



# Carbon Reduction Planning Statement 2025

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# CARBON REDUCTION PLAN

**Supplier name:** Attain Health Management Services Ltd (0732092)

**Publication date:** 14<sup>th</sup> April 2026

## COMMITMENT TO ACHIEVING NET ZERO

Attain Health Management Services LTD (07320922) 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: 2022

Additional details relating to the Baseline Emissions calculations:

**Scope 1** is not currently applicable to Attain as we do not produce any direct emissions from sources owned or controlled by the company. Attain are a remotely operated organisation and do not have an office, do not own a vehicle fleet and do not transport any raw materials.

**Scope 2** is not currently applicable to Attain because it does not use any electricity purchased within the company boundary.

**Scope 3:** Attain have included carbon emissions from **Scope 3: Business travel**. We have provided our methodology for calculating emissions related to business travel below. Attain are currently unable to provide carbon emissions for the remaining 4 compulsory Scope 3 Emissions: upstream transportation & distribution, employee commuting, waste and downstream transportation & distribution.

Below we have provided comment as to our justification and assessment of each Scope 3 Category:

#### **4. Upstream Transportation & Distribution**

Attain use minimal upstream transportation and distribution services. We recognise use of a third-party organisation to courier laptops to employees, however, Attain do not currently have access to the scope of the organisations related carbon emissions.

#### **5. Waste**

Attain do not have a headquarters/ offices or a company vehicle fleet and therefore Attain do not produce waste within the company boundary.



## **6. Business Travel**

Attain have reviewed the use of cars (petrol/diesel and EV), trains and tubes, taxis, flights (introduced in 2024) and buses (introduced in 2024) for business travel to determine the carbon emissions produced.

In 2024, Attain updated the methodology used to calculate business travel emissions; Attain introduced the function to record train and tube, taxi, flight and bus travel mileage in our expense software 'NetSuite'. This means from 2024 we have been able to use actual mileage to calculate more accurate carbon emissions due to business travel. Previously, a sample of rail journeys was extracted from the data and used, where possible, to estimate median travel distances for rail travel.

From 2024 we have also included flight and bus mileage into our emissions reporting. As a result, we were able to backdate our baseline for flights, which increased only very marginally as flight travel in Attain is uncommon.

We recognise hotel stays are a significant component of Attains business travel. As such we have updated NetSuite to allow employees to record the number of nights stayed in a hotel, which will come into effect from January 2026. This will enable us to report kg CO<sub>2</sub>e emitted per hotel night in future statements.

### **Emissions Calculation Methodology (updated 2024)**

1. Employees record their travel mileage per journey in 'NetSuite' when claiming expenses each month.
2. Expenses are categorised by Expense Category for example:
  - For cars - "Mileage - Under 10K miles per year", "Mileage - Over 10K miles per year", "Mileage Electric Vehicle - Under 10K miles per year" or "Mileage Electric Vehicle- Over 10k miles per year"
  - For rail travel – "trains and tubes"
  - For flights - "flights"
  - For taxis – "taxis"
  - For Buses – "bus fares"
3. A data download of all staff travel is conducted at approximately 6-month and 12-month intervals. The mileage for each category — car (and EV car), train, tube, taxis, flights and buses — is then multiplied by the total annual figures for each respective category.
4. For train and tube, and bus mileage, staff use a third-party application to calculate travel distance, if this is not achievable a reasonable estimation is asked by staff to be applied.
5. With the inclusion of flights in the calculations, point-to-point distances were used wherever possible by identifying the specific flight origins and destinations. For cases where this information was unavailable, the median distance from all recorded flights was applied as an estimate for the missing entries. Attain staff only travel domestically.
6. The total miles are then converted to kilometres by multiplying by 1.60934.
7. To calculate the CO<sub>2</sub>e KG, this figure for each category is multiplied by the relevant emission factor based on year and emission type i.e. EV Car 2025, National Rail 2025, Regular Taxi 2025, Flights 2025 or Average Local Bus 2025. To note we currently don't

have a way to distinguish between tube and rail through our expense software so we use the national rail emission factor applied for both.

