

# Carbon Reduction Plan



FY2022

**Supplier name:** Acacium Group Limited (012549860)

Acacium Group is the leading global healthcare delivery partner offering: staffing, managed services and innovative delivery models to health and social care systems and the global life sciences industry. It comprises market leading specialist brands, which combine workforce, services, deep clinical expertise, technology and analytics to deliver better outcomes for clients and patients.

At the Group's core is its purpose to 'improve people's lives through expert healthcare, social care and life sciences.' This drives everything we do and extends to a commitment to act ethically and with integrity in all our business dealings and relationships. We report annually on our commitment to being a responsible business in our [Responsible Business Report](#).

**Publication date:** 5th July 2023

## **Commitment to achieving Net Zero.**

Acacium Group is committed to achieving Net Zero by 2040.

## **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.

Baseline year: **2021**

## **Additional details relating to the Baseline Emissions calculations**

In 2021 we measured our carbon emissions for the first time so this year forms our baseline.

| <b>Emissions</b>                           | Total (tCO <sub>2</sub> e) |
|--|----------------------------|
| <b>Scope 1</b>                             | 1,527.4                    |
| <b>Scope 2</b>                             | 580.3                      |
| <b>Scope 3</b>                             |                            |
| Purchased goods & services                 | 1,241.14                   |
| Fuel & Energy related activities           | 316.9                      |
| Upstream transportation and distribution   | 5.4                        |
| Waste generated in operations              | 0*                         |
| Business travel                            | 431.2                      |
| Employee commuting & Homeworking           | 3,083.9                    |
| Downstream transportation and distribution | 0*                         |
| <b>Total Scope 3</b>                       | 5,078.6                    |
| <b>Total emissions**</b>                   | 7,186.3                    |

\* For these categories we have not measured the emissions as they are not relevant or material to our carbon footprint given the nature of our business or due to lack of direct control on data collection.

\*\* The methodology used to calculate scope 1, 2 and 3 follows Greenhouse Gas Protocol.

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## Current emissions reporting

### Reporting year: 2022

| Emissions                                  | Total (tCO <sub>2</sub> e) |
|--|----------------------------|
| <b>Scope 1</b>                             | 195.21                     |
| <b>Scope 2</b>                             | 469.29                     |
| <b>Scope 3</b>                             |                            |
| Purchase goods & services                  | 1,537.73                   |
| Fuel & Energy related data                 | 117.24                     |
| Upstream transportation and distribution   | 4.79                       |
| Waste generated in operations              | 0*                         |
| Business travel                            | 3,180.0                    |
| Employee commuting & Homeworking           | 2,482.86                   |
| Downstream transportation and distribution | 0*                         |
| <b>Total Scope 3</b>                       | 7,322.62                   |
| <b>Total emissions**</b>                   | 7,987.12                   |

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\*\* The methodology used to calculate scope 1, 2 and 3 follows Greenhouse Gas Protocol.

## This carbon reduction plan covers all of the following wholly owned subsidiaries:

| No | Company Name                        | Company Number |
|----|-------------------------------------|----------------|
| 1  | A&I Locums Limited                  | 06558227       |
| 2  | Acacium Group Limited               | 12549860       |
| 3  | Accident & Emergency Agency Limited | 05927852       |
| 4  | Asclepius Global Limited            | 08122956       |
| 5  | Asclepius Managed Services Limited  | 08234402       |
| 6  | Carehome Selection Limited          | 03091598       |
| 7  | CHS Healthcare Holdings Limited     | 09628817       |
| 8  | CHS Healthcare Software Limited     | 11582111       |
| 9  | Emergency Department Locums Limited | 07938214       |
| 10 | Faber On Demand Ltd                 | 03833847       |
| 11 | Frontline Staffing Limited          | 02666923       |
| 12 | General Medicine Group Limited      | 06906418       |
| 13 | GP World Limited                    | 07197490       |
| 14 | Health Personnel Solutions Limited  | 07212781       |
| 15 | Hobson Prior Limited                | 04438314       |
| 16 | Hobson Prior Europe Ltd             | 05542566       |
| 17 | Hobson Prior Interims Ltd           | 05541949       |
| 18 | Hobson Prior International Ltd      | 04467072       |
| 19 | ICSG Limited                        | 07268397       |
| 20 | ICS Healthcare Services Limited     | 06666392       |
| 21 | ICS Ingage Limited                  | 03193055       |
| 22 | ICS Operations Limited              | 04793945       |
| 23 | Impala Bidco 0 Limited              | 12551282       |
| 24 | Impala Midco II Limited             | 12550877       |

