Carbon Reduction Plan for Medefer

1. Introduction

At Medefer Limited we recognise that healthcare is a significant contributor to greenhouse gas emissions, and we are committed to playing our part in reducing the environmental impact of elective care. Medefer has adopted Net Zero targets that are aligned with the wider UK and NHS ambitions for decarbonisation. Our goals are:

- **Net Zero for our direct operational footprint (Scopes 1 & 2) by 2040**, and
- **Net Zero for our wider value chain emissions (Scope 3) by 2045**, **aligning with the NHS Net Zero Supplier Roadmap.**

This Carbon Reduction Plan (CRP) sets out our measured baseline emissions, the methodology we have used, and the actions we are taking to reduce our impact over time. It forms part of our ISO 14001:2015 Environmental Management System and will be reviewed and updated annually**.**

This CRP covers the full 12-month reporting period **1 October 2024 – 30 September 2025** and complies with PPN 06/21, the NHS Evergreen Sustainable Supplier Framework, and the GHG Protocol Corporate Standard.

2. Company Overview

Medefer is a provider of elective care services. Care is delivered through pathways that are designed to be remote first, with virtual consultations, digital triage and pathway management used wherever it is clinically appropriate and acceptable to patients. Where in-person assessment or procedures are required, we work with partners to provide diagnostics and treatment in suitable clinical settings. This blended model reduces unnecessary travel and traditional outpatient attendances, while maintaining access to face-to-face care when needed. Medefer operates as a predominantly remote organisation with a distributed clinical workforce supported by a small administrative office footprint.

This blended model not only reduces unnecessary travel but, based on the 36,722 virtual appointments conducted, resulted in an estimated 141.18 tCO2e of system-wide avoided patient travel emissions.

This structure significantly reduces emissions associated with commuting and building energy use, while increasing the relative importance of emissions from homeworking and IT equipment, cloud services, business travel and postal activities.

Environmental management is embedded in our governance structure through our ISO 14001:2015 Environmental Management System. This provides a framework for leadership, legal compliance, risk management and continual improvement. Our environmental objectives focus on reducing emissions from energy use, travel, physical mail and procurement, alongside wider actions to support greener elective care pathways.

3. Organisational Boundary Statement

This CRP covers the operational activities of Medefer Limited within the United Kingdom. The organisational boundary is defined using the operational control approach, in line with the GHG Protocol Corporate Standard and PPN 06/21 requirements.

The boundary includes:

- All Medefer-owned and operated activities
- All employees and contractors working under Medefer's operational control
- Homeworking by remote and hybrid staff
- Business travel funded by Medefer
- Procurement of IT equipment and cloud-based services
- Postal services for patient mail
- Utility, waste, and water associated with Medefer's office footprint

The boundary excludes:

- Emissions from NHS Trusts, referring clinicians, or patient activity
- Emissions from clinical activity conducted by partner organisations
- Emissions associated with patient travel avoided by Medefer's digital pathways (reported separately as wider system impact)
- Upstream emissions from third-party clinical suppliers not under Medefer's operational control
- Downstream emissions beyond Medefer's influence post-service delivery

This boundary ensures that Medefer's organisational footprint is transparently and consistently reported in accordance with the GHG Protocol and NHS England's Net Zero Supplier requirements.

4. Baseline Emissions Reporting Summary

Medefer has completed a full baseline emissions assessment for the period **1 October 2024 – 30 September 2025**, conducted in accordance with:

- The GHG Protocol Corporate Standard
- The 2025 UK Government GHG Conversion Factors
- PPN 06/21
- NHS Evergreen Assessment environmental requirements

This baseline will be reviewed and updated annually.

Emissions	Total (tCO2e)
Scope 1 (Direct emissions)	**0.00**
Scope 2 (Energy indirect emissions)	**2.90**
Scope 3 (Other indirect emissions)	**39.79**
Total Organisational Footprint	**42.69**

With 79.33 FTE, this equates to 0.54 tCO_2e per FTE, significantly lower than the typical range (1.0–3.0 tCO_2e per FTE) for similar UK remote-first or non-manufacturing organisations.