Depending on the travel-type, we have used the most appropriate conversion, these are as follows:

- Flight – **passenger.km**
- Taxi – **passenger.km**
- National rail – **passenger.km**
- Tube – **passenger.km**
- Car – **km**
- Battery electric car – **km**
- Bus- **passenger.km**

**7. Employee Commuting**

Attain employees are based at home, therefore any employee travel is to client site or internal meetings and is captured within Business Travel. Attain aim to provide the optional reporting of emissions produced from Teleworking (under Scope 3, Employee commuting) in future, pending the development of a model to assess employee laptop usage at home.

**9. Downstream Distribution**

Downstream transportation and distribution emissions are not applicable as Attain do not manufacture or distribute products.

Business travel activity data has been converted to GHG emissions by applying the appropriate 2022- 2025 UK Government GHG Conversion Factors. The GHG emissions inventory has been independently audited and verified against the ISO 14064-3 standard.

**2022 Baseline Emissions**

| EMISSIONS                     | TOTAL (kg CO <sub>2</sub> e)  |
|-------------------------------|---|
| Scope 1                       | 0 kg CO <sub>2</sub> e  |
| Scope 2                       | 0 kg CO <sub>2</sub> e  |
| Scope 3<br>(Included Sources) | 43,398 kg CO <sub>2</sub> e   |
|                               | <b>4. Upstream Transportation &amp; Distribution = 0 kg CO<sub>2</sub>e</b> (Not applicable, see notes) |
|                               | <b>5. Waste = 0 kg CO<sub>2</sub>e</b> (Not applicable, see notes)                                      |
|                               | <b>6. Business Travel = 43,398 kg CO<sub>2</sub>e</b>   |
|                               | <b>Breakdown of sources:</b>  |



|                        |  |
|------------------------|--|
| <b>Total Emissions</b> | Rail Travel = 12,181 kg CO <sub>2</sub> e<br>Personal Cars = 30,770 kg CO <sub>2</sub> e<br>Flights = 446 kg CO <sub>2</sub> e<br><b>7. Employee Commuting = 0 kg CO<sub>2</sub>e</b> (Included in 6. Business Travel)<br><b>9. Downstream Distribution = 0 kg CO<sub>2</sub>e</b> (Not applicable, see notes) |
|                        | <b>43,398 kg CO<sub>2</sub>e</b>   |

## CURRENT EMISSION REPORTING

| Reporting Year: 2025          |   |
|-------------------------------|---|
| EMISSIONS                     | TOTAL (kg CO <sub>2</sub> e)  |
| Scope 1                       | 0 kg CO <sub>2</sub> e  |
| Scope 2                       | 0 kg CO <sub>2</sub> e  |
| Scope 3<br>(Included Sources) | <b>29,517 kg CO<sub>2</sub>e</b><br><br><b>4. Upstream Transportation &amp; Distribution = 0 kg CO<sub>2</sub>e</b> (Not applicable, see notes)<br><b>5. Waste = 0 kg CO<sub>2</sub>e</b> (Not applicable, see notes)<br><b>6. Business Travel = 29,517 kg CO<sub>2</sub>e</b><br><b>Breakdown of sources:</b><br>Rail Travel (inc. underground) = 8,804 kg CO <sub>2</sub> e<br>Personal Cars = 14,312 kg CO <sub>2</sub> e<br>EV Cars = 1,540 kg CO <sub>2</sub> e<br>Bus = 3,952 kg CO <sub>2</sub> e<br>Taxis = 909 kg CO <sub>2</sub> e<br>Flights = 0 kg CO <sub>2</sub> e<br><b>7. Employee Commuting = 0 kg CO<sub>2</sub>e</b> (Not applicable, all travel emissions included in 6. Business Travel)<br><b>9. Downstream Distribution = 0 kg CO<sub>2</sub>e</b> (Not applicable, see notes) |



|   |                                  |
|---|----------------------------------|
| <b>Total Emissions<br/>January to<br/>December 2025</b> | <b>29,517 kg CO<sub>2</sub>e</b> |
|---|----------------------------------|

