



Onebright Ltd Carbon Reduction Plan Publication

Date – latest update: August 2025

Next update: June 2026

Contents:

1. Commitment to achieving Net Zero
2. Baseline Emissions Footprint
3. Current Emissions Reporting
4. Emissions reduction targets

1. Commitment to achieving Net Zero:

The UK Government's Climate Change Act (2008) cites achieving Net Zero by 2050. Our desired aim is to achieve Net Zero by 2039. Onebright's net-zero target strategy is currently under review by our ESG expert partner. The Executive management team treat Carbon Emission Reductions as a core business KPI and are working on an ongoing basis to measure, action, and reduce emissions.

2. Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases (GHG) 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. Our Baseline year is 2023.

Additional Details relating to the Baseline Emissions calculations:

We are committed to tackling the complexities of business decarbonisation. We currently partner with Carbon Reporting Specialists, who provide Onebright with detailed and scientific carbon calculations for us to measure our baseline from which to build our Net Zero strategy.

Our calculations measure our full carbon footprint across Scope 1, 2, 3, including the value chain. We partner with specialist carbon emission and sustainability consultants to develop a reduction roadmap.



Current Emissions Reporting: 2024

2024 report Onebright LTD	
Emissions	Total (tCO2e)
Scope 1	0
Scope 2	17
Scope 3	7760.7
Total emissions	7777.7

Baseline Year: 2023

Baseline Year 2023	
Emissions	Total (tCO2e)
Scope 1	0.1182
Scope 2	15.09
Scope 3	3047.52
Total emissions	3063

3. Emissions reduction targets:

Emissions Hotspots

Onebright Limited does not have any fleet vehicles, nor gas heating in buildings, therefore there are no Scope 1 emissions.

Scope 2 emissions, all attributed to electricity consumption, account for less than 1% of Onebright Limited total emissions.

Scope 3 accounts for the majority (99%) of total emissions, which is commonplace for service-based organisations. The key emissions hotspots are Network therapists' emissions, accounting for 85% of our emissions in this category. The remaining 15% of our scope 3 emissions are accounted for by Computer services including software licences, employee commute by car, homeworking and mobile, telephone & internet charges in the main.

1. **Computer Services** - Issue a supplier survey to our computer services & software provider to determine what their GHG emissions are and what their decarbonisation plans are. Many providers such as Microsoft, Google and AWS are all providing GHG data to their customers and progressing in reducing their emissions.
2. **Commute by Car** - The employee commuting analysis shows that almost half of our staff commute over 20 miles each way to work. Incentivising low-carbon travel, via schemes such as, public-transport payback, car sharing or EV salary-sacrifice for these staff members would



prove effective. For those who live closer, incentives around active-travel and public-transport payback would prove effective.

3. **Homeworking** - Educating staff about the economic and environmental benefits of procuring renewable energy, partnering with renewable energy providers to offer discounted rates and easier transitions to renewable tariffs at home will encourage more staff to make the switch. Offering subsidies/loan programs to fund onsite renewable installations can help with installation costs.
4. **Mobile, telephone, & Internet charges** - Issue a supplier survey to our Mobile, telephone & internet charges provider to determine what their GHG emissions are and what their decarbonisation plans are. Understanding our key suppliers' sustainability maturity and ambitions will help to understand if their decarbonisation goals align with our own.

Carbon reduction activities include:

- Annual carbon emissions assessment with expert scientific partners.
- Commitment to the Energy Saving Opportunity Scheme (ESOS) assessment and implementation of the recommended energy reductions (if applicable).
- Ongoing movement of Onebright rented properties to sustainable/renewable energy suppliers where possible.
- Minimisation of computer waste with exploration of donation of computer hardware to charitable venture (with appropriate data security wiping accreditation).
- Utilisation of waste management suppliers who undertake carbon offsetting activities.
- Internal staff education on Carbon Literacy.
- Evaluation of measures to improve supplier management environmental considerations including introduction of Network Supplier Survey to ensure greater accuracy of Scope 3 reporting.
- Improved monitoring of environmental risks.
- Improved premises auditing including environmental consideration.
- Addition of solar panels to the York office to ensure our premises are where possible powered in sustainable means.
- Salary Sacrifice Employee Benefit to procure Electric Vehicles with onsite charging facilities are our York Head Office.
- Elimination of plastics in office equipment and supplies such as milk bottles and free office sanitary products.



In the future, we hope to implement further measures as outlined below:

- Implementing ESOS energy-saving recommendations.
- Scaling back (where appropriate) the physical footprint of our services facilitated via the increasing delivery of remote services whilst balancing the access needs of patients/clients we serve – i.e. for those sessions where a face-to-face meeting with a clinician/clinician is a requirement for good safe, best practice and access requirements.
- Use of energy-efficient lighting and heating systems.
- Committing to move to sustainable suppliers across all areas from utilities, financial, data storage, where feasible.
- Implement robust monitoring.
- Developing an Energy Policy.
- Providing energy efficiency training for all colleagues.
- Reduction of emissions related to travel where feasible.
- Reduction of supply chain emissions where feasible by: Actively challenging suppliers to evidence their carbon emission reduction measurement and planning.
- Implementing ESG questions in the supplier screening and selection process for procurement supply chain transparency and rigour.
- Increase staff competency around carbon literacy and engagement with the carbon reduction agenda by providing access to appropriately accredited training.
- Communicating carbon reduction plans appropriately.
- Motivating staff to collaborate on carbon reduction interventions with suitable schemes, targets and rewards and recognition.
- Providing internal sustainability training as part of onboarding.

Vicky Hodgson.

Signed: Vicky Hodgson

Date: 30/09/2025