Meeting the Reporting Requirements

This Carbon Reduction Plan complies with PPN 06/21, as published by the Cabinet Office in June 2021. This document will be reviewed and updated annually in accordance with industry standards and regulatory requirements.

Baseline Carbon Emissions

Baseline year: 2023-24
Additional Details relating to the baseline emissions calculations. National Clinical Insourcing (NCI) is a private limited SME company. We are therefore not obligated to report our emissions under the Streamlined Energy and Carbon Reporting (SECR) regulations. However, to demonstrate our commitment to sustainability, we voluntarily began reporting our carbon emissions in 2024. Our 2023–24 emissions will be used as our baseline year moving forward.
Our total baseline emissions for 2023-24 were 3,350.9 kg CO2e.

2024-25 Carbon Emissions Overview

To provide a comprehensive view of our organisation's emissions, we are reporting our emissions data associated with our office situated at 105-109 Sumatra Road, London, England, NW6 1PL. We also have 2 staff primarily homeworking and this has been accounted for in the calculations.

During the 2024-25 period, we had 4 Full-Time Equivalent (FTE) employees within our organisation. As a new business, we expect to grow and employ more staff as we expand. This will increase our carbon footprint initially, though we will put measures in place to reduce the impact proportionally.

Scope 1	We are a specialist insourcing provider, delivering healthcare solutions to NHS Trusts. As such, we do not own or operate a fleet. Additionally, we do not produce any emissions directly from our activities through owned or controlled sources. **Our total Scope 1 emissions for the 2024-25 period are 0 kg CO2e.**
Scope 2	Our Scope 2 emissions are based on electricity purchased for our London office under a standard tariff. We have used the supplier's Estimated Annual Usage figures to calculate total consumption for the reporting year. **Energy** / **kg CO_2e** Electricity: 8417.25 Gas: 467.03 **Total: 8,884** **Our total Scope 2 emissions for the 2024-25 period are 8,884 kg CO2e.**

<table>
<tr><td>Scope 3</td><td>
As we operate a predominantly paperless model and occupy a small, serviced office with 2 employees attending regularly, waste generation is minimal. Based on UK office benchmarks for small offices (165 kg/employee/year), total waste is estimated at 330 kg per year, of which approximately 80% is recycled.

Annual water consumption has been estimated using a UK office benchmark of 4 m³ per employee per year.

<table>
<tr><th>Activity</th><th>Type</th><th>kgCO2e</th></tr>
<tr><td>Waste</td><td>General</td><td>0.42</td></tr>
<tr><td>Waste</td><td>Recycling</td><td>1.69</td></tr>
<tr><td>Commuting</td><td>Train</td><td>895.05</td></tr>
<tr><td>Business Travel</td><td>Train</td><td>159.57</td></tr>
<tr><td>Business Travel</td><td>Flights</td><td>272.57</td></tr>
<tr><td>Water</td><td>Supply</td><td>1.22</td></tr>
<tr><td>Water</td><td>Treatment</td><td>1.49</td></tr>
<tr><td>Homeworking</td><td>Equipment and Heating</td><td>1176.57</td></tr>
<tr><td></td><td>Total</td><td>2,509</td></tr>
</table>
2 employees commute to the London office by rail on a hybrid/occasional pattern (total 314 office days per year across the team). To reflect typical London commuter distances, we assume 25 miles 1-way per commuting day.

In the absence of complete booking/expense records, we estimated business travel using a conservative baseline aligned to our operating model. Most client-site visits are regional and undertaken by rail (12–24 site visits/year).A small number of out-of-region visits are by domestic flight (economy).

