



Carbon Reduction Plan For RMS

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Created by: Positive Planet



Our Commitment

RMS is committed to achieving Net Zero emissions by 2040.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Maintain scope 1 emissions below 1 tCO₂e through to 2030.
- Reduce scope 2 emissions to zero by 2030.
- To procure 100% renewable electricity by 2030.
- Reduce scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

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. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as 1 April 2023 – 31 March 2024.

Baseline Year Reporting Year: 2023-24	
Emissions	Total (tonnes CO ₂ e)
Scope 1	0.2
Scope 2*	Market-based: 0.02 Location-based: 0.02
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Activities - Business Travel - Transportation & Distribution (Upstream & Downstream) (none) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) (none) <ul style="list-style-type: none"> o None, as there are no buildings, vehicles or other assets that are either leased or leased out - Product (Processing, Use, End of Life Treatment) (none) <ul style="list-style-type: none"> o None, as we do not have any sold products - Franchises & Investments (none) <ul style="list-style-type: none"> o None, as our company does not have any franchising agreements nor investments into any other companies 	69.3
Total Emissions*	Market-based: 69.6 Location-based: 69.6

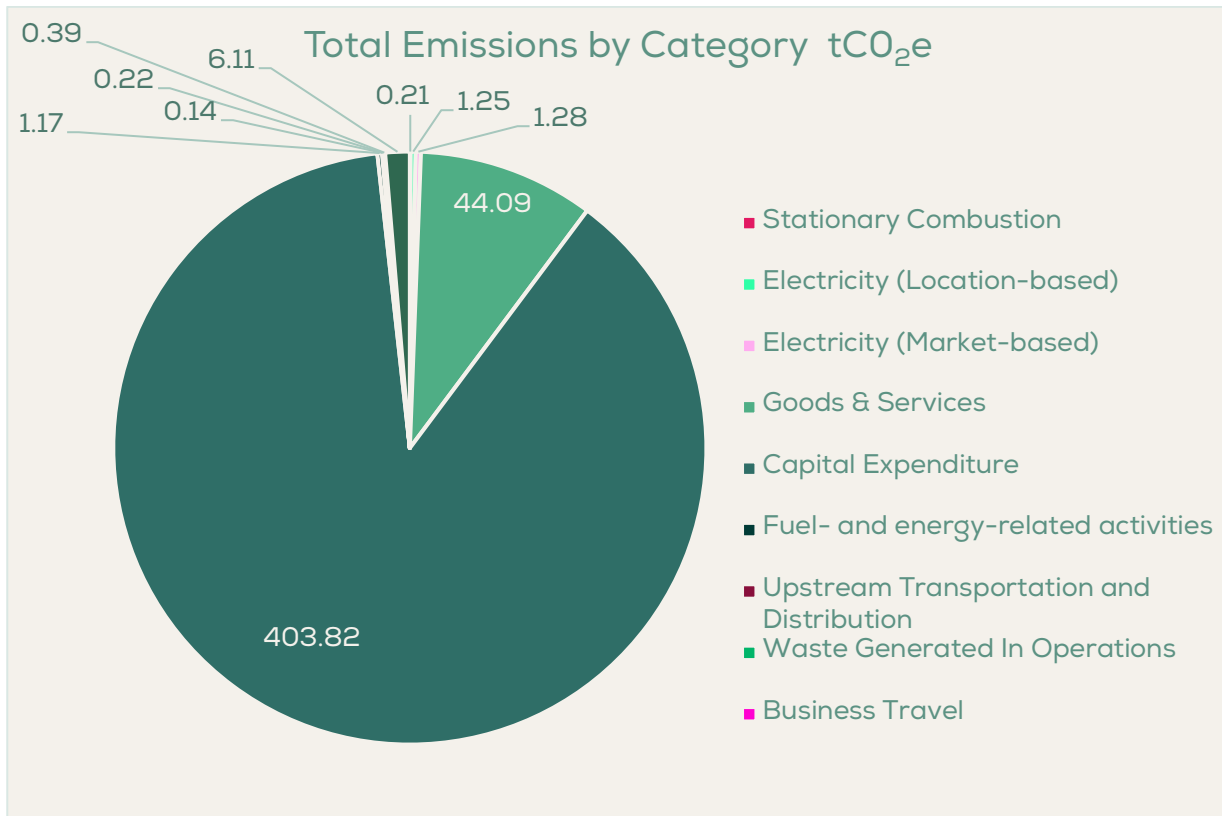
Carbon Intensity Metrics

Baseline year: 2023-24	Carbon intensity metric
Employees (tCO ₂ e per FTE)	13.9
Revenue (kgCO ₂ e per £)	-

