

Carbon Reduction Plan

Supplier name: DOC2UK Ltd.

Publication date: January 10th 2023.

Last Updated: September 10th 2025 (Original January 2023)

Commitment to achieving Net Zero

DOC2UK Ltd is committed to achieving Net Zero emissions by **2035**.

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: 2023

Additional Details relating to the Baseline Emissions calculations.

This is the organisation's first comprehensive carbon footprint assessment and baseline reporting under the requirements of the Carbon Reduction Plan. The baseline year chosen is 2023, representing the first full year of complete and verified emissions data.

Due to the absence of prior Scope 3 emissions reporting, this baseline includes a newly calculated Scope 3 emissions figure encompassing key categories relevant to the organisation, such as business travel (including flights), supplier emissions, and waste management.

No significant organisational restructuring occurred during the baseline year; therefore, the emissions data reflect typical operational activities over the period. This baseline serves as the reference point against which future emissions reductions will be measured.

The emission factors used for calculation are those published by the UK Government's emission conversion factors for company reporting applicable to the respective years to ensure consistency and accuracy.

Baseline year emissions: 2023

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	3.75
Scope 2	1914.9
Scope 3 (Included Sources)	31.48
Total Emissions	1950.13

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	3.10
Scope 2	1721.21
Scope 3 (Included Sources)	26.06
Total Emissions	1548.03

Current Emissions Reporting

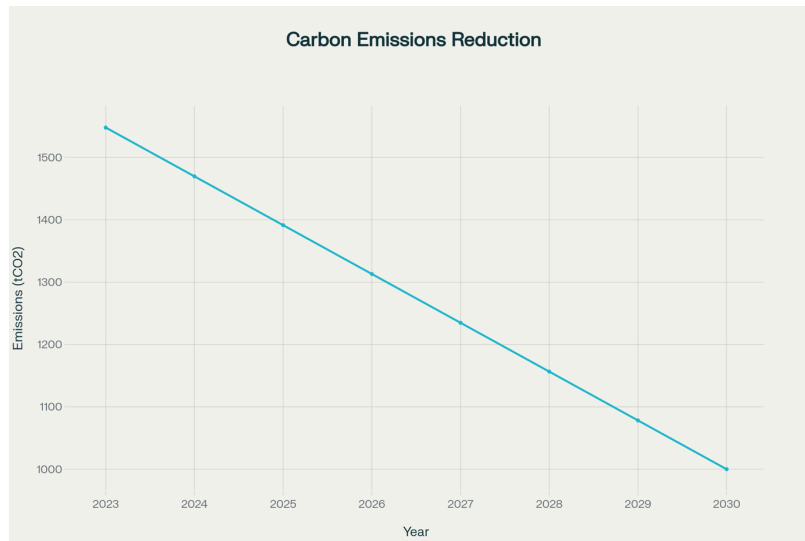
Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2.64
Scope 2	1524.6
Scope 3 (Included Sources)	20.79
Total Emissions	1548.03

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 **1000** tCO₂e by 2030. This is a reduction of **35.4%**

Progress against these targets can be seen 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 2023 baseline. The carbon emission reduction achieved by these schemes equate to **402 tCO₂e**, a **20.6 %**ge reduction against the 2023 baseline and the measures will be in effect when performing the contract

Scope 3: GHG Protocol

Scope 3 Category	Category description	Minimum boundary	Doc2UK Response
4. Upstream: transportation & distribution	<p>Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company)</p> <p>Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company)</p>	<p>The scope 1 and scope 2 emissions of transportation and distribution providers that occur during use of vehicles and facilities (e.g., from energy use)</p> <p>Optional: The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure.</p>	<p>As a recruitment agency, we do not transport and distribute products, so this category does not pertain to our operations.</p> <p>However, as a note re: this category, we do use transportation when addressing international recruitment requirements: we ensure we educate doctors on carbon off-setting schemes regarding their flight choices, and we use public transport when meeting and greeting the doctors. If the organisation is booking the flights/transport, we always use the greenest option available.</p>
5. Waste generated in	Disposal and treatment of waste generated in the reporting	The scope 1 and scope 2 emissions of waste	We include waste generated in business operations as part of Scope 3