5. Detailed Emissions Breakdown

Scope	Category	Methodology & Data Source	tCO_2e
Scope 1	Natural Gas	Office confirmed all-electric	0.00
	Company Vehicles	No fossil-fuel company fleet	0.00
Scope 2	Purchased Electricity	13,992 kWh (8-month extrapolated) × grid factor	2.90
Scope 3	Homeworking	79.33 FTE scaled from staff survey	28.75
	IT Equipment (Purchased Goods)	12 laptops + 11 monitors (cradle-to-gate embodied emissions)	4.05
	Patient Post	74,851 items × 0.02 kg lifecycle factor	1.50
	Business Travel – Taxi	£5,318.55 × taxi emission factor	2.39
	Business Travel – Rail	£8,745.79 × rail emission factor	0.33

	Business Travel – Accommodation	£3,340.93 × hotel emission factor	0.77
	Business Travel – Air Travel	9,930 km long-haul	1.47q
	Employee Mileage	564 miles reimbursed	0.12
	Employee Commuting	20% retained (80% removed to avoid double counting)	0.49
	Water Supply & Treatment	13.8 m^3 water	0.00
	Waste Generated	High recycling rate creates net credit	–0.17

Note on Waste:

The negative value reflects avoided emissions from recycling, which exceed the emissions associated with residual waste.

6. Methodology Statement

Medefer Limited's baseline year covers 1 October 2024 – 30 September 2025. All emissions were calculated using the 2025 UK Government GHG Conversion Factors, aligned with the Greenhouse Gas Protocol Corporate Standard.

A hybrid methodological approach was used:

Activity-Based Data

Used where quantitative data existed:

- Electricity usage (13,992 kWh)
- Water consumption
- Waste
- Mileage (564 miles)
- Air travel (9,930 km)

FTE Scaling

Applied to:

- Homeworking emissions
- Employee commuting emissions
  using survey data scaled to 79.33 FTE.

Spend-Based Method

Used for business travel categories where activity data was not available:

- Taxi
- Rail
- Accommodation

Embodied Emissions

Calculated for laptop and monitor purchases based on cradle-to-gate factors.

Patient Postal Services

Emissions calculated using volume-based lifecycle proxy factor (0.02 $kgCO_2e$ per item).

Double Counting Prevention

80% of commuting emissions removed because most commuting is expensed and captured in business travel; 20% retained to reflect unclaimed journeys.

Cloud Computing

Emissions attributable to cloud storage and digital systems are included within Scope 3 Categories 1 (Purchased Goods & Services) and 7 (Employee Commuting & Homeworking).

All calculations, inputs, assumptions, and data sources are retained within Medefer's ISO 14001 EMS

7. Carbon Reduction Initiatives

Medefer's carbon reduction strategy aligns with NHS England's Net Zero targets and is delivered through our ISO 14001:2015 Environmental Management System. The following initiatives support continual improvement and are reflected in our Environmental Policy, Objectives Register and Aspects & Impacts Register:

a) Low-Carbon Outpatient Model

Digital pathways significantly reduce system-wide patient travel emissions, supporting greener outpatient delivery.

b) Rail-First and Low-Impact Travel Policy

Medefer documents a preference for rail over road or air travel where feasible. Virtual meetings remain the default, with travel only undertaken when operationally necessary.

c) Reduction of Physical Mail

Recognising the carbon impact of postal services, Medefer is implementing measures to reduce paper mail volumes through digital alternatives and improved patient communication systems. A formal objective has been added to reduce physical mailings year-on-year.

d) Homeworking Efficiency and Energy Reduction

We continue to optimise equipment, staff awareness, and energy guidance to reduce homeworking emissions. Office electricity consumption has a 5% annual reduction target.

e) Waste & Circular Resource Management

We maintain zero-to-landfill commitments for IT and electrical waste via WEEE-certified providers and target a 10% improvement in recycling rates.

f) Sustainable Procurement

Procurement decisions prioritise suppliers with strong environmental credentials, including ISO 14001 certification. IT procurement considers embodied emissions and lifecycle impact.

g) Environmental Engagement & Culture

Our 'Switch It Green' campaign encourages sustainable behaviours across the workforce. Medefer launched a staff-supported tree-planting initiative with **Just One Tree** in November 2025, contributing to global reforestation and wider biodiversity goals. A Green Champion Network is being established for 2026.

8. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21, the NHS Net Zero Supplier Roadmap**,** and the GHG Protocol Corporate Standard**.** It will be reviewed annually as part of our ISO 14001 EMS Management Review, and the next review is due in November 2026.

Signed on behalf of Medefer Ltd:

Bahman Nedjat-Shokouhi
Chief Executive Officer
Medefer Limited