

Supplier Name: Clinical Partners Group Limited

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Commitment to achieving Net Zero

Clinical Partners is dedicated to a sustainable future, aligning our operations with the 1.5°C global target to prevent the most severe impacts of climate change. As a leading mental health provider, we understand that a changing climate presents a profound challenge to public health. We are taking action today, not just to meet Net Zero, but to uphold our value of 'Supporting the Whole Person' by protecting the environment we all share.

Clinical Partners Group is committed to achieving Net Zero emissions by 2040. We have outlined the actions, dependencies, and barriers directly linked to our ability to achieve this commitment.

Scope of the assessment

The calculations reflect emissions across the entire Clinical Partners Group. Clinical Partners Group currently has no investments in other businesses and we have not forecasted growth in future emissions through investments.

The reporting period aligns with our financial reporting period: 01/10/2024-30/09/2025. As we are a business which is scaling rapidly we have restated our baseline to our last reporting year. Data supplied by Clinical Partners Group has been self-verified with reasonableness checks provided by Profit Impact Limited. We have used Sumday carbon calculation platform to calculate our emissions and applied our own high-level judgments for the reduction across the emission categories. We have identified some weaknesses in the data and the approach of the calculator tool, which will need refining and reviewing this year.

Statement of Adherence to the Greenhouse Gas Protocol

Clinical Partners Group is committed to the highest standards of environmental transparency and accountability. Our emissions inventory and carbon reporting are developed in strict accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised Edition). To ensure a comprehensive and accurate reflection of our climate impact, we adhere to the following GHG Protocol principles:

Relevance: Our inventory boundary is defined using the Operational Control approach, ensuring we account for all emissions where we have the authority to implement operating policies.

Completeness: We report on all seven greenhouse gases covered by the Kyoto Protocol. In pursuit of our 2026 Level 3 Evergreen goals, we have expanded our Scope 3 reporting to include all 15 relevant categories, moving beyond the mandatory subsets.

Consistency: We utilise the most recent UK Government (DESNZ/BEIS) GHG Conversion Factors to allow for meaningful year-on-year comparisons of our emissions performance.

Transparency: All data sources, assumptions, and methodologies are clearly documented to ensure auditability. Where energy data is available we have calculated energy usage across our consulting rooms: Birmingham, Bristol, Cardiff, Leeds, Liverpool, Manchester, Nottingham, Sheffield, Roman Road, London and two sites in Oxford (Headington and Garsington) and our Headquarters in Semley. Commuting and working from home emissions have been estimated for both self-employed clinicians and employees using the data we have collected so far from 58 survey responses. The emissions generated by Clinicians are calculated on a spend basis using the Human health services emission source with a proportion reduced for the estimated commuting and working from home emissions.

Accuracy: We strive to reduce uncertainties by prioritising primary data from utility bills and internal sustainability surveys over secondary industry averages.

This commitment supports our long-term goal of achieving Net Zero by 2040 and ensures our reporting remains fully aligned with the requirements of the NHS Net Zero Supplier Roadmap.

Baseline Emissions Footprint

Baseline emissions are a record of past greenhouse gas production and the reference point against which emissions reduction can be measured. Where we have forecasted emission reductions, these have been adjusted for anticipated business growth over the next 5 years.

Baseline Year: 2025		
Additional Details Relating to the Baseline Emissions Calculations		
We collected data from 1/10/24 to 30/09/25, as these 12 months reflect our standard operating period. We have included Scope 3 in our baseline calculations wherever possible. We have used a combination of activity-based and spend-based data to calculate our emissions.		
Baseline year emissions:		
EMISSIONS	TOTAL (tCO₂e)	Intensity Metrics tCO₂e/FTE
Scope 1	3.4	0.0
Scope 2	0.0	0.0
Scope 3 (Included Sources)	4571.0	6.0
Total Emissions	4574.4	6.0

Emissions reduction targets

To continue our progress toward achieving Net Zero, we have adopted the following near and medium-term carbon reduction targets.

We have also highlighted new processes, measures, and procedures introduced due to this project and our future plans, which will support our reduction targets.

Near-term emissions reduction targets

Reporting Year: 2027		
EMISSIONS	TOTAL (tCO₂e)	Intensity Metrics tCO₂e/FTE
Scope 1	0.0	0.0
Scope 2	0.0	0.0
Scope 3 (Included Sources)	2945.6	2.2
Total Emissions	2945.6	2.2

Medium-term emissions reduction targets

Reporting Year: 2030		
EMISSIONS	TOTAL (tCO ₂ e)	Intensity Metrics tCO ₂ e/£ million revenue
Scope 1	0.0	0.0
Scope 2	0.0	0.0
Scope 3 (Included Sources)	1025.7	0.8
Total Emissions	1025.7	0.8

Long-term emissions reduction targets

We anticipate reducing emissions by 100% by 2040. However, this assumption has dependencies and barriers.

