



Psicon Group Carbon Reduction Plan

October 2024



Version	Date	Owner	Approved by	Review by
V1	12/10/2024	Board of Directors	CEO	12/10/2025



Contents

Contents	3
1 Commitment to Achieving Net Zero	4
2 Baseline Emissions Footprint	4
3 Current Emissions Reporting	5
4 Emissions Reduction Targets	6
5 Declaration and Sign Off	8



1 Commitment to Achieving Net Zero

The UK Government's Climate Change Act (2008) cites achieving Net Zero by 2050. Our desired aim is to achieve Net Zero by 2040. *

Psicon net-zero target strategy is currently under review by our ESG Partner.

2 Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases (GHG) 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.

Our Baseline Year is 2023.

Additional details relating to the Baseline Emissions calculations:

We are committed to tackling the complexities of business decarbonisation. We currently partner with Carbon Reporting Specialists who provide Psicon with detailed and scientific carbon calculations for us to baseline and from which to build our Net Zero strategy.

Our calculations measure our full carbon footprint across Scope 1, 2, 3, including the value chain. We partner with specialist carbon emission and sustainability consultants to develop a reduction roadmap.



3 Current Emissions Reporting

Baseline year: 2023	
Additional details relating to Baseline Emissions Calculations	
Baseline year emissions:	
Emissions 188.5	<u>Total (tCO₂ e)</u>
Scope 1 – 0.11	
Scope 2 – 55.46	
Scope 3 – 132.91	
	<u>188.5</u>



4 Emissions Reduction Targets

In order to continue our progress toward achieving net-zero, we have adopted the following carbon reduction targets:

Aim to reach direct net-zero carbon emissions by 2040 and align ourselves the NHS roadmap to have a net-zero supply chain by 2045.

We are committing to our goals through SBTi to help ensure the NetZero journey is met.

Carbon reduction activities include:

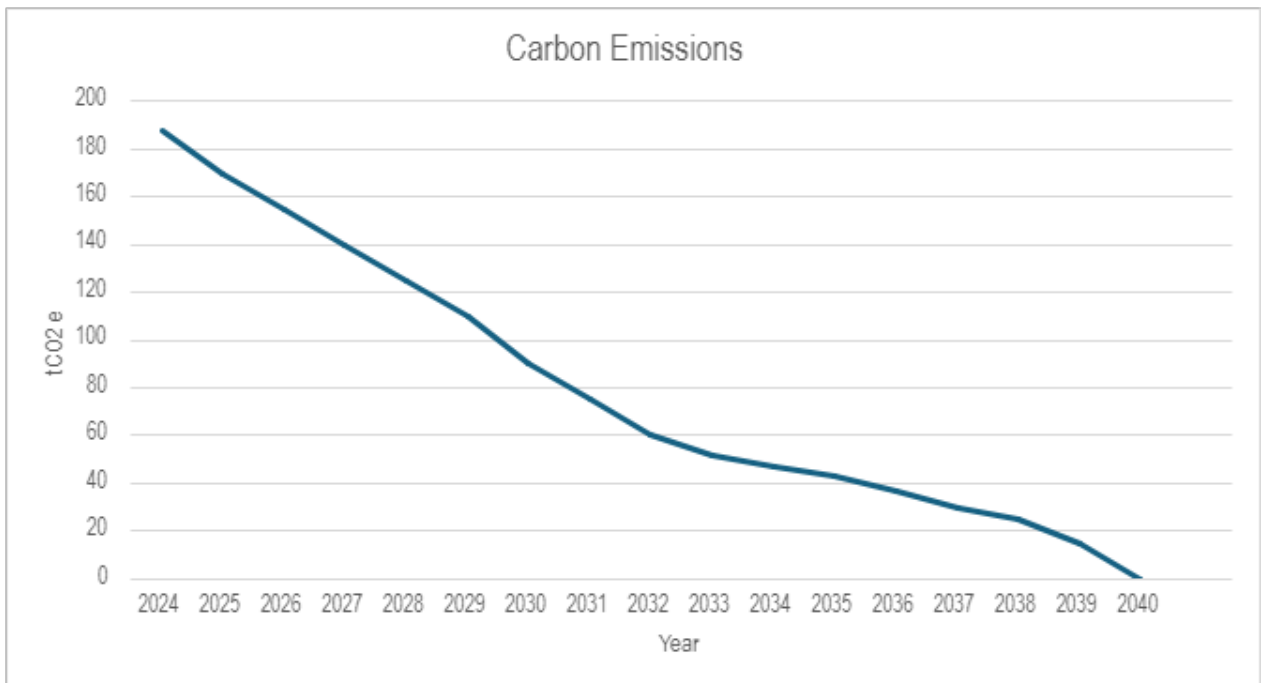
- Annual carbon emissions assessment
- Completing the Energy Saving Opportunity Scheme (ESOS) assessment and implementation of the recommended energy reductions.
- Ongoing movement of Psicon rented properties to sustainable/renewable energy suppliers.
- Minimisation of computer waste with exploration of donation of computer hardware to charitable venture (with appropriate data security wiping accreditation)
- Utilisation of waste management suppliers who undertake carbon offsetting activities.
- Internal staff education on Carbon Literacy.
- Evaluation of measures to improve supplier management environmental considerations including introduction of Network Supplier Survey to ensure greater accuracy of Scope 3 reporting.
- Improved monitoring of environmental risks.
- Improved premises auditing including environmental consideration.
- Introduction of a Salary Sacrifice Employee Benefit to procure Electric Vehicles with onsite charging facilities at are our Head Office
- Elimination of plastics in office equipment and supplies such as milk bottles and free office sanitary products.

In the future, we hope to implement further measures as outlined below:

- Implementing ESOS energy-saving recommendations.
- Scaling back (where appropriate) the physical footprint of our services facilitated via the increasing delivery of remote services
- Use of energy-efficient lighting and heating systems.
- Committing to move to sustainable suppliers where feasible.
- Implement robust monitoring.
- Developing Energy Policy.
- Providing energy efficiency training for all colleagues.
- Reduction of emissions related to travel where feasible.



- Reduction of supply chain emissions where feasible by:
 - Actively challenging suppliers on their carbon emission reduction planning.
 - Implementing ESG questions in the supplier screening and selection process.
- Increase staff competency around carbon literacy and engagement with the carbon reduction agenda by providing access to appropriately accredited training.
- Communicating carbon reduction plans appropriately.
- Providing appropriate resources and opportunities for staff to collaborate on carbon reduction interventions.
- Providing internal sustainability training as part of onboarding.





5 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 standard³ and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting](#)⁴.

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) Standard⁵.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed:

Donald Fowler, CEO

Date: 12/10/2024