OMRA

WHERE YOUR FUTURE BEGINS

CARBON REDUCTION PLAN

Table of Content

Executive Summary

At OMRA Agency Ltd, we are committed to delivering high-quality healthcare staffing services while acting responsibly to protect the environment. We recognize that the health and wellbeing of people are closely connected to the health of our planet, and we acknowledge our responsibility to minimize the environmental impact of our operation.

Environmental sustainability is an integral part of our business strategy and corporate values. As a healthcare recruitment agency, we are committed to supporting the transition to a low-carbon economy by reducing greenhouse gas emissions, improving resource efficiency, and promoting sustainable practices throughout our organization and supply chain.

OMRA Agency Ltd has developed this Carbon Reduction Plan to establish a clear framework for measuring, managing and reducing our carbon footprint. The plan outlines our approach to calculating emissions across Scope 1, Scope 2 and relevant Scope 3 categories in accordance with recognized greenhouse gas reporting standards and UK Government guidance.

Our long-term ambition is to achieve **Net Zero greenhouse emissions**, supported by measurable objectives, continuous improvement and regular performance monitoring. In the short term, we are focused on reducing emissions form our direct operations through improved energy efficiency, digital transformation, sustainable procurement, responsible business travel, and increase environmental awareness among our employees and stakeholders. We will also continue to enhance our understanding of Scope 3 emissions to enable informed, evidence- based decisions that deliver meaningful environmental improvements without compromising the quality of our services.

This Carbon Reduction Plan demonstrates OMRA Agency Ltd.'s commitment to environmental stewardship, regulatory compliance, and sustainable business practices. Through collaboration with our employees, clients, suppliers and partners we will continue to integrate sustainability to our decision-making and contribute positively to the UK's transition towards a greener, more sustainable future.

Purpose of the Carbon Reduction Plan

The purpose of this Carbon Reduction Plan is to establish OMRA Agency Ltd.'s commitment to reducing greenhouse gas emissions and embedding environmental sustainability into all aspects of its business operations. The plan provides a structured framework for measuring, monitoring and reducing the organization's carbon footprint while supporting the UK's transition to a low-carbon economy and the achievement of national Net Zero objectives.

This Carbon Reduction Plan demonstrates OMRA Agency Ltd.'s commitment to responsible environmental management by identifying sources of greenhouse gas emissions across Scope 1, Scope 2, Scope 3 categories. Its sets out the Company's baseline emissions, reduction targets and the practical initiatives that will be implemented to achieve continual environmental improvement.

The Plan aims to:

- Measure and report greenhouse gas emission using recognized reporting standards and UK Government guidance.
- Establish realistic and measurable carbon reduction targets supported by annual monitoring and performance reviews.
- Reduce emissions through improved energy efficiency, sustainable procurement, digital transformation, responsible business travel and effective waste management.
- Encourage environmental awareness and sustainable behaviours among employees, contractors, suppliers and business partners.
- Support clients, including NHS organizations and other healthcare providers by demonstrating OMRA Agency Ltd.'s commitment to sustainable business partners.
- Ensure compliance with relevant environmental legislation, government procurement requirements and recognized best practice for carbon reporting.
- Promote continuous improvement through regular review of environmental performance and the implementation of new carbon reduction initiatives.

This plan will be reviewed annually and update as required to reflect changes in legislation, business activities, organizational growth, technological developments and progress towards OMRA Agency Ltd aims to minimize its environmental impact while continuing to provide high-quality healthcare recruitment and staffing services in a responsible and sustainable manner.

Company Overview

OMRA Agency Ltd is a UK healthcare recruitment and staffing organization committed to providing high-quality workforce solutions to healthcare providers across the United Kingdom. The Company specializes in the recruitment, placement and management of skilled healthcare professionals, supporting hospitals, NHS Trusts private healthcare providers, care homes and other healthcare organizations in delivering safe, effective and patient-centered care.

OMRA Agency Ltd operates with a strong commitment to professionalism, integrity, quality and compliance. The Company works closely with clients and healthcare professionals to ensure that recruitment process meet the highest standards of clinical governance regulatory compliance and workforce excellence.

As part of its commitment to responsible business practices, OMRA Agency Ltd recognizes the importance of minimizing the environmental impact of its operations. While the Company's direct environmental footprint is relatively low compared with many operational healthcare providers, it acknowledges that business activities, including office operations, energy consumption, business travel, employee commuting, procurement, waste generation and the use of digital technologies contribute to greenhouse gas emissions.

Environmental sustainability forms an important part of OMRA Agency Ltd corporate strategy. The company is committed to integrating sustainable practices into its daily operations by improving energy efficiency, reducing waste, encouraging digital working, promoting responsible procurement and engaging employees and suppliers in carbon reduction initiatives.

Through this Carbon Reduction Plan, OMRA Agency Ltd demonstrates its commitment to measuring, managing, and reducing greenhouse gas emissions in line with recognized reporting standards and UK Government guidance. The Company will continue to monitor its environmental performance, identify opportunities for improvement and support the UK's transition to a low-carbon economy while maintaining the high standards of service expected by its clients and candidates.

Scope of the Carbon Reduction Plan

This Carbon Reduction Plan applies to all business activities undertaken by OMRA Agency Ltd within the United Kingdom. It defines the organizational and operational boundaries used to measure, monitor and report greenhouse gas (GHG) emissions and establishes the Company's approach to reducing its environmental impact.

The Plan has been prepared in accordance with recognized greenhouse gas reporting principles, including the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard and UK Government environmental reporting guidance. It covers greenhouse gas emissions generated from the Company's operations across Scope 1, Scope 2, Scope 3 emissions categories.

This Scope of this Plan includes:

- Scope 1 (Direct Emissions): Emissions from sources owned or controlled by OMRA Agency Ltd including fuel used in company-owned or controlled vehicles and any on-site fuel combustion where applicable.
- Scope 2 (Indirect Energy Emissions): Emissions associated with the purchase and consumption of electricity, heating and cooling used within the Company's offices and operational facilities.
- Scope 3 (other Indirect Emissions): Relevant indirect emissions arising from business activities, including business travel, employee commuting, waste generated in operations, water consumption, purchased goods and services, information technology, courier services, and other upstream and downstream activities where data is available and considered material.

This Plan applies to all employees, directors, temporary workers, contractors and other individuals working on behalf of OMRA Agency Ltd. The company also encourages its suppliers, service providers and business partners to adopt environmentally responsible practices that support the reduction of greenhouse gas emissions throughout the wider supply chain.

Carbon Reduction Policy Statement

OMRA Agency Ltd. Is committed to conducting its business in an environmentally responsible and sustainable manner. We recognize that climate change is one of the most significant global challenges and acknowledge our responsibility to reduce the environmental impact of our operations while continuing to provide high-quality healthcare recruitment and staffing services.

Our Carbon Policy demonstrates our commitment to measuring, monitoring and reducing greenhouse gas (GHG) emissions across our business activities. We are committed to supporting the United Kingdom's transition to low-carbon economy by implementing practical and measurable initiatives that improve environmental performance and contribute to the achievement of Net Zero greenhouse gas emissions.

Environmental sustainability is integrated into our business planning and decision-making processes. Senior management is responsible for providing leadership, allocating appropriate resources, and ensuring that this policy is effectively implemented throughout the organization.

OMRA Agency Ltd. recognizes that achieving meaningful carbon reduction requires collaboration with employees, clients, suppliers and other stakeholders. We are committed to continually improving our environmental performance and embedding sustainability into our organizational culture to support a healthier environment for future generations.

Commitment to Net Zero

OMRA Agency Ltd is committed in achieving the **Net Zero greenhouse gas (GHG) emissions by 2050** or earlier where practicable.

