

CARBON REDUCTION PLAN

Insight Workplace Health

Baseline Year: 2025 | Published: September 2026

1. Commitment to Achieving Net Zero

Insight Health Screening Ltd is committed to achieving Net Zero emissions by **2050** in line with the UK Government's target under the Climate Change Act 2008 (as amended). We recognise that our business operations, including our mobile clinical team, field-based staff, and multi-site footprint generate greenhouse gas (GHG) emissions across all three scopes, and that taking measured, evidence-led action is both a regulatory obligation and a responsibility to our people, clients, and communities.

This Carbon Reduction Plan (CRP) establishes our 2025 baseline, sets interim reduction targets, and outlines measures we commit to implementing over the next five years. It has been prepared in accordance with *Procurement Policy Note 06/21 (PPN 06/21)* and the associated *Technical Standard for the Completion of Carbon Reduction Plans*, using DESNZ 2026 UK Government GHG Conversion Factors and the GHG Protocol Corporate Standard.

2. Baseline Emissions Footprint

2.1 Reporting boundary and methodology

Insight Health Screening Ltd has not previously measured or reported its carbon footprint. The calendar year **January to December 2025** has been adopted as the baseline year, as provided for under PPN 06/21 for organisations submitting a first CRP. Emissions have been quantified using an **operational control** boundary, covering all sources over which Insight has full authority to implement operating policies.

GHG emissions are expressed in tonnes of carbon dioxide equivalent (tCO₂e). All Scope 1 and Scope 2 emissions are included. The five Scope 3 categories mandated under PPN 06/21 are reported: Category 4 (upstream transport), Category 5 (waste generated in operations), Category 6 (business travel), Category 7 (employee commuting), and Category 9 (downstream transport).

2.2 Data sources and conversion factors

Activity data has been drawn from company vehicle mileage logs, utility bills and meter readings for all occupied premises, employee expense claims for business travel, commute surveys across all 81 employees, and accounts payable records for courier and delivery spend. Conversion factors are taken from the **DESNZ 2026 UK Government GHG Conversion Factors** (full set, Version 1, June 2026).

2.3 Key assumptions and limitations

Natural gas: The gas meter at 4 Imperial Park recorded 714 units for 2025, treated as cubic metres (m³) consistent with UK smart meter reporting, giving 1.45 tCO₂e.

Electric vehicles: Three BEVs (two Tesla saloons, one VW ID.Buzz) produce zero Scope 1 tailpipe emissions. Charging electricity is captured in Scope 2 where vehicles charge at company premises. Home charging is not separately metered and has been excluded; this will be addressed from 2026.

Employee commuting (Cat 7): Commute distances were collected from all 81 staff. For 16 employees with no recorded distance, the UK national average one-way commute of 8.7 miles has been applied. All commuting has been assumed by private car at the DESNZ 2026 average car (unknown fuel) factor.

Freight (Cat 4 and Cat 9): Only spend data is available for 2025. Emissions have been estimated by converting spend to vehicle-kilometres at £1.30/km, then applying the DESNZ 2026 average diesel van factor. Activity-based data (weights, distances) will be collected from 2026.

Waste (Cat 5): Waste volume and disposal route data was not available for 2025. This category is recorded as zero for the baseline and will be measured from 2026, with particular attention to clinical (special) waste from phlebotomy activities.

2.4 Baseline emissions summary

Baseline Year: 2025	
<i>Emissions in tCO₂e using DESNZ 2026 GHG Conversion Factors.</i>	
Emissions Category	Total (tCO ₂ e)
Scope 1 — direct emissions (fleet diesel + gas boiler)	21.25
Scope 2 — purchased electricity (5 sites, location-based)	4.08
Scope 3 — included categories (Cat 4, 5, 6, 7, 9)	96.27
Total Emissions	121.60

2.5 Scope 1 — company fleet and gas boiler

Scope 1 covers direct emissions from Insight's seven-vehicle fleet and the gas boiler at 4 Imperial Park. Three vehicles are battery electric (zero tailpipe); four are diesel.

Vehicle	Reg	Fuel	2025 miles	tCO ₂ e	Notes
VW Caddy	RE73 YNB	Diesel	21,390	5.45	Scope 1
VW Crafter LWB	CK13 WPL	Diesel	9,934	4.48	Scope 1
VW Crafter SWB	DP14 GNY	Diesel	10,971	4.95	Scope 1
Peugeot Boxer	BW23 MYK	Diesel	10,904	4.92	Scope 1
Tesla Model Y	WR73 XJG	BEV	12,458	0.00	Zero tailpipe
Tesla Model Y	WP73 DLO	BEV	16,000	0.00	Zero tailpipe
VW ID.Buzz	CP74 LLM	BEV	16,667	0.00	Zero tailpipe
Fleet total (diesel only)			53,199	19.81	

Factor: DESNZ 2026 average diesel van 0.254696 kg CO₂e/km (0.41 kg CO₂e/mi). Natural gas: 714 m³ x 2.02633 kg CO₂e/m³ = 1.45 tCO₂e.

2.6 Scope 2 — purchased electricity

Scope 2 covers purchased electricity across all five sites occupied by Insight in 2025.

