

Carbon Reduction Plan Rev 6.0

Supplier name: **GenNorth Limited**

Publication date: February 2026

Commitment to achieving Net Zero

GenNorth is committed to achieving 'Net Zero Carbon' (NZC) emissions in line with NHS England and the SME Climate Hub Net Zero Carbon commitment. GenNorth is committed to achieving a reduction in net emissions including all emission sources relevant to the company's activities as defined in the Greenhouse Gas Protocol and as mandated in PN06/21. Within these commitments we have also included staged key targets as listed below:

- **By 2030 achieve a 50% reduction in ghg emissions per head** for all relevant Scope 1, 2 & 3 emissions in line with the SME Climate Hub NZC Commitment.
- **By 2040 achieve an 80% reduction in total ghg emissions** for all relevant Scope 1, 2 & 3 emissions, in line with NHS aspirations.
- **By 2045 achieve Net Zero Carbon** status for all relevant Scope 1, 2 & 3 emissions, with a >80% reduction in scope 1,2 & 3 emissions from our baseline year with a balancing carbon offset.
- **By 2050 we target to achieve Carbon Neutrality.**

GenNorth is now in its fifth year of trading. The second full year of trading. 1st September 2022 to 31st August 2023 was selected as the 'Baseline' year with the fourth year of trading (1st September 2024 to 31st August 2025) being the 'Current' and the fifth year of trading (1st September 2025 to 31st August 2026) being 'predicted'.

The calculations have predominantly used emission factors published in The Department for Energy Security & Net Zero and The Department for Environment Food & Rural Affairs, UK Government GHG Conversion Factors for Company Reporting(uk-ghg-emission-factors). For each financial year the relevant carbon emission factors appearing in the document published in the July of that financial year have been used. All relevant Scope 1,2 and 3 emissions have been measured or estimated. Emissions are reported as combined kgCO₂e per unit activity and are not broken down into separate factors for each gas. Below figure 1 shows a graph of our road map to Net Zero Carbon:

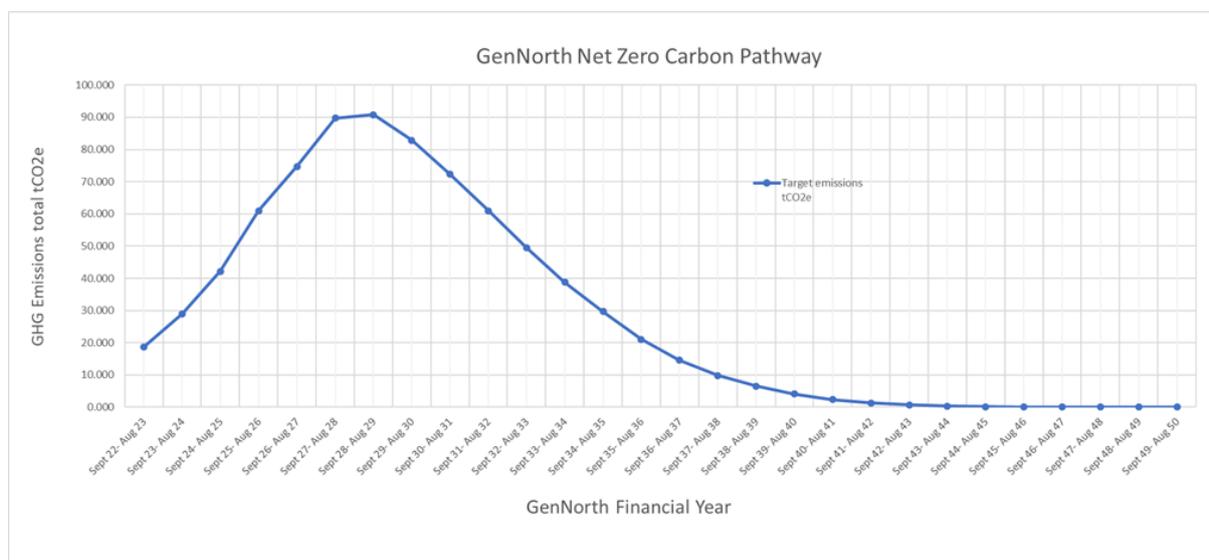


Figure 1 – GenNorth NZC Roadmap

Carbon Reduction Plan Rev 6.0

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. This is the reference point against which emissions reduction can be measured.

