



# Carbon Reduction Plan 2024

(Reporting year: 2023)

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## Mountain Healthcare’s Carbon Reduction Plan 2024

Mountain Healthcare (MH) has worked with ClimatePartner to calculate our Corporate Carbon Footprint (CCF). The CCF for 2023 reflects the total CO<sup>2</sup> emissions released by MH, within the ClimatePartner system boundaries, during the reporting period of January 2023 – December 2023. All calculations were based on the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

This Carbon Reduction Plan 2024 details both our baseline data for 2022 and our recorded carbon emissions for the reporting year of 2023, as well as our plans for carbon reduction in 2024 (including carbon reduction targets and initiatives).

### Mountain Healthcare’s commitment to achieving Net Zero

We are committed to achieving Net Zero ahead of the expectations set by our clients and our wider stakeholder community. For the emissions we control directly, we aim to achieve Net Zero by 2040.

### Emission Scope Categories

Scope 1: Direct carbon emissions from owned or controlled sources

Scope 2: Indirect carbon emissions from consumed purchased electricity, heat or steam

Scope 3: Indirect carbon emissions from all other business activities.

### Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past. Baseline emissions are the reference point against which emissions reduction can be measured.

<b>Baseline year: 2022 (Jan 2022 – Dec 2022)</b>	
Additional details relating to the baseline emissions calculations:  Our baseline emissions were calculated by ClimatePartner and published in a CCF report, in February 2023.	
<b>Scope 1</b>	2.65 t CO <sup>2</sup>
<b>Scope 2</b>	29.70 t CO <sup>2</sup>
<b>Scope 3</b>	1,521.62 t CO <sup>2</sup>
<b>Total</b>	1,553.97 t CO <sup>2</sup>

## Current Emissions Reporting

Current year: 2023 (Jan 2023 – Dec 2023)	
Additional details relating to the current emissions calculations:	
Scope 1	0.68 t CO <sup>2</sup>
Scope 2	31.46 t CO <sup>2</sup>
Scope 3	1,008.74 t CO <sup>2</sup>
<b>Total</b>	<b>1,040.87 t CO<sup>2</sup></b>

*Figure 1. Overall results for the reporting period 01/2023 – 12/2023*

Emission sources	t CO <sub>2</sub>	%
<b>Scope 1</b>	<b>0.68</b>	<b>0.1</b>
Direct emissions from company vehicles	0.68	0.1
Vehicle fleet	0.68	0.1
<b>Scope 2</b>	<b>31.46</b>	<b>3.0</b>
Purchased electricity for own use <sup>3</sup>	29.70	2.9
Electricity (stationary)	29.70	2.9
Purchased heating, steam, and cooling for own use	1.76	0.2
Heat (purchased)	1.64	0.2
Purchased cooling	0.12	0.0
<b>Scope 3</b>	<b>1,008.74</b>	<b>96.9</b>
Employee commuting	849.20	81.6
Employee Commuting	814.65	78.3
Home office	34.56	3.3
Business travel	154.92	14.9
Rental and private vehicles	137.87	13.2
Rail	17.05	1.6
Fuel- and energy-related activities	4.62	0.4
Upstream emissions electricity	2.99	0.3
Upstream emissions cooling	1.20	0.1
Upstream emissions heat	0.27	0.0
Upstream emissions vehicle fleet	0.16	0.0
<b>Overall results</b>	<b>1,040.87</b>	<b>100.0</b>

## Largest Emission Sources

As can be seen from Figure 1., Scope 3 emissions, in particular employee commuting, are responsible for the largest contribution to MH's total carbon emissions.

