



Unora Healthcare Ltd Carbon Reduction Plan

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Commitment to achieving Net Zero

Unora Healthcare Ltd is committed to achieving Net Zero emissions by 2045 at the latest.

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 formal strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 01 January 2024 – 31 December 2024

The figures in this report refer to emissions under Unora Healthcare Ltd operational control. The conversion factors used are for location-based reporting. The base year (and, where relevant, intervening years) will be recalculated when the cumulative effect of the following exceeds a significance threshold of 5% of base-year emissions: structural changes (acquisitions, divestments, mergers, in/outourcing); changes in calculation methodology, emission-factor sources or improvements in data accuracy and the discovery of significant errors.

Base-year emissions are not recalculated for organic growth or decline. Any restatement will be disclosed with the reason for the change. The baseline has been recalculated this year due to a material error in assumptions regarding the weight of materials within purchased goods and services in the previous year's report.

Emissions (Baseline - 2024)	(tCO₂e)
Scope 1	37.31
Scope 2	5.12
Scope 3 (Purchased goods and services, Electricity transmission and distribution, Upstream transport and distribution, Waste generated in operations, Business travel, Employee commuting and homeworking)	105.01
Total emissions*	147.44*
Per £m revenue	14.60

* From source data, eliminating rounding errors from breakdown

Current Emissions Reporting

The table below reports current-year (2025) emissions against the 2024 baseline.

Reporting year:	2025	2024 (baseline)
Emissions	(tCO ₂ e)	(tCO ₂ e)
Scope 1	38.71	37.31
Scope 2	4.52	5.12
Scope 3 (Purchased goods and services, Electricity transmission and distribution, Upstream transport and distribution, Waste generated in operations, Business travel, Employee commuting and homeworking)	98.27	105.01
Total emissions	141.50	147.44
Per £m revenue	9.83	14.60
Per employee	5.05	5.90

Emissions reduction targets

We project that carbon emissions will decrease to circa 110 tonnes by 2030. This is a reduction of 23% from our baseline year, on average a 3.8% year on year reduction.

These targets will be updated and recalculated as additional Scope 3 categories are added and data quality is improved (if changes create >5% variance in original calculations).

Future carbon reduction initiatives

1. Replace office gas heating with lower carbon alternatives.
2. Engage Group to get synergy from coordinating carbon reduction activities.
3. Engage supply chain to understand and where possible support their carbon reduction plan development and delivery.
4. Encourage employees to transition to lower carbon vehicles upon replacement.
5. Renew company vehicles with hybrid or electric vehicles.
6. Develop travel policy to minimise flights / maximise effectiveness of flights (longer duration stay vs frequency of trips)
7. Engage employees to educate and where possible support their home energy efficiency and heating transition away from fossil fuel sources.
8. Scope and launch carbon offsetting projects.
9. Engage customers to understand and where possible support their carbon reduction plan development and delivery.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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, the Corporate Value Chain (Scope 3) Standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

The required subset of Scope 3 emissions reported 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.

Signed on behalf of Unora Healthcare Ltd:

.....Date:

Name:

Title:

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

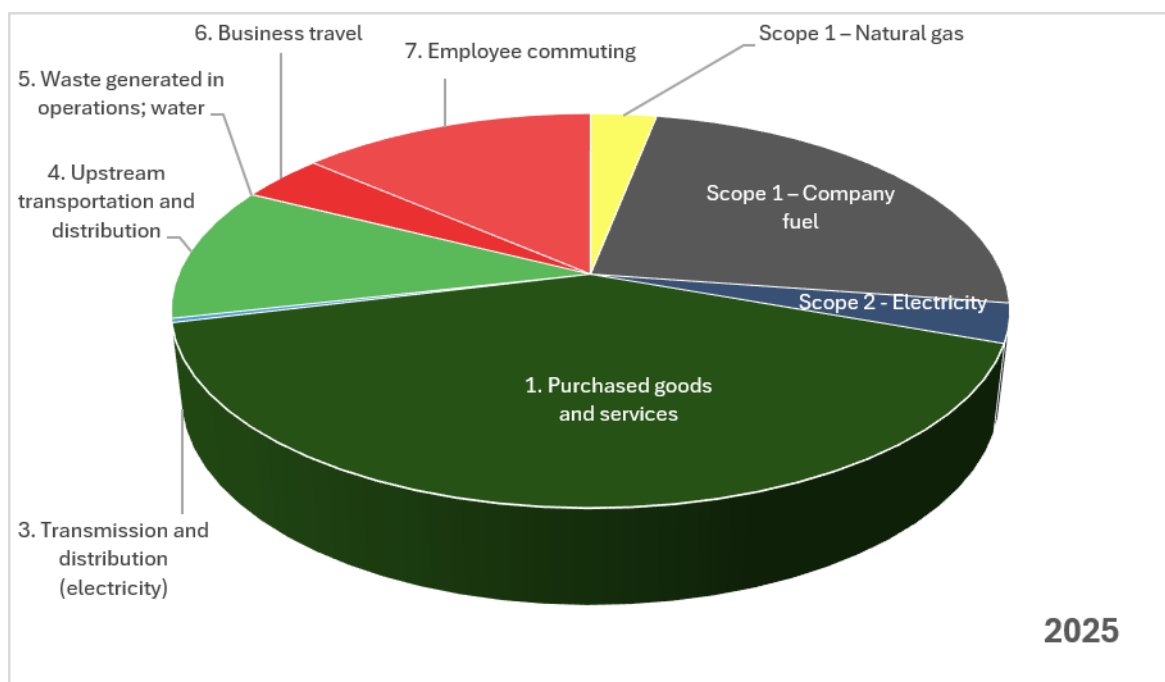
²<https://ghgprotocol.org/standards/scope-3-standard>

