

# Carbon Reduction Plan

Supplier name: Compleo Health UK

Publication date: 24.07.2025

## Commitment to achieving Net Zero

Compleo Health is committed to achieving Net Zero carbon emissions by 2050, in alignment with the NHS Net Zero Supplier Roadmap.

## 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	
<p>Emissions data was first published in 2022 as our baseline year. In 2024, Compleo Health relocated operations from Denmark to the UK, and has experienced rapid growth over the past 12 months. As a result, the baseline year has been recalculated to 2024 to ensure reporting reflects the full scope and scale of our UK operations and, to provide a foundation for setting future reduction targets.</p> <p>The methodology for measuring our carbon footprint is in line with the Greenhouse Gas Protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed using the Greener Calculator and SSE Calculator, applying the UK Government emissions factors.</p>	
Baseline year emissions: 2022	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	Modular and Mobile Unit powered generators: Oil and gas  Company Vehicles: Petrol and Diesel  5.064
Scope 2	Electricity, Steam, Heating, Cooling  Modular and Mobile Unit powered generators: Oil and gas  Transportation: HGV and Lorries

	1,057
<b>Scope 3</b> (Included Sources)	Employee Vehicles Work from Home Employees: Gas and Electric 5,699
<b>Total Emissions</b>	6,761.64

## Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	Modular and Mobile Unit powered generators: Oil, Flybrid, Battery Company Vehicles: Diesel, Hybrid, Electric <b>4,599 tCO<sub>2</sub>e</b>
<b>Scope 2</b>	Office Gas and Electric Chillers <b>8,662 tCO<sub>2</sub>e</b>
<b>Scope 3</b> (Included Sources)	Employee Commute Business Travel  Downstream T&D – <i>Compleo Health is currently working with Scope 3 Suppliers to generate CO<sub>2</sub> emissions reports in line with the NHS Net Zero Roadmap.</i>  Waste generated in operations - <i>Compleo Health is committed to reducing waste across all areas of operation during rapid growth. We are prioritising digital-first processes, efficient resource use, and responsible procurement to minimise clinical, electronic, and office waste. Baseline waste data will be submitted from 2025, supporting our long-term sustainability goals.</i>  Upstream T&D – <i>Compleo Health is currently working with Scope 3 Suppliers to generate CO<sub>2</sub> emissions reports in line with the NHS Net Zero Roadmap.</i> <b>29.53 tCO<sub>2</sub>e</b>

**Total Emissions**
**13,291tCO<sub>2</sub>e**

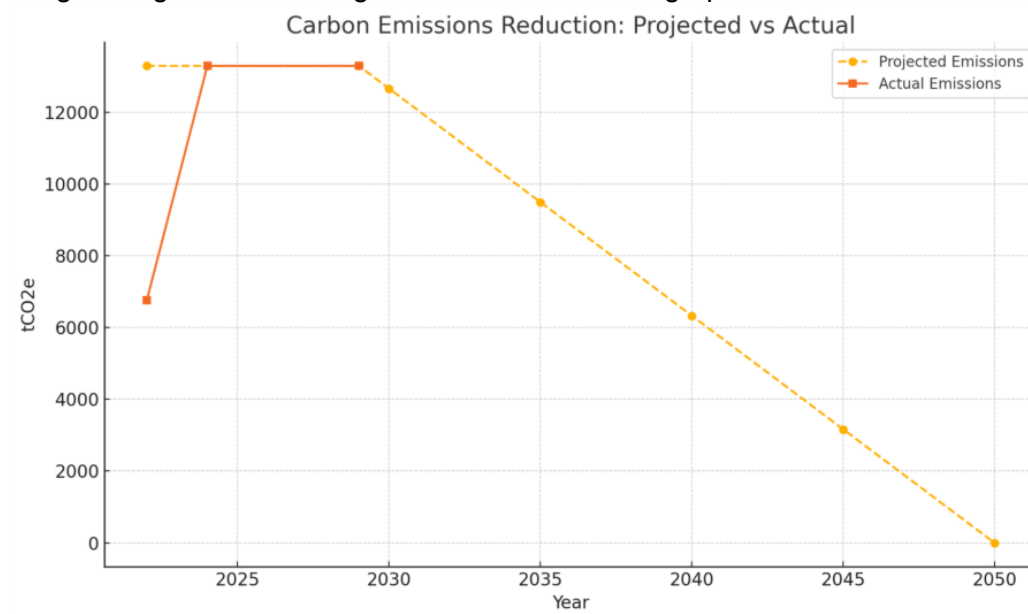
## Emissions reduction targets

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

Due to the relocation of Compleo Health's operations to the UK in 2024 and significant organisational growth over the past 12 months, we have updated our carbon emissions baseline from 2022 to 2024. This revised baseline more accurately reflects the current scope and scale of our growing UK operations and provides a robust foundation for future carbon reduction planning.

