MEDICARE PEOPLE LIMITED

Carbon Reduction Plan

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Version	1

Introduction

This Carbon Reduction Plan (CRP) has been prepared by MEDICARE PEOPLE LIMITED to demonstrate our commitment to measuring, managing, and reducing its greenhouse gas (GHG) emissions in accordance with UK Government requirements.

The CRP serves as the public-facing declaration of MEDICARE PEOPLE LIMITED's carbon reduction strategy and outlines:

- The organisation's commitment to achieving Net Zero by 2050
- Baseline and current year emissions inventories
- Carbon reduction targets (interim and long-term)
- Planned and completed reduction initiatives
- Governance and reporting arrangements

This document has been prepared in accordance with **PPN 006/25** and associated guidance, as well as the Technical Standard for the completion of Carbon Reduction Plans. The emissions data contained within this CRP are derived from the detailed Emissions Inventory Report, which should be referred to for the complete technical analysis and calculation methodology.

Commitment to Achieving Net Zero

MEDICARE PEOPLE LIMITED is committed to achieving Net Zero emissions by **2050** at the latest, in alignment with the UK Government's target under the Climate Change Act 2008. This commitment has been formally adopted by the company's board of directors and applies to the organisation's UK operations.

As a provider of care services, MEDICARE recognises its responsibility to measure, manage, and reduce its carbon footprint. This Carbon Reduction Plan (CRP) serves as the public declaration of

that commitment and outlines the baseline emissions, current inventory, and planned reduction measures.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced in the past and represent the reference point against which emissions reduction can be measured. As this is the company's **first year of reporting**, the baseline year has been established as **January – December 2025**.

Baseline Year: 2025

Additional Details Relating to the Baseline Emissions Calculations:

As this is the first year of reporting, the baseline emissions have been calculated using a combination of operational data and robust estimates. Full transparency on the methodology applied is provided in the accompanying Emissions Inventory Report. The calculation approach aligns with the Greenhouse Gas Protocol Corporate Standard and uses the UK Government's GHG Conversion Factors for Company Reporting (2026 version) published by DESNZ.

MEDICARE operates with a restrictive business model providing care services with no warehousing, logistics, manufacturing, or company-owned vehicles. The organisational boundary includes:

- 2 employees working permanently from the office
- 2 employees working permanently from home
- 51 care workers providing services in the community

Baseline Year Emissions

Emissions Source	Total (tCO_2e)
Scope 1	**0.00**
Scope 2	**2.11**
Scope 3 (Required Categories)	**8.92**
Total Gross Emissions	**11.03**

Baseline Emissions by Category

Category	Tonnes CO_2e (tCO_2e)	Percentage
Scope 2 - Electricity (Office)	2.11	19%
Scope 3 - Employee Commuting	4.96	45%
Scope 3 - Business Travel	1.79	16%
Scope 3 - Homeworking	1.17	11%
Scope 3 - Electricity (T&D & WTT)	0.86	8%

Scope 3 - Waste, Water & Others	0.14	1%
Total	**11.03**	**100%**

Current Reporting Year Emissions

This CRP is based on the emissions inventory for the **reporting period January – December 2025**, which is also the baseline year. The same methodology and emission factors have been used for both baseline and current year reporting to ensure consistency.

Current Year Emissions (2025)

Emissions Source	Total (tCO_2e)
Scope 1	**0.00**
Scope 2	**2.11**
Scope 3	**8.92**
Total Gross Emissions	**11.03**

Emissions Reduction Targets

To demonstrate progress towards achieving Net Zero by 2050, MEDICARE PEOPLE LIMITED has adopted the following carbon reduction targets:

Target	Reduction (%)	Target Year	Baseline
Reduce Scope 1 & 2 emissions	50% reduction	2030	2025
Reduce Scope 3 emissions	30% reduction	2030	2025
Achieve Net Zero	100% reduction	2050	2025

These interim targets represent a commitment to early and sustained action, particularly in the largest emission categories of Employee Commuting (45%) and Business Travel (16%), which together account for 61% of the company's total emissions.

Completed Carbon Reduction Initiatives

As this is MEDICARE's first year of formal carbon reporting, the following foundational measures have been implemented to establish baseline data and awareness:

1. **Emissions Inventory Development** – Completed a comprehensive GHG emissions inventory in accordance with PPN 006/25 and the GHG Protocol Corporate Standard, establishing a baseline for all required Scopes.
2. **Data Collection Framework** – Established systems for collecting operational data, including employee commuting patterns, business travel distances, and homeworking hours, enabling year-on-year tracking.

3. **Stakeholder Engagement** – Engaged with office-based staff, home-based staff, and care workers to raise awareness of the company's carbon reduction commitment and gather baseline data.

