Thalamos

CARBON REDUCTION PLAN

Net Zero by 2050, measured against a restated 2026 baseline

Reporting period 1 September 2025 to 31 August 2026 · Thalamos Ltd · Supersedes the plan of September 2025

DOCUMENT CONTROL

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Thalamos Ltd is committed to achieving Net Zero carbon emissions by 2050, in line with the UK Government's legally binding target and the NHS Green Plan. This plan reports our emissions for the year to 31 August 2026, restates our baseline on a corrected methodology, and sets out the measures in place to reduce emissions further.

7.2	3.6	327kg
Total emissions, tCO_2e[1], across Scope 1, 2 and the required subset of Scope 3	Of which office electricity, tCO_2e, on the location-based method	Emissions per full-time employee, across 22 staff
2. Calculated as set out in Methodology, below	4. Metered consumption, 17,519 kWh	5. Thalamos payroll, August 2026

What has changed since September 2025

- The calculation methodology has been corrected, and the baseline restated accordingly. The previous plan reported 12.3 tCO_2e, of which 12.3 was employee commuting. On review, that commuting figure was not supported by a stated distance basis and materially overstated rail and Underground travel. The previous plan also reported Scope 2 as zero on the strength of a renewable tariff, and did not quantify waste or business travel at all.
- Headcount has grown from 11 to 21 full-time staff.
- A Cycle to Work scheme has been in place since the end of 2025. 8 of 22 staff now cycle to the office and two walk.
- ISO 14001 (Environmental Management Systems) is being explored, with a view to commencing implementation in 2027. We are not certified and no certification date is committed.
- There has been no change to our office location or our ways of working. We remain sole occupants of the same London office and continue to host all software and data in the AWS Europe (London) region.

Why the baseline has been restated

The GHG Protocol Corporate Standard requires a base year to be recalculated where there is a change in calculation methodology, a correction of a significant error, or a change in the boundary of what is reported. Organisational growth alone would not require a recalculation but all three re-baseline requirements apply here.

The year to 31 August 2026 is therefore adopted as the baseline year, calculated on the basis set out under Methodology below. The previously published figure of 12.3 tCO_2e is retained in this document for transparency and is not deleted from the record, but it should not be used as a comparator: it was produced on a different and less complete basis.

Two consequences follow. First, the restated total is lower in some categories and higher in others, so it is not a performance improvement and is not presented as one. Second, because the previous plan did not quantify waste, business travel or grid-based electricity, we hold no comparable figure for the 2025 reporting year and make no claim about performance against the 10% target set in September 2025.

Emissions footprint, year to 31 August 2026

Scope 1: direct emissions — 0.0 tCO_2e

There is no gas supply to the office and no other on-site combustion of fuel; heating is electric. Thalamos owns, leases and provides no vehicles, including under salary sacrifice. No refrigerant was added to air conditioning during the reporting period. Scope 1 emissions are nil.

Scope 2: purchased electricity — 3.6 tCO_2e

The office is individually metered and consumed 17,519 kWh during the reporting period. Electricity is supplied by British Gas on a tariff backed by Renewable Energy Guarantees of Origin (REGO) certificates.

Both methods required by the GHG Protocol Scope 2 Guidance are disclosed. On the **location-based** method, which applies the UK grid average factor and is the basis required by SECR and by the reporting standard for Carbon Reduction Plans, emissions are **3.6 tCO_2e**. On the **market-based** method, reflecting the REGO-backed contract, emissions are **0.0 tCO_2e**. The location-based figure is the one carried into the totals and targets in this plan. The previous plan reported only the market-based figure, which understated the footprint.

Scope 3: the required subset — 3.6 tCO_2e

PPN 006 requires five Scope 3 categories to be reported. All five are quantified below, including those that are nil or de minimis.

Category	Basis	tCO_2e
4. Upstream transportation and distribution	De minimis. Thalamos procures no physical goods for resale or processing. Inbound deliveries are limited to occasional IT equipment, office consumables and food and drink, on shared commercial rounds.	0.0
5. Waste generated in operations	One 50-litre receptacle collected five times a week across 48 operating weeks, estimated at 1.2 tonnes and treated as mixed commercial waste to landfill.	0.6
6. Business travel	25 trips to client sites, transformation engagements, training and conferences, recorded from internal travel records: 53 person-trips, approximately 18,400 rail passenger-km, and 24 hotel room-nights. No air travel. Private car mileage and hire cars are not currently tracked, so any travel by car is not included in this figure. Journey distances are derived from destination, not measured at the point of booking.	0.9
7. Employee commuting	22 staff on a hybrid pattern of three days a week in the office, with no office attendance required in August. 10 of 22 staff commute by a zero-emission mode; the remainder travel by London Underground or National Rail.	2.1
9. Downstream transportation and distribution	Nil. Thalamos supplies software delivered over the internet, with no physical product and no physical distribution.	0.0
Scope 3 required subset		**3.6**

