Carbon Reduction Plan

Connections Healthcare Ltd | Prepared in accordance with PPN 06/21

Commitment to Achieving Net Zero

Connections Healthcare Ltd is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Our baseline emissions footprint is a record of the greenhouse gases that have been produced in our operations in the past and serves as a reference point against which emissions reduction can be measured.

Baseline Year: 2025

Baseline Emissions

EMISSIONS	TOTAL (tCO_2e)
Scope 1	11.8
Scope 2	7.9
Scope 3	18.2
Total Emissions	**37.9**

Current Emissions Reporting

Reporting Year: 2025

EMISSIONS	TOTAL (tCO_2e)
Scope 1	11.8
Scope 2	7.9
Scope 3	18.2
Total Emissions	**37.9**

Emissions Reduction Targets

To continue our progress toward achieving Net Zero, we have adopted the following carbon reduction targets:

We project that carbon emissions will decrease over the next five years to **28.4 tCO_2e by 2030**. This is a reduction of **25%** from our 2025 baseline.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2025 baseline:

1. **Carbon Monoxide and Safety Monitoring:**
   - Installation of carbon monoxide detectors in all offices and service user locations
   - Regular maintenance of all gas appliances by Gas Safe registered engineers
   - Staff training on recognising symptoms of carbon monoxide poisoning and emergency procedures
2. **Energy Efficiency Measures:**
   - Upgraded office lighting to LED systems
   - Installed smart thermostats to optimise heating/cooling
   - Implemented power management settings on all electronic devices
3. **Travel and Transport:**
   - Introduced a cycle-to-work scheme
   - Created a car-sharing programme for staff travelling to similar locations
   - Transitioned 20% of company vehicles to hybrid models

Future Carbon Reduction Initiatives

In the future, we plan to implement the following additional measures:

1. **Energy and Building Management (2026–2027):**
   - Complete transition to renewable energy suppliers by 2027
   - Conduct comprehensive energy audits of all facilities
   - Improve building insulation and window efficiency
2. **Transportation and Travel (2026–2030):**
   - Transition to fully electric company vehicle fleet by 2030
   - Implement remote working policy to reduce commuting emissions
   - Optimise care routes to minimise travel distance
3. **Supply Chain and Waste Management (2026–2028):**
   - Partner with suppliers committed to carbon reduction
   - Implement a comprehensive recycling programme
   - Reduce paper consumption through digital transformation
4. **Staff Engagement (2025–2026):**
   - Carbon reduction training for all staff
   - Incentive programme for staff-led carbon reduction initiatives
   - Regular carbon footprint awareness campaigns

Emissions Breakdown

Scope 1

- Direct emissions from company vehicles
- Gas consumption for heating
- Fugitive emissions from air conditioning and refrigeration

Scope 2

- Purchased electricity for offices and facilities

Scope 3

1. **Upstream transportation and distribution:**
   - Transportation of purchased goods to our facilities
   - Distribution services for operational needs
2. **Waste generated in operations:**
   - Office waste
   - Clinical waste
   - Electronic waste
3. **Business travel:**
   - Air travel
   - Rail travel
   - Rental vehicles
4. **Employee commuting:**
   - Staff travel between home and workplaces
   - Remote working energy consumption
5. **Downstream transportation and distribution:**
   - Transportation of equipment to service users

Carbon Reduction Strategy

Our carbon reduction strategy aligns with the UK Government's commitment to achieving Net Zero carbon emissions by 2050. We have developed a comprehensive approach focusing on:

1. **Immediate Action (2025–2027):**
   - Complete energy efficiency upgrades across all facilities
   - Transition 50% of company vehicles to electric or hybrid models
   - Implement comprehensive waste reduction programme
   - Train all staff on carbon reduction practices
2. **Medium-Term Plans (2028–2035):**
   - Achieve 100% renewable energy for all operations
   - Complete transition to electric vehicle fleet
   - Implement carbon-neutral supply chain requirements
   - Reduce overall emissions by 60% compared to baseline
3. **Long-Term Vision (2036–2050):**
   - Implement carbon capture technologies where applicable

- Achieve carbon neutrality through verified offset programmes for any remaining emissions
- Become a leader in sustainable health and social care practices

Monitoring and Verification

Connections Healthcare Ltd will:

1. Calculate our carbon footprint annually in accordance with the GHG Protocol Corporate Standard
2. Use operational control methodology to account for emissions
3. Track progress against reduction targets quarterly
4. Review and update the Carbon Reduction Plan annually
5. Publish our Carbon Reduction Plan on our website and make it available to interested parties

Health and Safety Considerations

As outlined in our Carbon Monoxide Reduction Policy, we maintain robust strategies for preventing carbon monoxide poisoning while implementing carbon reduction initiatives:

1. All gas appliances are serviced annually by Gas Safe registered engineers
2. Carbon monoxide detectors are installed in all facilities
3. Staff are trained to recognise symptoms of carbon monoxide poisoning
4. Clear emergency procedures are in place for suspected carbon monoxide leaks

CQC Compliance

Our Carbon Reduction Plan aligns with the CQC Fundamental Standards:

1. **Regulation 12: Safe Care and Treatment**
   - Regular risk assessments of all equipment and premises
   - Maintenance of safe environments for service users and staff
2. **Regulation 15: Premises and Equipment**
   - Regular maintenance of all premises and equipment
   - Ensuring clean and suitable environments for care delivery

Governance and Responsibility

The Nominated Individual, Mrs Fatima Chere-Mukahadze, is responsible for:

- Overall implementation of the Carbon Reduction Plan
- Regular monitoring and review of progress
- Annual reporting to the Board of Directors
- Ensuring compliance with relevant legislation

The Registered Manager, Mr Robins Mukahadze, supports day-to-day implementation, including staff training, care route planning and premises safety checks.

Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the associated guidance.

The Carbon Reduction Plan has been reviewed and approved by the Board of Directors of Connections Healthcare Ltd.

Signed on behalf of Connections Healthcare Ltd:

Signature: F.Chere-Mukahadze

Mrs Fatima Chere-Mukahadze
Nominated Individual
Date: 23 November 2026

Signature: R.Mukahadze

Mr Robins Mukahadze
Registered Manager
Date: 23 November 2026

This Carbon Reduction Plan does not form part of any employee's contract of employment and may be amended at any time. All employees are expected to follow this policy, and failure to do so could result in disciplinary action.