operations	<p>company's operations in the reporting year (in facilities not owned or controlled by the reporting company)</p>	<p>management suppliers that occur during disposal or treatment Optional: Emissions from transportation of waste.</p>	<p>emissions under the GHG Protocol, utilising waste processing supplier data (Scope 1 and 2 emissions) and following UK Government conversion factors. Waste disposal, treatment, and transportation emissions are recalculated yearly to align with evolving practices and office activity. Improved recycling and digital processes are in place to minimise waste-related emissions</p> <p>Total Scope 3 emissions (which include waste) reported as: 26.06 tCO₂e.</p> <p>Waste-specific emissions are included within this value and are recalculated annually in line with activity data and best practice guidance.</p>
6. Business travel	<p>Transportation of employees for business related activities during the reporting year (in vehicles not owned or operated by the reporting company).</p>	<p>The scope 1 and scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use) Optional: The life cycle emissions associated with manufacturing vehicles or infrastructure.</p>	<p>Business Travel Emissions Reporting (GHG Protocol)</p> <p>We account for business travel emissions as Scope 3 emissions under the GHG Protocol, covering the transportation of employees for work-related activities in vehicles not owned or operated by the company.</p> <p>* Overseas Travel: On average, 4 doctors travel monthly from India, and the company prioritises the greenest travel options for flights: if the doctor wants to book the flights themselves, we request they book the flight with lowest carbon emissions, if feasible. Usually, we (Doc2UK) organise the flights and transportation, and it is company policy in this incidence to always book the lowest carbon emitting flight. (This information is readily available via the Google Flights website.) This includes selecting airlines with modern, fuel-efficient fleets, preferring direct flights to minimise mileage, flying economy class to reduce per-passenger emissions, and using verified carbon offsetting schemes for residual emissions associated with these flights. All flight information is recorded in a database to track and ensure we are booking inline with the environmental policy.</p> <p>* Emission Factors: Emissions reflect energy use by transportation carriers: airlines, buses, trains, during employee travel. Life cycle emissions from vehicle manufacture or infrastructure are considered optional and currently not included.</p> <p>* Reduction Initiatives: The company actively promotes hybrid working to reduce unnecessary travel, encourages remote meetings, and supports sustainable travel choices among employees to minimise the carbon footprint associated with business</p>

			travel.
7. Employee commuting	Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company)	The scope 1 and scope 2 emissions of employees and transportation providers that occur during use of vehicles (e.g., from energy use) Optional: Emissions from employee teleworking.	<p>Employee Commuting: Employees commute to the office part-time, all residing in London and using public transport (buses, underground and overground trains) exclusively. Public transport emissions are included in Scope 3 calculations, with the associated Scope 1 and Scope 2 emissions of transportation carriers accounted for, while avoiding emissions from personal vehicle use.</p> <p>Teleworking emissions represent the additional greenhouse gases produced due to the increased energy consumption at employees' homes while working remotely, including electricity for devices, heating, and cooling.</p> <p>These emissions are considered part of Scope 3, Category 7 under the GHG Protocol but are optional to report. Calculations focus on the net increase in energy use attributable to teleworking compared to a baseline where the employee is not working from home, avoiding emissions already present from regular household activities.</p> <p>Key factors include additional electricity for laptops, lighting, and heating specific to work hours. Our Methodology uses average device power consumption, home heating patterns, and UK emissions factors to estimate the carbon footprint. So, regarding emission Factors: the kWh consumption is multiplied by a carbon emission factor (e.g., ~0.256 kg CO₂e per kWh for average UK electricity) to estimate emissions.</p> <p>This approach ensures a more accurate and comprehensive accounting of work-related emissions, balancing reductions in commuting with any increased residential energy use.</p> <p>DOC2UK Ltd incorporates these estimates in its carbon footprint accounting to reflect its hybrid working model comprehensively.</p>
Downstream transportation and distribution	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).	<p>The scope 1 and scope 2 emissions of transportation providers, distributors, and retailers that occur during use of vehicles and facilities (e.g., from energy use)</p> <p>Optional: The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure</p>	<p>Applicability of Downstream Transportation and Distribution Emissions</p> <p>As a professional services company operating primarily from hybrid office locations and not engaged in the sale or physical distribution of products, DOC2UK Ltd does not materially participate in downstream transportation or distribution activities</p>

