

Carbon Reduction Plan

URL: <https://www.inomed.co.uk/sustainability/>

Supplier name: inomed Neurocare Limited

Publication date: 29/05/2025

Commitment to achieving net zero

inomed Neurocare Limited is committed to achieving net zero emissions by 2050.

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

Baseline year: 2023

Additional details relating to the baseline emissions calculations:

During our most recent carbon footprint assessment, we identified a significant error in the calculation of our previously reported 2023 emissions, particularly within upstream and downstream transportation and distribution. While the data submitted for calculation was accurate, an error in the methodology applied by our external partner resulted in overstated emissions. This has since been corrected, and the updated 2023 results now serve as inomed's official baseline for future reporting. The previously miscalculated results for 2023 were 802.43 t CO₂.

The previous year's Carbon Reduction Plan was our first report, with 2023 designated as the baseline year. In the current report, we compare the emissions data from 2024 against the 2023 baseline to track progress. The publication of this plan has been delayed due to discrepancies identified in the emissions calculations provided by our external partner, necessitating a comprehensive review and recalculation to ensure accuracy and reliability.

For the reporting of our carbon emissions for the baseline year 2023, our external partner calculated and provided the data in kilograms of CO₂. As reporting in tonnes of CO₂ aligns with standard practice in Carbon Reduction Plans and frameworks such as the GHG Protocol, we have converted these figures to tonnes and applied appropriate rounding. To ensure transparency, both the original values in kg CO₂ and the converted figures in tonnes have been included.

For this report, the company has included the warehouse in Wales and the head office in London within the defined system boundaries for carbon footprint calculations.

Baseline year emissions:

<p>Scope 1</p>	<p>0.0 t CO₂ The company reports no Scope 1 emissions, as it leases all premises and does not own or control any fuel-burning equipment or vehicles.</p>
<p>Scope 2</p>	<p>Purchased electricity for own use 5,051.17 kg CO₂ 5.05 t CO₂ Calculated using the market-based method. Emissions calculated using the locationbased method are 5,311.19 kg CO₂.</p> <p>Purchased heating, steam, and cooling for own use 16.27 kg CO₂ 0.01627 t CO₂</p> <p>Scope 2 total 5,067.44 kg CO₂ 5.07 t CO₂</p>
<p>Scope 3 (included sources)</p>	<p>Business travel Rental and private vehicles 97,067.37 kg CO₂ 97.07 t CO₂ Flights 39,078.53 kg CO₂ 39.08 t CO₂ Hotel nights 14,714.91 kg CO₂ 14.71 t CO₂ Rail 844.85 kg CO₂ 0.84 t CO₂ Business Travel total 151,705.66 kg CO₂ 151.71 t CO₂</p> <p>Employee commuting 58,676.27 kg CO₂ 58.68 t CO₂ Home Office 3,069.30 kg CO₂ 3.07 t CO₂</p>

	<p>Employee Commuting total 61,745.57 kg CO₂ 61.75 t CO₂</p> <p>Purchased goods and services</p> <p>Electronic devices 5,569.03 kg CO₂ 5.57 t CO₂</p> <p>Office paper 24.07 kg CO₂ 0.02 t CO₂</p> <p>Water 1.93 kg CO₂ 0.00 t CO₂</p> <p>As the supplier provided data in kilograms of CO₂, values were converted to tonnes for consistency. The original figure of 1.93 kg CO₂ equates to 0.00193 t CO₂, which is negligible. For reporting clarity, such small values are typically rounded to 0.00 t CO₂ to avoid unnecessary precision and maintain focus on material figures.</p> <p>Purchased goods and services total 11,160.88 kg CO₂ 11.16 t CO₂</p> <p>Waste generated in operations</p> <p>Operational waste 699.94 kg CO₂ 0.70 t CO₂</p> <p>Transport to disposal facility 27.07 kg CO₂ 0.03 t CO₂</p> <p>Waste generated in operations total 727.01 kg CO₂ 0.73 t CO₂</p> <p>Upstream transport and distribution</p> <p>Inbound logistics 666.53 kg CO₂ 0.67 t CO₂</p> <p>Upstream transport and distribution total 666.53 kg CO₂ 0.67 t CO₂</p> <p>Downstream transport and distribution</p>
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Outbound logistics

