

Carbon Reduction Plan

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1. Commitment to achieving Net Zero

At VHG, sustainability and social value lies at the heart of everything we do. Our sustainability ambition is not just a goal but a guiding principle that shapes our operations and strategies. We are dedicated to achieving net-zero emissions across all scopes by 2050, with an even more ambitious target across our Scope 1 and 2 emissions, where we aim to achieve net-zero by 2030 - reflecting our proactive stance towards environmental stewardship. This ambition is intertwined with our core values of leadership, integrity, and operating with a people-centred approach, ensuring that our growth and success are aligned with the wellbeing of our planet and society.

2. Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases (GHG) 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. New to our 2025 carbon reduction plan is the change in our baseline year from 2021 to 2023. This is because:

- We now have more comprehensive Scope 3 reporting that captures the whole value chain.
- We now have access to more comprehensive and representative data around our business-as-usual activities, filling gaps that were present in 2021.
- Due to the impact of COVID-19, it was an abnormal year for the business. The following two years of operations have reinforced that 2021 was not representative of “normal” business, and therefore, not an appropriate baseline.

We have been able to recalculate the 2023 emissions ensuring the baseline reflects VHГ’s true business activity.

Baseline Year: 2023	
Additional details relating to the baseline emissions calculations.	
<ul style="list-style-type: none"> • Our GHG emissions from 1st January 2023 to 31st December 2023 were reported from all material emission categories, as under the GHG Protocol. • Our assessment was carried out by Sustainable Energy First. • These figures constitute the base year for all further reporting emissions to be compared against. • VHГ’s location-based GHG emissions, reportable in the calendar year 2023 were 2,938 tonnes CO₂e. The table below shows the summary of emissions. • Intensity Metric 1: 2.2 tonnes of CO₂e per employee. • Intensity Metric 2: 32.1 tonnes of CO₂e per £M turnover. 	
Emissions	TOTAL (tCO ₂ e)
Scope 1	23.0
Scope 2	29.5
Scope 3 (Included sources)	2,938 <ol style="list-style-type: none"> 1. Purchased goods and services – 1,816 2. Capital goods – 75 3. Fuel and energy related activities – 77 4. Upstream transportation and distribution – 17 5. Waste generated in operation – 65 6. Business travel – 170 7. Employee commuting – 676 8. Upstream leased assets – 42
Total Emissions	2,990

3. Current Emissions Reporting

Reporting Year: 2024



The total location-based carbon footprint for VHG for the period 1 st January 2024 until 31 st December 2024 was 3,553 tonnes CO ₂ e. VHG reported on all available material data following the GHG Protocol guidance and Sustainable Energy First methodology. Where possible, actual usage and utilisation data were used for calculations; however, spend data was used for the majority of Scope 3 emissions.	
Emissions	TOTAL (tCO ₂ e)
Scope 1	12.2
Scope 2	24.5
Scope 3 (Included sources)	3,553 <ul style="list-style-type: none"> 1. Purchased goods and services – 2,380 2. Capital goods – 56 3. Fuel and energy related activities – 101 4. Upstream transportation and distribution – 18 5. Waste generated in operation – 48 6. Business travel – 190 7. Employee commuting – 687 8. Upstream leased assets – 73
Total Emissions	3,590
Comments	<ul style="list-style-type: none"> • VHG, in conjunction with Sustainable Energy First, has achieved a successful assessment of their 2024 GHG emissions. • VHG has demonstrated a reduction of emissions over which we have control: <ul style="list-style-type: none"> ○ Scope 1 reduced by 47%, ○ Scope 2 reduced by 17%, ○ Scope 3 sub-category 5. Waste was reduced by 26% when compared to the baseline. • The most significant location-based emission source is Scope 3 sub-category 1. Purchased goods and services, which is responsible for 66% of VHG’s carbon footprint. • Intensity Metric 1: 1.9 tonnes of CO₂e per employee, showing a 12% reduction from the baseline year. • Intensity Metric 2: 33.5 tonnes of CO₂e per £ million turnover, showing a 4% increase from the baseline year.

4. Emissions reduction targets

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

- Achieve net-zero emissions across Scope 1 and Scope 2 emission sources by 2030.
 - Achieve net-zero emissions across all material scopes by 2050.

