

SEP
2025

MERCO MEDICAL SUSTAINABILITY REPORT

Prepared in accordance with ISO 14064:2018 and the Greenhouse Gas (GHG) Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

GHG INVENTORY SUMMARY

Your GHG emissions and key takeaways at a glance.

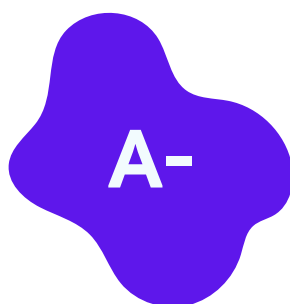
Total inventory footprint:

29.2 tCO₂e

Total savings opportunities:

11 tCO₂e

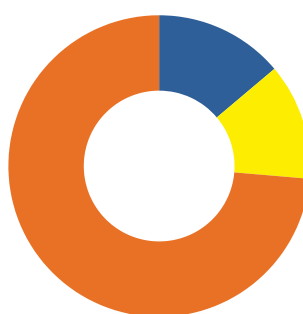
How you compare:



(Your score explained on page 2)

Your emissions breakdown:

Total Footprint



Scope 1	4.1
Scope 2	3.7
Scope 3	21.8

Scope 3



Commuting	51.2%
PG & S	22.6%
Water	10.6%
Waste	7.8%
FERA	7.8%

Largest emissions by category (tCO₂e):

Employee Commuting: 11.1

Purchased Goods & Services (PG & S) : 4.9

Stationary Combustion 4.1

Electricity Consumption 3.2

Read about our Climate Maturity Scoring Framework.

At Polarbee, we believe inspiring change is important. As part of our promise to our clients, we created a clear scoring matrix that helps simplify where we think you are on your journey - and where you may be compared to others in your industry! These letter grades help to condense a multi-page report to a clear point on the ladder, while giving you some insider knowledge about your competition! Have a read below for a breakdown of what this may mean.

A+ (Transformational Leader)

Organisations at this level demonstrate science-aligned net zero targets across all scopes, a publicly disclosed and verified GHG inventory, and have already achieved substantial emissions reductions through in-house actions and supply chain interventions. They avoid reliance on offsets, or use only a small amount for true residuals, and transparently report them. They influence upstream and downstream partners and actively support just transition principles.

A / A- (Advanced Performer)

Companies have a complete, regularly updated GHG inventory (Scope 1, 2, and material Scope 3), strong governance, and have implemented meaningful reductions through energy, transport, and procurement initiatives. They may be exploring removals or offsets but prioritise internal action. Improvements are well underway and progress is visible across most categories.

To reach A+, these firms should scale reductions across their value chain, engage suppliers, and move from spend-based to activity-based Scope 3 accounting.

B+ / B / B- (Foundational Progress)

These organisations have begun measuring and reporting their emissions—typically Scope 1 and 2, and may have a partial Scope 3 inventory. They are implementing early-stage reduction initiatives, such as lighting upgrades or fleet improvements, but action is often piecemeal or lacks a science-based target. Use of offsets may be premature.

Improvement opportunities: Set time-bound reduction goals, build out Scope 3 data, and prioritise structural over symbolic change.

C+ / C / C- (Reactive or Passive)

These companies may report emissions due to compliance or reputation risk, but have limited strategic follow-through. Their inventory may be outdated, incomplete, or high-level. Reductions are limited to ad hoc operational tweaks, and offsetting is often used in place of real cuts.

Improvement opportunities: Invest in data quality, develop a reduction roadmap, and redirect funds from offsets toward internal mitigation.

D (Minimal Engagement)

No formal GHG accounting, no clear reduction initiatives, and little internal knowledge of emissions. If reductions or green messaging exist, they are unsubstantiated or disconnected from data.

Improvement opportunities: Begin with a credible baseline footprint, establish internal ownership, and align with best practice standards such as ISO 14064-1 or IWA 42. Good news, by starting this process with us, you've already met these requirements and began your engagement journey with your environmental footprint!

REPORT CONTENT

Please see below for an overview of the contents, per section.

1 / GHG INVENTORY

Emissions breakdown per category.

2 / IMPACT DISCUSSION

Reduction initiatives, environmental improvements and lifecycle considerations.

3 / ACTION POINTS

A clear pathway to achieve improvements, short and long term.

4 / INDUSTRY INSIGHTS

Sector specific GHG comparison and discussion

5 / COMPANY SUMMARY

A description of the organisation and its activities.

6 / TERMINOLOGY

A description of the key terms, phrases and standards used in the report.

METHODOLOGY

This report has been prepared in accordance with the principles and requirements outlined in ISO 14064-1:2018 and the Greenhouse Gas (GHG) Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. These internationally recognised frameworks provide the foundation for accurate, transparent, and consistent greenhouse gas emissions reporting across organisational boundaries and supply chains.

