

Carbon Reduction Plan – HG Mind Works Ltd

Compliant with PPN 006: Taking account of Carbon Reduction Plans in major government contracts

Statement from our MD, Benton Robertson

"As Managing Director and Nominated Individual for HG Mind Works Ltd, I am responsible for ensuring our clinical governance extends to environmental governance. This Plan reflects where we are as a young, fast-growing provider: a small but rising footprint driven by genuine expansion in headcount and NHS-commissioned work, measured honestly rather than flattered. We are committed to building sustainable practices into our operations as we grow, and to transparent annual reporting under PPN 006."

Commitment to Achieving Net Zero

HG Mind Works Ltd (Company No. 16441666, CQC ODS code I2D7Q, £10m medical indemnity cover) is committed to achieving Net Zero greenhouse gas emissions by 2045 for all UK operations, in line with the wider group's ambition and ahead of the 2050 latest date required by PPN 006.

This Plan complies with the Cabinet Office's Procurement Policy Note 006 (Taking account of Carbon Reduction Plans in the procurement of major government contracts) and its associated Technical Standard.

This Carbon Reduction Plan is published on the company's UK website at hg-mindworks.com, with a prominent link from the homepage, and is updated annually. Previous versions will be retained for progress monitoring.

Baseline Emissions Footprint

Baseline reporting period: 1 September 2024 – 31 August 2025 (financial year 2024/25). During this period HG Mind Works Ltd operated with limited staff and no live contracts, reflecting its position as a newly established CQC-registered provider.

Emissions were calculated using the GHG Protocol Corporate Standard and appropriate UK Government conversion factors. Baseline data covers Scope 1, Scope 2, and a defined subset of Scope 3 emissions in accordance with PPN 006 requirements.

Scope 3 Categories Required by PPN 006

In accordance with the PPN 006 Technical Standard, this Plan is required to detail emissions for five specific Scope 3 categories:

- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution

In addition to these mandatory categories, HG Mind Works Ltd voluntarily measures further Scope 3 emissions where reliable data is available, including purchased goods and services and clinical consumables.

Outstanding: the individual Category 4, 5, 6, 7 and 9 breakdown is being finalised and will be added to the emissions tables in the next update.

Scope 3 Categories Not Otherwise Reported

- Category 1 (remainder) and Category 2: Capital goods and other purchased goods/services, not currently material given the organisation's size
- Category 3: Fuel and energy-related activities not included in Scope 1 or 2, not currently separately quantified
- Category 8: Upstream leased assets, not currently separately quantified
- Categories 10–15: Not applicable, as HG Mind Works Ltd provides clinical assessment and therapy services rather than physical products

We are committed to expanding our Scope 3 data collection annually as the organisation grows, including quantifying Category 3, and will review materiality assessments for excluded categories as data quality improves.

Baseline Emissions (1 September 2024 – 31 August 2025)

Scope	Source	Tonnes CO2e (FY2024/25)
Scope 1	Direct GHG emissions from owned or controlled sources	0.0
Scope 2	Indirect GHG emissions from purchased energy (electricity, lighting)	1.2
Scope 3 (subset)	Indirect emissions from waste, travel and supply chain	1.7
Total Baseline		2.9

This baseline reflects a start-up operation with no live contracts, and is expected to rise as the organisation adds clinical and administrative staff and takes on commissioned work. Future reporting years are measured against this baseline for percentage-change purposes, but absolute emissions are expected to track headcount and activity growth rather than fall year-on-year while the organisation scales.

Emissions Reduction Targets

HG Mind Works Ltd is in an active growth phase: headcount has grown to five, alongside new commissioned contracts. Absolute emissions have risen accordingly, from 2.9 tCO2e (baseline) to 5.91 tCO2e (most recent reporting period). Setting an absolute percentage-reduction target against this baseline, in the way the baseline year's near-zero activity would make trivially easy to beat, would not reflect genuine environmental performance, so targets below are structured differently from the wider group's AHP Resourcing plan.