We have complete confidence in eliminating emissions under our control by 2040. The extent to which we can achieve this for emissions outside of our control is reliant on:

- Suppliers having the resources and capacity to commit to reducing their emissions;
- Adequate infrastructure and affordability of renewable energy and sustainable transport for our employees and clinicians;
- The commitment to decarbonisation from the technology industry

We are committed to working closely with all these groups to help them progress as far as possible.

Reporting Year: 2040		
EMISSIONS	TOTAL (tCO ₂ e)	Intensity Metrics tCO ₂ e/£ million revenue
Scope 1	0.0	0.0
Scope 2	0.0	0.0
Scope 3 (Included Sources)	0.0	0.0
Total Emissions	0.0	0.0

Our Carbon Reduction Projects

Completed carbon reduction initiatives in the financial year ended 30/09/2025

Over the past year, our work has been implementing reductions and planning for carbon reduction, as laid out below. Over this year we have achieved a lot, however the increased demand for our services has almost doubled our emissions. This highlights the challenge we have as a growing business; balancing our growth in mental health services with the associated carbon emissions this creates.

Achievements

1. We have interrogated publically available supplier emissions to improve the quality of our Scope 3. We have found limited availability of data particularly amongst businesses with less than 500 employees. We have made progress in understanding what it is we need to do to improve these results and hope we can support our suppliers.
2. We have established clear sustainability criteria when selecting and evaluating new suppliers.
3. Our specific carbon reduction activities were:
 - i. We moved our remaining three premises to renewable energy;
 - ii. We worked closely with our Head Office landlord to replace the oil boiler with an air heater;
 - iii. We extended our decluttering programme;
 - iv. Introduced more recycling bins, reusable cups and environmentally friendly supplies our the remaining offices;
 - v. Explored local initiatives to regenerate our community and nature.
 - vi. We now have a scheme in place to recycle our digital waste
 - vii. We launched a survey to get a better understanding of working from home and commuting emissions for all our teams. The results are informing our plans for the coming year.

The table below shows the increases and reductions in our emissions over the year. 97.7% of the increase was as a result of the increase in people resources to deliver our services.

Baseline emissions FY24	2282.2	
Clinician fees	1976.5	86.6%
Energy	-8.0	-0.4%
Working from home/commuting	254.0	11.1%
Miscellaneous	70.0	3.1%
Baseline emissions FY25	4574.7	

Our strategies to reduce our carbon to Net Zero by 2040

These objectives outlined below will be supported through increased governance through our business. In 2025 we the Clinical Partners Group committed to achieving Level 4 of the NHS Evergreen maturity matrix. To achieve this we have moved to a programme of full integration which includes education, increased communication as well as the introduction of SMART objectives throughout the business.

2026 objectives:

1. **Self-employed clinicians:** We will validate the Life Cycle Analysis for our self-employed clinicians. Their emissions are currently based on spend rather than an LCA approach - we anticipate approximately a 75% reduction in emissions by 2030 once we have validated this. However Clinical Partners is anticipating significant growth over the next year. The impact of this will be on the number of self-employed clinicians they contract with which will bring a net increase of tCo2e by 2030.
2. **Supply chain:** We are anticipating a 30% reduction by 2030 as a result of detailed verification of emission factors of existing suppliers. Through the roll out of an education and awareness campaign for our existing suppliers who have no data to share we will support them on their journey. We forecast a 15% tC02e reduction through increased due diligence on new suppliers.
3. **Working from home and commuting:** Educate employees and contractors about the importance of sustainability and train them on best practices for reducing emissions in their daily activities, including when they work from home. We will source and share any available grants to support the transition to clean energy when working from home. Early indications from our teams are that 70%+ would consider switching to an electric or hybrid vehicle - we plan to review this carefully and explore the option to offer access to these vehicles through salary sacrifice. We forecast a 40% tC02e reduction by 2030 through these initiatives

2027 objectives:

1. **Business travel:** We will enhance our business travel policies to encourage a transition to low carbon travel by our employees which we forecast will deliver a 30% reduction in emissions by 2030.
2. **Digital:** The operational impact of the growth is anticipated to be minimised by the increased use of digital, including artificial intelligence. In FY26 we will conduct a deep dive into the carbon emissions of digital to better understand how this will impact the numbers. For the purpose of the FY25 calculations we have assumed an increase of 44 tonnes by 2030.
3. **Energy:** We have made a lot of progress in this area and only have two satellite sites that have been confirmed as using gas and/or non renewable energy tariff (Bristol and Leeds). We have assumed that these sites will shift to clean energy or Clinical Partners will move sites before 2040.

Carbon offsets:

We have committed to sourcing carbon offsets for a project which aligns to our impact plans once we have confirmed the accurate LCA of self-employed clinicians and our digital footprint. These may be purchased in 2027 or 2028.

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 the appropriate government emission conversion factors for greenhouse gas company reporting² have been used.

Data supplied by Clinical Partners Limited has been self-verified with reasonableness checks provided by Profit Impact Limited.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and all Scope 3 emissions have been reported for completeness.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors with reasonableness checks provided by Profit Impact Limited.

Signed on behalf of the supplier

Adrian Clarke
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Date..... 01/04/2026

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

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