Current Emissions Reporting Year: 2024-2025	
Emissions	Total (tonnes CO ₂ e)
Scope 1	0.2
Scope 2*	Market-based: 1.3 Location-based: 1.3
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Activities - Business Travel - Transportation & Distribution (Upstream & Downstream) (none) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) (none) <ul style="list-style-type: none"> o None, as there are no buildings, vehicles or other assets that are either leased or leased out - Product (Processing, Use, End of Life Treatment) (none) <ul style="list-style-type: none"> o None, as we do not have any sold products - Franchises & Investments (none) <ul style="list-style-type: none"> o <i>None, as our company does not have any franchising agreements nor investments into any other companies.</i> 	455.9
Total Emissions*	Market-based: 457.4 Location-based: 457.4

Current year: 2024-25	Carbon intensity metric
Employees (tCO ₂ e per FTE)	91.5
Revenue (tCO ₂ e per £m)	46.7

Carbon Emissions Breakdown



Overall, our largest source of emissions arises from Capital Goods, totalling 403.83 tCO₂e. During this reporting period, the company purchased an MRI scanner, which was a one-off capital investment. This purchase explains the unusually high emissions associated with capital goods for the year. The second-largest emissions category is Purchased Goods and Services, accounting for 44.09 tCO₂e. These emissions relate to the ongoing requirements of operating the business, including pension contributions, IT support, cloud services, and software subscriptions.

*Fuel- and Energy-Related Activities emissions are those that occur upstream of energy use. In the other energy use categories, e.g. business travel, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur, e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.

Scope 1	tonnes CO ₂ e
Stationary Combustion	0.2
Mobile Combustion	0.0
Fugitive Emissions	0.0
Process Emissions	0.0
Scope 2	
Electricity (<i>Location-based</i>)	1.3
Electricity (<i>Market-based</i>)	1.3
Heat & Steam	0.0
Scope 3 (Upstream)	
Purchased Goods & Services	44.09
Capital Goods	403.82
Fuel & Energy Related Activities	1.17
Upstream Transportation & Distribution	0.14
Operational Waste & Water	0.22
Business Travel	0.39
Employee Commuting & Homeworking	6.11
Upstream Leased Assets	0.0

Carbon Reduction

Our Net Zero targets

RMS is committed to achieving Net Zero by 2040. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Maintain scope 1 emissions below 1 tCO₂e through to 2030.
- Reduce scope 2 emissions to zero by 2030.
- To procure 100% renewable electricity by 2030.
- Reduce scope 3 emissions by 30% by 2030.

Our long-term targets:

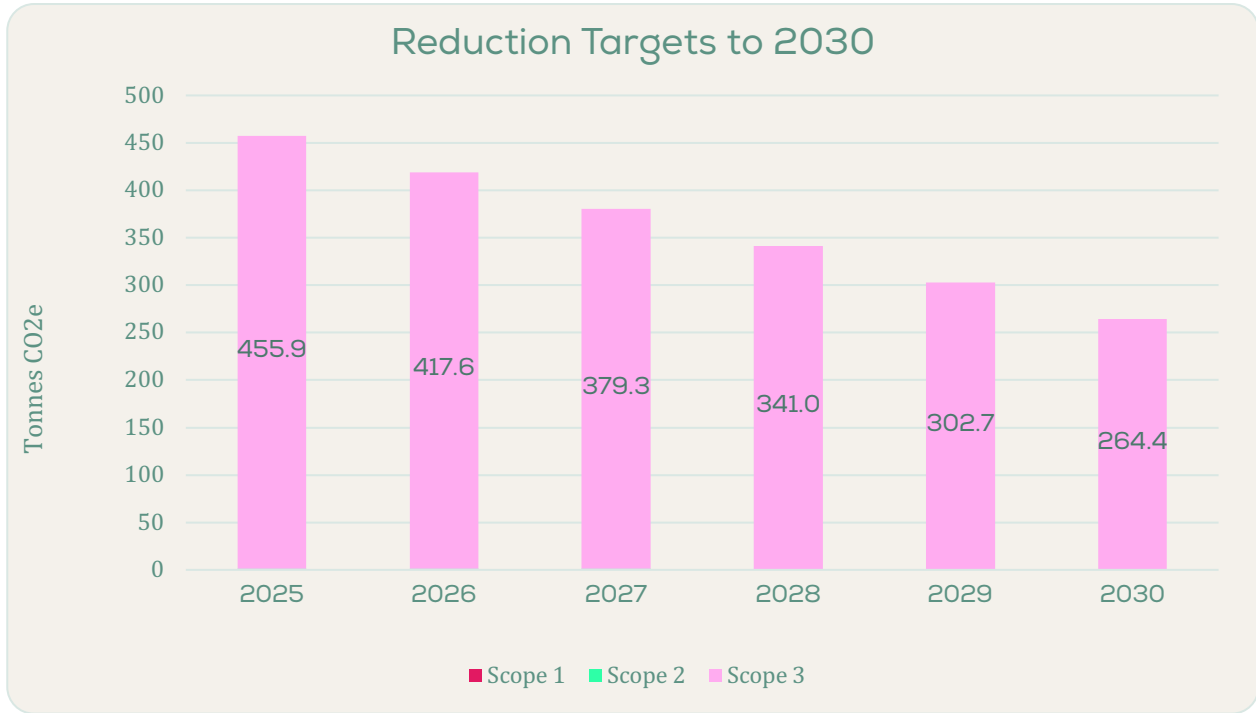
- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Progress