To achieve this objective, OMRA agency Ltd will establish and maintain a robust carbon management programme that includes measuring and monitoring our greenhouse gas emissions, setting realistic and measurable carbon reduction targets, improving energy efficiency, reducing waste and implementing practical initiatives to minimize emissions across our operations.

We recognize that not all emissions can be eliminated immediately. Where residual emissions remain after all reasonable reduction measures have been implemented OMRA Agency Ltd will consider the use of credible, independently verified carbon offsetting programmes as part of our long-term strategy.

Greenhouse Gas Emissions Reporting Methodology

OMRA Agency Ltd is committed to accurately measuring, reporting and managing its greenhouse gas (GHG) emissions in accordance with recognized international standards and UK Government guidance. A consistent and transparent reporting methodology enables the Company to establish a reliable emissions baseline, monitor performance over time, identify opportunities for improvement and demonstrate accountability to clients, employees, suppliers and other stakeholders.

The Company's greenhouse gas emissions are calculated using the principles set out in:

- The Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard
- The UK Government Environmental Reporting Guidelines including the latest UK Government GHG Conversion Factors for the Company Reporting
- Relevant requirements of Procurement Policy Note (PPN) 06/21-Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts where applicable.
- Other recognized environmental reporting guidance and best practice as appropriate.

Reporting Boundary

OMRA Agency Ltd applies the Operational Control approach when determining its organizational boundary. This means that greenhouse gas emissions are reported for the activities and facilities over which the Company has operational control.

The reporting boundary includes emissions generated from business operations within the United Kingdom, including office-based activities and other operational functions under the Company's control.

Data Collection

Greenhouse gas emissions data is collected from a range of internal and external sources, including:

- Utility invoices
- Fuel purchase records
- Business travel records
- Expense claims
- Waste management reports
- Procurement records
- Supplier information, where available
- Employee travel and commuting data where appropriate

Where actual consumption data is unavailable, reasonable estimates may be used based on recognized methodologies and available operational information. Any assumptions or estimations will be documented to ensure transparency and consistency.

Calculation Method

Activity data is converted into carbon dioxide equivalent (CO_2e) emissions using the latest published UK government GHG Conversion Factors. These conversion factors are reviewed annually and updated to ensure that reported emissions reflect current guidance recognized best practice.

Organizational Boundary

For the purpose if this Carbon Reduction Plan, OMRA Agency Ltd has established its organizational boundary using the Operational Control approach, as defined by the Greenhouse Gas (GHG) protocol Corporate Accounting and Reporting Standard. Under this approach, the Company accounts for greenhouse gas (GHG) emissions arising from operations activities over which it has operational control.

The organizational boundary includes all business activities undertaken by OMRA Agency Ltd within the United Kingdom that are under the Company's operational management. These activities primarily relate to the recruitment, placement and administration of healthcare professionals together with the associated office-based and business support function.

Where OMRA Agency Ltd occupies leased premises, emissions will be reported based on the Company's operational responsibility and the availability of consumption data. where actual consumption data is unavailable, reasonable estimates may be used in accordance with recognized reporting methodologies and UK Government greenhouse gas conversion factors.

The organizational boundaries exclude emissions from activities over which OMRA Agency Ltd has no operational control, including emissions generated by client organizations, independent third parties, or healthcare facilities where temporary workers are deployed. Although these activities may influence the wider value chain they fall outside the Company's direct operational reporting boundary.

Baseline Emissions Assessment

Baseline Year: 2026

The baseline year for OMRA Agency Ltd. Is 2026. This represents the first full reporting year in which greenhouse gas (GHG) emissions will be measured and recorded. The baseline provides the Company's benchmark against which future emissions reductions and progress towards the Company's Net Zero commitment will be assessed.

The baseline emissions inventory covers the Company's principal operational activities including:

1. **Energy Consumption**

   OMRA Agency Ltd will measure greenhouse gas emissions arising from electricity and energy consumption across its office premises and operational activities. The assessment will identify opportunities to improve energy efficiency, reduce overall energy consumption and where practicable transition to renewable or low-carbon energy sources.

2. **Transportation**

   The assessment will evaluate emissions generated through business travel, employee commuting and other transport related activities. This includes travel by private vehicles, public transport, rails, taxis, and air travel where applicable. The objective is to identify opportunities to reduce travel-related emissions through virtual meetings, sustainable travel options and efficient journey planning.

3. **Waste Generation**

   OMRA Agency Ltd will assess the quantity and types of waste generated through its business operations, including general waste, recyclable materials, confidential waste and electronic waste. The assessment will identify opportunities to reduce waste generation, increase recycling rates, improve resource efficiency and minimize waste sent to landfill.

4. **Recruitment Process**

As healthcare recruitment and staffing organization, OMRA Agency Ltd will assess the environmental impact of its recruitment activities. This includes evaluating emissions associated with digital recruitment platform, virtual interviews, candidate onboarding, document management, information technology and administrative processes. The assessment will identify opportunities to improve operational efficiency, reduce resource consumption, promote paperless recruitment practices and further minimize the carbon footprint of recruitment activities.

The findings from these key focus areas will establish OMRA Agency Ltd. baseline emissions profile and provide the evidence required to develop targeted carbon reduction initiatives, monitor environmental performance, and support the Company's long-term commitment to achieving Net Zero greenhouse gas emissions.

Baseline Emissions Tracker

Energy Consumption - Year 2026 (January – June)

Month	Energy Source	Consumption (kWh)	Emission Factor (kg CO2e/kWh)	Emissions (Kg Co2e)
January	Electricity	1,000	0.50	500
February	Natural Gas	500	0.20	100
March	Electricity	1,000	0.50	500
April	Electricity	1,000	0.50	500
May	Electricity	1,000	0.50	500
June	Electricity	1,000	0.50	500
Total		**5,500 kWh**		**2,600 kg Co2e**

Energy consumption Summary:

- **Total Energy consumption: 5,500 kWh**
- **Electricity Consumption: 5,000 kWh**
- **Natural Gas Consumption: 500 kWh**
- **Total Greenhouse Gas Emissions: 2,600 kg C02e (2.60 tCO2e)**

The six-month table is suitable for use as the Energy Consumption Baseline (January-June 2026) in OMRA Agency Ltd Carbon

Transportation – Year 2026

Activity	Mode of Transport	Distance (km)	Fuel Used (L)	Emission Factor (kg CO2e/L or km)	Emissions (Kg Co2e)
Fleet Vehicles	Diesel Truck	0	0	2.68	0.000
Employee commute	Personal Cars	12,000	8.333	2.31	19,249
Business Flight	Air Travel	43,700	0.50	0.15	6,555
Total					**25.804 kg Co2e**

Transportation Summary (Year 2026)

- **Fleet Vehicle Emissions: 0.000 kg CO2e** (no company fleet vehicles in operation)
- **Employee Commuting Emissions: 19.249 kg CO2e**
- **Business Flight Emissions: 6.555 kg CO2e**
- **Total Transportation emissions: 25.804 kg CO2e or (0.26 tCO2e)**

Waste Generation – year 2026 (January-June)

Month	Wate Type	Quantity (Tons)	Disposable Method	Emission Factor (kg CO2e/Tons)	Emissions (Kg Co2e)
January	Organic Waste	0.050	Landfill	25	1.25
February	Recyclable Waste	6.614	Recycling	5	33.07
March	Hazardous Waste	0.000	Incineration	30	0.00
April	Recyclable Waste	6.614	Recycling	5	33.07
May	Organic Waste	0.050	Landfill	25	1.25
June	Recyclable Waste	6.614	Recycling	5	33.07
Total		**19.942 tonnes**			**101.71kg Co2e**