Our total Scope 3 emissions for the 2024-25 period are 2,509 kg CO2e.
</td></tr>
<tr><td>Total</td><td>Our total emissions for 2024-25 are 11,394 kg CO2e.</td></tr>
</table>

Emission Reduction Targets

To continue our progress toward achieving Net Zero by 2045, we have adopted an Absolute Contraction Approach to carbon reduction. Our targets are as follows:

- 2035: Target of 50% Carbon reduction to 5,696.88 kg CO_2e
- 2040: Target of 75% Carbon reduction to 2,848.44 kg CO_2e
- 2045: Target of 100% Carbon reduction to Net Zero

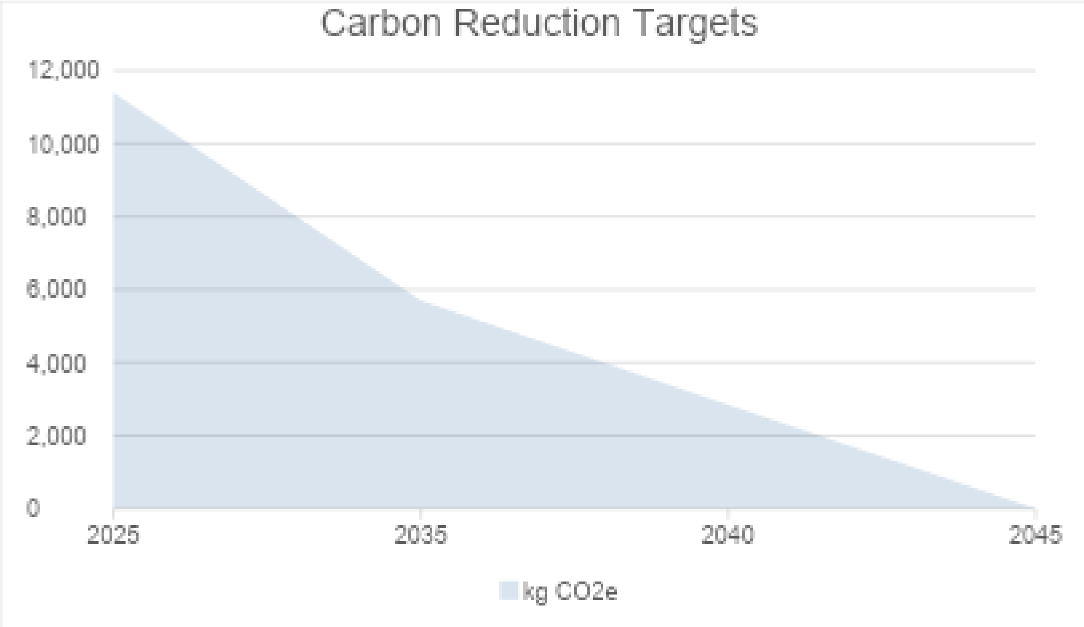

Figure 1: Our carbon reduction targets by year

Carbon reduction projects

The carbon reduction opportunities outlined in this section, once fully implemented, will reduce our GHG emissions annually, aligning with our goal of achieving Net Zero emissions by 2045.

Scope 2 actions

- Transition to 100% renewable energy through our electricity supplier and by investing in solar power for our sites
- Invest in an energy management system to monitor and optimise energy use
- Introduce power management policies for hardware such as laptops, PCs andprinters
- Offset any residual CO_2 emissions through the purchase of equivalent carbon emissions credits from an International Carbon Reduction & Offset Alliance (ICROA) provide

Scope 3 actions

Business travel (including employee commuting)

- Recruit within the local area to reduce travel needs
- We will analyse our data from travel to better understand if and where carbon reductions can be made

- Continue to encourage the use of walking or public transport, particularly trains
- Encourage car sharing
- Continue to support and encourage hybrid/homeworking
- Encourage the continued use of virtual meeting platforms where possible
- Promote cycling to work by providing information and participating in cycle-to-work schemes

Waste management and reduction

- Work towards a fully paperless office
- Work with a waste management provider to ensure we prioritise sustainability
- Complete waste audits to maximise recycling and minimise waste production
- For non-recyclable waste we will establish relationships with local energy recovery facilities

Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 use the appropriate government emission conversion factors for GHG company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (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.

Signed on behalf of National Clinical Insourcing Ltd:

Signature: Jessica Townshend **Name:** Jessica Townshend **Position:** Head of Service Delivery **Date:**10/10/2025