



## **MCMILLAN HEALTHCARE LIMITED**

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Company number [UK] **11228791**

#### **Registered office address**

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

Website: [Mcmillan Healthcare](https://www.mcmillanhealthcare.com)

**Department responsible for updating this document annually: Finance Dept.**



# Carbon Reduction Plan

## Introduction

McMillan Healthcare Limited, a leading healthcare staffing agency renowned for its unwavering commitment to patient safety and high-quality care, is embarking on a significant new venture – its inaugural Carbon Reduction Plan. As environmental awareness becomes increasingly important, McMillan Healthcare Limited is taking proactive measures to reduce its environmental impact and contribute to a more sustainable future.

Recognising the vital role healthcare organisations play in combating climate change, McMillan Healthcare Limited is determined to implement strategies that will significantly reduce its carbon footprint. This ambitious initiative is in line with the global movement towards sustainability and underscores the company's commitment to responsible corporate citizenship.

By launching its Carbon Reduction Plan, McMillan Healthcare Limited is setting a new benchmark for the healthcare staffing industry. The company aims to inspire other organisations to adopt similar strategies, working collectively towards a more sustainable healthcare sector.

As part of its Carbon Reduction Plan, McMillan Healthcare Limited will concentrate on several key areas, including:

- **Energy efficiency:** Introducing measures to reduce energy consumption across offices and facilities, such as upgrading lighting systems and optimising HVAC systems.
- **Sustainable procurement:** Prioritising suppliers who provide environmentally friendly products and services.
- **Waste reduction:** Implementing waste management programmes to minimise waste production and encourage recycling.
- **Employee engagement:** Educating and empowering employees to actively participate in sustainability initiatives and reduce their individual carbon footprints.
- **Transportation and logistics:** Exploring opportunities to reduce emissions related to business travel and transportation.

Through these efforts, McMillan Healthcare Limited seeks to make a meaningful contribution to carbon emissions reduction while setting a positive example for the wider healthcare industry. By taking a forward-thinking approach to sustainability, the company is demonstrating its commitment to a healthier planet and a brighter future for generations to come.

## Commitment to achieving Net Zero by 2040

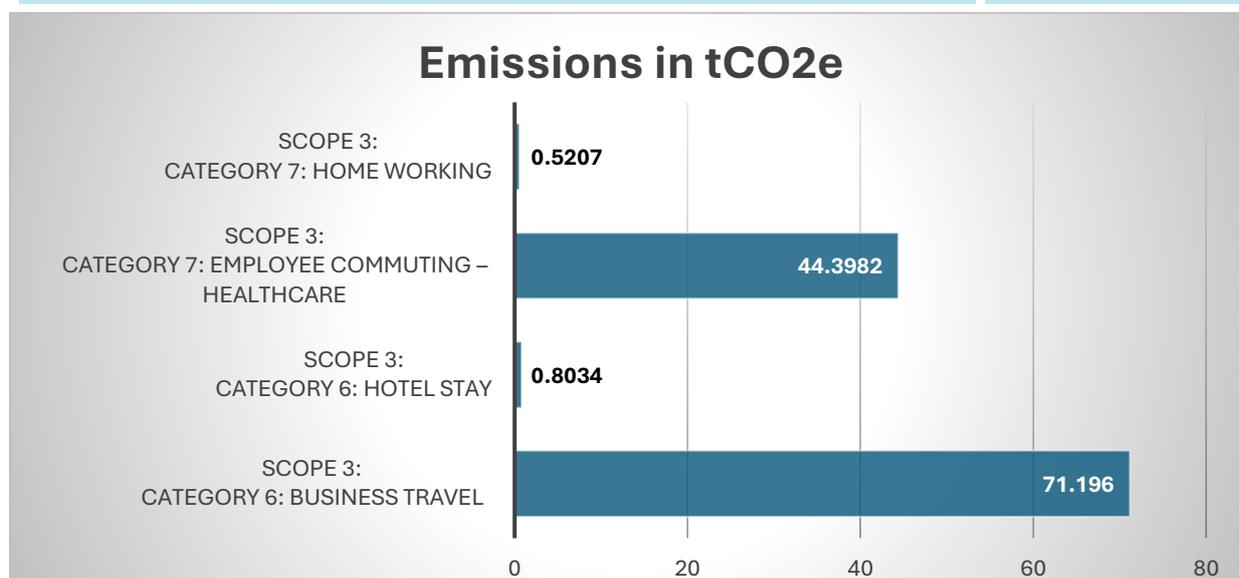
McMillan Healthcare Limited is committed to achieving Net Zero by 2040, recognising its responsibility to address climate change as part of the healthcare sector. As part of this commitment, the company is actively reducing its carbon footprint through energy efficiency, sustainable



procurement, waste reduction, and responsible transportation practices. By engaging employees in sustainability initiatives and collaborating with eco-conscious suppliers, McMillan Healthcare Limited is aligning its operations with global sustainability goals. This ambitious plan reflects the company's dedication to long-term environmental stewardship, aiming to set a positive example for the healthcare staffing industry and contribute to a sustainable future.