2026 baseline emissions

Scope	Emission source	tCO_2e
Scope 1	None — no gas, no vehicles, no refrigerant loss	0.0
Scope 2	Purchased electricity, 17,519 kWh, location-based	3.6
Scope 3	Required subset — categories 4, 5, 6, 7 and 9	3.6
Total, 2026 baseline		**7.2 tCO_2e**
Voluntary — homeworking	Estimated energy use of 22 staff working from home for the remainder of the working year	4.7
Voluntary — grid losses	Transmission and distribution losses on purchased electricity, GHG Protocol Scope 3 category 3	0.3
Total including voluntary disclosures		**12.2 tCO_2e**
2024, as previously published	Superseded — different methodology, 11 staff, not a valid comparator	12.3

The 7.2 tCO_2e total is the figure required by PPN 006 and is the basis for the targets below. Homeworking and grid losses sit outside the required subset and are disclosed separately so that the reported total remains comparable with other suppliers' plans. Homeworking is now our second largest source after electricity and we intend to bring it inside the reported boundary once the estimate can be evidenced.

Methodology

Emissions are calculated in alignment with the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Standard, using the UK Government greenhouse gas conversion factors for company reporting. The factors applied are listed below and must be reconfirmed against the published table for the reporting year before this plan is submitted in any tender.

Activity	Factor applied	Source
UK electricity, generation	0.20493 kg CO_2e / kWh	UK Government conversion factors
UK electricity, transmission and distribution	0.01830 kg CO_2e / kWh	UK Government conversion factors
London Underground	0.02781 kg CO_2e / passenger-km	UK Government conversion factors
National rail	0.03546 kg CO_2e / passenger-km	UK Government conversion factors
Hotel stay, UK	10.4 kg CO_2e / room-night	UK Government conversion factors
Commercial waste to landfill	467.0 kg CO_2e / tonne	UK Government conversion factors
Homeworking	0.30 kg CO_2e / hour	Industry homeworking methodology — not a Government factor

Carbon reduction targets

Interim targets are measured against the restated 2026 baseline of 7.2 tCO_2e and align with the NHS Green Plan and the UK Net Zero Strategy.

Year	Target reduction from 2026 baseline	Target emissions (tCO_2e)
2030	50%	3.6
2040	80%	1.4
2050	Net Zero	0.0

Office electricity is half of the reported footprint. Because it is already on a REGO-backed tariff, further reduction depends on consuming fewer kWh rather than on changing supplier, and progress against these targets will be driven principally by metered consumption. Where headcount changes materially, progress will also be reported per full-time employee so that growth is not mistaken for a rise in emissions intensity.

Environmental management measures

Energy and estates

- Maintain the REGO-backed renewable electricity supply for all office operations, and reduce metered consumption year on year.
- Continue to host all software and data in AWS Europe (London), which has been powered by 100% renewable energy since 2021.

Travel and transport

- Operate the Cycle to Work scheme, in place since the end of 2025, and continue to promote walking and cycling.
- Maintain the hybrid working pattern of three days a week in the office.
- Prioritise in-person meetings where they build client and partner relationships, use virtual meetings for day-to-day collaboration, and always prioritise rail travel when travelling as a business.
- Book business travel through a centralised booking service from 2027, so that journey distances and modes are recorded at the point of booking rather than estimated from spend.
- Introduce a mileage and hire car claim process that records distance travelled, so that car travel can be reported alongside rail from 2027.

Digital transformation

- Support hospitals in adopting paperless statutory workflows, removing emissions from printing and the physical transport of forms.
- Improve software efficiency to reduce the computing energy our products require.

Supply chain and waste

- Prioritise green-certified suppliers, and suppliers whose own commitments align with ours, when procuring IT equipment, office products, food and drink.
- Obtain a tonnage and treatment statement from the waste contractor, and introduce segregated recycling so that the waste figure can be evidenced rather than estimated.
- Explore ISO 14001 with a view to commencing implementation in 2027.

