CARBON REDUCTION PLAN

FOR

ETHICAL
HEALTHCARE CONSULTING

Prepared by:

net zero.
international

Table of Contents

1   Company Overview

Ethical Healthcare Ltd is a Company registered in England & Wales, company number 13552449, with its office address at 15 Queen Square, Leeds, England, LS2 8AJ.

Year	May 2022 – April 2023
Industry	**Healthcare Consultancy**
No. of Staff	11 (as at April 2023)
No. of Offices – Owned	0
No. of Offices – Leased	0
No. of Company Vehicles - Owned	0
No. of Company Vehicles - Leased	0

Ethical Healthcare Ltd is a company that provides digital health consultancy services to the NHS and organisations across the health service.

2   Reporting Period

May 2022 – April 2023

3   Organisational Boundary

This report has been constructed using the

- Operational Control Approach

4   Operational Scopes

Emissions from Scope 1 & 2 have been measured along with certain Scope 3 emissions. The Scope 3 emissions that have been included are those that have been practical to measure with available data, which are as follows:

- Employee Commuting and Business Travel
- Hotel Stays
- Working from electricity usage

5   Benchmark Year

This is the first time the company has measured and reported on its carbon emissions and therefore this is the benchmark year, i.e. from **May 2022 – April 2023.**

6   Carbon Emissions Overview

Total Carbon Emissions
12
tonnes CO_2e

The total calculated emissions for the business in 2022/2023 are 12 t CO_2e. This is the first year the company has measured it carbon emissions. As such this is the benchmark year of the company with the breakdown of emissions analysed throughout this report.
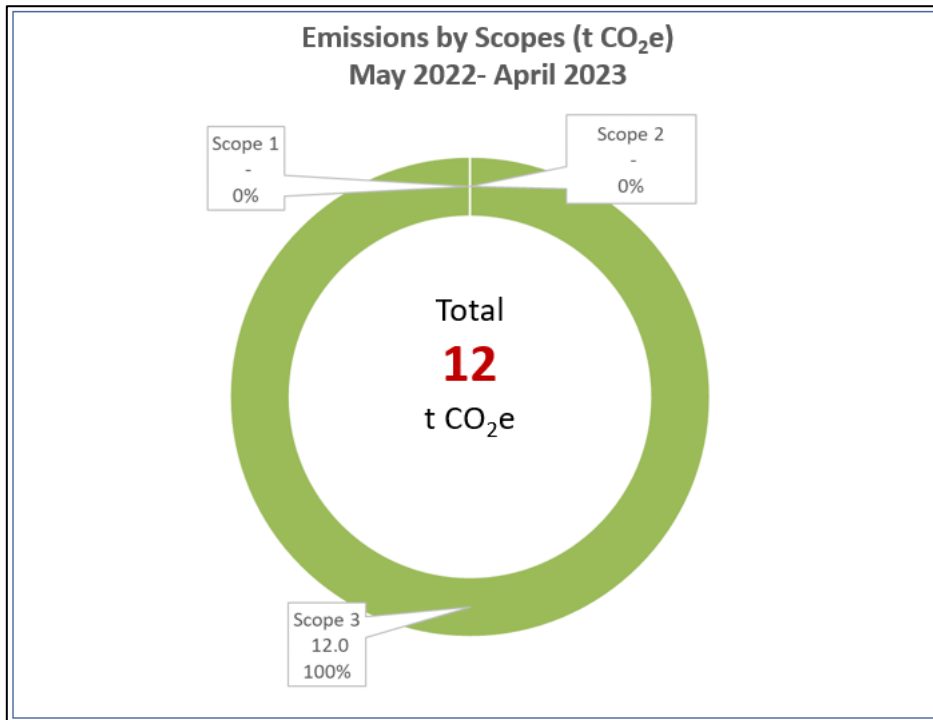
The Company will aim to measure an increasing amount of Scope 3 emissions and is committed to improving their emissions across all scopes.

