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Carbon Reduction Plan

Supplier name: Independence Mobility Group (Independence Mobility & Medical Hire)

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Commitment to achieving Net Zero

Independence Mobility recognises the urgent need to address climate change and is committed to minimise our greenhouse gas (GHG) emissions and is committed to achieving Net Zero emissions by 2050. This dedication aligns with the UK governments target under the climate change act.

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: 2024	
Additional Details relating to the Baseline Emissions calculations.	
This was the first time that Independence Mobility have assessed emissions, so the first reporting period has been used as the baseline. These figures are an estimate only and are subject to further verification.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	34.6
Scope 2	8.56
Scope 3	200
Total Emissions	243

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5.4
Scope 2	2.1
Scope 3	429.5
Total Emissions	437.14

Additional details relating to the reporting year calculations:

These figures are an estimate only and are subject to further verification.

The level of emissions reported in 2025 have increased significantly compared to the prior year for the following reasons...

- The baseline year (2024) was the first time that Independence Mobility have assessed emissions, so limited information was available.
- For 2025, more information was available and considered as part of the reporting process.
- An updated version of the carbon emissions calculator used for 2024 results was used for 2025. This required data to be reported in more detail and calculates emissions in a different way.
- The value of goods purchased for re-sale increased by approx. 30% in 2025 predominantly due to company growth.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease to 380 tCO₂e by 2030. This is a reduction of 13%.

Carbon Reduction Projects

Independence Mobility has adopted the SME Climate Commitment through the SME Climate Hub. This initiative demonstrates our pledge to halve our greenhouse gas emissions by

2030, achieve net zero by 2050, and disclose our progress on an annual basis. We utilise the SME Climate Hub's resources and tools to guide our carbon reduction strategy and ensure alignment with best practices. Additionally, we have completed several of the educational courses offered through the hub to deepen our understanding and enhance our efforts to continuously improve our carbon reduction measures.

To achieve our Net Zero goals, Independence Mobility is implementing a comprehensive plan of action, focusing on both immediate and long – term strategies.

1. Improve energy efficiency:

- Use LED lighting and energy efficient appliances
- Install thermostats for heating and cooling
- Conduct regular maintenance of machinery to ensure optimal performance
- Switch to a green energy supplier for office and warehouse electricity

2. Optimise Transportation:

- Encourage employee commuting via public transport, car-pooling & cycling
- Transition to electric vehicles or hybrids
- Install EV charging points
- Optimise delivery routes
- Combine collections and deliveries to prevent unnecessary travel
- Carry out meeting online or via public transport where possible

3. Enhance Waste Management:

- Implement a recycling programme for packaging, paper and plastics
- Donate or reuse old medical equipment instead of discard
- Adopt new technologies to streamline processes, reduce waste

4. Supply Chain Management:

- Prioritise suppliers with strong sustainability practices
- Collaborate with suppliers and customers to reduce their carbon footprint

5. Engage Employees:

- Foster a culture of sustainability
- Reward employees who contribute to innovative ideas for carbon reduction (this includes the idea and the action)
- Provide training via the SME climate hub on carbon reduction practices

6. Offset Emissions:

- Invest in a carbon offset programme for example an organisation that plants trees or develops renewable energy projects
- Contribute to local environmental projects

7. Report:

- Publish our annual carbon reduction report
- Use KPIs to measure progress

Completed Actions

2025:

- **Commitment:** Officially committed to the SME Climate Hub, pledging to halve emissions by 2030 and achieve net zero by 2050.
- **Set Targets:** Established short-term (2025-2030), medium-term (2030-2040), and long-term (2040-2050) emission reduction targets.
- **Assessment and Planning:** Conducted a comprehensive carbon footprint assessment of all operations.
- **Employee Training:** Initiated training programs for staff on sustainability practices and the importance of reducing carbon emissions.

Specific Targets

2026-2030:

- **Fleet Transition:** Begin transitioning the vehicle fleet to electric or hybrid models. Aim for 25% of the fleet to be zero-emission vehicles by 2030.
- **Energy Efficiency:** Upgrade facilities to improve energy efficiency, including LED lighting and thermostats.
- **Renewable Energy:** Switch to renewable energy providers for office and operational facilities.
- **Waste Reduction:** Implement a robust recycling program and reduce single-use plastics in operations.
- **Annual Reporting:** Report on progress annually, including Scope 1 and Scope 2 emissions.

2031-2040:

- **Complete Fleet Transition:** Achieve 75% of the fleet being zero-emission vehicles by 2040.
- **Sustainable Procurement:** Source medical equipment and supplies from sustainable and eco-friendly suppliers.
- **Carbon Offsetting:** Invest in carbon offset projects to balance out any remaining emissions.
- **Community Engagement:** Partner with local communities and organisations to promote sustainability and environmental awareness.
- **Annual Reporting:** Continue annual reporting on emissions and progress.

2041-2050:

- **100% Zero-Emission Fleet:** Ensure the entire vehicle fleet is zero-emission by 2050.
- **Net Zero Operations:** Achieve net zero emissions across all operations by 2050 through a combination of emission reductions and carbon offsetting.
- **Continuous Improvement:** Regularly review and update the net zero plan to incorporate new technologies and practices.
- **Annual Reporting:** Maintain annual reporting to track progress and ensure transparency.

Declaration and Sign Off

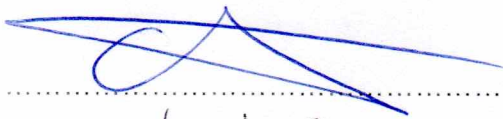
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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).

Signed on behalf of the Supplier:



Date: 3/2/26

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>