The methodology applied ensures that data collection, quantification, and reporting of emissions are underpinned by the core principles of relevance, completeness, consistency, transparency, and accuracy. All Scope 1 and Scope 2 emissions have been accounted for using a location-based and, where data appropriate, a market-based approach. In line with Scope 3 guidance, upstream and downstream emissions have been assessed across all relevant categories to reflect the full carbon footprint associated with the organisation's value chain.

Emission factors have been sourced from national inventories and internationally endorsed resources, ensuring scientifically robust calculations. Where estimates or assumptions have been necessary, these have been made conservatively and clearly documented. This approach not only meets formal compliance expectations but also reflects the organisation's commitment to environmental stewardship and continuous improvement.

In following these standards, this report enables stakeholders to trust in the data's integrity and to make informed, positive decisions toward sustainability



As per the GHG Protocol, your emissions are split into the following three groups, known as ‘scopes’, as defined below:

SCOPE 1

Direct GHG emissions from sources owned by the company. This includes emissions from gas usage, company owned vehicles and refrigerant use.

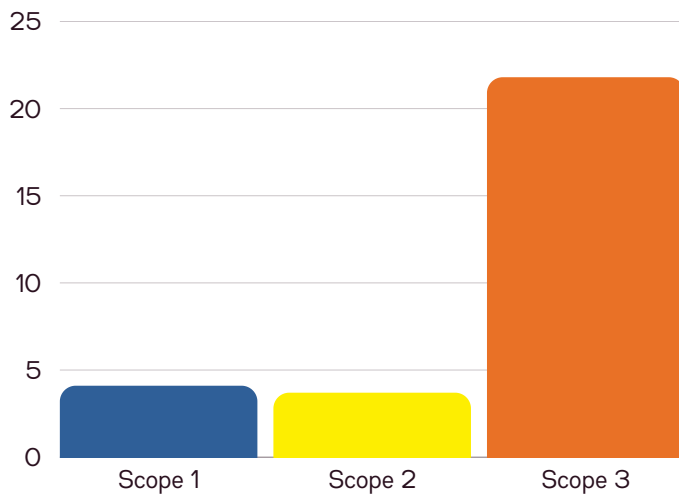
SCOPE 2

Indirect GHG emissions from energy used by the company. This includes emissions from electricity usage, or sources such as purchased heat/steam.

SCOPE 3

Indirect GHG emissions from all other sources. This may include goods or services paid for by the organisation, business travel, waste treatment and everything in between.

OVERVIEW



SCOPE 3 EMISSIONS COMPRISE ALMOST 74% OF MERCO MEDICAL'S FOOTPRINT. OF THIS, COMMUTING ACCOUNTS FOR ~11 TONNES OF CO₂E, OR 38% OF YOUR TOTAL FOOTPRINT.

During the reporting period, Merco Medical's total greenhouse gas emissions amounted to 29.2 tonnes of CO₂ equivalent (tCO₂e). Scope 1 emissions totalled 4.1 tCO₂e, arising primarily from the on-site combustion of natural gas.

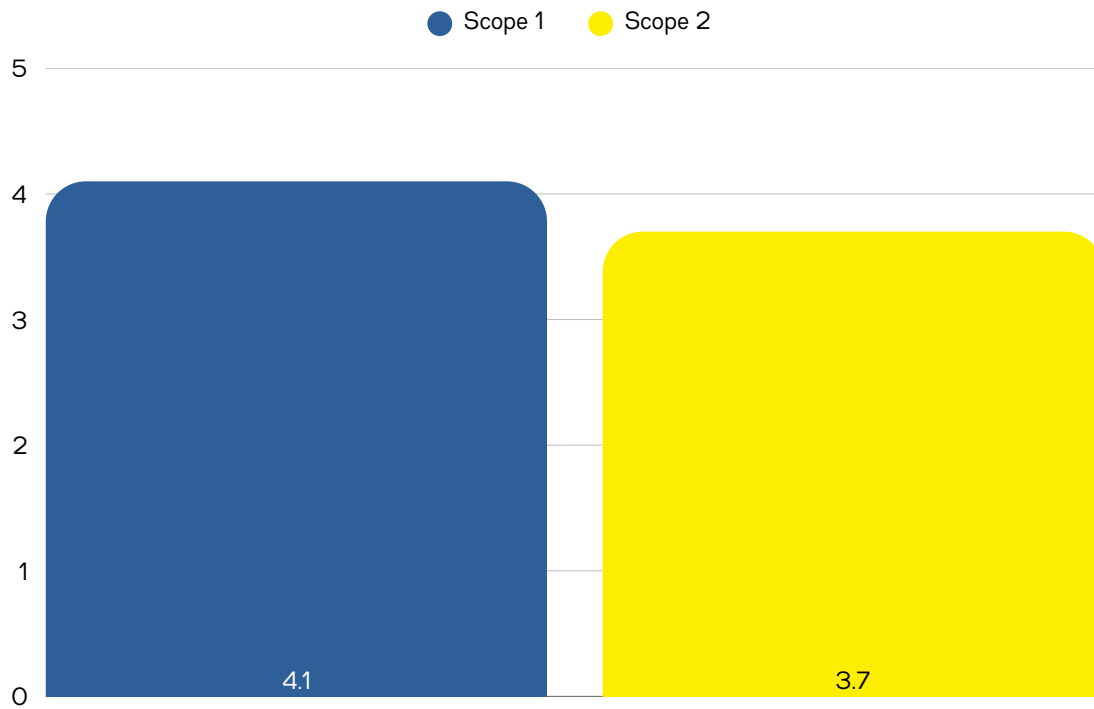
Scope 2 emissions from purchased electricity amounted to 3.7 tCO₂e (location-based) according to metered consumption and EV usage.

