



Carbon Reduction Plan

Corporate Footprint

Parent Company: **ICG MEDICAL LIMITED**

Company Number: 07837160

Registered Address: 3 More London Riverside, 1st Floor, London, England, SE1 2RE

Website: [ICG Medical - Global Recruitment Agency | Find Jobs](#)

Wholly Owned Subsidiaries

1. CROMWELL MEDICAL STAFFING LIMITED

Company Number: 04667589

Registered Address: 7 Bell Yard, London, England, London, United Kingdom, WC2A 2JR

Website: [Cromwell Medical Staffing, UK Leading HealthCare Provider. England. Wales](#)

2. CLINICAL 24 STAFFING LTD

Company Number: 09083143

Registered Address: 7 Bell Yard, London, England, London, United Kingdom, WC2A 2JR

Website: [Clinical24 Staffing Ltd, UKs Leading 24hr Specialist Nursing Agency.](#)

3. GREENSTAFF MEDICAL LIMITED

Company Number: 04814116

Registered Address: Office 318, Castlemead Lower Castle Street, Bristol, United Kingdom, BS1 3AG

Website: [Greenstaff Medical, UK Leading Nursing Staff Provider. UK](#)

The companies mentioned above are wholly owned subsidiaries of ICG Medical, and this Carbon Reduction Plan has been prepared collectively for all subsidiaries under the parent company, ICG Medical.



Introduction:

At ICG Medical, a leading global recruitment agency, we are proud to support healthcare systems worldwide by connecting talented professionals with opportunities that make a difference. As part of our commitment to sustainability and environmental responsibility, we are excited to introduce our Carbon Reduction Plan—a strategic initiative designed to minimise our carbon footprint and contribute to a healthier planet.

This plan extends across our entire organisation, including our wholly owned subsidiaries: **Cromwell Medical Staff Limited, Clinical24 Staffing Ltd, and Greenstaff Medical Limited**. Together, we are taking proactive steps to reduce emissions, enhance energy efficiency, and promote sustainable practices across all aspects of our operations.

Our Carbon Reduction Plan is built on a foundation of accountability, innovation, and collaboration. Key objectives include reducing emissions across our offices, supply chain, and travel activities; increasing energy efficiency through the adoption of renewable energy sources; and fostering a culture of sustainability among our employees, partners, and clients. We are also committed to transparent reporting and continuous improvement, ensuring that we meet and exceed environmental standards.

As a global organisation, we recognise the importance of addressing climate change and aligning with international sustainability goals. Our Carbon Reduction Plan is not just about compliance—it's about leading by example and ensuring that our business practices reflect our values. By implementing this plan, we aim to:

- Reduce greenhouse gas emissions across our operations and supply chain.
- Promote energy efficiency and the use of renewable energy sources.
- Engage our employees, partners, and clients in sustainable practices.
- Continuously monitor and improve our environmental performance.

Through this initiative, we are not only strengthening our commitment to the environment but also enhancing our ability to deliver value to our clients, candidates, and communities. Together, we can build a more sustainable future for healthcare and beyond.

Commitment to achieving Net Zero by 2050

ICG Medical and its subsidiaries—Cromwell Medical Staff Limited, Clinical24 Staffing Ltd, and Greenstaff Medical Limited—are committed to achieving Net Zero emissions by 2050. Through sustainable practices, energy efficiency, and continuous innovation, we will reduce our carbon footprint, align with global climate goals, and contribute to a healthier, more sustainable future for all.

Baseline Emissions Footprint: 1st April 2022 – 31st March 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 | 12.26 |
| Scope 3 Emissions Categories Breakdown | |
| 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 | 0.43 |
| Category 6: Hotel Stay | 0.00 |
| Category 7: Employee commuting | 0.00 |
| Category 7: Work From Home | 0.00 |
| Category 8: Upstream Leased Assets | 0.00 |
| Category 9: Downstream transportation and distribution | 0.00 |
| Scopes | |
| Scope 1 | 0.00 |
| Scope 2 | 12.26 |
| Scope 3 | 0.43 |
| Total Emissions | 12.69 |

