

Carbon Reduction Plan

27th March 2024

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Document Control

Title	<i>Carbon Reduction Plan</i>
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Change Record

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0.1	16 th January 2024	New document	Archived
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Supplier name: Inhealthcare Limited (“Inhealthcare”)
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Commitment to achieving Net Zero

Inhealthcare is committed to achieving Net Zero emissions by **2045**.

Current Emissions Reporting: Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2023 (01 April 2022 to 31 March 2023)	
Additional Details relating to the Baseline Emissions calculations.	
Inhealthcare initiated reporting on its GHG emissions retrospectively in 2023 for its emissions in FY 2022/23. Inhealthcare’s current reporting period is therefore its Baseline period.	
Please note that for this Baseline Year we do not currently have any data for carbon emissions from waste generated in operations. Our Baseline Emissions figures will be re-calculated should this information become available.	
Baseline year emissions	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	117.31 Tons of CO ₂ e <ul style="list-style-type: none">• Company facilities: 112.45 tCO₂e• Company vehicles: 4.86 tCO₂e
Scope 2	29.78 Tons of CO ₂ e <ul style="list-style-type: none">• Purchased energy: 29.78 tCO₂e
Scope 3 (Included Sources)	16.83 Tons of CO ₂ e <ul style="list-style-type: none">• Upstream transportation and distribution: 0.00 tCO₂e• Waste generated in operations: <i>No data</i>• Business travel: 1.30 tCO₂e• Employee commuting: 15.52 tCO₂e• Downstream transportation and distribution: 0.00 tCO₂e• Purchased goods and services: 0.01 tCO₂e
Total Emissions	163.91 Tons of CO₂e

Emissions reduction targets

The commitment to achieve net-zero emissions by 2045 has instigated a range of initiatives aimed at making significant reductions to our carbon emissions in the short, medium, and long term. These initiatives are to be implemented from 1st April 2024, meaning we do not expect any change in our carbon emissions in the reporting year 2024 (1st April 2023 to 31st March 2024).

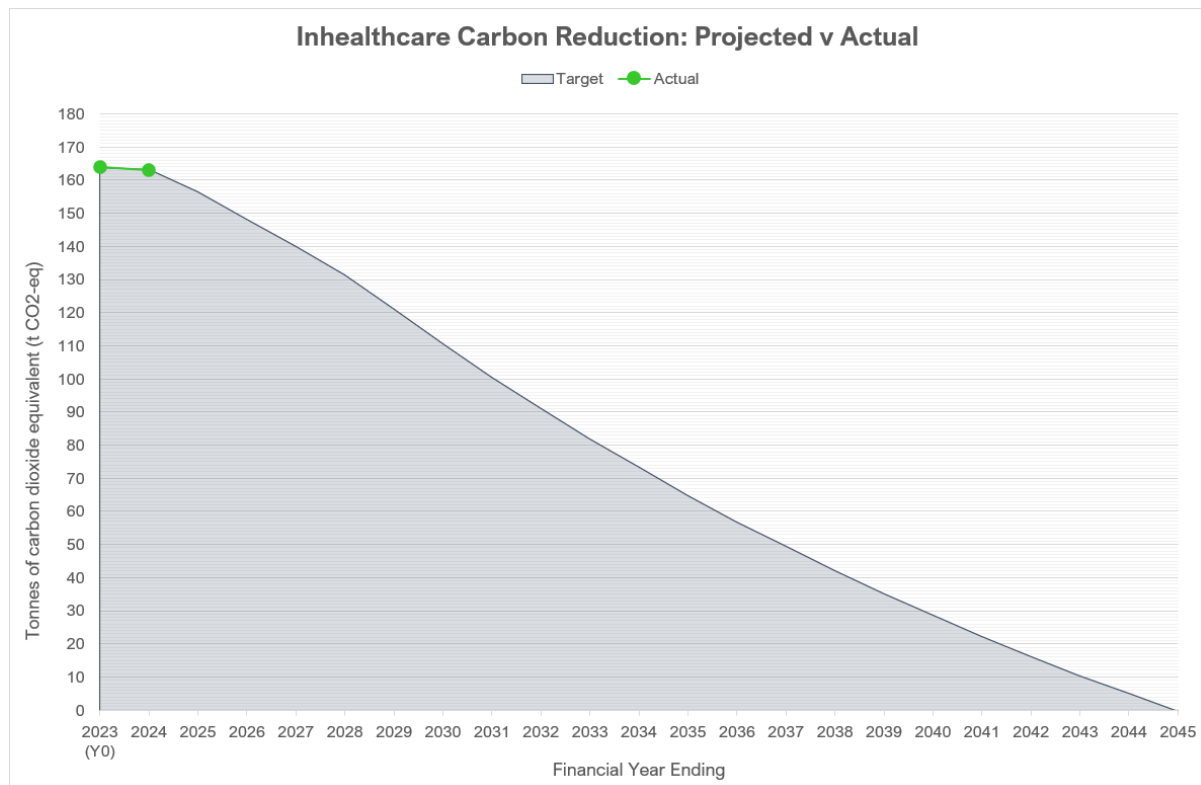
Inhealthcare has committed to the following carbon reduction initiatives with targets set for the end of FY 2027/28 (five-year targets) and for the end of FY 2029/30:

