

DEMIDAV LTD

Carbon Reduction Plan

Published: January 2026
 Baseline Reporting Year: 2024
 Current Reporting Year: 2025

*Prepared in accordance with Procurement Policy Note PPN 006 (formerly PPN 06/21)
 (Carbon Reduction Plan requirement for central government contracts)*

Organisation Details

Supplier Name:	Demidav Ltd
Company Registration Number:	11512451
Registered Office:	7 Westleigh Office Park, Scirocco Close, Moulton Park, Northampton, NN3 6BW
Regulated Activity:	Personal Care (CQC Provider ID: 1-6603778550)
CQC Rating:	Good (across all five key questions)
Sector:	Health and Social Care – Domiciliary, Supported Living and Specialist Care
Employee Numbers (January 2026):	Approximately 68
Document Version:	2026.1
Publication Date:	January 2026
Next Review Date:	January 2027
Published at:	www.demidav.co.uk/carbon-reduction-plan

1. Executive Summary

Demidav Ltd is committed to playing its part in the United Kingdom's transition to a net zero economy. As a regulated provider of personal care services across supported living, residential and domiciliary pathways, we recognise that our operational footprint — though modest by national standards — matters to the people we support, to the commissioners who entrust us with public funds, to our staff, and to the communities in which we work. This Carbon Reduction Plan sets out our baseline greenhouse gas emissions, our commitment to achieving net zero by 2050 (with an interim ambition to reach net zero for our directly controlled operations by 2040), the measures we are already taking to reduce our environmental impact, and the initiatives we will implement to continue that reduction over the life of any public contract we hold.

This plan has been prepared in accordance with the UK Government's Procurement Policy Note PPN 006 (formerly PPN 06/21), which requires suppliers bidding for relevant public contracts to publish a Carbon Reduction Plan detailing Scope 1 and 2 emissions, a specified subset of Scope 3 emissions, emissions reduction targets, and the environmental management measures that will be in effect when performing the contract. PPN 06/21 continues to apply to procurements commenced and contracts awarded before 24 February 2025. The plan aligns with the Greenhouse Gas Protocol Corporate Standard and applies the UK Government's official conversion factors published by the Department for Energy Security and Net Zero (DESNZ).

This Carbon Reduction Plan is reviewed at least annually by the Nominated Individual, approved by the Board, and published openly on the Demidav Ltd website so that commissioners, staff, the people we support and members of the public can see where we stand and how we intend to improve.

2. Commitment to Achieving Net Zero

Demidav Ltd is committed to achieving net zero emissions by 2050 across all of our UK operations, in line with the UK Government's legally binding commitment under the Climate Change Act 2008 (as amended 2019). We recognise that 2050 is a legal minimum and not an aspirational target, and we therefore set the following earlier milestones:

- By 2030 — a 50% reduction in our combined Scope 1 and Scope 2 emissions against our 2024 baseline
- By 2035 — a 75% reduction in our combined Scope 1 and Scope 2 emissions, and a meaningful reduction in our principal Scope 3 category (business travel) against the 2024 baseline
- By 2040 — net zero for our directly controlled operations (Scope 1 and Scope 2), ten years ahead of the national 2050 target
- By 2050 — full net zero including the in-scope Scope 3 categories, consistent with the UK Government's national commitment

We will achieve these targets through a combination of absolute emissions reduction (the primary lever), process and behaviour change, investment in low-carbon technology, engagement with our supply chain, and — only where residual emissions cannot reasonably be avoided — the use of high-integrity, verified carbon offsetting arrangements. We commit to prioritising absolute reduction over offsetting throughout our decarbonisation pathway.

This commitment has been approved by the Demidav Ltd Board and is signed off by the Nominated Individual as evidence of senior leadership sponsorship. The Registered Manager holds operational accountability for delivering against this plan.

3. Organisational and Reporting Boundary

The reporting boundary for this Carbon Reduction Plan is the entirety of Demidav Ltd's UK operations. Demidav Ltd has no subsidiaries, parent company or overseas operations; the entire entity is in scope. We apply the operational control approach under the Greenhouse Gas Protocol Corporate Standard, meaning that we account for 100% of emissions from operations over which we have operational control. This includes:

- The Demidav Ltd registered office at 7 Westleigh Office Park, Scirocco Close, Moulton Park, Northampton, NN3 6BW
- Any residential or supported living premises which Demidav Ltd operates directly under a CQC registration during the reporting period (none during the 2024 baseline)
- All Demidav Ltd staff activity in the delivery of commissioned care services, including domiciliary visits across our operational radius

Where Demidav Ltd delivers services into a property (for example, a person's own home, a tenant's accommodation in a supported living scheme owned by a housing provider, or a residential service owned by another party), the emissions associated with that property are outside our operational control and are not included in Scope 1 or 2. Where staff travel between sites using their own vehicles on company business, those emissions are reported under Scope 3 Category 6 (Business Travel).

4. Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced prior to the introduction of strategies to reduce emissions. Baseline emissions are the reference point against which future emissions reduction can be measured. Demidav Ltd has not previously published or formally reported an organisational carbon footprint, and the 2024 reporting year therefore serves as our baseline year under this plan.

Baseline Year: 2024 (1 January 2024 – 31 December 2024)

Methodology and Additional Details

Our baseline has been calculated using the Greenhouse Gas Protocol Corporate Standard and the UK Government's Conversion Factors for Greenhouse Gas Company Reporting (published by DESNZ). Emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e) and cover the Kyoto Protocol basket greenhouse gases (carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride), with nitrogen trifluoride included where applicable under the UK Government conversion factors.

As a small employer (approximately 68 staff) below the Streamlined Energy and Carbon Reporting (SECR) threshold, Demidav Ltd is not legally required to self-declare Scope 1 and 2 emissions, but we have voluntarily applied SECR methodology to ensure our baseline meets the PPN 006 (formerly PPN 06/21) Carbon Reduction Plan reporting requirements. Where metered data is available (electricity and gas invoices from our registered office), actual consumption figures have been used. Where metered data is not available (principally for business travel in staff-owned vehicles and employee commuting), we have applied recognised estimation methodologies drawing on mileage logs in our Atlas HR and Nursebuddy care monitoring systems and on employee surveys. Estimation methodologies are detailed in the Scope 3 section below.

The baseline represents Demidav Ltd's first organisational carbon footprint. It is acknowledged that Scope 3 estimates in particular carry uncertainty, and we commit to improving measurement quality each year by expanding the scope of primary data collection, engaging suppliers, and refining the underlying assumptions.

Baseline Emissions — 2024 Reporting Year

Emissions Scope	Tonnes CO ₂ e	% of Total
Scope 1 — Direct emissions (gas heating)	1.5	0.8%
Scope 1 — Direct emissions (company vehicles)	0.0	0.0%
Scope 2 — Indirect emissions (purchased electricity, location-based)	1.0	0.5%
Scope 3 — Business travel (staff-owned vehicles on company business)	106.0	58.1%
Scope 3 — Employee commuting	73.0	40.0%
Scope 3 — Waste generated in operations	0.7	0.4%

Scope 3 — Upstream transportation and distribution	0.3	0.2%
TOTAL BASELINE EMISSIONS (2024)	182.5 tCO2e	100%

Commentary: As is typical for a domiciliary care provider, Scope 3 Business Travel — driven by staff travelling between client visits in their own vehicles — is overwhelmingly the largest contributor to our carbon footprint, accounting for approximately 58% of total emissions. Employee commuting is the second largest category at 40%. Scope 1 and 2 emissions from our small registered office are modest (1.4% combined). This understanding of our emissions profile is foundational to our reduction strategy: the greatest carbon returns will come from reducing business travel miles (through scheduling optimisation, geographical clustering of packages, and a phased transition to low- or zero-emission vehicles), followed by supporting low-carbon commuting and flexible working practices.

5. Current Emissions Reporting

Reporting Year: 2025 (1 January 2025 – 31 December 2025)

Emissions Scope	Tonnes CO2e	Change vs 2024
Scope 1 — Direct emissions (gas heating)	1.4	-6.7%
Scope 1 — Direct emissions (company vehicles)	0.0	—
Scope 2 — Indirect emissions (purchased electricity, location-based)	0.8	-20.0%
Scope 3 — Business travel (staff-owned vehicles)	102.0	-3.8%
Scope 3 — Employee commuting	71.0	-2.7%
Scope 3 — Waste generated in operations	0.6	-14.3%
Scope 3 — Upstream transportation and distribution	0.3	0.0%
TOTAL 2025 EMISSIONS	176.1 tCO2e	-3.5%

Commentary: Demidav Ltd has achieved a 3.5% reduction in total emissions between the 2024 baseline year and the 2025 reporting year, equivalent to approximately 6.4 tCO2e. The largest proportional reduction was in Scope 2 electricity (20% reduction), driven by reduced electricity consumption following an LED lighting retrofit and equipment power-down protocols at our registered office. Scope 1 reductions reflect improved boiler maintenance and timer-based heating schedules. Scope 3 business travel has reduced through better route planning in Nursebuddy, geographical clustering of domiciliary packages, and encouragement of car-sharing where multiple staff support the same package. These early reductions provide a positive trajectory and confidence in our ability to deliver the targets set out below.

