Carbon Reduction Plan

External Use

AUTHOR	VERSION	DATE	REASON FOR REVISION	REVIEW DATE
Jonelle Cummings	Ver1Rev0	June 2025	Creation	June 2026
Jonelle Cummings	Ver2Rev0	July 2026	Redraft and update	July 2027

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

Carbon Reduction Plan

4ways Healthcare Ltd

Item	Updated draft content / source
Organisation name	4ways Healthcare Ltd
Date of completion	July 10, 2026
Covered by the plan	UK-based operations of 4ways Healthcare Ltd, a subsidiary of Evidia Group GmbH.
Reporting year	1 January 2025 to 31 December 2025 - confirmed by 4ways Finance Director.
Organisational boundary	Operational control; UK operation consists of one administrative/teleradiology site at Nexus House, Boundary Way, Hemel Hempstead, HP2 7SJ.
Methodology	GHG Protocol Corporate Standard and Scope 3 Standard; PPN 06/21 Technical Standard; Scope 2 market-based method used as the primary reporting method, with location-based data shown for transparency.
Publication and sign-off	Publication location confirmed: 4ways UK website, Our Social Values - 4ways. Signatory confirmed as Ajay Chadha, Chief Executive Officer. Our Social Values - 4ways

Executive summary

This updated draft uses the UK-only FY2025 emissions from the Evidia Group GHG inventory and incorporates the additional information provided by 4ways on 30 June 2026. The confirmed reporting period is 1 January 2025 to 31 December 2025. The reported UK market-based footprint remains 733 tCO2e, compared with 3,683 tCO2e in the 2024 target-setting re-baseline. This is an indicative reduction of 80.1% against the 2024 re-baseline. The reduction should be interpreted with caution because the FY2025 inventory uses updated emission factors, excludes VAT in spend-based calculations and includes improved allocation across Scope 3 categories.

The largest FY2025 UK market-based emission sources are employee commuting (409 tCO2e), purchased goods and services (290 tCO2e), business travel (22 tCO2e), Scope 1 diesel use from the company vehicle/van (8 tCO2e) and fuel- and energy-related activities (4 tCO2e). Scope 2 market-based emissions are reported as zero because the UK electricity supply is treated as a 100% green contract.

No gas, heating or cooling is billed separately, and that the landlord confirmed in September 2024 that the electricity supplier stated 100% of the energy came from renewable sources. The electricity supply contract has not changed since that confirmation.

The FY2025 footprint uses the official Evidia Group inventory, in which UK Scope 3 Category 2 capital goods are reported as 0 tCO2e. Fixed asset information provided by 4ways, including PACS

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

data centre preparation, PACS development work and radiologist workstations/monitors, is retained as supporting audit trail and as a data quality improvement point for FY2026. No recalculation has been made in this plan, as the Evidia Group FY2025 GHG inventory remains the governing source for the published footprint.

Regulatory and client requirement alignment

This plan is structured to align with UK Government PPN 06/21 and the Technical Standard for Completion of Carbon Reduction Plans. The technical standard requires a Carbon Reduction Plan to include the supplier commitment to Net Zero by 2050 at the latest, current and baseline emissions, Scope 1 and Scope 2 emissions, a required subset of Scope 3 emissions, carbon reduction measures, website publication and director or equivalent sign-off. Based on the latest client confirmation, this version is prepared to support NHS Evergreen Sustainable Supplier Assessment Level 1. Evidence of purchased offsets or carbon removals has not been assumed to be required for Level 1.

Requirement	Status	Level 1 alignment / note
Commitment to Net Zero	Included	Commitment to Net Zero by 2050 at the latest included. The previous 2030 ambition may be reviewed separately by the Board.
Baseline emissions	Included	2021/22 retained as official compliance baseline. 2024 retained as comparison and planning reference.
Current emissions	Included	FY2025 UK data uses Evidia Group inventory. Reporting period confirmed as 1 January 2025 to 31 December 2025.
Scope 1 and Scope 2	Included	Scope 1 supported by fuel-card/mileage data. Scope 2 shown as market-based and location-based.
PPN Scope 3 subset	Included	Categories 4, 5, 6, 7 and 9 are stated in a dedicated table.
Environmental management measures	Included	EV salary sacrifice has commenced; supplier engagement and waste tracking are ongoing; EV charging is not permitted by landlord.
Board approval and director sign-off	Included	Signatory confirmed as Ajay Chadha, Chief Executive Officer
Website publication	Included	Publication location confirmed as the 4ways website: Our Social Values - 4ways.Our Social Values - 4ways

1. Commitment to achieving Net Zero

4ways Healthcare Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050 at the latest for its UK operations. The previous Carbon Reduction Plan used a 2030 Net Zero commitment; that earlier ambition may be reviewed separately by the Board. For this Level 1-aligned update, the plan uses the confirmed regulatory minimum commitment of Net Zero by 2050 at the latest and continues to prioritise absolute emissions reductions.