Waste Generation Summary (January-June2026)

- Total Waste Generated: 19.942tonnes
- Organic Waste (Landfill): 0.100tonnes
- Recyclable Waste: 19.842tonnes
- Hazardous Waste: 0.000tonnes
- Total Greenhouse Gas Emissions: 101.71kg CO2e (0.102tCO2e)

Recruitment Process – Year 2026 (January – June)

Recruitment Activity	Mode	No. of Participants	Travel Distance (km)	Emission Factor (kg CO2e/km or hour)	Emissions (Kg Co2e)
In-person interviews	Air Travel	0	0	0.15	0.00
Virtual Interviews	Online Platform	150	0	0.02	3.00
Recruitment Events	Personal Cars	0	0	2.31	0.00
Total		**150**	**0**		**3.00 kg Co2e**

Recruitment Process Summary (January – June 2026)

- Total Recruitment Activities: 150 participants
- In-person Interviews: 0
- Virtual Interviews: 0
- Virtual Interviews Conducted: 150
- Recruitment Events: 0
- Total Recruitment Process Emissions: 3.00kg Co2e (0.003tCo2e)

Assessment:

OMRA Agency Ltd continued to adopt a predominantly digital recruitment model during the reporting period. All interviews were conducted through online platforms, eliminating travel-related emissions associated with candidate interviews. This approach supports the Company's carbon reduction objectives by reducing business travel, minimizing paper use through electronic documentation and improving the efficiency of the recruitment process while maintaining a high-standard of service.

Current Emissions Reporting

Reporting Period

This Carbon Reduction Plan presents OMRA Agency Ltd ‘s greenhouse gas (GHG)emissions for the reporting period 1January to 30 June 2026. The emissions inventory has been prepared using operational data collected from the Company’s business activities and calculated in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Report Standard and the latest UK Government GHG Conversion Factors for Company Reporting.

The purpose of this report is to provide a transparent overview of the Company’s current greenhouse gas emissions, identify the principal sources of emissions, and monitors progress towards OMRA Agency Ltd.’s commitment to achieving **Net Zero Greenhouse gas emissions by 2050.**

Current Emissions Summary (January-June 2026)

Emission Source	Emission (kg CO2e/)	Emissions (tCo2e)
Energy Consumption	2,600.00	2.60
Transportation	25.80	0.026
Waste Generation	101.71	0.102
Recruitment Process	3.00	0.003
Total Current Emissions	**2.730.51**	**2.731**

Performance Summary

The results of the current reporting period indicate that OMRA Agency Ltd has maintained a relatively low operational carbon footprint typical of a service -based healthcare recruitment organization. The findings also identify opportunities for further reductions through:

- Improving office energy efficiency
- Reducing electricity consumption
- Increasing the use of renewal energy where practicable
- Promoting sustainable travel and flexible working arrangements
- Expanding digital recruitment and paperless administrative processes
- Continuing to improve waste reduction and recycling performance.

OMRA Agency Ltd will continue to monitor greenhouse gas emissions annually, review progress against its carbon reduction objectives and implement targeted initiatives that support continual environmental improvement and the Company’s long-term commitment to achieving Net Zero greenhouse gas emissions.

Scope 1 Emissions

Scope 1 – Direct Greenhouse Gas Emissions

Scope 1 emissions are direct greenhouse gas (GHG) emissions generated from sources that are owned or controlled by OMRA Agency Ltd. These emissions typically arise from the combustion of fuels used in company-owned assets and other direct operational activities.

For the reporting period 1 January to 30June 2026, OMRA Agency Ltd.'s Scope 1 emissions include:

- Fuel used in company-owned or controlled vehicles (where applicable).
- Natural gas consumption for office heating
- Fugitive emissions from refrigerants or air conditioning system, were material.

During the reporting period, OMRA Agency Ltd operated no company-owned fleet vehicles, resulting in no direct vehicle emissions. The Company's Scope 1 emissions were therefore limited to natural gas consumption used for office heating.

Scope 1 Emission Source	Emissions (kg CO2e)
Natural Gas Consumption	100.00
Company Fleet Vehicles	0.00
Refrigerants (where applicable)	0.00
Total Scope 1 Emissions	**100.00 kg Co2e (0.100 tCO2e)**

OMRA Agency Ltd will continue to reduce Scope 1 emissions through improved energy efficiency responsible energy management and the adoption of lower-carbon technologies where applicable.

Scope 2 Emissions

Scope 2 – Indirect Energy Emissions

Scope 2 emissions are indirect greenhouse gas emissions associated with the generation of purchased electricity consumed by OMRA Agency Ltd. Although these emissions occur at the electricity generation source, they are attributable to the Company's operational energy use.

Electricity consumption represents the largest source of greenhouse gas emissions within OMRA Agency Ltd operational activities.

Scope 2 Emission	**Emissions (kg CO2e)**
Purchased Electricity	2,500.00
Total Scope 2 Emissions	**2,500.00 kg Co2e (2.500 tCO2e)**

To reduce Scope 2 emissions, OMRA Agency Ltd will:

- Improve office energy efficiency
- Encourage responsible energy use by employees
- Install energy-efficient lightning and equipment where appropriate
- Procure renewable electricity where commercially viable
- Monitor electricity consumption through regular energy reviews

Scope 3 Emissions

Scope 3 – Other Indirect Greenhouse Gas Emissions

Scope 3 emissions include indirect greenhouse gas emissions generated throughout OMRA Agency Ltd value chain that are not included within Scope 1 or Scope 2reporting. Although these emissions are outside the Company's direct operational control, they represent important opportunities for carbon reduction.

For the reporting period 1 January to 30 June, the following Scope 3 categories have been assessed.

Scope 3 Category	**Emissions (kg CO2e)**
Employee commuting	19.249
Business Flights	6.555
Waste Generation	101.710
Recruitment Process (virtual interviews)	3.000
Total Scope 3 Emissions	**130.514 kg Co2e (0.131 tCO2e)**

OMRA agency Ltd is committed to reducing Scope 3 emissions by:

- Promoting virtual meetings and online reviews
- Encouraging sustainable travel and flexible working arrangements
- Reducing paper consumption through digital recruitment process
- Improving recycling and waste management practices
- Engaging suppliers that demonstrate strong environmental performance
- Reviewing procurement practices to support sustainable purchasing

Scope 3 emissions will continue to be monitored and refined as additional operational and supplier data becomes available, ensuring OMRA Agency Ltd maintains accurate reporting and continues to identify opportunities for meaningful carbon reduction across its wider value chain.

Carbon Footprint Analysis

Overview

This carbon footprint analysis provides an assessment of OMRA Agency Ltd greenhouse gas (CGC) emissions for the reporting period 1 January to 30 June 2026. The analysis identifies the Company's principal emission sources, evaluates their relative contribution to the overall carbon footprint and highlights opportunities for future carbon reduction initiatives.

The assessment has been undertaken in accordance with the Greenhouse Gas (GHG) protocol Corporate Accounting and Reporting Standard and the latest UK Government GHG Conversion Factors for the Company Reporting.

Carbon Footprint Summary

Emission Source	Emission (kg CO2e/)	Emissions (tCo2e)	Percentage of Total Emissions
Energy Consumption	2,600.00	2.600	95.2%
Transportation	25.80	0.026	0.9%
Waste Generation	101.71	0.102	3.7%
Recruitment Process	3.00	0.003	0.1%
Total Carbon Footprint	**2.730.51**	**2.731**	**100%**

Analysis of Emission Sources

Energy Consumption

Energy Consumption is the largest contributor to OMRA Agency Ltd carbon footprint, accounting for approximately 95.2% of the greenhouse Gas emissions. Electricity consumption within office operations represents the most significant source, followed by natural gas used for heating. This indicates that improvements in energy efficiency and the adoption of renewable electricity offer the greatest opportunity for reducing the Company's overall emissions.