Scope 3 emissions, which accounted for the majority of the footprint at 21.8 tCO₂e, were attributed to upstream and downstream activities including purchased goods and services, commuting, water consumption, waste generation, fuel/energy-related activities and business travel.

SCOPE 1 & SCOPE 2 EMISSIONS

Scope 1 (direct) GHG emissions from sources owned by the company. This includes emissions from gas usage, company owned vehicles and refrigerant use.

Scope 2 (Indirect) GHG emissions from energy used by the company. This includes emissions from electricity usage, or sources such as purchased heat/steam.



Scope 1 emissions for Merco Medical in the reporting period totalled 4.1 tonnes of CO₂ equivalent (tCO₂e). These direct emissions originate from estimated gas usage for the office space, based on average usage for small businesses of similar operation type. This is split into the following GHG emissions per group:

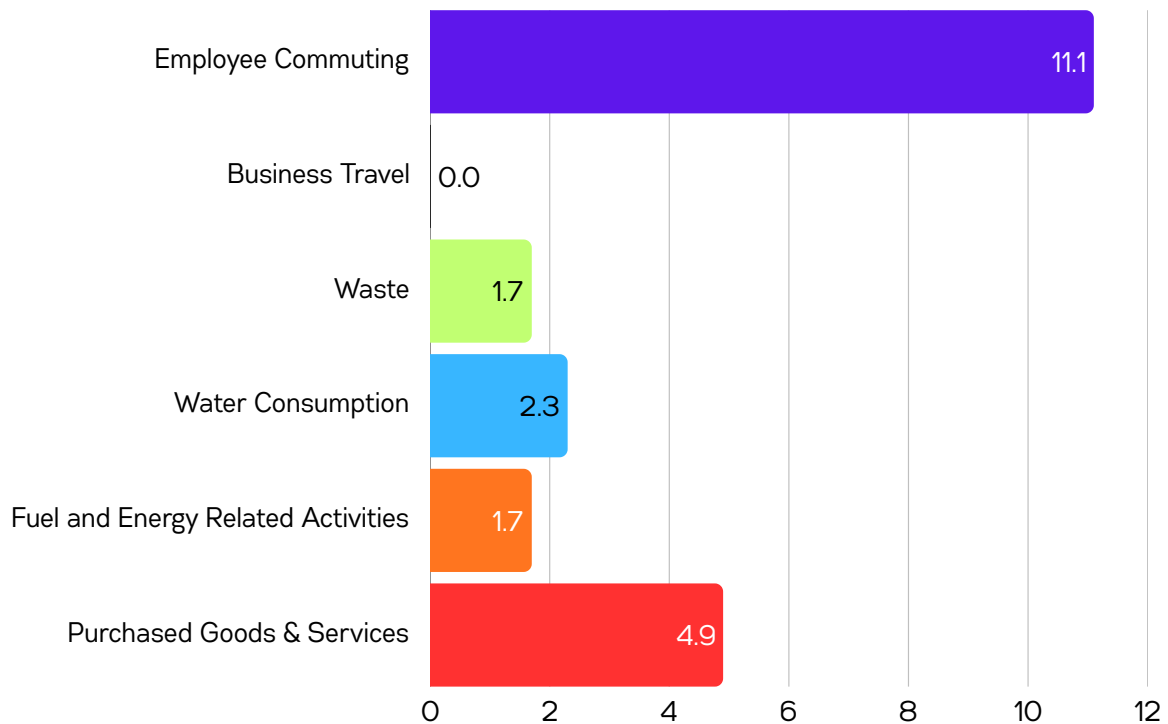
CO ₂	4.1 tCO ₂ e
CH ₄	0.006 tCO ₂ e
N ₂ O	0.002 tCO ₂ e

Scope 2 location-based emissions were 3.2 tCO₂e based on electricity usage and 0.5 tCO₂e from company owned EV vehicles, totalling 3.7 tCO₂e overall.

