

EXAMWORKS UK'S
NET ZERO STRATEGY



OUR COMMITMENT

Premex Group and UK Independent Medical Services are committed to achieving Net Zero carbon emissions by 2030.

Net Zero refers to a state in which greenhouse gases released into the atmosphere are balanced by the carbon removed from it.

A credible Net Zero strategy means eliminating our sources of emissions as far as possible, and after this point removing any residual emissions that remain unfeasible to eliminate – also referred to as “off-setting”.

By setting this ambitious goal, we are demonstrating to our customers, employees, supply chain and the wider community that we are committed to reducing our environmental impact and becoming industry leaders in reducing our carbon emissions.



The parts of the Group that are applicable to this Strategy consists of the following specialist organisations delivering niche industry leading services:



BENEFITS AND INVESTMENT

Beyond the obvious benefits for the environment, there are a number of key advantages in creating and supporting a Net Zero strategy:

- **Industry leader** – by formalising our carbon strategy and altering our business practices well in advance of our 2030 deadline, we stand to light the way in our industry and to drive innovations
- **Reputation** – by committing to being a greener company, we stand to improve our reputation in the industry and with the wider community through positive & value-aligned PR
- **Customers** – increasingly, we are seeing, it is no longer enough to be ISO 14001 certified. By having an established and fully supported strategy, we serve our customer base in the best possible way by being a reliable and forward-thinking supplier
- **Reduction in costs** – by being more conscious about our energy usage, we stand to reduce our fuel, heating and electricity costs
- **Values** – by implementing a carbon reduction strategy and by committing to make positive changes, we demonstrate our FIRST values
- **Wellbeing** – by making changes to improve our environmental performance as a business, we will in turn improve the environment in which our staff work and therefore have an opportunity to improve their wellbeing. Furthermore, a Net Zero strategy provides us with an excellent opportunity to organise fun and recreational team activities (such as tree planting or litter picking days which can improve our workforce's mental and physical health) or purchasing of environmentally friendly gifts as a reward



ISO 14001 AND OUR CURRENT ENVIRONMENTAL INITIATIVES

In order to manage and influence environmental impacts at our Bolton and Houghton-le-Spring sites, the Group have implemented an Environmental Management System (EMS) that is certified according to the International Standard ISO 14001.

In an effort to reduce the impact we make on the environment, the Group annually produce objectives, targets and introduce environmental initiatives. Our annual targets are typically centred around reducing our energy and waste impact.

In addition to our ISO 14001 certification, we report a section of our UK Group's Greenhouse Gas (GHG) emissions in our financial statements annually in line with the Streamline Energy & Carbon Reporting (SECR) requirements. Through this, we have committed to a reduction in our fuel, electricity and gas usage.

To ensure we continue to improve our impact, Compliance work with the businesses to ensure that we consider how our internal processes could positively or negatively impact our environmental performance and all members of staff are asked to take action to ensure that we meet our targets.

ISO 14001 AND OUR CURRENT ENVIRONMENTAL INITIATIVES



In addition to this, we meet our objectives through a number of initiatives:

ENERGY	WASTE & PURCHASING	WATER	FUEL & TRAVEL	CULTURE
Up to 100% of the energy used across our estate comes from renewable sources	Over 90% of our waste is diverted from landfill across our estate	Cistern water saving devices are in the toilets	Hybrid and homeworking available to a significant proportion of our workforce	Monitoring of key emissions and objectives with senior management
All buildings with an energy rating of C	Recycling points throughout our offices with facilities to recycle paper, cardboard, plastics, coffee cups, tins, electrical items and batteries	Installation of point-of-use hot water taps – to reduce the amount of electricity needed to make hot drinks and avoid water being wasted	Cycle to work scheme	Communications through company intranet, e-learning platform, bulletins, notice boards & posters throughout the offices
Office refurbishment to upgrade to LED lighting for our less energy-efficient buildings			Increase in the number of EVs/hybrid vehicles in our fleet	Environmental Champions throughout the business to promote good practice
Motion sensitive lighting controls	Staff encouraged to use video conferencing for meetings rather than travelling		Audits of our offices to monitor electricity use and recycling	
Energy saving bulbs replacing older lights at the end of life	Increasing our use of electronic means of transporting data – prioritising this over post			Incentives to car share when travelling for work
Heating and air conditioning monitored and controlled to ensure staff are comfortable, but energy is not needlessly expended	Responsible sourcing of goods – including FSC-accredited paper and reusable products			
Upgrade to newer (and more energy efficient) computer equipment at the end of life				

BASELINE GHG EMISSIONS FOOTPRINT

In 2022, the Group have been undertaking a carbon audit, using our performance in the 2019 financial year (January-December inclusive) for our three main offices based in Bolton and Houghton-le-Spring. GHG emissions have been calculated following best practice methodology set out by the GHG Protocol and UK Government Reporting Guidelines and Streamlined Energy and Carbon Reporting requirements (SECR).

All results are presented in tonnes CO₂e (carbon dioxide equivalent). As our strategy matures, we intend to report on a wider range of Scope 3 emissions as they apply to our business.

2019 GHG EMISSIONS (TONNES CO₂E)

SCOPE	EMISSIONS SOURCE	GHG EMISSIONS (tCO ₂ e) (TO 1 DECIMAL PLACE)
Scope 1	Gas	17.2
Scope 2	Electricity	238.2
Scope 3	Fuel for leased/employee vehicles & taxi travel	86.7
	Air Travel	9.7
	Hotel Stays	4.5
	Rail Travel	3
	Water (Supply)	1.3
	Waste	4.3
Total GHG Emissions (tCO₂e)		364.7

OUR STRATEGY

We propose a three-pronged strategy to reduce not only our carbon emissions but also to save water, decrease the volume of our waste produced and to generally improve the environment. The strategy has a range of short to long-term initiatives that may be considered, and a snapshot of our plans can be found in the table (right).

These initiatives have been proposed through audits of our offices, meetings with our key stakeholders including audit body and landlords, staff suggestions and through wider research on how businesses can look to reduce their footprint.

REDUCE	RENEW	REMOVE
Reducing energy through projects and making improvements to our infrastructure	Switching to renewable energy	Removing the residual emissions
Switch to LED lighting and upgrade to newer, more energy-efficient kit at the end of life in all offices	Procure renewable energy	Carbon credits & offsetting
More recycling bins in the office and removal of waste paper bins at desks	Generate onsite renewable energy (e.g. solar panels, wind turbines)	Tree planting
Awareness campaign on energy efficiency, travel and purchasing practices (inc. incentives for choosing an environmentally friendly company car)	Switch from fossil fuels to fully-electric for our company car fleet	Green areas & air purifying plants in the office
Improved MI to assist with reporting through investment in management software (fleet, travel, expenses, etc.)	Electric vehicle charging ports on the car parks	
Improve facilities & equipment efficiency (e.g. sustainable options in the vending machines, settings optimisation, solar film, solar efficient blinds, insulation upgrades, brise soleil, upgrade to window glazing, hot water taps, improved bike storage facilities)		
Investment in technology to reduce requirement for printing in the office (e.g. PDF editing software, tablets)		