



## Carbon Reduction Plan

Supplier name: BlackRock Medical Recruitment Limited

Publication date: 20<sup>th</sup> November 2023

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

BlackRock Medical Recruitment Limited is committed to achieving Net Zero emissions by 2050

### **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.

2022 was BlackRock Medicals first reporting year and will serve as the baseline for future reporting. With this being our first reporting year, our baseline and current reporting year are the same.

<b>Baseline Year:</b> 2022
<b>Additional Details relating to the Baseline Emissions calculations.</b>
Calculations provided by Normative.io and calculated in accordance with the Greenhouse Gas Protocol – Corporate Standard.
The chosen intensity metric is total gross emissions in metric tonnes CO <sub>2</sub> e per m <sup>2</sup> of property floor space. This will allow for easy comparison in future years, regardless of whether we increase the number of operational units. We believe this is the most appropriate intensity metric to apply for this reporting purpose.

BlackRock Medical is actively exploring how waste generated in operations can be collected to form part of our 2023 GHG emissions reporting and estimates of employee commuting will also be included.

**Baseline year emissions: 22.2 (tCO<sub>2</sub>e)**

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<p><b>0 (tCO<sub>2</sub>e)</b></p> <p>BlackRock Medical is a medical recruitment business, and as such we do not manufacture or distribute products and do not operate or control any manufacturing facilities. We do not require the use of vehicles for day-to-day business operations. BlackRock Medical is committed to procuring goods and services from suppliers who comply with the governments carbon reduction plans and will endeavour to become carbon neutral by 2050.</p>
<b>Scope 2</b>	<p><b>1.6 (tCO<sub>2</sub>e)</b></p> <p>BlackRock Medical operates from The Steam Mill which is a serviced office. Our office space has recently had low energy consumption LED lighting installed in our office space and EV charging points installed in the car park. Our landlord has advised that our office space has a B energy rating. Our landlord is also committed to procuring electricity from a renewable energy supplier when the current energy contract is due next year.</p>
<b>Scope 3 (Included Sources)</b>	<p><b>20.6 (tCO<sub>2</sub>e)</b></p> <p>BlackRock Medical does not buy and sell products and as therefore produces no carbon from distribution and transport. We have seen a vast reduction in stationary procurement since the pandemic. Almost all meetings are now held remotely using Microsoft Teams or similar software. Waste produced through day-to-day operations is sorted into general waste and recyclable material, which is then handled by a waste management company contracted by our landlord. Employee commuting will be calculated and reported with next years figures however we encourage employees to use sustainable commuting methods, like biking, walking, or public transport and will offer EV incentives.</p>
<b>Total Emissions</b>	<b>22.2 (tCO<sub>2</sub>e)</b>