In our first year of reporting, we faced challenges due to limited or no available data for emissions tracking. However, we have since taken significant steps to improve our processes. For the upcoming year, we have streamlined our emissions reporting and introduced new policies to ensure more accurate and efficient data collection. These changes have enabled us to establish a robust reporting system within our organisation, paving the way for more transparent and effective carbon management moving forward.

| 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 | 49.190 |
| Scope 3 Emissions Categories Breakdown | |
| 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 & Waste Waster | 1.766 |
| Category 4: Upstream transportation and distribution | 0.00 |
| Category 5: Waste generated in operations | 0.097 |
| Category 6: Business travel | 0.426 |
| Category 6: Hotel Stay | 0.00 |
| Category 7: Employee commuting | 24.248 |
| Category 7: Work From Home | 15.207 |
| Category 7: Healthcare Personnel Commute | 3,994.307 |
| Category 9: Downstream transportation and distribution | 0.00 |
| Scopes | |
| Scope 1 | 0.00 |
| Scope 2 | 49.190 |
| Scope 3 | 4,035.870 |
| Total Emissions | 4,085.061 |

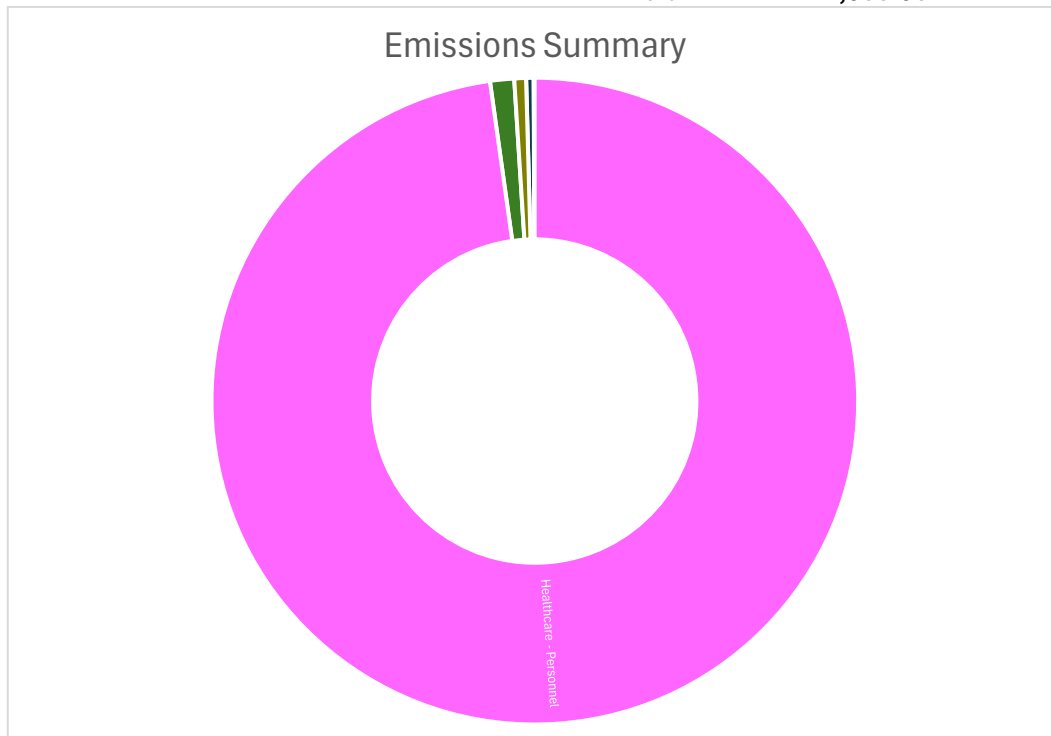
Emissions have increased due to the implementation of a more streamlined data collection process across the parent company and its subsidiaries. This has allowed us to identify and report on new areas of emissions, ensuring greater transparency and accuracy in our reporting.

