

## 2025 Carbon Reduction Plan

**Supplier name:** Firstpoint Healthcare Ltd

**Publication date:** 20 March 2026

### Commitment to achieving Net Zero

**Firstpoint Healthcare** 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.

<b>Baseline Year: 2020</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
<p>Firstpoint Healthcare Ltd’s greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Standard.</p> <ul style="list-style-type: none"> <li>• <b>Scope 1</b> comprises of GHG emissions produced by the company directly. As such, this includes activities that involve direct consumption of natural gas, heating oil and diesel fuel as well as emissions produced by company vehicles. Our Scope 1 emissions are calculated based on the use of company owned/leased vehicles.</li> <li>• <b>Scope 2</b> comprises of GHG emissions produced by the company indirectly. This includes activities such as purchase and consumption of local electricity or heating. Scope 2 emissions are calculated based on total energy usage on sites.</li> <li>• <b>Scope 3</b> comprises of other indirect GHG emissions, which are associated with the company, up and down its value chain. Firstpoint Healthcare are a service provider and hence, do not supply any goods to our customers. Other indirect GHG emissions that will be applicable include activities such as business travel, employee commuting, waste disposal and downstream emissions from Fuel and energy. Scope 3 emissions are calculated based on the various calculation methods recommended by the GHG protocol guidance.</li> </ul>	
<b>Baseline year emissions:2020</b>	
<b>EMISSIONS</b>	

Scope 1	Vehicle use for company business = 0.1 tCO <sub>2</sub> e
Scope 2	Electricity consumption = 1.3 tCO <sub>2</sub> e
Scope 3 (Included Sources)	<p><b>Upstream:</b></p> <p><b>Fuel and energy:</b> 0.25 tCO<sub>2</sub>e from the extraction, production, and transportation of coal consumed in the generation of electricity consumed by Firstpoint Healthcare.</p> <p>0.59 tCO<sub>2</sub>e from the generation (life cycle, i.e., upstream activities and combustion) of electricity that is consumed (i.e., lost) in transmission and distribution.</p> <p><b>Waste generated in operations:</b> 0.1 tCO<sub>2</sub>e - minimal waste is produced within the business as we are a service based business.</p> <p><b>Business travel:</b> 2.24 tCO<sub>2</sub>e produced through a combination of car, rail and taxi travel.</p> <p><b>Employee commuting:</b> 310.69 tCO<sub>2</sub>e produced through a combination of car and public transport by our workforce.</p> <p><b>Upstream leased assets:</b> CO<sub>2</sub>e output from leased assets (as a lessee) is deemed to be immaterial given we are a service based business with limited leased assets that produce significant emissions.</p> <p><b>Upstream transportation and distribution:</b> Not applicable as we are a service based business.</p> <p>Other upstream emission areas are deemed to be out of scope.</p> <p><b>Downstream:</b> Downstream emissions are N/A for our business given that we are a recruitment business that has no leased assets (as a lessor), sold products, or franchise/investments and hence, no downstream transportation or distribution.</p>
Total Emissions	322.5 (tCO <sub>2</sub> e)

## Current Emissions Reporting

<b>Reporting Year: 2025</b>	
<b>EMISSIONS</b>	
<b>Scope 1</b>	<b>Vehicle use for company business = 0 tCO<sub>2</sub>e</b>
<b>Scope 2</b>	<b>Electricity consumption = 1.3 tCO<sub>2</sub>e</b>
<b>Scope 3 (Included Sources)</b>	<p><b>Upstream:</b></p> <p><b>Fuel and energy:</b>  0.07 tCO<sub>2</sub>e from the extraction, production, and transportation of coal consumed in the generation of electricity consumed by Firstpoint Healthcare.</p> <p>0.13 tCO<sub>2</sub>e from the generation (life cycle, i.e., upstream activities and combustion) of electricity that is consumed (i.e., lost) in transmission and distribution.</p> <p><b>Waste generated in operations:</b>  0.1 tCO<sub>2</sub>e - minimal waste is produced within the business as we are a service based business.</p> <p><b>Business travel:</b>  0 tCO<sub>2</sub>e produced through a combination of car, rail and taxi travel.</p> <p><b>Employee commuting:</b>  128.97 tCO<sub>2</sub>e produced through a combination of car and public transport by our workforce.</p> <p><b>Upstream leased assets:</b>  CO<sub>2</sub>e output from leased assets (as a lessee) is deemed to be immaterial given we are a service based business with limited leased assets that produce significant emissions.</p> <p><b>Upstream transportation and distribution:</b>  Not applicable as we are a service based business.</p> <p>Other upstream emission areas are deemed to be out of scope.</p>

	<b>Downstream:</b> Downstream emissions are N/A for our business given that we are a recruitment business that has no leased assets (as a lessor), sold products, or franchise/investments and hence, no downstream transportation or distribution.
<b>Total Emissions</b>	<b>130.57 (tCO2e)</b>

### Emissions reduction targets

In order to continue our progress to achieving Net Zero, we previously adopted the following carbon reduction targets:-

Year	Healthcare emissions in tonnes (tCO2e)	Emissions reduction target against 2020 baseline
2023	274.13	15%
2024	258.00	20%
2025	241.88	25%
2026	225.75	30%
2027	209.63	35%

Currently, we are surpassing our 2025 target set back in 2020 (**Target 241.88 (tCO2e) vs Actual 130.57 (tCO2e)**).

Based on the above, we are currently on track to meet our 2027 target. If this target is met, we will then look to assess our new position and create further targets to direct out focus on achieving Net Zero by 2050.

### Carbon Reduction Projects

In the future we hope to implement measures such as:

- Adopting LED/PIR lighting controls
- Training and in house meetings to be conducted over zoom where possible to reduce the amount of travel
- Employees encouraged to use public transport when travelling for business purposes
- Electrification of company cars
- Electricity supply is determined by the landlord so an annual review from the landlord will be requested to ensure where possible that they are using an appropriate electricity supplier
- Continue to reduce the amount of paper used in the office – currently all timesheets and invoices are electronic which has seen a dramatic decrease in the amount of paper being used

- Continue to work towards a paperless office
- Improved reporting capability over both Business Travel and Employee commuting to both monitor and report are improvements in emissions in both of these areas (Scope 3).

### **Declaration and Sign Off**

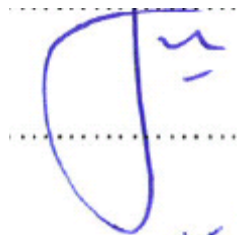
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>7</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>8</sup>.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, 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>9</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:**



**James Turner**  
**Managing Director**  
**Firstpoint Healthcare**

**Date: 20.3.2026**

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