7   Analysis by Activity

Data Details		2022		
Emission Type	**Scope**	**Volume t CO2e**	**Data Source (2022)**	**Data Confidence**
Energy				
Electricity	3	3	Consultant & Employee WfH working days. (Using 3 kWh per person per day)	Medium
Business Travel				
Business Travel – Cars (average)	3	4.5	Management data (from CMAP)	Medium
Business Travel – Plane	3	3.0	Management data (from CMAP)	Medium
Business Travel – Taxi	3	0.4	Financial Spend information and assumed £1 per kilometre	Low
Business Travel - Rail	3	0.3	Financial Spend information and assumed £1 per kilometre	Low
Other Emissions Calculated				
Hotel Stay (Outside London)	3	0.7	Management data (from CMAP)	Medium
Hotel Stay (London)	3	0.1	Management data (from CMAP)	Medium
Hotel Stay (Portugal)	3	0.01	Management data (from CMAP)	Medium
		12		

8   Analysis by Scope

Emissions by Scopes (t CO_2e)
May 2022- April 2023
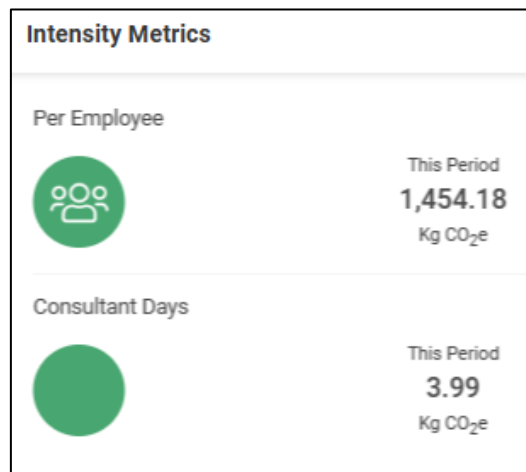
Scope 1 - 0%

Scope 2 - 0%

Total **12** t CO_2e

Scope 3 12.0 100%

There are no Scope 1 or Scope 2 emissions.

Scope 3 emissions accounts for 100% of calculated emissions and includes working from home electricity usage, business travel and hotel stays. Scope 3 emissions were 12 t CO_2e during the benchmark year.