Emissions	Total Carbon Footprint (tonnes CO ₂ e)		% Change
	Baseline year: 2023-2024	Current year: 2024-2025	
Scope 1	0.2	0.2	-
Scope 2	0.002	1.3	+64%
Scope 3	69.3	455.9	+ 558%
Total emissions	69.6	457.4	+557%

The increase in scope 3 emissions in Capital Goods in the current year is because of the one-off purchase of an MRI scanner.

Reduction Targets to 2030



The graph above shows our scope 3 reduction targets to 2030 based on baseline emissions. To achieve a linear reduction, this would require a scope 3 reduction of 38.40tCO₂e each year which is a 8.4% annual reduction. We are on track to achieve our scope 1 and scope 2 targets to 2030.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2023	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisation.	2024	1,2,3

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	Procure a 100% renewable electricity tariff. This change will reduce market-based emissions (from chosen tariff) from the office (common areas) to 0 tCO ₂ e.	2025-2027	100% (market-based)	Purchased Electricity
2	Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites and optimise operational procedures. Examples of reduction measures include: <ul style="list-style-type: none"> - upgrading lighting to LED where not yet upgraded - installing timers on sockets/equipment to automatically turn appliances off during non-working hours - reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers) 	2026-2027	Low (location-based)	Purchased Electricity
3	To completely reduce market and location-based energy emissions to zero, consider installing onsite renewable energy generation technologies where feasible, such as solar PV panels, solar heating, heat pumps (following an energy audit to assess feasibility and payback periods)	2030	100% (location and market-based)	Stationary Combustion Purchased Electricity

	<p>to self-generate 100% of heating and energy demand.</p> <p>If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero.</p>			
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We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	<p>Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</p>	2026-2027	2.5 - 7.5%	Commuting & Homeworking Business Travel
2	<p>Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or Survey to request further information regarding credentials – plan to send these to the top 10/20 (non-agency worker) suppliers by spend. This data collection will support reduction journey by gathering important data for future measurements & encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within two phases:</p> <ol style="list-style-type: none"> 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) <p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT</p>	2026 - 2027	High	Purchased Goods & Services

	<p>equipment) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p>			
3	<p>Consider moving to a more sustainable default pension provider.</p> <p>Although companies are not able to control or give advice as to what pension fund employees and agency workers choose, we can control what our default pension fund we enrol our staff and agency workers on.</p> <p>We shall explore which pension fund providers' default funds do not invest in high-carbon industries (e.g no oil and gas).</p>	2026-2027	Medium	Purchased Goods & Services
4	<p>Liaise with agency workers to support how they can commute more sustainably.</p> <p>This policy would consist of exploring what feasible active travel and low emission travel options there are with each agency worker.</p> <p>Raise agency worker awareness of the emissions travel hierarchy:</p> <ul style="list-style-type: none"> - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs <p>Consider creative ways to engage and support agency workers to influence commute more sustainably.</p>	2026-2027	High	Purchased Goods & Services
5	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. This policy would be similar to the sustainable agency worker commuting liaison programme above, but with higher levels of support enabled by being part of the workforce.</p>	2026	Medium-high	Business Travel Commuting

	<p>Commit to offering support to workforce with options for active travel schemes, such as bike to work, EV salary sacrifice, season ticket loan, or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs <p>Consider creative ways to engage and support the workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.</p>			
6	<p>Commit to measuring the remaining downstream Scope 3 categories, meaning that year's carbon emissions measurement will be a full picture of Marlux's carbon impact.</p> <p>Currently, the largest missing category is Disposal of Sold Products, meaning that once these are measured, specific reduction activities targeted at these categories will be able to be created. Work with Positive Planet to collect data required for measuring downstream emissions.</p>	2027	5.7.5%	Product emissions

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 ¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting ².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR 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 ³.

This Carbon Management Plan has been reviewed and approved by RMS Executive Team.

Signed on behalf of RMS:

Name:

Position:

Date:

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>