Transportation

Transportation emissions account for approximately 0.9% of the Company's total carbon footprint. These emissions are primarily associated with employee commuting and limited business travel. No emissions were recorded from the company-owned fleet vehicles during the reporting period, reflecting the Company's low reliance on corporate transport.

Waste Generation

Waste generation contributes approximately 3.7% of the total greenhouse gas emissions. Most operational waste was recycled resulting in relatively low emissions compared with landfill disposal. Continued improvements in waste reduction, recycling practices, and responsible procurement will further minimize this emission source.

Recruitment Process

The recruitment process accounted for approximately 0.1% of the Company's total emissions. OMRA Agency Ltd continued use of virtual interviews, digital documentation and online recruitment systems has significantly reduced travel-related emissions and paper consumption while improving operational efficiency.

Key Findings

The carbon footprint demonstrates that OMRA Agency Ltd has a relatively low operational carbon footprint, consistent with a service-based healthcare recruitment organization. The assessment identifies energy consumption as the primary emissions source and therefore the highest priority for future carbon reduction initiatives.

The analysis also confirms that the Company's existing digital working practices, including virtual recruitment and paperless administration have successfully minimized emissions associated with travel and recruitment activities.

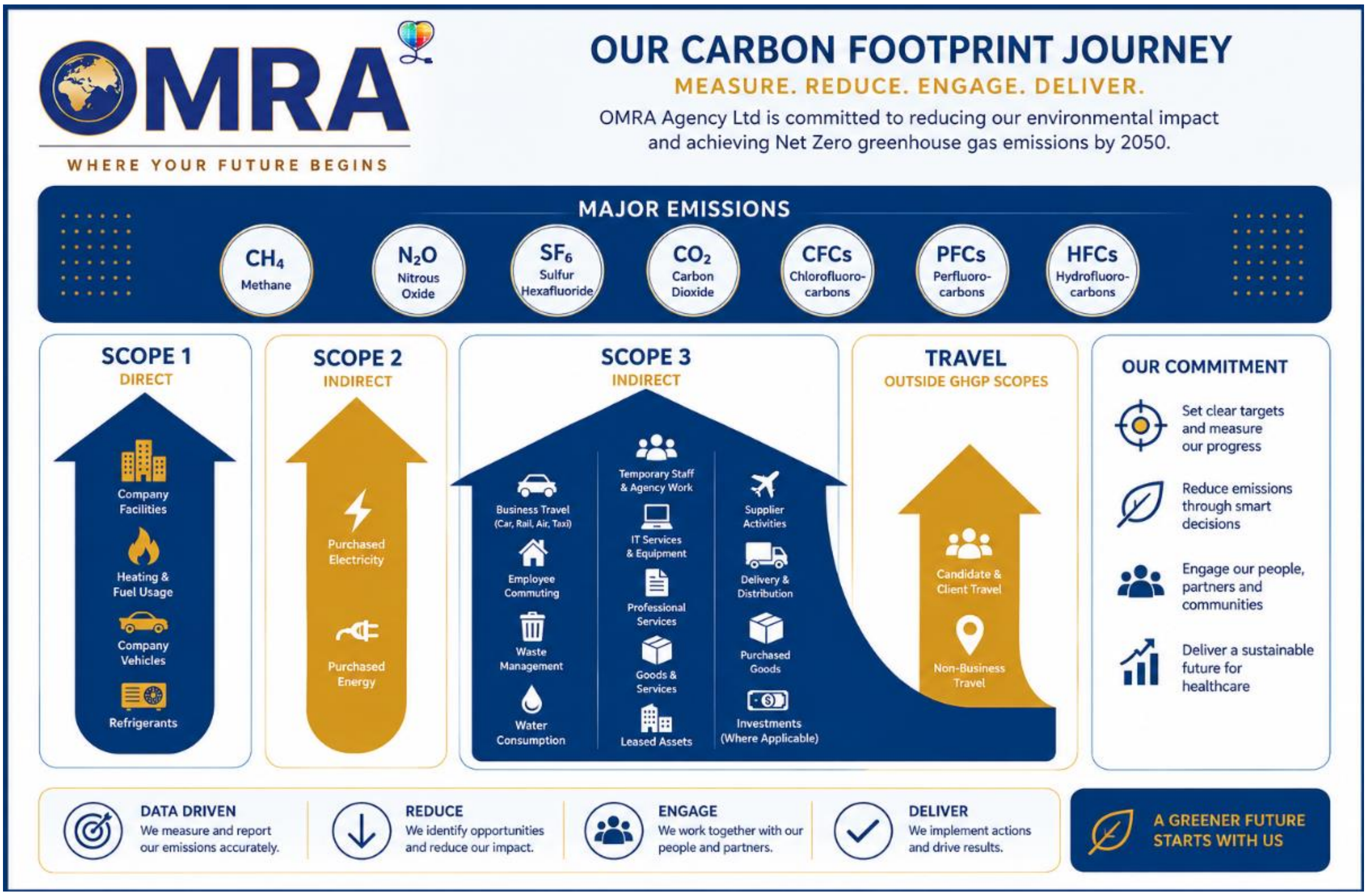
Opportunities for Carbon Reduction

Based on the findings of this assessment, OMRA Agency Ltd will focus on the following priorities:

- Improving energy efficiency through LED lightning, energy efficient office equipment, and responsible energy management.
- Exploring opportunities to procure renewable electricity where commercially viable.
- Promoting hybrid working and virtual meetings to reduce travel-related emissions.
- Encouraging sustainable commuting options for employees
- Reducing waste generation through improved recycling and resource efficiency
- Expanding paperless working practices across all business functions
- Engaging suppliers that demonstrate strong environmental and sustainability performance

Conclusion

The result of this carbon footprint analysis provides OMRA Agency Ltd with a clear understanding of its current greenhouse gas emissions and establish a robust foundation for future carbon reduction planning. By monitoring emissions annually and implementing targeted sustainability initiatives, the Company will continue to reduce its environmental impact, improve operational efficiency and make measurable progress towards its commitment to achieving Net Zero greenhouse gas emission by 2050.



Emissions Reduction Targets

Objective

OMRA Agency Ltd is committed to reducing greenhouse gas (GHG) emissions across its operations and supporting the United Kingdom's transition to a low-carbon economy. Building on the baseline emissions established for the 2026 reporting period, the Company has set realistic and measurable carbon reduction targets to drive continual environmental improvement and support its commitment to achieving Net Zero greenhouse gas emissions by 2050.

The Company will review its targets annually to ensure they remain achievable, reflect changes in business operations, and align with recognized environmental standards and best practices.

Carbon Reduction Targets

Target Area	Target	Target date
Overall, Greenhouse Gas Emissions	Reduce total operational greenhouse gas emissions by 20% from the 2026 baseline	2030
Energy Consumption	Reduce electricity and natural gas consumption by 15% through energy efficiency measures.	2030
Scope 1 Emissions	Reduce direct emissions through improved energy management and low-carbon technologies.	2030
Scope 2 Emissions	Reduce purchased electricity emissions by increasing energy efficiency and sourcing renewable electricity where practicable.	2030
Scope 3 Emissions	Reduce emissions form business travel, commuting, waste and procurement by 15%.	2030
Paper Consumption	Reduce paper usage by 90% through digital documentation and paperless recruitment processes.	2030
Waste Management	Achieve a minimum 80% recycling rate for operational waste.	2030
Business Travel	Reduce business travel emissions by 25% through virtual meetings and sustainable travel options.	2050
Net Zero Commitment	Achieve Net Zero greenhouse gas emissions	2050

Commitment to Continuous Improvement

OMRA Agency Ltd recognizes that reducing greenhouse gas emissions is anon going process requiring continuous improvement, innovation and collaboration. The company will review its emissions reduction targets annually, assess new technologies and industry best practices and implement additional initiatives where practical to further reduce its environmental impact.

