



Cabinet Office

Vobis Medical Recruitment Carbon Reduction Plan: 2022-2040

Baseline Year: January to December 2022

Introduction:

Vobis Medical Recruitment, a UK-based specialist recruitment consultancy founded in 2015, is dedicated to providing bespoke solutions for the healthcare sector. Recognizing the importance of environmental responsibility, we are initiating a comprehensive Carbon Reduction Plan with the baseline year set from January to December 2022.

1. Baseline Emission Footprint: Our initial step involves calculating the baseline emission footprint for the year 2022. This comprehensive assessment will serve as a reference point for measuring our progress and setting realistic carbon reduction targets.

2. Carbon Reduction Targets:

a. Short-Term Goals (2022-2025):

- Target a 10% reduction in overall carbon emissions by 2025 compared to the 2022 baseline.
- Implement energy-efficient practices in office spaces and streamline transportation logistics.
- Promote sustainable commuting options for our staff.

b. Medium-Term Goals (2026-2030):

- Strive for a 30% reduction in carbon emissions by 2030, focusing on supply chain sustainability.
- Integrate renewable energy sources to power our facilities.
- Implement a comprehensive waste reduction and recycling program.

c. Long-Term Goals (2031-2040):

- Aim for a net-zero carbon footprint by 2040, aligning with global sustainability objectives.
- Invest in carbon offset projects to neutralize residual emissions.

- Explore innovative technologies and practices to further reduce environmental impact.

3. Alignment with ISO 14001: Vobis Medical Recruitment is committed to aligning its environmental management policies with ISO 14001 standards. This includes:

- Regular environmental performance assessments and audits.
- Continuous improvement in sustainability practices.
- Employee training on environmental responsibility.
- Strict adherence to relevant environmental regulations.

4. Commitment to Net Zero: Our ultimate commitment is to achieve a net-zero carbon footprint by the year 2040. To accomplish this, we will:

- Collaborate with suppliers who share our commitment to sustainability.
- Engage in reforestation and other nature-based solutions.
- Regularly monitor and transparently report our progress toward net zero.

5. Employee Engagement: Recognizing the importance of employee involvement, Vobis Medical Recruitment will:

- Establish a Green Team to drive sustainability initiatives.
- Provide comprehensive training on carbon reduction and environmental awareness.
- Encourage and reward eco-friendly practices among our staff.

Conclusion: Vobis Medical Recruitment's Carbon Reduction Plan signifies our dedication to both healthcare excellence and environmental stewardship. By adhering to these strategies and milestones, we aspire to set a standard in sustainable healthcare recruitment, ensuring a healthier future for our clients, candidates, and the planet. Regular reviews and adjustments to our plan will guarantee its effectiveness and alignment with emerging environmental standards.

Baseline Year: 2022		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	Scope 1 – Direct Emissions	tCO ₂ e
	Scope 1 Total	0.0000
	No emissions were documented within this scope, given the nature of our business activities. Nevertheless, we remain vigilant to identify and report any emissions with transparency in the future.	
Scope 2	Scope 2 – Indirect Emissions	tCO ₂ e
	Electricity (Head office & Branches)	0.0000
	Scope 2 Total	0.0000
	At present, we lack data on the specified emission categories within Scope 2 and are currently in the process of gathering this information.	
Scope 3 (Included Sources)	Scope 3	tCO ₂ e
	Waste Generated in Operations	0.0000
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	0.0000
	Work From Home	0.0000
	Scope 3 Total	0.0000
	At present, we lack data on the specified emission categories within Scope 3 and are currently in the process of gathering this information.	
Total Emissions	0	

Current Emissions Reporting

Current Year: 2022		
Current year emissions:		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	Scope 1 – Direct Emissions	tCO ₂ e
	Scope 1 Total	0.0000
	No emissions were documented within this scope, given the nature of our business activities. Nevertheless, we remain vigilant to identify and report any emissions with transparency in the future.	
Scope 2	Scope 2 – Indirect Emissions	tCO ₂ e
	Electricity (Head office & Branches)	0.0000
	Scope 2 Total	0.0000
	At present, we lack data on the specified emission categories within Scope 2 and are currently in the process of gathering this information.	
Scope 3 (Included Sources)	Scope 3	tCO ₂ e
	Waste Generated in Operations	0.0000
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	0.0000
	Work From Home	0.0000
	Scope 3 Total	0.0000
	At present, we lack data on the specified emission categories within Scope 3 and are currently in the process of gathering this information.	
Total Emissions	0	
Reporting Year: 2022		

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on behalf of Vobis Medical Recruitment:

James Brandon
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Date: 05/12/2023
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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>