We have separated healthcare staff commuting data from general office commuting to better understand, train, and support the changing needs of these employees. While reducing emissions in these areas is a priority, we also recognise the challenges posed by remote locations, limited public transport, and external factors such as weather, which impact commuting patterns.

| | | | | | |
|------------------------|------------|------------|----------|------------|-----------------|
| Submission Year | Start Date | 01/04/2023 | End Date | 31/03/2024 | 12-Month |
| Baseline Year | Start Date | 01/04/2022 | End Date | 31/03/2023 | 12-Month |

| Sources of Emissions | KgCO2e: | tCO2e: |
|------------------------|--------------|-----------|
| Gas | 0.00 | 0.000 |
| Electricity | 49,190.40 | 49.190 |
| Water | 1,766.10 | 1.766 |
| Waste General | 97.16 | 0.097 |
| Business Travel - Land | 425.56 | 0.426 |
| Office Commute | 24,247.90 | 24.248 |
| Healthcare - Personnel | 3,994,306.63 | 3,994.307 |
| Delivery Vehicles Vans | 0.00 | 0.000 |
| Hotel & Homeworking | 15,027.12 | 15.027 |

| | |
|--------------|------------------|
| Scope 1 | 0.000 |
| Scope 2 | 49.190 |
| Scope 3 | 4,035.870 |
| Total | 4,085.061 |



Zero Emissions rationale

Scope 1: Direct emissions from owned/controlled operations - Our business operations do not generate Scope 1 emissions, as our processes are structured in a way that prevents direct emissions from occurring.

Scope 3:

Category 1: Purchased goods and services

Category 2: Capital goods

Category 4: Upstream transportation and distribution

Category 9: Downstream transportation and distribution

Our business activities and operational structure inherently prevent emissions in the mentioned categories, resulting in zero emissions for these areas.

Methodology & References

As our operations are based in fully serviced offices with rent inclusive of utilities, we have relied on industry averages to estimate our consumption for electricity, water, and general waste.

Emissions reduction targets (Based on SBTi Methodology)

To align with the **Science-Based Targets initiative (SBTi)**, we have identified key areas for emission reduction, focusing on high-emission categories while considering the operations of the **parent company** and its **subsidiaries**. The following targets are designed to ensure a sustainable and measurable reduction in emissions over the coming years.

1. Healthcare - Personnel Commuting (3,994.307 tCO₂e)

- **Target:** Reduce emissions from healthcare personnel commuting by **30% by 2030** (baseline year: 2023).
- **Actions:**
 - Promote the use of **low-emission vehicles** (e.g., electric or hybrid cars) through incentives and subsidies where applicable.
 - Implement **carpooling programs** and partnerships with public transport providers to reduce individual car usage.
 - Introduce **flexible working arrangements** (e.g., remote work) to minimise unnecessary commuting.

- Provide **training and awareness programs** to encourage sustainable commuting practices among healthcare staff.

2. Office Commute (24.248 tCO₂e)

- **Target:** Achieve a **50% reduction** in office commute emissions by **2030** (baseline year: 2023).
- **Actions:**
 - Transition to a **hybrid work model** to reduce the number of days employees commute to the office.
 - Encourage the use of **public transport**, cycling, or walking through incentives and infrastructure support.
 - Partner with local authorities to improve access to **sustainable transport options** for employees.

3. Electricity Consumption (49.190 tCO₂e)

- **Target:** Reduce electricity-related emissions by **50% by 2030** (baseline year: 2023).
- **Actions:**
 - Transition to **100% renewable energy** sources for all offices and facilities.
 - Upgrade to **energy-efficient appliances** and lighting systems (e.g., LED lighting, ENERGY STAR-rated equipment).
 - Implement **smart energy management systems** to monitor and optimise energy usage across all locations.

4. Hotel & Homeworking (15.027 tCO₂e)

- **Target:** Reduce emissions from homeworking and hotel stays by **20% by 2030** (baseline year: 2023).
- **Actions:**
 - Encourage employees to use **energy-efficient practices** at home (e.g., smart thermostats, energy-saving devices).
 - Partner with **eco-friendly hotels** for business travel accommodations.
 - Provide guidelines for **sustainable homeworking** practices, including reducing energy consumption and waste.

