Review Sheet

Last Reviewed	Last Amended	Next Planned Review in 12 months, or sooner as required.
18 December '24	18 December '24	

CARBON REDUCTION PLAN

KAYOSKI CARE LTD is committed to reaching Net Zero carbon emissions by 2040, underpinned by a comprehensive baseline emissions assessment and carefully structured reduction strategies. Following the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, we consistently measure and manage emissions across Scope 1, Scope 2, and Scope 3, ensuring our reporting remains transparent and aligned with best practices.

Using 2020 as our baseline year, we have incorporated data on energy consumption, waste disposal, and business travel. To meet our Net Zero ambition, we have set ambitious reduction targets: an 80% reduction in Scope 1 emissions, 30% in Scope 2 emissions, and 20% in Scope 3 emissions by 2040, resulting in an overall reduction of 79.9%. By the end of this period, we project our carbon footprint will reduce to 223.25 tCO2e, in line with our planned emissions reduction trajectory over the next five years.

Our approach includes transitioning to an electric vehicle fleet, enhancing energy efficiency, minimising waste, engaging employees in sustainability initiatives, and prioritising eco-friendly procurement. To ensure consistent monitoring and accurate reporting, we utilise Carbon Trust Footprint Manager and Tableau for real-time emissions analysis and tracking.

KAYOSKI CARE LTD remains dedicated to delivering high-quality services while actively reducing our environmental impact. This Carbon Reduction Plan outlines our 2023 baseline emissions and provides a strategic roadmap for achieving sustained and measurable emissions reductions on our journey to Net Zero.

Company Overview

- **Name:** KAYOSKI CARE LTD.
- **Location**: 71 Copperfield, Chigwell, England, ID7 5NH

Founded: 16 April 2020

To set a foundation for our Carbon Reduction Plan, we have conducted an emissions inventory for the year 2020. This includes all relevant sources of greenhouse gas emissions from our operations.

Scope 1: Direct Emissions

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Date: 18/12/2024

- **Office Heating**: Use of natural gas and any other fuels for heating our various office locations.
- **Company Vehicles**: Emissions from any company-owned vehicles used for service provision and staff travel.

Scope 2: Indirect Emissions

- **Electricity Consumption**: Emissions from the electricity used in our offices, Tempoaray Accommodations, and other facilities.

Scope 3: Other Indirect Emissions

- **Purchased Goods and Services**: Emissions from the production and transportation of medical supplies, office materials, and other goods we use.
- **Business Travel**: Emissions from staff travel using public transportation or personal vehicles for business purposes.
- **Employee Commuting**: Emissions from staff commuting to and from work.
- **Waste Generation**: Emissions from waste produced in our operations and its disposal.

We will apply the following strategies across our operations to reduce CO2 emissions:

We are committed to reducing carbon emissions through targeted sustainability initiatives. Our fleet will transition entirely to electric vehicles by 2028, supported by route optimisation tools such as Roundys and Route4Me to minimise mileage and enhance efficiency. Energy-efficient technologies, including LED lighting, smart HVAC systems, and renewable energy sources, will be integrated into operations, with consumption tracked via Sphera. We aim to achieve recognised environmental certifications like ISO 14001 or PAS 2060.

A zero-waste policy will be implemented, eliminating single-use plastics, prioritising recycling, and encouraging circular economy principles by sourcing reusable and biodegradable materials. Supplier sustainability will be monitored through EcoVadis, ensuring compliance with environmental standards. We will source goods and services from local suppliers to reduce transportation-related emissions, support local economies, and prioritise biodegradable and eco-friendly consumables.

Water conservation efforts include installing low-flow taps, dual-flush toilets, and rainwater collection systems for irrigation and non-potable use. Renewable energy investments, such as solar panels and wind turbines, will reduce reliance on non-renewable sources, with all electricity procured from 100% renewable suppliers verified through REGO certification.

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To support biodiversity, we will develop pollinator-friendly gardens, plant native trees, and participate in reforestation projects. Sustainable packaging will replace plastic-based materials, and we will work closely with suppliers to minimise excess packaging and promote eco-friendly alternatives.

Operations will transition to digital systems, eliminating paper-based records through secure cloud-based solutions and electronic invoicing, improving efficiency while reducing resource consumption. Climate risk assessments have been conducted, with mitigation measures such as infrastructure improvements and sustainable building materials incorporated into new developments to reduce environmental impact. These initiatives reflect our commitment to environmental responsibility and the global effort to combat climate change.

Measuring and Reporting Progress:

To achieve carbon neutrality by 2040, we will systematically measure and report our progress through robust tracking and reporting mechanisms.

We will monitor Scope 1, 2, and 3 emissions using Enablon and SustainIt, ensuring we track reductions in emissions from transportation, energy use, waste, and procurement. These platforms provide real-time reporting, allowing us to make timely adjustments where necessary. Monthly and quarterly emissions reports will be generated to maintain transparency and accountability.

