

Carbon Reduction Plan

Medinet Minds

April 10, 2025

Commitment to achieving Net Zero

Medinet Minds Limited is committed to achieving Net Zero emissions by **2045**.

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.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0.72 tCO ₂ e
Scope 2	6.34 tCO ₂ e
Scope 3 Employee commuting Waste generated in operations Upstream transportation and distribution Fuel- and energy-related activities Purchased goods and services	3,835.28 tCO ₂ e
Total Emissions	3,842.33 tCO₂e

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.72 tCO ₂ e
Scope 2	6.34 tCO ₂ e
Scope 3 Employee commuting Waste generated in operations Upstream transportation and distribution Fuel- and energy-related activities Purchased goods and services	3,835.28 tCO ₂ e
Total Emissions	3,842.33 tCO₂e

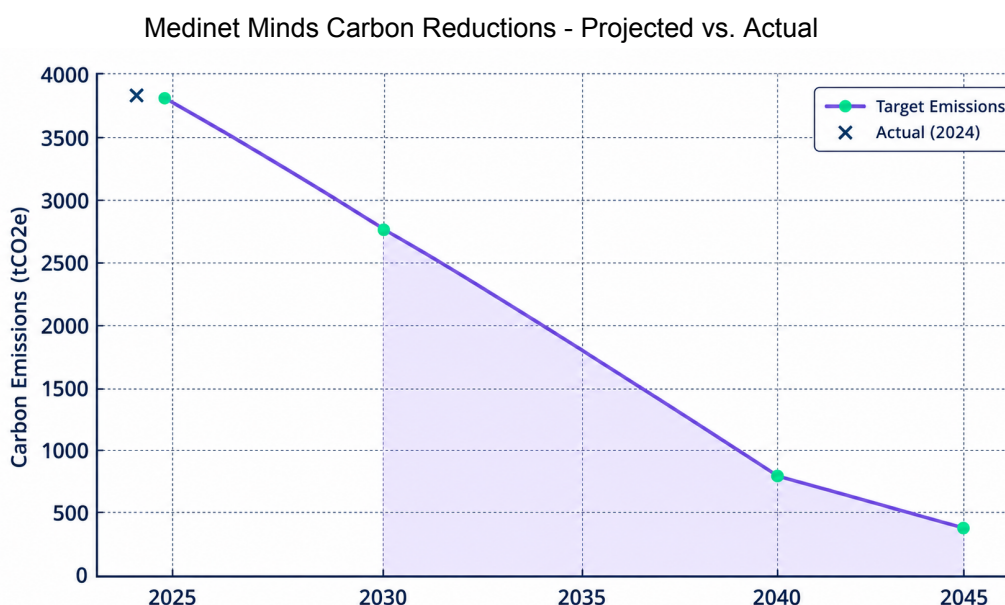
Emissions reduction targets

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 over the next five years to 2,804.90 tCO₂e by 2030. This is a reduction of 27%.

We project that carbon emissions will decrease over the next 15 years to 768.47 tCO₂e by 2040 (80%) and to 384.23 tCO₂e by 2045 (90%).

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The carbon emission reduction achieved by these schemes will be known after the next Carbon footprint calculation.

1. Our SLT has approved Group ESG Policy and Plan outlining all our ESG intentions including Carbon reduction Plan.

In the future we hope to implement further measures such as:

1. Improve data collection for next year, to have primary or secondary data for Scope 1-2 and water consumption for every location.
2. Office in Birmingham, Edgbaston will be transferred to 100% renewable energy source.
3. Other office locations will be researched with the goal of transferring them onto renewable energy sources.
4. Motivate employees and independent contractors to switch to renewable energy in their homes.
5. Create a Policy on new office locations, having in mind location (access to public transport), energy sources etc.
6. Research EVs Salary sacrifice schemes.

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:



Tim Flanagan, CEO

Date: 16/04/2025

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>