

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.

Emissions	Total (tCO ₂ e)
Scope 1	1,527.4
Scope 2	580.3
Scope 3	
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*
Total Scope 3	5,078.6
Total emissions**	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.

Carbon Reduction Plan

FY2022

Current emissions reporting

Reporting year: 2022

Emissions	Total (tCO ₂ e)
Scope 1	195.21
Scope 2	469.29
Scope 3	
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*
Total Scope 3	7,322.62
Total emissions**	7,987.12

* 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.

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

Carbon Reduction Plan

FY2022

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 (tCO₂e) by 2026. This is a reduction of 25%.

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

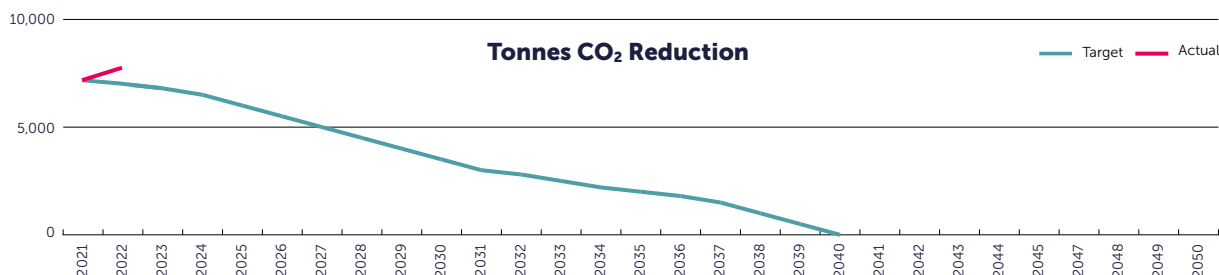
²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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

Carbon Reduction Plan

FY2022

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

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>