For PPN 06/21 compliance, the organisation must confirm a commitment to achieving Net Zero by 2050 at the latest. If the Board later reconfirms the stronger 2030 target, the annual Carbon Reduction Plan can be updated to state that the earlier target applies solely to the UK operations covered by this plan.

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

4ways teleradiology model supports a lower-carbon healthcare delivery model by enabling remote reporting and reducing the need for routine travel to centralised reporting hubs. The previous plan stated that the model enabled over 400 radiologists to report remotely. This number is still valid for FY 2025.

2. Baseline emissions footprint

The official compliance baseline remains 2021/22, consistent with the previous 4ways Carbon Reduction Plan. The baseline was selected to reflect a post-COVID operational year and the move to new premises. The baseline Scope 3 methodology used a hybrid approach based on activity data and estimations and is not directly comparable with the later group-level spend-based inventories.

Scope	Baseline emissions (tCO_2e)	Comment
Scope 1	0	No direct emissions reported in the baseline year.
Scope 2 - market-based	0	REGO-backed renewable electricity from landlord reported in prior plan.
Scope 2 - location-based	31.95	Based on 135,408 kWh and the 2020 UK grid electricity factor used in the prior plan.
Scope 3	462.95	Prior plan baseline based on categories 3.4, 3.5, 3.6, 3.7 and 3.9.
Total - market-based	462.95	Scope 1 + Scope 2 market-based + Scope 3.
Total - location-based	494.90	Scope 1 + Scope 2 location-based + Scope 3.

3. Target-setting re-baseline

The previous plan treated 2024 as a re-baseline for target-setting because the 2024 footprint was more complete and captured upstream emissions such as purchased goods, services and capital equipment. This update retains the 2024 market-based figure of 3,683 tCO_2e as a comparison and planning reference. A 90% reduction from that level would set an illustrative residual threshold of 368 tCO_2e before any future consideration of residual emissions.

The 2030 pathway is therefore shown as an illustrative planning pathway only. The formal Net Zero commitment used for this Level 1-aligned plan is Net Zero by 2050 at the latest, unless and until 4ways reconfirms a stronger target.

4. Current emissions: FY2025 UK operations

The FY2025 UK inventory covers one UK site, 136 FTE employees, EUR 57.3 million revenue and 204,953 kWh electricity consumption in the final Evidia Group inventory.

Scope	Description	FY2025 UK (tCO_2e)	2024 comparator (tCO_2e)	Updated note
Scope 1	Direct emissions	8	10	Company vehicle/van diesel use. Fuel-card data shows 3,166.854 litres diesel and 47,151 km /

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

				29,298 miles in 2025, equal to approx. 8.49 tCO2e before rounding.
Scope 2 - market-based	Purchased electricity	0	0	100% green electricity contract. Landlord renewable confirmation should be retained as evidence.
Scope 2 - location-based	Purchased electricity	30	37	Used for transparency only. Location-based Scope 3 changes because fuel- and energy-related activities increase from 4 to 13 tCO2e under the location-based method.
Scope 3 - market-based	Other indirect emissions	725	3,673	Includes the required PPN subset plus additional material categories. Scope 3.2 capital goods follows the official Evidia Group inventory value of 0 tCO2e for UK FY2025.
Total - market-based	Scope 1 + Scope 2 MB + Scope 3 MB	733	3,683	Primary reporting total.
Total - location-based	Scope 1 + Scope 2 LB + Scope 3 LB	773	3,720	For transparency; FY2025 location-based Scope 3 total is 734 tCO2e.

5. Scope 3 category breakdown

The FY2025 UK market-based Scope 3 total remains 725 tCO2e from the Evidia Group inventory. The table below discloses all relevant categories and the PPN-required subset. Items marked as zero/not applicable should not be treated as final until the comments are resolved.