			<p>involving physical goods. Consequently, emissions normally categorised under Scope 3, Downstream Transportation and Distribution, which encompass transportation and storage of products sold to end consumers via vehicles and facilities not controlled by the company, are not applicable to DOC2UK Ltd's carbon footprint reporting.</p> <p>This aligns with the company's service-oriented business model, where product logistics and retail distribution do not form part of operational activities. Therefore, no emissions from downstream logistics have been included in this Carbon Reduction Plan, maintaining focus on relevant emission categories</p>
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Doc2UK Carbon Reduction Plan Summary

Emission Factors and Trends (2023 - 2025):

Energy and fuel-related emission factors (kg CO₂e/unit) are progressively decreasing year over year, reflecting decarbonisation in the electricity grid and improvements in efficiency.

Emission factors cover electricity, gas, diesel, petrol, flights, car, bus, train travel, waste, paper, and server energy consumption.

Key Carbon Reduction Actions:

Energy Efficiency

- Auditing of energy use
- Utilisation of energy-efficient lighting and sustainable/green energy supplier
- Smart thermostats in office environments.

Travel and Transport

Adoption of flexible and hybrid working models to reduce commuting emissions.
Encouragement of remote meetings and public transportation usage.

Waste Management

Implementation of recycling programs and responsible disposal of electronic waste at certified local reduce, reuse and recycling centres.

Sustainable Procurement

Evaluating suppliers' environmental credentials and prioritising recycled goods when purchasing materials for work, including laptops and other computational devices.

Employee Engagement

Environmental training available, this helps our team coordinate policies as well as enhancing employee training on sustainability.

Monitoring and Reporting

Continuous tracking of energy consumption and emissions, with monthly reports and performance metrics.

Compliance

Ensuring adherence to environmental legislation and continual policy updates.

Sustainable IT Practices

Use of energy-saving IT equipment and reducing printing to lower emissions. For example, We have enrolled a no-printing policy except for very important documents. All paper must be 100% recycled paper. The paper must be credentialled by the FSC. (Forest Stewardship Council.)

Community Engagement

Transparency and communication with stakeholders on emissions and sustainable practices.

Net Zero Commitment:

Doc2UK is committed to achieving **Net Zero emissions by 2035**.

The organisation's hybrid working model and partnership with Regus offices contribute to reducing carbon footprint.

The Plan will be reviewed annually and updated to maintain alignment with sustainability goals.

Future carbon reduction initiatives

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

Future Carbon Reduction Initiatives

We are committed to continuous improvement in environmental performance and anticipates pursuing several targeted carbon reduction projects in the coming years, including:

Sustainable Travel Programmes: Promoting and incentivising low-carbon commuting options such as cycling, public transport, and electric vehicle use among employees, alongside continued support for flexible and remote working.

Making Air Travel More Carbon-Efficient: Encouraging strategies to fly more sustainably including selecting airlines with modern, fuel-efficient fleets, opting for direct flights where possible to reduce mileage, flying economy class to lower per-passenger emissions, and utilising carbon offsetting schemes for unavoidable travel.

Carbon Offsetting: Engaging in verified carbon offset projects, such as afforestation or renewable energy generation, to compensate for residual emissions.

Waste Reduction Strategies: Implementing enhanced recycling programmes, reducing, with the view of eliminating, single-use plastics in office, and aiming for zero waste to landfill targets.

Digital Infrastructure Improvements: Optimising data centre efficiency through cloud migration and investing in energy-efficient server technologies. We currently use Google Drive, and we review this usage yearly, in case there is a greener alternative available.

These initiatives align with our broader goal to achieve Net Zero emissions by 2035 and will be monitored and refined to ensure effectiveness and compliance with evolving best practice.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards 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 the Supplier:



Naveen Keerthi

Director

Management Body

DOC2UK Ltd.....

Date: 12/09/25.....

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

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

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