

# Carbon Reduction Plan

Company Name: **Lenus Health Ltd**

Publication date: **1 December 2023**

## Commitment to achieving Net Zero

Lenus Health is committed to achieving Net Zero emissions by 2045, in line with Scottish Government policy. With further work and new insights, we hope to exceed this target.

## 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.

<b>Baseline Year: 2021</b> ( <i>01/04/2021 through to 31/03/2022</i> )	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
Lenus Health is an SME based in Scotland with customers throughout Scotland and the rest of the UK. Our reporting period begins in April and ends in March the following year, in line with the financial year.	
<b>Baseline year emissions (Lenus Health Ltd UK Data): FY21</b> ( <i>April 2021 – March 2022</i> )	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>Scope 1 total = 1.46 tCO<sub>2</sub>e</b>  <b>Breakdown of source(s):</b>  Air-Con - R410a Refrigerant Re-fill at 0.7Kg = 1.46 tCO <sub>2</sub> e
<b>Scope 2</b>	<b>Scope 2 total = 16.53 tCO<sub>2</sub>e</b>  Breakdown of source(s):  Total Non-Renewable Carbon Emissions = 39,696 kWh = 8.38 tCO <sub>2</sub> e  Total Carbon Emissions from Gas = 300 kWh = 0.05 tCO <sub>2</sub> e

	<p><b>Total = 8.43 tCO<sub>2</sub>e</b></p> <p>Estimate if Building's footprint for 18 employees working from home 90% of time for Gas and Electricity = <b>8.10 tCO<sub>2</sub>e</b></p>
<p><b>Scope 3</b> <b>(Included Sources)</b></p>	<p><b>Scope 3 total = 10.509 tCO<sub>2</sub>e</b></p> <p><b>Upstream transportation and distribution</b></p> <p>Lenus Health is a professional digital services company, providing a broad range of services and solutions in digital health. Due to the nature of our business, we do not transport or distribute products.</p>
	<p><b>Waste Generated in Operations</b></p> <p><u>Weight of materials recycled instead of landfilled*:</u></p> <p>Glass Recycling = 51kg  Paper Recycling = 45kg  Cardboard Recycling = 289kg  Plastic Bottles Recycling = 19.3kg  Cans Recycling = 31kg  Toner Cartridge Recycling = 1.6kg  Confidential Paper Recycling = 41kg</p> <p><b>Total = 478kg</b>  <b>Total: 0.029 tCO<sub>2</sub>e</b></p>
	<p><b>Business Travel</b></p> <p>Air Travel = 2.81 tCO<sub>2</sub>e  Rail Travel = 0.01 tCO<sub>2</sub>e  Taxi Travel = 0.01 tCO<sub>2</sub>e  Personal Cars = 0  Coach = 0  Bus = 0</p> <p><b>Sub -Total: 1.88 tCO<sub>2</sub>e</b></p> <p><b>Employee Commuting</b></p> <p>Breakdown: (7 of 18 Employees)</p> <ul style="list-style-type: none"> <li>- 0 public transport (bus, train) = 0</li> <li>- 2 own vehicles (Diesel) = 4.7 tCO<sub>2</sub>e</li> <li>- 3 own vehicles (Petrol) = 3.9 tCO<sub>2</sub>e</li> <li>- 2 cycled or walked = 0 tCO<sub>2</sub>e</li> </ul> <p><b>Sub-Total: 8.6 tCO<sub>2</sub>e</b></p> <p><b>Total: 10.48 tCO<sub>2</sub>e</b></p>
	<p><b>Downstream Transportation and Distribution</b></p>

	<p>Lenus Health is a professional digital services company, providing a broad range of services and solutions in digital health. Due to the nature of our business, we do not transport or distribute products.</p>
<b>Total Emissions</b>	<b>1.46 tCO<sub>2</sub>e + 16.53 tCO<sub>2</sub>e + 10.51 tCO<sub>2</sub>e = 28.5 tCO<sub>2</sub>e</b>

# Current Emissions Report

Current Year: 2022 (01/04/2022 through to 31/03/2023)

## Additional Details relating to the Baseline Emissions calculations.

Lenus Health is an SME based in Scotland with customers throughout Scotland and the rest of the UK. Our reporting period begins in April and ends in March the following year, in line with the financial year.

