Carbon Reduction Plan

HD Clinical Limited

HD Clinical Limited t/a NEXUS / HDC

Company Number: 05436117

Reporting Period: 1st January 2025 – 31st December 2025

Published: March 2026

nexus | hdc

positive planet

Our Commitment

HD Clinical Limited is committed to achieving Net Zero emissions by 2042.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 42% by 2030.
- To procure 100% renewable electricity across all sites by 2030.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2027.
- Improve data quality annually.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2042.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases 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. We have chosen to set our baseline year as 1st January 2024 - 31st December 2024.

Baseline Year: 1st January 2024 - 31st December 2024	
Additional details relating to the Baseline Emissions calculations: The reporting year 1st January 2024 - 31st December 2024 is the first year that HD Clinical Limited has measured its emissions, and shall serve as the Baseline Year to compare future measurements against. HD Clinical Limited includes operations in UK and Bangladesh. Emissions have been restated since the original publication, due to updates in the published emission factors.	
Emissions	**Total (tonnes CO_2e)**
Scope 1	4.2
Scope 2*	Market-based: 4.3 Location-based: 14.5
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Franchises	240.1
Total Emissions*	**Market-based: 248.6** **Location-based: 258.8**

Our total emissions equate to a Carbon Intensity Metric of 4.4 tCO_2e per full-time employee equivalent (FTE) based on 56 FTEs during the baseline period (using market-based emissions).

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

`

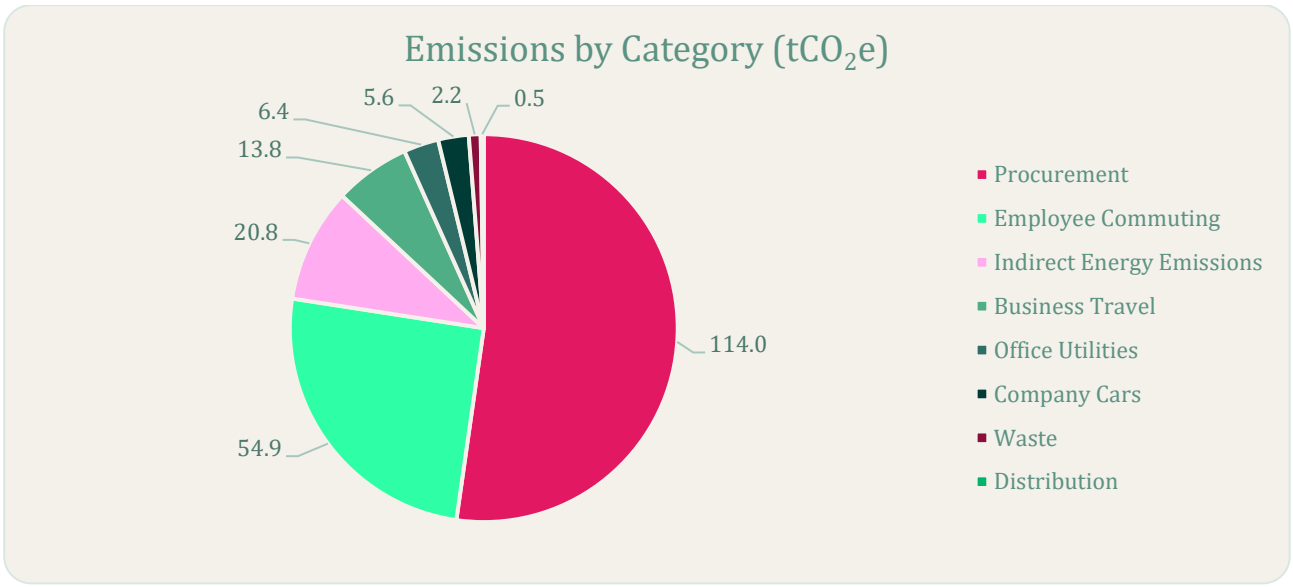
Current Emissions Reporting

The current reporting year (1st January 2025 – 31st December 2025) is described below, following the same boundary as Baseline emissions reporting.

