



Environmental and Sustainability Policy

This policy covers all A&C employees and business activity

Version 6.0

Document Control Sheet

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|--------------------------|---|
| Title | Environmental and Sustainability Policy |
| Related Documents | <ul style="list-style-type: none"> ▪ Akeso Environmental Management System (EMS) v2.0 — ISO 14001:2015 certified ▪ Carbon Reduction Plan (PPN 06/21) – current year |
| Description | This policy covers all A&C employees and business activity |
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| Approved by | Scott Healy (SH), Director |

| Version | Summary of Changes | Author | Date |
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| 0.1 | First Draft | JH | Prepare |
| 0.2 | Edited for A&C format | SH | Prepare |
| 1.0 | Approved v1.0 | SH | Approve |
| 2.0 | 2019 Updated to include Carbon Reduction Plan | MM/DS | Prepare |
| 2.1 | Approved v2.0 | SH | Approve |
| 3.0 | 2021 Update to Carbon Reduction Plan | MM | Prepare |
| 3.1 | Approved 3.01 | SH | Approve |
| 4.0 | 2022 Update to Carbon Reduction Plan | MM | Prepare |
| 4.1 | Approved 4.1 | SH | Approve |
| 5.0 | 2023 Update to Carbon Reduction Plan | MM | Prepare |
| 5.1 | Approved 5.1 | SH | Approve |
| 6.0 | Update Environmental and Sustainability Policy | LM | Prepare |
| | | | |

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1 Introduction & Policy Statement

Akeso & Company commits to protecting the environment, preventing pollution, and continually improving environmental performance across our consulting operations. We comply with applicable environmental legislation and public-sector procurement policy, including PPN 06/21 Carbon Reduction Plans and the NHS Net Zero Supplier Roadmap. Our Environmental Management System (EMS v2.0) is ISO 14001:2015 certified (2024) and provides the procedures, records, and controls that implement this policy.

We align with the NHS Net Zero ambition: net zero for emissions we control directly by 2040 and for emissions we can influence by 2045 (NHS Carbon Footprint / Carbon Footprint Plus).

We will deliver proportionate Carbon Reduction Plans for all NHS procurements (from April 2024) and maintain annual updates to remain eligible to supply the NHS.

This policy is supported by the Akeso EMS v2.0 (see *EMS v2.0: 6. Operations, 7. Emergency Preparedness, 8. Performance Evaluation*).

2 Scope & Applicability

This policy applies to all employees, associates, and contractors engaged in Akeso work (office, remote, client-site, events).

Consulting-relevant aspects include: business travel & meetings, office energy & utilities (landlord-managed interface), digital/IT lifecycle & WEEE, purchasing & venues, and communications/events.

Implementation sits in the EMS v2.0; this policy sets direction and commitments.

This policy is communicated to our employees and will form the basis for our interactions on this topic with our sub-contractors and suppliers. Monitoring of the progress made by the Company will occur through the Leadership meetings.

3 Commitments

The environmental and sustainability objectives are:

- To understand the impact that our own and our suppliers' actions have on the environment.
- To take all reasonable and practical measures to reduce our own and our suppliers' impact on the environment from conducting business.
- To publicise and promote the impact that changes in ways of working can have on the environment and measures of sustainability.

Our 8 commitments are:

1. **Compliance & other requirements** — maintain a live register; review annually and after change (see *EMS v2.0: 5. Planning, 8. Performance Evaluation*).
2. **NHS alignment** — deliver CRPs per PPN 06/21; meet NHS CRP expectations extended to all new procurements from Apr-2024; track milestones in the NHS Net Zero Supplier Roadmap.
3. **Targets** — align with NHS net zero timelines (2040/2045); set annual, measurable objectives (e.g., travel mix, kWh/FTE, waste rate) with owners and due dates (see *EMS v2.0: 5. Planning*)

4. **Digital-first delivery** — travel only when beneficial; rail-first in the UK; low-impact venues & catering (see *EMS v2.0: 6. Operations*).
5. **Responsible procurement & IT** — prefer energy-efficient devices, low-impact consumables; secure WEEE take-back (see *EMS v2.0: 6. Operations*).
6. **Capability & awareness** — induction + annual refresher; consulting-context scenarios (travel, venue, supplier) (see *EMS v2.0: 6. Operations, 8. Performance Evaluation*).
7. **Resilience & incidents** — simple 60-minute response (“stop—stabilise—safeguard—call—record”), desk-top drill annually (see *EMS v2.0: 7. Emergency Preparedness*).
8. **Transparency** — publish an annual Carbon Reduction Plan with progress against baselines; sign at board level (see *EMS v2.0: 8. Performance Evaluation*).

