

# Carbon Reduction Plan

Supplier name: MMA HEALTHCARE PROFESSIONALS UK LTD

Publication date: 13/10/2023

## Commitment to achieving Net Zero

**MMA Healthcare Recruitment UK limited** is committed to achieving Net Zero emissions by 2030

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

<b>Baseline Year: 2019/20</b> (01/03/2019 to 31/03/2020)	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
Emissions data had not been published in prior years therefore we selected 2019/20 as our base year. The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed on the SmartCarbon Calculator using the UK Government emissions factors.	
<b>Baseline year emissions:</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	<b>47.21</b>
Scope 2	<b>81.03</b>
Scope 3 (Included Sources)	<b>Scope 3 total – 991.59</b> <b>Upstream T&amp;D – not relevant – explanation provided</b> (MMA Healthcare Professionals is a recruitment agency in the UK that supplies permanent staff to the National Health Service & Independent care sector. We provide services rather than goods and, as such, transportation and distribution of goods are not relevant to us)

	<p><b>Waste - 0.10</b></p> <p><b>Business Travel – 420.16 Employee</b></p> <p><b>Commuting – 571.33</b></p> <p><b>Downstream T&amp;D – not relevant – explanation provided</b> (MMA Healthcare Recruitment is a recruitment agency in the UK that supplies permanent staff to the National Health Service &amp; Independent Care Sector. We provideservices ratherthan goods and, as such, transportation and distribution ofgoods are not relevant tous)</p>
<b>Total Emissions</b>	<b>1,119.83</b>

### Current Emissions Reporting

<b>Reporting Year: 2022/23 (1/03/2022 to 31/03/2023)</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO2e)</b>
<b>Scope 1</b>	<b>7.0 tCO2e</b>
<b>Scope 2/</b>	<b>34.95 tCO2e</b>
<b>Scope 3</b>	<b>Scope 3 total – 116.45</b>
<b>(Included Sources)</b>	<p><b>Upstream T&amp;D</b> – irrelevant. MMA Healthcare Recruitment UK Limited, a UK-based recruitment agency, primarily provides permanent staffing solutions for both the National Health Service and the private care sector. Our core services revolve around personnel placements, not product distribution, rendering transportation and goods distribution non-applicable to our operations.</p> <p><b>Waste - 0.02</b></p> <p><b>Business Travel – 79.535</b></p> <p><b>Employee Commuting – 36.895</b></p> <p><b>Downstream T&amp;D</b> non-applicable. MMA Healthcare Recruitment UK Limited's primary function is to source and place permanent staff within the National Health Service and private care industries. Our operations center around service provision, devoid of goods distribution or transportation, hence making such emissions categories irrelevant for our reporting.</p>
<b>Total Emissions</b>	<b>155.74</b>

