



# Healthcare First Ltd

## Carbon Reduction Plan (2026-2050)

Publication date: 01/08/2026

### Commitment to achieving net zero

Healthcare First Ltd 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.

As 2026 represents Healthcare First Ltd's first formal Carbon Reduction Plan, the baseline year and reporting year are the same

#### Baseline year: 2026

#### Additional details relating to the baseline emissions calculations:

| Baseline year emissions:   |                            |
|----------------------------|----------------------------|
| Emissions                  | Total (tCO <sub>2</sub> e) |
| Scope 1                    | 0.00                       |
| Scope 2                    | 0.00                       |
| Scope 3 (included sources) | 4.85                       |
| Total emissions            | 4.85                       |

### Current emissions reporting

#### Reporting year: 2026

| Emissions                  | TOTAL (tCO <sub>2</sub> e) |
|----------------------------|----------------------------|
| Scope 1                    | 0.00                       |
| Scope 2                    | 0.00                       |
| Scope 3 (included sources) | 4.85                       |
| Total emissions            | 4.85                       |



## **Emissions reduction targets**

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

We project that reported carbon emissions will decrease over the next five years to approximately 3.88 tCO<sub>2</sub>e by 2031. This represents a target reduction of 20% against the 2026 baseline, while Healthcare First Ltd works towards net zero by 2050.

## **Carbon reduction projects**

### **Completed carbon reduction initiatives**

Healthcare First Ltd is establishing 2026 as its first formal carbon baseline. Existing environmental measures already embedded within the business include:

- Predominantly digital care records, rotas, timesheets and business administration, reducing paper use.
- Remote and online meetings, supervision and training where appropriate, reducing avoidable travel.
- No company-owned or leased vehicle fleet.
- Limited routine use of the office, reducing building-related energy demand.
- Staff allocation practices that seek, where operationally appropriate, to match workers to care packages and shifts in a way that reduces unnecessary travel.
- Use of public transport by a substantial proportion of the workforce; current estimates indicate approximately 80% of commuting journeys are by public transport, predominantly rail.

### **Future carbon reduction initiatives**

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

- Introduce an annual staff travel survey to improve the accuracy of employee commuting data, including vehicle type, fuel type, EV use and public-transport mode.
- Record business rail, taxi and other public-transport journeys by distance as well as cost.
- Review office electricity arrangements and obtain annual kWh data where electricity is attributable to Healthcare First Ltd.
- Continue to prioritise digital records and reduce unnecessary printing and paper purchasing.
- Encourage lower-carbon travel, including rail/public transport, car sharing, walking, cycling and electric or lower-emission vehicles where practical.
- Consider travel distance when allocating staff to care packages, subject always to safe staffing, competency and continuity-of-care requirements.
- Improve collection of waste and supplier logistics information for the required Scope 3 categories.



- Consider environmental performance and reduced packaging when selecting PPE, uniforms, IT equipment, clinical consumables and other suppliers where clinically and commercially appropriate.
- Review the Carbon Reduction Plan at least annually and update reduction actions and emissions data.

### Methodology and data-quality note:

2026 is Healthcare First Ltd's first formal carbon baseline. The quantified footprint uses the best activity data currently available and reasonable estimates. The reported Scope 3 total primarily reflects employee commuting and business car travel. Healthcare First Ltd has also reviewed all 15 GHG Protocol Scope 3 categories to support ongoing compliance with emerging carbon reporting requirements and best practice. Where relevant categories cannot yet be quantified reliably, the gap and a data-improvement action are recorded below. The Plan will be reviewed at least annually.

