

Carbon Reduction Plan

At Healthcare Research Worldwide Ltd, we recognize our responsibility to protect the environment and contribute to a sustainable future. We care deeply about Accessing Reality. The reality is that Climate Change is here and now and requires urgent action. As an office-based organization with several locations, we are committed to minimizing our ecological footprint. Our key focus areas include reviewing our purchased goods and services, energy use, waste generation, and business travel.

As part of our commitment to environmental stewardship, we have conducted an annual carbon footprint assessment.

We are proud of the progress we are making on our journey and strive to continue to improve and progress to reduce our footprint and improve our data collection. We remain dedicated to the journey ahead — a journey that will lead us toward a more sustainable and greener future.

Targets

- HRW is proud to have set a near-term science-based target (SBT)
- HRW commits to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a 2022 base year, and to measure and reduce its scope 3 emissions
- A science-based target is a target for greenhouse gas emissions reductions that is set based on the level of reduction that science says is required to prevent the effects of climate change. Basing these targets on 1.5°C climate change scenarios means that they are based on the Paris Agreement's most ambitious goal
- The Science Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science
- This target was approved using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs)

<https://sciencebasedtargets.org/faqs-for-smes/>

Healthcare Research Worldwide Ltd (Group)



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**BUSINESS
AMBITION FOR 1.5°C** 

Baseline Year Emissions (2022/23)

- **Baseline Emissions:** Our baseline emissions serve as the reference point against which we measure our reduction efforts. In 2022/2023, we calculated our baseline to include scope 1, 2, and approximately half of scope 3 categories
- **Due to a change in electricity estimation method in the London office our baseline year figures have changes, and we are restating due to a 6% change**
- **Total scope 1 and 2 GHG emissions:** Originally reported 26.1 tCO₂e (market-based method) and 31.7 tCO₂e (location-based method) Revised Figures of 26.1 tCO₂e (market-based method) and 29.8 tCO₂e (location-based method)

APPENDIX 1: HRW FY22/23 RESTATEMENT

ORIGINALLY REPORTED

Scope	Emission source	tCO ₂ e (location-based)	tCO ₂ e (market-based)
1	Natural gas	20.2	20.2
	Total scope 1	20.2	20.2
2	Electricity	11.5	5.9
	Total scope 2	11.5	5.9
3	Category 3: Fuel and energy-related	4.2	4.2
	Category 6: Business travel	62.6	62.6
	Category 7: Commuting	5.0	5.0
	Total scope 3 (selected categories)	71.8	71.8
	TOTAL scope 1 & 2	31.7	26.1
TOTAL scope 1, 2 & 3 (selected categories)		103.6	98.0

REVISED FIGURES

- Reflecting a change in electricity estimation method at the London office.

Scope	Emission source	tCO ₂ e (location-based)	tCO ₂ e (market-based)
1	Natural gas	20.2	20.2
	Total scope 1	20.2	20.2
2	Electricity	9.6	5.9
	Total scope 2	9.6	5.9
3	Category 3: Fuel and energy-related	4.0	4.0
	Category 6: Business travel	62.6	62.6
	Category 7: Commuting	5.0	5.0
	Total scope 3 (selected categories)	71.7	71.7
	TOTAL scope 1 & 2	29.8	26.1
TOTAL scope 1, 2 & 3 (selected categories)		101.5	97.8

Carbon Footprint for 2023/24

- Total scope 1, 2 & 3 GHG emissions (market-based method) for FY24 were 2,653 tCO₂e

Scope	Emission source	tCO ₂ e (location-based)	tCO ₂ e (market-based)
1	Natural gas	14.7	14.7
	Total scope 1	14.7	14.7
2	Electricity	5.7	2.4
	Total scope 2	5.7	2.4
3	Category 1: Purchased goods and services including related category 4 emissions	2,518.7	2,518.7
	Category 2: Capital goods including related category 4 emissions	15.0	15.0
	Category 3: Fuel- and energy- related	4.1	4.1
	Category 5: Waste generated in business operations	0.8	0.8
	Category 6: Business travel	78.4	78.4
	Category 7: Commuting	13.5	13.5
	Total scope 3	2,630.4	2,630.4
	TOTAL scope 1 & 2	20.4	17.11
TOTAL scope 1, 2 & 3		2,649.8	2,646.6