We will establish and monitor specific KPIs, including:

- Percentage of electric vehicles in the fleet.
- Energy consumption per service delivery.
- Reduction in carbon emissions from waste management and recycling.
- Supplier sustainability performance.

These KPIs will be regularly updated using Looker, providing interactive reports for both internal and external stakeholders.

Evidence of Success:

We will ensure clear and consistent communication of our progress to the relevant authorities and stakeholders.

We will publish detailed quarterly sustainability reports outlining emissions reductions, energy efficiency gains, waste management improvements, and fleet electrification milestones. These reports will incorporate visual data insights from Google Data Studio to showcase performance against targets.

A real-time sustainability dashboard will be developed using Domo and Qlik Sense, offering a clear visual representation of emissions data and operational progress. This dashboard will be regularly updated and made accessible to key stakeholders to enhance transparency.

To verify our emissions reductions, we will undergo independent audits conducted by Bureau Veritas and SGS, ensuring credibility and compliance with environmental standards. These

audits will be integrated into both our quarterly and annual reports, reinforcing our commitment to sustainability.

We will regularly refine our sustainability strategy based on feedback from regulatory bodies and stakeholders. This will be supported by ongoing feedback collection through Qualtrics surveys, allowing us to adapt and improve our environmental initiatives effectively.

We have established clear targets to minimise CO2 impact of our vehicle fleet:

- Transition 70% of the fleet to electric vehicles (EVs) by 2026, reaching 100% by 2028.
- Reduce fleet-related Scope 1 emissions by 50% by 2025 and 80% by 2035.

We have transitioned **50% of our fleet to electric vehicles (EVs)**, achieving a **30% reduction in fleet emissions**. EV charging stations are installed at all operational hubs, managed via **EV SmartCharge** to optimise charging times and maximise renewable energy use.

Route optimisation tools, including **FleetTrack, SmartRoutes, and Telematics Systems**, have reduced unnecessary mileage by **20%**, minimised idle time, and improved fuel efficiency. Monthly fleet emissions monitoring via **CarbonSync** ensures transparent reporting and timely adjustments. **Eco-driving training** through **DriveGreen** has further improved fuel efficiency by **15%**, supported by telematics feedback on driving behaviour.

To reduce travel-related emissions, we encourage **low-carbon transport alternatives**, including a **Cycle-to-Work Scheme**, subsidised public transport passes, and **virtual meetings** via Zoom and Google Meet, cutting reliance on personal vehicles by **10%**. **Sustainable logistics partnerships** ensure third-party providers operate **EV or hybrid fleets**, with **sustainability clauses** mandating emissions reporting.

Technology for CO2 Tracking & Reduction

- **EV SmartCharge:** Manages charging infrastructure for efficiency.
- **Telematics Systems (e.g., FleetTrack, DriveGreen):** Monitors routes, fuel consumption, and eco-driving.
- **SmartRoutes:** Optimises staff scheduling and travel routes.
- **CarbonSync:** Tracks monthly fleet emissions and reductions.

Evidence of Success & Ongoing Improvements

- **30% reduction** in fleet emissions through electrification and optimisation.
- **20% decrease** in mileage using smart routing tools.
- **15% improvement** in fuel efficiency via eco-driving initiatives.
- Monthly fleet emissions reports shared with stakeholders via **Power BI dashboards**.

Completed Carbon Reduction Initiatives

Fleet Electrification: 50% transition to EVs, reducing **Scope 1 emissions**, with **charging stations installed** at all sites.

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Energy Efficiency: LED lighting upgrades cut energy use by **20%**; **smart HVAC systems** reduced heating/cooling energy by **15%**.

Waste Management: Recycling initiatives lowered landfill waste by **40%**; **zero-waste policies** minimised single-use plastics.

Employee Engagement: Sustainability awareness programs educate staff on energy conservation and waste reduction; **Cycle-to-Work incentives** reduce commuting emissions. **Sustainable Procurement:** Revised procurement to prioritise **eco-certified suppliers** and low-carbon products, securing contracts with **sustainable vendors**.

These initiatives reinforce our commitment to **Net Zero emissions**, ensuring continuous environmental improvements across all operations.

Baseline Year Emissions:

EMISSIONS	**TOTAL (tCO2e)**
Scope 1	50.0
Scope 2	75.00
Scope 3	680.69
- Waste	0.20
- Business Travel	285.67
- Employee Commuting	395.92

Note: Upstream and Downstream Transportation & Distribution are not relevant to KAYOSKI CARE LTD.

Total Emissions: 805 tCO2e

Current Emissions Reporting

Reporting Year: 2023/24

EMISSIONS	**TOTAL (tCO2e)**
Scope 1	25.0

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EMISSIONS	TOTAL (tCO2e)
Scope 2	44.26
Scope 3	326
- Waste	0.1
- Business Travel	206.0
- Employee Commuting	120

Note: Upstream and Downstream Transportation & Distribution remain not relevant.