By achieving these targets, OMRA Agency Ltd aims to improve operational efficiency, minimize its carbon footprint support client sustainability objectives and make measurable progress towards achieving Net Zero greenhouse gas emissions by 2050 while continuing to deliver high-quality healthcare recruitment and staffing services.

Carbon Reduction Implemented

OMRA Agency Ltd is committed to reducing environmental impact of its operation through the implementation of practical and sustainable carbon reduction initiatives. As a healthcare recruitment and staffing organization, the Company has focused on projects that improve operational efficiency, reduce greenhouse gas (GHG) emissions and promote environmentally responsible working practices.

The following initiatives have been implemented to support the Company's commitment to reducing its carbon footprint and achieving its long-term Net Zero target.

Carbon Reduction Projects

1. **Digital Recruitment and Virtual Interviews**

   OMRA Agency Ltd has adopted a digital first recruitment approach by conducting interviews through secure online platform whenever practicable. This has significantly reduced travel-related emissions associated with face-to-face interviews while improving operational efficiency and enhancing the candidate experience.

2. **Paperless Office Initiative**

   The Company has implemented electronic document management system to minimize paper consumption throughout recruitment and administrative processes. Employment documentation, contracts, compliance records and internal communications are managed digitally wherever possible.

3. **Energy Efficiency Improvement**

   OMRA Agency Ltd promotes responsible energy management across its office operation by encouraging employees to switch off lightning, computers and office equipment when not in use. Energy-efficient equipment is considered during procurement and replacement programmes.

4. **Waste Reduction and Recycling Programme**

   The Company has introduced office recycling facilities and encourages the segregation of recyclable materials including paper, carboards, plastics, and electronic waste. Employees are encouraged to minimize waste generation and maximize recycling opportunities.

5. **Sustainable Business Travel**

   To minimize transport -related emissions, OMRA Agency Ltd encourages the use of virtual meetings and video conferencing for internal meetings, client discussions and candidate interviews whenever appropriate. Essential business travel is planned to maximize efficiency and reduce unnecessary journeys.

6. **Hybrid and Flexible Working**
   Where operationally appropriate, the Company supports hybrid and flexible working arrangements. This reduces employee commuting, decreases office energy demand and supports a better work-life balance.

7. **Sustainable Procurement**
   Environmental considerations are incorporated into purchasing decisions whenever practical. OMRA Agency Ltd seeks to procure energy-efficient office equipment, recycled office materials and products from suppliers that demonstrate responsible environmental practices.

Planned Carbon Reduction Initiatives

OMRA Agency Ltd is committed to continually improving its environmental performance by implementing practical and achievable carbon reduction initiatives. Building on the findings of the 2026 baseline emissions assessment, The Company has identified a series of planned initiatives designed to reduce greenhouse gas (GHG) emissions across its operations while supporting efficient, sustainable business practices.

These initiatives focus on reducing energy consumption, minimizing waste, promoting sustainable travel, engaging employees and strengthening environmental performance throughout the organization.

Planned Carbon Reduction Programme

Initiative	Priority	Target Completion	Expected Benefit
Improve Energy Efficiency	High	2027-2030	Lower electricity consumption and Scope 2 emissions
Renewable Electricity Procurement	High	2028-2030	Reduced carbon intensity of purchased electricity
Sustainable Business Travel	High	Ongoing	Lower transport-related emissions
Hybrid & Flexible Working	High	Ongoing	Reduced employee commuting emissions
Waste reduction & Recycling	Medium	ongoing	Reduced landfill waste and increased recycling
Digital & Paperless Operations	High	2027	Reduced paper consumption and waste
Sustainable Procurement	Medium	Ongoing	Lower supply chain emissions
Employee environmental Awareness	Medium	Ongoing	Increased staff engagement in sustainability
Annual Carbon Monitoring & Reporting	High	Annual	Continuous improvement and transparent reporting

Through the successful implementation of these initiatives, OMRA Agency Ltd aims to reduce its environmental impact, improve operational efficiency and make measurable progress towards achieving Net Zero greenhouse gas emissions by 2050 while continuing delivering high-quality healthcare recruitment and staffing services.

Employee Engagement and Environmental Awareness

OMRA Agency Ltd recognizes that employee engagement is essential to achieving its environmental sustainability objectives and long-term commitment to Net Zero greenhouse gas emissions. By fostering a culture of environmental responsibility, the Company encourages all employees to actively contribute to reducing greenhouse gas (GHG) emissions and minimizing the environmental impact of daily business operations.

The Company is committed to providing employees with the knowledge, resources and opportunities to adopt sustainable working practices both within the workplace and where appropriate in their personal lives.

Our commitment

OMRA agency Ltd is committed to:

- Promoting environmental awareness throughout the organization
- Encouraging employees to participate in carbon reduction initiatives
- Embedding sustainability into everyday business activities and decision-making
- Supporting environmentally responsible behaviours through communication, education and leadership
- Creating a workplace culture where environmental responsibility is recognized as a shared commitment.

Expected Outcomes

Through employee engagement and environmental awareness, OMRA Agency Ltd aims to:

- Increase environmental awareness across the organization
- Improve recycling and waste management practices
- Reduce energy and resource consumption
- Minimize greenhouse gas emissions associated with day-to-day operations
- Encourage sustainable travel and digital working
- Support continual improvement in environmental performance
- Contribute to the successful delivery of the Company's Carbon Reduction Plan and net Zero objectives.

By empowering employees to take an active role in sustainability, OMRA Agency Ltd will continue to build a responsible, environmentally conscious workplace that supports both organizational success and the protection of the environment for future generations.

Environmental Risk Assessment

OMRA Agency Ltd recognizes that effective environmental risk management is essential to reducing greenhouse gas (GHG) emissions, protecting natural resources and ensuring the long-term sustainability of its operations. This Environmental Risk Assessment identifies the principal environmental risks associated with the Company's activities and outlines the controls and mitigation measures implemented to minimize their impact.

As a healthcare recruitment and staffing organization, OMRA Agency Ltd is a certified ***ISO 14001*** and has a relatively low direct environmental impact. However, office operations, energy consumptions, business travel, procurement, waste generation and the use of digital technologies all contribute to the Company's environmental footprint and require ongoing management.

Environmetal Risk Assessment

Environmental Aspect	Potential Environmental Impact	Risk Level	Control Measures
Energy Consumption	Increased greenhouse gas emissions from electricity and natural gas	Medium	Monitor energy usage, install energy efficient equipment, promote energy-saving practices and consider renewable electricity suppliers.
Business Travel	Carbon emissions from employee travel and business meetings	Medium	Encourage virtual meetings, hybrid working, public transport and efficient journey planning.
Employee Commuting	Greenhouse gas emissions from daily travel	Medium	Promote flexible working, car sharing, cycling, walking and public transport where pactical.
Waste Generation	Increased landfill waste and resource depletion	Medium	Impement recycling programmes, reduce single-use materials, and encourage responsible waste generation.
Paper Consumtion	Increased use of natural resources and waste generation	Low	Promote electronic documentation, digital signatures and paperless business processes.
Procurement	Indirect emissions frompurchaed goods and services	Medium	Purchase environmentally responsible products and engage suppliers with sustainable practices.
IT Equipment and Electronic Waste	Resource consumption and electronic waste	Low	Extend equipment life, recycle electronic devices responsibly and purchase energy efficien technology.
Water Consumption	Unnecessary use of natural resources	Low	Promote water conservation and monitor consumption where appropriate.
Regulatory Compliance	Failure to comply with environmental legislation or client requirements	Low	Monitor legislative changes, review policies regularly and maintain compliance with applicable environmental requirements.