| | |
|---|---------------------------------|
| Baseline Year: 1st September 2022 to 31st August 2023 | |
| Additional Details relating to the Baseline Emissions calculations. | |
| <p>GenNorth selected their second full year of trading, using their financial year 1st September 2022 to 31st August 2023 as the baseline year.</p> <p>The methodology for measuring our carbon footprint used was in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed using emission factors published in The Department for Energy Security & Net Zero and The Department for Environment Food & Rural Affairs, UK Government GHG Conversion Factors for Company Reporting, version 1.1 (Condensed set) 2023.</p> <p>Of the 15 Scope 3 Categories, only categories 1-3 and 5-8 are considered relevant to the company's consultancy business with categories 4 and 9-15 not applicable to the business.</p> <p>In calculating the GenNorth emissions it is considered that the emissions from the 'Associates' should be included when working on assignments invoiced through GenNorth. They are not considered to be sub-consultants or a consortium, but part of the normal workforce. Based on the GHG Protocol the 'Equity Share' approach has been followed throughout.</p> | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 0 |
| Scope 2 | 0.494 |
| Scope 3 | 18.249 |
| Total Emissions | 18.740 |

Table 1 GenNorth Baseline GHG emissions

Carbon Reduction Plan Rev 6.0

Notes on Baseline Emission results:

- i. GenNorth did not own any properties or operate any company owned petrol, diesel or hybrid vehicles and therefore has no emissions in the Scope 1 categories: Generation of electricity, heat, or steam and Fugitive emissions.
- ii. GenNorth did not manufacture or process any chemicals or materials and therefore has no emissions in the property or process Scope 1 category: Physical or chemical processing.
- iii. GenNorth owned 1 No electric company car and therefore has no emissions in the Scope 1 category: Transportation of materials, products, waste, and employees.
- iv. GenNorth leased meeting rooms on an ad hoc basis at 1 Park Row, Leeds, LS1 5HN on an agreed rate including all services, heating and lighting etc. GenNorth had no control of the heating and lighting which was not separately sub metered and was part of the landlord's provision. GenNorth did not directly purchase any electricity for properties occupied by the company. and therefore, had no emissions in Scope 2 for property. Emissions from energy used for the company electric car was calculated and reported above based on EV size and mileage reported as scope 2 emissions.
- v. Spend based method was used to calculate emissions for Purchased goods, & services and capital goods.
- vi. Transmission and distribution losses were calculated for the electricity used in the company cars and included under Scope 3 category 3
- vii. Upstream & Downstream transportation & distribution are not applicable as GenNorth provide services only. Zero emissions are reported for these Scope 3 categories.
- viii. An allowance for 'Waste generated in operations' was included to cover typical office waste produced during reported home or office working hours.
- ix. GenNorth included all travel for personnel on GenNorth business including Associates. This was calculated using the Distance-based method and UK government conversion factors 28th June 2023 for Scope 3 category 6, Business travel.
- x. GenNorth had no office-based personnel therefore there was no emissions for Scope 3, category 7, Employee commuting employee commuting, however the optional emissions relating to Teleworking (homeworking) have been reported under this Scope 3 category.

Carbon Reduction Plan Rev 6.0

Current Emissions Reporting

Current emissions are a record of the greenhouse gases that have been produced in the past financial year. The figures are based on data provided from the audited account, payroll and was supplemented by staff questionnaire data.

| | |
|---|---------------------------------|
| Reporting Year: 1st September 2024 to 31st August 2025 | |
| Additional Details relating to the Current Emissions calculations. | |
| <p>GenNorth third financial year starting 1st September 2024 is the 'current' year.</p> <p>The methodology for measuring our carbon footprint used was in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines. The calculations were completed using emission factors published in The Department for Energy Security & Net Zero and The Department for Environment Food & Rural Affairs, UK Government GHG Conversion Factors for Company Reporting, version 1.1 (Condensed set) 2025.</p> <p>Of the 15 Scope 3 Categories, only categories 1-3 and 5-8 are considered relevant to the company's consultancy business with categories 4 and 9-15 being in applicable to the business.</p> <p>In calculating the GenNorth emissions it is considered that the emissions from the 'Associates' should be included when working on assignments invoiced through GenNorth. They are not considered to be sub-consultants or a consortium, but part of the normal workforce. Based on the GHG Protocol the 'Equity Share' approach has been followed throughout.</p> | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 1.959 |
| Scope 2 | 2.414 |
| Scope 3 (Included Sources) | 34.614 |
| Total Emissions | 38.886 |

