

Environmental Statement	
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Environmental Statement

Interact Medical Ltd is a national UK recruitment agency operating in the healthcare sector. We source and place Doctors, Nurses, Allied Healthcare Professionals, and Primary Care workers into NHS hospitals.

We operate an end-to-end business process that includes our Commercial team and progresses through our Projects, Operations, Compliance, and Finance business areas. These are supported by dedicated IT, Analytics, Marketing, and HR teams.

Our operations business areas are segregated by specialism to engage Doctors, Nurses, and Allied Healthcare Professionals (AHPs) to ensure we harness relationships with our NHS trust clients, providing the best possible service. As a longstanding provider to the NHS, we recognize that conducting our core business activities has an impact on the environment.

We are committed to achieving a more sustainable future by taking steps to minimize any adverse environmental impact.

We achieve this by:

- Complying with all applicable environmental laws and regulations.
- Identifying and minimizing our impact on the environment.
- Reviewing performance and processes to continually strive towards improvements.
- Raising awareness among colleagues, contractors, and clients.

We are dedicated to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy. We have regular review points which we pass to our downstream supply chain.

We consider and engage with appropriate carbon offset programs to achieve a carbon-neutral target in accordance with our ISO14001 standards.

Roles & Responsibilities and Key Contacts

The Senior Management Team is responsible for ensuring that the environmental policy is implemented.

- **Managing Director:** Overall responsibility for policy implementation.
- **HR Manager:** Reporting to the Executive Team.
- **Commercial Director:** Responsible for the operational implementation of the policy.

Further information can be obtained from the HR Manager by emailing Info@interactmedical.co.uk

Continuous Monitoring

To achieve maximum results, we have procedures in place to ensure continual reviews of our varied environmental aspects. Additionally, a formal review of the organization's environmental impact is conducted annually. The review considers progress made against stated targets in the Carbon Reduction Plan and potential new ways to reduce emissions and carbon footprint. Progress is recorded and agreed actions are allocated.

This ongoing monitoring looks at ways to continually reduce the business's carbon footprint. Specific elements monitored include:

- Waste management with smart technology where possible.
- Energy, fuel management, and vehicle emissions.
- Water use management.
- Use of natural resources.
- Hazardous waste management.
- Recycling materials where possible.

Scope and Interested Parties

This policy applies to all individuals and businesses in the UK associated with Interact Medical Ltd, including:

- Colleagues who work from Milton Keynes premises and commute to work.
- Healthcare Professionals assigned to complete contracts and commute to their NHS place of work.
- Contractors and visitors who visit the Milton Keynes premises to conduct audits and equipment inspections.
- Business partners engaged in various aspects of running the business.
- Clients, typically NHS hospitals, support their endeavors to achieve their emissions reduction targets.
- The landlord who leases the Milton Keynes premises and maintains the site.
- All UK facilities, estates, and locations used by Interact Medical.
- Regulators and relevant legislative bodies providing overall oversight.

We endeavor, wherever possible, to utilise 'eco-friendly' sustainable and alternative products, and improve cost-effectiveness, diversity, productivity, and working conditions for ourselves and our partners to meet current environmental legislative requirements and responsibilities.

Associated Policies

- Carbon Reduction Plan
- Facilities Waste Management Procedure
- Environmentally Sustainability Policy
- Sustainability
- Environmental Management Systems Procedure

Aims

The aims of this environmental policy are to:

- Ensure that we meet the required levels of compliance in accordance with environmental legislation and NHS national targets, particularly regarding controlled and general waste disposal.
- Minimize Interact Medical's adverse impact on the environment.
- Promote continuous improvement as is feasible.

Principles

Interact Medical continually monitors environmental changes to legislation and any developments in relation to clinical and general waste disposal. Colleague awareness of environmental issues and their impact in the workplace is enhanced and maintained via induction, updates, notices, and ad-hoc events, such as World Environmental Day, and through the company-wide publication of relevant policies and procedures.

Our Environmentally Sustainable Purchasing Policy encourages partnerships and endeavors to ensure that each of its partners is environmentally aware and working towards being 'eco-friendly.' Whenever possible, we seek to support other professional agencies, such as the Environmental Agency and Local Authorities, by reporting instances that have, or may have, a detrimental effect on the environment.

Interact Medical Climate Transition

Public URL

https://www.interactmedical.co.uk/wp-content/uploads/2025/01/Carbon_Reduction_Plan_2025_v2.pdf

1. Targets and Objectives

Interact Medical is committed to achieving Net Zero emissions by 2050. To support this long-term ambition, the company has adopted the following science-based interim targets:

- Scope 1 & 2: Reduce absolute emissions by 30% by 2026, using 2021 as the baseline year.
- Scope 3: Reduce absolute emissions by 25% by 2026, also from a 2021 baseline.

These targets are aligned with the Science Based Targets initiative (SBTi) and are embedded in our ISO14001-certified environmental management system.