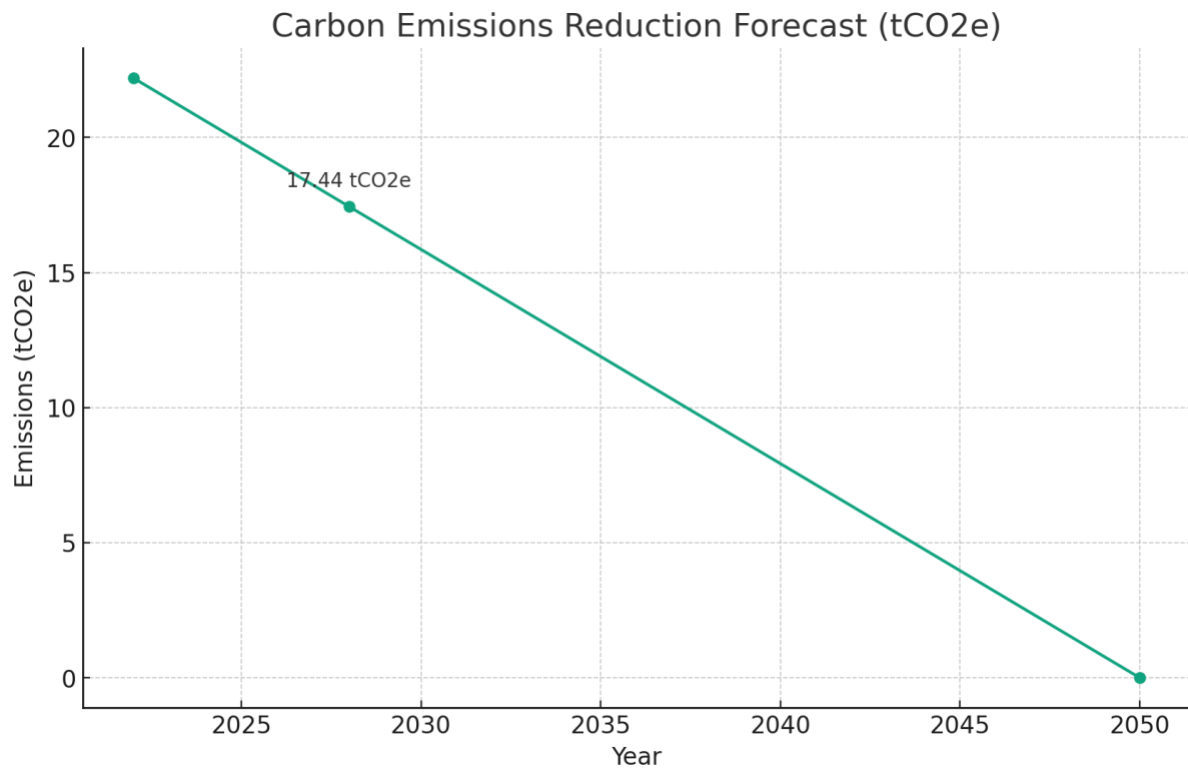
## Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	<p><b>0 (tCO<sub>2</sub>e)</b></p> <p>BlackRock Medical is a medical recruitment business, and as such we do not manufacture or distribute products and do not operate or control any manufacturing facilities. We do not require the use of vehicles for day-to-day business operations. BlackRock Medical is committed to procuring goods and services from suppliers who comply with the governments carbon reduction plans and will endeavour to become carbon neutral by 2050.</p>
Scope 2	<p><b>1.6 (tCO<sub>2</sub>e)</b></p> <p>BlackRock Medical operates from The Steam Mill which is a serviced office. Our office space has recently had low energy consumption LED lighting installed in our office space and EV charging points installed in the car park. Our landlord has advised that our office space has a B energy rating. Our landlord is also committed to procuring electricity from a renewable energy supplier when the current energy contract is due next year.</p>
Scope 3 (Included Sources)	<p><b>20.6 (tCO<sub>2</sub>e)</b></p> <p>BlackRock Medical does not buy and sell products and as therefore produces no carbon from distribution and transport. We have seen a vast reduction in stationary procurement since the pandemic. Almost all meetings are now held remotely using Microsoft Teams or similar software. Waste produced through day-to-day operations is sorted into general waste and recyclable material, which is then handled by a waste management company contracted by our landlord. Employee commuting will be calculated and reported with next years figures however we encourage employees to use sustainable commuting methods, like biking, walking, or public transport and will offer EV incentives.</p>
<b>Total Emissions</b>	<b>22.2 (tCO<sub>2</sub>e)</b>

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 17.44 tCO<sub>2</sub>e by 2028. This is a reduction of 21.44%



## Completed Carbon Reduction Initiatives

- As previously outlined, the office space from which BlackRock Medical operates has recently had low power consumption LED lighting fitted.
- EV charging ports have been installed in 10% of the parking spaces.
- The majority of business meetings are now carried out via Microsoft Teams rather than face to face which has resulted in a reduction in business travel.
- A paperless culture has been embedded in the office. This has led to a vast reduction in stationary usage.
- Single use paper cups have been removed from the office.

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

- Discussions have begun with a provider of electric vehicles via a salary sacrifice scheme to support employees wishing to purchase electric cars.
- Encourage employees to use sustainable commuting methods, like biking, walking, or public transport, perhaps through incentives or subsidies.
- Implement strategies to reduce waste in the office, such as composting and reducing single-use plastics.
- Invest in carbon offset programs to compensate for the company's unavoidable emissions.
- Educate employees about carbon footprint reduction both in the workplace and at home. Encourage them to adopt sustainable practices.
- Choose web hosting services that run on renewable energy or have a commitment to carbon neutrality.
- Regularly monitor and report the company's carbon footprint to identify areas for improvement and make data-driven decisions.

## **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 Director.

### **Signed on behalf of the Supplier:**

*Mark Swinerton.*

22<sup>nd</sup> November 2023

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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>