Although Scope 2 emissions represent a relatively small share of Merco Medical's overall footprint, they are highly visible and responsive to change. By exploring options such as energy efficiency projects and future procurement of renewable electricity through green tariffs or power purchase agreements, this category can be reduced significantly. This area offers a strong opportunity for impactful emissions reductions without disrupting operations.

SCOPE 3

Indirect GHG emissions from all other sources. This may include goods or services paid for by the organisation, business travel, waste treatment and everything in between.



Scope 3 emissions for Merco Medical were estimated at 21.8 tonnes of CO₂ equivalent (tCO₂e) during the reporting period, representing the largest portion of the company's total greenhouse gas inventory. These emissions are a result of indirect activities that occur across the value chain but fall outside the organisation's direct control.

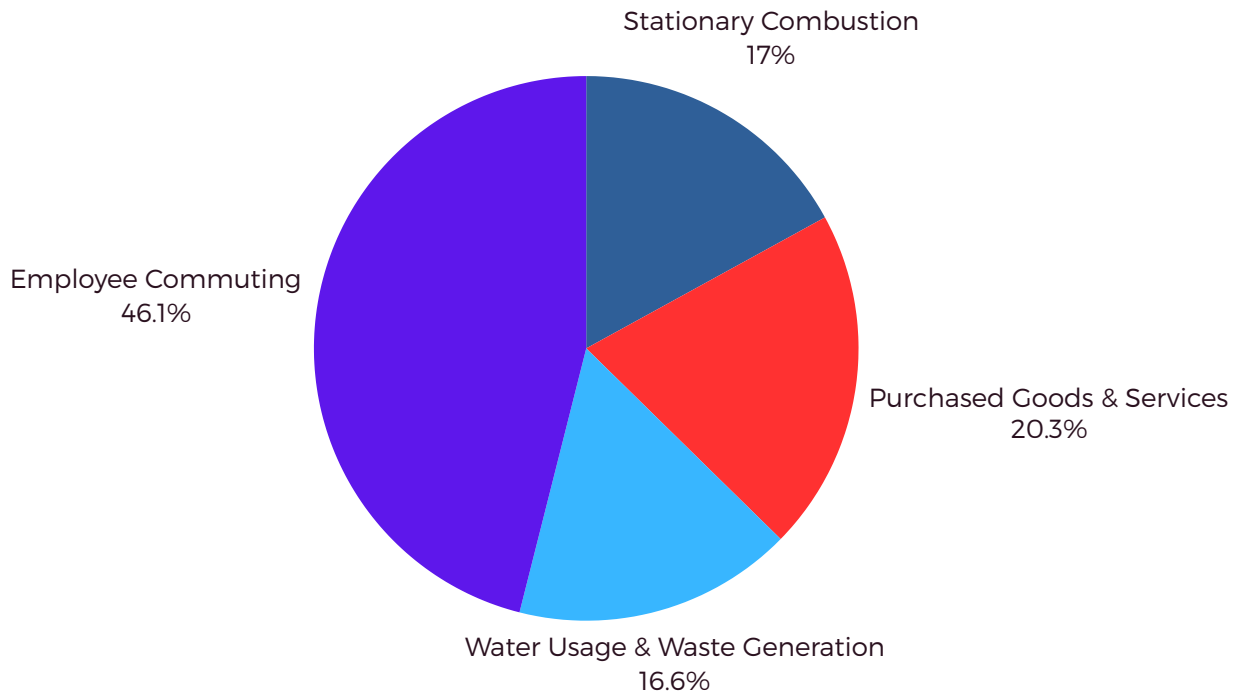
The most significant contributor was Employee Commuting, at 11.1 tCO₂e. Purchased Goods and Services accounted for 4.9 tCO₂e. Business Travel from train usage was a very small contributor, at 0.01 tCO₂e.

Further emissions arose from Fuel and Energy-Related Activities (1.7 tCO₂e), which include upstream processes associated with the extraction, refining, and transport of fuels onsite and electricity transmission and distribution. These were calculated using activity data from fuel and electricity consumption already reported under Scope 1 and 2.

Finally, Waste Generation and Water Usage was estimated from average employee usage figures for the UK, using the total days employees are in the office for the year to estimate these emissions.

OPPORTUNITIES FOR IMPROVEMENT

KEY INSIGHTS INTO YOUR EMISSION CATEGORIES



Gas Usage/Stationary Combustion (4.1 tCO₂e)

Using actual invoice or metered data would improve data quality and allow for consumption-based monitoring in future years.

Purchased Goods and Services (4.9 tCO₂e)

Using quantity-based metrics for purchases (such as reams of paper, kg amounts for food/drink) allows for the use of targeted emissions factors and the reduced use of spend-based figures, which are a source of uncertainty.

