



# **PUBLIC DISCLOSURE STATEMENT**

**OCCUMED CONSULTING PTY LTD (TRADING  
AS OCCUMED)**


**ORGANISATION CERTIFICATION  
FY2024–25**

Australian Government  
**Climate Active**  
**Public Disclosure Statement**



An Australian Government Initiative



<b>NAME OF CERTIFIED ENTITY</b>	OccuMED Consulting Pty Ltd
<b>REPORTING PERIOD</b>	1 July 2024 – 30 June 2025 Arrears report
<b>DECLARATION</b>	<p><i>To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.</i></p>  <p>Dr John Low Executive Chairman / Senior Occupational Physician 24.11.2025</p>



**Australian Government**  
**Department of Climate Change, Energy,  
the Environment and Water**

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Version 10.



# 1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	156 tCO <sub>2</sub> -e
CARBON OFFSETS USED	100% VCUs
RENEWABLE ELECTRICITY	N/A
CARBON ACCOUNT	Prepared by: Sustainable Business Consultants
TECHNICAL ASSESSMENT	21/11/25 Sustainable Business Consultants Next technical assessment due: FY2027/28

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## 2. CERTIFICATION INFORMATION

### Description of organisation certification

This carbon neutral certification is for the Australian business operations of OccuMED Consulting Pty Ltd, trading as OccuMED (ABN 85 075 711 652).

This Public Disclosure Statement includes information for FY2024-25 reporting period.

### Organisation description

OccuMED delivers specialist occupational medicine, allied and other health services for a safe, healthy and productive workforce. Our clients include employers in the resources, health, services and government sectors. Our doctors are Fellows and Registrars of the Australasian Faculty of Occupational and Environmental Medicine (AFOEM). They are supported by other medical specialists, allied health professionals and client support teams. OccuMED has been a trusted provider of occupational medicine services since 1996 with comprehensive, full-service capabilities across strategic locations in Western Australia including Subiaco, Redcliffe, Joondalup, Murdoch and Freemantle (which opened in May 2025).

Our clinical team consists of:

- Specialist occupational physicians and registrars
- General Practitioners
- Other visiting medical specialists
- Clinical and neuro psychologists
- Occupational health nurses
- Exercise physiologists/ scientists.
- Accredited technicians in WorkCover audiometry
- Phlebotomists and other specimen collectors.

Our carbon inventory has been prepared according to the operational control approach.

Our services are provided in person at our five clinics, on client sites and via telehealth. Our Subiaco clinic provides administration services for national geographic coverage across Australia through a network of third-party alliance clinics in capital cities, major regional centres and remote areas and across select international hubs to service the needs of our valued clients regardless of geographical location. The services provided by our alliance partners are not included in this organisation certification, Appendix D refers.

Through our clinics and a significant alliance network of practitioners across Australia and internationally, OccuMED delivers and manages a broad range of clinical services for our clients. From pre-employment medical examinations to early intervention injury management, health surveillance/ monitoring, fitness for work and independent medical evaluations, the OccuMED team ensures quality information and assessments are delivered to employers who are genuinely serious about safety and health of their workplace, and the work fitness of their employees.

Occupational medicine services provided include:

- Our Clinical Services
  - Pre-employment or pre-placement medical examinations (PEMs)
  - Ancillary tests associated with pre-employment medicals
  - Health surveillance/ monitoring
  - Injury management and early intervention
  - Fitness for work assessments
  - Independent medical evaluations (IMEs)
  - Psychosocial services
- Specialist CMO Services
  - Supervision and reviewing of medical services
  - Medical resource for policies, plans and decision making
  - Liaising with external medical providers
  - Providing expert opinion relating to specific medical scenarios
  - Risk management & communication
  - General consulting
- Remote Area Medical Support
  - Application and maintenance of Health Services ('Poisons') Permit including compliance with WA Health requirements
  - 24/7 remote medical support via telehealth
  - Health Services ('Poisons') Permit audits
- Mobility Services
  - Coordination of medical services nationally and internationally to mobilise a workforce
- Special Projects
  - OccuMED tailors packages and services to a company's specific needs

A significant aspect of OccuMED as an organisation is its ESG agenda. Climate Change is a global health emergency. OccuMED Consulting has identified and assessed the risks associated with the effects of climate change and its mitigation as significant for our clients, the working community, our people and the environment in which we operate.