1b. Governance of the transition plan

The Senior Management Team is responsible for implementing and reviewing the climate transition plan. Annual reviews are conducted to assess progress and update the Impacts and Aspects Register. Stakeholder engagement includes NHS Trusts and suppliers to align with broader Net Zero goals.

1c. Plan for reporting progress

Progress is tracked annually using a carbon footprint calculator based on BEIS 2020 emission factors. Emissions reporting follows the GHG Protocol Corporate Standard, Scope 2 Guidance, and Scope 3 Value Chain Standard. Reports are publicly available and reviewed by the board of directors.

1d. Implementation

Key initiatives include remote working, digital meetings, ride-to-work schemes, car sharing, and sustainable procurement. Plans involve Carbon of- setting projects, increased carpooling, electric vehicles, and improved cycling schemes.

2. Performance and Progress

As of the most recent reporting year:

- Scope 1: 0 tCO₂e (no company vehicles or direct emissions)
- Scope 2: 15.3 tCO₂e (electricity use in offices)
- Scope 3: 46.8 tCO₂e (commuting, homeworking, business travel, purchased goods and services)
- Total Emissions: 62.07 tCO₂e

Progress is tracked annually using a carbon footprint calculator based on BEIS 2020 emission factors. The company has already implemented several initiatives to reduce emissions and improve data quality.

3. Key Initiatives and Case Studies

a. Carbon Reduction Projects

- Remote Working: Hybrid work model reduces commuting emissions.
- Digital Meetings: Use of Microsoft Teams to reduce travel.
- Local Recruitment Focus: Minimises candidate and staff travel.
- Ride to Work Scheme and Car Sharing Incentives.
- Carbon Off-Setting projects.

b. Environmental Management Programme

Outlined in the Corporate Social Responsibility Policy and Environmental Policy, this includes:

- Waste minimisation and recycling
- Sustainable procurement
- Energy and water efficiency
- Building maintenance with low environmental impact

4. Methodologies and Reporting Standards

Interact Medical's emissions reporting is based on:

- GHG Protocol Corporate Accounting and Reporting Standard
- GHG Protocol Scope 2 Guidance (location-based method)
- GHG Protocol Scope 3 Value Chain Standard
- ISO14001 Environmental Management System
- PPN 06/21 Carbon Reduction Plan Guidance

The company uses the "Interact Medical -Carbon-Footprint-Calculator 2024.xlsx" tool, which incorporates BEIS 2020 emission factors and covers Scope 1, 2, and selected Scope 3 categories.

5. Transformative Actions

Actions include:

- Promoting hybrid work and digital meetings
- Encouraging local recruitment to reduce travel
- Implementing ride-to-work and car sharing schemes
- Monitoring and reducing office energy use
- Engaging suppliers through NHS Evergreen Sustainable Supplier Assessment

6. Engagement Beyond the Value Chain

Interact Medical collaborates with NHS Trusts, suppliers, and industry bodies to promote sustainability. The company supports certified carbon-reduction projects and invests in ecosystem protection initiatives.

7. Governance and Continuous Improvement

- The Senior Management Team is responsible for implementing and reviewing the climate transition plan.
- Annual reviews are conducted to assess progress and update the Impacts and Aspects Register.
- Stakeholder engagement is ongoing, including NHS Trusts and suppliers, to align with broader Net Zero goals.

Interact Medical Sustainability Report

Public Availability

Interact Medical's Sustainability Report is publicly available at:
<https://www.interactmedical.co.uk/sustainability-report>

Targets and Objectives

Interact Medical is committed to achieving Net Zero emissions by 2050. Interim targets include a 30% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2026, using 2021 as the baseline year.

Performance and Progress

As of 2024, Interact Medical has reported total emissions of 62.07 tCO₂e, comprising 0 tCO₂e from Scope 1, 15.3 tCO₂e from Scope 2, and 46.8 tCO₂e from Scope 3. These figures are calculated using BEIS 2020 emission factors and are tracked annually.

Initiatives and Case Studies

Key initiatives include the adoption of hybrid working models to reduce commuting emissions, implementation of sustainable procurement policies, and collaboration with SBTi standards. Case studies include successful reductions in office energy use and supplier engagement through the NHS Evergreen Sustainable Supplier Assessment.

Reporting Standards Used

This report follows the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, Scope 2 Guidance, and the GHG Protocol Value Chain (Scope 3) Accounting and Reporting Standard. These standards ensure comprehensive and transparent emissions accounting across all scopes.

Alignment with GHG Protocol and SBTi

Our emissions reporting follows the GHG Protocol Corporate Standard, Scope 2 Guidance, and Scope 3 Value Chain Standard. We are registered with SBTi and have developed targets and strategies in line with their requirements.

Continuous Improvement

Interact Medical conducts regular reviews of its environmental impact and updates its inventory management plan accordingly. We are ISO14001 certified and committed to continuous improvement in emissions accounting and sustain