Table 2 GenNorth Current GHG emissions

Carbon Reduction Plan Rev 6.0

Notes on Baseline Emission results:

- i. GenNorth did not own or operate any properties or any air conditioning systems but did operate 1 petrol hybrid company car; emissions based on the petrol used has informed the **emissions** in the Scope 1 categories: Generation of electricity, heat, or steam and Fugitive emissions.
- ii. GenNorth did not manufacture or process any chemicals or materials and therefore has **no emissions** in the property or process Scope 1 category: Physical or chemical processing.
- iii. GenNorth leased serviced office space in multi-tenanted office buildings in Leeds and Teesside. GenNorth had no control of the heating and lighting which was not separately sub metered and was part of the landlord's provision. GenNorth did not directly purchase any electricity for properties occupied by the company. and therefore, had no emissions in Scope 2 for property. An allowance for emissions from these serviced offices and time spent co-working in clients' offices was calculated using time spent in these areas against typical industry emissions for office spaces. Output from the Small Business Carbon Tool on the SME Climate Hub was used to calculate these emissions. These reported in Scope 3 – Category 8 upstream leased assets.
- iv. Emissions from energy used for the company electric cars were calculated and reported above based on EV size and mileage reported as scope 2 emissions.
- v. Spend based method was used to calculate emissions for Purchased goods, & services and capital goods.
- vi. Transmission and distribution losses were calculated for the electricity used in the company cars and included under Scope 3 category 3
- vii. Upstream & Downstream transportation & distribution are not applicable as GenNorth provide services only. Zero emissions are reported for these Scope 3 categories.
- viii. An allowance for 'Waste generated in operations' was included to cover typical office waste produced during reported home or office working hours.
- ix. GenNorth included all travel for personnel on GenNorth business including Associates. This was calculated using the Distance-based method and UK government conversion factors 28th June 2025 for Scope 3 category 6, Business travel.
- X. GenNorth had no office-based personnel therefore there was no emissions for Scope 3, category 7, Employee commuting employee commuting, however the optional emissions relating to Teleworking (homeworking) have been reported under this Scope 3 category

Carbon Reduction Plan Rev 6.0

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted carbon reduction targets broken down by scope and category. We have set targets for carbon based on multiplying our Baseline emissions by various factors to allowing for company growth and UK wide decarbonisation rates for transport and domestic energy. Below is a table listing the emission targets by scope.