### Baseline Emissions Footprint 1<sup>st</sup> January – 31<sup>st</sup> December 2023

Scopes and categories	Metric tons CO <sub>2</sub> e
<b>Scope 1:</b> Direct emissions from owned/controlled operations	0.00
<b>Scope 2:</b> Indirect emissions from the use of purchased electricity, steam, heating, and cooling	0.00
<b>Scope 3:</b> 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	71.196
Category 6: Hotel Stay	0.8034
Category 7: Employee commuting – Healthcare	44.3982
Category 7: Home Working	0.5207
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
<b>Total</b>	<b>116.9183</b>





## Zero Emissions reasons

### Scope 1: Direct Emissions

McMillan Healthcare Limited does not generate any direct emissions (Scope 1) as our operations do not involve owning or controlling combustion equipment or facilities. This means we have zero emissions from sources that are directly owned or controlled by our company.

### Scope 2: Indirect Emissions

As our rental agreement includes utilities, we currently lack specific data on our energy consumption and associated emissions. We have requested information from our landlord to obtain a more accurate understanding of the energy usage related to our operations. Once this data is available, we will calculate and report the corresponding Scope 2 emissions in our environmental reports.

### Scope 3: Indirect Emissions

- **Categories 1-4:** Our business activities do not contribute to Scope 3 emissions in these categories, which include purchased goods and services, capital goods, fuel and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. These activities are not core to our business model, and therefore, we do not generate emissions in these areas.
- **Category 5: Waste Generated in Operations:** Given the nature of our operations within the healthcare sector and controlled environments, we do not generate any waste. We are committed to maintaining this practice and minimizing our environmental impact. If any waste-related emissions arise in the future, we will ensure transparent and accurate reporting.
- **Categories 8-9: Upstream and Downstream Leased Assets:** Our business operations are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions. This means we have minimal to no emissions in these categories.

By understanding and reporting our greenhouse gas emissions, McMillan Healthcare Limited is taking a proactive step towards environmental sustainability and transparency.

