

COMPANY NAME	Dedicare UK Healthcare Limited ("Dedicare")
DOCUMENT	Carbon Reduction Plan Year End December 2024
FINANCIAL YEAR	1st January 2024 – 31st December 2024
ISSUE DATE	March 2025
NET ZERO TARGET	Dedicare is committed to achieving Net Zero emissions by 2050.
REPORT PAGES	Baseline Emissions Current emissions Emissions Reductions Completed Carbon Reduction Projects Planned Carbon Reduction Projects Declaration and Sign Off

Baseline Emissions Reporting

Dedicare’s baseline emissions were established in the financial period 2023. This footprint is summarised in the table below

Baseline Year: 1st January 2023 – 31st December 2023

Additional details relating to the Baseline Emissions calculations

The Scope 3 categories reported are Category 4 - Upstream transportation and Distribution, Category 5 - Waste, Category 6 - Business Travel, and Category 7 - Employee commuting including working from home emissions.

Due to the nature of business activities, Scope 3, Category 9 - Downstream transportation and distribution was not reported as this category was not applicable to Dedicare.

Emissions Scope	TOTAL (tCO ₂ e)
Scope 1	13.95
Scope 2	5.21
Scope 3	41.07
Total Emissions	60.23

Current Emissions Reporting

Dedicare’s current emissions are summarised in the table below.

Current Year: 1st January 2024 – 31st December 2024

Additional details relating to the Current Emissions calculations

The methodology of the baseline emissions footprint was repeated in 2024.

The Scope 3 categories reported are Category 4 - Upstream transportation and Distribution, Category 5 - Waste, Category 6 - Business Travel, and Category 7 - Employee commuting including working from home emissions.

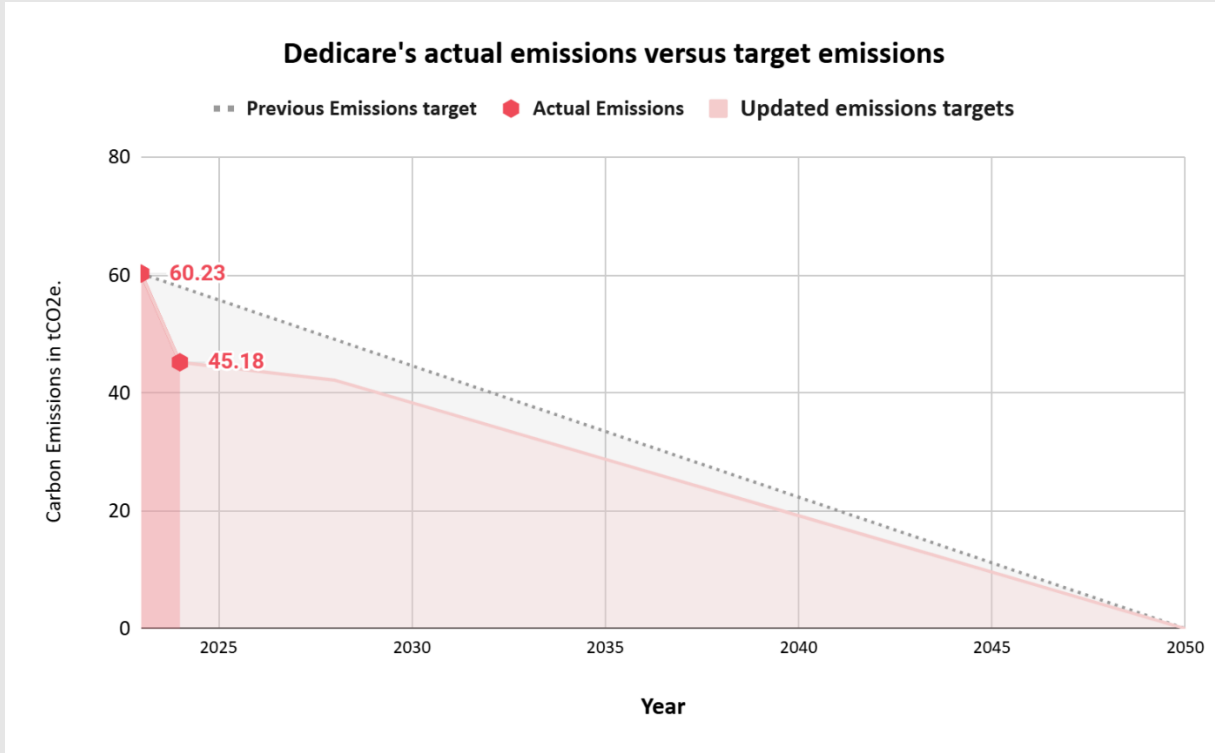
Due to the nature of business activities, Scope 3, Category 9 - Downstream transportation and distribution was not reported as this category was not applicable to Dedicare.