Risk Mitigation Measures

To minimize environmental risks, OMRA Agency Ltd will:

- Monitor greenhouse gas emissions annually.
- Improve energy efficiency through responsible energy management
- Reduce unnecessary business travel by promoting virtual meetings
- Encourage hybrid and flexible working arrangements
- Increase recycling and reduce waste send to landfill
- Continue developing paperless recruitment and administrative processes
- Procure environmentally responsible goods and services where practical
- Provide environmental awareness training to employees
- Regularly review environmental objectives and carbon reduction initiatives.

Monitoring and Review

Environmental risks will be reviewed at least annually., or sooner where significant changes occur to business operations, legislation, or environmental objectives. The review will consider:

- Changes in greenhouse gas emissions
- Progress against carbon reduction targets
- Effectiveness of existing control measures
- Emerging environmental risks and opportunities
- Feedback from employees, clients, and other stakeholders
- Changes in legal and regulatory requirements

The findings of each review will be used to update the carbon Reduction Plan and identify further opportunities for continual improvement.

Roles and Responsibilities

OMRA Agency Ltd recognizes that achieving its environmental sustainability objectives and fulfilling its commitment to achieving Net Zero greenhouse gas emissions by 2050 requires the active involvement of all employees, managers, and business partners. Clearly defined roles and responsibilities are essential to embedding environmental sustainability into the Company's governance, daily operations and strategic decision-making.

Environmental sustainability is a collective responsibility across the organization. Every employee has an important role in supporting the implementation of the Carbon Reduction Plan by adopting sustainable working practices, complying with environmental policies and contributing to continual improvement of the Company's environmental performance. Through shared accountability that supports its long-term sustainability goals.

Board of Directors

The Board of Directors is responsible for providing strategic leadership and ensuring that environmental sustainability is embedded within the Company's business objectives.

Responsibilities

- Approve the Carbon Reduction Plan and environmental objectives.
- Demonstrate leadership and commitment to environmental sustainability
- Ensure adequate resources are available to support carbon reduction initiatives
- Monitor progress towards Net Zero and carbon reduction targets
- Review environmental performance and approve continual improvement initiatives
- Ensure compliance with applicable environmental legislation and client requirements

Risk / Compliance Officer

The Risk/Compliance Director has overall responsibility for implementing and maintaining the Carbon Reduction Plan across OMRA Agency Ltd.

Responsibilities

- Lead the implementation of environmental sustainability initiatives
- Promote a culture of environmental responsibility throughout the organization.
- Ensure greenhouse gas emissions are measured and reported annually.
- Review progress against carbon reduction targets
- Approve environmental improvement projects and corrective actions
- Report environmental performance to the Board of Directors

Managers and Supervisors

Managers are responsible for integrating environmental sustainability into their daily operational activities and ensuring employees understand their responsibilities.

Responsibilities

- Promote compliance with the Carbon Reduction Plan
- Encourage sustainable working practices within their team
- Monitor energy use, waste management and resource efficiency
- Identify opportunities to reduce greenhouse gas emissions
- Support employee participation in environmental initiatives
- Report environmental issues and improvement opportunities

Employees

Every employee has an important role in reducing OMRA Agency Ltd.'s environmental impact.

Responsibilities

- Follow the requirements of the Carbon Reduction Plan
- Use energy, water, and the other resources responsibly
- Minimize waste and participate in recycling programmes
- Support paperless working and digital processes
- Reduce unnecessary business travel and use virtual meetings where appropriate
- Report environmental concerns and suggest opportunities for improvement
- Participate in environmental awareness training and sustainability initiatives.

Procurement and Suppliers

OMRA Agency Ltd recognizes that suppliers play an important role in reducing indirect (Scope 3) greenhouse gas emissions.

Responsibilities

- Supply environmentally responsible products and services where practical
- Comply with applicable environmental legislation
- Support sustainable procurement objectives
- Provide environmental information when requested
- Work collaboratively with OMRA Agency Ltd to improve environmental performance

Carbon Reduction Coordinator (or Designated Environmental Lead)

Where appointed the Carbon Reduction Coordinator or designated Environmental Lead will oversea the day-to-day management of the Carbon Reduction Plan.

Responsibilities

- Coordinate greenhouse gas emissions data collection
- Maintain the emissions inventory
- Monitor progress against carbon reduction targets
- Prepare annual environmental performance reports
- Coordinate internal environmental awareness activities
- Review and update the Carbon Reduction Plan
- Monitor changes in environmental legislation and reporting requirements

All Contractors and Temporary Workers

Individuals working on behalf of OMRA Agency Ltd are expected to support the Company's environmental objectives.

Responsibilities

- Follow relevant environmental policies and procedures
- Use Company resources responsibly
- Minimize waste and unnecessary energy consumption
- Support environmentally responsible working practices while carrying out their duties

Commitment to Accountability

OMRA Agency Ltd is committed to ensuring that environmental responsibilities are clearly defined, communicated and understood across the organization. Accountability for environmental performance will be supported through regular monitoring, annual reviews, employee engagement and continual improvement.

By working collaboratively, all employees, managers, supplies and business partners will contribute to reducing greenhouse gas emissions and supporting OMRA Agency Ltd commitment to achieving Net Zero greenhouse gas emissions by 2050 while maintaining high standards of healthcare recruitment and staffing services.

Governance and Review

OMRA Agency is committed to maintaining effective governance arrangements to ensure the successful implementation, monitoring and continual improvement of its Carbon Reduction Plan. Robust governance provides clear accountability for environmental performance, supports compliance with applicable legislation and recognized standards and ensures that carbon reduction remains an integral part of the Company's strategic and operational decision-making.

Governance Framework

The Board of Directors has overall responsibility for the governance of the Carbon Reduction Plan and for ensuring that environmental sustainability is integrated into the Company's business strategy.

The Risk /Compliance Officer supported by senior management, is responsible for implementing the Carbon Reduction Plan, monitoring environmental performance and ensuring that appropriate resources are available to achieve the Company's carbon reduction objectives.

Manager and employees are responsible for supporting the implementation of the Plan by adopting environmentally responsible working practices and contributing a continual improvement initiative.

Management Review

The Carbon Reduction Plan will be formally reviewed at least once a year, or sooner where there are significant changes to business operations, organizational structure, environmental legislation or client requirements.

Where necessary the Carbon Reduction Plan targets and action plans will be updated to reflect the outcomes of the review.

References

The preparation of this Carbon Reduction Plan has been informed by the following legislation, standards, guidance, and best practice documents:

1. Department for Energy Security and Net Zero (DESNZ). (2025). *UK Government Greenhouse Gas Conversion Factors for Company Reporting.* London: UK Government.
2. Department for Environment, Food and Rural Affairs (DEFRA). (2019). *Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting (SECR) Guidance.* London: DEFRA.
3. HM Government. (2021). *Procurement Policy Note (PPN) 06/21: Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts.* London: Cabinet Office.
4. Greenhouse Gas Protocol. (2015). *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).* World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD).
5. International Organization for Standardization (ISO). (2018). *ISO 14064-1:2018 – Greenhouse Gases – Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals.*
6. International Organization for Standardization (ISO). (2015). *ISO 14001:2015 – Environmental Management Systems – Requirements with Guidance for Use.*
7. UK Parliament. (2008). *Climate Change Act 2008* (as amended).
8. HM Government. (2021). *Net Zero Strategy: Build Back Greener.* London: HM Government.
9. UK Government. (2023). *Environmental Improvement Plan 2023.* London: Department for Environment, Food and Rural Affairs (DEFRA).
10. NHS England. (2022). *Delivering a 'Net Zero' National Health Service.* NHS England.
11. NHS England. (2024). *Evergreen Sustainable Supplier Assessment.* NHS England.
12. Carbon Trust. (2022). *Carbon Trust Guide to Carbon Foot printing and Carbon Reduction.*
13. Energy Saving Trust. (2023). *Business Energy Efficiency Guidance.*

Appendix A – Carbon Emission Data Tables

This appendix provides the baseline greenhouse gas (GHG) emissions data collected for the reporting period 1January to30June 2026. The data supports the carbon footprint analysis presented within this Carbon Reduction Plan and provides the baseline against which future emissions reductions will be measured.

