

# Carbon Reduction Plan

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Company Number: 07772530

## DEDICARE

Reporting Period: 1st January 2025 to 31st  
December 2025

Date: 27/03/2026

**Net Zero Target: 2050**

# Executive Summary

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This Carbon Reduction Plan outlines Dedicare's commitment to achieving Net Zero greenhouse gas emissions and details our strategy for reducing carbon emissions across our operations.

Dedicare is a healthcare staffing company that connects qualified medical professionals such as doctors, nurses, and other specialists with healthcare providers. The company supports hospitals and clinics by helping them fill staffing gaps and maintain consistent, high-quality patient care.

Our baseline emissions for 2023 (1st January 2023 to 31st December 2023) totalled 60.18 tCO<sub>2</sub>e, comprising:

- Scope 1 (Direct emissions): 13.96 tCO<sub>2</sub>e
- Scope 2 (location based): 5.21 tCO<sub>2</sub>e
- Scope 2 (market based): 5.21 tCO<sub>2</sub>e
- Scope 3 (Other indirect emissions): 41.01 tCO<sub>2</sub>e

For the current reporting period (1st January 2025 to 31st December 2025), our total emissions were 33.56 tCO<sub>2</sub>e, representing a 44.2% reduction from our baseline year.

We are committed to achieving Net Zero emissions by 2050 through a comprehensive program of carbon reduction measures, including energy efficiency improvements, renewable energy adoption, and sustainable transport initiatives.

This plan demonstrates our compliance with PPN 006 (previously PPN 06/21) requirements and our ongoing commitment to environmental responsibility and climate action.

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## Commitment to Net Zero

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Dedicare is committed to achieving Net Zero emissions by 2050 in line with UK Government emissions target.

## Baseline Emissions Footprint

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Baseline emissions are a record of the greenhouse gases that have been produced in the baseline audit period. For Dedicare this period was the financial period 1st January 2023 to 31st December 2023.

Dedicare's baseline emissions footprint includes Scope 1 (direct emissions), Scope 2 (purchased electricity), and relevant Scope 3 categories: 3.4 upstream transport and distribution, 3.5 waste, 3.6 business travel, and 3.7 employee commuting.

### Baseline: 1st January 2023 to 31st December 2023

Emissions Scope	Emissions (tCO <sub>2</sub> e)
Scope 1	13.96
Scope 2 (location based)	5.21
Scope 2 (market based)	5.21
Scope 3	41.01
<b>Total Emissions</b>	<b>60.18</b>

## Scope 3 Emissions Breakdown

Scope 3 Category	Emissions (tCO <sub>2</sub> e)
Scope 3.3 Fuel and Energy Related Activities	0.03
Scope 3.4 Upstream Transport & Distribution	0.37
Scope 3.5 Waste	1.41
Scope 3.6 Business Travel	27.60
Scope 3.7 Employee Commuting	11.60
<b>Total Scope 3</b>	<b>41.01</b>

# Current Emissions Reporting

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This page summarises the emissions from the financial year 2025 (1st January 2025 to 31st December 2025).

For the current reporting year, emissions have been measured across Scope 1, Scope 2, and relevant Scope 3 categories: 3.4 upstream transport and distribution, 3.5 waste, 3.6 business travel, and 3.7 employee commuting.

Emissions Scope	Current (tCO <sub>2</sub> e)	Baseline (tCO <sub>2</sub> e)	Change (%)
Scope 1	16.00	13.96	+14.6%
Scope 2 (location based)	2.56	5.21	-50.9%
Scope 2 (market based)	1.53	5.21	-70.6%
Scope 3	15.00	41.01	-63.4%
<b>Total Emissions</b>	<b>33.56</b>	<b>60.18</b>	<b>-44.2%</b>

