

Carbon Reduction Plan



FY2024

Supplier name: Acacium Group Limited (012549860)

Acacium Group is a leading global healthcare delivery partner. With over 40 years of experience and a global footprint, we improve people's lives through expert healthcare, social care and life sciences. By combining access to workforce, technology and sector expertise, we increase the sustainability of the global healthcare system, from early-stage clinical research right through to palliative care.

As a business whose purpose is to improve people's lives, we understand that success is not solely measured by financial achievements but also by the positive impact we create in the world. We're committed to achieving net zero by 2040, upholding ethical business practices, supporting local communities, and prioritising the health and wellbeing of our people. We report annually on these activities in our Responsible Business Report which is available on our website [Acacium Group - Responsible Report](#)

Publication date: 28th March 2025

Commitment to achieving Net Zero.

Acacium Group is committed to achieving Net Zero by 2040 across scope 1, 2 and 3.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before 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

We align our carbon emissions calculations with our financial reports, which adhere to a calendar reporting period from January to December. Our methodology adheres to the Greenhouse Gas (GHG) protocol. We have achieved a significant reduction in our Scope 2 emissions due to the fact we have increased our usage of renewable energy.

Baseline Year Emissions	Total (tCO ₂ e)
Scope 1	372.3
Scope 2	579.3
Scope 3	
Purchased goods & services	4,440.2
Fuel & Energy related activities	322.3
Upstream transportation and distribution	384.7
Waste generated in operations	0*
Business travel	468.1
Employee commuting & Homeworking	3,084.0
Downstream transportation and distribution	0*

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Total Scope 3	8,699.3
Total emissions**	9,650.9

* We have not measured the emissions for these categories as they are irrelevant 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 scopes 1, 2 and 3 follows the Greenhouse Gas Protocol.

Current emissions reporting

Reporting year: 2024	
Emissions	Total (tCO₂e)
Scope 1	203.2
Scope 2	15.45
Scope 3	
Purchase goods & services	1942.98
Fuel & Energy related data	112.39
Upstream transportation and distribution	383.88
Waste generated in operations	0*
Business travel	991.99
Employee commuting & Homeworking	1213.24
Downstream transportation and distribution	0*
Total Scope 3	4644.48
Total emissions**	4863.13

* 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 the following wholly owned subsidiaries:

No	Company Name	Company Number
1	A&E 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

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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
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 Locums 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

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Emissions reduction targets

Acacium Group has set an ambitious global carbon reduction target for Net Zero by 2040. The implementation of our carbon management tool and Responsible Business network has significantly enhanced our ability to manage and track carbon emissions, driving the net zero approach throughout our operations and value chain.

Overall, our efforts in 2023 and 2024 have positioned us ahead of our interim carbon reduction targets, and we are confident that we will continue to make positive strides towards achieving our Net Zero goal by 2040.

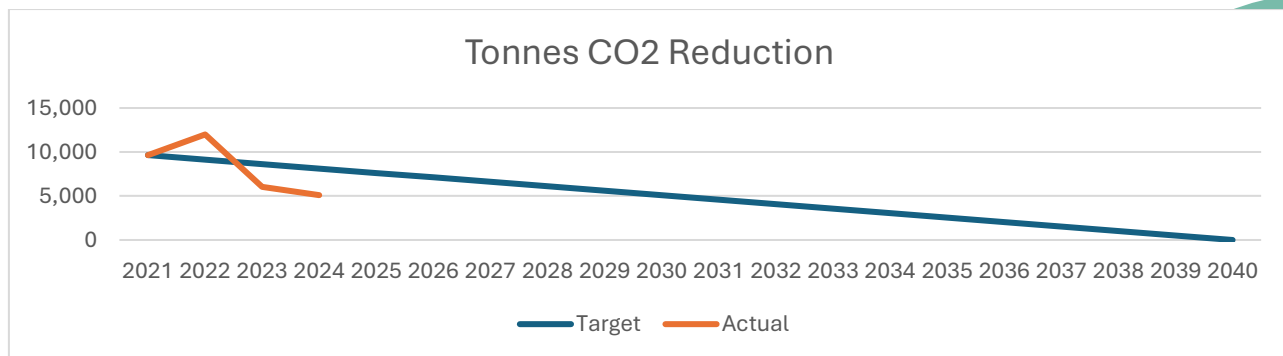
Our projections indicate a steady decline in carbon emissions over the next seven years representing a year-on-year reduction of 5.3%.

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>

Progress to date is favourable in comparison to our interim carbon reduction targets:



Carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline:

- In 2022, we consolidated two Manchester offices into one at One Piccadilly; in 2023, we did the same for our two Manhattan suites at 45th West St
- Implemented a hybrid working policy, achieving a global 58% reduction in employee commuting this year
- Continued purchasing 100% renewable energy for all offices with direct suppliers
- Maintained IT asset recycling to comply with WEEE waste regulations
- Conducted annual environmental and energy efficiency training sessions with 58% employee participation in 2023
- Our London headquarters obtained ISO 14001:2015 certification
- In 2024 we continued to consolidate and reduce our real estate portfolio in the US with over 30% of our locations closed by Dec 2024

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- We have established a Responsible Business Network and Responsible Governance Committee to improve ESG governance across the group and improve data quality
- 70% of our UK locations have switched to renewable energy

In the future, we will review our hotspots and consider appropriate measures to address them, including:

- Implementing green clauses in new office contracts for renewable energy sources
- Forming alliances with key suppliers, including landlords, to advance our Net Zero goal
- Further developing our sustainable procurement policy
- Promoting programs to encourage low-carbon commuting among employees
- Decreasing the intensity and frequency of business travel to reduce emissions

Declaration and Sign Off

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 (Streamlined Energy and Carbon Reporting) 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: Tom Richards, Chief Financial Officer

Date: 28th March 2025

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