### Scope 3 Assessment

Healthcare First Ltd has assessed the relevance of applicable Scope 3 emission categories. The assessment below records the company's current position. Categories marked as "Data improvement required" will be quantified further as more detailed activity data becomes available.

| GHG Protocol Scope 3 category                      | Assessment                                       | Healthcare First Ltd position                                                                                                                                                                                   |
|----------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Purchased goods and services</b>             | Relevant - data improvement required             | PPE, uniforms, clinical consumables, IT/software and other purchased services. Supplier/spend data will be improved for future reporting.                                                                       |
| <b>2. Capital goods</b>                            | Potentially relevant - data improvement required | Occasional IT and office equipment purchases. To be quantified where material.                                                                                                                                  |
| <b>3. Fuel- and energy-related activities</b>      | Currently low / not separately quantified        | No company vehicle fleet and no gas consumption. Office is not routinely used; electricity arrangements will be reviewed.                                                                                       |
| <b>4. Upstream transportation and distribution</b> | Relevant - data improvement required             | Delivery of PPE, uniforms, IT equipment and clinical consumables may create upstream freight emissions. Supplier/logistics data not currently available.                                                        |
| <b>5. Waste generated in operations</b>            | Relevant but currently minimal                   | Office use is minimal. Waste data is not separately measured; future reviews will capture material operational waste where applicable.                                                                          |
| <b>6. Business travel</b>                          | Relevant - partly quantified                     | Business travel using public transport is monitored and forms part of Healthcare First Ltd's Scope 3 emissions assessment. Further data collection will support increasingly accurate reporting in future years |
| <b>7. Employee commuting</b>                       | Relevant - quantified estimate                   | Employee commuting represents a significant proportion of Healthcare First Ltd's Scope 3 emissions. Current estimates are based on                                                                              |



|                                                      |                        |                                                                                                                                                                                   |
|------------------------------------------------------|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                      |                        | workforce travel patterns and will be refined through ongoing data collection                                                                                                     |
| <b>8. Upstream leased assets</b>                     | To be reviewed         | The office is not routinely used. Lease/service-charge and energy arrangements will be reviewed to determine whether any emissions fall within this category rather than Scope 2. |
| <b>9. Downstream transportation and distribution</b> | Not currently relevant | Healthcare First Ltd provides care/staffing services and does not routinely distribute sold physical products downstream.                                                         |
| <b>10. Processing of sold products</b>               | Not relevant           | Healthcare First Ltd does not sell intermediate products requiring downstream processing.                                                                                         |
| <b>11. Use of sold products</b>                      | Not relevant           | The company's principal outputs are care and staffing services rather than energy-consuming sold products.                                                                        |
| <b>12. End-of-life treatment of sold products</b>    | Not currently relevant | No material sold-product end-of-life emissions have been identified for the service model.                                                                                        |
| <b>13. Downstream leased assets</b>                  | Not relevant           | Healthcare First Ltd does not currently lease assets to customers.                                                                                                                |
| <b>14. Franchises</b>                                | Not relevant           | Healthcare First Ltd does not operate a franchise model.                                                                                                                          |
| <b>15. Investments</b>                               | Not currently relevant | No material investment activity has been identified as part of the operating business for this reporting boundary.                                                                |

### **2027 data improvement commitment.**

Healthcare First Ltd will progressively improve data capture for purchased goods and services, supplier freight, waste, business public transport, office electricity/leased-asset energy and other relevant categories. The company will use activity-based data where practicable and appropriate recognised estimation methods where primary data is unavailable.

### **Net zero target and offsetting.**

Healthcare First Ltd is committed to achieving net zero by 2050. The strategy prioritises direct emissions reduction. No fixed proportion of the 2050 target is currently planned to be achieved through carbon offsetting; any future use of credible residual-emissions offsets will be disclosed transparently. The Carbon Reduction Plan will be reviewed annually.



## 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 standard<sup>13</sup> and uses the appropriate government emission conversion factors for greenhouse gas company reporting.<sup>14</sup>

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.<sup>15</sup>

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:



S. Khan - Director

Date: 01/08/2026

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

<sup>14</sup> [www.gov.uk/government/collections/government-conversion-factors-for-company-reporting](http://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)

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