

## EXEMPLAR HEALTH CARE GROUP LIMITED STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

### Employees (continued)

The Group is an equal opportunity employer and makes every effort to ensure disabled people are not discriminated against on the grounds of their disabilities. In the event of staff becoming disabled, every effort is made to ensure that employment continues, and that appropriate training is arranged.

The Group believes this will help foster connections, increase acceptance and tolerance, create trust, and improve morale.

The Group operates a Diversity, Equality, and Inclusion (DE&I) process to help improve the Diversity, Fairness, and Inclusiveness of its culture.

### Environment

The company consumes electricity and gas in running and operating care homes. In addition, travel between sites by employees and transport of service users results in the consumption of fuel. Energy consumption in the year under review is detailed below:

#### 2021

	KWH consumed	KWH consumed per resident	CO2 emissions (tonnes)	CO2 emissions (tonnes per resident)
Gas	11,053,550	14,877	2,034	2.7
Electricity	3,579,959	4,818	1,475	2.0
Fuel	909,943	1,225	216	0.3
<b>Total</b>	<b>15,543,452</b>	<b>20,920</b>	<b>3,725</b>	<b>5.0</b>

#### 2020

	KWH consumed	KWH consumed per resident	CO2 emissions (tonnes)	CO2 emissions (tonnes per resident)
Gas	9,451,197	13,940	1,739	2.6
Electricity	3,436,624	5,069	1,416	2.1
Fuel	965,458	1,424	230	0.3
<b>Total</b>	<b>13,853,279</b>	<b>20,433</b>	<b>3,385</b>	<b>5.0</b>

KWH consumed was calculated using data from utility invoicing and in the case of fuel miles travelled, miles travelled were converted to KWH using conversion data from the RAC website. This data was then converted into CO2 emissions using conversion data from the Carbon Trust website.

### s172 statement

The Companies (Miscellaneous Reporting) Regulations 2018 require directors to explain how they considered the interests of key stakeholders and the broader matters set out in section 172(1): (a)-(f) of the Companies Act 2006 ("s172") when performing their duty to promote the success of the Company and Group. This includes considering the interest of other stakeholders which will have an impact on the long-term success of the Company and Group.

When making decisions, each director ensures that they act in the way they consider, in good faith, would most likely promote the Group's success for the benefit of its members as a whole, and in doing so have regard (among other matters) to:

*s172 (a) "The likely consequences of any decision in the long term"*

The Board has a 5 year plan which indicates key milestones in delivering this plan, the performance against this plan is reviewed at each Board meeting. The Group's strategy is to reinvest any profits made into the development of new homes increasing the number of residents it can support.