OccuMED Consulting takes responsibility and is accountable for our contribution to carbon emissions (as part of our daily operations) accepted as responsible for Climate Change.

Our vision of being the beacon and leader in the field of occupational medicine compels OccuMED Consulting to take up the call to reduce its carbon emissions and set the standard for the healthcare industry.

## 3.EMISSIONS BOUNDARY

### Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

**Quantified emissions** have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity however are **optionally included**.

**Non-quantified emissions** have been assessed as relevant and are captured within the emissions boundary but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

### Outside the emissions boundary

**Excluded emissions** are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

## Inside emissions boundary

### Quantified

Accommodation and facilities  
Cleaning and chemicals  
Climate Active carbon neutral products and services  
Electricity  
Food  
Horticulture and agriculture  
ICT services and equipment  
Machinery and vehicles  
Office equipment and supplies  
Postage, courier and freight  
Products  
Professional services  
Refrigerants  
Roads and landscape  
Stationary energy (gaseous fuels)  
Transport (air)  
Transport (land and sea)  
Waste  
Water  
Working from home

### Non-quantified

N/A

## Outside emission boundary

### Excluded

Services delivered through third party alliances  
Construction materials and services

# 4. EMISSIONS REDUCTIONS

## Emissions reduction strategy

OccuMED commits to reduce emissions by 80% by 2030, compared to its 2020-2021 (non-Climate Active certified) baseline year (when emissions totaled 239 tCO<sub>2</sub>-e), and 100% by 2050.

OccuMED developed its Decarbonisation Plan in 2021 and began implementing strategies during the 2021/2022 financial year. This included the replacement of all lights with energy efficient LEDs and obtaining quotes for the installation of roof top solar panels, which have subsequently been installed on our two largest owned clinics.

Since the base year OccuMED has reduced its emissions by 34%.

The actions in the table below are set for the next five years. This plan is updated annually.

Initiative	FY25	FY26	FY27	FY28	FY29	Target
<b>Scope 1</b>						
Purchase of electric vehicles			x			100% electric vehicles in the company fleet by FY27
Air conditioning	x	x	x	x	x	Annual servicing to avoid leakages and using low-GWP gases when replacing AC units
<b>Scope 2</b>						
Switch to GreenPower		x				100% GreenPower electricity consumption by FY26
Review of electrical equipment power settings	x	x	x	x	x	Continuous use of optimised energy settings
<b>Scope 3</b>						
Update procurement policy to identify carbon neutral (and environmentally conscious) products	x	x	x	x	x	Annual reviews and using alternatives where available
Waste reduction through staff training	x	x	x	x	x	Continuous increase of recycling rates

## Emissions reduction actions

Despite our growing business, including the commencement of operations at our Freemantle Clinic this year, we have reduced our electricity consumption by 13,914 kWh, or 8 tCO<sub>2</sub>e. This was due to the installation of solar panels and other energy saving initiatives shown in the table in the previous section.

## 5. EMISSIONS SUMMARY

### Emissions over time

Emissions since base year		
		Total tCO <sub>2</sub> -e
Base year/ Year 1:	2021-22	235.54
Year 2:	2022-23	194.98
Year 3:	2023-24	199.26
Year 4:	2024-25	155.40

### Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO <sub>2</sub> -e)	Current year emissions (t CO <sub>2</sub> -e)	Reason for change
Electricity (location-based method, scope 2)	40.89	32.25	Installation of solar panels and other energy saving initiatives.

### Use of Climate Active carbon neutral products, services, buildings or precincts

N/A

## Emissions summary

The electricity summary is available in Appendix B. Electricity emissions were calculated using a location-based approach.

