

# Carbon Reduction Plan

Orion Health [U.K.] Limited

29/05/2025

## Commitment to achieving Net Zero

Orion Health Limited (Orion Health) is committed to achieving Net Zero 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: 2023 (Jan-Dec)

Additional Details relating to the Baseline Emissions calculations.

Orion Health’s baseline emissions were quantified in the reporting year of 2023. As of this reporting year (2024), Orion Health has not needed to rebaseline their emissions for 2023, given consistent adherence to methodologies & emissions conversion data sources.

### Baseline year emissions:

Emissions	TOTAL (tCO <sub>2</sub> e)
Scope 1	29.15
Scope 2	10.78
Scope 3 (Included Sources)	246.01 (Included Sources: Energy Supply, Upstream Transportation and Distribution, Waste, Business Travel, Employee Commuting and Homeworking)
<b>Total Emissions</b>	<b>285.95</b>

## Current Emissions Reporting

### Reporting Year: 2024 (Jan-Dec)

Emissions	TOTAL (tCO <sub>2</sub> e)
Scope 1	26.88
Scope 2	5.06
Scope 3 (Included Sources)	184.66 (Included Sources: Energy Supply, Upstream Transportation and Distribution, Waste, Business Travel, Employee Commuting and Homeworking)
<b>Total Emissions</b>	<b>216.61</b>

## Emissions Reduction Targets

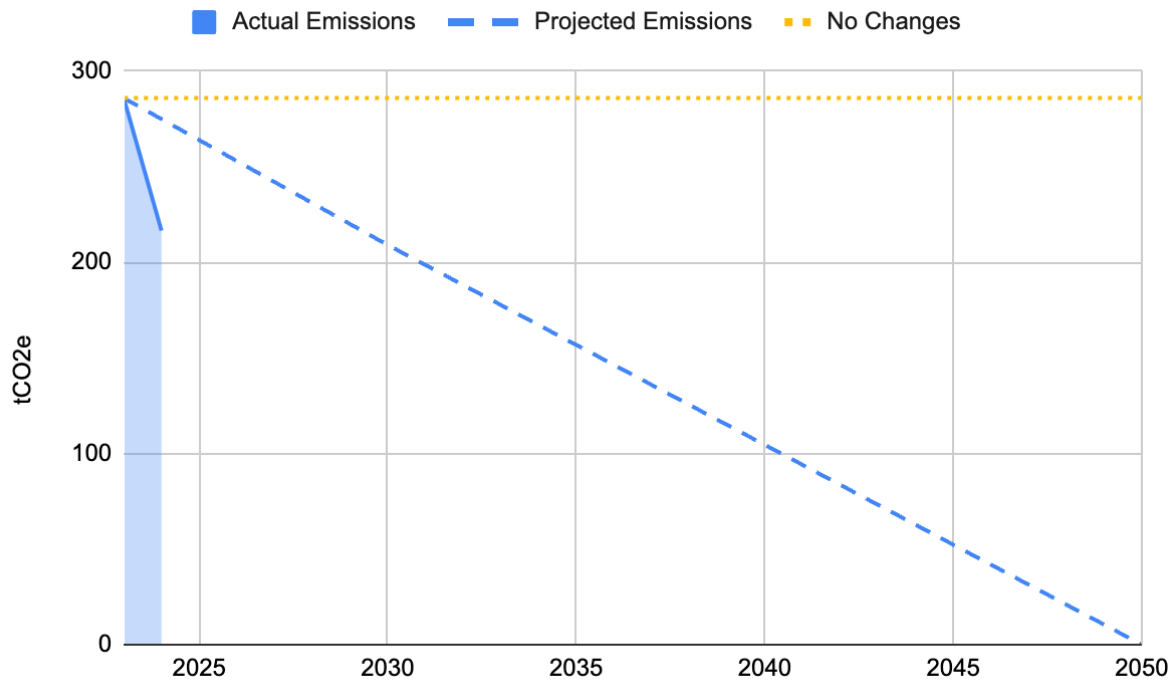
As this is our second Carbon Reduction Plan, previous carbon emission reduction targets from 2023 will be used to report progress.

To achieve Net Zero, this plan sets carbon reduction targets for the 7-year period to 2030. During this time, targets will be set for the remaining period to ensure Net Zero will be achieved by 2050.

Baseline emissions are records of greenhouse gases produced in the past, prior to the introduction of any strategies to reduce emissions. They are the reference point against which emissions reduction can be measured. This Carbon Footprint Plan (CRP) is compared against the baseline year from January to December 2023.

In 2023, we projected that carbon emissions would decrease over the next six years to 209.08 tCO<sub>2</sub>e by 2030. This is a reduction of 26.68%. As of 2024, emissions have decreased by 24.25% from 2023 to 216.61 tCO<sub>2</sub>e. Orion Health is on track to meet their Net Zero Target.