- Reduce carbon emissions from **Office Heating (Scope 1)** and **Office Electricity (Scope 2)** by **20%** by the end of FY 2027/28, and by **40%** by the end of FY 2029/30. This will be achieved by:
 - Introducing office temperature management measures, including smarter management of the combined use of our central heating, air conditioning system, and use of windows and blinds, to reduce our office carbon emissions whilst maintaining a safe and comfortable office environment for staff working on site.
 - Working with our energy suppliers to move towards using 'green' energy sources such as wind and solar.
- Reduce carbon emissions from **Refrigerants (Scope 1)** used in our office air conditioning system by **20%** by the end of FY 2027/28, and by **30%** by the end of FY 2029/30. This will be achieved as part of the office temperature management measures mentioned above.
- Reduce carbon emissions from **Office Commuting (Scope 3)** by **6% (net)** by the end of FY 2027/28, and by **10% (net)** by the end of FY 2029/30. This will be achieved by:
 - Expanding our Flexible Working policy with a focus on employees driving petrol or diesel vehicles increasing their number of days working from home.
 - Promoting the use of public transport and walking/cycling to work where possible.
 - These targets take into account the expectation that over the coming years, staff will typically move towards the use of hybrid and electric vehicles, reducing our carbon emissions from commuting, but also take into account an expected growth in our number of staff which will negate some of these carbon emissions savings.
- Reducing carbon emissions from the use of **Company Vehicles (Scope 1)** by **60%** by the end of FY 2027/28, and by **100%** by the end of FY 2029/30. This will be achieved by introducing an Electric Only policy for all new company-leased vehicles from April 2025 at the latest.
- Reducing carbon emissions from **Business Travel (Scope 3)** by **6% (net)** by the end of FY 2027/28, and by **9% (net)** by the end of FY 2029/30. This will be achieved by:
 - Introducing a Train First policy for all business travel where possible from April 2024, aimed at promoting the use of public transport over driving for all customer meetings and events.

- These targets take into account the anticipated increase in carbon emissions from the use of public transport as a result of the Train First policy.
- Reducing carbon emissions from **Hosting (Scope 3 under 'Purchased goods and services')**, which is managed by Amazon Web Services, by **80%** by the end of FY 2027/28, and by **100%** by the end of FY 2029/30. This is a conservative target as Amazon has already made a public commitment to power all their operations with 100% renewable energy by 2025 <https://sustainability.aboutamazon.com/products-services/the-cloud?energyType=true>.
- Additionally, Inhealthcare will introduce environmental awareness programmes, to encourage employees to adopt eco-friendly practices within the office and at home.

As a result of all the activities detailed above, we project that carbon emissions will decrease over the next five years to **131.50 tCO₂e** by 2028, a reduction of **20%** from our Baseline, and to **110.56 tCO₂e** by 2030, a reduction of **33%** from our Baseline.

Progress against these targets can be seen in the graph below.



Declaration and Sign Off

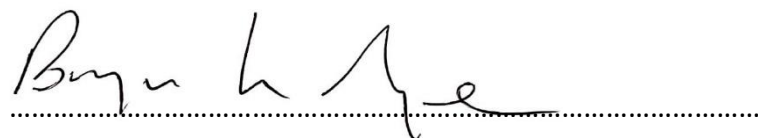
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reporting and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emissions conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



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Name: Bryn Sage
Position: Chief Executive Officer
Date: 27th March 2024

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

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

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