| Year | Target GHG Emissions (tCO2e) | | | | Total/head (tCO2e/FTE) | Key External Target |
|-----------------|------------------------------|---------|---------|---------------|------------------------|--|
| | Scope 1 | Scope 2 | Scope 3 | Total (tCO2e) | | |
| Sept 22- Aug 23 | 0 | 0.491 | 18.248 | 18.739 | 3.536 | |
| Sept 23- Aug 24 | 1 | 0.626 | 27.355 | 28.981 | 3.645 | |
| Sept 24- Aug 25 | 1.8 | 0.704 | 39.663 | 42.168 | 3.536 | |
| Sept 25- Aug 26 | 1.2 | 0.664 | 59.082 | 60.946 | 3.525 | |
| Sept 26- Aug 27 | 1 | 0.465 | 73.235 | 74.699 | 3.086 | |
| Sept 27- Aug 28 | 0.8 | 0.228 | 88.703 | 89.731 | 2.648 | |
| Sept 28- Aug 29 | 0.6 | 0.068 | 90.130 | 90.798 | 2.233 | |
| Sept 29- Aug 30 | 0.4 | 0.008 | 82.475 | 82.882 | 1.853 | |
| Sept 30- Aug 31 | 0 | 0.000 | 72.295 | 72.295 | 1.469 | 50% reduction in missions/FTE - SME Climate Hub |
| Sept 31- Aug 32 | 0 | 0.000 | 60.991 | 60.991 | 1.127 | |
| Sept 32- Aug 33 | 0 | 0.000 | 49.531 | 49.531 | 0.832 | |
| Sept 33- Aug 34 | 0 | 0.000 | 38.820 | 38.820 | 0.593 | |
| Sept 34- Aug 35 | 0 | 0.000 | 29.691 | 29.691 | 0.412 | |
| Sept 35- Aug 36 | 0 | 0.000 | 21.065 | 21.065 | 0.278 | |
| Sept 36- Aug 37 | 0 | 0.000 | 14.534 | 14.534 | 0.183 | |
| Sept 37- Aug 38 | 0 | 0.000 | 9.846 | 9.846 | 0.118 | |
| Sept 38- Aug 39 | 0 | 0.000 | 6.502 | 6.502 | 0.074 | |
| Sept 39- Aug 40 | 0 | 0.000 | 4.095 | 4.095 | 0.045 | |
| Sept 40- Aug 41 | 0 | 0.000 | 2.380 | 2.380 | 0.025 | 80% reduction in emissions – NHS England |
| Sept 41- Aug 42 | 0 | 0.000 | 1.335 | 1.335 | 0.014 | |
| Sept 42- Aug 43 | 0 | 0.000 | 0.722 | 0.722 | 0.007 | |
| Sept 43- Aug 44 | 0 | 0.000 | 0.368 | 0.368 | 0.004 | |
| Sept 44- Aug 45 | 0 | 0.000 | 0.169 | 0.169 | 0.002 | |
| Sept 45- Aug 46 | 0 | 0.000 | 0.069 | 0.069 | 0.001 | Net Zero Carbon – NHS England |
| Sept 46- Aug 47 | 0 | 0.000 | 0.021 | 0.021 | 0.000 | |
| Sept 47- Aug 48 | 0 | 0.000 | 0.004 | 0.004 | 0.000 | |
| Sept 48- Aug 49 | 0 | 0.000 | 0.000 | 0.000 | 0.000 | |
| Sept 49- Aug 50 | 0 | 0.000 | 0.000 | 0.000 | 0.000 | Carbon Neutral |

Table 3 GenNorth Target GHG emissions

The Scope 3 emissions form the majority of the GenNorth emissions. As such we have broken these targets down by category to allow for better understanding, monitoring and management. Below figure 2 shows a graphical breakdown of the individual categories and how they are targeted to reduce.