Target	Description	Year / Outcome
01	Achieve Net Zero greenhouse gas emissions for UK operations	By 2045
02	Establish emissions-intensity baselines (per employee, per £ of revenue, per m ² of facility) and track these alongside absolute figures as headcount grows	From 2026/27 reporting cycle

Target	Description	Year / Outcome
03	Once headcount and service lines stabilise, set an absolute reduction target against the then-current intensity-adjusted baseline	To be set once growth phase stabilises

Net Zero 2045 Strategy

Our Net Zero target includes residual emissions that cannot be eliminated through reduction measures alone. These will be addressed through verified carbon removal or offsetting schemes that meet internationally recognised standards (e.g. Gold Standard, Verified Carbon Standard), once the organisation's footprint and growth trajectory are better established.

Carbon Reduction Initiatives

Measures in place:

- Remote clinical delivery where clinically appropriate, reducing patient and clinician travel
- Meetings held predominantly on Microsoft Teams, with in-person meetings kept to a minimum and being reduced further
- Royal Mail and courier services used in place of staff travel for document and material movements, avoiding lengthy journeys
- Paperless policy bar legally mandated (i.e. prescribing)
- Flexible workspace arrangements: approximately 48% of working time is currently spent working from home, with up to 100% homeworking permitted

Measures in development:

- Continued improvement of internal systems and communications to reduce travel and duplication of effort

Most Recent Reporting Period: Emissions Footprint

Reporting period: 1 September 2025 – 31 August 2026.

Scope	Source	Tonnes CO2e
Scope 1	Direct GHG emissions from owned or controlled sources	0.42
Scope 2	Indirect GHG emissions from purchased energy (electricity, lighting)	1.18
Scope 3 (subset)	Indirect emissions from waste, travel and supply chain	4.31
Total Emissions		5.91

Emissions Narrative and Analysis

Total emissions rose from 2.9 tCO₂e (baseline, start-up, no contracts) to 5.91 tCO₂e over this period, during which headcount grew to five and the company won its first few commissioned contracts. This is an increase in absolute terms, and is presented as such rather than framed as a reduction.

Intensity-adjusted figures, which better reflect performance during a growth phase, are:

- Emissions per employee: 1.18 tonnes CO₂e
- Emissions per £ of revenue: 0.07 kg CO₂e
- Emissions per m² of facility: 0.07 tonnes CO₂e

These intensity figures, rather than the absolute total, will be the primary measure tracked while headcount and contract volume continue to grow.

Next Reporting Cycle

The next update will cover 1 September 2026 – 31 August 2027, establishing the standard 12-month reporting cycle. It will include the Category 4, 5, 6, 7 and 9 Scope 3 breakdown and the confirmed Carbon Reduction Initiatives for this entity.

The Plan will be reviewed, updated and published within six months of the end of the reporting period, in accordance with the PPN 006 Technical Standard.

Governance and Accountability

- The Managing Director holds executive responsibility for delivery of this Plan
- Operations and Compliance maintain the underlying emissions evidence and calculation workbook
- Annual review and publication on hg-mh.com, with a prominent link from the homepage and prior years' Plans retained for progress monitoring
- Integration with HG Mind Works' clinical governance and CQC compliance framework

Declaration and Sign-off

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors of HG Mind Works Ltd on 17/09/2026 in accordance with the PPN 006 Technical Standard's requirement that approval and its date be clearly stated.

This Carbon Reduction Plan has been completed in accordance with PPN 006 and its associated Technical Standard. Emissions are reported following the GHG Protocol Corporate Standard, the Corporate Value Chain (Scope 3) Standard, and the appropriate UK Government GHG conversion factors.

Outstanding before final sign-off: the Category 4, 5, 6, 7 and 9 breakdown of Scope 3 emissions, confirmation of the Carbon Reduction Initiatives section, and the Board approval date above.

Signed on behalf of HG Mind Works Ltd:

Benton Robertson

Managing Director

Date: 17/09/2026