9   Intensity Metric Analysis

Intensity Metrics

Per Employee

This Period
1,454.18
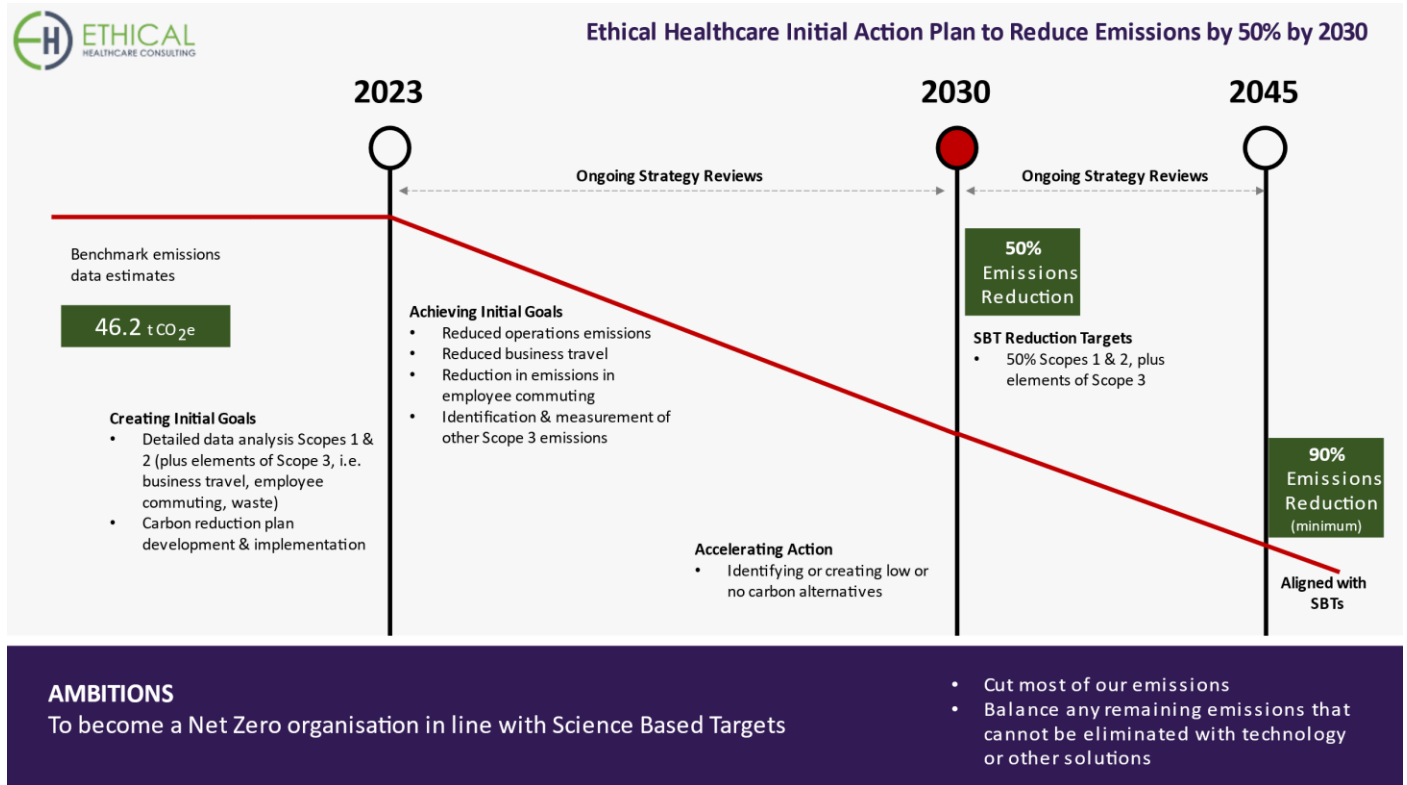Kg CO_2e

Consultant Days

This Period
3.99
Kg CO_2e

The two chosen intensity metrics are based on per employee and per consultant days and shows a carbon emissions value of 1.45 t CO_2e per employee and 3.99 Kg CO_2e per.   The business headcount averaged 8 people period and averaged 255 consultant days during the benchmark year.

10   Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.

Ethical Healthcare Initial Action Plan to Reduce Emissions by 50% by 2030

2023   **2030**   **2045**

Ongoing Strategy Reviews   Ongoing Strategy Reviews

Benchmark emissions data estimates

46.2 t CO_2e

Creating Initial Goals
- Detailed data analysis Scopes 1 & 2 (plus elements of Scope 3, i.e. business travel, employee commuting, waste)
- Carbon reduction plan development & implementation

Achieving Initial Goals
- Reduced operations emissions
- Reduced business travel
- Reduction in emissions in employee commuting
- Identification & measurement of other Scope 3 emissions

Accelerating Action
- Identifying or creating low or no carbon alternatives

50% Emissions Reduction

SBT Reduction Targets
- 50% Scopes 1 & 2, plus elements of Scope 3

90% Emissions Reduction (minimum)

Aligned with SBTs

AMBITIONS
To become a Net Zero organisation in line with Science Based Targets

- Cut most of our emissions
- Balance any remaining emissions that cannot be eliminated with technology or other solutions

11 Carbon Reduction Projects

Ethical Healthcare puts environmental and sustainability considerations at the forefront of their business operations. We have already developed a Virtual Office Management Policy which sets out our current guidance to reduce our environmental impact. This document covers energy efficiency, paperless operations, waste reduction, sustainable purchasing and our approach to transportation and commuting. (This is reviewed every 12 months and communicated to new employees or consultants as part of their induction process).

Virtual Office
Management Policy_V

Ethical Healthcare will develop the following initiatives that will support the company's strategies to meet Science Based Targets:

- **Sustainable travel policy**
  Ethical Healthcare will embed a sustainable travel policy in the next year. The aim of the policy is to encourage and educate staff to take lower carbon travel options such as public transport, cycling, walking or car sharing. This initiative will be done in line with the Employee Engagement process listed above as by educating our employees this will help them be more conscious about commuting and travel.