Emission category	Scope 1 emissions (tCO <sub>2</sub> -e)	Scope 2 emissions (tCO <sub>2</sub> -e)	Scope 3 emissions (tCO <sub>2</sub> -e)	Total emissions (t CO <sub>2</sub> -e)
Accommodation and facilities	0.00	0.00	0.15	0.15
Cleaning and chemicals	0.00	0.00	9.79	9.79
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity	0.00	24.19	11.86	36.04
Food	0.00	0.00	4.53	4.53
Horticulture and agriculture	0.00	0.00	0.00	0.00
ICT services and equipment	0.00	0.00	10.40	10.40
Machinery and vehicles	0.00	0.00	5.03	5.03
Office equipment and supplies	0.00	0.00	4.49	4.49
Postage, courier and freight	0.00	0.00	0.15	0.15
Products	0.00	0.00	3.06	3.06
Professional services	0.00	0.00	15.61	15.61
Refrigerants	5.46	0.00	0.00	5.46
Roads and landscape	0.00	0.00	0.00	0.00
Stationary energy (gaseous fuels)	0.00	0.00	0.00	0.00
Transport (air)	0.00	0.00	0.46	0.46
Transport (land and sea)	0.70	0.00	43.95	44.66
Waste	0.00	0.00	13.21	13.21
Water	0.00	0.00	0.78	0.78
Working from home	0.00	0.00	1.58	1.58
<b>Grand Total</b>	<b>6.16</b>	<b>24.19</b>	<b>125.05</b>	<b>155.40</b>
<i>Figures may not sum to total due to rounding.</i>				

## Uplift factors

N/A

## 6. CARBON OFFSETS

### Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Verified Carbon Units (VCUs)	156	100%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Satara Wind Power Project in Maharashtra, India	VCU	Verra Registry	3/12/2025	<a href="#">8138-460592871-460593026-VCU-050-APX-IN-1-1519-01012019-31102019-0</a>	2019	156	0	0	156	100.00%
<b>Offset Totals:</b>						156	0	0	156	100.00%

## Co-benefits

### **Satara Wind Power Project in Maharashtra India**

Across India, wind farms introduce clean energy to the grid which would otherwise be generated by coal-fired power stations. Wind power is clean in two ways: it produces no emissions and also avoids the local air pollutants associated with fossil fuels. Electricity availability in the regions have been improved, reducing the occurrence of blackouts across the area.

The projects support national energy security and strengthen rural electrification coverage. In constructing the turbines new roads were built, improving accessibility for locals. The boost in local employment by people engaged as engineers, maintenance technicians, 24-hour on-site operators and security guards also boosts local economies and village services.

## 7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

### Renewable Energy Certificate (REC) summary

N/A

## APPENDIX A: ADDITIONAL INFORMATION

N/A.

## APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **location-based approach**.

Market-based approach summary			
Market Based Approach	Activity Data (kWh)	Emissions (kg CO <sub>2</sub> -e)	Renewable Percentage of total
Behind the meter consumption of renewable electricity generated	28,085	0	31%
<b>Total non-grid renewable electricity</b>	<b>28,085</b>	<b>0</b>	<b>31%</b>
LGC purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	0	0	0%
Climate Active certified - Precinct/Building (voluntary renewables)	0	0	0%
Climate Active certified - Precinct/Building (LRET)	0	0	0%
Climate Active certified - Precinct/Building jurisdictional renewables (LGCs surrendered)	0	0	0%
Climate Active certified - Electricity products (voluntary renewables)	0	0	0%
Climate Active certified - Electricity products (LRET)	0	0	0%
Climate Active certified - Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	11,505	0	13%
Residual electricity	51,729	47,590	0%
<b>Total renewable electricity (grid + non grid)</b>	<b>39,590</b>	<b>0</b>	<b>43%</b>
<b>Total grid electricity</b>	<b>63,234</b>	<b>47,590</b>	<b>13%</b>
<b>Total electricity (grid + non grid)</b>	<b>91,319</b>	<b>47,590</b>	<b>43%</b>
Percentage of residual electricity consumption under operational control	75%		
<b>Residual electricity consumption under operational control</b>	<b>38,796</b>	<b>35,693</b>	
Scope 2	34,158	31,425	
Scope 3 (includes T&D emissions from consumption under operational control)	4,639	4,268	
<b>Residual electricity consumption not under operational control</b>	<b>12,932</b>	<b>11,898</b>	
Scope 3	12,932	11,898	