Site	kWh 2025	tCO ₂ e
4 Imperial Park, Cardiff (head office)	15,046	1.97

Unit 21, Llancoed Industrial Estate	557	0.07
Unit 22, Llancoed Industrial Estate	450	0.06
Unit 23, Llancoed Industrial Estate	1,235	0.16
Unit 24, Llancoed Industrial Estate	13,838	1.81
Total	31,126	4.08

Factor: DESNZ 2026 UK electricity generation (location-based) 0.13096 kg CO₂e/kWh.

2.7 Scope 3 — included categories

Scope 3 Category	Activity / Basis	tCO ₂ e	Factor (DESNZ 2026)
Cat 4 — Upstream transport	Spend-based: £13,000	2.57	Diesel van avg
Cat 5 — Waste generated	No data (baseline year)	0.00*	N/A
Cat 6 — Business travel (car)	124,210 miles (expenses)	33.16	Avg car 0.267 kg/mi
Cat 6 — Business travel (rail)	Est. £957 spend	0.12	National Rail 0.031 kg/pax-km
Cat 6 — Business travel (taxi)	£36 (negligible)	0.01	Taxi 0.208 kg/km
Cat 7 — Employee commuting	219,423 miles (81 employees)	58.58	Avg car 0.267 kg/mi
Cat 9 — Downstream transport	Spend-based: £9,250	1.83	Diesel van avg
Scope 3 Total		96.27	

* Waste data not available for baseline year 2025. Collection to commence 2026.

3. Current Emissions Reporting

As 2025 is Insight's baseline and first reporting year, the current year figures are identical to the baseline. Future annual updates will compare performance against this baseline.

Baseline Year: 2025 (Current reporting year)	
<i>Emissions in tCO₂e using DESNZ 2026 GHG Conversion Factors.</i>	
Emissions Category	Total (tCO ₂ e)
Scope 1 — direct emissions (fleet diesel + gas boiler)	21.25
Scope 2 — purchased electricity (5 sites, location-based)	4.08
Scope 3 — included categories (Cat 4, 5, 6, 7, 9)	96.27
Total Emissions	121.60

4. Emissions Reduction Targets

Insight Health Screening Ltd has adopted the following near-term targets from the 2025 baseline of 121.60 tCO₂e:

Year	Reduction vs baseline	Target (tCO ₂ e)	Primary lever
2027	10%	109.44	Fleet electrification; hybrid working policy

2030	25%	91.20	Full fleet EV; renewable electricity tariff
2035	50%	60.80	Remote delivery model; supply chain engagement
2050	Net Zero	0	Full decarbonisation across all scopes

Employee commuting (Cat 7, 58.58 tCO₂e) and business travel (Cat 6, 33.29 tCO₂e) together represent **75.4% of total emissions**. Reduction activities will be concentrated on these two categories, supplemented by full fleet electrification and procurement of renewable electricity.

5. Carbon Reduction Projects

5.1 Completed and in-progress initiatives

Fleet electrification (in progress): Three of Insight's seven vehicles are now battery electric, representing 43% of the fleet. Replacing these three with equivalent diesel models would have added an estimated 18.66 tCO₂e to our 2025 Scope 1 total. The four remaining diesel vehicles will be replaced with BEV equivalents as they reach end of service life, with full electrification targeted by 2030.

Multi-site operational model: Insight's Cardiff and Llancoed depots allow clinical field staff to access equipment closer to client sites, reducing total field mileage compared with a single-site model.

Digital workflow and remote assessment: Investment in digital health assessments and remote consultation has reduced travel requirements for certain service lines, directly reducing Cat 6 emissions.

5.2 Planned initiatives

On-site EV charging (2026/27): Installation of charge points at 4 Imperial Park and Llancoed for fleet charging on site, enabling more accurate Scope 2 accounting for BEV charging and reducing home-charging reliance.

Renewable electricity tariff (2026): Procurement of a REGO-backed renewable supply for all five sites. Estimated saving: 4.08 tCO₂e per year (full Scope 2 location-based reduction).

Hybrid working policy (2026): Formalisation of a hybrid working policy targeting 10 to 15% reduction in office attendance days. A 10% reduction in commuting days would save approximately 5.86 tCO₂e per year.

Rail-first travel policy (2026): A travel hierarchy requiring rail over private car where journey time permits. Shifting 5% of current car business travel to rail would save approximately 1.65 tCO₂e per year.

Waste measurement (2026): Implementation of waste tracking across all sites, including clinical waste from phlebotomy activities. Cat 5 to be reported from the 2026/27 CRP update.

Freight activity data (by 2027): Engagement with principal courier and delivery suppliers to obtain activity-based data (weight, distance) to replace spend-based Cat 4/9 estimates.

Carbon literacy training (2026/27): Training for managers and clinical leads on Insight's carbon footprint and how operational decisions affect emissions.

6. Declaration and Sign-off

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

Emissions have been reported in accordance with the **GHG Reporting Protocol Corporate Standard** using DESNZ 2026 UK Government GHG Conversion Factors. Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements. The required Scope 3 categories have been reported in accordance with the published reporting standard for Carbon Reduction Plans.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors of Insight Workplace Health.

Signed on behalf of Insight Health Screening limited:

Name: Ellie Taylor

Title: Director

Date: September 2026

Supplier name: Insight Health Screening Ltd

Registered address: Suite 24 Llancoed House, Llandarcy, Neath SA10 6FG

Publication date: September 2026

CRP version: 1.0 — first reporting year (baseline 2025)