## Current Year Scope 3 Emissions Breakdown

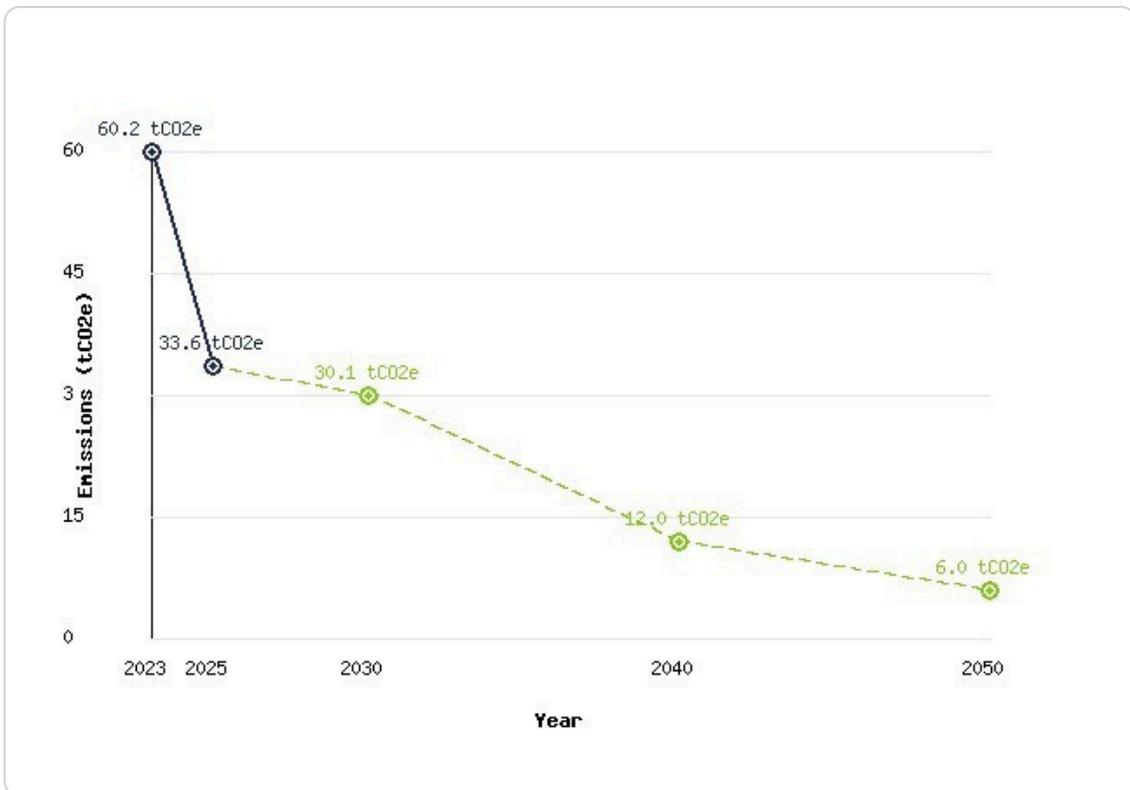
Scope 3 Category	Emissions (tCO <sub>2</sub> e)	Baseline (tCO <sub>2</sub> e)	Change (%)
Scope 3.3 Fuel and Energy Related Activities	1.37	0.03	+4,494.2%
Scope 3.4 Upstream Transport & Distribution	0.00	0.37	-100.0%
Scope 3.5 Waste	0.52	1.41	-63.0%
Scope 3.6 Business Travel	2.87	27.60	-89.6%
Scope 3.7 Employee Commuting	10.24	11.60	-11.7%
<b>Total Scope 3</b>	<b>15.00</b>	<b>41.01</b>	<b>-63.4%</b>

# Carbon Reduction Targets

## Our Target

50% reduction in total emissions by 2030 compared to 2023 baseline

## Emissions Reduction Trajectory



## Key Milestones

**2030** 50% reduction from baseline

**2040** 80% reduction from baseline

# Carbon Reduction Measures

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The following environmental management measures and projects have been completed or are planned to be completed in the coming financial period. The carbon emission reduction of these measures has been estimated where possible.

## Switch to Renewable Energy Contracts

Planned

Dedicare should look into switching to renewable energy / zero carbon tariffs with their energy suppliers, across all offices. At present, only the Scotland office is purchasing a green tariff.

## Consider EV Salary Sacrifice Schemes

Planned

Dedicare could consider introducing an electric vehicle (EV) salary sacrifice scheme to support employees in transitioning to lower-emission transport options and help reduce commuting-related carbon emissions.

## Incentivising Green Travel

Planned

Dedicare could offer incentives, such as enhanced mileage reimbursement or other benefits, to encourage employees to use lower-carbon commuting options including public transport, cycling, or walking. They could also continue to support and promote carpooling initiatives by providing incentives for employees who share transport for both business travel and commuting.

### Expand Scope 3 Reporting

Planned

Scope 3 emissions decreased significantly in 2025, particularly within categories 3.4 (upstream transport and distribution) and 3.6 (business travel). This reduction is primarily attributable to the upgrade of office supplies in 2024, resulting in fewer delivery requirements during 2025, as well as the rescheduling of Dedicare's annual overseas business trip, which led to lower business travel emissions.

Looking ahead to 2026, Dedicare should consider expanding its Scope 3 reporting to include category 3.1 (purchased goods and services) in order to provide a more comprehensive account of all relevant Scope 3 emission sources.

### Decarbonisation of Western Isles properties

Planned

Dedicare should continue to engage with property owners in the Western Isles to encourage the transition to lower-carbon energy sources and shift away from the use of Kerosene.

### Improving the Quality of Data Collected

In Progress

Dedicare are committed to continuing to improve the quality of data they are able to collect for their reporting. The categories with high quality data entries from 2024 have remained consistent for 2025. Net Zero Group will provide a detailed breakdown of data quality improvements for 2026 to allow Dedicare to begin planning how they will source higher quality data for next year.

### Tree Planting at Broughton Sanctuary estate

Completed

Dedicare have continued to plant trees 2025 in support of Broughton Sanctuary, located on the same estate as Dedicare's Broughton Office.

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# Methodology & Standards

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## Calculation Method

GHG Protocol Corporate Accounting and Reporting Standard

## Emissions Factors

- DEFRA/BEIS 2025
- DEFRA/BEIS 2022

## Data Quality Assessment

Dedicare provided high quality data for categories 3.5 Waste, 3.6 Business Travel and 3.7 Employee Commuting. Some high level data was also provided for Scope 1 Direct Emissions. Mid-level data was provided for Scope 2 Purchased Electricity. Custom data was provided for 3.4 Upstream Transport and Distribution, and low level data was provided for the Scotland Office for Scope 1 and Scope 2. The emissions associated with the heating oil that Dedicare purchased in 2025 was converted from £ spent to litres offline.

# Declaration and Sign-Off

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This Carbon Reduction Plan has been completed in accordance with PPN 006 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 (where required), 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.

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

**Date:** *A L Thornton*

**Digital Signature:** 30th March 2026

## Document Information

**Document Version:** 1.0

**Last Updated:** 2026-03-27

**Compliance:** PPN 006

**Standard:** GHG Protocol