Figure 2. CO<sup>2</sup> emissions categorised by Scope 1, 2, and 3

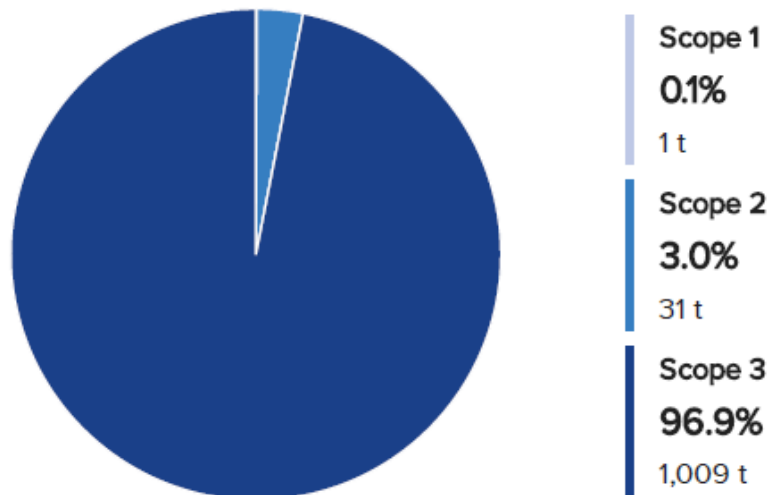
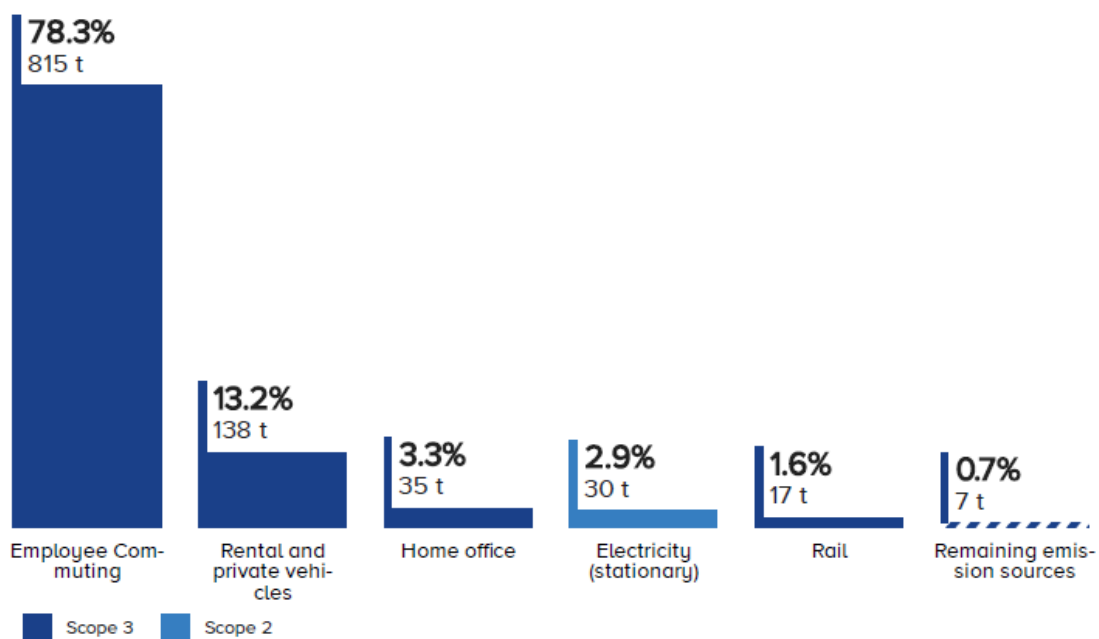


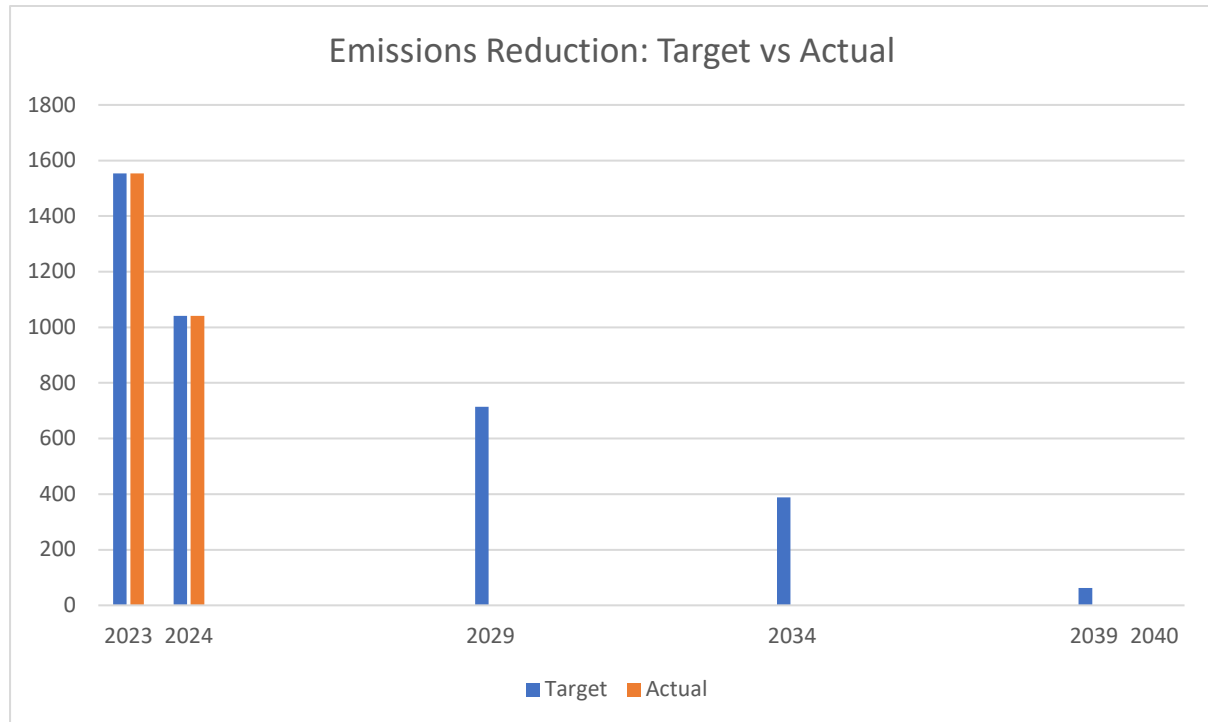
Figure 3. The largest CO<sup>2</sup> emission sources