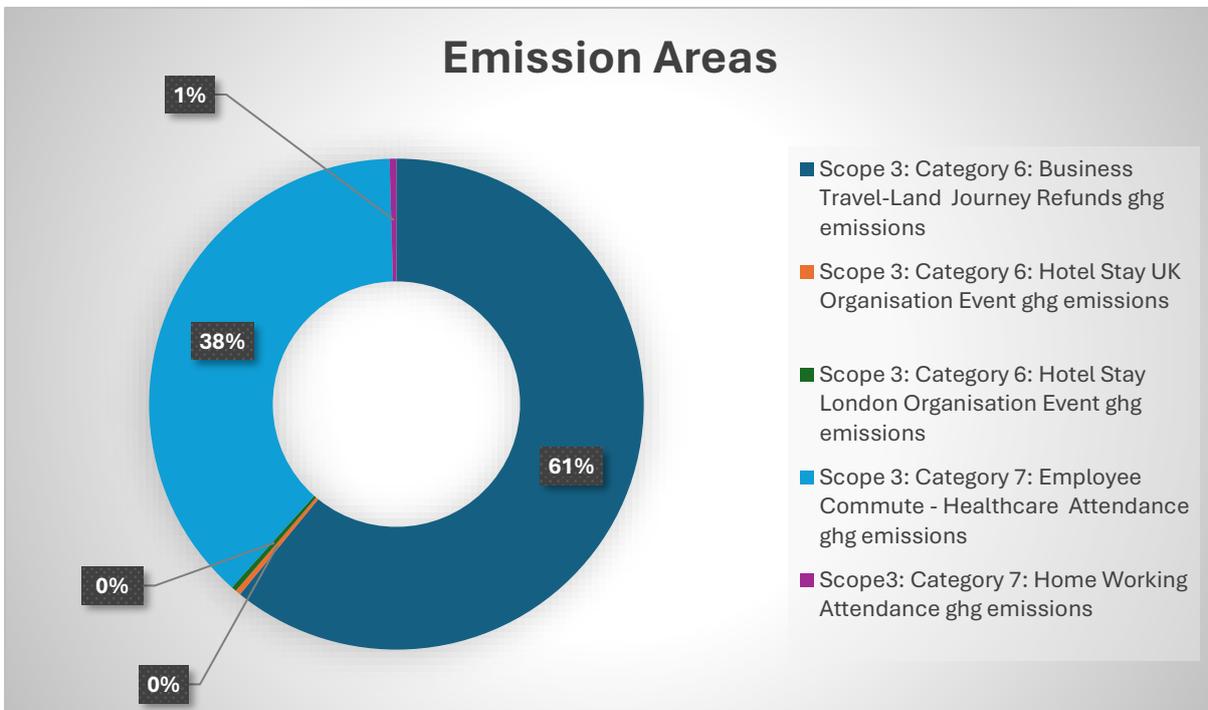
## Methodology & References

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 <sub>2</sub> e
Scope 3: Category 6: Business Travel-Land	Journey Refunds	ghg emissions	71.196
Scope 3: Category 6: Hotel Stay UK	Organisation Event	ghg emissions	0.417
Scope 3: Category 6: Hotel Stay London	Organisation Event	ghg emissions	0.3864
Scope 3: Category 7: Employee Commute - Healthcare	Attendance	ghg emissions	44.3982
Scope3: Category 7: Home Working	Attendance	ghg emissions	0.520699





## Current Emissions Reporting 1<sup>st</sup> January – 31<sup>st</sup> December 2023

As this is the first year of our Carbon Reduction Plan implementation, the emissions data for our baseline year and the current reporting period are the same. Establishing this baseline is essential for measuring and tracking our progress towards reducing carbon emissions. This baseline will serve as a benchmark for comparing future emissions reductions and assessing our progress towards our Net Zero goals. By using the same emissions data for both baseline and current reporting, we ensure a consistent starting point for evaluating our environmental impact moving forward.

## Emissions reduction targets

McMillan Healthcare Limited has outlined the following emission reduction targets to support its commitment to achieving Net Zero by 2040:

- **Scope 3: Business Travel (71.196 tCO<sub>2</sub>e):**  
Target to reduce emissions by 40% by 2030 through promoting virtual meetings, reducing non-essential travel, and increasing the use of low-emission transportation methods such as electric vehicles or public transport.
- **Scope 3: Employee Commuting – Healthcare (44.3982 tCO<sub>2</sub>e):**  
Aim to decrease emissions by 35% by 2030 by encouraging remote work, hybrid models, carpooling, and supporting employees to switch to sustainable modes of transport.
- **Scope 3: Hotel Stay (0.8034 tCO<sub>2</sub>e):**  
Target a 50% reduction in emissions by 2030 by partnering with eco-friendly hotels and encouraging the use of accommodation with lower environmental impact.
- **Scope 3: Home Working (0.5207 tCO<sub>2</sub>e):**  
Plan to lower emissions by 30% by 2030 by providing energy-efficient home office equipment and offering guidance to employees on reducing their energy consumption while working from home.

These reduction targets will be supported by continuous monitoring, staff engagement, and collaboration with suppliers to ensure steady progress towards the company's Net Zero goal.

## Carbon Reduction Initiatives

To meet its Net Zero goal by 2040, McMillan Healthcare Limited is implementing the following targeted carbon reduction initiatives based on the key emissions sources:

- **Business Travel (71.196 tCO<sub>2</sub>e):**  
McMillan will prioritise reducing non-essential business travel by shifting towards virtual



meetings wherever possible. For necessary travel, the company will encourage employees to use public transport or low-emission vehicles, including electric or hybrid cars. Additionally, the business will review travel policies to include emission-conscious booking platforms and providers.

- **Employee Commuting – Healthcare (44.3982 tCO<sub>2</sub>e):**

Given the critical nature of 24/7 healthcare staffing, McMillan aims to reduce commuting emissions by promoting remote and hybrid work models where feasible. The company will also introduce initiatives to incentivise carpooling, cycling, and the use of public transport. Providing subsidies for electric vehicle purchases or leasing will be a long-term goal to reduce emissions from daily commutes.

- **Hotel Stays (0.8034 tCO<sub>2</sub>e):**

McMillan will partner with environmentally responsible hotels that adhere to sustainable practices, aiming to significantly reduce the carbon footprint associated with business trips. Employees will be encouraged to select eco-certified accommodation and minimise overnight stays when not essential.

- **Home Working (0.5207 tCO<sub>2</sub>e):**

To tackle emissions from home working, McMillan will equip employees with energy-efficient devices and promote best practices for reducing energy consumption at home. This includes offering advice on reducing heating and electricity use and potentially providing energy-saving equipment like smart thermostats or LED lighting.

These initiatives will be closely monitored, with progress regularly assessed and adjusted to ensure alignment with the company's ambitious sustainability goals. By integrating these efforts across its operations, McMillan Healthcare Limited demonstrates its commitment to reducing its environmental impact and setting a standard within the healthcare staffing industry.

## 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>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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

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

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



accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>3</sup>.

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

*Signed on behalf of **MCMILLAN HEALTHCARE LIMITED** :*

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Name: Gavin McMillan.

Position: Managing Director

Date: 10/10/24

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