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|    |   |          |
|----|---|----------|
| 25 | Independent Clinical Services Limited       | 04768329 |
| 26 | Independent Clinical Services Group Limited | 07268373 |
| 27 | Indigo Bidco Limited                        | 09025049 |
| 28 | Indigo Cleanco Limited                      | 09062530 |
| 29 | Indigo Intermediate Limited                 | 09062506 |
| 30 | Indigo Parent Limited                       | 09062481 |
| 31 | Irish Medical Locume Limited                | 05834911 |
| 32 | Labmed Specialist Recruitment Limited       | 04662809 |
| 33 | Liquid Personnel Limited                    | 06155616 |
| 34 | Match Group Limited                         | 03767093 |
| 35 | Match Healthcare Services Limited           | 02822226 |
| 36 | Match Holdings Limited                      | 03767207 |
| 37 | Maxxima Limited                             | 04197152 |
| 38 | Nationwide Locum Services Limited           | 03774493 |
| 39 | 999 Medical Locums Limited                  | 05086750 |
| 40 | Pathology Group Limited                     | 05927809 |
| 41 | Proclinical Limited                         | 05742788 |
| 42 | Psychiatry People Limited                   | 05927874 |
| 43 | Pulse Healthcare Limited                    | 03156103 |
| 44 | Pulse Staffing Limited                      | 06319718 |
| 45 | Quality Education Limited                   | 03619487 |
| 46 | Quality Locum Holdings Limited              | 03434321 |
| 47 | Quality Locums Limited                      | 04312823 |
| 48 | Quality Locum Services Limited              | 03149645 |
| 49 | Quality Locum Staff Limited                 | 03393879 |
| 50 | Surgical People Limited                     | 07963501 |
| 51 | Titan Recruitment Solutions Limited         | 03540088 |
| 52 | UKJobs4Docs Limited                         | 05086210 |

## Emissions reduction targets

Acacium Group has set up an ambitious global carbon reduction target to achieve Net Zero by 2040. By the end of 2023, we are planning to set up an intermediate carbon target to align with Science Base Targets Initiative.

Acacium Group has a Responsible Business team to tackle the carbon reduction plan and the social value within other ESG topics. In June 2023 in the UK, we have onboarded a dedicated Environmental Manager to implement and drive the Net Zero approach across our operations and value chain.

Since 2021 Acacium Group is measuring and reporting carbon emissions and monitoring progress against our target.

To ensure that progress is made in achieving Net Zero, we have adopted the following carbon reduction target:

- Net Zero by 2040

We anticipate that carbon emissions will decrease over the next five years to 5,389.73 (tCO<sub>2</sub>e) by 2026. This is a reduction of 25%.

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

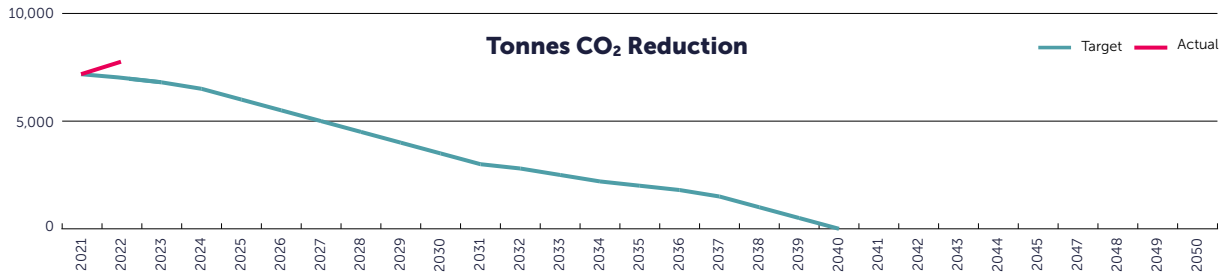
<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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

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**Progress against these targets is anticipated to be as in the graph below:**



## Carbon reduction projects.

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline. The carbon emission reduction achieved since then include of the following initiatives:

- Office consolidation, we have concentrated our small offices in separate locations in London city to the HQ in 9 Appold Street, London EC2A.
- We have adapted a hybrid working policy for our staff to reduce employee commuting by 9%
- We purchase 100% renewable energy for all the offices where we have a direct supplier.
- We recycle our IT assets at the end of their life cycle in compliance with WEEE waste recycling regulation.

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

- Transition to EV or hybrid company cars.
- Improve heating technologies to reduce fossil fuel.
- Implement a green clause in new office lease contracts to provided renewable energy.
- Sustainable procurement policy.
- Enable low carbon employee commuting initiatives.
- Reduce business travel by reducing emissions intensity and frequency.

## 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 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 .

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:



**Name and Job Title:** Alex Ryan, Service Development Director

**Date:** 5th July 2023

<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>