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



## Completed Carbon Reduction Initiatives

Orion Health has completed a number of carbon reduction projects in 2024 which include:

- **Office Relocation to Renewable Energy Facility** – In 2024, Orion Health relocated their Glasgow office to a serviced workspace operated by Clockwise, which is powered by 100% renewable energy. This move means that 2/3 of their office locations are now powered by renewable energy, reinforcing their commitment to reducing emissions associated with their facilities footprint.
- **Travel Policy Review** – In 2024, Orion Health initiated a comprehensive review of their organisational travel policy, with a focus on minimising non-essential travel and promoting lower-carbon transport alternatives. This ongoing review aims to embed more sustainable travel practices across all levels of the business.
- **Staff Engagement and Education** – In 2024, Orion Health worked alongside Furthr, we launched the Furthr staff app aiming at raising awareness of individual carbon footprints. This initiative included an internal learning session to educate employees about their personal and professional emissions, while encouraging more sustainable practices and behaviour.

## Future Carbon Reduction Initiatives

In the future we hope to implement further measures for the following categories:

### Energy:

- Establish clear renewable energy goals and timelines for the transition, to guide efforts and demonstrate a commitment to sustainability. It is critical to consider the ability of Orion Health to reach such goals and targets.
- Wherever possible, ensure that office facilities either directly invest in renewable energy sources on-site, such as solar power, or indirectly do so by procuring renewable energy from utility providers. Transitioning to clean energy helps reduce reliance on fossil fuels and minimises greenhouse gas emissions.
- If facilities do not generate renewable energy on-site, Orion Health can also request that facility providers purchase Renewable Energy Certificates (RECs), which support renewable projects elsewhere and help offset conventional energy consumption.

Reporting Year: 2024 (Jan-Dec)				
Switching facilities heating away from natural gas	6Y (2030)	12.72 tCO <sub>2</sub> e	100%	Work with each leased facility to ensure active measures are in place to switch away from natural gas suppliers.
Procurement of Grid-based Renewable Energy	4Y (2028)	5.06 tCO <sub>2</sub> e	100%	Work with each facility to ensure the purchase of credible Energy Attribute Certificates (EACs), reflective of absolute annual non-renewable electricity consumption
Procurement of Air-Con units with hydrocarbon-based refrigerants	6Y (2030)	14.17 CO <sub>2</sub> e	99%	Work with each leased facility to ensure aircon units installed use R-290 and R-600a refrigerants for cooling

## Employee Business Travel

### Air Travel

Generally, higher classes of travel for longer journeys (e.g. long-haul and international flights) will be selected. However, it is critical to be aware that the average 1st class long-haul flight emits 1.4 times more emissions than business class and 4 times more than economy class. Similarly, the average business class flight emits 3 times more emissions than economy class<sup>1</sup>.

#### **Recommended carbon reduction measures for consideration:**

1. Evaluation and monitoring of Orion Health's travel policy
  - a. Providing incentives for more environmentally friendly travel choices, including the type of travel class and assessing the type of route travel (e.g., if the route can be taken by train instead of air).
2. Optimising routes and hauls
  - a. Different routes and hauls have varying effects on generated emissions. Generally, the more indirect the route and the longer the haul, the more carbon emissions result.
3. Negating travel in favour of teleconferencing
  - a. Instead of undertaking air travel, teleconferencing can significantly reduce emissions, regarding both air travel and hotel stay emissions.

### Ground Travel

Through promoting train and coach travel over car use, and encouraging ride-sharing where possible, Orion Health can evaluate their policy on business travel by land. Reducing single-occupancy car journeys will lead to lower transport emissions and contribute to more sustainable business travel practices.

### Commuting & Homeworking

Reducing homeworking emissions for companies can be challenging owing to the limited influence the company has over its employees' individual choices. However, Orion Health can encourage and incentivise employees to take steps to reduce their home working emissions by opting for renewable energy tariffs.

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<sup>1</sup> Small emitters tool (SET) | EUROCONTROL." Eurocontrol, <https://www.eurocontrol.int/tool/small-emitters-tool>. Accessed 28 March 2024.; "2023 Government greenhouse gas conversion factors for company reporting: Methodology paper." GOV.UK, 1 June 2023, <https://assets.publishing.service.gov.uk/media/647f50dd103ca60013039a8a/2023-ghg-cf-methodology-paper.pdf>. Accessed 28 March 2024.

### **Step 1: Drive education and awareness**

Orion Health should look to host a training session for employees, educating them on home energy tariffs, their environmental impact, and how this feeds the company's carbon footprint. Demonstrating the comparative emission savings and associated costs could lead to a significant uptake in renewable energy tariffs.

### **Step 2: Incentivise action**

Combined with an awareness campaign, Orion Health could also partner with regional renewable energy providers to offer discounted rates for employees to switch. These can be negotiated directly with the supplier or by offering reimbursements for a portion of their renewable energy subscription costs.

### **Step 3: Present additional options to staff**

There are various recommendations that are suitable for renters and homeowners which can reduce emissions when working at home:

1. Combi boiler flow temperature:  
Reducing the flow in combi boilers to 60°C could reduce the emissions of each household by 0.17 metric tonnes of CO<sub>2</sub>.
2. Home improvements for better energy efficiency:
  - a. Draught excluders to improve heat retention.
  - b. Smart thermostats can automatically learn a household's activity patterns and automatically heat and cool.
  - c. Radiator reflectors, reflect heat back into the room, preventing heat loss through walls and windows, decreasing the amount of heating used.
  - d. Smart power strips, which ensure both efficiency and also not powering devices which are not in use

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards 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 Supplier:

*Brad Porter*

Date: 6 August 2025

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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>