Carbon Reduction Plan Rev 6.0

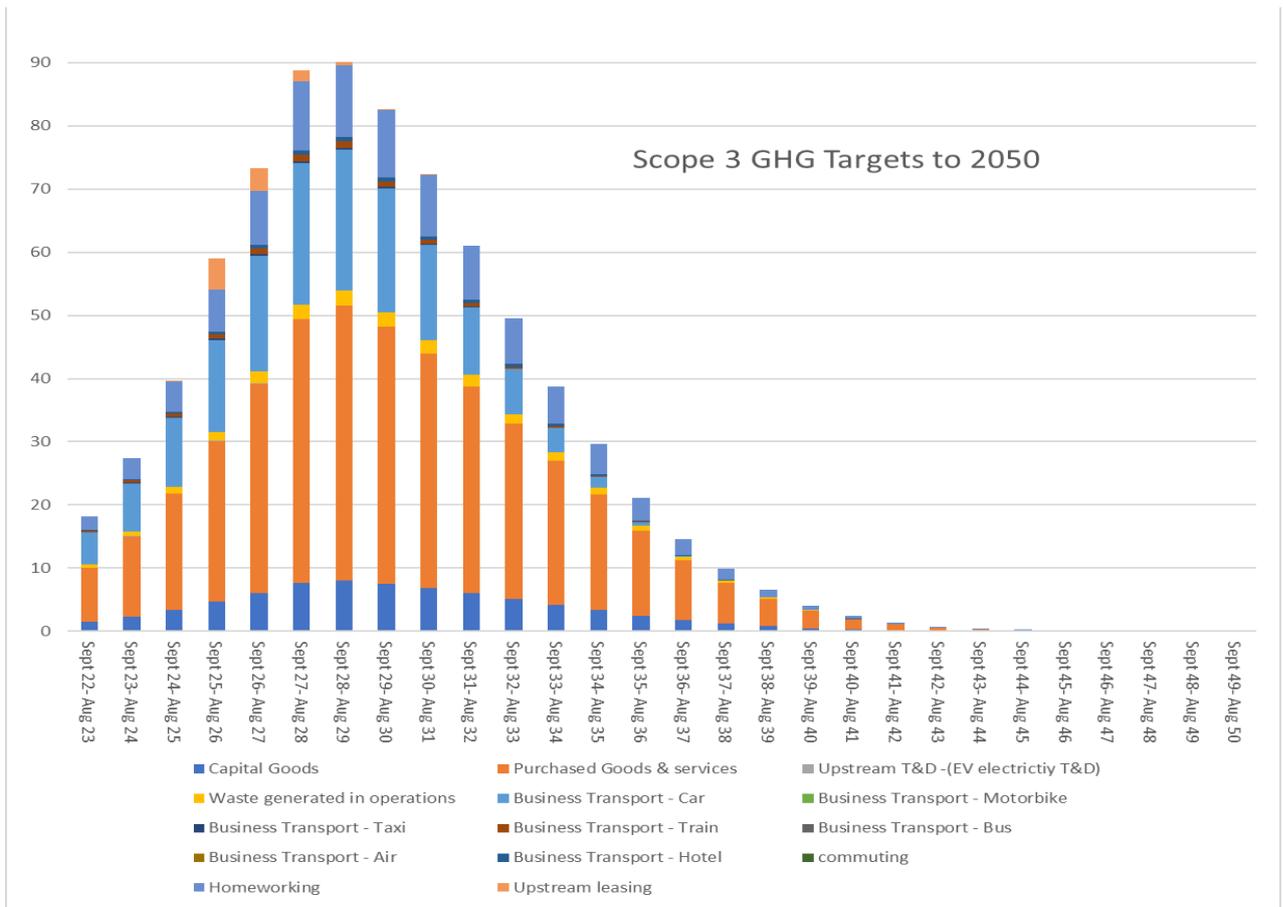


Figure 2 Predicted Scope 3 target GHG emissions for GenNorth (tCO2e)

To date GenNorth has calculated GHG emissions for three financial years and a prediction for the next financial year.

Below in figure 3 shows how these reported figures are better than the targets and are following the trend set in the GenNorth NZC Roadmap. This indicates that we are still on target to meet all our key milestones.