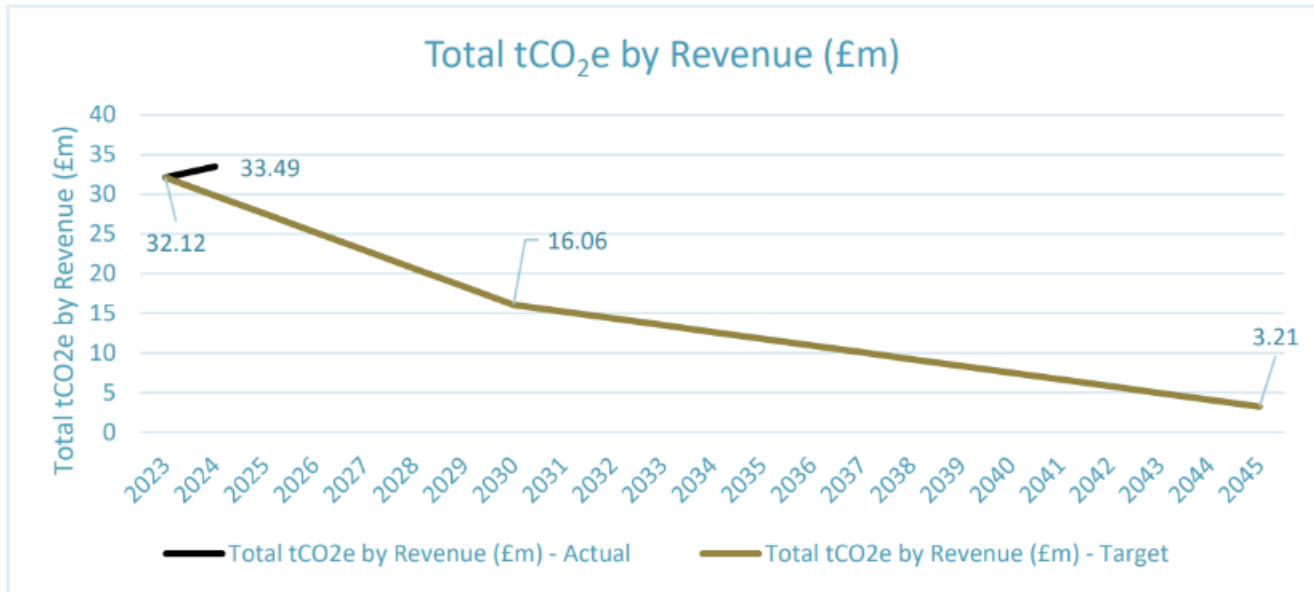
Our net-zero target is supported by the following intensity metrics:

- A 50% reduction in emissions per £M turnover/employee by 2030.
- A 90% reduction in emissions per £M turnover/employee by 2045.

