

Carbon Reduction Plan

FY2025



Supplier name: Acacium Group Limited (012549860)

Acacium Group is a leading global healthcare delivery partner. With over 40 years of experience and a global footprint, we improve people's lives through expert healthcare, social care and life sciences. By combining access to workforce, technology and sector expertise, we increase the sustainability of the global healthcare system, from early-stage clinical research right through to palliative care.

As a business whose purpose is to improve people's lives, we understand that success is not solely measured by financial achievements but also by the positive impact we create in the world. We're committed to achieving net zero by 2040, upholding ethical business practices, supporting local communities, and prioritising the health and wellbeing of our people. We report annually on these activities in our Responsible Business Report which is available on our website [Acacium Group Responsible Business Report](#)

Publication date: 28th March 2026

Commitment to achieving Net Zero.

Acacium Group is committed to achieving Net Zero by 2040 across scope 1, 2 and 3.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.
Baseline year: **2021**

Additional details relating to the Baseline Emissions calculations

We align our carbon emissions calculations with our financial reports, which adhere to a calendar reporting period from January to December. Our methodology adheres to the Greenhouse Gas (GHG) protocol. We have achieved a significant reduction in our Scope 2 emissions due to the fact we have increased our usage of renewable energy.

Baseline Year Emissions	Total (tCO₂e)
Scope 1	372.3
Scope 2	579.3
Scope 3	
Purchased goods & services	4,440.2
Fuel & Energy related activities	322.3
Upstream transportation and distribution	384.7
Waste generated in operations	0*
Business travel	468.1
Employee commuting & Homeworking	3,084.0
Downstream transportation and distribution	0*

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Total Scope 3	8,699.3
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Total emissions**	9,650.9
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* We have not measured the emissions for these categories as they are irrelevant or material to our carbon footprint given the nature of our business or due to lack of direct control on data collection.

** The methodology used to calculate scopes 1, 2 and 3 follows the Greenhouse Gas Protocol.

Current emissions reporting

Reporting Year: 2025	Total (tCO ₂ e)
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Scope 1	199.00
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Scope 2	26.00
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Scope 3

Purchase goods & services	1,225.18
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Fuel & Energy related data	94.07
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Upstream transportation and distribution	331.03
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Waste generated in operations *	
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Business travel	595.07
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Employee commuting & Homeworking	1,032.26
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Downstream transportation and distribution *	
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Total Scope 3	3,277.61
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Total emissions**	3,502.61
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* For these categories, we have not measured the emissions as they are not relevant or material to our carbon footprint given the nature of our business or due to lack of direct control on data collection.

** The methodology used to calculate scope 1, 2 and 3 follows Greenhouse Gas Protocol

This carbon reduction plan covers all the following wholly owned subsidiaries:

No	Company Name	Company Number
1	Acacium Group Limited	12549860
2	Accident & Emergency Agency Limited	5927852
3	Carehome Selection Limited	3091598
4	CHS Healthcare Holdings Limited	9628817
5	CHS Healthcare Software Limited	11582111
6	Faber On Demand Limited	3833847
7	Frontline Staffing Limited	2666923
8	General Medicine Group Limited	6906418
9	GP World Limited	7197490

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10	Health Personnel Solutions Limited	7212781
11	R&D Partners International Limited (fka Hobson Prior International Limited)	4467072
12	ICS Healthcare Services Limited	6666392
13	ICS Ingage Limited	3193055
14	ICS Operations Limited	4793945
15	ICSG Limited	7268397
16	Impala Bidco 0 Limited	12551282
17	Impala Midco II Limited	12550877
18	Independent Clinical Services Group Limited	7268373
19	Independent Clinical Services Limited	4768329
20	Indigo Bidco Limited	9025049
21	Indigo Cleanco Limited	9062530
22	Indigo Intermediate Limited	9062506
23	Indigo Parent Limited	9062481
24	Liquid Personnel Limited	6155616
25	Maxxima Limited	4197152
26	Nationwide Locum Services Limited	3774493
27	Pathology Group Limited	5927809
28	Psychiatry People Limited	5927874
29	Pulse Healthcare Limited	3156103
30	Pulse Staffing Limited	6319718
31	Proclinical Limited	5742788
32	Surgical People Limited	7963501
33	Titan Recruitment Solutions Limited	3540088

NB* the above table does not include any dormant entities

Emissions reduction targets

Acacium Group has set an ambitious global carbon reduction target for Net Zero by 2040. The implementation of our carbon management tool and Responsible Business network has significantly enhanced our ability to manage and track carbon emissions, driving the net zero approach throughout our operations and value chain.