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	Scope 1 total = 0.0 tCO <sub>2</sub> e
Scope 2	<p><b>Scope 2 total = 20.43 tCO<sub>2</sub>e</b></p> <p><b>Breakdown of source(s):</b></p> <p>Total Non-Renewable Carbon Emissions from Electricity: 38,659 kWh = <b>8.16 tCO<sub>2</sub>e</b></p> <p>Total Carbon Emissions from Gas: 97,283 kWh = <b>17.76 tCO<sub>2</sub>e</b></p> <p>8.16 tCO<sub>2</sub>e + 17.76 tCO<sub>2</sub>e = <b>25.92 tCO<sub>2</sub>e</b></p> <p>Lenus Health contribution: <b>25.92 tCO<sub>2</sub>e * 0.25 = 6.48 tCO<sub>2</sub>e</b></p> <p>Estimate if Building's footprint for 31 employees working from home 90% of time for Gas and Electricity = <b>13.95 tCO<sub>2</sub>e</b></p>
Scope 3 (Included Sources)	<p><b>Scope 3 total = 11.58 tCO<sub>2</sub>e</b></p> <p><b>Upstream transportation and distribution</b></p> <p>Lenus Health is a professional digital services company, providing a broad range of services and solutions in digital health. Due to the nature of our business, we do not transport or distribute products.</p> <hr/> <p><b>Waste Generated in Operations</b> (Via Monthly Carbon Reports from Change Waste Apr22 – Mar23)</p> <p><u>Weight of materials recycled instead of landfilled:</u></p> <p>Glass recycling = 30kg Paper Recycling = 11.60kg Cardboard = 364kg</p>

Plastic Bottles = 13.5kg  
Cans = 6kg  
Confidential Paper = 54kg  
Total = 479.10kg

Weight of general waste sent to landfill:

General Waste = 1,110kg

Total emissions on-site via waste generated = **0.62 tCO<sub>2</sub>e**

Emissions via waste generated in Lenus Health operations only = **0.16 tCO<sub>2</sub>e**

**Business Travel**

*Based on 62/102 Travel Expense Claims made between April 2022 – March 2023\**

Air Travel = 18,743 Miles = **9.611 tCO<sub>2</sub>e**

Rail Travel = 5,153 Miles = **0.652 tCO<sub>2</sub>**

Car & Taxi Travel = 1,287 Miles = **0.34 tCO<sub>2</sub>e**

Courier = 2,225 Miles = **0.82 tCO<sub>2</sub>e**

**Total = 11.42 tCO<sub>2</sub>e**

**Cloud & Hosting Emissions**

We are currently unable to report the carbon emissions of our cloud infrastructure, as our hosting provider has not yet shared this data with us. We have requested this information and are waiting for their response. We will update the report as soon as the data is received.

**Azure Cloud Emissions - TBC**

**Microsoft 365 Emissions - TBC**

**Employee Commuting**

*Results are dependent on participation and detail provided by staff. This figure is only an approximation based on the available findings and can be found below under 'Employee Commuting & Energy Data'.*

**Downstream Transportation and Distribution**

Lenus Health is a professional digital services company, providing a broad range of services and solutions in digital health. Due to the nature of our business, we do not transport or distribute products.

<b>Total Emissions</b>	<b>0.00 tCO<sub>2</sub>e + 20.43 tCO<sub>2</sub>e + 11.58 tCO<sub>2</sub>e = 32.01 tCO<sub>2</sub>e</b>
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# Emission Reduction Targets

## Statement on Baseline Report

To continue our progress in achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next five years to 20.10 tCO<sub>2</sub>e by 2028. This is a reduction of 29.5%.

## Statement on Current Report

Data predicts that Lenus Health has increased its carbon output during the FY22-23 year by 12.32% in comparison to the year prior. This was due to the following changes in circumstances:

- More staff travel in a bid to win more business opportunities as well as provide more opportunity for the Lenus team to meet in person together.
- Exceptional growth has increased number of employed staff since the year prior.