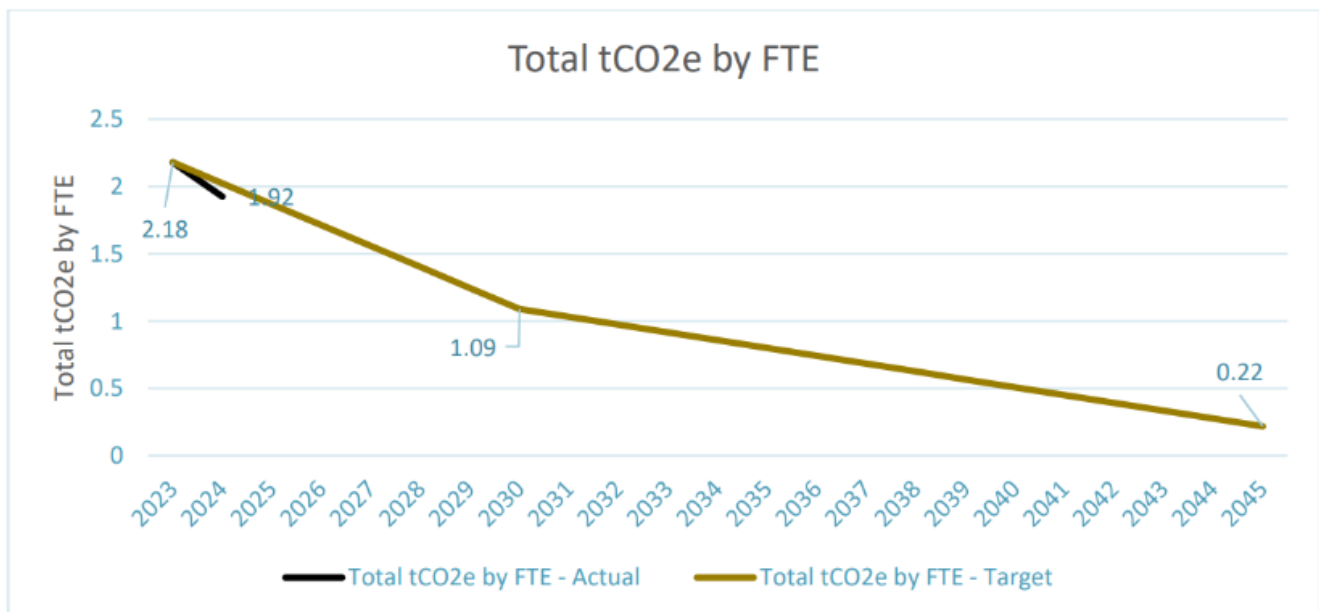


5. Performance against targets

The graph below shows that the intensity for tCO₂e per £m revenue has increased to 33.5 tCO₂e from the baseline of 32.1 tCO₂e in 2023 (a 4% increase). By 2030, this metric must decrease to 16.1 tCO₂e. Fast business expansion appears to have resulted in a large increase in spend for goods and services. In the coming years, focus will be given to engage supply chains and work with them towards a net-zero future.



The graph below shows that the intensity for tCO₂e per employee has decreased to 1.9 tCO₂e from the baseline of 2.2 tCO₂e in 2023 (a 12% reduction). By 2030, this metric must decrease to 1.1 tCO₂e. Unlike the revenue intensity, the employee intensity is on target, having improved year-on-year.



6. Carbon Reduction Projects

VHG Carbon Reduction Projects and activities include:

- Annual carbon emissions assessment.
- Completing the Energy Saving Opportunity Scheme (ESOS) assessment and implementation of the recommended energy reductions.
- Ongoing movement of VHG-controlled properties to sustainable/renewable energy suppliers.
- Minimisation of computer waste and utilisation of waste management suppliers who undertake carbon offsetting activities.
- Internal staff education on Carbon Literacy.
- Further investment in environmental sustainability expertise within the organisation with the creation of a Sustainability and Social Value Manager role.
- Evaluation of measures to improve supplier management environmental considerations.
- Improved monitoring of environmental risks.
- Improved premises auditing, including environmental consideration.
- Launch of mandatory Sustainability Training.
- Introduction of VHG Energy Management Policy.

In the future, we hope to implement further measures as outlined below.

Reduction of emissions from our estates where feasible by:

- Implementing ESOS energy-saving recommendations.
- Scaling back the physical footprint of our services facilitated via the increasing delivery of remote products.
- Improving building insulation and use of energy-efficient lighting and heating systems.
- Committing to move to sustainable suppliers where feasible.
- Ensure services are clinically effective to reduce the number of patient visits where appropriate.
- Implement robust monitoring.
- Providing energy efficiency training for all colleagues.

Reduction of emissions related to travel where feasible by:

- Prioritising ill health prevention to reduce the need to access services.
- Minimising emitting vehicle usage where feasible.
- Redesigning care pathways to maximise utilisation of remote services.
- Promoting active and sustainable travel for service users.
- Reducing barriers for staff to procure electric vehicles.
- Promoting active travel with an internal Walking Challenge campaign.
- Working with a travel provider (Train Hugger) that helps to combat the effect of climate change in the UK by planting native trees after each booking made by VHG.



Reduction of supply chain emissions where feasible by:

- Actively challenging suppliers on their carbon emission reduction planning.
- Reducing or eliminating the use of single-use plastics within our services.
- Implementing ESG questions in the supplier screening and selection process.

Increase staff competency around carbon literacy and engagement with the carbon reduction agenda by:

- Providing access to appropriately accredited training.
- Communicating carbon reduction plans appropriately.
- Providing appropriate resources and opportunities for staff to collaborate on carbon reduction interventions.
- Providing internal sustainability training as part of onboarding.

7. Declaration and Sign Off

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

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.

This Carbon Reduction Plan has been reviewed and signed off by the Executive Management Team.

Signed on behalf of the Supplier:

I Beckford

(EDI & Sustainability Director)

Date:14/03/2025.....

