DIVERSITY HEALTH AND SOCIAL CARE LTD

Carbon Reduction Plan

November 2026 | Draft for management approval

Commitment to achieving Net Zero

Diversity Health and Social Care Ltd is committed to achieving Net Zero emissions by 2050.

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.

Baseline year: 2025

Additional details relating to the baseline emissions calculations

The 2025 baseline represents Diversity Health and Social Care Ltd's first formal assessment of its greenhouse gas emissions. The assessment has been undertaken using the best available operational information, workforce data, management estimates and UK Government greenhouse gas conversion factors. Where primary consumption or activity data is unavailable, reasonable and proportionate assumptions have been applied.

Scope 1 emissions relate to company vehicle usage. Scope 2 emissions have been estimated using operational office floor areas and indicative electricity consumption. Scope 3 emissions include employee commuting, business travel, waste generated in operations and upstream transportation and distribution. No separate downstream distribution activity has been identified.

The initial assessment principally reflects the Company's Tower Hamlets operations. Diversity is committed to improving the accuracy, completeness and organisational coverage of its emissions reporting through enhanced data collection, monitoring and annual review.

Baseline year emissions

Emissions	Total (tCO_2e)
Scope 1	1.01
Scope 2	1.66
Scope 3 (included sources)	60.94
Total emissions	**63.61**

Current emissions reporting

Reporting year: 2025

Emissions	Total (tCO_2e)
Scope 1	1.01
Scope 2	1.66
Scope 3 (included sources)	60.94
Total emissions	**63.61**

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that annual greenhouse gas emissions will decrease to 44.51 tCO_2e by 2030, representing a reduction of 30% against our 2025 baseline.

Carbon reduction projects

Future carbon reduction initiatives

To support the achievement of our carbon reduction targets, we will implement a coordinated programme of environmental improvement initiatives, focusing on those operational activities that contribute most significantly to our greenhouse gas emissions.

Our immediate priority is to reduce emissions associated with employee commuting and business travel, which together account for approximately 95% of our estimated baseline emissions. This will be achieved through local recruitment, geographical clustering of care appointments, intelligent rostering and the promotion of sustainable transport.

Further reductions will be pursued through improved energy efficiency, responsible procurement, waste minimisation and the transition to lower-emission vehicles where operationally and commercially practicable.

Progress against these targets will be monitored annually and reviewed by senior management. As the accuracy and organisational coverage of our emissions reporting improve, we will review our baseline and associated reduction targets to ensure that they remain meaningful, measurable and aligned with our commitment to achieving Net Zero by 2050.

Declaration and sign off

The following declaration is subject to confirmation of the reporting boundary, underlying calculations and management approval before publication.

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 and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:



Signature: _____

Name and position: _____Paschal Ndelule_____

Date: _____26th November 2026 _____