



Carbon Emissions Policy

Document Properties	
Version	1
Name of Author	Mike Jones
Date Approved	30/03/2026
Sponsor	MD Kamal M Shah
Date Issued	01/04/2026
Review Date	1/04/2028

Version Number	Purpose/Change	Author	Date
1	Final Document For Sign Off	Mike Jones	30/03/2026



10/10 Medical
Staffing & Innovating Healthcare

Table of Contents

1. Overview	3
2. Commitment to Net Zero	3
3. Baseline Emissions	4
4. Carbon Reduction Targets	4
5. Carbon Reduction Initiatives	4
5.1 Workforce Deployment & Travel	4
5.2 Digital and Remote Working	5
5.3 Energy and Office Operations	5
5.4 Procurement and Supply Chain	5
5.5 Waste Reduction	6
6. Carbon Offsetting (residual emissions)	6
7. Governance and Accountability	6



1. Overview

Indigo 1919 has been created to wholly own 3 subsidiary companies as follows:

- **10/10 Medical** The focus for 10/10 is on the initially insourcing and potentially outsourcing activities with the clients being the acute hospital trust.
- **MEDICINE INDEPENDANTE LTD (Mi)** Mi will focus on the private medical needs of patients including GP services.
- **INNOVATIVE INTERVENTION GLOBAL LTD (iig)** iig will focus on development and introduction of innovative, cost-effective products to health organisations.

This will enable the three strands of the business to be service focused in different product and service fields with dedicated specialised leadership supported by centralised services including finance, IT and people/OD, thereby minimising waste and inefficiencies.

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the reporting requirements for NHS frameworks.

2. Commitment to Net Zero

10/10 Medical is committed to supporting the NHS' s ambition to achieve Net Zero Carbon emissions by 2040 for direct emissions and 2045 for indirect emissions. We recognise our responsibility as an NHS insourcing partner to minimise environmental impact while delivering high-quality clinical services.

This Carbon Reduction Plan outlines the actions we are taking to reduce emissions across our operations and supply chain, in line with PPN 06/21, NHS England guidance, and the Greener NHS Programme.



3. Baseline Emissions

A baseline assessment has been undertaken to understand emissions associated with:

- Scope 1 - Direct emissions (company vehicles, fuel use etc)
- Scope 2 - Purchased electricity
- Scope 3 - Staff travel, commuting, procurement, waste and outsourced services

Baseline Year: 2026/2027

Measurement Approach: UK Government GHG Conversion Factors

4. Carbon Reduction Targets

- 10/10 Medical, and the wider Indigo 19 group of companies commits to a Year-on-year reduction of carbon emissions, working with our teams and supplier to achieve a minimum 5-10% reduction in operational emissions year on year
- Our medium term target is to reduce our carbon emission by 30% by 2030
- Our long term ambition is to ensure we have Net Zero alignment with NHS timelines

Targets are reviewed annually and adjusted to ensure continuous improvement.

5. Carbon Reduction Initiatives

Indigo 19 and the wider group of companies commits to reducing our carbon emissions in the following ways

5.1 Workforce Deployment & Travel

As an insourcing provider, workforce deployment is a key emissions source. We aim to reduce emissions by:

- Prioritising local clinician deployment to reduce travel
- Encourage the use of public and sustainable travel where feasible including car-sharing and the use of low emission vehicles



- We aim to support remote pre-assessment for our patients and remote induction and training for our staff where possible, adopting technology to support

Impact - **HIGH**

Measurement - Travel mileage and transport mode reporting

5.2 Digital and Remote Working

Where possible we will encourage both digital and remote working to minimise unnecessary travel, this includes:

- Digital rostering and workforce management systems
- Paperless and/or digital onboarding, HR and compliance processes
- Virtual meetings as default where clinically appropriate

Impact - **MEDIUM/HIGH**

Measurement - Reduction in travel and paper use

5.3 Energy and Office Operations

It is important we lead by example, operationally we commit to:

- The use of energy efficient IT equipment
- LED lighting and the use of energy saving settings
- Preference for energy saving tariffs in our office locations
- A reduced office footprint via the adoption of hybrid working

Impact - **MEDIUM**

Measurement - A reduction in energy consumption (kWh)

5.4 Procurement and Supply Chain

We commit to working with suppliers across the supply chain to:

- Work with suppliers with a strong environmental/CR&S policies and procedures
- Reduce the use of single use plastics
- Ensure sustainable procurement of uniforms, IT equipment and consumables



- Align ourselves with the wider NHS sustainable procurement principles

Impact - **MEDIUM**

Measurement - Supplier compliance and procurement audits

5.5 Waste Reduction

Indigo 19 and the wider group of companies aims to support the wider NHS ambition of reducing waste, both clinically and other types of waste by:

- Reducing reliance on paper by using technology to support our work and patient pathways
- Ensuring we recycle and have responsible disposal methods of OT equipment
- Reduce packaging and adopt the use of reusable materials and recycle where possible

Impact - **MEDIUM**

Measurement - Waste volumes and recycling rates

6. Carbon Offsetting (residual emissions)

Carbon offsetting is used only where emissions cannot reasonably be eliminated. Any offsetting must be:

- Independently verified
- UK-based where possible
- Focused on nature-based or community projects

7. Governance and Accountability

Our Senior management team have overall responsibility for our carbon reduction, we will ensure we:

- Complete an annual review, and publish data to show our emissions and the actions taken to reduce
- Make staff are aware of their duty in reducing carbon emissions and offer training and guidance on sustainable working practices
- We will strive to ensure continuous alignment with NHS and Government sustainability guidelines



8. Monitoring and Reporting

Progress against this Carbon Reduction Plan is reviewed annually and updated as part of our ongoing commitment to environmental responsibility and NHS partnership working.