

Carbon Reduction Plan



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1. Introduction

This Carbon Reduction Plan sets out our organisational approach to addressing our carbon emissions and contribution to climate change at Arkadia Clinical Solutions.

The Plan has been formed from a detailed assessment and research exercise which has considered our drivers and legislative requirements, and the risks posed to our organisation by climate change. Various improvements to our sustainability performance have been identified and will be addressed in the delivery of this Plan.

2. Who we are

Arkadia Clinical Solutions is an insourcing organisation, supporting NHS Trusts and Health Boards in managing their Referral to Treatment (RTT) pathways and reducing their wait times. We provide our NHS partners with a range of solutions from short-term support to reduce patient backlogs, to long-term solutions by integrating our people within hospitals to support clinical departments.

3. Our Drivers for Carbon Reduction

At Arkadia Clinical Solutions we are committed to environmental protection and recognise our responsibility to operate sustainably while adhering to all relevant environmental regulations. Our goal is to take proactive measures to minimise our environmental impact and ensure responsible practices in all our operations.

4. Our principles

At Arkadia Clinical Solutions, we are committed to our role as a nationally recognised professional organisation and we are dedicated to excellence in patient care and deeply value our partnership with NHS hospitals.

We recognise that improving health outcomes requires a proactive and preventative approach, which includes addressing environmental factors. Our responsibility for the environment extends beyond legal obligation, which is why we chose to produce and publish this Carbon Reduction Plan voluntarily. We are committed to minimising our carbon footprint, embedding sustainability in our business operations, and actively reducing carbon emissions. By doing so, we hope to reduce the burden on the NHS.

We encourage our customers, suppliers and other stakeholders to improve their efforts in carbon reduction to ensure a meaningful and lasting impact.

5. Our Progress

In 2025, we published our 'Environmental Policy', outlining key steps needed to ensure Arkadia Clinical Solutions, our staff, and our clinical contractors make a conscious effort to remain an environmentally responsible organisation. The policy identified 9 key actions:

- Assess and regularly re-assess the environmental effects of the organisation's activities.
- Training of employees in environmental issues.
- Minimise the production of waste.
- Minimise material wastage.
- Minimise energy wastage.
- Promote the use of recyclable and renewable materials.
- Prevent pollution in all its forms.
- Control noise emissions from operations.
- Minimise the risk to the public and employees, from operations and activities undertaken by the organisation.

Although progress has been made, we still have room for improvement in our carbon reduction efforts. Progress in delivering these key actions is discussed in this 'Carbon Reduction Plan'. We have also accelerated our net-zero

target from 2045 for our direct emissions, to achieving net-zero by 2045, aligning with NHS Carbon Footprint Plus goals. To ensure our success, we will continuously improve and update our policies and initiatives.

6. Carbon Footprint

To calculate our organisation's carbon footprint, we have conducted a thorough investigation of our key emissions sources. The results from this exercise have enabled us to identify our carbon hotspots and targeted actions to deliver the required emissions reductions which will provide the basis of our journey to net zero.

The Greenhouse Gas Protocol (GHGP) states greenhouse gas emissions should be divided into three distinct scopes:

Scope 1:	direct emissions from aspects we control such as the use of natural gas.
Scope 2:	indirect emissions from the consumption of purchased electricity.
Scope 3:	indirect emissions controlled by suppliers but which we can influence, such as procured goods and services, water consumption, and waste treatment.

We are currently monitoring our emissions from all three scopes. We have less control over Scope 3 emissions, making it difficult to quantify and report on these. However, where sufficient data has been accessed, we have quantified these emissions.

As we work towards achieving net-zero, we will continue to improve our data collection to enable us to quantify the full scope of our emissions. As data quality advances and more reliable methodologies emerge, we will aim to report fully on our Scope 3 emissions.

Scope of Our Carbon Footprint

The following key aspects of operations produce carbon emissions, and are therefore included in our carbon baseline:

Gas Use: Gas use.

Electricity Use: Grid electricity use.

Water: Mains supply water use.

Waste: All waste generated.

Business Travel: Travel conducted for business purposes by our clinical contracted staff.

Staff Commuting: Travel conducted by internal staff.

Remote Working: FTE working hours of all members of staff working from home.

Our role in clinical insourcing means emissions from aspects like anaesthetics, medicines and medical devices are already accounted for by our customers.

7. Our Carbon Baseline

Our baseline year has been established as 2025 because this was the earliest year we have been able to source complete and reliable data. All future emissions will be compared against this year, and we will continue to report our emissions against the baseline on a yearly basis.

We have not yet calculated our 2026 emissions profile as we await the end of the year to obtain a full data set. Once we have quantified these emissions, we will be able to accurately compare our performance against the baseline.

8. 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.	
Historic baseline, no prior scope 3 emissions reporting.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1 Direct emissions	0.55
Scope 2 Indirect emissions	0.23 Indirect impact from electricity & fuel
Scope 3 (Included Sources)	0.05
Total Emissions	0.84

Emissions reduction targets

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

- Make driving more efficient (reducing mileage)
- Reduce the usage of electricity
- Promoting the Environmental Management System
- Reduce the use of non-recyclable materials

9. 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 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, 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: 

Date: 31/12/2025