6. Emissions Reduction Targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets. We project that our total reported emissions (Scopes 1, 2 and the in-scope Scope 3 categories) will decrease over the next five years to approximately 120 tCO2e by 2030, a reduction of 34% against the 2024 baseline. Separately, our operational target is to reduce combined Scope 1 and Scope 2 emissions by 50% by 2030 against the 2024 baseline (as set out in Section 2). By 2040, we expect to have achieved net zero for Scope 1 and 2 emissions, ten years ahead of the national target.

Emissions Trajectory

Year	Projected tCO2e	Reduction vs 2024 Baseline	Notes
2024	182.5	Baseline	First year of formal reporting
2025	176.1	-3.5%	Early wins — LED retrofit, route optimisation
2026	168.0	-8.0%	Hybrid vehicle pilot; fleet policy; supplier engagement
2027	156.0	-14.5%	EV infrastructure; expanded renewable tariffs
2028	144.0	-21.1%	Low-carbon commuting scheme; Cycle to Work
2029	132.0	-27.7%	EV transition accelerates; digital-first workflows
2030	120.0	-34.2%	50% of fleet / business mileage on EV or ULEV
2035	75.0	-58.9%	Scope 1 & 2 near-zero; Scope 3 materially reduced
2040	40.0	-78.1%	Net zero for Scope 1 and 2 operations
2050	0.0 (net)	-100%	Full net zero including in-scope Scope 3

These targets are expressed in absolute terms (tCO2e reduction) rather than intensity metrics, to ensure that growth in the size of the organisation does not mask an increase in emissions. Where Demidav Ltd grows significantly — for example, through the successful award of a new framework — we will recalculate the baseline in line with GHG Protocol rebasing guidance and ensure targets remain meaningful.

These targets are reviewed annually by the Board. Where technology and circumstances allow, we will bring targets forward; where barriers emerge, we will be transparent about the reasons and the alternative actions being taken.

7. Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The carbon emission reduction achieved by these schemes equates to approximately 6.4 tCO2e, a 3.5% reduction against the 2024 baseline, and the measures will be in effect when performing any public contract awarded to Demidav Ltd:

Initiative	Emissions Area	Est. Annual Saving	Implemented
Switch to a renewable electricity tariff at registered office (REGO-backed; supports future market-based disclosure)	Scope 2	n/a (location-based)	Q2 2025

LED lighting retrofit across office with PIR sensors on non-critical areas	Scope 2	0.1 tCO ₂ e	Q3 2025
Improved boiler servicing schedule and timer-controlled office heating with 19°C setpoint	Scope 1	0.1 tCO ₂ e	Q1 2025
Deployment of route optimisation within the Nursebuddy care monitoring system to reduce between-call mileage	Scope 3	4.0 tCO ₂ e	Q2 2025
Geographical clustering of domiciliary packages to minimise travel distance per staff rota	Scope 3	1.5 tCO ₂ e	Ongoing from 2024
Staff car-sharing encouraged where two workers support the same package	Scope 3	0.3 tCO ₂ e	Ongoing from 2024
Transition to paper-light operations via Nursebuddy digital records, digital rota, digital payroll (Atlas)	Scope 3	0.1 tCO ₂ e	2024
Recycling and waste segregation at registered office	Scope 3	0.1 tCO ₂ e	2024

Future Carbon Reduction Initiatives

In the future we will implement further measures including, but not limited to, the following. Each initiative has an assigned owner within the Demidav Ltd senior leadership team and a target completion date, and progress is reported at the quarterly Board review:

Initiative	Emissions Area	Est. Annual Saving	Target Year
Publish and implement a Low-Emission Fleet and Business Travel Policy	Scope 3	Enabler	2026
Hybrid vehicle pilot — Demidav Ltd to support a small pilot of hybrid vehicles for senior management travel, and support staff transition to hybrid personal vehicles via a salary-sacrifice scheme	Scope 3	8.0 tCO ₂ e	2026-2027
EV charging infrastructure assessment and, where feasible, installation at registered office	Scope 3 enabler	Enabler	2027
Roll out an Electric Vehicle salary-sacrifice scheme for eligible staff	Scope 3	15.0 tCO ₂ e by 2030	2027-2030
Target 50% of business mileage on electric or ultra-low-emission vehicles by 2030	Scope 3	40-50 tCO ₂ e	2030
Cycle to Work scheme for all eligible staff (introduce 2026)	Scope 3	2.0 tCO ₂ e	2026
Flexible working policy to reduce unnecessary commuting (e.g. four-day week pilot for office-based staff, hybrid working where feasible)	Scope 3	6.0 tCO ₂ e	2026-2027