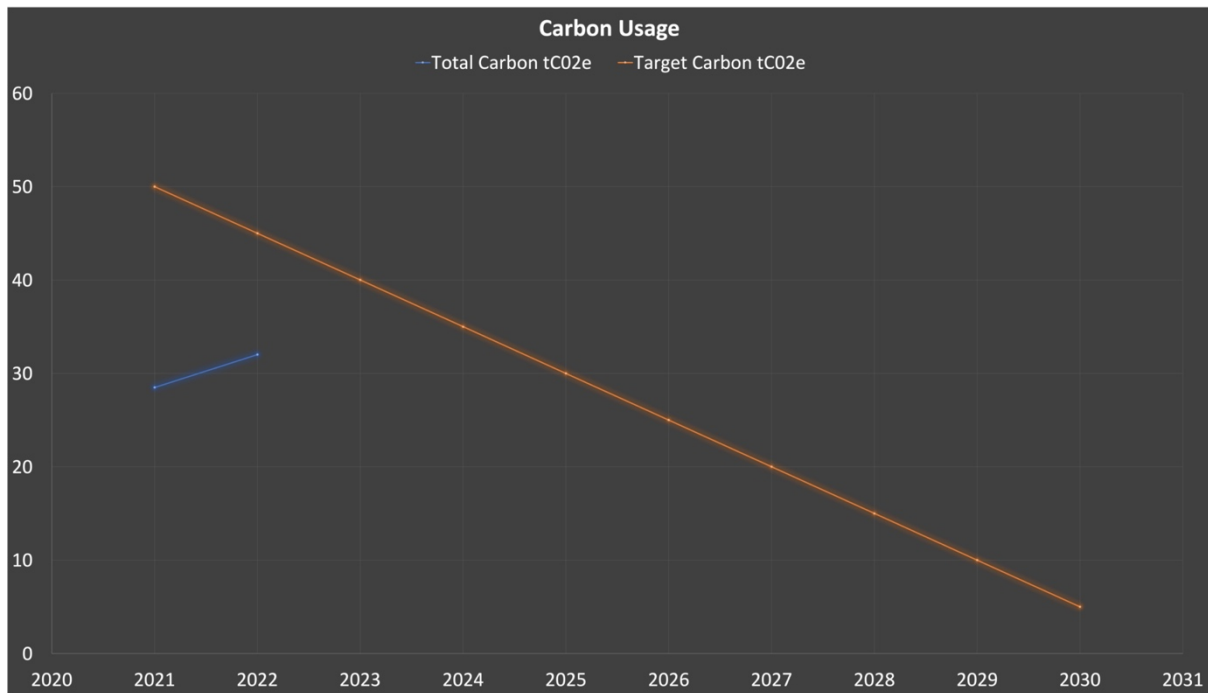
Despite increasing in overall output, the amount of carbon emitted per head has reduced from the year prior from 1.42 tCO<sub>2</sub>e per person to 1.03 tCO<sub>2</sub>e resulting in a 0.39 (-27.5%) tCO<sub>2</sub>e reduction per head.

Considering the above, The Carbon Emissions account between 22-23 became difficult due to the time of year the report is completed. This resulted in information being unavailable to attain due to staff leaving the company or being unavailable to comment on historic journeys. The data collected via expenses accounting for the journey's that staff made had not been populated with specific enough information making some journeys difficult to attach to locations, vehicles etc. again resulting in an approximation. See the Employee Commuting & Energy Data section for further information in relation to this.

Similar Employee Commuting & Energy Data, home working figures are often approximations due to the nature of gathering information on staff's living emissions. This can vary from the amount of fuel and energy used, to the type of fuel or energy, health conditions, dependencies and so on. Information about typical levels of homeworking in April 2020 is available from the UK Office for National Statistics<sup>1</sup>.

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<sup>1</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/coronavirusandhomeworkingintheuk/april2020>



### Home/Office Attendance

When staff were asked how many days per month they worked in the office, the average figure of time spent on-site is minimal. Approximately >90% of employees working time is time spent working from home and is in line with the Office Attendance Tracker's estimate of ~10% attendance on-site.

