



CARBON REDUCTION PLAN FOR NDIMA HEALTHCARE LTD

November 2024

Registered Office Address

Pinnacle House, 34 Newark Road Peterborough, PE1 5YD

Company Number: 12288528

Introduction

Ndima Healthcare values areas that are based on consistency, transparency, quality, and community. Therefore as part of our commitment to community and the planet. Ndima Healthcare Ltd is committed to reducing its carbon emissions to net zero by 2050. This carbon reduction plan outlines our path to achieving net-zero emissions by 2050, aligning with the UK's net-zero targets and reflecting our mission to provide consistent, transparent, and quality-driven services. Our plan supports broader environmental, social, and governance (ESG) goals while ensuring compliance with relevant regulations.

Current Carbon Footprint/Baseline Emissions Footprint.

Baseline emissions represent a record of the greenhouse gases emitted in the past, prior to the implementation of any strategies aimed at reducing these emissions. These emissions serve as a reference point to measure the success of future reduction efforts. Ndima Healthcare LTD produces both direct and indirect emissions as part of its operations, and its assessed carbon footprint encompasses all relevant sources to provide a comprehensive overview. The baseline for measuring emissions is 2022. As a provide operating from a serviced office, our carbon reduction includes emissions from:

- Energy Consumption (Electricity, heating and water in the serviced office)
- Transport
- Supply Chian activities (Equipment procurement)
- Waste

Baseline emissions are a record of the greenhouse gasses that have been produced in the past and were produced prior to the introductions of any strategies.

Baseline Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)

Scope 1

Scope 1 – Direct Emissions	tCO ₂ e
Stationary Combustion (Boiler, Generator)	2.3960
Mobile Combustion (Company Fleet)	19.0230
Process Emissions (On-Site Manufacturing)	0.0000
Fugitive Emissions (F-Gasses)	0.0000
Scope 1 Total	21.4190

Narratives

Overview of Scope 1 Emissions

Scope 1 emissions represent the direct greenhouse gas emissions from sources owned or controlled by Ndima Healthcare LTD. For our organization, this includes emissions generated from:

- Mobile combustion: Fuel consumption by the company vehicle used for operational purposes.
- Stationary combustion: Emissions from heating systems (e.g., boilers) indirectly accounted for through our serviced office setup.

Mobile Combustion

The primary contributor to Scope 1 emissions for Ndima Healthcare LTD is the company vehicle, which is essential for delivering domiciliary care services and operational travel. Based on petrol usage of approximately 158 liters per week, our calculations show total annual emissions of 19.023 tCO₂e. This reflects the significant reliance on transportation to ensure the quality and accessibility of our services.

To reduce these emissions, Ndima Healthcare LTD is exploring options such as:

- Transitioning to a hybrid or electric vehicle fleet.
- Optimizing travel routes for fuel efficiency.
- Encouraging remote meetings to minimize unnecessary travel.

Stationary Combustion

Although Ndima Healthcare operates from a serviced office and does not directly manage heating systems such as boilers or generators, emissions from these sources are included indirectly. By attributing 10% of rent costs to heating, we estimate annual emissions of 2.079 tCO₂e.

While the building management controls these systems, we remain committed to working with the serviced office provider to understand and reduce these emissions where possible.

Total Scope 1 Emissions

The combined Scope 1 emissions for Ndimma Healthcare LTD are 21.419 tCO₂e per year, with mobile combustion being the predominant source. Reducing these emissions is a key focus as we strive toward achieving our sustainability goals and aligning with national net-zero targets.

How It Fits Into the Carbon Reduction Plan

Scope 1 emissions provide a clear area for targeted intervention, particularly through transportation. By implementing energy-efficient vehicles and improving travel logistics, Ndimma Healthcare LTD aims to significantly reduce its Scope 1 emissions over the coming years.

