

Executive Summary

As part of FC Healthcare Ltd's commitment to sustainability and environmental responsibility, this plan sets out our approach to measuring and reducing our carbon emissions. It covers our first reporting period, the methods used to calculate our emissions, and our targets for reducing them. It also explains how we will measure and manage emissions as our services grow.

Introduction

FC Healthcare Ltd is a healthcare staffing company and a subsidiary of FCN Group Ltd. We began trading in November 2025. We recognise the role that accurate carbon reporting plays in reducing our environmental impact, and we are committed to accountability and continuous improvement from the start of our business. We report our carbon emissions on a calendar-year basis, from 1 January to 31 December.

1. Reporting Period

Our reporting period runs from 1 January to 31 December each year. As a new business, our first reporting period covers 18 November 2025, when our first employee started, to 31 December 2025. This first period forms our baseline. Future plans will report each full calendar year against it.

2. Use of Estimates

Most of our figures come from actual records, including expense claims for mileage and rail travel, which staff submit directly to our finance team. Where records are not available, we have used reasonable estimates and stated how they were calculated. This applies to our small share of energy and waste at FCN Group Ltd's office, which our staff use for about one day a month. We will replace estimates with measured data where it becomes available.

3. Future Objectives

To keep our reporting accurate and complete, FC Healthcare Ltd will:

- Data collection: once services begin, monitor placement staff mileage through our CRM system.
- Reporting tools: use the UK Government's latest conversion factors each year and keep a clear record of how each figure is calculated.
- Employee engagement: encourage staff to reduce emissions where they have a direct impact, especially through their travel choices and energy use when working from home.
- Annual review: update and republish this plan every year, signed off by the board.

Conclusion

FC Healthcare Ltd is committed to environmental responsibility from the start of its business. This plan sets out our reporting period, our use of estimates and our objectives for improving our data. We believe this approach gives a transparent baseline from which to measure and reduce our emissions as the business grows.

Supplier name	FC Healthcare Ltd
Company number	14700580
Registered address	2-4 Elm Court, Arden Street, Stratford-upon-Avon, CV37 6PA
Parent company	FCN Group Ltd
Publication date	14 October 2026

This plan is specific to FC Healthcare Ltd, the bidding entity, and covers only its own operations. FCN Group Ltd and its other companies report separately.

Commitment to Achieving Net Zero

FC Healthcare Ltd is committed to achieving Net Zero emissions by 2035, in line with the commitment of its parent company, FCN Group Ltd.

Baseline Emissions Footprint

Baseline emissions are the reference point against which future reductions are measured. FC Healthcare Ltd's baseline year is 2025, covering 18 November to 31 December 2025. In this period the company had one employee, who worked from home and attended the office once. It now has four employees. The Managing Director is employed and paid by FCN Group Ltd, so his travel is reported in FCN Group's plan.

We have assessed each area of our business as follows:

1. Office energy: FC Healthcare Ltd has no premises or utility bills of its own. Staff use a desk at FCN Group Ltd's office about once a month. A share of that office's electricity and heating has been allocated to us by desk-days used (1 desk-day in 2025).
2. Direct emissions: we have no company vehicles, boilers, generators or other direct sources, so our Scope 1 emissions are zero.
3. Business travel: calculated from expense claims. In 2025 this was one return train journey from Stoke-on-Trent to London Euston to attend a care show.
4. Staff commuting: calculated from mileage claimed through expense claims submitted to our finance team. In 2025 this was one return trip of 164 miles by petrol car to the Stratford-upon-Avon office.
5. Working from home: calculated using the UK Government home-working factor, which covers home heating and office equipment.
6. Waste: we generate no waste on premises of our own. Our share of waste at FCN Group's office is estimated on the same desk-day basis as energy.
7. Transportation and distribution: we provide services only and do not buy in or deliver goods, so upstream and downstream transportation and distribution are zero.
8. Paper and IT: staff use laptops and digital signatures, and work is largely paperless. Emissions from these are included within the home-working factor and office allocation.

Emissions are calculated using the UK Government conversion factors for greenhouse gas company reporting 2025. They are reported in tonnes of carbon dioxide equivalent (tCO₂e), covering the six Kyoto Protocol greenhouse gases.

The FC Healthcare Ltd board has approved 1 January to 31 December as the 12-month timeframe for reporting our carbon emissions.

Baseline Year: 2025

Baseline year emissions (18 November to 31 December 2025):

EMISSIONS	SOURCE	TCO2E
Scope 1	Stationary combustion (boiler, generator)	0.0000
	Mobile combustion (company fleet)	0.0000
	Process emissions (on-site manufacturing)	0.0000
	Fugitive emissions (F-gases)	0.0000
	Scope 1 Total	0.0000
Scope 2	Electricity (allocated share of FCN Group office)	0.0008
	Heating (allocated share of FCN Group office)	0.0017
	Scope 2 Total	0.0025
Scope 3	Waste generated in operations	0.0003
	Upstream transportation and distribution	0.0000
	Downstream transportation and distribution	0.0000
	Business travel	0.0167
	Commuting (round trip to location)	0.0433
	Work from home	0.0726
	Scope 3 Total	0.1329
Total Emissions		0.1354 tCO2e

Our business does not currently generate Scope 1 emissions. We will continue to monitor this and report any that arise.