Emissions Scope	TOTAL (tCO ₂ e)
Scope 1	6.66
Scope 2	3.92
Scope 3	34.61
Total Emissions	45.18

Emissions Reductions

The current emissions report highlights a reduction in emissions by 15.05 tCO₂e (25.0%) in the 2024 financial period in comparison to the baseline period (2023).

This has exceeded Dedicare's original short-term reduction target of an 11.15 tCO₂e (18.5%) reduction by 2028 compared to the baseline period. As such, this reduction target has been adjusted and the updated short-term target requires a 18.07 tCO₂e (30%) reduction by 2028 to 42.16 tCO₂e compared to the baseline period. This requires a further reduction of 3.02 tCO₂e in the next four years.



Completed Carbon Reduction Initiatives:

Dedicare has achieved a significant emissions reduction in the 2024 financial period compared to 2023. Our carbon footprint decreased by 25.0% (15.05 tCO₂e) through a combination of operational changes and improved measurement practices, demonstrating our commitment to reaching Net Zero by 2050.

Key Reduction Drivers:

- **Office Relocation to an eco-conscious landlord - In January 2024, we moved our office to a building that does not have natural gas; as such, our Scope 1 emissions from our primary office location have reduced to zero. Additionally, the building is smaller hence, the energy consumption is lower and the building is more efficient.**
- **Enhanced Emissions Measurement - Working with Net Zero Group in 2024, we've implemented activity-based carbon accounting methodologies, where feasible, to provide more precise emissions data:**
 - **Scope 2 Electricity: Transitioned from floor space estimates to actual kWh consumption data at HQ**
 - **Waste Management: Implemented weighed measurements rather than estimates**
 - **Business Travel: Transitioned from spend-based to journey-specific calculations**
 - **Grey Fleet: Introduced per-vehicle mileage tracking**
- **Sustainable Travel Policy - Our digital-first conferencing guidelines have successfully reduced unnecessary travel, contributing to decreased grey fleet emissions.**
 - **Employees have begun car sharing to business meetings and for employee commuting, contributing to reduced travel emissions for Dedicare.**
 - **For efficiency, we have ensured that visits are coupled together while a staff member is in a certain area, which has led to a decrease in business travel.**
- **Tree Planting at Broughton Sanctuary estate – Dedicare have supported Broughton Sanctuary in planting trees on their site, which acts as a signal of our commitment to environmental sustainability.**

Planned Carbon Reduction Initiatives:

Over the next four years, we are committed to implementing additional measures to further reduce emissions. Several initiatives are currently under consideration, with key focus areas outlined below:

- **Improve the collection of high-quality primary data on emissions to support reduction efforts and track progress.**
- **Collaborate with landlords to install sub-meters in office spaces, enabling the monitoring of electricity and gas consumption.**
- **Obtain access to billing data to determine kWh usage for properties in the Western Isles.**
- **Decarbonisation of Western Isles properties:**
 - **Engage with property owners in the Western Isles to encourage the transition to lower-carbon energy sources.**
- **Strengthen the Sustainable Travel Policy by ensuring business travel is undertaken only when necessary.**
- **Promote low-carbon travel options for business and commuting by incentivising the use of electric vehicles and prioritising public transport.**
- **Offer incentives, such as mileage reimbursement, for employees who use public transport, cycle, or walk.**
- **Continue to support carpooling initiatives by offering incentives to employees who share transport for business travel and commuting.**
- **Utilise the ECOS scheme or similar initiatives to facilitate employee access to electric vehicles.**
- **Introduce a sustainable procurement policy encouraging staff to purchase only essential items.**
- **Expand Scope 3 reporting to include purchased goods and services under Category 1.**

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 reported 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 emission 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 Dedicare:

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, positioned over a horizontal line.

Date: 10/04/25