

COMPANY NAME	Dedicare Healthcare Limited ("Dedicare")
DOCUMENT	CARBON REDUCTION PLAN YEAR END DECEMBER 2023
FINANCIAL YEAR	1 st January 2023 – 31 st December 2023
ISSUE DATE	March 2024
VERSION	CRP2

Commitment to achieving Net Zero

Dedicare is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

This forms Dedicare's inaugural Carbon Reduction Plan, establishing the baseline and current emissions footprint for the company.

Baseline Year: 1st January 2023 – 31st December 2023**Additional details relating to the Baseline Emissions calculations**

Dedicare has not previously assessed or reported emissions for its UK operations for this period.

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 measurable for Dedicare Ltd.

Dedicare's emissions that fall into Category 9 stem from interviewee travel to and from interviews arranged by Dedicare for their clients.

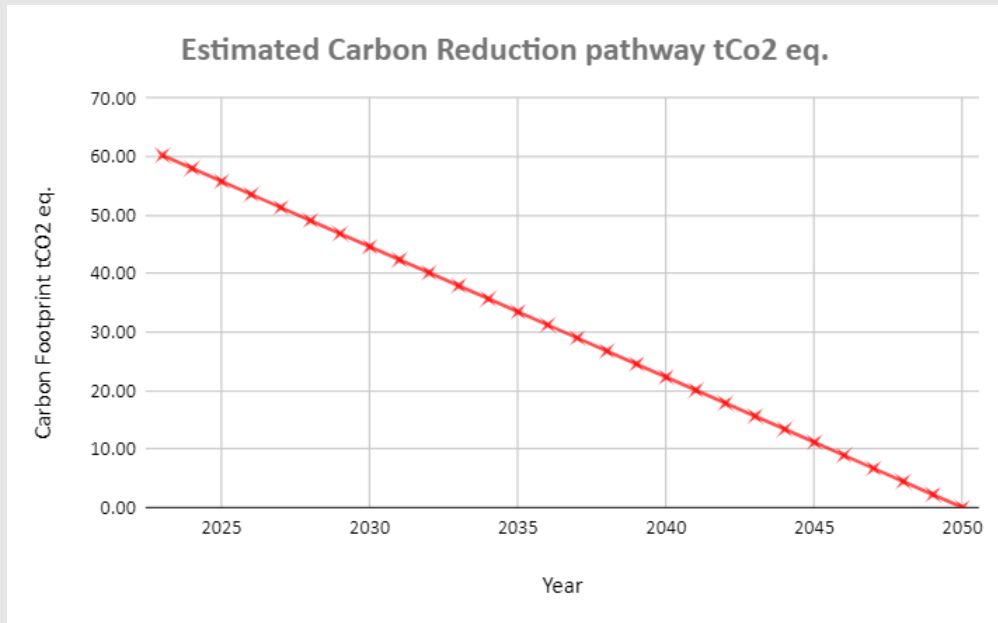
EMISSIONS	TOTAL (tCO₂e)
Scope 1	13.95
Scope 2	5.21
Scope 3	41.07
Total Emissions	60.23

Emissions Reduction Targets

This is Dedicare's first carbon footprint for this period. To progress to achieving Net Zero, we plan to implement measures which will continue to drive down emissions. We project carbon emissions will decrease over the next five years by 18.5% to 49.08 tCo2eq. by 2028.

This is a reduction of 11.15 tCo2 eq. over the five-year period to 2028 and proportionate with the 2050 target with an annual blended reduction of 3.7%.

Progress against these targets will be measured and shown in the graph below, as this is Dedicare's first carbon footprint, no actual reductions can be shown. The following graph shows Dedicare's planned reduction pathway to Net Zero by 2050.

**Carbon Reduction Projects****Completed Carbon Reduction Initiatives**

As a baseline assessment, no environmental management measures have been quantified. These will be included in future assessments. Before measuring the baseline year, Dedicare Ltd has proceeded to initiate carbon reduction projects and environmental measures, outlined below.

The following environmental management measures and projects have been completed before the initial baseline footprint.

- Dedicare set a guideline for all employees to use digital conferencing where possible.
- A 'Switch off and Unplug' initiative is in place across the business to reduce utility bills.
- Dedicare has been paperless for several years and wastage has been significantly reduced. The shredding service we use has been changed to quarterly collections.

Planned Carbon Reduction Initiatives

In the coming five years, we are committed to introducing additional measures to further reduce emissions. We are currently contemplating various initiatives, and the examples listed below represent some of the key areas under consideration.

- Enhance the gathering of high-quality primary data on our emissions to assist in reduction efforts and progress measurement.
 - Work with landlords to install sub-meters in Dedicare's office spaces, enabling the monitoring of electricity and gas consumption.
 - Secure access to billing data to discover kWh usage from houses in the Western Isles.
 - Collect and input business travel individual journeys into NetScope.
 - Aim to collect data on interviews arranged by Dedicare for employees to estimate scope 3 category 9 Downstream transportation and Distribution.
- We have changed our office in Skipton as of 2024 and will look to work with our new landlord to secure a 100% Renewable Energy Guarantees of Origin (REGO) contract for our office space.
- Reduce business travel by air, rail, and road by implementing a sustainable travel policy, ensuring staff only travel for business purposes when necessary.
- Provide employee carbon awareness training to encourage a reduction in carbon footprint both at work and in personal activities.
- Encourage green travel for employees for business travel and commuting.
- Encourage employees to carpool where possible and offer incentives for staff to share transportation.
- Utilise the ECOS scheme or similar incentives to make purchasing electric vehicles more accessible for employees.
- Implement a sustainable procurement policy encouraging staff members to only purchase essential items.

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 the supplier



Date 14th March 2024