## Emissions Reduction Targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next five years to 714.00 tCO<sub>2</sub>e by 2029. This is a reduction of c31%.

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



## Carbon Reduction Initiatives

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since 2019. Whilst we understand these projects have led to a reduction in carbon emissions, we are unable to quantify the extent, as we began calculating and reporting on our carbon emissions in 2022.

So far, we have:

- Initiated our internal Net Zero project. This included gathering data to inform our baseline Scope 1, 2, and 3 carbon emissions and production of our CCF report
- Appointed an MH ESG representative
- Ensured representation at the RCI Group<sup>1</sup> ESG Working Group meetings

<sup>1</sup> The RCI Group ([RCI Group - Improving Outcomes for People](#)) is the parent company of Mountain Healthcare.

- Developed a new Environmental Policy, which outlines our commitment to minimising the negative environmental impact of our activities
- Increased flexible/hybrid working, including approval for all office staff to work remotely for 2-5 days per week, to reduce employee commuting
- Increased online training, to support remote delivery of MAST, CPD and additional training activities
- Introduced online collaboration tools (SharePoint, Microsoft Teams) for meetings, which reduces unnecessary long-distance travel for our national workforce
- Introduced e-Peer Review, also reducing long distance travel
- Promoted active commuting, employing local staff and encouraging them to walk or take public transport wherever possible
- Promoted an Around the World in 80 Days Challenge (miles/steps walked competition), which encouraged staff to walk wherever possible to raise funds for Ukraine
- Facilitated recycling and reuse of company hardware
- Introduced digital consumables management to reduce waste
- Develop a route map for achieving net zero to include:
  - achievable GHG reduction targets
  - measure and report progress
  - identification of cost-effective emission reduction opportunities and commitment to required changes in operations to deliver them
  - identification and management of climate-related risks to our business
- identification and utilisation of carbon removal schemes (such as tree planting)
- Set organisation-wide carbon emissions reduction targets, supported by interim targets.

### Planned Carbon Reduction Initiatives

Going forward, we plan to do the following:

- Confirm agreed carbon reduction initiatives at ESG Working Group
- Provide online carbon literacy training to key staff
- Issue internal communications about the importance of the Net Zero project and engaging ways to encourage colleagues to commit to making changes (e.g., a “pledge wall” on ‘The Peak’)
- Develop an external communications plan, that includes developing website content that highlights how MH’s services support the delivery of net zero ambitions.

To help reduce our Scope 3 emissions, predominantly from employee commuting, we plan to:

- Support colleagues through a walk/cycle to work scheme, with salary sacrifice available to support the purchase of walking shoes/a bicycle
- Donate £1000 to the National Trust to plant 200 trees, to begin to offset carbon emissions from our travel-related activities.

In addition, we will:

- Advocate for the use of green energy suppliers to buildings in which we are a tenant
- Prioritise environmental considerations when furnishing new buildings, including using recycled furniture.

### **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>2</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>3</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>4</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 Mountain Healthcare Limited:**



Ron Gutu, Managing Director

Date: 12<sup>th</sup> September 2024

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<sup>2</sup><https://ghgprotocol.org/corporate-standard>

<sup>3</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>4</sup><https://ghgprotocol.org/standards/scope-3-standard>