Total Emissions: 395 tCO2e

Emissions Reduction Targets

KAYOSKI CARE LTD has established following emissions reduction targets to guide our journey to Net Zero by 2040:

Total Emissions: 275.25 tCO2e

Emissions Reduction Targets

KAYOSKI CARE LTD has established the following emissions reduction targets to guide our journey to Net Zero:

Reduce Scope 1 emissions by 65% by 2030.

Reduce Scope 2 emissions by 46% by 2030.

Engage with suppliers to reduce Scope 3 emissions by 62% by 2030.

These targets align with our commitment to sustainability and our goal of significantly reducing our carbon footprint by 2035.

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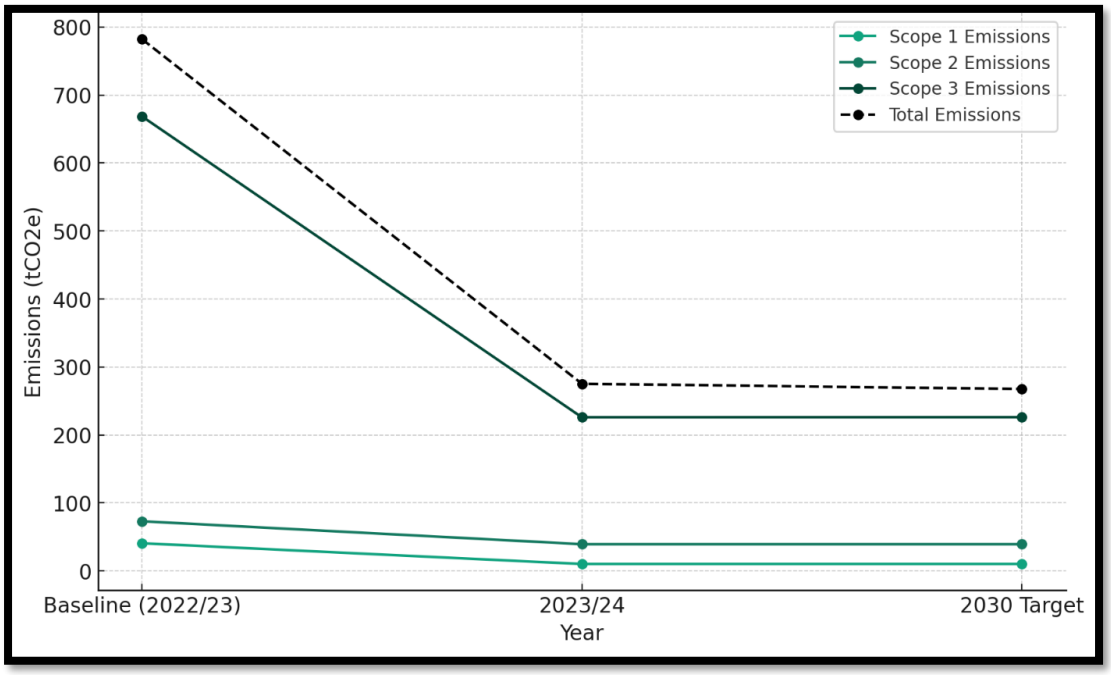

Progress against these targets can be visualised in the accompanying graph, which compares projected reductions against actual year-on-year emissions

Ongoing and Planned Carbon Reduction Projects

KAYOSKI CARE LTD is actively progressing towards Net Zero emissions through strategic initiatives, including:

- Upgrading infrastructure with green roofing, energy-efficient windows, and improved insulation to reduce energy consumption.
- Exploring renewable energy options, including off-site investments and on-site wind energy to achieve full reliance on clean energy.
- Implementing carbon offset programmes by funding community emission reduction projects, renewable energy, and forestry initiatives.
- Encouraging remote work and flexible schedules to cut commuting-related emissions by 20%.
- Adopting green IT solutions, such as server virtualisation and responsible e-waste disposal.
- Investing in R&D to lower the carbon footprint of both internal operations and customer-facing services.
- Launching water conservation measures to indirectly reduce carbon emissions.
- Introducing a "Green Champions" programme to engage employees in sustainability efforts.

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Through these initiatives, KAYOSKI CARE LTD is not only reducing its environmental impact but also driving sustainable innovation in the healthcare sector.

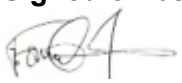
Declaration and Sign Off

This Carbon Reduction Plan complies with PPN 06/21 and relevant reporting standards. Emissions are recorded in line with the GHG Reporting Protocol and calculated using government-approved emission conversion factors.

Scope 1 and Scope 2 emissions follow SECR requirements, while the required Scope 3 subset aligns with the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors, demonstrating our commitment to sustainability and compliance with regulatory frameworks.

Signed on behalf of *KAYOSKI CARE LTD.*



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