<b>Total renewables (grid and non-grid)</b>	<b>43.35%</b>
<b>Mandatory</b>	<b>12.60%</b>
<b>Voluntary</b>	<b>0.00%</b>
<b>Behind the meter</b>	<b>30.75%</b>
<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>31.43</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>16.17</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>31.43</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>16.17</b>
<b>Total emissions liability (t CO<sub>2</sub>-e)</b>	<b>47.59</b>

Figures may not sum to total due to rounding. Renewable percentage can be above 100%

Location-based approach summary						
Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	75%	(kWh)	Scope 2 Emissions (kgCO <sub>2</sub> -e)	Scope 3 Emissions (kgCO <sub>2</sub> -e)	(kWh)	Scope 3 Emissions (kgCO <sub>2</sub> -e)
ACT	0	0	0	0	0	0
NSW	0	0	0	0	0	0
SA	0	0	0	0	0	0
VIC	0	0	0	0	0	0
QLD	0	0	0	0	0	0
NT	0	0	0	0	0	0
WA	63,234	47,426	24,187	2,846	15,809	9,011
TAS	0	0	0	0	0	0
<b>Grid electricity (scope 2 and 3)</b>	<b>63,234</b>	<b>47,426</b>	<b>24,187</b>	<b>2,846</b>	<b>15,809</b>	<b>9,011</b>
ACT	0	0	0	0		
NSW	0	0	0	0		
SA	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
NT	0	0	0	0		
WA	28,085	28,085	0	0		
TAS	0	0	0	0		
<b>Non-grid electricity (behind the meter)</b>	<b>28,085</b>	<b>28,085</b>	<b>0</b>	<b>0</b>		
<b>Total electricity (grid + non grid)</b>	<b>91,319</b>					

<b>Residual scope 2 emissions (t CO<sub>2</sub>-e)</b>	<b>24.19</b>
<b>Residual scope 3 emissions (t CO<sub>2</sub>-e)</b>	<b>11.86</b>
<b>Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>24.19</b>
<b>Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO<sub>2</sub>-e)</b>	<b>11.86</b>
<b>Total emissions liability (t CO<sub>2</sub>-e)</b>	<b>36.04</b>

### Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A	0	0
<i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market-based method is outlined as such in the market-based summary table.</i>		

### Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO <sub>2</sub> -e)
N/A	0	0
<i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.</i>		

# APPENDIX C: INSIDE EMISSIONS BOUNDARY

## Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

Relevant non-quantified emission sources	Justification reason
None	

## Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

# APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

## Excluded emission sources

The below emission sources have been assessed as not relevant to this organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions.
2. **Influence** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations

## Excluded emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
Services delivered by third-party alliance partners	N	N	N	N	N	<p><b>Size:</b> Based on the share of work provided by third-party alliances, the emission source is likely to be small compared to the total emissions from electricity, stationary energy and fuel emissions.</p> <p><b>Influence:</b> We do not have the potential to influence the emissions from this source, including by shifting to a different lower-emissions supplier for our business.</p> <p><b>Risk:</b> There are no relevant laws or regulations that apply to limit emissions specifically from this source, the source does not create supply chain risks, and it is unlikely to be of significant public interest.</p> <p><b>Stakeholders:</b> Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for our business</p> <p><b>Outsourcing:</b> We have not previously undertaken this activity within our emissions boundary and comparable organisations do not typically undertake this activity within their boundary.</p>
Construction supplies and services	Y	N	N	N	N	<p><b>Size:</b> OccuMED constructed a new clinic at Freemantle during 2024-25. As construction is not a normal part of our business operations the emissions relating to this activity has not been included. They would be large compared to the total emissions from electricity, stationary energy and fuel emissions.</p> <p><b>Influence:</b> We did not have the potential to influence the emissions from this source.</p> <p><b>Risk:</b> There are no relevant laws or regulations that apply to limit emissions specifically from this source, the source does not create supply chain risks, and it is unlikely to be of significant public interest.</p> <p><b>Stakeholders:</b> Key stakeholders, including the public, are unlikely to consider this a relevant source of emissions for our business.</p> <p><b>Outsourcing:</b> We have not previously undertaken this activity within our emissions boundary and comparable organisations do not typically undertake this activity within their boundary.</p>



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