Overall, our efforts in 2024 and 2025 have positioned us ahead of our interim carbon reduction targets, and we are confident that we will continue to make positive strides towards achieving our Net Zero goal by 2040.

Our projections indicate a steady decline in carbon emissions over the next seven years representing a year-on-year reduction of 5.3%

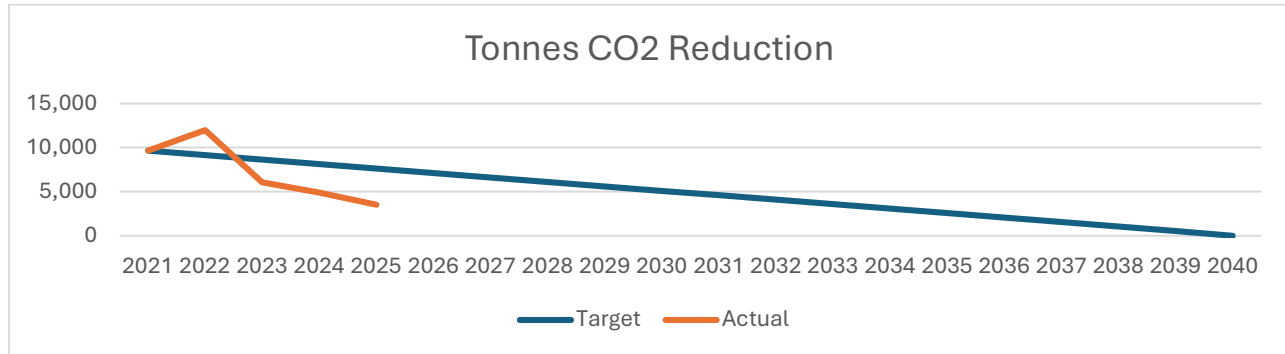
¹<https://ghgprotocol.org/corporate-standard>

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

³<https://ghgprotocol.org/standards/scope-3-standard>

Progress to date is favourable in comparison to our interim carbon reduction targets:



Carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline:

- In 2022, we consolidated two Manchester offices into one at One Piccadilly; in 2023, we did the same for our two Manhattan suites at 45th West St
- Implemented a hybrid working policy, achieving a global 69% reduction in employee commuting since our baseline year.
- Continued purchasing 100% renewable energy for all offices with direct suppliers
- Maintained IT asset recycling to comply with WEEE waste regulations
- Environmental training is part of our corporate governance training programme and has been mandatory for all employees since 2023
- Our London headquarters have maintained our ISO 14001:2015 certification
- In 2025 we attained Level 2 in sustainability maturity through the NHS Evergreen Sustainable Supplier Assessment.
- In 2024 we continued to consolidate and reduce our real estate portfolio in the US with over 30% of our locations closed by Dec 2024. This increased to 67% in 2025
- We have established a Responsible Business Network and Responsible Governance Committee to improve ESG governance across the group and improve data quality
- Between 2024 – 2025 our decarbonisation programme created £356k in social value by reducing Scope 1,2 and 3 emissions.

In the future, we will review our hotspots and consider appropriate measures to address them, including:

- Implementing green clauses in new office contracts for renewable energy sources
- Forming alliances with key suppliers, including landlords, to advance our Net Zero goal
- Further developing our sustainable procurement policy
- Promoting programs to encourage low-carbon commuting among employees
- Decreasing the intensity and frequency of business travel to reduce emissions

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Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR (Streamlined Energy and Carbon Reporting) 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) 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:

A handwritten signature in black ink, appearing to be "Tom Richards".

Name and Job Title: Tom Richards, Chief Financial Officer

Date: 28th March 2026

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

³<https://ghgprotocol.org/standards/scope-3-standard>