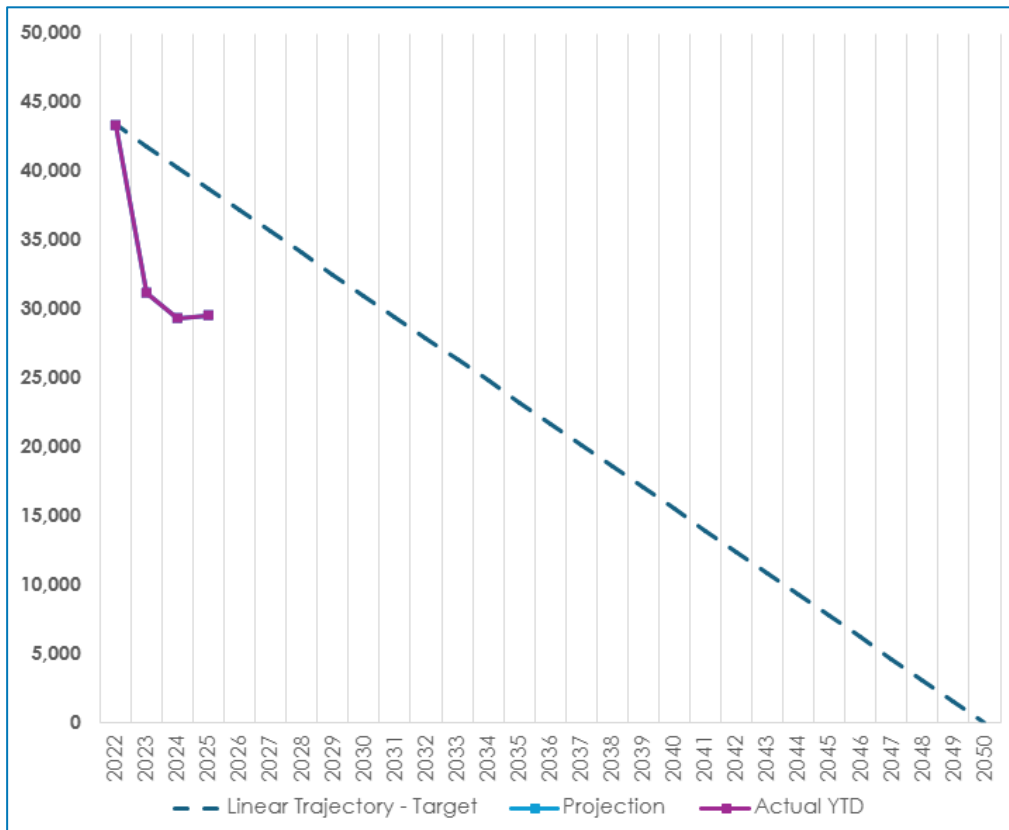
## EMISSIONS REDUCTION TARGETS

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

To stay on target, by 2028 Attain will need to reduce our carbon emissions to **34,098** kg CO<sub>2</sub>e. This is a reduction of 21.4%, equivalent to a carbon emission reduction of 1550 kg CO<sub>2</sub>e per year between 2022 to 2028.

Our carbon reduction plan is intricately tied to our business travel practices, with the baseline for carbon emissions directly influenced by the number of employees we have. As our workforce evolves, so does our commitment to reducing our carbon footprint. By continually assessing and adapting our travel policies, we aim to align our environmental goals with our company's growth, ultimately striving for a sustainable future with minimised emissions.

**Progress against these targets can be seen in the graph below:**

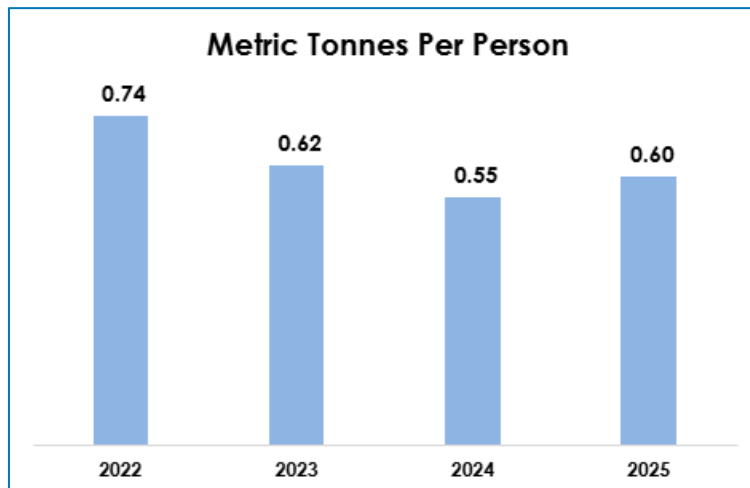


To ensure a fair and accurate assessment of Attain's environmental impact, we have calculated our carbon emissions relative to headcount, enabling a more representative



evaluation of our emissions relative to our organisational structure. This has been calculated as the total emissions for each year between 2022 to 2025 divided by the number of individuals who reported carbon emissions in that year.