Water Consumption and Waste Generation (4.0 tCO₂e)

Invoiced data would form a more accurate baseline for these categories, with tracking enabling specific targets to be set for reductions.

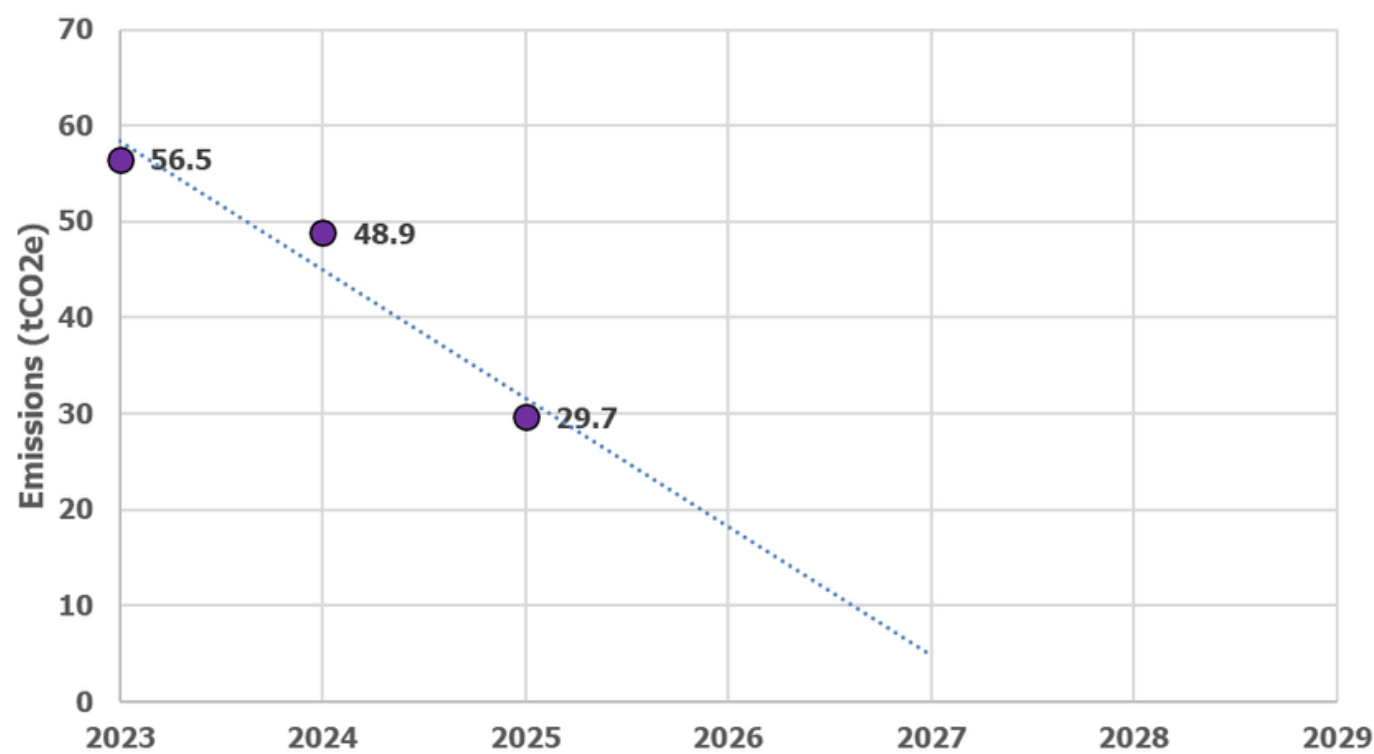
Employee Commuting (11.1 tCO₂e)

Seeking further information on employee vehicle types would increase oversight for this category, which may result in reduced emissions, as higher emission factors were used in lieu of more representative figure to ensure conservative principle was met.

ANNUAL FOOTPRINT SUMMARY

FOOTPRINT TRENDS SINCE BASELINE YEAR

Merco Medical has achieved year on year reductions since establishing a baseline in 2023.



The 2023 baseline year saw an annual business carbon footprint of 56.5 tCO₂e. This was reduced in year 1 to 48.9 tCO₂e. For this reporting year a further reduction of 19.2 tCO₂e has been achieved, bringing the overall carbon footprint of Merco Medical to just below 30 tCO₂e.

Considerable reductions in Employee Commuting (~7 tCO₂e) were noted, due to an overall reduction in number of staff. This further reduced other categories, such as Purchased Goods & Services and Electricity Consumption.

An area of uncertainty that remains is the 2024 data related to natural gas consumption. Consumption was estimated in 2024 based on average office usage for a small business according to Uswitch, taking a median value to minimise the chance of underreporting.

In previous reporting years, estimations were also used by consultants, though it is unclear what methodology was followed. Taking monthly gas meter readings would reduce this inconsistency in approaches year-on-year and improve energy saving oversight for gas use.