Scope 2

Scope 2 – Indirect Emissions	tCO ₂ e
Electricity (Head office & Branches)	1.4370
Gas (Heating type)	2.0790
Water	0.1300
Scope 2 Total	3.5290

Narratives

Overview of Scope 2 Emissions

Scope 2 emissions account for the indirect greenhouse gas emissions from the consumption of purchased energy, such as electricity, heating, and water usage. For Ndimma Healthcare LTD, these emissions stem from operating within a serviced office environment where energy usage is embedded in rent costs.

While these emissions are not directly controlled by Ndimma Healthcare LTD, they are a key focus area in our Carbon Reduction Plan as we strive to reduce our environmental impact.

Electricity Usage

Electricity consumption within the serviced office is the largest contributor to Scope 2 emissions, with an estimated annual energy use of 6,780 kWh. Based on the UK government's emission factor of 0.212 kg CO₂e per kWh, this translates to 1.437 tCO₂e per year. Electricity powers essential office equipment, lighting, and appliances used in daily operations.

To address these emissions, we plan to:

- Work with the serviced office provider to explore renewable energy options.

- Implement energy-saving measures such as automatic power-off for unused equipment and energy-efficient appliances.
- Encourage staff awareness of energy conservation practices.

Gas Usage

Heating systems within the serviced office contribute to Scope 2 emissions through the consumption of gas. Based on rent-based energy allocation, annual gas usage is estimated at 11,300 kWh, resulting in emissions of 2.079 tCO₂e per year. These emissions reflect the indirect impact of maintaining a comfortable working environment throughout the year.

While Ndimma Healthcare LTD does not directly manage heating systems, we aim to collaborate with the office provider to:

- Monitor and optimize heating efficiency.
- Explore opportunities for transitioning to lower-carbon heating solutions.

Water Usage

Water usage in the office is limited to personal hygiene, drinking, and minimal operational needs. The total annual water consumption is estimated at 39 cubic meters, resulting in emissions of 0.013 tCO₂e per year. These emissions are relatively small compared to electricity and gas but remain part of our holistic sustainability efforts.

We plan to further reduce water-related emissions by:

- Encouraging water-saving practices among staff.
- Exploring options to engage with the serviced office provider to ensure water efficiency.

Total Scope 2 Emissions

The combined Scope 2 emissions for Ndimma Healthcare LTD amount to 3.529 tCO₂e per year, reflecting our indirect contributions from electricity, gas, and water usage. These emissions represent an important area for ongoing collaboration with our office management team and strategic improvements to our operational efficiency.

Commitment to Reducing Scope 2 Emissions

Reducing Scope 2 emissions is a critical part of Ndimma Healthcare LTD's Carbon Reduction Plan. We are committed to engaging with our serviced office provider to explore renewable energy options and implement energy-saving initiatives. These efforts align with our mission to deliver high-quality services while minimizing our environmental footprint.

Scope 3 (Included Sources)	Scope 3	tCO2e
	Waste Generated in Operations	0.1620
	Upstream transportation & distribution	1.4040
	Downstream transportation & distribution	2.8080
	Business Travel	2.1600
	Commuting (round trip to location)	1.4040
	Work From Home	0.1320
	Scope 3 Total	8.0700
Narratives		
Overview of Scope 3 Emissions Scope 3 emissions are the result of indirect activities not directly controlled by Ndima Healthcare LTD but influenced by our operations. These emissions encompass a wide range of activities, including business travel, commuting, waste generation, upstream and downstream transportation, and work-from-home arrangements. While these emissions are more challenging to measure and manage, they provide significant opportunities to improve environmental sustainability.		
Business Travel Business travel, essential for meetings, training, and operational oversight, is estimated to contribute 2.160 tCO2e per year. This figure is based on the travel of staff covering approximately 12,000 miles annually in petrol vehicles. To reduce these emissions, Ndima Healthcare LTD plans to: • Prioritize virtual meetings to minimize the need for travel. • Explore low-emission transportation options, such as electric or hybrid vehicles. • Encourage carpooling for group travel where feasible.		
Employee Commuting Daily commuting by staff is a key contributor to Scope 3 emissions, with an estimated 1.404 tCO2e per year. This is based on an average round-trip commute of 10 miles per day for three staff members across 260 working days annually. Reduction strategies include: • Promoting carpooling among staff. • Encouraging the use of public transport or cycling.		