GHG category	Category name	FY2025 UK MB (tCO2e)	Updated note / confirmation needed
3.1	Purchased goods and services	290	Additional material category included for completeness. Data collection workbook includes GBP 921,776.23 data storage cost, with Redcentric managing the data centres.
3.2	Capital goods	0	Official Evidia Group FY2025 inventory reports UK capital goods as zero. Fixed asset data is retained as supporting information for future data quality review; no recalculation is made in this plan.
3.3	Fuel- and energy-related activities	4	Upstream energy production associated with Scope 1 and Scope 2 energy under market-based method. Location-based value is 13 tCO2e.
3.4	Upstream transportation and distribution	0	Required PPN category. Data collection workbook includes GBP 1,468.25 postage spend and notes minimal goods sent out; inventory reports zero. Retain materiality note for audit trail.
3.5	Waste generated in operations	0	Required PPN category. Data collection workbook includes GBP 4,851.35 cost-based waste/water data, but no waste tonnage. Inventory rounds to

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

			zero. Improve with waste-stream data where available.
3.6	Business travel	22	Required PPN category. Underlying data includes air GBP 3,354.46, rail GBP 3,541.43, taxis GBP 1,280.24, hotels GBP 14,943.26 and private car travel 76,404 km.
3.7	Employee commuting	409	Required PPN category and largest FY2025 UK source. Estimation based on UK standard.
3.8	Upstream leased assets	0	Heating included in electricity and no gas/heating/cooling billed separately.
3.9	Downstream transportation and distribution	0	Required PPN category. Not material for 4ways teleradiology service model unless 4ways identifies downstream distribution.
3.10-3.15	Other downstream categories	0	Not applicable to 4ways service model unless new activities are identified.

PPN 06/21 minimum Scope 3 subset

PPN category	Category name	FY2025 UK (tCO2e)	Action
Category 4	Upstream transportation and distribution	0	Postage/upstream transport treatment and materiality.
Category 5	Waste generated in operations	0	Obtain actual waste/recycling/WEEE/confidential-waste tonnes if possible.
Category 6	Business travel	22	Improve 2026 data from spend-based to activity-based where possible.
Category 7	Employee commuting	409	Run FY2026 commuting survey covering distance, mode, office attendance and remote working.
Category 9	Downstream transportation and distribution	0	Not applicable for teleradiology service model.

Scope 3.2 capital goods data quality note

The fixed asset register does not automatically determine Scope 3 category treatment. The official FY2025 Evidia Group inventory reports UK Scope 3.2 capital goods as 0 tCO2e, and this value is retained in the Carbon Reduction Plan. The financial additions below are not carbon emissions; they are retained as supporting information for future data quality review.

Fixed asset category	2025 additions (GBP)	Reason retained as data quality note
Equipment additions	982,327.63	Includes PACS data centre preparation, PACS-related services, radiologist monitors, towers, workstations and other IT hardware.
Software additions	127,150.50	Includes PACS development work of GBP 108,819.30 and other software.

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

Capitalised R&D additions	152,622.66	R&D additions across 2025. Retain as supporting information for future Scope 3 data-quality review.
Fixtures and fittings additions	13,855.12	Includes office furniture and fittings.
Equipment - EUK additions	1,173.60	Laptop addition.
Total additions identified	1,277,129.51	Retained as supporting information. The Carbon Reduction Plan follows the official FY2025 Evidia Group inventory, where UK Scope 3.2 is reported as 0 tCO2e.

6. Methodology, assumptions and data quality

Area	Current assumption / data-quality note
Scope 1	FY2025 Scope 1 is based on company vehicle/van activity. Fuel-card data shows 47,151 km / 29,298 miles and 3,166.854 litres diesel. The fuel-card workbook notes partial data access issues, so 2026 should use complete data capture.
Scope 2	UK electricity is reported in the final inventory as 204,953 kWh green contract electricity. Data collection workbook shows 205,162 kWh. Heating/cooling/gas are not billed separately.
Scope 3.1	Purchased goods and services are mainly spend-based, including data storage. Keep UK spend categories, VAT treatment and supplier allocation for audit trail.
Scope 3.2	Official inventory reports UK Scope 3.2 capital goods as zero. Fixed asset data is retained as an audit trail and data quality improvement point for future reporting, but no recalculation is made in this Level 1-aligned plan.
Scope 3.5	Waste inventory rounds to zero. The provided source data is cost-based only and does not provide physical tonnes by waste stream.
Scope 3.6	Business travel is partly cost-based. Private car business travel is activity-based by distance but vehicle type is unknown.
Scope 3.7	Employee commuting remains an estimate. No actual commute survey was provided; the workbook states a survey will be done for FY2026.
Scope 3.8	Upstream leased assets reported as zero because heating is included in electricity and no separate gas/heating/cooling is billed.