Limitations of this plan

What we do not yet claim

Commuting is modelled from mode and attendance pattern rather than measured journey by journey. Waste is estimated from bin volume and collection frequency, not from a weighed tonnage. Business travel is compiled from internal records of 25 trips, with rail distances derived from destination rather than measured at the point of booking. Private car mileage and hire cars are not tracked and are therefore absent from the figure. From 2027 travel will be booked through a centralised service, and a mileage and hire car claim process will record distance travelled, so that both can be reported. Homeworking is estimated using an industry methodology rather than a Government-published factor. We hold no comparable figure for the 2025 reporting year and therefore make no claim about performance against the target set in the September 2025 plan. We are exploring ISO 14001 but are not certified, and we purchase no carbon offsets — the reductions stated here are intended to be real reductions in energy and travel.

AWS Europe (London) data centres

All Thalamos software runs and all customer data is stored in the AWS Europe (London) region, which has been powered by 100% renewable energy since 2021. AWS met its 100% renewable energy goal seven years ahead of its original 2030 target, its renewable energy claims are independently verified by Ernst & Young, and it is committed to net-zero carbon across its operations by 2040.[6]

Cloud hosting falls under purchased goods and services, which is outside the Scope 3 subset required by PPN 006 and is not quantified here. We treat the AWS position as a supplier commitment rather than a Thalamos achievement, and monitor it as part of our supply chain review.

Carbon saved by Thalamos software

Thalamos eMHA supports the digital transformation goals of the NHS Green Plan by removing paper from the statutory Mental Health Act (MHA) process. Forms are completed and signed on any device, so the emissions associated with paper production, printing, storage and the physical delivery of forms between organisations do not arise.

If all 45 mental health trusts in England adopted Thalamos eMHA, the modelled saving would be in the order of 2,600 kg CO_2e per year[3]. Thalamos holds approximately 25% of that market, so the share of the saving associated with organisations currently using the product is in the order of **650 kg CO_2e per year**. Both figures are modelled projections based on form volumes rather than measured savings, and the underlying calculation is being restated on the same basis as the rest of this plan.

The product also removes travel that would otherwise be needed to amend paper forms, where a practitioner has to return to the form in person to correct or complete it. The volume of amendments varies considerably across clients, so we are not in a position to report a figure for this yet.

These are avoided emissions arising in our customers' operations, not reductions in the Thalamos footprint. The GHG Protocol does not permit avoided emissions to be deducted from a reported inventory, so the 650 kg is disclosed here for context only and is not netted off the 7.2 tCO_2e total or counted towards the reduction targets in this plan.

Governance and monitoring

- Emissions data is tracked using GHG Protocol-compliant methods and the current UK Government conversion factors, with the factor version recorded each year.
- Progress is reviewed annually, with the intention to increase cadence once ISO 14001 is commenced.
- This plan is published annually on the Thalamos website in alignment with UK Government and NHS reporting standards.

Standards and references

1. **tCO_2e** — tonnes of carbon dioxide equivalent. A standard unit that expresses the combined warming effect of all greenhouse gases as the mass of carbon dioxide that would have the same effect over 100 years, allowing emissions of different gases to be reported as a single figure.
2. Thalamos internal calculation, August 2026, as set out under Methodology and Assumptions.
3. Thalamos internal model of paper saved by eMHA, applied to the annual volume of statutory MHA forms processed across the 45 mental health trusts in England: 52,000 admissions a year, five forms per admission (260,000 forms), two sheets of paper per form (520,000 sheets), at an emissions factor of 0.005 kg CO_2e per sheet.
4. British Gas metered electricity consumption for the reporting period, 17,519 kWh.
5. Thalamos payroll records, August 2026.
6. Amazon Web Services, *Sustainability in the Cloud*: sustainability.aboutamazon.com.
7. NHS England, *Delivering a Net Zero National Health Service*, October 2020.

8. Greenhouse Gas Protocol, *A Corporate Accounting and Reporting Standard*, revised edition — including guidance on base year recalculation following a change in methodology or the correction of a significant error.
9. Greenhouse Gas Protocol, *Scope 2 Guidance* — dual reporting of location-based and market-based emissions.
10. Greenhouse Gas Protocol, *Corporate Value Chain (Scope 3) Accounting and Reporting Standard*.
11. UK Government, *Greenhouse gas reporting: conversion factors*, for the reporting year.
12. Cabinet Office, Procurement Policy Note 006 — *Taking account of Carbon Reduction Plans in the procurement of major government contracts*, and the associated reporting standard.
13. HM Government, *Net Zero Strategy: Build Back Greener*, 2021.
14. Ofgem, Renewable Energy Guarantees of Origin (REGO) scheme.
15. ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management Systems).
16. United Nations Sustainable Development Goal 13: Climate Action.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with 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 GHG Reporting Protocol Corporate Standard, and use the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements. The required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.