



Carbon Reduction Plan 2025

Delivering sustainable outcomes - our 2025
update on the pathway to net zero

1 Executive Summary



Sajidha Iqbal,
Compliance
Director, IPRS
Group

At IPRS Group, we recognise that sustainability is not just a corporate obligation it is a commitment to the communities we serve and the planet we share. Our journey towards Net Zero is guided by the principles of responsibility, transparency, and measurable action.

Since establishing our 2022 baseline, we have reduced our Scope 1 and Scope 2 greenhouse gas emissions by 8.6%, achieved through a series of targeted interventions. These include transitioning to 100% renewable electricity at our Head Office, electrifying our fleet, installing energy-efficient systems, engaging suppliers on emissions data, and planting trees as part of our environmental stewardship programme through Tree-Nation.

We have launched our Green Ambassadors Programme, empowering colleagues in every department to lead environmental campaigns and embed sustainable practices across our operations.

In 2024, we began our EcoVadis sustainability assessment journey. Following our anticipated ISO 14001 certification in Q4 2025, we are confident in achieving EcoVadis Gold status, demonstrating leadership in environmental, social, and governance (ESG) performance.



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“ Sustainability means doing the right thing when no one is watching - because our environment’s health is our future health.”

Sajidha Iqbal, Compliance
Director, IPRS Group

3 Organisational Boundary - Entities Covered

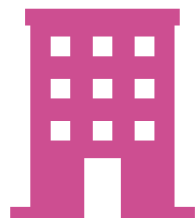
This Carbon Reduction Plan applies to all legal entities within the IPRS Group under operational control as defined by the GHG Protocol Corporate Standard. The plan covers UK-based operations across:

- IPRS Health Ltd - Provider of physiotherapy, rehabilitation, and occupational health services.
- IPRS Aeromed Ltd - Specialist provider of air ambulance and medical repatriation services.
- IPRS PFAS Ltd - Provider of personal fitness, assessment, and safety services.
- IPRS Group Ltd - Parent entity providing governance, strategic management, and shared corporate services.



Scope 1

Direct emissions from fuel combustion in company-owned/controlled vehicles, equipment, and facilities.



Scope 2

Indirect emissions from purchased electricity, heat, and steam.



Scope 3

Emissions will be integrated in future reporting cycles as supplier engagement and data quality improve.

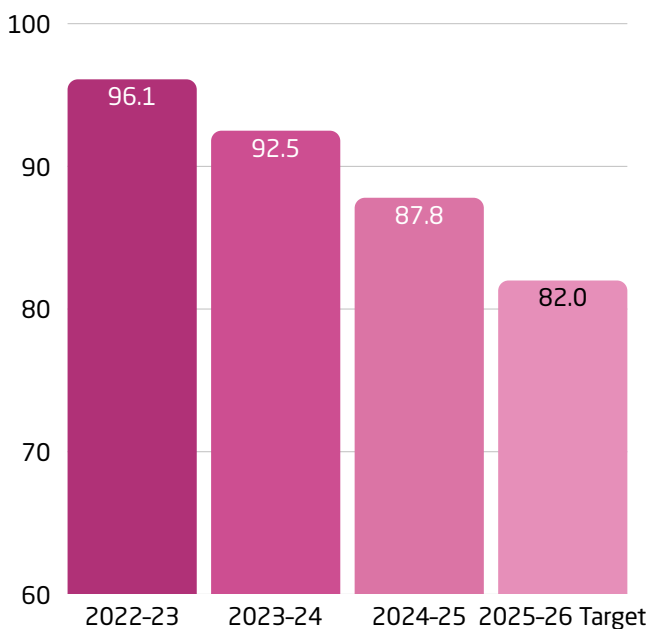
4 Baseline Emmissions 2022-23

Category	Emissions (tCO ₂ e)	% of Total	Notes
Scope 1	71.1	74%	Direct fuel combustion
Scope 2	25.0	26%	Purchased electricity
Total	96.1	100%	Verified GHG Inventory



5 Progress Since Baseline & Reduction Pathway

Year-on-Year Performance



Year	Emissions (tCO ₂ e)	Change vs. Baseline
2022-23	96.1	—
2023-24	92.5	-3.70%
2024-25	87.8	-8.60%
2025-26 Target	82	-14.70%

Long-term Milestones



Reductions have been driven by hybrid working policies, EV adoption, LED and automation upgrades, renewable energy procurement, and reforestation activities.

6 Our Position on Carbon Neutral Claims



While some competitors label themselves as “carbon neutral” by purchasing offsets, we have deliberately chosen not to adopt this approach. Carbon neutrality often relies on offsetting without addressing the root cause of emissions.

At IPRS Group, we prioritise real, verifiable reductions in operational and supply chain emissions before considering offsets. Offsetting will only be used for unavoidable residual emissions, ensuring our approach is credible, transparent, and impactful.

7 Carbon Reduction Measures

7.1 Measures Implemented Since 2022 Baseline



ISO 14001 EMS alignment -
Certification targeted for Q4 2025.



Environmental Training Programme
- Mandatory sustainability and carbon literacy modules for all staff.



Fleet Electrification - Replacement
of conventional vehicles with EVs
plus salary sacrifice scheme.



Energy Efficiency Upgrades - LED
lighting, motion sensors, and
automated heating controls.