7. Progress against target

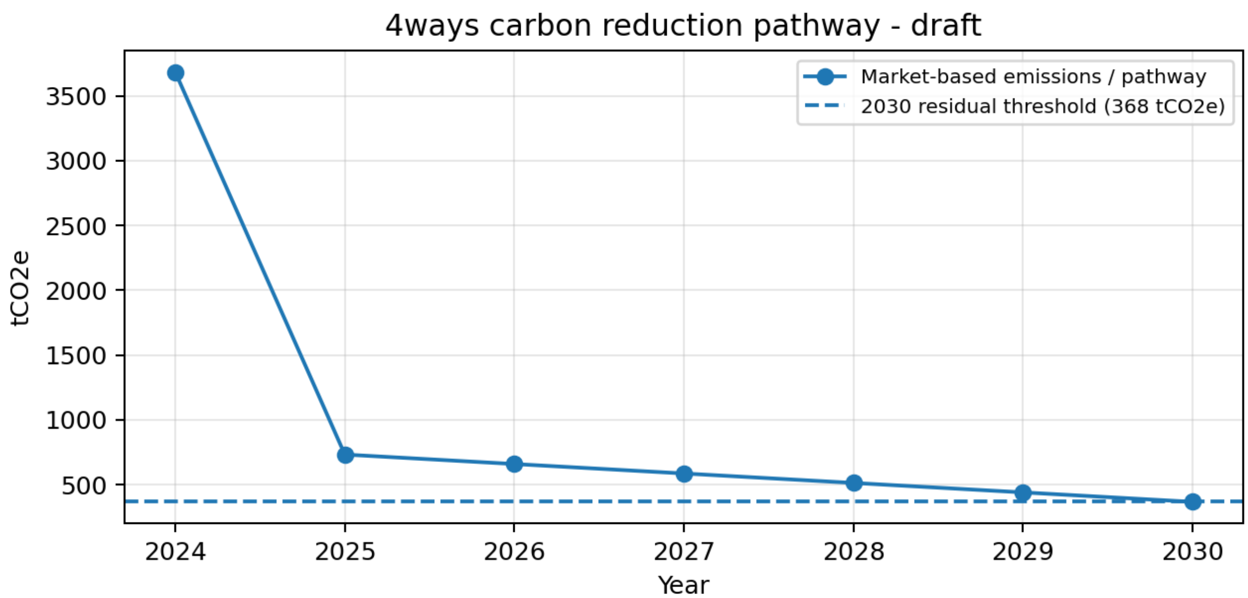
FY2025 market-based emissions are 733 tCO2e, compared with the 2024 target-setting re-baseline of 3,683 tCO2e. This is a reduction of 2,950 tCO2e, or approximately 80.1%. The reduction should be interpreted alongside the methodology improvements in the FY2025 inventory, including updated emission factors, exclusion of VAT in spend-based calculations and improved allocation across Scope 3 categories.

The pathway below is shown for planning only and illustrates the 90% reduction pathway used in the previous plan. It should be updated if 4ways reconfirms a 2030 target or adopts another target pathway stronger than the regulatory minimum commitment of Net Zero by 2050 at the latest.

Year	Market-based emissions (tCO2e)	Status	Comment
2024	3,683	Actual / re-baseline	Target-setting re-baseline from prior CRP

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

2025	733	Actual	FY2025 UK market-based inventory
2026	660	Modelled	Illustrative linear pathway from 2025 to 2030 threshold
2027	587	Modelled	Illustrative; next van replacement due late 2027
2028	514	Modelled	Illustrative
2029	441	Modelled	Illustrative
2030	368	Target if reconfirmed	Illustrative 90% reduction threshold from the 2024 re-baseline; retained from the previous plan for planning purposes only.



8. Carbon reduction measures delivered and in progress

Measure	Updated status	Evidence / next action
Green electricity	In place	100% green electricity for UK supply; retain landlord evidence and contractual evidence.
No separately billed gas/heating/cooling	Confirmed	Reduces boundary uncertainty for Scope 2 and Scope 3.8.
Company van replacement	Updated	Van replaced in late 2024; next replacement due late 2027. Consider EV replacement if technically and operationally viable.
EV salary sacrifice	Commenced	The scheme has commenced. Add uptake numbers when available.
EV charging	Blocked	EV charging is not permitted by landlord. Keep evidence and revisit if lease/landlord position changes.
Supplier engagement	Ongoing	Develop a priority supplier list for Redcentric, PACS, IT hardware/software and travel.
Waste tracking	Ongoing	Move from cost-based to weight/stream-based data.
LED lighting, IaaS migration, Smart Go Maylands	Carried forward	These measures were in the previous plan, but current 2026 status/evidence was not reconfirmed.