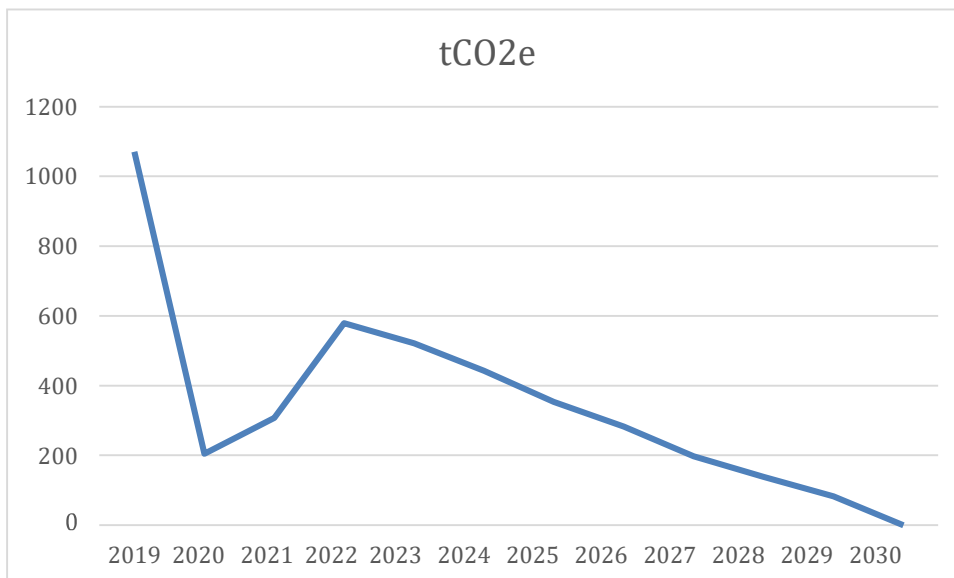
## Emissions reduction targets

We have had no previous emissions reduction commitment.

To continue our progress to achieving Net Zero since the base year 2019/20, we have adopted the following carbon reduction target.

We project that carbon emissions will decrease over the next five years to 345 tCO<sub>2</sub>e by 2025/26. This is a reduction of 65% from 2019/20 and the projection is to reach net zero carbon by 2030. It is envisaged that carbon offsetting or technology such as carbon capture and storage will be deployed to achieve the difference between actual and net zero carbon.

Progress against these targets can be seen in the graph below (2019 to 2021 are actuals 2022 to 2030 are projected):



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

It should be noted that the reductions (from 2019/20) in CO<sub>2</sub> in 2020/21 and 2021/22 are attributed especially to the period during which COVID significantly impacted operational capacity. 2022/23 were more typical operational year, more in line with 2019/20.

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The measures will be in effect when performing the contract.

Carbon reduction projects have included:

- Reducing the energy used by office equipment
- Installation of LED Lighting in office properties.
- Implemented energy saving routine for office equipment for example setting computers and monitors to automatically switch off when users are away from their desk for more than 10 minutes
- Raised employee awareness about office equipment efficiency
- Implemented an office energy equipment policy
- Move to hybrid working model that has resulted in reduction of commuting and company business travel.
- Staff encouraged to use video conferencing where possible.
- Equipment management systems have been upgraded to reduce energy usage including power saving settings on computers and monitors so that monitors are automatically switched off when users are away from their desks for more than ten minutes.
- Printing set to use the most energy-efficient mode, allowing only black and white and double-sided printing and we educated staff to avoid all unnecessary printing.
- Completed a Sustainability Opportunity assessment that will help us to build and implement our corporate sustainability strategy. This approach includes environmental, social, and economic pillars of activity. Carbon reduction is an important element.
- ISO 14001 implementation that will result in certification in this business year

In the future we hope to implement further measures such as:

- Interventions to reduce power consumption focused on air conditioning, building fabric, insulation, space heating, ventilation and hot water.
- Feasibility study for onsite renewable energy sources through solar panel installation.
- Purchase of 100% renewable energy.
- For IT systems – these will be designed with optimization as key from Day 1. We will implement software solutions to manage and optimize power consumption of assets.
- Transition to zero emission vehicles. All vehicles purchased or leased to be ULEV towards goal of 90% of total fleet low, ultra-low or zero emissions by 2028 and totally net zero by 2030.
- Requiring suppliers to report their carbon footprint data to us to improve the accuracy of carbon measurement and engaging with suppliers to support our net zero goal.
- All suppliers to have produced their own net zero target and plan (by 2030 latest)

- Evaluation of all clinical and non-clinical purchased products with specific plans for more efficient use such as reducing single use plastic, switching from disposable to reusable equipment and reducing use of paper. Using low carbon substitutions where possible such as uniforms made from recycled materials.
- Active management and reduction of emissions from staff travel. Measures to include a tighter travel policy, switching domestic flights to rail, selecting lower emission flights through new booking technology, and introducing travel carbon budgeting and reporting.
- Deliver further reductions in emissions resulting from commuting to work. Encouragement of staff to use low carbon transport methods such as walking, cycling and public transport as well as a scheme to promote use of low or zero emission cars, including provision of EV charging points.

### **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 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 the Supplier:**  
**MMA HEALTHCARE RECRUITMENT UK LTD**



Name: Dawie van Rensburg      Date: 13/10/2023

Title: Chief Executive Officer

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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>

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