Hybrid Working & Travel Reduction -
Revised travel policy to minimise
commuting and flights.



Digitalisation - Administrative
processes moved online, reducing
paper use.



Supplier Sustainability Engagement
- Scope 3 alignment initiatives.



100% Renewable Electricity - All
Head Office energy from renewable
sources.



7 Carbon Reduction Measures

7.2 Ongoing & Current Initiatives

Tree-Nation Partnership - 1,540 trees planted, sequestering an estimated 28 tCO₂e and supporting biodiversity restoration.

Green Ambassadors Programme - Cross-departmental champions leading workplace sustainability.

Sustainable Procurement - New supplier onboarding process includes sustainability performance checks.

EV Charging Infrastructure Planning - For Head Office and key operational sites.



tree-nation

7 Carbon Reduction Measures

7.3 Future Measures 2025/26 & Beyond



Install solar panels and EV chargers at Head Office.



Expand EV fleet and charging infrastructure.



Achieve EcoVadis Gold rating.



Move to fully paperless operations by 2026.



Conduct lifecycle assessments for key medical and operational equipment.



IPRS Group Goal 2026



8 Alignment with the UNGC & SDGs

We are committed to the Ten Principles of the United Nations Global Compact (UNGCC), particularly its environmental focus:



Taking a precautionary approach

to environmental challenges, acting early to prevent harm.



Promoting environmental responsibility

across our operations and supply chains.



Encouraging innovative, sustainable

technologies that protect our planet.

Our carbon reduction plan contributes directly to the following Sustainable Development Goals (SDGs):

**SDG
7**

Affordable & Clean Energy

**SDG
12**

Responsible Consumption & Production



**SDG
13**

Climate Action

9 Monitoring & Reporting

We are committed to transparency in our journey to net zero.

We will:

	Publish annual greenhouse gas (GHG) inventories for Scopes 1 and 2 - and Scope 3 when available.
	Track and report progress against our interim and long-term net zero milestones.
	Disclose supplier engagement progress as we prepare for Scope 3 reporting.
	Share our progress in our annual ESG Report and on our website.

10 Conclusion

IPRS Group is committed to setting a high example in our sector. Our approach combines grassroots staff action, strategic governance, and international framework alignment. By avoiding overreliance on offsets, investing in biodiversity, and building robust operational reductions, we are taking credible, measurable steps towards Net Zero.



11 Glossary

Baseline Emissions – The total greenhouse gas (GHG) emissions calculated for a fixed reference year, against which future reductions are measured.

Carbon Neutral – A state where the net carbon emissions of an organisation, product, or service are zero, typically achieved by balancing emissions with carbon offsetting.

Carbon Offset – A reduction or removal of greenhouse gas emissions from the atmosphere used to compensate for emissions produced elsewhere, such as through reforestation projects.

Carbon Reduction Plan (CRP) – A formal document setting out an organisation's baseline emissions, reduction targets, and strategies to achieve them, in accordance with UK Government guidance (PPN 06/21).

Corporate Value Chain (Scope 3) Standard – A Greenhouse Gas Protocol standard that sets out requirements for measuring and managing indirect emissions across an organisation's entire value chain.

EcoVadis – A sustainability ratings platform that assesses an organisation's environmental, social, and governance (ESG) performance against international standards.

Environmental Management System (EMS) – A structured framework for managing environmental impacts, ensuring legal compliance, and achieving continuous improvement, such as ISO 14001.

GHG Protocol – The Greenhouse Gas Protocol, the most widely used international standard for calculating and reporting greenhouse gas emissions.

Green Ambassadors Programme – An internal initiative where employees champion sustainability and environmental best practice within their business area.

Greenhouse Gases (GHGs) – Gases that trap heat in the atmosphere, contributing to global warming. Common examples include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

11 Glossary (ctd)

ISO 14001 – An internationally recognised standard for environmental management systems, providing a framework for controlling and improving environmental performance.

Net Zero – The balance between the greenhouse gases emitted and those removed from the atmosphere. Achieved by reducing emissions as much as possible and offsetting any unavoidable residual emissions.

PPN 06/21 – UK Government Procurement Policy Note that mandates certain suppliers to have a compliant Carbon Reduction Plan for public sector contracts.

Renewable Energy – Energy sourced from naturally replenishing sources such as solar, wind, hydro, or geothermal power.

Scope 1 Emissions – Direct emissions from owned or controlled sources, such as company vehicles or on-site fuel combustion.

Scope 2 Emissions – Indirect emissions from the generation of purchased energy consumed by the reporting organisation.

Scope 3 Emissions – All other indirect emissions occurring in the value chain of the reporting organisation, including supplier emissions, business travel, waste, and commuting.

Sustainable Development Goals (SDGs) – A set of 17 global goals adopted by all United Nations member states to address global challenges, including climate change, inequality, and environmental degradation.

Tree-Nation – A platform and initiative dedicated to reforestation and biodiversity restoration projects, supporting carbon sequestration.

United Nations Global Compact (UNGC) – A voluntary initiative encouraging businesses to adopt sustainable and socially responsible policies and to report on their implementation.



Carbon Reduction Plan 2025



We're always open to sharing our progress - contact us to learn more about our Carbon Reduction Plan and how we can work together.



01473 835740



iprsgroup.com



IPRS Group, Speed Medical House,
Matrix Park, Chorley, PR7 7NA