



# Carbon Reduction Plan

2025





# Organisational Commitment

**Institute of Occupational Medicine and IOM Consulting Ltd commit to reduce their emissions over time, to achieve Net Zero by 2050.**



# Baseline Emissions Footprint

## Baseline Year: 2019/20 (12 months to Mar20)

*Baseline year represents activities for 12 months to Mar20 – Scope 1, 2 and 3 emissions were measured in the base year (and in subsequent years).*

Baseline year emissions:

Emissions	Total (tCO <sub>2</sub> e)
Scope 1	59
Scope 2	70
Scope 3 (Included Sources)	927 (sources include Purchased Goods & Services, Capital Goods, Business Travel, Employee Commuting and Home Working)
Total Emissions	1,056

# Current Emissions Reporting

## Reporting Year: 2024/25 (12 months to Mar25)

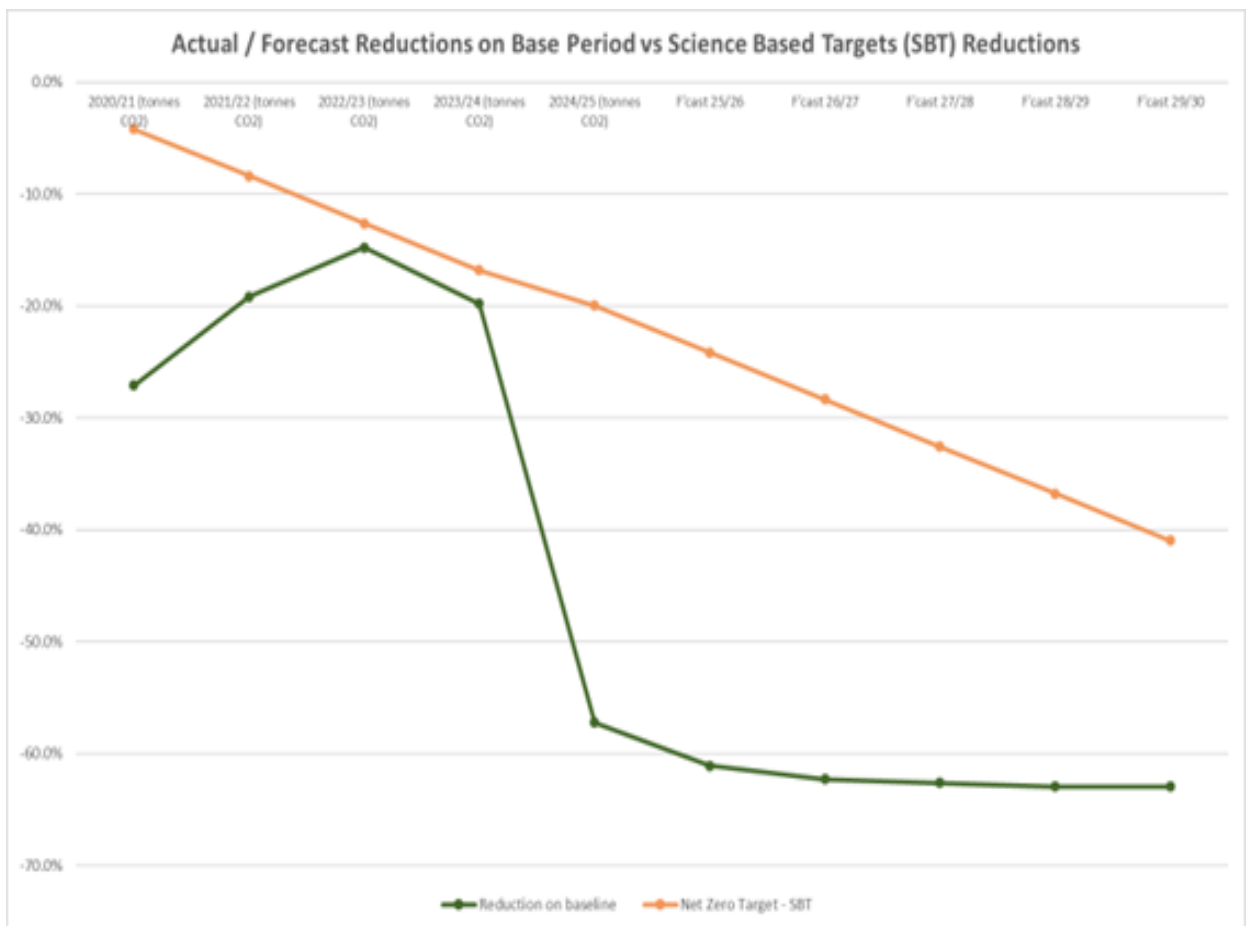
Emissions	Total (tCO <sub>2</sub> e)
Scope 1	41
Scope 2	53
Scope 3 (Included Sources)	358 (sources include Purchased Goods & Services, Capital Goods, Business Travel, Employee Commuting and Home Working)
Total Emissions	452

# Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted carbon reduction targets which align to Science Base Targets Initiative (SBTi) to limit global warming to 1.5C by 2100.

We project that carbon emissions will decrease over the next four years to March 2030 by a further 61 tCO<sub>2</sub>e. This will result in a reduction of 63% on our baseline year.

Progress against the SBTi target can be seen in the graph below:



# Environmental Measures when Servicing our Customers

## Implemented Environmental Management Measures

The following environmental management measures have been completed or implemented since the 2019/20 baseline. The impact of these measure has resulted in a 151 tCO<sub>2</sub>e (or 15%) reduction against the 2019/20 baseline. These benefit of these measures will continue when performing the contract.

1. We have ISO14001 accreditation for which we have an Environmental Management System (re-certified in December 2023) and monitor and measure our carbon footprint and have identified objectives and targets to reduce our footprint.
2. We have created a dedicated Net Zero delivery group with staff from various disciplines and teams across the business. They have identified a range of reduction initiatives based on their understanding of our business processes.
3. We have continued with home/hybrid working which accelerated during the Covid pandemic. We now give out staff the flexibility of home/hybrid working with associated reduction in carbon footprint (home working generates less carbon than commuting).
4. We have continued with Virtual First travel policy which accelerated during the Covid pandemic.
5. We have moved our fleet from predominantly diesel to petrol/electric hybrid.
6. Where equipment such as air conditioning, lab analysis kit and compressors have reach end of useful life, we have sought more energy-efficient replacements.
7. We have undertaken an extensive lighting replacement programme with move to LED.

It is important to note that in 2016, we installed a 70kWp solar PV system at our Edinburgh office. However, as the certified renewable energy generated (ROCs) is sold via an open market auction. Therefore, the 20tCO<sub>2</sub>e annual reduction in carbon emissions is not included in our carbon footprint.





# Carbon Reduction Projects

## Future Carbon Reduction Initiatives

### Scope 1:

- Reduce travel to client sites via introduction of remote sensors.
- Target customers who are local to our offices in order to reduce travel distances.
- Replace current petrol/electric hybrid fleet with full electric cars.
- Reduce our office gas heating requirement by optimising use of office space (due to increased home/hybrid working fewer staff attend our office, we will no longer need to heat the whole office with staff being concentrated into a smaller area).

### Scope 2:

- Reduce electricity usage by improving energy awareness of our staff.
- Replace laboratory and office equipment with more energy efficient equipment.

### Scope 3:

- Via dedicated procurement manager we will reduce levels of spend on Purchased Goods and Services.
- Recent office optimisation with reduced office space requirement will minimise need for any Capital spend on office furniture.
- Implementation of the sustainable travel hierarchy for business travel through a “Virtual First” policy (do not travel if virtual meetings possible) and for any essential travel choose rail over car and plane.
- Reduction of impact of employee commuting (now that home/hybrid working model is in place) via continued staff awareness of travel behaviour and offer incentives to staff to change their own vehicles to electric via a salary sacrifice scheme and electric vehicle charging points.



# 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 standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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) Standard<sup>3</sup>.

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**

**Michelle Reid**

**Director of Performance, Culture & Delivery**

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**Date:**

**9th May 2025**

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

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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