4,899.32 kg CO₂

4.90 t CO₂

	<p>Downstream transport and distribution total 4,899.32 kg CO₂ 4.90 t CO₂</p> <p>Fuel- and energy-related activities Upstream emissions electricity 701.91 kg CO₂ 0.70 t CO₂</p> <p>Upstream emissions heat 2.69 kg CO₂ 0.00 t CO₂ The value 2.69 kg CO₂ converts to 0.00269 t CO₂, which is rounded to 0.00 t CO₂ for clarity. This is because the value is very small, and rounding it helps keep the report clear and focused on more significant figures.</p> <p>Fuel- and energy-related activities total 704.60 kg CO₂ 0.70 t CO₂</p> <p>Scope 3 total 226,043.72 kg CO₂ 226.04 t CO₂</p>
Total emissions	<p>231,111.15 kg CO₂ 231.11 t CO₂</p>

Current emissions reporting

Reporting year: 01/01/2024 – 31/12/2024

Scope 1	<p>0.00 t CO₂ The company reports no Scope 1 emissions, as it leases all premises and does not own or control any fuel-burning equipment or vehicles.</p>
Scope 2	<p>Purchased electricity 6.84 t CO₂ Calculated using the market-based method.</p> <p>Purchased heating 0.20 t CO₂</p> <p>Scope 2 Total</p>

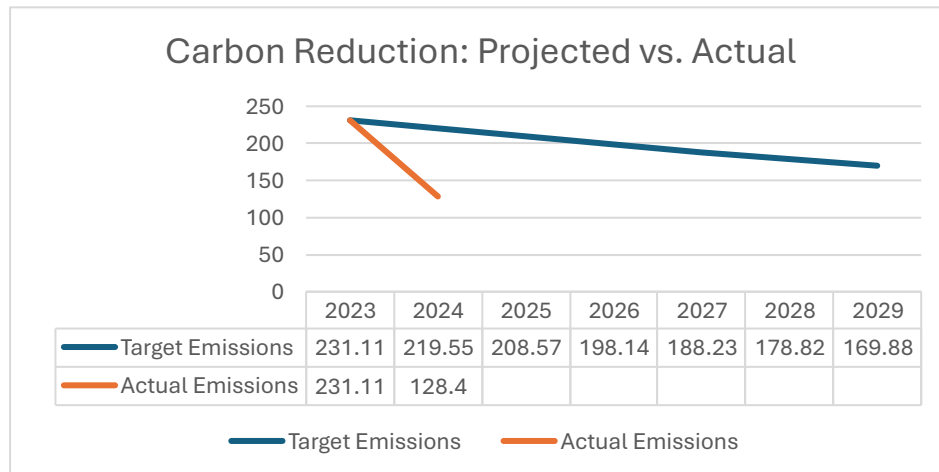
	7.04 t CO ₂
Scope 3 (included sources)	Purchased goods and services 4.79 t CO ₂
	Fuel- and energy-related activities Not included in Scope 1 or Scope 2. 2.39 t CO ₂
	Upstream transportation and distribution 3.62 t CO ₂
	Waste generated in operations 2.27 t CO ₂
	Business travel 85.65 t CO ₂
	Employee commuting 19.88 t CO ₂
	Downstream transportation and distribution 2.91 t CO ₂
	Scope 3 total 121.51 t CO ₂
Total emissions	128.55 t CO ₂

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

After achieving a 44.5% reduction in carbon emissions in 2024, we project that emissions will decrease over the next five years to 104.71 tCO₂e by 2029. This represents a further reduction of approximately 18.5% from 2024 levels. With continued

efforts and a targeted annual reduction of 5%, we are on a pathway toward achieving net-zero emissions by 2050.



Carbon reduction projects

Update notice (November 2025):

The references to an “electric car scheme” and “cycle to work scheme” in this Carbon Reduction Plan reflect our position at the time of publication. These schemes are no longer active. A fully updated Carbon Reduction Plan will be published in January 2026.

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equates to 102.56 tCO₂e, a 44.5% reduction against the 2023 baseline, and the measures will be in effect when performing the contract.

Carbon reduction projects have included:

- Launching the Electric Car Scheme and the Cycle to Work Scheme to promote the shift to zero-emission vehicles.
- Elevating the reimbursement rate for electric vehicles beyond the government’s recommended level to foster and encourage the integration of electric cars for both business travel and commuting purposes.
- Under our Tenancy Agreement, ensuring that 100% of the energy used in our office is sourced from renewable sources.
- Re-evaluating our approach to company retreats. In contrast to last year’s event, which required international travel with employees flying from the UK to attend an overseas location, this year’s retreat was held domestically at a UK-based venue. This decision significantly reduced emissions associated with air travel while still providing a valuable and engaging experience.
- Implementing a new travel and expense app that presents employees with rail alternatives alongside flight options, providing greater flexibility in travel choices.