Current Reporting Year: 1st January 2025 - 31st December 2025	
Emissions	**Total (tonnes CO_2e)**
Scope 1.	5.8
Scope 2*	Market-based: 6.2 Location-based: 14.8
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Franchises & Investments	206.3
Total Emissions*	**Market-based: 218.2** **Location-based: 226.8**

Our total emissions equate to a Carbon Intensity Metric of 4.1 tCO_2e per full-time employee equivalent (FTE) based on 53 FTEs during the baseline period (using market-based emissions).

Carbon Emissions Breakdown



Carbon Reduction

Our Net Zero targets

HD Clinical Limited is committed to achieving Net Zero by 2042. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 and 2 emissions by 42% by 2030.
- To procure 100% renewable electricity by 2030.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2027.
- Improve data quality annually.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2042.
- Neutralise any residual emissions using verified carbon offsets.

Progress

HD Clinical Limited reported an increase in Scope 1 and Scope 2 emissions, due to expansion of the vehicle fleet and extraordinary weather conditions in Bangladesh requiring a significant increase in energy consumption. Scope 3 emissions reduced, and HD Clinical Limited is overall on track to achieve its near-term targets, and shall maintain its carbon reduction efforts.

Category	Emissions (tonnes CO_2e)		% Change
	Baseline year: 2024	Current year: 2025	
Scope 1	4.2	5.8	38.1
Scope 2	4.3	6.2	44.2
Scope 3	240.1	206.3	(14.1)
Total emissions	248.6	218.2	(12.2)
Carbon Intensity per FTE	4.4	4.1	(6.8)

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
HD Clinical Limited colleagues completed a full day of Carbon Literacy training. Completion of the training required each delegate to pledge at least two significant carbon reduction actions across their professional and personal life.	2025	1,2,3
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2024	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2023	1,2,3
When packaging physical goods, HD Clinical Limited reuses existing packaging materials. This action reduces net procurement of physical materials, and limits emissions arising from Scope 3 Purchased Goods & Services.	2023	3
HD Clinical Limited selected its UK site based upon the landlord's commitment to energy efficiency and Net Zero.	2019	1,2
The UK site occupied by HD Clinical Limited procures a 100% renewable electricity tariff. Market-based electricity emissions arising from the UK site are therefore zero,	2019	2
HD Clinical Limited transitioned towards a low-carbon company vehicle fleet. All vehicles owned by HD Clinical Limited are Hybrid, Plug-In Hybrid, or Battery Electric.	2018	1, 2

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	HD Clinical Limited will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate, along with limiting waste & encouraging recycling. Roles and responsibilities shall be assigned to Green Team members.	2026	Purchased Electricity
2	HD Clinical Limited shall explore the possibility of procuring a 100% renewable electricity tariff at all occupied sites, by 2030 (or within 18 months of occupancy).	2030	Purchased Electricity

The above actions will keep us on track to achieve our short-term Scope 1 & 2 Net Zero targets by enabling up to a 46% reduction in Scope 1 & 2 emissions.