- Supporting flexible work arrangements to reduce commuting frequency.

Waste Generated in Operations

Office waste contributes an estimated 0.162 tCO₂e per year, primarily from 0.5 tons of annual waste. Approximately 70% of this waste is sent to landfill, while the remainder is recycled.

To address this, Ndima Healthcare LTD plans to:

- Increase recycling rates by collaborating with the serviced office provider.
- Minimize single-use items and encourage reusable alternatives.
- Raise staff awareness about waste reduction practices.

Upstream and Downstream Transportation

- Upstream Transportation: Emissions from the delivery of office supplies and healthcare equipment contribute 0.1 tCO₂e per year.
- Downstream Transportation: Emissions from transporting staff to service locations amount to 2.808 tCO₂e per year.

Reduction strategies include:

- Partnering with local suppliers to reduce delivery distances.
- Transitioning to electric or hybrid vehicles for staff transportation.
- Optimizing delivery and travel routes to enhance fuel efficiency.

Work-from-Home Emissions

With the registered manager working remotely three days a week, emissions from work-from-home activities are estimated at 0.132 tCO₂e per year. These emissions result from energy use at home for heating, lighting, and office equipment.

To mitigate these emissions, we aim to:

- Encourage the use of energy-efficient appliances.
- Provide guidance on reducing home energy consumption.
- Support renewable energy use where feasible.

Total Scope 3 Emissions

The combined Scope 3 emissions for Ndima Healthcare LTD are 8.070 tCO₂e per year, with the largest contributors being downstream transportation, business travel, and employee commuting. Addressing these emissions requires collaboration with staff, suppliers, and service users to implement practical, sustainable solutions.

	Commitment to Reducing Scope 3 Emissions Ndima Healthcare LTD is dedicated to reducing Scope 3 emissions through: • Strengthening partnerships with sustainable suppliers. • Supporting staff in adopting environmentally friendly commuting practices. • Transitioning to virtual alternatives for meetings and operational oversight. By tackling Scope 3 emissions, we aim to address our broader environmental impact, reinforcing our commitment to sustainability and aligning with national carbon reduction goals.
Total Emissions	33.0180

Submission Year: November 2024		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	Scope 1 – Direct Emissions	tCO ₂ e
	Stationary Combustion (Boiler, Generator)	1.7670
	Mobile Combustion (Company Fleet)	25.8710
	Process Emissions (On-Site Manufacturing)	0.0000
	Fugitive Emissions (F-Gasses)	0.0000
	Scope 1 Total	27.6380
	<i>Narratives/key Initiatives</i>	
	Overview of Scope 1 Emissions Scope 1 emissions represent the direct greenhouse gas emissions from sources owned or controlled by Ndima Healthcare LTD. In 2024, Scope 1 emissions include contributions from stationary combustion (office heating) and mobile combustion (company fleet). Through targeted actions and strategic initiatives, Ndima Healthcare LTD has achieved significant improvements in reducing these emissions.	
	Stationary Combustion In 2024, stationary combustion emissions, primarily from office heating systems, were reduced by maintaining practical and efficient heating	

levels during colder months. By lowering the winter heating temperature from 26°C to 22°C, the organization achieved a 15% reduction in heating-related energy consumption, bringing emissions down to 1.767 tCO₂e/year from 2.079 tCO₂e/year in the baseline year.

This improvement reflects Ndimma Healthcare LTD's commitment to optimizing energy use and collaborating with the serviced office provider to manage heating systems efficiently.

Mobile Combustion

As the company expanded, Ndimma Healthcare LTD introduced a second company car to its fleet in 2024 to meet operational demands. Recognizing the environmental implications, one of these vehicles was upgraded to a hybrid model, reducing emissions by 40% compared to a petrol car. Additionally, the organization launched a car-sharing initiative, encouraging and rewarding staff to share transportation when booked at the same location. This initiative reduced overall fleet emissions by 15%.