The emissions have been calculated using the Greenhouse Gas (GHG) protocol Corporate Accounting and Reporting Standard and the latest UK Government Greenhouse Gas Conversion Factors for Company Reporting.

A1. Energy Consumption Data (January – June 2026)

Month	Energy Source	Consumption (kWh)	Emission Factor (kg CO2e/kWh)	Total Emissions (kg CO2e)
January	Electricity	1,000	0.50	500
February	Natural gas	500	0.20	100
March	Electricity	1,000	0.50	500
April	Electricity	1,000	0.50	500
May	Electricity	1,000	0.50	500
June	Electricity	1,000	0.50	500
Total		**5,500kWh**		**2.600 kg CO2e**

A2. Transportation Data (January – June 2026)

Activity	Mode of Transport	Distance (km)	Fuel Used (L)	Emissions Factor	Total Emissions (kg CO2e)
Fleet Vehicle	Diesel Truc	0	0	2.68kg CO2e/L	0.000
Employee Commuting	Personal Cars	12,000	8.333	2.31 kg CO2e/L	19.249
Business Flights	Air Travel	463	43.700	0.15 kg CO2e/L	6.555
Total					**25.804 kg CO2e**

A3. Waste Generation Data (January – June 2026)

Month	Waste Type	Quantity (Tonnes)	Disposal Method	Emission Factor (kg CO2e/Tonne)	Total Emissions (kg CO2e)
January	Organic Waste	0.050	Landfill	25	1.25
February	Recyclable Waste	6.614	Recycling	5	33.07
March	Hazardous Waste	0.000	Incineration	30	0.00
April	Recyclable Waste	6.614	Recycling	5	33.07
May	Organic Waste	0.050	Landfill	25	1.25
June	Recyclable Waste	6.614	Recycling	5	33.07
Total		**19.942 Tonnes**			**101.71 kg CO2e**

A4. Recruitment Process Data (January – June 2026)

Recruitment Activity	Mode	Participants	Travel Distance (km)	Emission Factor	Total Emissions (kg CO2e)
In-person Interview	Air Travel	0	0	0.15 kg CO2e	0.00
Virtual Interviews	Online Platform	150	0	0.02kg CO2e/participants	3.00
Recruitment Events	Personal Cars	0	0	2.31 kg CO2e/L	0.00
Total		**150**			**3.00 kg CO2e**

A3. Waste Generation Data (January – June 2026)

Emission Category	Emission (kg CO2e)	Emissions (tCO2e)
Scope 1 - Direct Emissions (Natural Gas)	100.00	0.100
Scope 2 – Purchased Electricity	2,500.00	2.500
Scope 3 - Transportation	25.804	0.026
Scope 3 – Waste Generation	101.710	0.102
Scope 3 – Recruitment Process	3.000	0.003
Total Greenhouse Gas Emissions		**101.71 kg CO2e**

Appendix Summary

The emissions data presented in this appendix establishes the 2026 baseline for OMRA Agency Ltd.'s Carbon Reduction Plan. It will be used to monitor annual environmental performance, assess the effectiveness of the carbon reduction initiatives and measure progress towards the Company's commitment to achieving Net Zero greenhouse gas emissions by 2050.

The data will be reviewed and updated annually to reflect changes in business operations, improvements in data quality and the implementation of additional carbon reduction measures.

Appendix B – Carbon Reduction Action Plan

This Carbon Reduction Action Plan outlines the key initiatives that OMRA Agency Ltd will implement to reduce greenhouse (GHG) emissions across its operations. The plan identifies priority actions, responsibilities, target completion dates and expected outcomes to support the Company's commitment to achieving Net Zero greenhouse gas emissions by 2050.

Progress against this Action Plan will be monitored annually and reviewed as part of the Company's environmental governance and continual improvement programme.

Carbon Reduction Action Plan					
Action	Objective	Responsible Person	Target Date	Performance Measure (KPI)	Status
Improve office energy efficiency	Reduce electricity consumption through energy-efficient equipment and responsible energy use.	Managing Director	December 2027	15% reduction in electricity consumption from the 2026 baseline	Planned
Upgrade to LED lightning	Replace conventional lightning with energy-efficient LED lightning	Office Manager	December 2027	100% LED lightning installed where practicable	Planned
Procure renewable electricity	Explore renewable electricity tariffs for office premises	Managing Director	December 2028	Renewable electricity contract implemented where feasible	Planned
Promote hybrid and flexible working	Reduce commuting and office energy consumption	HR Manager	Ongoing	Reduction in employee commuting emissions	Ongoing
Continue virtual interviews	Minimize travel associated with recruitment activities	Recruitment Manager	Ongoing	At least 90% of interviews conducted virtually where appropriate	Ongoing
Reduce business travel	Encourage virtual meetings and sustainable travel options	All Managers	Ongoing	25% reduction in business travel emissions by 2030	Planned
Enhance recycling programme	Increase recycling and reduce landfill waste	Office Manager	December 2027	Minimum 80% recycling rate achieved	Planned
Reduce paper consumption	Expand digital documentation and electronic signatures	All Departments	December 2027	90%reduction in paper usage from the 2026 baseline	Planned
Sustainable procurement	Purchase environmentally responsible goods and services	Procurement Lead	Ongoing	Environmental criteria included in procurement decisions	Ongoing
Employee environmental awareness	Delivery annual environmental awareness training	HR Manager	Annually	100% employee's complete environmental awareness training	Ongoing
Monitor greenhouse gas emissions	Complete annual carbon footprint assessment and emissions reporting	Carbon Reduction Coordinator	Annually	Annual emissions report completed and reviewed	Ongoing
Review Carbon Reduction Plan	Review objectives, target and progress against the Carbon Reduction Plan	Board of Directors	Annually	Annual Board approval and updated Carbon Reduction Plan	Ongoing

Priority Actions (2026-2030)

The following priorities have been identified as having the greatest potential to reduce OMRA Agency Ltd greenhouse gas emissions:

1. Reduce electricity consumption through improved energy efficiency
2. Increase the use of renewable electricity where commercially viable
3. Maintain a digital -first recruitment model to minimize travel emissions
4. Expand paperless working across all business functions
5. Encourage sustainable commuting and reduce unnecessary business travel
6. Improve recycling performance and reduce operational waste
7. Strengthen sustainable procurement practices
8. Increase employee engagement and environmental awareness
9. Monitor greenhouse gas emissions and review performance annually

Key Performance Indicators (KPIs)

OMRA Agency Ltd will monitor the effectiveness of this action Plan.

