



MOUNTAIN
HEALTHCARE

Carbon Reduction Plan 2025

(Baseline/Reporting Year 2024)

Contents

Mountain Healthcare’s Carbon Reduction Plan 2025	3
Mountain Healthcare’s commitment to achieving Net Zero	3
Emission Scope Categories	3
Baseline Emissions Footprint	3
Current Emissions Reporting	4
Largest Emission Sources	5
Emissions Reduction Targets	5
Carbon Reduction Initiatives	5
Declaration and Sign Off	7

Mountain Healthcare’s Carbon Reduction Plan 2025

Mountain Healthcare has worked with ClimatePartner to calculate our Corporate Carbon Footprint (CCF). The CCF for 2024 reflects the total CO² emissions released by Mountain Healthcare, within the ClimatePartner system boundaries, during the reporting period of January 2024 – December 2024. All calculations were based on the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

This Carbon Reduction Plan 2025 details our baseline/reporting year 2024 carbon emissions data, as well as our plans for carbon reduction in 2025 (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. We aim to achieve Net Zero by 2045.

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.

Baseline year: 2024 (Jan 2024 – Dec 2024)
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Additional details relating to the baseline emissions calculations:

Our new baseline emissions were calculated by ClimatePartner and published in a CCF report in February 2025. Previous Carbon Reduction Plans detail a significantly lower baseline. This is not because our emissions have increased, rather our reporting scope was previously much smaller. We have now expanded our reporting to cover more emissions sources. This revised approach provides a more comprehensive and reliable foundation for tracking and reducing our carbon emissions in the future.

The included sources for Scope 3 are listed in Figure 1.
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Scope 1	0.00 t CO ²
Scope 2	3,005.25 t CO ²
Scope 3	865,092.1 t CO ²
Total	868,097.35 t CO ²

Current Emissions Reporting

Current year: 2024 (Jan 2024 – Dec 2024)	
Additional details relating to the current emissions calculations:	
Scope 1	0.00 t CO ²
Scope 2	3,005.25 t CO ²
Scope 3	865,092.1 t CO ²
Total	868,097.35 t CO ²

Figure 1. Overall results for the reporting period 01/2024 – 12/2024

Emission Sources	kg CO₂	%
Scope 1	0	0
Scope 2	3,005.25	0.35
Purchased Electricity	2,924.64	0.34
Electricity (stationary)	2,924.64	0.34
Purchased Heating, Steam, and Cooling	80.61	0.01
Purchased Cooling	80.61	0.01
Scope 3	865,092.1	99.65
3.1 Purchased Goods and Services	170,419.4	19.63
Operating Supplies	81,171.83	9.35
External Data Center - Combined Externally Calculated	87,072	10.03
Water	2,175.57	0.25
3.3 Fuel and Energy-Related Activities	1,736.94	0.2
Upstream Emissions Electricity	908.34	0.1
Upstream Emissions Cooling	828.6	0.1
3.5 Waste Generated in Operations	577.19	0.07
Operational Waste - Transport	55.07	0.01
Operational Waste - Disposal	522.11	0.06
3.6 Business Travel	82,063.94	9.45
Private and Rental Vehicles - Distance	49,414.8	5.69
Rail	677.88	0.08
Hotel Nights	31,971.25	3.68
3.7 Employee Commuting	610,294.63	70.3
Employee Commuting	559,447.45	64.45
Working from Home	50,847.18	5.86
Total emissions	868,097.35	100

