DOBIX HEALTHCARE

OUTCOMES BASED SUPPORT

CARBON REDUCTION PLAN

DOBIX HEALTHCARE LTD | 2026/27

Company registration number: 11568478

Registered office: Victory House, 400 Pavilion Drive, Northampton, NN4 7PA

Net Zero commitment: 31 December 2040

Document reference: DOBIX-CRP-2026-27 | Issue date: 15 October 2026

1. Executive statement

DOBIX HEALTHCARE LTD is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 31 December 2040. The company will prioritise measurable reductions in energy use, business travel, employee commuting, waste and supply-chain emissions, whilst maintaining safe, person-centred health and social care. This plan establishes its emissions reporting framework, reduction pathway, management responsibilities and annual review arrangements.

2. Organisation and reporting boundary

The reporting boundary covers activities under DOBIX HEALTHCARE LTD's operational control, including controlled premises, purchased energy, business travel, staff commuting, waste and relevant supply-chain activity. Where premises are landlord-managed, consumption will be allocated using available billing or documented estimates. Service users' private homes are not automatically treated as company-controlled sites.

3. Carbon accounting methodology

Emissions are stated in tonnes of carbon dioxide equivalent (tCO_2e). The company's reporting approach follows the Greenhouse Gas Protocol Corporate Standard and relevant UK Government greenhouse gas conversion factors. Scope 1 covers direct fuel combustion and controlled vehicles; Scope 2 covers purchased electricity and other purchased energy; Scope 3 covers relevant indirect emissions, including business travel, commuting, waste and transportation and distribution. Category applicability and exclusions are reviewed annually.

4. Baseline emissions footprint

Reporting information	Recorded position
Baseline reporting year	2025
Reporting period start date	1 January 2025
Reporting period end date	31 December 2025

The emissions inventory below records the greenhouse gas emissions figures supplied for DOBIX HEALTHCARE LTD. The baseline reporting period is 1 January 2025 to 31 December 2025. Total greenhouse gas emissions for this period were 19.94 tCO_2e, comprising Scope 1 emissions of 0.00 tCO_2e, Scope 2 emissions of 0.93 tCO_2e and Scope 3 emissions of 19.01 tCO_2e.

Emissions scope	**Emissions (tCO_2e)**

Scope 1 – Direct emissions	0.00
Scope 2 – Purchased energy	0.93
Scope 3 – Indirect emissions	19.01
TOTAL	19.94

Scope 3 category breakdown

Source	**tCO_2e**
Care delivery and business travel	10.80
Management and business travel	0.81
Employee commuting	7.00
Waste generated in operations	0.10
Upstream transportation and distribution	0.25
Downstream transportation and distribution	0.05
TOTAL SCOPE 3	19.01

Baseline reporting period: 1 January 2025 to 31 December 2025. The baseline year also represents DOBIX HEALTHCARE LTD's most recent completed calendar-year reporting period. Total greenhouse gas emissions for this period were 19.94 tCO_2e, comprising Scope 1 emissions of 0.00 tCO_2e, Scope 2 emissions of 0.93 tCO_2e and Scope 3 emissions of 19.01 tCO_2e.

5. Emissions reduction commitments

DOBIX HEALTHCARE LTD's long-term objective is Net Zero by 31 December 2040. The emissions reduction pathway establishes measurable milestones against the 2025 baseline of 19.94 tCO_2e and will be reviewed annually to reflect changes in operational activity and progress towards Net Zero by 31 December 2040.

Milestone	**Emissions pathway (tCO_2e)**	**Reduction focus**
2026/27	19.94	Baseline reporting and monitoring
2027/28	18.94	Journey planning and digital working
2028/29	17.95	Energy and commuting improvements
2030	15.95	Approximately 20% below 19.94
2035	7.98	Approximately 60% below 19.94
31 December 2040	Net Zero	Deep reductions and treatment of residual emissions

6. Carbon reduction measures and projects

The company's stated environmental commitments include digitisation, reduced single-use plastics, responsible supplier selection, lower-emission logistics, environmental awareness and resource efficiency. The following operational measures form the implementation programme.

Area	**Action and monitoring**
Care travel	Review care-worker routes, continuity and mileage quarterly; avoid unnecessary journeys without compromising care.
Digital systems	Use electronic care documentation and online meetings where suitable; monitor paper purchasing.
Energy	Promote efficient lighting, equipment switch-off and review electricity bills or landlord data.
Waste	Segregate and recycle appropriate waste while meeting infection prevention requirements.
Commuting	Review staff travel patterns and encourage practical lower-emission options.
Procurement	Consider supplier environmental performance, packaging and transport in purchasing decisions.
Training	Communicate environmental expectations through staff briefings

	and management review.

7. Carbon management and monitoring

The Director is accountable for the Net Zero commitment and annual review. Operational managers and care coordinators support mileage, scheduling and staff engagement; the office or finance function maintains utility, travel, purchasing and waste records. Emissions will be calculated using appropriate factors, checked for consistency, and reviewed with corrective actions documented. The plan will be updated annually and after significant operational changes.

8. Quality assurance and data improvement

The company will retain a calculation workbook and supporting evidence for electricity, business mileage, vehicle type, employee commuting, waste and relevant suppliers. It will document estimation methods, reporting boundaries and any exclusions. Comparisons across years will consider changes in care hours, locations and the workforce so that emissions reductions are assessed fairly.

9. Risk management

Risk	Control
Incomplete mileage records	Reconcile rotas, expenses and recorded journeys.
Landlord-managed energy	Request energy statements or use documented allocation methods.
Changes in care demand	Track absolute emissions and activity-based measures.
Supplier information gaps	Seek proportionate supplier information and document assumptions.
Impact on care quality	Ensure safety, continuity and safeguarding take precedence over route optimisation.

10. NHS and commissioner assurance

Carbon reduction activities will be implemented alongside CQC-regulated care responsibilities, safeguarding, infection prevention and continuity of support. Environmental efficiencies will not be pursued where they would undermine safe staffing, punctual visits, service-user choice or clinical and operational needs. The company will provide proportionate information on its methodology and progress when requested by commissioners.

11. Carbon offsetting

Direct operational and value-chain emissions reductions will take priority over offsetting. Any future treatment of residual emissions will be assessed for credibility, transparency and alignment with applicable standards. Offsets will not be presented as a substitute for reducing avoidable emissions.

12. Declaration and approval

DOBIX HEALTHCARE LTD is committed to achieving Net Zero greenhouse gas emissions by 31 December 2040. This Carbon Reduction Plan sets out the company's emissions reporting approach, reduction objectives and measures to reduce its environmental impact. The plan will be reviewed at least annually and updated to reflect material changes in operations, emissions data and relevant requirements.

Approved by	Role	Date
O. Dosunmu	Director	15 October 2026

Director approval: confirmed by the organisation. The signed controlled copy and the public website publication record will be maintained within company governance records.