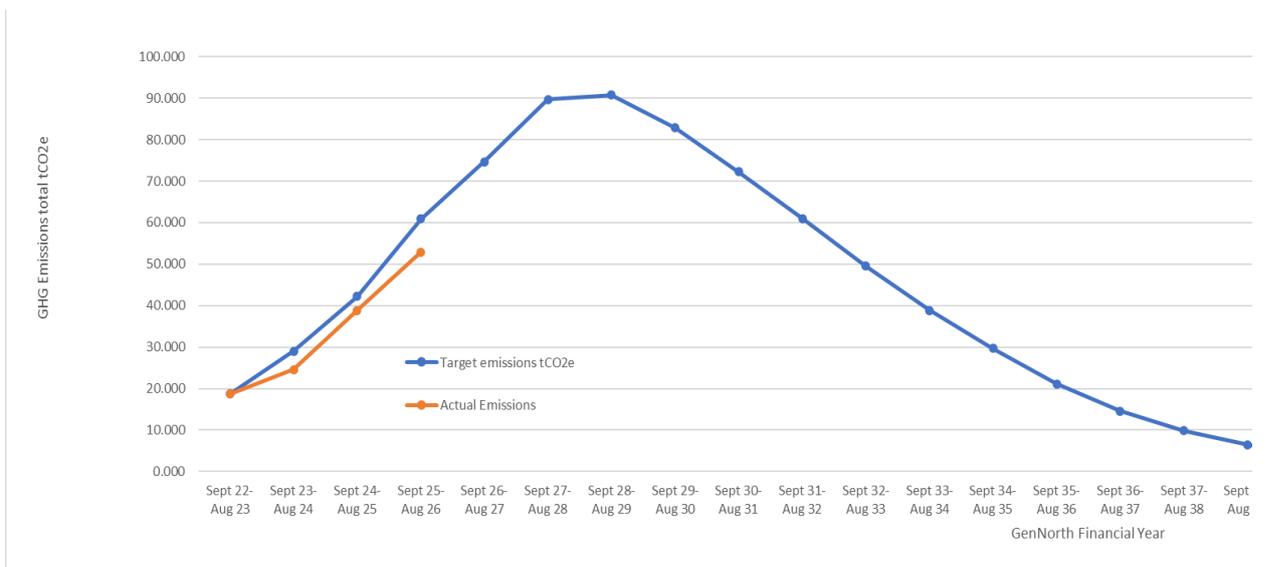


Figure 3 Reported GHG emissions against NZC Roadmap targets for GenNorth

Carbon Reduction Plan Rev 6.0

GenNorth has limited influence over their current scope 3 emissions but is expecting reductions in line with UK policy and government incentives, as well as being influenced by GenNorth's emerging policies and personnel training and support.

The current Labour government have introduced significant tax saving incentives aimed at increasing the uptake of EVs. Employees can make a salary sacrifice against the ownership of an electric vehicle. A significant proportion of GenNorth's senior staff have taken advantage of these.

60% of GenNorth emissions in the 'Current' year were relate to car usage therefore further changes such as those suggested below will need to be realised to achieve NZC:

- Hybrid cars replaced by fully electric cars
- Continued decarbonisation of the grid reducing the Scope 2 and T&D losses.
- Replacement of private ICE vehicles for EVs.

The UK ban on sales oil and gas boilers is still on hold. This means that for homeworking, the rate of decarbonisation is still assumed to be relatively slow pending further legislation or incentivisation's.



20% of GenNorth's ghg emissions in the 'Current' year were attributed to the purchase of goods and services. The methodology for estimation of these was via the spend on each service. It is hoped that more accurate data can be obtained in future years from our major suppliers which will result in a reduction in emissions reported for these elements. A questionnaire has already been sent out to all suppliers requesting carbon data.

Looking ahead, the company is moving towards leasing a greater area of offices. It is anticipated that around 5tCO₂e of ghg emissions will be generated in this financial year (Sept25 to Aug'26) which will be nearly **10%** of the predicted emissions. Currently the company has no control over the emissions profile of the offices it occupies. It will be necessary to gain more accurate data for energy, water and waste for these spaces in future years if the NZC targets are to be met.



Carbon Reduction Plan Rev 6.0

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the baseline year.

in 2025 GenNorth became a member of the SME Climate Hub, a global initiative that empowers SMEs to take climate action and build more resilient businesses. By joining the SME Climate Hub, we commit to lowering our impact on the environment through authentic action, halving our emissions by 2030. In making the SME Climate Commitment, we have joined the UN Climate Change High Level Champion's Race to Zero campaign.



GenNorth continued to work with 'Make it Wild' until June 2025 achieving an annual offset 60tonnes CO2e each year through tree planting and habitat management over four years.

From July 2025 GenNorth joined The Swinton Nourish Partnership. Within this partnership, environmental volunteering is provided along with a purchase of verified carbon offsetting.



All staff have attended a decarbonisation workshop and been provided with guidance on the benefits and issues associated with changing to electric vehicles.

This reporting period GenNorth has procured branded products for marketing from Fluid Branding a B-Corp that seeks to maximise the impact from all its sales, an example being our new Ocean bottles that each fund the collection of 1,000 ocean-bound plastic bottles before they enter the ocean. Future periods use Banana Moon.

GenNorth has offered employees the opportunity of salary sacrifices EV car ownership and has had a positive uptake with 5No. vehicles purchased during this period.

GenNorth is managing several decarbonisation projects for NHS Trusts in the Northeast.

GenNorth has achieved Level 1 Evergreen status and hoping to achieve level 2 in 2026.

GenNorth has requested carbon data from our suppliers and landlords and will look to incorporate any responses in our next report.

In the future we hope to implement further measures such as:

- Complete and submit our B-Corp application.
- Encourage still higher uptake of EVs via ongoing GHG reduction workshops.
- Hold annual Staff Carbon Feedback & Reduction Workshop.
- Implement a Green Car Policy / initiative.
- Implement a Public Transport first strategy.
- Staff will be enrolled on the Nourish Carbon Literacy Project training programme.

Carbon Reduction Plan Rev 6.0

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 relevant 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 board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Signature : 

Name: Sean Baylis

Position: Director

Date: 18 February 2026

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

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

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