4 PPN 06/21 Carbon Reduction Plan (CRP)

Prepared and published annually for all NHS procurements (from April 2024).

Supplier name: Akeso & Company Limited

Publication date: 30 September 2025

Next Review Date: 30 September 2026

4.1 Company Summary

Akeso & Company is a UK healthcare consulting firm (London HQ; national delivery). We support NHS and independent sector clients and align our operations and delivery methods with the NHS Net Zero ambition and supplier expectations. Our EMS is ISO 14001:2015 certified (2024) and provides the procedures/records underlying this CRP.

As of 30 September 2025, we have a current headcount of 30.

4.2 Commitment to Achieving Net Zero

We commit to Net Zero by 2040 for emissions we control directly, and to supporting the NHS ambition to reach Net Zero for emissions it influences by 2045, shaping our delivery and supply chain choices accordingly.

4.3 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: 2019 / 2020 (first comprehensive footprint). Baseline totals as previously reported: | |
|--|---------------------------------|
| Scope | Total (tCO₂e) |
| Scope 1 | 0.0 |
| Scope 2 | 0.61 |
| Scope 3 (Included Sources) | 115.85 |

| | |
|--------------|---------------|
| Total | 116.46 |
|--------------|---------------|

| Reporting Year: 2020 / 2021 | |
|------------------------------------|---------------------------------|
| Scope | Total (tCO₂e) |
| Scope 1 | 0.0 |
| Scope 2 | 0.41 |
| Scope 3 (Included Sources) | 90.31 |
| Total | 90.72 |

| Reporting Year: 2021 / 2022 | |
|------------------------------------|---------------------------------|
| Scope | Total (tCO₂e) |
| Scope 1 | 0.0 |
| Scope 2 | 0.2 |
| Scope 3 (Included Sources) | 85.17 |
| Total | 85.37 |

For the reporting period 2023, we have reviewed our footprint with an accredited third-party organisation. As part of the review and to ensure that we are being as exhaustive as possible in our reporting, we collected emission data on additional sources within Scope 3 that we had previously not reported on.

For the purpose of documenting progress against the baseline and subsequent reporting years, we have included both total emissions included sources and total emission all sources to allow direct comparison. In subsequent reports we will be able to compare progress against all sources as we continue to collect this information.

| Reporting Year: 2022 / 2023 | |
|------------------------------------|---------------------------------|
| Scope | Total (tCO₂e) |
| Scope 1 | 0.2 |
| Scope 2 | 3.1 |
| Scope 3 (Included Sources) | 68.2 |

| | |
|--|--------------|
| Scope 3 (All sources) | 315.5 |
| Total Emissions (tCO₂e) (Included sources) | 71.5 |
| Total Emissions (tCO₂e) (All sources) | 318.8 |

| Reporting Year: 2023 / 2024 | |
|---|---------------------------------|
| Scope | Total (tCO₂e) |
| Scope 1 | 0.1 |
| Scope 2 | 2.0 |
| Scope 3 (Included Sources) | 61.4 |
| Scope 3 (All sources) | 290.3 |
| Total Emissions (Included sources) | 63.5 |
| Total Emissions (All sources) | 292.4 |

4.4 Current Emissions Reporting

Emissions for FY 2024–2025 are currently undergoing data collection, quality assurance and management review in line with our EMS v2.0 (8. Performance Evaluation). Accordingly, FY2024–2025 values are provisional and subject to change. Final verified figures will be incorporated into this Carbon Reduction Plan once validation is complete

| Reporting Year: 2024 / 2025 | |
|---|---------------------------------|
| Scope | Total (tCO₂e) |
| Scope 1 | 0.05 |
| Scope 2 | 1.4 |
| Scope 3 (Included Sources) | 55.3 |
| Scope 3 (All sources) | 264.1 |
| Total Emissions (Included sources) | 56.7 |
| Total Emissions (All sources) | 265.6 |