Largest Emission Sources

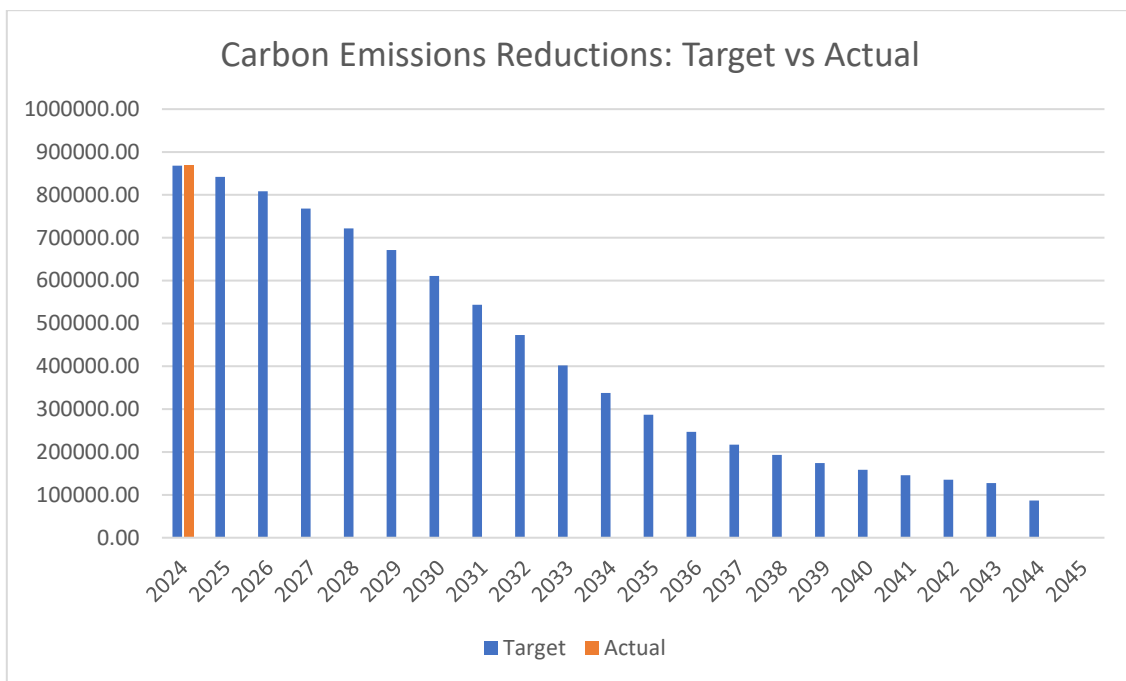
As can be seen from Figure 1., Scope 3 emissions (865,092.1 kg CO₂), in particular employee commuting (610,294.63 kg CO₂), are responsible for the largest contribution to Mountain Healthcare’s total carbon emissions.

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 671,345.07 kg CO₂ by 2029. This is a reduction of c25%.

Progress against these targets is depicted in the below graph (Figure 2), year on year:

Figure 2. Carbon Emissions Reductions: Target vs Actual (year on year)



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 and didn’t establish our fully scoped baseline until reporting year 2024.

So far, we have:

- Initiated carbon emissions reporting, and increased our scope of reporting
- Committed to an annual CCF, working with Climate Partner
- Appointed two Mountain Healthcare ESG representatives
- Ensured representation at the RCI Group¹ ESG Working Group meetings
- 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
- Facilitated recycling and reuse of company hardware
- Introduced digital consumables management to reduce waste
- Developed a route map for achieving net zero, including:
 - Setting achievable emissions reduction targets
 - identification of cost-effective emission reduction opportunities and commitment to required changes in operations to deliver them
 - measures and metrics
 - reporting and evaluation methods.

Planned Carbon Reduction Initiatives

For FY2026, our initiatives are focussed on reducing carbon from Scope 3 emissions, given that they are accountable for 99.65% of our overall emissions. We propose a reduction of 3% in Scope 3 emissions, through implementing the following initiatives:

- Share ESG (including carbon reduction) updates to staff via monthly newsletters
- Develop a Travel Policy (including remote working options, prioritisation of green transport, car-pooling, incentives, etc)
- Promote active commuting and travel, through challenges and competitions
- Roll out a digital training manual
- Roll out digital/paperless SARC notes
- Continue to explore suitability and viability of an Electric Vehicle Scheme*.

*Whilst we recognise that approximately 70% of our Scope 3 emissions are attributed to employee commuting, a significant proportion of this commuting is carried out by frontline/clinical staff. Their travel is critical for patient care, and active commuting/public transport is not deemed an

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

appropriate option for both practical and safety reasons (e.g. immediate response/vehicle access required, site locations, shift times, etc). We have explored initiatives such as Electric Vehicle (EV) schemes but, as a responsible employer, we need to ensure that the chosen scheme is wholly inclusive for all staff (taking into consideration the salary sacrifice that is required and associated financial risks). We are, therefore, initially focussing on reducing office staff commuting and business travel and will continue to explore opportunities for EV schemes once they become more affordable and accessible, and the supporting infrastructure is more established.

This Carbon Reduction Plan reflects Mountain Healthcare's ongoing commitment to environmental responsibility and achieving net-zero emissions through practical, achievable measures.

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 standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

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) Standard⁴.

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: 28th March 2025

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

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

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