REDUCTIONS

KEY OPPORTUNITIES TO FURTHER REDUCE BUSINESS CARBON FOOTPRINT

Carbon savings for small organisations should be:

- Easy to implement
- Cost effective
- Minimise disruptions to daily activities

The following actions have been selected to meet this principle, with the outcome aiming for carbon (and financial) savings – the best of both worlds!

Green tariff: -3.2 tCO₂e

Using a 100% renewable tariff and including market-based reporting within your footprint would reduce scope 2 emissions to 0.

Electric heating: -4.1 tCO₂e

Removal of gas heating would reduce scope 1 emissions to zero. When combined with a renewable tariff, these emissions would be reduced to 0 as part of your scope 2 reporting.

Spend-based metrics: -1.5 tCO₂e

It is estimated that spend based figures overreport carbon emissions by 20-30% on average. Improving data for purchased goods and services could reduce reporting on purchased goods and services by up to 1.5 tCO₂e, without implementing any further changes. Once data in this area is improved, further changes could be implemented that target higher emission products and services.

Reduced office days: -2.2 tCO₂e

A 20% reduction in office days (equivalent to 1 further day at home per week) would reduce commuting emissions by 2.2 tCO₂e. per day. This would also increase energy savings on water, waste and electricity within the office.

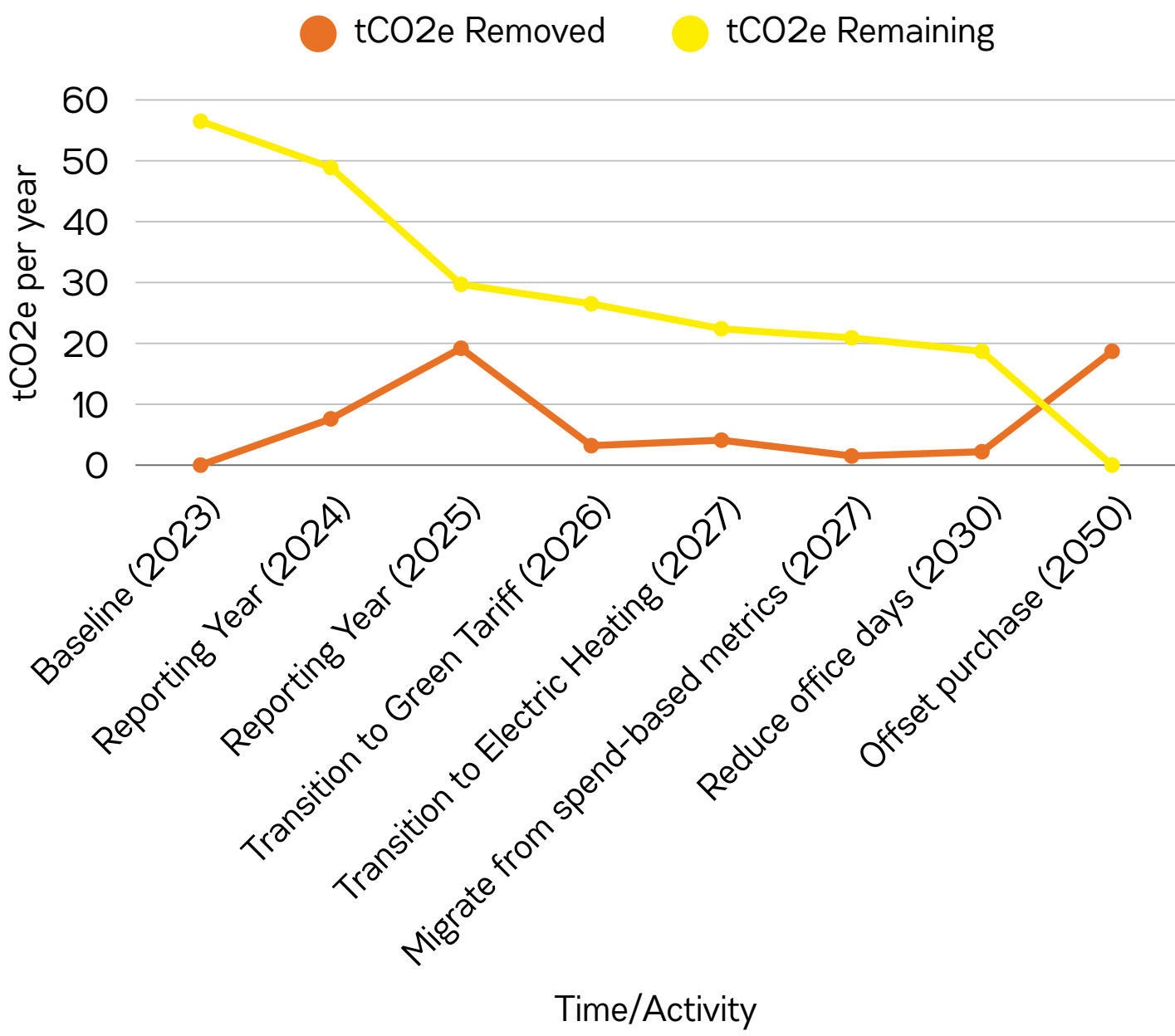
Total Estimated Future Savings: 11 tCO₂e (a further 37% reduction in business carbon footprint)