4.5 Emissions Reduction Targets

Targets align to our baseline (2019/20) and NHS timelines. Annual objectives/KPIs live in EMS v2.0 section 5. Targets are reviewed annually at Management Review; tracked monthly in EMS KPI snapshot.

| Area | KPI (examples) | Target Date | Owner |
|--------------------|---|-------------|--------------------|
| Absolute emissions | ≥50% reduction vs 2019/20 by 2030 | 2030 | Environmental Lead |
| Net Zero | 2040 (direct), support NHS 2045 (influence) | Ongoing | MD |
| Travel mix | ≥75% UK trips by rail; virtual-by-default | FY2026 | Project Leads |
| Electricity | kWh/FTE -10% vs FY2025 | FY2026 | Office Ops |
| Waste | ≥80% recycling; ≤10 kg/FTE residual | FY2026 | Office Ops |

4.6 Carbon Reduction Projects

Project delivery is governed and audited through EMS v2.0 (see 6. Operations, 8. Performance).

- **Digital-first delivery** (virtual workshops/clinics; fewer trips)
- **Rail-first travel** (UK), flight-by-exception with approvals
- **Low-impact venues & catering** (public transport access; menu standards)
- **Efficient IT lifecycle & WEEE take-back** (asset tracking; certified disposal)
- **Office energy** (LEDs/controls; supplier green tariffs; landlord engagement)

| Project | KPI linkage | Status |
|----------------------------------|--------------------------------|-------------------------|
| Digital-first delivery playbooks | Travel mix; absolute emissions | [Planned/In-flight/BAU] |
| Rail-first policy & approvals | Travel mix | [Planned/In-flight/BAU] |
| Venue/catering standards | Waste; travel | [Planned/In-flight/BAU] |
| IT asset lifecycle & WEEE | Scope 3; WEEE compliance | [Planned/In-flight/BAU] |
| Office energy measures | kWh/FTE | [Planned/In-flight/BAU] |

Historic initiatives (e.g., public-transport shift; paper-light office; energy upgrades) remain in scope.

4.7 Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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

standard¹ and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting²](#).

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, 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) Standard³.

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

5 Governance & Roles

Policy direction sits here; day-to-day controls, KPIs and audits are in EMS v2.0, section 5, 6 and 8.

| Function | Responsibilities | Cadence | Role owner |
|--|---|--------------------|--------------------|
| Owner | Maintain policy/CRP; coordinate EMS updates | Quarterly / Annual | Environmental Lead |
| Approver | Annual policy & CRP sign-off; resource decisions | Annual | Managing Director |
| Environmental Project Committee | Deliver projects (travel, venues, IT, office energy/waste); track KPIs; maintain SOPs | Monthly | Committee Chair |
| Office Ops / IT | Energy/waste/WEEE controls; kit lifecycle; landlord/contractor liaison | Monthly | Ops Lead / HR |
| Internal audit | Risk-based EMS/policy audits; CAPA tracking | Annual | Environmental Lead |

6 Monitoring, Reporting & Review

We monitor progress monthly via audit performance annually (internal + external ISO surveillance), and complete a board-level Management Review each year. Policy effectiveness and CRP progress are reviewed there.

7 Communications (Internal & External)

Internal: publish policy, CRP and KPIs on SharePoint; quarterly update.

External: website statement (short form) — “Akeso’s EMS is certified to ISO 14001:2015; we publish a Carbon Reduction Plan annually and align with the NHS Net Zero Supplier Roadmap.” Marketing approves public posts.

8 References

NHS Net Zero — national ambition (2040/2045). NHS England “Greener NHS: National ambition / Delivering a Net Zero NHS.”

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>

NHS CRP requirement (proportionately extended to all new procurements from April 2024). NHS guidance.

NHS Net Zero Supplier Roadmap (milestones and expectations). NHS England PDF.

PPN 06/21 (Carbon Reduction Plans in major government contracts) + Technical Standard / April-2025 guidance update. Cabinet Office.

Signed on behalf of the Supplier:



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Scott Healy, Director

Date: 30/09/2025