By integrating this tool into our booking process, we have promoted more sustainable business travel and contributed to reducing carbon emissions. Additionally, the technology supports travel carbon budgeting and enhances emissions reporting, further strengthening our sustainability efforts.

- Reducing employees' commuting by providing a hybrid work scheme to our office staff. Staff members required to travel to clients, such as sales representatives, clinical specialists, technicians, and others, can work remotely from home.
- Offsetting carbon emissions from the vehicles we have rented, understanding the importance of shifting away from fossil fuels to renewable energy while considering offsetting emissions as a helpful move.
- Establishing an information hub on adopting environmentally friendly practices, offering guidance on reducing emissions and minimising carbon footprint both in the workplace and in personal life. This initiative encompasses a series of newsletters, infographics, videos, and presentations, all created and developed in-house.
- Operating nearly paperless in our workplace, with most documents managed digitally. However, we still print, and store specific records as required by law.
- Promoting the use of public transport for business traveling and encouraging our employees to use video conferencing where possible.
- Promoting waste recycling in our offices by offering labelled disposal bins in our managed head office and warehouse.
- Using recyclable packaging and materials for shipping, including biodegradable packing peanuts, paper protective packaging, and recyclable packaging.
- Consolidating deliveries where possible to reduce carbon emissions.
- Minimising waste production by regularly reusing packaging materials.
- Establishing an internal “Carbon Footprint and Emission Data Tracker,” which we update every week to ensure the highest level of accuracy.
- Successfully concluding the Evergreen Sustainability Assessment through the NHS Supply Chain. This assessment shapes and executes our corporate sustainability strategy, aiding us in establishing a comprehensive net-zero roadmap for our organisation.
- Collaborating with the third-party organisation “Climate Partner” to assess our carbon footprint, analyse key sources of emissions, and develop strategies to reduce these emission sources.
- Developing and publishing a public statement, affirming our commitment to achieving net-zero carbon and actively engaging with sustainability, which is available on our website. This was launched in March 2024.
- Planning efforts targeting the reduction of power consumption, specifically addressing air conditioning, space heating, and ventilation.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Embarking on initiatives to secure ISO 14001 certification and partaking in active involvement with the Science Based Targets initiative (SBTi).
- Acquiring Energy Attribute Certificates (EACs) for our warehouse. EACs match our electricity use with renewable energy sources, helping to reduce Scope 2 emissions.
- Financing climate projects and contributing funds or engaging in charitable donations to organisations involved in annual tree-planting initiatives.
- In cooperation with the headquarters, assessing the carbon footprint of products/services (e.g., product life cycle analysis).
- Implementing renewable energy within the warehouse.
- Implementing green logistics strategies, such as optimised delivery routes and low-emission transport partnerships, by working closely with our logistics providers to identify and adopt solutions that reduce emissions across our operations.
- Enhancing our Sustainability Tracker to improve the accuracy and completeness of Scope 3 emissions data, and developing internal reports that clearly reflect this progress.
- Setting an internal carbon reduction roadmap aligned with interim targets to Net Zero.
- Creating a remote work policy to decrease emissions from commuting by allowing employees to work from home more often.
- Including a section in the expense policy that focuses on sustainability while travelling.
- Asking our suppliers, the headquarters in Germany, to provide their carbon footprint data to refine carbon measurement precision and actively collaborate with them to advance our net-zero objective.
- Adopting more circular economy principles, including waste reduction, recycling, and product life extension programs.
- Directing our suppliers to establish their net-zero targets and plans that align with NHS Professionals' goals by no later than 2030.
- Purchasing more environmentally friendly office supplies moving forward.
- Enhancing employee engagement in sustainability, including green training programs and incentives.

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 standard¹³ and uses the appropriate [government emission conversion factors for greenhouse gas company reporting](#).¹⁴

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.¹⁵

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

Signed on behalf of the supplier:

Susanna Ragaglino
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Date:29/05/2025.....

¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ www.gov.uk/government/collections/government-conversion-factors-for-companyreporting

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>