Public transport season ticket loan scheme for eligible staff	Scope 3	1.0 tCO ₂ e	2027
Expand Cycle to Work and low-carbon commuting initiatives across all sites	Scope 3	3.0 tCO ₂ e	2028
Achieve ISO 14001:2015 Environmental Management System certification	All scopes	Enabler	2027
Supplier engagement programme — engage top 20 suppliers by spend on their own net zero plans	Scope 3	Enabler	2026-2027
Green procurement criteria written into all new Demidav Ltd supplier agreements from 2026	Scope 3	Enabler	2026
Explore renewable energy generation at registered office (rooftop solar feasibility study)	Scope 2	0.5 tCO ₂ e	2028
Staff carbon literacy training for all staff, refreshed every two years	All scopes	Enabler	2026 ongoing
Annual independent verification of emissions inventory from 2028 onwards	All scopes	Assurance	2028
Biodiversity and environmental volunteering — provide at least one paid volunteering day per employee per year toward environmental causes in the communities we serve	Social value enabler	Co-benefit	2027 ongoing
Explore PAS 2060 or ISO 14068 Carbon Neutrality Verification for Scope 1 and 2 by 2035	All scopes	Assurance	2035
Residual emissions offsetting through a verified high-integrity scheme (Gold Standard, Verra VCS, or Woodland Carbon Code) — applied only after all reasonable absolute reductions have been pursued	Residual	Offset	2040+

8. Scope 3 Methodology Notes

PPN 006 (formerly PPN 06/21) requires reporting against the following subset of Scope 3 categories under the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Standard: Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations), Category 6 (Business Travel), Category 7 (Employee Commuting) and Category 9 (Downstream Transportation and Distribution). Demidav Ltd's reporting addresses each of these categories as follows:

Category 4 — Upstream Transportation and Distribution

This category covers the transportation of goods purchased by Demidav Ltd from suppliers to our registered office, including Personal Protective Equipment, office supplies, and consumables. Given our small purchasing profile and the consolidation of orders through regional distributors, these emissions are estimated at 0.3 tCO₂e annually. We will refine this estimate as we collect primary data from suppliers.

Category 5 — Waste Generated in Operations

This category covers waste generated at our registered office, including general waste, recycling and confidential document destruction. We apply DEFRA conversion factors to the tonnage reported by our waste contractor. Total waste-related emissions in 2025 were 0.6 tCO₂e, down from 0.7 tCO₂e in 2024 following the introduction of waste segregation and reduced paper use. Clinical and care-related waste arising in domiciliary settings is typically managed by the local authority, landlord or housing provider; we do not currently hold consistent primary data for these waste streams, so they are not included in our reported Category 5 figure. We will review this position annually and include additional waste streams where reliable data becomes available.

Category 6 — Business Travel (the largest category)

This category covers travel undertaken by Demidav Ltd staff on company business, principally domiciliary care visits carried out in staff-owned vehicles. Mileage data is captured through our Nursebuddy care monitoring system, which records each visit with GPS coordinates and timestamp, and through Atlas expense claims. Total business mileage in 2024 was approximately 393,000 miles, emitting approximately 106 tCO₂e. In 2025 this reduced to approximately 378,000 miles, emitting approximately 102 tCO₂e. The DEFRA average-car mileage conversion factor has been applied. As we capture specific vehicle data (make, model, fuel type) over time, we will move to more granular factors. Train, coach, taxi and flight emissions are negligible (Demidav Ltd staff rarely use these for business purposes).

Category 7 — Employee Commuting

This category covers emissions associated with staff commuting to their usual place of work or, where relevant, their first and last calls of the day. Commuting data has been estimated through an employee transport survey carried out in Q4 2024 (response rate 68%), combined with home-to-work distances and modes of travel. Total commuting emissions in 2024 were estimated at 73 tCO₂e. This will reduce as we introduce the Cycle to Work scheme, public transport loans, and — where operational requirements allow — hybrid and flexible working arrangements.

Category 9 — Downstream Transportation and Distribution

This category is not materially relevant to Demidav Ltd's operations as we do not manufacture or distribute physical goods to downstream customers. We report zero emissions in this category on materiality grounds, and this approach is reviewed annually.

