# **Diagnostic World Ltd Carbon Reduction Plan with Focus on Carbon Intensity**

# **Objective**

# To reduce the carbon intensity of Diagnostic World Ltd’s operations by targeting a reduction in emissions per headcount, while maintaining growth and operational efficiency.

# **1. Current Carbon Intensity Overview**

# **Carbon Intensity**: 328.8 kg CO₂e/year per employee

# **Total Annual Emissions**: 19.4 metric tonnes CO₂e

# **Main Emission Sources**:

# Employee commuting

# Business travel

# Consumable deliveries

# **2. Target Reduction Goals**

# To align with carbon reduction targets while allowing for company growth, the plan focuses on decreasing carbon intensity (emissions per employee). The reduction goals are:

# **10% reduction by year 2**: Achieve 295.9 kg CO₂e/year per employee.

# **25% reduction by year 5**: Achieve 246.6 kg CO₂e/year per employee.

# **Net 0 by 2050**: Achieve net zero emissions per employee.

# **3. Emission Reduction Strategies Focused on Carbon Intensity**

# **A. Employee Commuting Emissions Reduction**

# Employee commuting represents the largest share of carbon intensity. Reducing this is key to achieving carbon intensity targets.

# **Promote Remote Work**: Encourage remote working wherever possible to reduce the number of employees commuting. This is particularly effective for non-clinical roles.

# **Carpooling and Ride-Sharing Incentives**: Introduce carpooling schemes, incentivising staff to share transport to reduce emissions per employee. This can be tracked by monitoring the number of carpool participants and kilometres saved.

# **Public Transport Subsidies**: Offer subsidies for employees using public transport, particularly those commuting to clinics. This will help reduce the carbon footprint of travel and encourage a shift from individual car use.

# **Off Peak Commuting Hours:** Implement off peak commuting hours to reduce peak-time commuting and enable staff to travel at times with lower traffic congestion, reducing emissions.

# **B. Business Travel Emissions Reduction**

# Reducing business travel is another major area of focus for lowering carbon intensity.

# **Encourage Virtual Meetings**: Use virtual meetings for both internal and client-facing interactions to reduce the need for travel. Increase the use of telemedicine where possible to limit on-site consultations.

# **Promote Low-Carbon Travel Options**: For necessary travel, encourage train travel over flights and car use, and provide incentives for using electric vehicles (EVs) for business travel.

# **Carbon Offsetting**: For essential travel that cannot be avoided, consider offsetting emissions through recognised carbon offset programmes.

# **C. Consumable Deliveries and Supply Chain Optimisation**

# With the growth of Diagnostic World Ltd, consumable deliveries are a key contributor to emissions intensity.

# **Optimise Delivery Routes and Frequency**: Reduce the number of deliveries by consolidating orders and planning better to ensure fewer but larger deliveries.

# **Green Supplier Partnerships**: Collaborate with suppliers that use low-carbon transportation for deliveries. Prioritise vendors who align with your sustainability goals, particularly those with eco-friendly delivery fleets.

# **Localised Stocking**: Store key consumables closer to high-activity areas or sites, which can reduce delivery distances and associated emissions.

# **4. Continuous Monitoring and Reporting**

# **Track Carbon Intensity Quarterly**: Track carbon emissions per headcount monthly using collected data about the service. Monitor changes in commuting, travel, and delivery data to adjust our strategies accordingly.

# **Annual Carbon Intensity Reviews**: Review the company’s carbon intensity every year to ensure progress towards the set reduction targets. Adjust action plans based on growth projections and operational changes.

# **Reporting**: Produce an annual sustainability report that provides transparency on carbon intensity changes, areas of improvement, and next steps to meet long-term sustainability goals.

# **5. Employee Engagement and Awareness**

# **Training and Education**: Provide regular training on sustainable practices, including reducing carbon intensity in daily operations. Raise awareness on the impact of commuting and business travel, and encourage greener choices.

# **Incentive Programs**: Implement rewards for employees who take initiative in reducing their carbon footprint, such as using public transport, carpooling, or participating in sustainability initiatives.

# **Green Ambassadors**: Designate Net Zero Leads within the company to encourage sustainable practices and provide feedback on the carbon intensity reduction plan.

# **6. Long-Term Sustainability**

# **Explore Renewable Energy**: For any leased sites or future expansions, explore renewable energy options, including solar or wind, to reduce scope 2 emissions from electricity consumption.

# **Electric Vehicle (EV) Adoption**: Where possible working with delivery partners who use electric or hybrid vehicles, which can further lower business travel and delivery-related carbon intensity.

# **Continue Offsetting Unavoidable Emissions**: As emissions from business travel and deliveries decrease, offset any remaining emissions through certified offset programmes to ensure the company remains carbon-neutral in line with growth.

# **Summary of Carbon Intensity Reduction Actions**

| **Action** | **Timeline** | **Target Emission Reduction** |
| --- | --- | --- |
| Promote virtual meetings | Immediate | Reduce business travel emissions by 5% |
| Carpooling and ride-share incentives | 1 year | Reduce commuting emissions by 10% |
| Optimise consumables deliveries | 1 year | Reduce delivery emissions by 10% |
| Adopt low-carbon travel options | 1-2 years | Reduce business travel emissions by 10% |
| Localised stocking | 1-2 years | Reduce delivery emissions by 20% |
| Green supplier partnerships | 2-3 years | 25% of consumables from low-carbon suppliers |
| Annual carbon intensity reviews | Annually | Ensure alignment with 25% reduction goal |

# By focusing on reducing carbon intensity, Diagnostic World Ltd can continue to grow its operations while achieving measurable reductions in its carbon footprint per employee, ultimately contributing to long-term sustainability goals.