Analysis

Scope 1 & 2 analysis

- Scope 1 and 2 emissions are 17.1 CO₂e (market-based), which is 34% lower than in FY22/23, and 20.4 CO₂e (location-based), which is 36% lower than FY22/23. Drivers for this are as follows:
 - **Gas.** Total energy use reduced by 27%.
 - **Electricity @ London.** Energy use was estimated by the landlord in FY22/23 and is 40% higher than this year.
 - **Electricity @ Wallingford.** Total energy use reduce by 20% year on year plus there was a small reduction in the proportion of the office occupied by HRW (from 67% to 60%).
 - **Electricity @ New York.** Total energy used based on FY22/23 (no data available) but a 40% reduction is seen because the proportion of office space occupied by HRW reduced from 54% (21 people) in FY22/23 to 22% (14 people) in FY23/24.
- Scope 1 & 2 - Based on the restated baseline emissions, HRW is making good progress to the SBT, with a **36% reduction achieved** (with market- based methods) and a **34% reduction achieved** (with location- based methods). But HRW’s emissions are very sensitive to employee number changes, and **the target will not be met unless either the Wallingford office or New York office changes their heating away from natural gas.**

Scope 3 analysis

- 96% of emissions stem from the supply chain.
- Scope 3 emissions measured in FY22/23 were commuting and business travel, which have also seen noticeable changes:
 - Commuting emissions. Increased by 260% because of a) an increase in diesel and train-related emissions (5 people travelling 240+miles by train every 2 weeks); and b) a methodology change to include WTT emissions in this category (SBTi recommendation).
 - Business travel. Increased by 25% largely because of any increase in flight-related emissions and also because of the inclusion of WTT emissions in this category (SBTi recommendation).

Previous Goals and Outcomes (23/24)

Goals	Outcomes
Data Improvement We recognize that data accuracy is crucial. To address gaps in our information, we will: Enhance Data Quality: Collaborate with our supply chain to improve the accuracy of emissions data.	We have established a baseline understanding of the sustainable credentials of our suppliers and will look to establish how best to work with our suppliers to improve their impact.
Expand Scope 3 Coverage: In 2023/24, we will expand data collection to include scope 3 categories 1 (Purchased Goods and Services), 2 (Capital Goods) and 4 (Upstream transportation and distribution) as part of our 23/24 Carbon Emissions assessment.	Now included. Rawstone Consulting conducted a full Scope 1, 2 and 3 carbon footprint assessment for the year 23/24.
Expand data collection to include waste (scope 3 category 5).	Now included. Rawstone Consulting conducted a full Scope 1, 2 and 3 carbon footprint assessment for the year 23/24.

<p>Renewable Electricity Tariffs Seek Renewable Energy: We are actively exploring renewable electricity tariffs in Wallingford and NYC to power our offices. By transitioning to clean energy sources, we contribute to a greener grid.</p>	<p>Wallingford House is now on a 100% renewable electricity tariff. Our NYC office is a serviced office with electricity sourced by the office, we are investigating whether there are other renewable options available, but this may be out of our control.</p>
<p>Business Travel Capture additional travel data: Explore opportunities to enhance the expense system to capture additional travel related data, to enable us to assess our environmental impact most accurately and therefore make suitable reduction targets.</p>	<p>We have now brought out Travel Guidance and brought out a Travel Booking System to improve control and data capture.</p>
<p>Employee Engagement Empower Our Team: We believe that change begins with individuals. We will engage our employees, raise awareness, and encourage sustainable practices both at work and home.</p>	<p>We have rolled out Sustainability training for Directors and Senior Leadership and aim to roll out company-wide training in 2025.</p>

Our Action Plan

1. Supplier Emissions

- a. Work towards measuring supplier specific emissions for purchased goods and services.
- b. HRW are committed to implement a sustainable procurement policy and process by the end of 2026

2. Data improvement

- a. Locate meters at all locations and seek a process to collect regular meter readings at all locations to avoid estimations.
- b. Introduce categorisation of travel in cash and credit expenses to avoid manual retrospective allocation

3. Training

- a. Roll out companywide training – aim for 100% of all company employees to be trained by the end of 2025.



Conclusion

At HRW, we embrace the challenge of reducing our carbon footprint. Our Carbon Reduction Plan reflects our unwavering commitment to environmental responsibility. Together, we can create a better world—one where sustainability and care for our planet are at the heart of everything we do.

Let's embark on this journey together, knowing that every positive action counts. 🌱

Signed:

A handwritten signature in black ink, appearing to read "J. B. Kaye", is displayed within a white rectangular box.

Name: Jeanette Kaye

Title: Global DMD and Head of Organisational Health

Date: 1st August 2025