How the figures were calculated

- Work from home: 1 employee by 29 home-working days by 7.5 hours = 217.5 hours by 0.33378 kgCO2e per hour.
- Commuting: 164 miles (264 km) by petrol car, from expense claims, by about 0.164 kgCO2e per km.
- Business travel: Stoke-on-Trent to London Euston return by train (£94), about 470 km by 0.0355 kgCO2e per passenger km. The £21 M6 toll adds no emissions, as that journey is counted in the mileage.
- Electricity, heating and waste: 1 desk-day, estimated as 1/250th of the annual energy and waste of one office desk.

Current Emissions Reporting

Reporting year: 2025. This is FC Healthcare Ltd's first reporting year, so our current emissions are the same as our baseline: 0.1354 tCO₂e (see the table above). From the next update onwards, this section will show each full calendar year alongside the 2025 baseline, so that progress can be compared.

New Business and Future Service Delivery

FC Healthcare Ltd is a new business. It began trading in November 2025 and has been trading for less than 12 months. Its 2025 baseline therefore reflects a business that was setting up and had not yet started delivering care.

The company plans to supply healthcare staff to work in the community, including on contracts such as this one. No placement staff had started by the date of this plan. When they do, the main new source of emissions will be staff travel to and between service users.

When service delivery begins, FC Healthcare Ltd will:

- Monitor placement staff mileage through our CRM system, alongside digital timesheets, from the first day of delivery.
- Include these emissions under commuting and business travel in the next annual update of this plan.
- Recalculate the baseline if the business changes significantly, so that progress against targets stays meaningful.
- Report emissions per employee alongside the total, so that growth in the workforce is not mistaken for a rise in emissions intensity.
- Plan rotas to keep travel down, by matching staff to service users near where they live and grouping visits by area.

Total emissions are expected to rise as the business grows. The targets in this plan are set per employee for this reason.

Emissions Reduction Targets

To progress towards Net Zero, FC Healthcare Ltd has adopted the following carbon reduction targets:

- 2025 baseline: 0.1354 tCO₂e (1 employee).
- 2030 interim target: emissions per employee 50% below the 2025 baseline.
- 2035: Net Zero.

The interim target is set per employee because headcount has grown from 1 to 4 since the baseline year. Total emissions will therefore rise in 2026 even as the business becomes more efficient. We will keep our Scope 1 and Scope 2 emissions at or near zero, and report both total and per-employee emissions each year.

Carbon Reduction Initiatives

FC Healthcare Ltd is committed to reducing its carbon footprint. Our environmental management approach is informed by the principles of ISO 14001, although we do not hold ISO 14001 or PAS 2060 certification. Each initiative below is marked as either in place now or planned.

Completed initiatives (in place now)

1. Home-based working model: our staff work from home and attend the office about once a month. This avoids daily commuting and the need for separate premises.
2. Video calls: meetings with clients, candidates and colleagues are held by video call wherever possible instead of travelling.
3. Mileage policy: business travel is controlled under a company mileage policy. All employee mileage, rail travel and flights are claimed through expense claims submitted directly to our finance team. This gives us accurate records of every journey, which we use to measure travel emissions.
4. No company vehicles: we run no fleet, so we have no direct vehicle emissions.
5. Laptop-based working: staff use laptops, which use less energy than desktop computers and allow them to work from any location.
6. Paperless operations and digital signatures: contracts and documents are signed and stored electronically, reducing printing, paper and postage.

Future initiatives (planned)

7. Measuring placement staff travel: when we start supplying placement staff, we will monitor their mileage through our CRM system and include it in our next annual update.
8. Low-emission travel: we will review our mileage policy to encourage public transport, car sharing for office days, and electric or hybrid vehicles for business travel.
9. Efficient rota planning: where possible, we will match placement staff to service users near where they live and group visits by area.
10. Employee engagement: we will give staff simple guidance on reducing energy use when working from home and on lower-carbon travel choices.
11. Monitoring and reporting: we will update this plan each year with the latest emissions data, using the current UK Government conversion factors, and have it signed off by the board.
12. Residual emissions: as we approach Net Zero, we will seek advice on high-quality carbon offsetting for any emissions we cannot remove. Reducing emissions will always come first.

Conclusion

FC Healthcare Ltd is committed to reducing its carbon emissions and reaching Net Zero by 2035. As a new, home-based business, our footprint is currently very small. Our priority is to keep it low as we grow, by measuring our travel accurately, choosing lower-carbon ways of working and reviewing our progress every year.

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 UK 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 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 of FC Healthcare Ltd.

Signed on behalf of FC Healthcare Ltd

Name: Bradley Lambert

Position: Managing Director

Date: 13 October 2026

FC Healthcare Ltd, company number 14700580. Registered office: 2-4 Elm Court, Arden Street, Stratford-upon-Avon, CV37 6PA.
Subsidiary of FCN Group Ltd.