating its Carbon Reduction Plan (CRP) within a robust **Environmental Management System (EMS)**, aligned with the principles of **ISO 14001**. Furthermore, it details how this CRP operates in conjunction with other key company policies, ensuring a holistic and consistent approach to sustainability and responsible business conduct.

##### **1. Alignment with ISO 14001 Principles**

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<sup>4</sup><https://ghgprotocol.org/standards/scope-3-standard>

While Direct Medics may not currently hold formal ISO 14001 certification, the development and implementation of this Carbon Reduction Plan are fundamentally guided by the core tenets of the ISO 14001 standard for Environmental Management Systems. This alignment ensures a systematic approach to environmental performance, including:

- **Environmental Policy Integration:** The CRP is a direct operationalisation of the commitments made within Direct Medics' overarching **Environmental Policy**. It provides the specific objectives, targets, and programmes required to achieve the environmental performance goals stated in the policy.
- **Planning (Aspects, Objectives & Targets):** The CRP identifies significant environmental aspects (GHG emissions from energy, travel, waste) and establishes measurable objectives (Net Zero by 2050, near-term absolute reductions) and targets (e.g., 42% reduction by 2030) for continuous improvement.
- **Implementation and Operation:** The CRP's "Carbon Reduction Initiatives" detail the operational controls and programmes for achieving emission reductions. The updated policies serve as critical documented information, and internal communication on sustainability is a key initiative.
- **Checking (Monitoring, Measurement, Evaluation):** The CRP mandates "Continuous Data Collection" and "Regular Progress Reviews," which serve as integral monitoring and measurement activities. The "Analysis of Baseline Emissions" provides the foundation for evaluation.
- **Improvement (Continual Improvement):** The iterative nature of target setting and initiative implementation within the CRP drives continual environmental performance improvement.

## 2. Conjunction with Relevant Company Policies

Direct Medics recognises that environmental performance is an integral part of broader corporate responsibility. Therefore, the Carbon Reduction Plan does not stand in isolation but is interconnected with several other key company policies, ensuring a cohesive management framework:

- **Environmental Policy (Last Reviewed: Sept 2024):** This policy provides the high-level commitment to environmental protection and continuous improvement. The CRP serves as the primary action plan for achieving these commitments, providing specific GHG emission targets and reduction initiatives. The Environmental Policy has been updated to explicitly reference the CRP and its role in achieving Net Zero.
- **Health & Safety Policy (Last Reviewed: Sept 2024):** Aspects of the CRP, particularly those related to waste management and sustainable commuting, complement the Health & Safety Policy. This policy has been updated to acknowledge environmental factors and waste disposal in conjunction with the CRP's reduction efforts, recognising the shared goal of a safe and healthy working environment that also considers environmental impact.

- **Modern Slavery and Human Trafficking Statement (Last Reviewed: July 2025):** The "Future Steps" section of this statement has been updated to reflect an expanded corporate sustainability strategy. This now includes alignment with the CRP's "Sustainable Procurement Policy" to ensure that suppliers meet not only ethical and labour standards but also environmental commitments, fostering a responsible and sustainable supply chain.
- **Anti-Bribery & Corruption Policy (Last Reviewed: July 2025):** While not directly related to carbon reduction, the Anti-Bribery & Corruption Policy has been updated to include a general statement within its introduction, reinforcing that Direct Medics' dedication to ethical business practices extends to responsible environmental stewardship, as demonstrated by the CRP. This highlights an overarching commitment to integrity in all business dealings.
- **Whistleblowing:** To ensure integrity and transparency in environmental reporting, Direct Medics' commitment to integrity is reinforced through its established policies. Serious breaches or non-compliance with the Carbon Reduction Plan or Environmental Policy, including misreporting of emissions data, are considered reportable concerns within the company's existing framework for raising issues.

By formally documenting this alignment and conjunction, Direct Medics reinforces its commitment to robust environmental governance and ensures that its climate action is integrated across its operational and ethical frameworks.