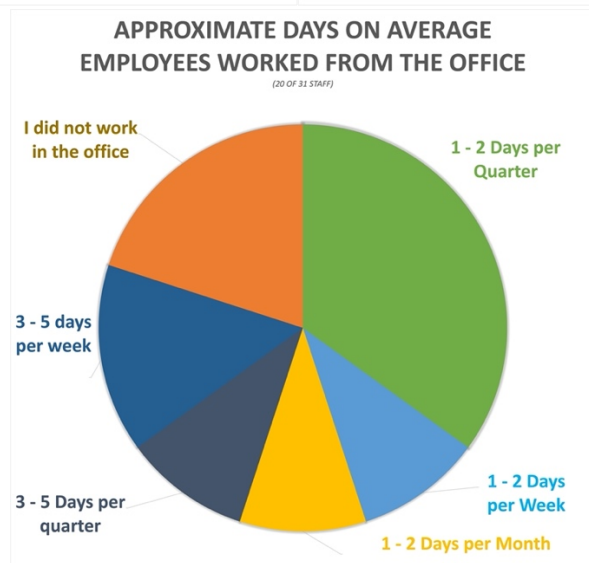
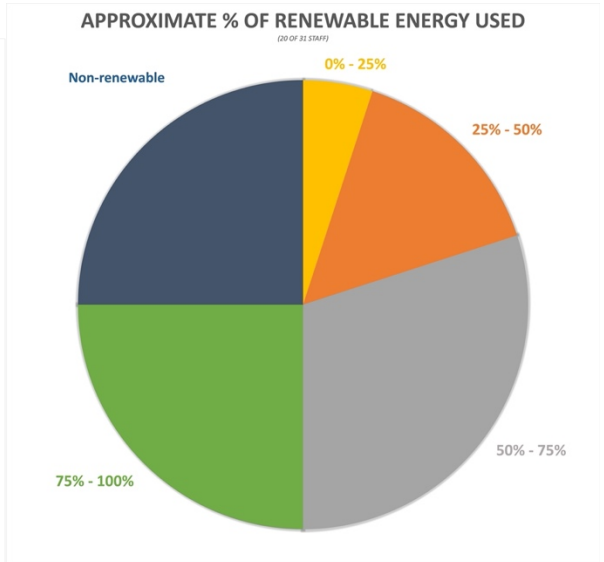
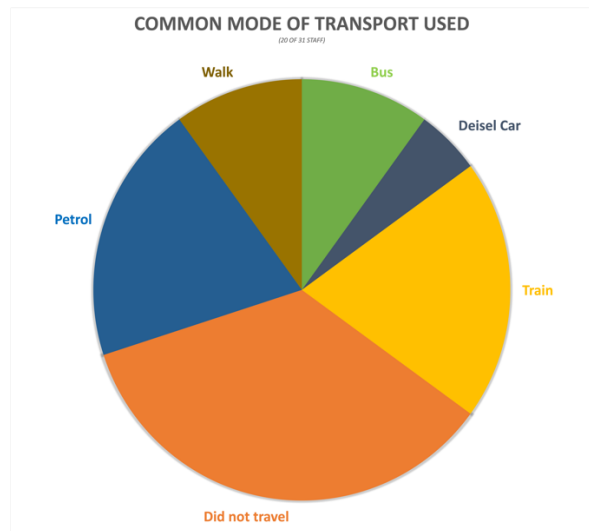
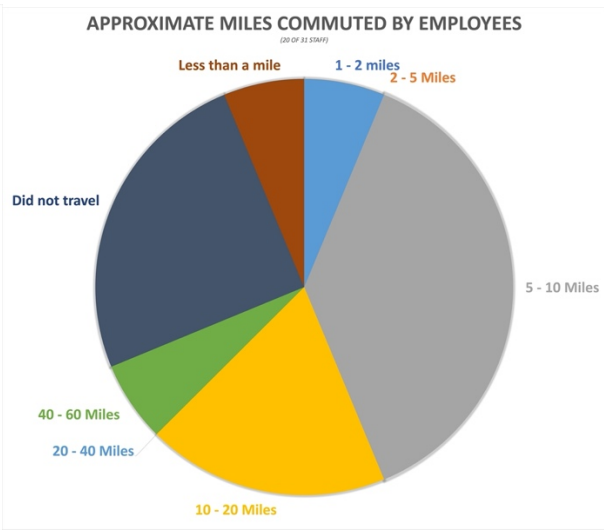
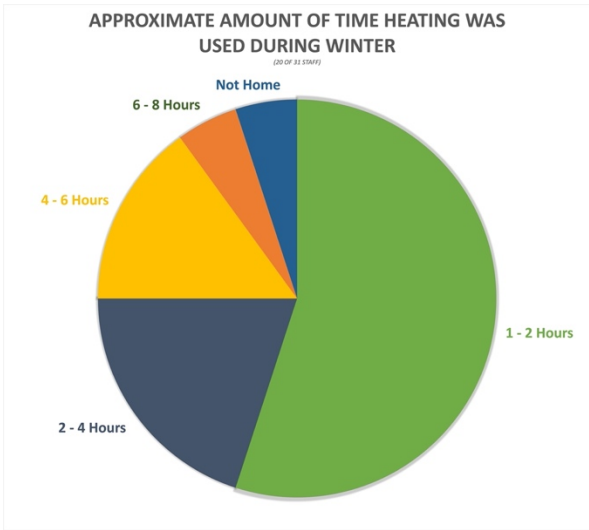
It should be noted that the buildings energy use will require the same rough output as previous years, but now with the addition of staff contributing to our overall energy output from home working. Home workers may, or may not, have a more efficient energy supply or not use renewable energy at all. This makes it difficult to approximate their carbon footprint within a relative scope. However, we must still account for a general figure of these emissions, with aspiration to reduce this figure as more accurate methodologies are developed.