We project that carbon emissions will decrease over the next five years to 13,291 **tCO<sub>2</sub>e** by **2029**. This is a projected reduction of 50% from our 2024 baseline. This is based on our growth plan.

Progress against these targets can be seen in the graph below



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

While the baseline has changed, our 2022 Carbon Reduction Plan drove early sustainability actions, with several key initiatives successfully delivered. The updated 2024 baseline allows



us to build on this progress with more accurate and meaningful targets aligned to our UK operations.

The following environmental management measures and projects have been completed or implemented since the 2022 baseline. The carbon emission reduction achieved by these schemes equate to 2,585 tCO<sub>2</sub>e, a 38% reduction against the 2022 baseline and the measures will be in effect when performing the contract

As part of our ongoing commitment to sustainability, Compleo Health has implemented a range of carbon reduction initiatives following our 2022 Baseline Report. The following measures have been completed, with tangible outcomes aligned to our Net Zero ambitions:

- **Sustainability Leadership:** We appointed our Head of Business Operations as the Sustainability Lead to embed environmental accountability across all operational areas.
- **Energy Supply Review:** A comprehensive review of our energy supply resulted in the procurement of Flybrid generators, supporting a transition toward lower-carbon, more efficient energy sources.
- **Energy Efficient Site Planning:** We have developed site visit pack as part of our Social Value strategy to support the planning and delivery of future operational efficiency measures.
- **Active Travel Incentives:** To reduce transport-related emissions, we launched a Cycle to Work scheme to encourage employees to commute sustainably and reduce air pollution. We encourage car sharing wherever possible.
- **Low-Carbon Fleet Transition:** Compleo Health has transitioned its company car fleet to 100% hybrid or electric vehicles.
- **Community and Biodiversity Support:** We have actively supported our local community and environment through:
  - Financial donations to local charities
  - Sponsorship of local initiatives, including Wigan St Jude's Rugby Team supporting active communities.

These completed initiatives demonstrate our early commitment to carbon reduction and continue to inform our broader sustainability strategy as we work toward achieving Net Zero.

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

- **Embedding Sustainability in Procurement:** We aim to integrate sustainability criteria into our procurement processes, prioritising suppliers with strong environmental performance, low-carbon products, and circular economy practices.

- **Action-Oriented Site Visits:** Building on our Social Value strategy, we will conduct targeted site visits focused on identifying opportunities to improve energy use, waste management, and operational sustainability at project locations.
- **Social Mobility and Youth Engagement:** We have developed local engagement activities designed to inspire young people to pursue careers in healthcare, with a focus on reaching underrepresented communities and supporting long-term regional development.
- **Sourcing Apprenticeship Providers:** We plan to partner with an apprenticeship provider offering both clinical and non-clinical training pathways, supporting future workforce development within a sustainable healthcare model.
- **Supporting Local Communities:** We are supporting Springfields U13 football club in Preston, to give opportunities to young people to participate in preventative health initiatives. One of key pillars of social value in the local community.
- **Carbon Offsetting and Partnership Development:** We intend to develop our existing Carbon Offset Plan and build partnerships with credible offsetting organisations to address any residual emissions we cannot eliminate directly.
- **Internal Sustainability Squad:** A cross-functional Sustainability Squad will be established in 2025 to drive internal environmental initiatives, promote awareness, and embed a culture of sustainable practices across our growing team and departments.
- **Scope 3 Emissions Analysis:** We will undertake a comprehensive assessment of Scope 3 transportation emissions, including staff commuting and logistics, to better understand our wider carbon impact and identify targeted reduction opportunities.

These future initiatives demonstrate our commitment to continuous improvement as we rapidly grow our organisation and our proactive approach to reducing our environmental footprint while delivering wider social value.

Compleo Health's Carbon Reduction Plan is aligned with the Greenhouse Gas Protocol, BEIS Environmental Reporting Guidelines, and the NHS Net Zero Supplier Roadmap. We remain committed to measuring, reducing, and reporting our emissions transparently, with sustainability embedded in our core operations.

## 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>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 board of directors (or equivalent management body).

**Signed on behalf of the Supplier:**

*Beverley Wallace*  
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Date: 31.03.2025

Beverley Wallace, Compleo Health, CEO