OMRA
WHERE YOUR FUTURE BEGINS

OMRA AGENCY LTD – KEY PERFORMANCE INDICATORS (KPIs)

Tracking our progress to achieve our environmental sustainability and carbon reduction targets

KPI	TARGET	TARGET PROGRESS OVER TIME (%)					2030 TARGET
		2026 (BASELINE)	2027	2028	2029	2030	
Total greenhouse gas emissions	Annual reduction from the 2026 baseline	100%	90%	80%	45%	0%	0%
Energy consumption	15% reduction by 2030	0%	4%	8%	12%	15%	15%
Scope 1 emissions	Continuous reduction year-on-year	100%	90%	80%	70%	60%	Continuous reduction
Scope 2 emissions	Continuous reduction year-on-year	100%	90%	80%	70%	60%	Continuous reduction
Scope 3 emissions	15% reduction by 2030	100%	96%	92%	85%	15%	15%
Business travel emissions	25% reduction by 2030	100%	93%	85%	75%	25%	25%
Paper consumption	90% reduction by 2030	100%	70%	40%	15%	10%	10%
Recycling rate	Minimum 80%	70%	75%	80%	80%	80%	80%
Environmental awareness training	100% employee completion annually	100%	100%	100%	100%	100%	100%
Annual Carbon Reduction Plan review	Completed each year	100%	100%	100%	100%	100%	100%

MEASURE. REDUCE. ENGAGE. DELIVER.

Reduction Targets (Lower is Better) | Improvement / Completion Targets (Higher is Better)

Note: Progress shown is illustrative. Actual performance will be measured and reported annually.

Appendix C – Greenhouse Gas Conversion Factors

Greenhouse gas (GHG) conversion factors are used to convert activity data such as electricity consumption, fuel use, business travel and waste generation into carbon dioxide equivalent (CO2e) emissions. These factors ensure that greenhouse gas emissions are calculated consistently, accurately and in accordance with recognized reporting standards.

OMRA Agency Ltd has prepared its emissions calculations using the UK Government Greenhouse Gas Conversion factors for the Company Reporting and the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. Where actual emissions data or supplier-specific information is unavailable appropriate UK Government conversion factors have been applied.

Conversion Factors Used

Emission Source	Unit	Conversion Factor	Unit of Measurement
Purchased Electricity	kWh	0.50	Kg CO2e/kWh*
Natural Gas	kWh	0.20	Kg CO2e/kWh*
Diesel Fuel	Liter	2.68	Kg CO2e/L
Petrol Fuel	Liter	2.31	Kg CO2e/L
Air Travel	Kilometre	0.15	Kg CO2e/km
Rail Travel	Kilometre	UK Government conversion factor	Kg CO2e/km
Public Bus Travel	Kilometre	UK Government conversion factor	Kg CO2e/km
Waste to Landfill	Tonne	25.00	Kg CO2e/tonne*
Recycling	Tonne	5.00	Kg CO2e/tonne*
Hazardous Waste Incineration	Tonne	30.0	Kg CO2e/tonne*
Virtual Recruitment Activity	Participant /Session	0.02	Kg CO2e/participant**

*Values shown are illustrative factors used for the baseline assessment within this Carbon Reduction Plan. Annual calculations should be updated using the latest UK government conversion factors.

**Represents an estimated emissions value for digital recruitment activities based on electricity consumption associated with virtual platforms and supporting IT infrastructure.

Calculation Methodology

Greenhouse gas emissions have been calculated using the following formula:

Carbon Emissions (kg CO2e) = Activity Data x Applicable Conversion Factor

Examples include:

Electricity

1000kWh x 0.50kg CO2e/kWh = **500 kg CO2e**

Natural Gas

500kWh x 0.20 kg CO2e/kWh = **100 kg CO2e**

Business Flights

263 km x 0.15 kg CO2e/km = **69.45 kg CO2e** *(or the applicable published by the UK Government for the reporting year).*

Recycling

6.614 tonnes x 5 kg CO2e/tonnes = **33.07 kg CO2e**

Note:

The conversion factors presented in this appendix support the 2026 baseline assessment and provide transparency regarding the methodology used to estimate greenhouse gas emissions. As the Company enhances its environmental datal collection and reporting processes, calculations will be refined using the latest official UK Government emission factors and improved activity data.

For an HNS or PPN 06/21 compliant Carbon Reduction Plan, the illustrative emission factors shown in sample table (e.g. 0.50kg CO2e/kWh for electricity) should be replaced each reporting year with the Official UK Government Greenhouse Gas Conversion Factors for the year. This ensures the Carbon Reduction Plan remains fully compliant and auditable.

Document Information

Document Information

Document Title	Carbon Reduction Plan
Organization	OMRA Agency Ltd Document Type
Document Reference	OiCRP04072026
Version	1.0
Issued Date	July 2026
Effective Date	July 2026
Review Date	July 2027
Review Frequency	Annually
Prepared By	OMRA Agency Ltd
Reviewed By	Senior Management Team
Approved By	Board of Directors
Document Status	Approved
Document Classification	Controlled

Document Revision History

Version	Date	Description of Change	Prepared By	Approved By
1.0	July 2026	Initial issue of the Carbon Reduction Plan	OMRA Agency Ltd	Board of Directors
1.1		Annual review and minor amendments		
2.0		Major revision following management review		

Document Distribution

This document is distributed to:

- Board of Directors
- Risk / Compliance Officer
- Senior Management Team
- All Employees
- Clients (upon request)
- Contracting Authorities
- External Auditors (where applicable)
- Regulatory Bodies (where applicable)

The latest approved version shall be maintained electronically to ensure employees have access to the current controlled document.

Review and Amendment

This Carbon Reduction Plan will be reviewed;

- Annually
- Following significant organizational or operational changes
- Following changes to environmental legislation or regulatory requirements
- Following updates to UK Government Carbon Reduction Plan guidance or greenhouse gas reporting methodologies
- When new carbon reduction initiatives or Net Zero targets are introduced

All amendments shall be in the Version Control Register and approval before implementation.

Document Retention

The Carbon Reduction Plan and all supporting environmental records, including greenhouse gas emissions data, monitoring reports, action plans, and annual reviews, shall be retained in accordance with OMRA Agency Ltd Document Retention Policy and any applicable legal, contractual or regulatory requirements.

Confidentiality

This document is the property of OMRA Agency Ltd and is classified as Controlled Document. It may be shared with employees, clients, contracting authorities, auditors, and regulatory bodies where appropriate to demonstrate the Company's commitment to environmental and carbon reduction.

Unauthorized alteration, duplication or distribution of this document is prohibited without the approval of the Board of Directors and other authorized representatives.

Declaration and Signed Off

This Carbon Reduction Plan has been prepared by **OMRA Agency Ltd** in accordance with **Procurement Policy Note (PPN) 06/21 – Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts**, together with the associated technical guidance and reporting standards for Carbon Reduction Plans.

Greenhouse gas (GHG) emissions have been measured, reported, and recorded in accordance with the **Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard**. Emissions have been calculated using the applicable **UK Government Greenhouse Gas Conversion Factors for Company Reporting** for the relevant reporting period.

Scope 1 and Scope 2 emissions have been reported in accordance with the principles of the **Streamlined Energy and Carbon Reporting (SECR)** framework, where applicable. Relevant Scope 3 emissions have been identified and reported in accordance with the **Corporate Value Chain (Scope 3) Accounting and Reporting Standard** and the reporting requirements set out in the PPN 06/21 Carbon Reduction Plan Technical Standard.

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors of OMRA Agency Ltd. The Board is committed to ensuring that the Company continues to monitor its greenhouse gas emissions, implement practical carbon reduction initiatives, and review progress annually in support of its commitment to achieving **Net Zero greenhouse gas emissions by 2050**.

Approved By

Name: **Mrs. Melanie Yabut**

Signature:

Position: CEO - OMRA Agency Ltd

Date: 06 July 2026