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

Remote teleradiology model	Carried forward	Core service model reduces routine travel compared with centralised reporting; current radiologist count to confirm.

9. Planned carbon reduction initiatives: 2026 onwards

Area	Planned initiative	Reason / expected benefit
Scope 1	Prepare late-2027 vehicle replacement decision with EV option as default where operationally feasible.	Scope 1 is small but visible and directly controllable.
Scope 2	Maintain renewable electricity and retain annual evidence from landlord/supplier. Track monthly kWh and reconcile final invoices.	Keeps market-based Scope 2 at zero and improves energy-management insight.
Scope 3.1 / suppliers	Prioritise supplier engagement for Redcentric/data centres, PACS/AGFA, IT hardware/software and travel/hotel providers.	Purchased goods and services are 290 tCO_2e and a major UK source.
Scope 3.2	Retain fixed asset data as annual supporting information and review Scope 3.2 treatment if group methodology changes.	Supports future data quality improvement without changing the official FY2025 inventory used in this plan.
Scope 3.5	Request waste/recycling/WEEE/confidential-waste tonnes from landlord and waste contractors.	Replaces cost-based / rounded zero approach.
Scope 3.6	Move business travel from spend-based to activity-based data: flights by route/class, rail km, taxi km, hotel nights and car type/fuel.	Improves auditability of the 22 tCO_2e figure.
Scope 3.7	Run FY2026 commuting survey covering distance, mode, days on site, home working, EV use and contract type.	Employee commuting is the largest reported UK source at 409 tCO_2e.
Governance	Assign CRP owner, quarterly review and annual Board approval.	Supports publication, Evergreen evidence and client reporting.
Residual emissions	Review the potential need for certified carbon removals or offsets for residual emissions as part of future annual updates, if required.	No evidence of purchased offsets/removals is assumed to be required for Evergreen Level 1. 4ways will prioritise absolute emissions reductions first.

10. Climate-related risks and opportunities

Type	Description
Opportunity	Remote teleradiology model reduces the need for centralised reporting travel and supports a lower-carbon digital healthcare delivery model.
Opportunity	Transparent UK CRP reporting may strengthen bids where environmental performance is assessed.
Opportunity	Supplier engagement with Redcentric, PACS, IT and travel providers can improve data quality and reduce Scope 3 emissions.
Risk	Procurement and reputational risk if the CRP is not signed, published, supported by core evidence or aligned with Evergreen Level 1 expectations.

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692

Risk	Data quality risk if future group methodology requires more detailed treatment of UK fixed asset additions or capital goods.
Risk	Energy price volatility, landlord-controlled infrastructure and lack of EV charging permission may limit operational options.
Risk	Supply chain disruption linked to extreme weather could affect IT equipment, data centre services, software/PACS suppliers and travel providers.

11. Declaration and sign-off

This Carbon Reduction Plan has been prepared in accordance with PPN 06/21 and the GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard, using the latest available UK Government/DEFRA conversion factors and the Evidia Group FY2025 greenhouse gas inventory.

Field	To complete / confirmed
Signed on behalf of 4ways Healthcare Ltd	Ajay Chadha
Job title	Chief Executive Officer
Date	July 10, 2026
Website publication link	[Our Social Values - 4ways]

Appendix - Source documents and data used

Source	How used
Evidia Group GHG Inventory Report FY2025	UK market-based and location-based emissions, methodology, country-specific appendix and data-quality notes.
2024 Carbon Reduction Plan 4ways, June 2025	Baseline year, 2024 re-baseline, prior target, prior measures and signatory.
Customer response email dated 30 June 2026	Confirmed reporting period, signatory, website publication, electricity/landlord status, van replacement, business travel/waste data source, capital goods data and reduction-measure status.
UK data collection workbook for FY2025	Underlying Scope 1/2/3 activity and spend data, including electricity, fuel/mileage, data storage, postage, waste, business travel and commuting notes.
Fuel Card Data.xlsx	2025 diesel litres, odometer/mileage and derived Scope 1 fuel emissions.
P12 Fixed Assets - Dec 2025.xlsx	2025 fixed asset additions retained as supporting audit trail and future Scope 3.2 data-quality note.
GOV.UK PPN 06/21 and Technical Standard	Regulatory structure and publication/sign-off requirements for Carbon Reduction Plans.

4ways Healthcare Limited
Nexus House • Hemel Hempstead Industrial Estate • Hemel Hempstead • HP2 7SJ • **Tel** +44 (0) 1442 260 322 • 4ways.co.uk
Company Registration 04785250 • **VAT Registration** GB 828 833 692