### Employee Commuting & Energy Data

The data visualised below provides a clear picture of employee behaviours with regards to transport and energy usage. Data selected from the Carbon Emission Questionnaire has been approximated into bands, with the most important data visualised below. Due to the variability of the data, and the scale of the business's operations, this stage of Carbon Reporting will require revision moving forward to gain higher granularity, therefore more accurate results. The visualised data below also provides an opportunity to bookmark high emission practices and strategise techniques for mitigating or reducing these figures moving forward.

Data visualised has been accumulated from 20 of the 31 employed staff, should all staff had been accounted for and the data continued to trend, the actual figure provided could be expected to be ~30% more inclusive.





# Carbon Emission Mitigation

By default, Lenus Health Ltd is operating on a remote / hybrid flexible working basis. The following environmental management measures and projects are in progress to ensure that the business is contributing to Net Zero targets.

## Completed Carbon Reduction Initiatives Implemented in 2023–2023:

- ✓ Upgraded commercial boilers & plant room to a more efficient system. This resulted in a 25.4% reduction in energy usage (based on energy usage registered by Energy Supplier).
- ✓ Published to all employees our Corporate Social Responsibility Policy which outlines our Environmental Stewardship and Net Zero Commitments.
- ✓ Updated expenses policy that encourages employees to consider using sustainable travel where practicable and reasonable.
- ✓ Identified cloud-based product solutions for decommissioning.

## Ongoing carbon reduction initiatives include:

- Flexible working principles were established: Informed by the Coronavirus pandemic, this has resulted in a reduction in the need for employee commutes to our office, less energy (gas/electricity) consumption at our office, and fewer consumables being consumed at the office resulting in a reduction in deliveries and transportation, resulting in reduced CO<sub>2</sub> emissions if compared against having all employees working from the office. Migrating to remote / hybrid flexible working has enabled Lenus Health to reduce staff attendance by 76.25% when comparing office based with remote / hybrid office-based working.
- Regularly reviewing and decommissioning legacy cloud infrastructure that's not required for the development and operation of services.
- Assessment of the positive impact of our digital health services on carbon reduction through digital self-service, reducing need for patients to attend face-to-face appointments, and the travel emissions associated with such appointments.
- Investigating the switch over to purchase green energy from energy providers.
- Supply chain audit: Due diligence with regards to environmental sustainability and carbon reduction will be performed on each of our suppliers, specifically looking to support local businesses and businesses actively reducing their carbon emissions.
- Investigation and cost preparation for carbon offsetting
- Sustainability policy development and implementation. Periodically reviewing sustainability policies and strategy, working to complete expected objectives within the project time frame.

## Forecast Carbon Reduction Initiatives

- \*Develop more refined process to track and account for staff travel carbon emissions. A new expenses tracker form is required to ensure that each journey is accounted for in emissions. Currently the emissions gathered via this form are approximate figures and are likely to over inflate the final Carbon Emission figure, not just staff travel associated with expenses.

- Introduce Net Zero focus / session as part of employee onboarding.
- Share information on carbon reduction initiatives and impact with employees, via internal channels.
- Work to include further granularity on third party supplier emissions and cloud & hosting emissions.
- Working in conjunction with the building office manager to develop best practices to reduce carbon emissions in front of house and in the office space.
- Responsible Green Team or Person to be selected to manage Lenus Health approach to sustainability.
- Create a Carbon Reduction/Sustainability wall in Lenus office to communicate current reporting and future initiatives to staff.
- Work to include further granularity on third party supplier emissions and cloud & hosting emissions.

# Declaration and Sign Off

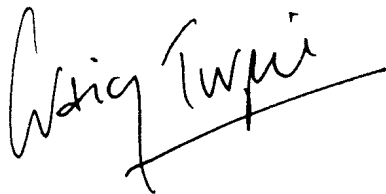
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 Supplier:**

A handwritten signature in black ink that reads "Craig Turpie". The signature is written in a cursive style and is underlined with a single horizontal line.

Craig Turpie

Chief Operating Officer

Date: 1 December 2023

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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>