

## Carbon Reduction Plan

**Publication Date:** June 2026

**Review Date:** June 2027

### Commitment to Achieving Net Zero

Pacific and Gold Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050 in line with UK Government targets and the requirements of Procurement Policy Note (PPN) 06/21. As a healthcare service provider, we recognise the importance of minimising our environmental impact while delivering safe, high-quality care. We are committed to reducing our carbon footprint through sustainable operations, responsible procurement, efficient resource management, and continuous environmental improvement.

### Baseline Emissions Footprint

#### **Baseline Year: 2025**

This baseline has been established using available operational data, including office energy consumption, staff travel, business mileage, and organisational activities.

<b>Emissions Source</b>	<b>tCO<sub>2</sub>e</b>
Scope 1 (Direct Emissions)	0.00
Scope 2 (Purchased Electricity)	1.20
Scope 3 (Business Travel, Employee Commuting, Waste and Procurement Activities)	34.50
<b>Total Baseline Emissions</b>	<b>35.70</b>



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### Included Scope 3 Categories

- Business travel
- Employee commuting
- Waste generated in operations
- Purchased goods and services
- Fuel and energy-related activities
- Upstream transportation and distribution

### Current Emissions Reporting

Reporting Year: 2026

Based on current operational activities:

<b>Emissions Source</b>	<b>tCO<sub>2</sub>e</b>
Scope 1 (Direct Emissions)	0.00
Scope 2 (Purchased Electricity)	1.10
Scope 3 (Business Travel, Employee Commuting, Waste and Procurement Activities)	32.90
<b>Total Current Emissions</b>	<b>34.00</b>

This represents an estimated reduction of approximately 4.8% from the baseline year.

### Emissions Reduction Progress

The chart below illustrates Pacific and Gold Ltd's planned trajectory towards achieving Net Zero emissions by 2050.

### Projected Emissions Reduction

- 2025: 35.7 tCO<sub>2</sub>e

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- 2026: 34.0 tCO<sub>2</sub>e
- 2030: 27.0 tCO<sub>2</sub>e
- 2035: 20.0 tCO<sub>2</sub>e
- 2040: 12.0 tCO<sub>2</sub>e
- 2045: 5.0 tCO<sub>2</sub>e
- 2050: Net Zero

### Carbon Reduction Initiatives

The following environmental measures have been implemented:

#### **Energy Efficiency**

- Use of energy-efficient LED lighting throughout operational premises.
- Responsible energy management practices to reduce unnecessary electricity consumption.
- Introduction of energy-saving policies, including automatic shutdown of equipment outside operational hours.

#### **Digital Transformation**

- Electronic care planning and record management systems.
- Reduction in paper consumption through digital communication and document storage.
- Increase use of remote meetings and online training.

#### **Sustainable Travel**

- Efficient route planning to reduce travel mileage.
- Promotion of car sharing where appropriate.
- Increased use of virtual reviews and meetings where service delivery permits.

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- Evaluation of low-emission and electric vehicles for future fleet replacement.

#### Waste Reduction

- Recycling paper, cardboard, plastics, and electronic equipment.
- Reduction of single-use office materials.
- Responsible disposal of confidential and healthcare-related waste.

#### Sustainable Procurement

- Preferences for local suppliers where possible.
- Consideration of environmental performance during supplier selection.
- Engagement with suppliers regarding sustainability commitments.

#### **Future Carbon Reduction Commitments**

Between 2026 and 2030, Pacific and Gold Ltd will:

- Reduce vehicle emissions by introducing lower-emission vehicles.
- Continue to optimise staff travel routes.
- Increase use of remote working and virtual meetings.
- Improve supplier sustainability assessment processes.
- Undertake annual carbon footprint reviews.
- Deliver environmental awareness training to all employees.
- Review opportunities to procure renewable electricity tariffs.

These actions are expected to achieve a minimum reduction of 20% in operational emissions by 2030.

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## **Governance and Accountability**

Responsibility for implementing this Carbon Reduction Plan rests with the Board of Directors. Progress against objectives will be reviewed annually, with performance reported to senior management and incorporated into organisational planning and procurement activities.

Environmental performance will be monitored through:

- Annual emissions reporting.
- Management reviews.
- Staff engagement and awareness initiatives.
- Supplier performance monitoring.
- Continuous improvement programmes.

## **Declaration and Sign-Off**

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

Emissions have been reported and recorded in accordance with the Greenhouse Gas Reporting Protocol Corporate Standard and the published reporting standard for Carbon Reduction Plans.

This Carbon Reduction Plan has been reviewed and approved by the Directors of Pacific and Gold Ltd.

Approved by the Board on: 01/06/2026

Signed:

A handwritten signature in black ink, appearing to be 'A. [unclear]', written over a faint horizontal line.

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**Arinze Nwagwu**

Director

Pacific and Gold Ltd

Date: 01/06/2026

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