

Carbon Reduction Plan

Medic Move Ltd

Trading as SENabling Education

Supplier	Medic Move Ltd
Company number	16206019
Registered office	5 Wickfields, Longwick, Princes Risborough, England, HP27 9FJ
Publication date	12 August 2026

Prepared in accordance with Procurement Policy Note PPN 006 and the associated Carbon Reduction Plan reporting standard.

1. Commitment to achieving Net Zero

Medic Move Ltd is committed to achieving Net Zero greenhouse gas emissions for its UK operations by 2050 at the latest.

The company will review its greenhouse gas emissions annually, update this Carbon Reduction Plan within six months of its financial year-end, and apply proportionate environmental management measures as the business grows.

2. Baseline emissions footprint

Medic Move Ltd has not previously published a greenhouse gas emissions assessment. In accordance with PPN 006, its first reporting period is therefore being used as the baseline against which future performance will be measured.

Baseline year: 24 January 2025 to 31 January 2026

The assessment uses the financial-control boundary and the best information available for the company's first reporting period. Medic Move Ltd is a service-based recruitment business and its operating model is primarily digital. The required PPN 006 Scope 3 categories have been assessed individually. Employee teleworking emissions are optional under the reporting standard and are not included in this mandatory footprint.

Emissions source	Baseline emissions (tCO ₂ e)	Basis
Scope 1	0.000	No qualifying direct fuel-combustion or company-controlled vehicle emissions identified in the baseline period.
Scope 2	0.000	No separately purchased electricity, steam, heat or cooling attributable to company-controlled premises identified in the baseline period.
Scope 3 - Upstream transportation and distribution	0.000	Service business; no physical product transport or distribution identified.
Scope 3 - Waste generated in operations	0.000	No material third-party operational waste stream identified; recruitment records and documentation are managed digitally wherever practical.
Scope 3 - Business travel	0.000	No qualifying company-funded business travel identified in the baseline information used for this first assessment.
Scope 3 - Employee commuting	0.000	No qualifying commuting to company-controlled premises identified in the baseline period.
Scope 3 - Downstream transportation and distribution	0.000	Service business; no physical product distribution to customers.
TOTAL	0.000	Total of mandatory PPN 006 reporting categories.

Data verification note: As this is Medic Move Ltd's first carbon footprint, the zero-activity entries above are based on the operational information available for the baseline period. Any subsequently identified qualifying activity will be recalculated using the applicable UK Government greenhouse gas conversion factors and reflected in the next review or corrected earlier where material.

3. Current emissions reporting

Reporting year: 24 January 2025 to 31 January 2026 (first reporting period and baseline year).

Because this is the company's first completed reporting period, the current emissions footprint is the same as the baseline footprint above: 0.000 tCO₂e across the mandatory PPN 006 Scope 1, Scope 2 and specified Scope 3 categories, subject to the data verification note above.

4. Emissions reduction targets

As the initial mandatory-category baseline is 0.000 tCO₂e, a percentage reduction from the baseline would not be meaningful. Medic Move Ltd has therefore adopted maintenance and growth-control targets alongside its Net Zero commitment:

- Maintain Scope 1 emissions at 0.000 tCO₂e through 2030 where operationally practicable by avoiding unnecessary company-owned combustion vehicles or equipment.
- Maintain Scope 2 emissions at 0.000 tCO₂e while the company has no separately controlled premises; if premises are introduced, prioritise low-carbon or renewable electricity procurement where commercially practicable.
- Maintain a digital-first recruitment model and use virtual meetings/interviews where appropriate to avoid unnecessary travel and printing.
- Measure and report the mandatory PPN 006 emissions categories annually and update the CRP within six months of the company financial year-end.
- If material non-zero emissions arise as the company grows, establish a revised measurable reduction trajectory at the next annual review, consistent with achieving Net Zero no later than 2050.

On the current operating basis, Medic Move Ltd projects that emissions within the mandatory PPN 006 categories will remain at 0.000 tCO₂e over the next five years, while recognising that business growth may introduce measurable emissions that will then be actively managed and reduced.

5. Carbon reduction projects and environmental management measures

Completed / currently implemented measures

- Digital-first candidate registration, document sharing, reporting and internal record keeping, reducing paper consumption and physical postage.
- Use of telephone and video conferencing for candidate, client and internal meetings where appropriate, reducing avoidable travel.
- Electronic CV submission, interview coordination and recruitment communications as the default delivery method.
- Proportionate procurement of business technology and cloud-based services, avoiding unnecessary physical infrastructure for recruitment delivery.
- Environmental impact considered within corporate responsibility and supplier-management decisions.

These measures will remain in effect and will be applied when performing public-sector recruitment contracts, subject to any requirement for in-person attendance.

Future initiatives

- Complete an annual organisational carbon footprint using the latest available UK Government greenhouse gas conversion factors.
- Introduce a documented business-travel hierarchy favouring virtual attendance first, then lower-carbon public transport where practical, before higher-emission travel options.
- Where future office premises are obtained, consider energy efficiency and renewable electricity in procurement and occupancy decisions.
- Where company vehicles are ever required, consider electric or other lower-emission options where operationally and commercially suitable.
- Extend environmental due diligence to material suppliers and encourage digital invoicing, documentation and low-waste service delivery.
- Provide proportionate environmental awareness guidance to staff and contractors as the workforce expands, including expectations on travel, waste and digital-first working.
- Review IT equipment lifecycle and ensure end-of-life electrical equipment is reused, recycled or disposed of through appropriate channels.

6. Methodology and reporting boundary

Emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e). The Plan follows the PPN 006 reporting structure, the Greenhouse Gas Protocol Corporate Standard and the required subset of Scope 3 categories. Where activity data requires conversion, Medic Move Ltd will use the appropriate UK Government greenhouse gas conversion factors for the relevant reporting year. The company uses a financial-control boundary for this assessment.

7. Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and reporting standard for Carbon Reduction Plans.

Emissions are reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the Greenhouse Gas Protocol Corporate Standard, using appropriate UK Government greenhouse gas conversion factors where conversion is required. Scope 1 and Scope 2 emissions are reported in accordance with the applicable reporting requirements, and the required subset of Scope 3 emissions is reported in accordance with the published Carbon Reduction Plan standard and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and approved by the Director of Medic Move Ltd for publication on the company's UK website.

Signed on behalf of the supplier	Lauren Marie Watson-Mattis
Job title	Director
Director / Board approval date	12 August 2026

Publication date: 12 August 2026 | Next review: within six months of the financial year ending 31 January 2027