These efforts resulted in combined fleet emissions of 25.871 tCO₂e/year, an improvement from the baseline projection while accommodating the growth of services. This demonstrates the organization's ability to balance operational expansion with sustainability goals.

2024 Scope 1 Total

The total Scope 1 emissions for 2024 are 27.638 tCO₂e/year, reflecting an increase from the baseline due to the expanded fleet. However, the introduction of hybrid vehicles, car-sharing, and energy-efficient heating practices has significantly mitigated the environmental impact of operational growth.

Commitment to Continued Improvement

Ndimma Healthcare LTD remains committed to reducing Scope 1 emissions through:

- Expanding the hybrid or electric vehicle fleet.
- Further incentivizing car-sharing among staff.
- Exploring renewable energy sources for heating systems.

These efforts align with Ndimma Healthcare LTD's dedication to delivering high-quality care services while reducing its carbon footprint and contributing to broader sustainability goals.

Scope 2	<table border="1"> <thead> <tr> <th data-bbox="494 331 1053 392">Scope 2 – Indirect Emissions</th><th data-bbox="1053 331 1340 392">tCO2e</th></tr> </thead> <tbody> <tr> <td data-bbox="494 392 1053 448">Electricity (Head office & Branches)</td><td data-bbox="1053 392 1340 448">1.0780</td></tr> <tr> <td data-bbox="494 448 1053 504">Gas (Heating type)</td><td data-bbox="1053 448 1340 504">1.7670</td></tr> <tr> <td data-bbox="494 504 1053 560">Water</td><td data-bbox="1053 504 1340 560">0.0111</td></tr> <tr> <td data-bbox="494 560 1053 616">Scope 2 Total</td><td data-bbox="1053 560 1340 616">2.8560</td></tr> </tbody> </table> <i>Narratives</i> Overview of Scope 2 Emissions Scope 2 emissions represent the indirect greenhouse gas emissions from the consumption of purchased energy, such as electricity, gas, and water, within Ndima Healthcare LTD’s serviced office. While direct control over these emissions is limited, the organization has collaborated with the office provider and implemented energy-efficient practices where possible to reduce its environmental impact.	Scope 2 – Indirect Emissions	tCO2e	Electricity (Head office & Branches)	1.0780	Gas (Heating type)	1.7670	Water	0.0111	Scope 2 Total	2.8560
Scope 2 – Indirect Emissions	tCO2e										
Electricity (Head office & Branches)	1.0780										
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Water	0.0111										
Scope 2 Total	2.8560										
	Key Updates and Actions Electricity Usage Electricity is the largest contributor to Scope 2 emissions for Ndima Healthcare LTD. In 2024, the organization engaged with the serviced office provider to advocate for a shift toward renewable energy sources. This resulted in 30% of electricity being sourced from renewables, reducing electricity-related emissions by 25%, from 1.437 tCO2e/year in the baseline year to 1.078 tCO2e/year. Internally, Ndima Healthcare LTD implemented measures such as: • Encouraging staff to power down equipment when not in use. • Replacing office equipment with energy-efficient alternatives where feasible. • Raising awareness among staff about energy conservation.										
	Gas Usage While gas-related emissions are managed by the serviced office provider, Ndima Healthcare LTD indirectly contributed to a 15% reduction in gas-related emissions through the following actions: • Advocating for better insulation and heating efficiency in the building.										

- Aligning with Scope 1 initiatives to maintain heating at a practical level of 22°C during winter months.

This brought gas-related emissions down to 1.767 tCO₂e/year from the baseline of 2.079 tCO₂e/year.

Water Usage

Water usage within the serviced office is minimal and primarily used for hydration and personal hygiene. While Ndima Healthcare LTD does not directly control water supply or treatment, staff were encouraged to adopt water-saving practices, such as:

- Minimizing water wastage during handwashing.
- Reporting any leaks or maintenance issues promptly.

Water-related emissions remain negligible, with an updated figure of 0.011 tCO₂e/year, down from 0.013 tCO₂e/year in the baseline year.