- **Employee engagement**
  The aim of this initiative is to educate staff in quarterly sessions, educating staff explaining what Net Zero issues and how they can (staff) impact on our carbon emissions. By educating staff they will be more conscious about decisions that they make that can impact or reduce our carbon emissions.

- **Sustainable Procurement Policy**
  Ethical Healthcare will furthermore embed and develop a sustainable procurement policy within the business in the next 18 months to make sustainability a key consideration when purchasing key products and services. Ethical Healthcare as well as evaluating price and quality from suppliers would look to understand their commitment to sustainability including asking f asking them to support our goals and commitments.

- **Pension review**
  Ethical Healthcare will look into our corporate Pension Scheme to look at the viability of using only more sustainable options.

- **Cross-Functional Working Group**
  A dedicated working group of key functional representatives from across the business is planned to formulate a medium and long-term plan of environmentally sustainable initiatives, driving implementation and championing ownership. Progress reports will be a standing agenda item at monthly board meetings.
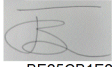 .

Aligned with the deliverables above, Ethical Healthcare will be seeking to achieve B Corp Certification by December 2024. This demonstrates Ethical Healthcare's continued focus on environmental and sustainability considerations.

Signed on behalf of Ethical Healthcare Consulting

Name: Judy Smith

Position: Chief Operating Officer

Date: 23 November 2023

DocuSigned by:

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12 Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	SECR Status	Current Reporting Year May 22–Dec 22
Energy consumption used to calculate emissions Electricity Scope 2 - UK & Offshore (kWh)	Mandatory	0
Energy consumption used to calculate emissions – Global, excluding UK & Offshore (kWh)	Mandatory	N/A
Basis of Energy reporting (Location or Market)		Market
% of total energy sourced from certified renewable sources		0%
Emissions associated with energy consumption - UK, Offshore & Global (t CO_2e)		0
Emissions from activities for which the company is responsible including combustion of fuel & operation of facilities **- Scope 1** (t CO_2e)	Mandatory	0.0
Emissions from purchase of electricity, heat, steam and cooling purchased for own use **- Scope 2** (t CO_2e)	Mandatory	0
Total Scope 1 & 2 Emissions (t CO_2e)	**Mandatory**	**0**
Emissions from upstream activities out of operational control **- Scope 3** (tCO_2e)	Optional	**12**
Emissions from use of sold products and services out of operational control **- Scope 3** (t CO_2e)	Optional	None included
Total Gross Scope 3 Emissions (t CO_2e)	**Optional**	**12**
Total Scope 1, 2 & 3 Emissions (tCO_2e)	**Optional**	**12**
Intensity ratio t CO_2e (gross Scope 1, 2 & 3) per employee	Optional	1.4
Intensity ratio Kg CO_2e (gross Scope 1, 2 & 3) per Consultant Day	Optional	3.99
Carbon offsets (t CO_2e)	Optional	**0.0**
Total Annual Net Emissions (tCO_2e)	**Optional**	**12**

13   Standard and Methodology Used

Ethical Healthcare Consulting categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO_2e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the Carbon Footprint is calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WSI Scope 2 Guidance on procured renewable energy (2015).

14   Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO_2e using GHG Protocol and BEIS frameworks and conversion factors for the relevant period.

15   Declaration & Sign Off

This Carbon Reduction Plan has been completed in accordance with SECR, 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Net Zero International

Name: **David Hawes**

Position: **Co-Founder**

Date: 22nd November 2023

16   Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO_2e emissions
Carbon Reduction Plan	Plan to reduce CO_2e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO_2e emissions from Company activities
Carbon Emissions (Net)	CO_2e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO_2e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO_2e) for consistency of reporting.
DESNZ	Department of Energy Security and Net Zero (https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)
EEIO	Environmentally Extended Input Output – Emissions estimated on spend https://ghgprotocol.org/
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF_6)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO_2e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy & Carbon Reporting
tCO_2e	Metric tonnes of CO_2 equivalent emitted.
WBCSD	World Business Council for Sustainable Development https://www.wbcsd.org/
WRI	World Resource Institute https://www.wri.org/