

Carbon Reduction Plan – Maximus UK Statement

Commitment to achieving Net Zero emissions by 2030
07 January 2022

Our commitment

As part of Maximus, a global and responsible company, Maximus UK is committed to achieving Net Zero emissions by 2030.

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.

Baseline emissions reporting year: 2018/19			
Emissions:	Scope 1	Total (tCO ₂ e):	128
Emissions:	Scope 2	Total (tCO ₂ e):	124
Emissions:	Scope 3	Total (tCO ₂ e):	1,470
Sources included for Scope 3:			
1. Upstream transportation and distribution	During 2022 we will be reviewing upstream activities to establish requirements, to drive improvement and report progress		0
2. Waste generated in operations	During Q1/Q2 2022 we will be reviewing our waste data to add to the baseline, set our reduction targets to drive improvement and report progress		0
3. Business travel	Business travel: mileage claim data		1,470
4. Employee commuting	Not currently monitoring, implementing plans during 2022 to undertake annual employee survey to add to baseline drive improvement and report progress		0
5. Downstream transportation and distribution	During 2022 we will be reviewing downstream activities to establish requirements, to drive improvement and report progress		0
Emissions:	Scope 1,2 & 3	Total (tCO₂e):	1,723

Additional details relating to the baseline emissions calculations

Our baseline is prorated per sq ft based on some site actuals during 2018, Due to the Covid pandemic and building closures/reduction in occupancy and lack of site data we have also considered Oct 19 – March 20 Pro rata to create a true picture of emissions for Scope 1 & 2

Baselines. Scope 3 baseline is based on large company car diesel 275,000 total fleet and business mileage Oct 19 – March 20.

Note: This our first year setting our Carbon Net Zero objectives, we are currently baselining our waste generated in operations data and working through our reduction and monitoring plan which will then be incorporated into the baseline and reported on from Q2 2022. We are also currently reviewing our Scope 3 upstream and downstream activities to establish our requirements and report progress. We are also making plans to undertake annual employee commuting surveys to build a picture of our baseline data so we can reduce and report on progress.

Current emissions reporting

Current emissions reporting year: 2021			
Emissions:	Scope 1	Total (tCO ₂ e):	25
Emissions:	Scope 2	Total (tCO ₂ e):	107
Emissions:	Scope 3	Total (tCO ₂ e):	43
Sources included for Scope 3:			
1. Upstream transportation and distribution	During 2022 we will be reviewing upstream activities to establish requirements, to drive improvement and report progress		0
2. Waste generated in operations	During Q1/Q2 2022 we will be reviewing our waste data to add to the baseline, set our reduction targets to drive improvement and report progress		0
3. Business travel	Business travel: mileage claim data		43
4. Employee commuting	Not currently monitoring, implementing plans during 2022 to undertake annual employee survey to add to baseline drive improvement and report progress		0
5. Downstream transportation and distribution	During 2022 we will be reviewing downstream activities to establish requirements, to drive improvement and report progress		0
Emissions:	Scope 1,2 & 3	Total (tCO₂e):	175

Additional details relating to the current year emissions calculations

Note: This our our first year of setting our Carbon Net Zero objectives, we are currently baselining our waste generated in operations data and working through our reduction and monitoring plan which will then be incorporated into the baseline and reported on from Q2 2022. We are also reviewing our Scope 3 upstream and downstream activities to establish our requirements and report progress. We are also making plans to undertake annual employee commuting surveys to add to our baseline data so we can report on progress.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following strategic reduction targets, for which annual reduction plans will be implemented to include all requirements of Scope 1, 2 and 3. Further annual reduction targets will be implemented throughout 2022 – 2030 to ensure we meet our Carbon Net Zero commitments by 2030.

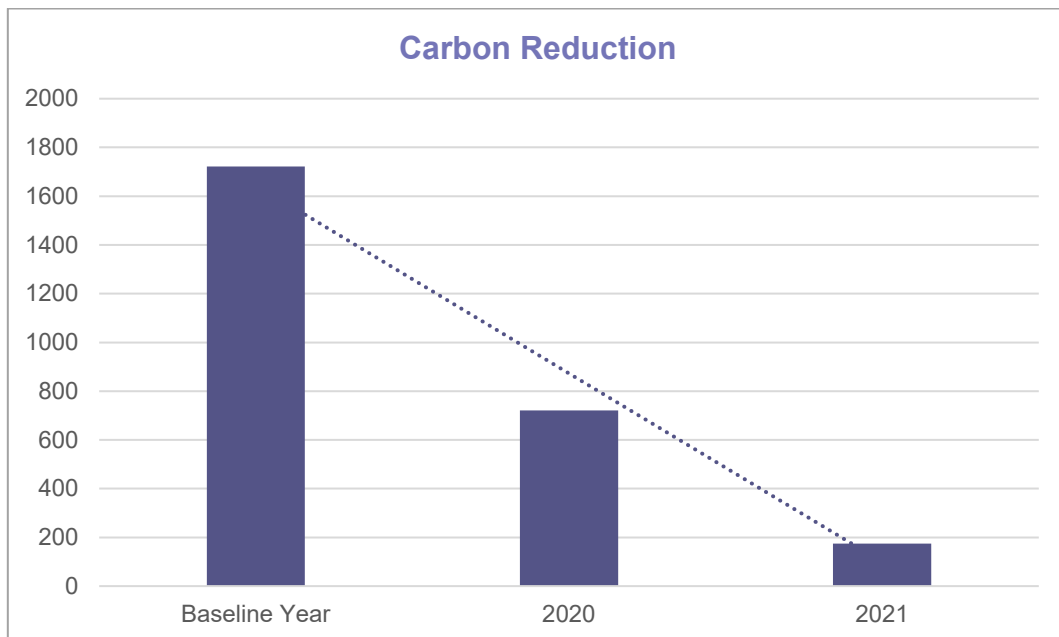
The Covid pandemic and lockdowns imposed make it difficult to provide a true picture of our reductions during 2021 due to a number of offices being closed, the majority of colleagues working from home and the reduction of travel during imposed Government lockdowns.

To ensure we are able to account for growth in our business and not negatively impact upon our monitoring and measuring of progress towards Net Zero have also established a carbon emission factor per employee. Following the further review of Scope 3 requirements these figures may be subject to change as we re-baseline our data.

Current carbon emission factor per employee are as follows:

$$\frac{1,723,454}{3,600 \text{ colleagues}} = 6.2\text{kg CO}_2\text{e}$$

Progress against these targets can be seen in the graph below (data up to Nov 2021)



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2018/9 baseline. The carbon emission reduction achieved by these schemes equate to 24.8 tCO₂e, a 10.2% reduction against the 2018/9 baseline and the measures will be in effect when performing the contract.

- *Established our Carbon Net Zero Strategy by 2030 with Board sign off*
- *Switching of our energy contracts to green energy suppliers as and when contracts are up for renewal*
- *Encouraging the use of video conferencing rather than face to face meetings to reduce travel emissions*
- *Homeworking/hybrid working where possible*
- *Encouraging colleagues to recycle and to use public transport where possible when travelling*
- *Introduction of Environmental and Carbon reduction targets and monitoring into the existing monthly Health & Safety Boards to monitor and drive further improvement across the business areas*
- *Internal and external communication of our Carbon Reduction Plans and environmental ambitions.*
- *Successful renewal of ISO 14001 certification*

In the future we will implement further measures as follows:

- *Switching our diesel mobile health fleet to electric vehicles by 2028 in line with leasing agreements*
- *All energy contracts will switch to green energy suppliers upon contract renewal*
- *Implement a green property strategy ensuring environmental credentials are met when refurbishing or acquiring new buildings e.g. no gas by 2030*
- *Hybrid working decreasing our office footprint and carbon emissions*
- *Colleague engagement to educate, support our reduction plans and encourage reductions in the home – throughout 2024 on onwards*
- *Create an internal colleague green network to support our ambition and drive improvements locally - throughout 2024 on onwards*
- *Baselining our waste generated in operations data and implementing reduction targets and monitoring methods – by 2022/2023*
- *Segmenting waste streams, increase recycling and reducing waste to landfill*
- *Removal of single use plastics and reducing the use of paper and card where possible – during 2022/23*
- *We will review downstream and upstream activities to establish our Scope 3 requirements, drive improvement and report progress - during 2022/23*
- *We will work with suppliers to support in their carbon reduction and encourage carbon reduction if no plan in place*
- *Procurement will be from sustainable sources in particular IT equipment - life cycle*
- *Maintain our ISO 14001 certification*

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 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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body). **7 January 2022**



Dr Paul Williams – UK Division President

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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>