

## Target Healthcare’s journey to going carbon neutral.

The Target Healthcare Group has made a strong commitment to protect the planet by pledging to go carbon neutral by 2045, five years ahead of the government target. To support our sustainability pledge, we have planned several initiatives to play our part in a sustainable future for us all. The Group wide initiatives have and will continue to contribute significantly to the reduction of the carbon emissions.

### 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 year to 31 December 2022

Target Healthcare Group began collecting emissions in accordance with the Streamlined Energy and Carbon Reporting (SECR) requirements for our financial year ending 31 December 2021. For our baseline we have used the data for the year ended 31 December 2022.

Emissions	Total (tCO2e)
Scope 1	215.31
Scope 2	314.88
Scope 3 (including services)	-
Total Emissions	530.19

Scope 3 has not been collected as was not required under SECR. We have identified the three key areas we need to collect data on to establish the baseline: waste flows, employee commuting and business travel. There will be a review of the waste management companies and a requirement on them to provide the data for volumes and disposal routes to allow us to assess the emissions. We have implemented an electronic system for expenses to allow tracking of business travel. We will need to identify a mechanism to gather data on staff commuting methods and distances to allow us to use an accurate estimate in the baseline.

#### Current year to 31 December 2023

The Group is continually adding more sites across the estate and as such the current year emissions have increased due to the new sites and further growth in the fleet. To ensure that the emissions can be tracked the 2024 year-end report will include a breakdown of Scope 1 and 2 at a site level.

Emissions	Total (tCO2e)
Scope 1	444.72

Scope 2	240.32
Scope 3 (including services)	-
Total Emissions	685.04

## Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We will reduce our carbon emissions from Scope 1 and 2 emissions to achieve Net Zero by 2045 and we will put in place stage gates to ensure we are making sufficient progress towards this goal.

Due to the expansion of the Group's estate the reduction targets will need to be set at a site level to account for new sites that are added over the course of 2024. The team will work on establishing these reduction targets per site before publishing the aggregate amount in the 2024 year-end report.

Once we have a firm baseline established, we will put interim emission reduction targets in place to ensure that we are on the path to Net Zero by 2045.

## Carbon reduction projects

The following environmental measures and projects have been completed or implemented since we first began to gather carbon data. Whilst we know that these projects have led to a reduction in carbon emissions, we are unable to quantify the full impact. By developing a more complex model per site, we will be able to measure the efficacy of the initiatives across each of the sites.

### Completed carbon reduction initiatives

The following measures have been completed in the last year:

- Launched our Cycle to Work scheme in September 2023 across the full group for all eligible employees.
- Identified an EV Salary Sacrifice Scheme and launched this in October 2023 for all eligible employees.
- Coordinated a series of meetings to gather feedback from the team across the sites on potential measures the group could take.
- Ensure that environmental assessments are a priority for the fit out of new sites including recycling furniture and equipment.
- Researched carbon offsetting schemes and how the Target Group can offset any emissions.
- Route analysis tools to ensure optimal transportation routes are followed by the fleet.

The following measures were completed in the preceding years:

- Installation of EV charging points on key sites to encourage employees to move away from combustion engines.
- A focus on any new company car being an EV.
- Building consolidation to reduce energy consumption on the largest site.
- Implemented fleet management software purchased to ensure optimal routes are planned for vehicles and to allow us to track the fleet mileage.
- Appointed a Board member to lead on sustainability.

## Planned carbon reduction initiatives

Over the next year we plan to develop our understanding and knowledge by implementing the following projects:

- Dedicate resources to identify any gaps in scope 1, 2 and 3 reportable carbon emissions.
- Exploring the viability of EV vans that are Temperature Controlled to maintain compliance with the transportation of pharmaceuticals.
- Establish a consistent methodology for capturing data and recalculate the baseline emissions for 2024/25 at a site level.
- Establish a committee of committed Carbon Champions across the Group.
- Provide Carbon literacy training to key staff (including Carbon Champions and procurement teams).
- Improve recycling across sites to ensure more waste is recycled.

We will continue to work with the procurement functions to understand how better to embed sustainability in procurement processes and contract terms and conditions; and ensure that our own suppliers demonstrate their commitment to achieving Net Zero by 2050.

## Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reporting in accordance with SECR requirements, and the required subset for 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.

Gillian Grant

Group Finance Director

31 July 2024