The graph below shows metric tons of CO<sub>2</sub>e per person between 2022 to 2025:



## CARBON REDUCTION PROJECTS

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been implemented since the 2022 baseline. The carbon emission reduction achieved by these schemes at the end of 2025 equated to 13,881 kg CO<sub>2</sub>e, a 32% reduction against the 2022 baseline.

The measures detailed below will be in effect when performing the contract.

#### Ongoing carbon reduction initiatives:

- We have updated our expense software 'NetSuite' to allow employees to **record the number of nights stayed in a hotel**, which will come into effect from January 2026. This will allow us to report kg CO<sub>2</sub>e emitted per hotel night in our future statements.
- Our values team lead activities designed to support our people **to reconnect with the environment and increase awareness of ways to protect and enhance it** e.g., for our team building activity at our 2025 Summer Away Day, we worked on restoring the garden and grounds of the Leeds Caribbean and African Centre, facilitated by Hyde Park Source. This included clearing away all litter, weeding the grounds, and planting a new flower bed in the main garden, improving the environment to promote new wildlife habitation.
- To ensure a fair and accurate assessment of our environmental impact, we have **reviewed and aligned our carbon emissions reporting with our headcount**, enabling a more representative evaluation of our emissions relative to our organisational structure.
- **Attain's Electric Vehicle Salary Sacrifice Scheme** for employees was introduced at the start of 2023. This encourages our staff to go electric to reduce their travel



carbon emissions and in turn our overall emissions for business travel. We are calculating EV emissions and will calculate reduction in emissions due to the EV scheme at the end of the calendar year.

- Developing and promoting an **Attain sustainable travel hierarchy** to reduce our carbon emission impact through business travel.
- We operate **digital by default** and keep our corporate printing to an absolute minimum.
- Attain have continued to **implement collaborative way of working with the supply chain to deliver additional environmental benefits** through our internal sourcing and procurement activity efforts, including working towards net zero greenhouse gas emissions.
- We have **reviewed our IT equipment (laptops, mobile phones, cloud servers)** and ensure we procure as highly efficient and digitally capable laptops and devices as possible. We have also focussed on greater IT recycling which saves energy and prevents extraction of raw materials, helping to combat climate change.
- Attain have adjusted **recruitment processes to be conducted online**, reducing the need for applicants to travel. We aim to measure any reduction in carbon emissions due to this change soon.
- We have delivered lunch and learn training sessions and regular company meeting updates on our progress to net zero to **educate and develop our people's awareness**.

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

- We recognise that our carbon emissions are directly influenced by our workforce size and will continue to review our emissions aligned with headcount ensuring an accurate reflection of our overall emissions. We will also explore more **granular reporting for our associate workforce**.
- **Promoting and encouraging involvement in local environmental initiatives/schemes:** Enhancing the natural environment and increasing biodiversity through activities such as:
  - Habitat creation, increasing numbers of pollinators/ green space creation in and around buildings in towns and cities, e.g., green walls, utilising roof tops for plants and pollinators.
- **Exploring carbon offsetting.**
- **Collating and understanding the social value delivered, including carbon impact, of each procurement project** we support for our client. This will inform future practice and enhance positive environmental and social outcomes.
- **Continue to develop and build on collaborative ways of working with the supply chain** through our internal sourcing/procurement efforts, to deliver additional environmental benefits including working towards net zero greenhouse gas emissions.
- **Continue to explore and deliver Values Team activities** that support to reconnect people with the environment and increase awareness of ways to protect and enhance it.



- We will adopt an approach and **review our business processes** regularly to identify any areas that can be made more environmentally friendly and reduce their carbon impact on the environment.
- We will continue to **educate and develop our people's awareness** through lunch and learn training sessions and regular company meeting updates on our progress to net zero.

## DECLARATION AND SIGN OFF

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This Carbon Reduction Plan has been completed in accordance with PPN 06/25 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>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</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>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the Managing Director.

Signed on behalf of the Supplier:



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Date: ...14<sup>th</sup> April 2026.....

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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



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