Planned Carbon Reduction Initiatives

The following measures will be implemented in the future to reduce emissions across all scopes:

Category	Potential Reduction Measure	Estimated Impact	Timeline
Employee Commuting	Promote public transport use through subsidised travel passes	Up to 30% reduction	2026-2027
Employee Commuting	Implement Cycle-to-Work scheme	Up to 15% reduction	2026
Employee Commuting	Introduce car-sharing initiatives	Up to 10% reduction	2027
Business Travel	Optimise care worker routes to reduce daily travel distances	Up to 20% reduction	2026-2027
Business Travel	Transition to electric vehicles for care worker travel	Up to 40% reduction	2027-2030
Electricity	Energy efficiency measures (LED lighting, smart meters)	Up to 20% reduction	2026
Homeworking	Encourage energy-efficient home working practices	Up to 10% reduction	2026
Waste	Increase recycling rates, reduce paper usage	Up to 50% reduction	2026

Future Carbon Reduction Initiatives

In the longer term, the company will explore:

- **Scope 2 Decarbonisation** – Working with the landlord to transition office electricity to a 100% renewable tariff
- **Employee Behaviour Change** – Carbon literacy training for all employees to embed carbon-conscious decision-making
- **Supply Chain Engagement** – Engaging with suppliers to understand and reduce upstream emissions where relevant
- **Data Quality Improvement** – Progressing from estimates to actual measured data for electricity, water, and waste
- **Annual Review** – Reviewing and updating emission reduction targets annually as data quality improves and new technologies become available

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006/25 (formerly 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, using standard UK Government emission conversion factors. Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions has been reported.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of MEDICARE PEOPLE LIMITED:

Signature:



Name: Stuart Wells

Position: Director

Company: MEDICARE PEOPLE LIMITED

Date of signature: 11/09/2026

Important Note on Accompanying Documentation

This Carbon Reduction Plan (CRP) should be read in conjunction with the accompanying Emissions Inventory Report for MEDICARE PEOPLE LIMITED (Baseline Year: January – December 2025).

The Emissions Inventory Report contains the comprehensive detailed breakdown and analysis of all emissions calculations, including:

- Complete methodology and data sources
- Detailed activity data and estimation methodologies
- Full emissions factor tables and compliance standards
- Category-by-category calculation breakdowns
- Data limitations and assumptions
- Unit conversions and technical appendices

While this CRP provides the public-facing summary of the company's carbon reduction commitments, targets, and planned initiatives, the Emissions Inventory Report provides the technical substantiation and granular analysis required for complete transparency and verification. **Both documents together comprise the complete carbon reporting package for MEDICARE PEOPLE LIMITED.**

Appendices

Appendix A: Emissions Methodology Summary

Emissions Source	Methodology	Emission Factor Source
Scope 2 - Electricity	Office consumption estimated at 169 kWh/m²/year, apportioned 50% for office-based staff	DESNZ 2026: 0.13096 kg CO_2e/kWh
Scope 3 - Employee Commuting	2 office-based employees × 25 miles/day × 260 days, 70% car/15% bus/15% train split	DESNZ 2026 Business Travel factors
Scope 3 - Business Travel	51 care workers × 25 miles/day × 260 days, 70% car/15% bus/15% train split	DESNZ 2026 Business Travel factors
Scope 3 - Homeworking	2 home-based employees × 1,800 hours/year	DESNZ 2026: 0.32393 kg CO_2e/hour
Scope 3 - Transmission & Distribution	16,122 kWh office consumption	DESNZ 2026: 0.01299 kg CO_2e/kWh
Scope 3 - WTT Electricity	16,122 kWh office consumption	DESNZ 2026: Generation 0.03682, T&D 0.00359 kg CO_2e/kWh
Scope 3 - Waste	0.2 tonnes mixed commercial waste	DESNZ 2026: 171 kg CO_2e/tonne
Scope 3 - Water	2 m³ estimated water consumption	DESNZ 2026: Supply 0.19130, Treatment 0.17088 kg CO_2e/m³

Appendix B: Compliance References

Reference	Description	Link
PPN 006/25 Technical Standard	Technical standard for completion of Carbon Reduction Plans	gov.uk/government/publications/ppn-006
PPN 006/25 Guidance	Guidance on taking account of carbon reduction plans	gov.uk/government/publications/ppn-006
DESNZ 2026 Factors	Official 2026 GHG Conversion Factors for Company Reporting	gov.uk/collections/government-conversion-factors
GHG Protocol Corporate Standard	Corporate Accounting and Reporting Standard	ghgprotocol.org/corporate-standard
GHG Protocol Scope 3 Standard	Corporate Value Chain (Scope 3) Standard	ghgprotocol.org/scope-3-standard

Appendix C: Acronyms and Abbreviations

Abbreviation	Full Form
CO_2e	Carbon Dioxide Equivalent

CRP	Carbon Reduction Plan
DESNZ	Department for Energy Security and Net Zero
GHG	Greenhouse Gas
PPN	Procurement Policy Note
T&D	Transmission and Distribution
WTT	Well-to-Tank