³<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

Appendix

Carbon footprint detail

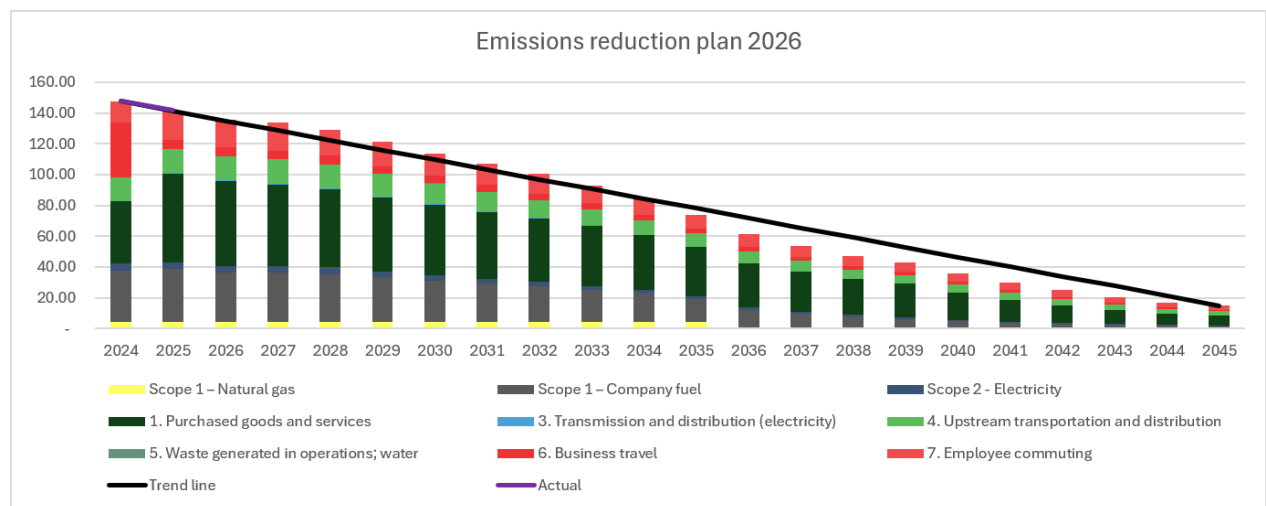
Scope	Source	2024 (tCO ₂ e)	2025 (tCO ₂ e)
Scope 1	Natural gas	4.33	4.31
Scope 1	Vehicle fuel	32.98	34.40
Scope 1	Fugitive emissions	0.00	0.00
Scope 2	Electricity	5.12	4.52
Scope 3	Purchased goods and services	40.08	57.35
Scope 3	Electricity transmission and distribution	0.45	0.47
Scope 3	Upstream transport and distribution	15.00	15.66
Scope 3	Waste generated in operations	0.29	0.04
Scope 3	Business travel	35.53	5.49
Scope 3	Employee commuting	13.66	19.25
	Total emissions	147.44	141.50
	Per £m revenue	14.60	9.83
	Per employee	5.90	5.05



Data quality

Scope	Source	Data quality (1 = certain, 5 = uncertain)	Data improvement plans
Scope 1	Natural gas	1	-
Scope 1	Vehicle fuel	3	Develop strategy for litres of fuel data collection
Scope 1	Fugitive emissions	n/a	-
Scope 2	Electricity	1	-
Scope 3	Purchased goods and services	5	Engage suppliers to obtain CO2e data or materials by weight
Scope 3	Electricity transmission and distribution	1	-
Scope 3	Upstream transport and distribution	3	Engage suppliers for freight details
Scope 3	Waste generated in operations	3	-
Scope 3	Business travel	4	Capture distance and mode travel at time of journey
Scope 3	Employee commuting	4	Integrate distances and mode of travel into HR system

Reduction plan



The plan assumes some unavoidable emissions will remain by 2045, and these will be offset via a verified method of atmospheric CO₂ removal. We anticipate this path will change significantly over time as our options are evaluated and technology changes, particularly the availability and price of alternative fuels and vehicle technology.