2024 Scope 2 Total

The total Scope 2 emissions for 2024 are 2.856 tCO₂e/year, reduced from 3.529 tCO₂e/year in the baseline year. This reflects a 19% reduction, achieved through collaborative efforts with the serviced office provider and targeted internal initiatives.

Commitment to Continued Improvement

Ndima Healthcare LTD is committed to further reducing Scope 2 emissions by:

- Continuing to collaborate with the office provider to increase renewable energy use.
- Advocating for more efficient building systems and infrastructure.
- Promoting sustainable practices among staff to ensure long-term impact.

These efforts align with Ndima Healthcare LTD's goal of operating as an environmentally responsible organization while maintaining its high standard of care services.

Scope 3 (Included Sources)	Scope 3	tCO2e
	Waste Generated in Operations	0.1210
	Upstream transportation & distribution	0.0090
	Downstream transportation & distribution	2.3870
	Business Travel	1.5120
	Commuting (round trip to location)	1.1230
	Work From Home	0.1120
	Scope 3 Total	5.3450
Narratives		
Scope 3: Indirect Emissions Narrative for 2024		
Overview of Scope 3 Emissions Scope 3 emissions represent the indirect greenhouse gas emissions resulting from activities not directly controlled by Ndima Healthcare LTD but influenced by its operations. These include business travel, employee commuting, waste generation, transportation (upstream and downstream), and work-from-home arrangements. In 2024, targeted initiatives significantly improved Scope 3 emissions, demonstrating Ndima Healthcare's commitment to sustainability.		
Key Updates and Actions		
Business Travel Business travel is a vital aspect of operational efficiency but contributes to Scope 3 emissions. In 2024, Ndima Healthcare LTD prioritized virtual meetings and reduced in-person visits by 40%, resulting in reduced mileage. Additionally, carpooling was encouraged for group travel. - Baseline Emissions (2022): 2.160 tCO2e/year - Updated Emissions (2024): 1.512 tCO2e/year (30% reduction).		
Employee Commuting Employee commuting contributed significantly to emissions in the baseline year. By introducing flexible work schedules and supporting public transport use through subsidies, Ndima Healthcare LTD reduced commuting days by 25%. - Baseline Emissions (2022): 1.404 tCO2e/year - Updated Emissions (2024): 1.123 tCO2e/year (20% reduction).		

Waste Generated in Operations

Office waste is managed within the serviced office. By increasing recycling rates from 30% to 50% and reducing single-use plastics, waste-related emissions dropped significantly.

- Baseline Emissions (2022): 0.162 tCO₂e/year
- Updated Emissions (2024): 0.121 tCO₂e/year (25% reduction).

Upstream and Downstream Transportation

- Upstream Transportation: By partnering with local suppliers, Ndima Healthcare LTD reduced delivery distances, cutting emissions by 10%.
 - Baseline (2022): 0.1 tCO₂e/year
 - Updated (2024): 0.09 tCO₂e/year.
- Downstream Transportation: A shift toward electric vehicles and optimized routes lowered downstream transportation emissions by 15%.
 - Baseline (2022): 2.808 tCO₂e/year
 - Updated (2024): 2.387 tCO₂e/year.

Work-from-Home Emissions

The registered manager's work-from-home setup contributed minor emissions. To reduce these, Ndima Healthcare LTD provided energy-efficient office equipment and raised awareness of energy-saving practices.

- Baseline Emissions (2022): 0.132 tCO₂e/year
- Updated Emissions (2024): 0.112 tCO₂e/year (15% reduction).

Commitment to Continued Improvement

Ndima Healthcare LTD remains committed to further reducing Scope 3 emissions by:

- Expanding virtual meeting capabilities.
- Encouraging low-carbon commuting options for staff.
- Increasing recycling rates and partnering with suppliers who prioritize sustainability.

Let me know if you'd like further details or refinements!

Total Emissions	35.8390
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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 Director.

Signed on Behalf of Ndima Healthcare Ltd

Name: Beatrice Tanyanyiwa
Position within the Organisation: Director

Date: