

Carbon Reduction Plan

Diligram Limited · prepared in accordance with Procurement Policy Note PPN 006

Supplier name: Diligram Limited · **Company number:** 12865051 (England and Wales) · **Registered office:** 923 Finchley Road, London NW11 7PE, United Kingdom · **Publication date:** 7 September 2026

1. COMMITMENT TO ACHIEVING NET ZERO

Diligram Limited is committed to achieving Net Zero emissions by 2050 across its United Kingdom operations, in line with the ambition of the NHS Net Zero programme and the UK Government's statutory target. This is our first Carbon Reduction Plan. It will be reviewed, updated and republished at least annually, and it is approved by the board.

2. COMPANY PROFILE AND REPORTING BOUNDARY

Diligram delivers a cloud-hosted product, the MyStaff platform, to healthcare and other regulated organisations. It operates on a remote-first basis through a delivery organisation that combines its own employees with contracted engineering and cloud operations partners in the United Kingdom, Germany, Portugal and Spain. The company holds no leased operational premises, owns and leases no vehicles, operates no on-site combustion plant, and manufactures, stores and ships no physical goods. Its registered office is a serviced address. Production hosting runs on Amazon Web Services, managed by a cloud operations partner, and Amazon Web Services publishes its own energy and carbon performance.

The reporting boundary follows the operational control approach of the Greenhouse Gas Protocol Corporate Standard and covers the operations under Diligram's own control. Because the company holds no operational premises and no vehicles, Scope 1 and Scope 2 emissions are nil, and its footprint sits almost entirely in the reported Scope 3 categories. The contracted partner organisations that form part of the wider delivery team operate their own premises and report their own emissions; under the Greenhouse Gas Protocol these fall within purchased goods and services, which is outside the subset of Scope 3 categories that PPN 006 requires to be reported here.

3. BASELINE EMISSIONS FOOTPRINT

The baseline year is the financial year ended 31 December 2025. As this is the company's first measurement year, the baseline year and the current reporting year are the same. Future plans will report each year against this baseline.

Emissions source	Baseline year 2025 (tCO ₂ e)
Scope 1 Direct emissions from owned or controlled sources	0.0
Scope 2 Indirect emissions from purchased electricity (location-based)	0.0
Scope 3 Category 4, upstream transportation and distribution	0.0
Scope 3 Category 5, waste generated in operations	0.1
Scope 3 Category 6, business travel	3.2
Scope 3 Category 7, employee commuting including homeworking	1.4
Scope 3 Category 9, downstream transportation and distribution	0.0
Total reported emissions	4.7

4. CURRENT EMISSIONS REPORTING

Reporting year: 1 January 2025 to 31 December 2025. The figures are those shown in section 3, as the baseline year and the current reporting year coincide in this first plan. Total reported emissions for the year were **4.7 tCO₂e**.

Basis of measurement

Emissions are calculated in accordance with the Greenhouse Gas Protocol Corporate Standard, using the UK Government greenhouse gas conversion factors for company reporting. Given the size of the company, activity data is drawn from expense and travel records and, where a direct meter reading is not available to us, from documented estimates. The principal estimates are set out below so that a reader can test them.

- **Business travel, 3.2 tCO₂e.** Approximately ten short-haul return flights between London and Switzerland or Germany in economy class, together with approximately 6,000 kilometres of United Kingdom national rail travel to customer sites.
- **Employee commuting and homeworking, 1.4 tCO₂e.** Domestic energy attributable to homeworking across the company's own staff for most of the year, with a small residual allowance for local travel.
- **Waste, 0.1 tCO₂e.** A nominal allowance for office and electronic waste. The company operates without printed output.
- **Scope 1 and Scope 2, nil.** No vehicles, no combustion plant and no electricity purchased under the company's operational control. Partner organisations account for their own premises energy.
- **Categories 4 and 9, nil.** The company distributes no physical goods.

A note on precision. These are honest estimates for a remote-first operation, not metered readings, and they are labelled as such. As the company grows we will move to primary data for travel and energy, and we will restate the baseline if the reporting boundary changes materially.

5. EMISSIONS REDUCTION TARGETS

The company commits to the following reductions against the 2025 baseline, measured on a like-for-like reporting boundary.

- Reduce total reported emissions by at least **30 per cent by 2030**, to **3.3 tCO₂e** or lower.
- Reduce total reported emissions by at least **70 per cent by 2040**.
- Achieve **Net Zero by 2050** across United Kingdom operations, with residual emissions addressed only after reduction measures have been exhausted.

If the reporting boundary changes materially, for example if partner operations are brought within it, the baseline will be restated so that year on year comparisons remain honest.

6. CARBON REDUCTION PROJECTS

Measures already in effect

- **Remote-first operation.** The company holds no leased office estate, which removes building heating, lighting and cooling from its footprint entirely.
- **Cloud-only delivery.** There is no owned or co-located server estate. Production runs on Amazon Web Services, which reports its energy and carbon performance and operates a renewable energy commitment.
- **Paperless operation.** Contracting, signature, marketing and internal administration are digital. The company produces no printed collateral.
- **Video-first meetings.** Customer, partner and internal meetings default to video, with travel reserved for occasions where physical presence changes the outcome.

Measures planned

- Adopt a written travel policy under which rail is preferred to air for journeys of under six hours, and air travel requires director approval.
- Move from estimated to primary activity data for travel and homeworking energy during 2027.
- Extend environmental expectations into supplier terms and flow them down to the cloud operations and engineering partners.
- Operate environmental management practices aligned to the principles of ISO 14001. The company does not hold, and does not currently seek, ISO 14001 certification, and says so plainly here rather than implying a standard it has not been assessed against.
- Review and republish this plan annually, with board approval each time.

7. ENVIRONMENTAL BENEFIT DELIVERED TO CUSTOMERS

The measures above concern the company's own footprint. Separately, and not counted in any figure in this plan, the MyStaff platform reduces emissions inside the organisations that use it by removing printed clinical and corporate documentation.

An evaluation published by Mid and South Essex NHS Foundation Trust in December 2025 recorded **12,450 kg of CO2 emissions** and **9,283 kg of paper** avoided in a single year at one trust, following the withdrawal of printed patient information leaflets and policy documents. The trust's document control team received the Trust Gold Sustainability Champion Award 2025 for the project, which was recognised for delivering environmental, financial and patient benefit together.

For scale, the emissions avoided at that one customer in one year are roughly two and a half times the whole of Diligram's own reported annual footprint. These reductions arise in customer organisations and are deliberately excluded from the totals reported in sections 3 and 4.

8. DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note PPN 006 and the 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 Greenhouse Gas Protocol Corporate Standard, and use the appropriate United Kingdom Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors of Diligram Limited, and is published on the company's website.

Signed
Uwe Placzek, Chief Executive Officer, for and on behalf of
the board

Date
7 September 2026