5. Water Consumption (1.766 tCO₂e)

- **Target:** Reduce water-related emissions by **30% by 2030** (baseline year: 2023).
- **Actions:**
 - Install **water-efficient fixtures** (e.g., low-flow taps, dual-flush toilets) across all offices.
 - Implement **water recycling systems** where feasible.
 - Conduct regular **water audits** to identify and address inefficiencies.

6. General Waste (0.097 tCO₂e)

- **Target:** Achieve **zero waste to landfill** by **2030** (baseline year: 2023).
- **Actions:**
 - Implement a **comprehensive waste management program** focusing on recycling and composting.
 - Reduce single-use plastics and promote the use of **reusable materials** across all operations.
 - Partner with waste management companies that prioritise **circular economy practices**.

Parent Company and Subsidiaries Collaboration

To ensure these targets are met, the **parent company** will work closely with its **subsidiaries** to:

- Share best practices and resources for emission reduction.
- Monitor progress through **annual sustainability reports**.
- Align all operations with the **SBTi framework** to ensure consistency and accountability.

Carbon Reduction Initiatives

These initiatives focus on high-emission areas such as **healthcare personnel commuting, office commuting, electricity consumption, and waste management**, while aligning with the **Science-Based Targets initiative (SBTi)** methodology.

1. Healthcare Personnel Commuting (3,994.307 tCO₂e)

- **Initiative 1: Promote Low-Emission Vehicles**
 - Provide **financial incentives** for healthcare staff to switch to electric or hybrid vehicles.
- **Initiative 2: Flexible Working Arrangements**
 - Introduce **remote work options** for administrative staff to reduce unnecessary commuting.
 - Implement **shift optimisation** to minimise travel during peak hours.
- **Initiative 3: Sustainable Commuting Programs**
 - Launch a **carpooling platform** to connect employees traveling similar routes.

2. Office Commute (24.248 tCO₂e)

- **Initiative 1: Hybrid Work Model**
 - Transition to a **3-day office, 2-day remote work model** to reduce commuting frequency.
 - Provide **home office incentives** to support employees in setting up energy-efficient workspaces.
- **Initiative 2: Green Commuting Incentives**
 - Offer **financial rewards** for employees who use public transport, cycle, or walk to work.
- **Initiative 3: Remote Collaboration Tools**
 - Invest in **advanced video conferencing tools** to reduce the need for in-person meetings.

3. Electricity Consumption (49.190 tCO₂e)

- **Initiative 1: Energy Efficiency Upgrades**
 - Replace all lighting with **LED bulbs** and upgrade to **energy-efficient appliances**.
 - Install **smart meters** to monitor and optimize energy usage in real-time.
- **Initiative 2: Employee Awareness Campaigns**
 - Conduct workshops to educate employees on **energy-saving practices** (e.g., turning off lights and equipment when not in use).

4. Homeworking (15.027 tCO₂e)

- **Initiative 1: Sustainable Homeworking Practices**
 - Provide employees with **energy-efficient home office equipment** (e.g., laptops, monitors).
 - Share guidelines on **reducing energy consumption** while working from home.

5. General Waste (0.097 tCO₂e)

- **Initiative 1: Zero Waste to Landfill**
 - Partner with waste management companies that prioritise **recycling** and **composting**.
 - Set up **clearly labeled recycling bins** in all offices to encourage proper waste segregation.
- **Initiative 2: Reduce Single-Use Plastics**
 - Replace single-use plastics with **reusable alternatives** (e.g., water bottles, cutlery).
 - Provide employees with **reusable office supplies** (e.g., notebooks, pens).
- **Initiative 3: Circular Economy Practices**
 - Donate or recycle old office furniture and equipment instead of sending it to landfill.

6. Cross-Company Collaboration

- **Initiative 1: Sustainability Task Force**
 - Establish a **cross-functional team** to oversee the implementation of carbon reduction initiatives across the parent company and subsidiaries.
- **Initiative 2: Annual Sustainability Reporting**
 - Publish **transparent progress reports** on emission reductions and sustainability achievements.
- **Initiative 3: Employee Engagement Programs**

- Launch **green challenges** and **recognition programs** to encourage employee participation in sustainability efforts.

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 **ICG MEDICAL LIMITED:**



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Name: Bethany Last.

Position: Director.

Date: 29/01/2025.....

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>