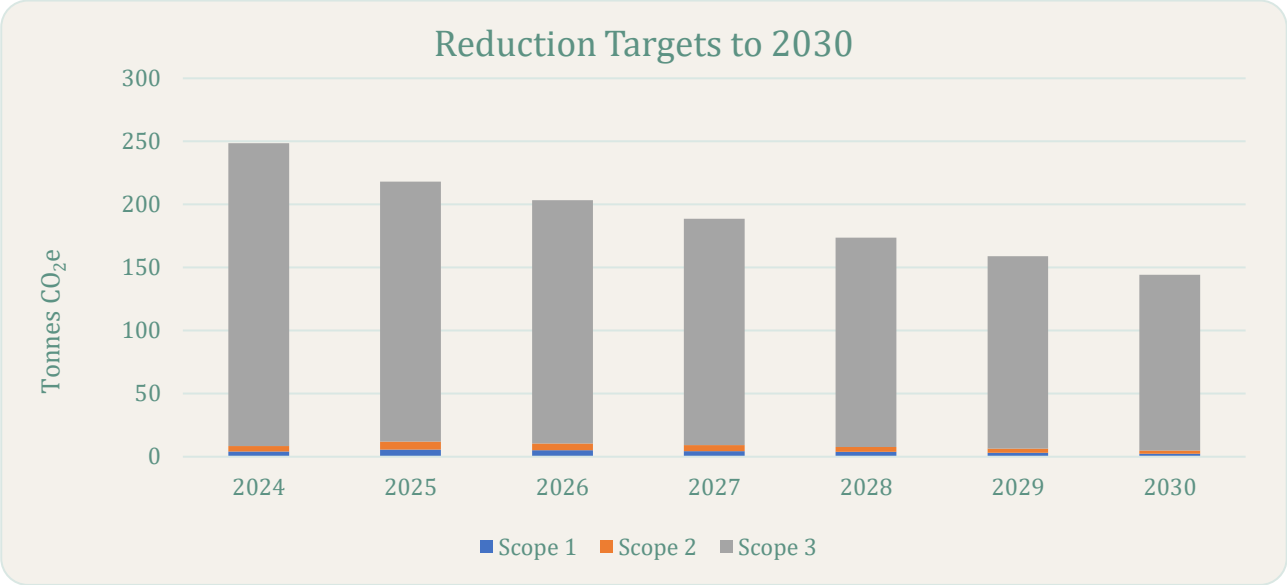
We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Activity No.	Activity	Target Date	Category
1	Commit to measuring the remaining downstream Scope 3 categories, meaning that year's carbon emissions measurement will be a full picture of HD Clinical Limited's carbon impact. Currently, the largest missing categories are Processing of Sold Products, Use of Sold Products, End-of-Life of Sold Products, meaning that once these are measured, reduction activities targeted at these categories will be able to be created.	2027	Product emissions
2	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy training for key team members and the Green Team.	2026	Commuting & Home Working Business Travel
3	Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms. Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 60% of suppliers (spend-ranked). This data collection will support reduction journey by gathering important data for future measurement	2026 - 2030	Purchased Goods & Services

	& encourage supply chain integration towards Net Zero. Complete this audit within two phases: 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) Once completed, suppliers can be prioritised based upon their alignment with Net Zero goals at HD Clinical Limited. Develop and monitor the procurement policy for all new suppliers to align to Net Zero goals.		
4	Develop and implement a Sustainable Travel Policy to support the environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support improving data quality and encouraging lower emission travel options where appropriate.	2027	Business Travel Commuting
5	Improve internal data processes to enable a transition away from spend-based data provision, into activity-based data provision. HD Clinical Limited has initiated this action and aims to annually improve with high-quality supplier data.	2025 - 2028	Business Travel Purchased Goods and Services

Based upon the above completed and planned initiatives, it is projected that Scope 3 carbon emissions will further decrease in the coming years towards 2030, in line with the target for a 42% reduction.

`



The chart describes actual and targeted emissions at HD Clinical Limited, from the Baseline reporting period to 2030. Emissions described in 2024 and 2025 are the actual Baseline and Current emissions (as noted in this document), all other periods are targeted emissions.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard [1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting [2] .

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) Standard [3].

This Carbon Reduction Plan has been reviewed and signed off by the HD Clinical Limited Executive Team.

Signed on behalf of HD Clinical Limited:

Mark Coull

Name: Mark Coull

Position: CEO

Date: 31/03/2026

nexus | hdc

1 https://ghgprotocol.org/corporate-standard

2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

3 https://ghgprotocol.org/standards/scope-3-standard