

Carbon Reduction Plan

Audiological Science Limited — trading as The Hearing People

Prepared in accordance with PPN 006
Publication date: 15 May 2026 · Version 2

Commitment to achieving net zero

Audiological Science Ltd 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. They are the reference point against which emissions reduction can be measured.

Baseline year: 2024

Additional details relating to the baseline emissions calculations:

In our baseline year, we operated with 55 Full-Time Equivalent (FTE) employees. We have experienced growth within the last reporting year and now have 120 FTE employees. We still have one primary office, and our operations are still primarily conducted within NHS clinics and NHS Open Spaces. To accurately measure emissions from these locations, we used NHS benchmarks to assess our environmental impact during our baseline year. During the baseline year, we operated a fleet of 10 small petrol cars, collectively covering an estimated total distance of 175,000 miles. Although our Scope 1 emissions within the current year have grown due to adding more fleet vehicles, all vehicles have now been changed to hybrid models, and our current year's Scope 1 emissions have been calculated to reflect the new fuel type. Additionally, we have begun monitoring odometer readings for higher accuracy in emission reporting, leading to naturally higher emissions reporting this year.



Baseline year emissions

Emissions	Total (tCO ₂ e)
Scope 1	31.021
Scope 2	1.582
Scope 3 (included sources)	82.812
Total emissions	103.814

Current emissions reporting

Reporting year: April 2025 – 2026

Emissions	TOTAL (tCO ₂ e)
Scope 1	62.761
Scope 2	3.034
Scope 3 (included sources)	74.593
Total emissions	140.388

Scope 3 — breakdown of included sources

Activity type	Detail	tCO ₂ e
Managed assets	Water supply	0.078
Managed assets	Water treatment	0.088
Waste	General	0.032
Waste	Medical (carried forward)	0.022
Business travel / commuting	Cars, trains and buses	73.830
Deliveries	Van – Class II	0.451
Deliveries	Van – Class II (carried forward)	0.786
Total		74.593

Note: medical waste and one delivery-van figure have been carried forward from the previous plan, as a reliable basis for re-estimation was not available for the current reporting period.

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted

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the following carbon reduction targets. To continue our progress toward achieving Net Zero by 2045, we have adopted an Absolute Contraction Approach to carbon reduction. Our targets are as follows:

- 2030: Target of 50% carbon reduction, to 70.194 tCO₂e
- 2035: Target of 75% carbon reduction, to 35.097 tCO₂e
- 2040: Target of 85% carbon reduction, to 21.058 tCO₂e
- 2045: Target of 100% carbon reduction, to Net Zero

We project that carbon emissions will decrease over the coming years, with an interim milestone of a 50% reduction (from 140.388 to 70.194 tCO₂e) by 2030.

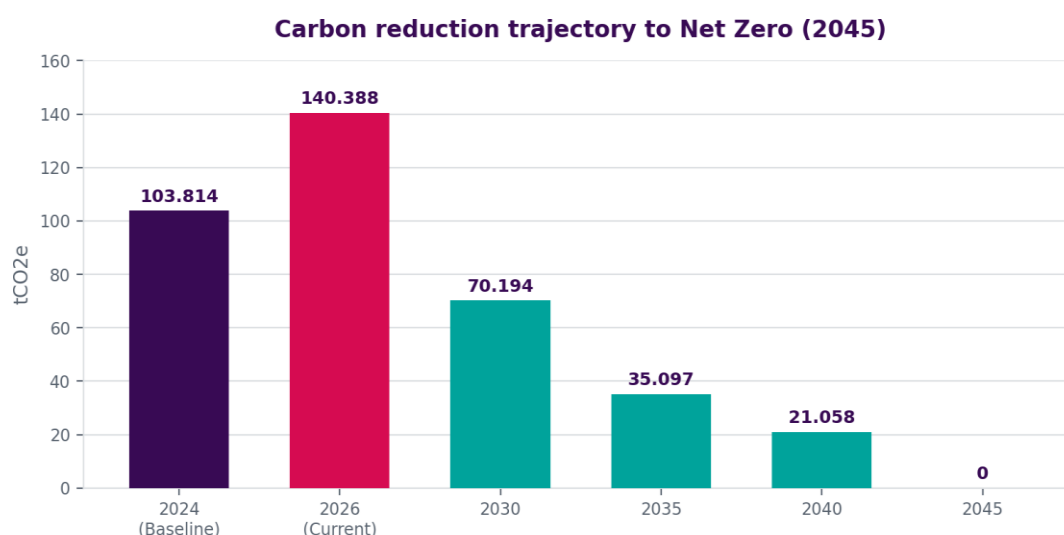


Figure 1: Our carbon reduction targets by year

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The measures will be in effect when performing the contract.

- We have replaced all petrol fleet cars with hybrid vehicles
- We have enhanced our odometer reading / logging practices for more accurate emission reporting

Note: while these measures are in place, reported emissions for the current year have risen relative to the baseline. This reflects fleet expansion and a move to direct odometer-based measurement (replacing benchmark estimates); the emissions benefit of the hybrid transition is expected to be

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realised in future reporting periods.

Future carbon reduction initiatives

In the future we hope to implement further measures such as the following.

Scope 1 actions

- Improve our current systems to provide optimised route planning, reducing distance travelled and fuel usage
- Research purchasing equivalent carbon emissions credits from an ICROA-accredited provider to offset residual emissions

Scope 2 actions

- Transition to 100% renewable energy through our electricity supplier and by investing in solar power for relevant properties
- Introduce power management policies for hardware such as laptops, PCs and printers
- Research purchasing equivalent carbon emissions credits from an ICROA-accredited provider to offset residual emissions
- Measure battery waste more closely through our waste partner Barnet Council

Scope 3 actions

Business travel (including employee commuting)

- Recruit within the local area to reduce travel needs — for each contract / framework we plan to recruit within a 40-mile radius of the client site
- Interrogate our travel data to better understand if and where carbon reductions can be made
- Continue to encourage walking or public transport, particularly trains
- Encourage car sharing
- Continue to support and encourage hybrid / homeworking
- Encourage the continued use of virtual meeting platforms where possible

Managed assets (NHS clinics and Open Spaces)

We currently operate in over 60 NHS clinics and open spaces, reducing our carbon footprint by maximising the use of existing healthcare infrastructure rather than opening new sites. By integrating into NHS facilities, we avoid the additional emissions associated with constructing and maintaining separate locations, helping to reduce overall energy consumption and resource use across the healthcare system. To further enhance our sustainability efforts, we aim to:

- Continue using NHS clinics and Open Spaces to minimise environmental impact

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- Collaborate with NHS facilities to obtain more accurate data on energy and water usage

Waste management and reduction

- Work towards reducing paper where feasible. Due to our client base, a paperless office is unreasonable since many older patients need paper notices and posted items for accessibility purposes. However, we will reduce paper and post where possible, for example by providing a year's supply of batteries and consumables to the patient at the appointment instead of posting them afterwards.
- Complete waste audits with Barnet Council to more accurately measure waste, maximise recycling and minimise waste production
- For non-recyclable waste, establish relationships with local energy recovery facilities

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Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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 use 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 (where required), and the required subset of Scope 3 emissions has 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

For and on behalf of Audiological Science Limited (trading as The Hearing People)


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Signature

Name and title

Philip Semke, Director

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