ROADMAP TO NET ZERO CARBON

KEY MILESTONES FOR YOUR JOURNEY TO NET ZERO CARBON

Using the carbon reduction opportunities listed, PolarBee have designed a *suggested* roadmap to Net Zero Carbon that aligns with the UK Government's own Net Zero Carbon target.

Net Zero Roadmap



OFFSETS

In the context of achieving net zero, carbon offsets represent a mechanism by which an organisation compensates for residual greenhouse gas emissions—those that remain should be a result of after all technically and economically feasible reduction measures have been exhausted. Offsets involve supporting verified projects outside the organisation's value chain that remove or avoid emissions, such as afforestation, renewable energy, or direct air capture. However, under both IWA 42 (a global emissions reduction framework) and best-practice guidance such as the GHG Protocol, offsets are considered a last resort. This is because they do not eliminate the organisation's own emissions and can introduce uncertainty regarding permanence, additionality, and real climate benefit. Genuine climate leadership demands that businesses take full accountability for their own footprint before seeking to mitigate impacts elsewhere.

By contrast, insets refer to emissions removals or reductions that occur within an organisation's own value chain—such as regenerative agriculture programmes in supply chains, circular product designs, or localised carbon sequestration initiatives. Insets are generally favoured over offsets because they are more aligned with long-term decarbonisation strategies and demonstrate deeper systemic engagement. While high-quality offsets may play a role in addressing hard-to-abate residuals, they must never substitute for internal mitigation. Their use should be transparently reported, time-bound, and accompanied by clear evidence that the organisation is actively pursuing its own operational and value chain reductions.

POLARBEE DIRECTOR'S NOTE

At Polarbee, we believe that credible climate action starts from within. While carbon offsets have a role to play in addressing residual emissions, we strongly discourage their early use in the carbon reduction journey. Our ethos is rooted in the principle that businesses should prioritise direct, measurable reductions in their own operations and supply chains before considering financial compensation for emissions elsewhere. Offsets—particularly those purchased prematurely—can often divert valuable resources away from making meaningful on-site improvements, such as upgrading equipment, transforming procurement practices, or addressing Scope 3 logistics emissions.

Instead, we advocate for a structured, science-led approach that focuses on reducing emissions at source wherever possible. This ensures that decarbonisation efforts are transparent, durable, and lead to real-world impact within the organisation's own sphere of influence. Our role is to guide organisations toward lasting transformation—not shortcuts.

ACTION PLAN

Short-Term (0-12 months)

1. Investigate the viability of transitioning to a 100% renewable green tariff for electricity
2. Begin to increase data accuracy to remove the requirement for "spend-based" metrics
3. Communicate your sustainability story with clients, stakeholders and prospects - it's a story worth telling! Try adding a link to your report on your company website or promoting it on social media

Medium-Term (1-3 years)

1. Replace gas heating with electric heating
2. As Merco Medical grows, introduce procurement guidelines prioritising low-emission materials & services
3. Reduce office days where possible to save on water and electricity consumption and waste generation

Long-Term (3-5+ years)

1. Continue to conduct annual business carbon assessments to provide your external and internal stakeholders your commitment to sustainability
2. Purchase the required number of offsets when all reduction initiatives have been implemented and exhausted

INDUSTRY INSIGHTS



Merco Medical's position in the market reflects a broader trend within the UK healthcare staffing industry, which is seeing a growing reliance on temporary staff to manage workforce gaps.

Overall, the UK healthcare recruitment sector is experiencing a mix of challenges and opportunities in 2024. There's a rising demand for health services due to an aging population, ongoing staffing shortages in the NHS, and continued reliance on agencies like Merco to fill vital roles.

Against this backdrop, Merco Medical's A- rating reflects a strong and commendable position—particularly for a business operating in such a turbulent sector. Their performance demonstrates that they are not only aware of the industry's challenges but are actively engaging with them in a structured and transparent way.

Where Merco Medical Outperforms

Robust GHG Reporting: Merco Medical has developed a complete and methodologically sound emissions inventory in alignment with ISO 14064-1 and the GHG Protocol –still a rarity among SMEs.

Scope 1 and 2 Control: There is clear evidence of staffing changes having a profound impact on direct and indirect emissions.

Scope 3 Transparency: Many peer organisations still omit Scope 3 entirely. Merco Medical has gone further, measuring emissions from purchased goods & services, and employee commuting—placing it in a more transparent tier of performers.

A-

Opportunities to Improve

- Transition away from spend-based metrics (where possible)
- Implement the remaining carbon reduction initiatives listed in the report
- Consider signing up to Science-Based Targets Initiative (SBTi) to really gain credibility.
- Continue to conduct annual business carbon assessments to demonstrate your ongoing commitment to sustainability
- Once all carbon reduction initiatives have been implemented, make the final leap to Net Zero Carbon by purchasing carbon offsets from a verified and credible provider

COMPANY SUMMARY

MERCO MEDICAL

Merco Medical is a privately held company incorporated under the laws of the United Kingdom, with its registered office located at St George's House, 3-5 Pepys Road, Raynes Park, London, SW20 8NJ.

Merco Medical facilitates the placement of healthcare professionals on both locum and permanent bases across a wide range of sectors nationwide. The company operates a single office located in London, UK, where it conducts all major business activities.

ORGANISATIONAL BOUNDARIES

For the purpose of GHG inventory and reporting, Merco Medical has adopted the operational control approach to define its organisational boundaries. This includes all operations over which the company has full authority to introduce and implement operating policies, health and safety measures, and environmental practices. The inventory scope includes emissions from their office headquarters in London, SW20 8NJ.

REPORTING PERIOD

The GHG inventory covers the 12-month reporting period from 1st July 2024 to 30th June 2025.

BASE YEAR SELECTION

The base year selected was 2023, which marks the first year in which complete and verifiable GHG data was collected. The base year has been selected to provide a consistent and reliable point of reference for tracking emission reductions over time.

CHANGES IN 2024

There have been no changes to the organisational or operational boundaries, reporting period, or base year since the initial selection in 2022. Any future adjustments will be clearly documented and justified in subsequent reports.

GHG INVENTORY RESPONSIBILITY

The individual responsible for the development, oversight, and maintenance of the GHG inventory is: Tash Pieters, Business Support Manager.

TERMINOLOGY

GHG Category	Methodology	Potential Uncertainty / Error Margin
Stationary Combustion	Data estimated from average small business use and converted using DESNZ/ BEIS factors.	Moderate – uncertainty with data inputs but low emission category overall ($\pm 10\%$).
Electricity (Scope 2)	Electricity meter readings or invoices, applying national grid emission factor.	Low – metered values and UK based factors used ($\pm 5\%$).
Purchased Goods and Services	Spend-based method using financial data and 2024 EEIO (Environmentally Extended Input- Output) factors.	High – dependent on financial categorisation accuracy and EEIO assumptions ($\pm 20\%$).
Fuel and Energy-Related Activities	Estimated using fuel purchased and associated upstream factors.	Moderate – fuel use may vary seasonally; factor accuracy varies ($\pm 10\%$).
Water Consumption	Estimated from average statistics per employee and known employee office use data for company	Moderate – uncertainty with data inputs but low emission category overall ($\pm 10\%$).
Waste Generation	Estimated from average statistics per employee and known employee office use data for company	Moderate – uncertainty with data inputs but low emission category overall ($\pm 10\%$).
Business Travel	Travel bookings and expense reports categorised by mode and distance.	Low – zero travel for defined period ($\pm 0\%$).
Employee Commuting	Survey data with postcodes used for distances. Mode of transport known and source data is detailed.	Low – Average vehicle factors used and conservative approach for public transport factors. ($\pm 5\%$).

TERMS AND CONDITIONS

This report has been prepared solely for the use of the client, Merco Medical, to support its understanding of organisational greenhouse gas (GHG) emissions and sustainability performance. It has been developed in accordance with the requirements of ISO 14064-1:2018 and the GHG Protocol Corporate Standard, based on data and information provided by the organisation and/or its representatives.

Accuracy and Limitations

All reasonable efforts have been made to ensure the accuracy and completeness of the information contained within this report. However, estimates and assumptions have been used where complete data was unavailable. These are based on standard methodologies, publicly available emission factors, and professional judgement in line with industry best practice. As such, the report should not be considered an exact representation of actual emissions, but a best estimate within acceptable margins of uncertainty.

This report is intended as a decision-support tool and should not be relied upon as the sole basis for legal, investment, or regulatory compliance decisions. It is the responsibility of the client to ensure that any interpretation, public disclosure, or use of this report aligns with relevant guidance, reporting standards, and stakeholder expectations.

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Future Performance

Forward-looking statements, including emissions reduction opportunities and performance forecasts, are based on current knowledge and assumptions. Actual outcomes may vary due to external factors beyond the control of either the organisation or the report author. No warranty is provided as to the realisation of anticipated environmental or financial benefits.

Contact us at info@Polarbee.co.uk