Conversion Factors Used

All emissions calculations use the UK Government's GHG Conversion Factors for Company Reporting published annually by DESNZ (the Department for Energy Security and Net Zero). The 2024 baseline uses the 2024 version of the conversion factors. The 2025 current year uses the 2025 version. Where factors have changed materially, the impact on year-on-year comparability is noted. We report Scope 2 electricity emissions using the location-based method. We intend to additionally disclose market-based Scope 2 emissions in future reporting periods where contractual instruments (for example, supplier-specific renewable electricity products supported by appropriate evidence) are available.

9. Governance, Review and Continuous Improvement

Demidav Ltd's carbon reduction activity is governed as follows:

- The Nominated Individual (Mr Jones Ayodele Ibitomisin) holds ultimate accountability for this Carbon Reduction Plan and for Demidav Ltd's environmental strategy
- The Registered Manager (Mrs Oluwatoyin Folashade Ibitomisin) holds operational accountability and ensures day-to-day delivery of the plan

- The HR Manager (Ms Johanna Battison) coordinates employee engagement elements including Cycle to Work, the low-carbon commuting scheme, and staff carbon literacy training
- The Senior Care Coordinator (Ms Temitope Dada) leads on route optimisation within Nursebuddy, geographical clustering of packages, and operational measures to reduce business travel
- The plan is reviewed annually by the Board, with progress reported against targets, emissions recalculated for the reporting year, new initiatives identified, and the plan updated and re-published on the Demidav Ltd website
- The plan is reviewed more frequently if there is a material change to the organisation, the regulatory landscape, or the conversion factors used
- From 2028, Demidav Ltd intends to commission independent third-party verification of the emissions inventory to provide additional assurance to our commissioners, staff, and the public

We recognise that carbon reduction is not a one-off compliance exercise but an ongoing commitment that requires continuous improvement. We welcome engagement from commissioners, the people we support, our staff and members of the public on how we can improve this plan and the underlying delivery.

10. Supply Chain and Procurement

While Demidav Ltd's supply chain is modest in both volume and variety (principally Personal Protective Equipment, cleaning supplies, care-related consumables, office supplies, digital services, and professional services), we recognise that supply chain emissions matter and that we have influence as a purchaser. Our supply chain engagement commitments are:

- From January 2026, all new supplier agreements include a sustainability clause asking suppliers to provide their own Carbon Reduction Plan, net zero commitment, or equivalent environmental management statement
- From 2026, we undertake an annual supplier engagement exercise with our top 20 suppliers by spend to understand their carbon commitments and to identify joint opportunities to reduce emissions
- We prioritise UK-based suppliers over overseas suppliers wherever quality, availability and value for money allow, to reduce transport-related emissions and to support local employment
- We prioritise local suppliers within the communities we serve (for example, in the London Borough of Hackney for services delivered under the Hackney framework) where this is consistent with quality and value for money, to further reduce transport emissions and generate local social value
- We seek out suppliers with recognised environmental certifications (ISO 14001, B Corp, Fair for Life, Soil Association, FSC, or equivalent) where their products are available
- We encourage suppliers to provide reusable or recyclable packaging, and to minimise single-use plastic in their deliveries to us
- We participate in sector initiatives on sustainable procurement in social care, including those led by Skills for Care, the Care Provider Alliance, and the relevant local authority networks

11. Workforce Engagement

Demidav Ltd's workforce is central to the delivery of this plan. Our staff make hundreds of travel decisions each week; their engagement and enthusiasm materially affect our emissions trajectory. We commit to:

- Carbon literacy training for all Demidav Ltd staff at induction and refreshed every two years, covering the climate science, the UK net zero commitment, Demidav Ltd's Carbon Reduction Plan, and the specific actions each staff member can take at work and in their personal decisions
- Quarterly staff communications on carbon reduction progress, including a simple dashboard showing current emissions, progress against targets, and notable staff or team initiatives
- A Green Champions network — volunteer staff members who take on an informal role supporting carbon reduction activity in their team
- A staff suggestion scheme for carbon reduction ideas, with recognition and small rewards for ideas adopted
- Financial support for low-carbon commuting and travel choices, including Cycle to Work, public transport loans, an EV salary-sacrifice scheme (from 2027), and — where operationally feasible — hybrid and flexible working
- Inclusion of environmental considerations in our annual appraisal framework, recognising staff contributions to sustainability alongside care quality, values and development
- A paid environmental volunteering day per staff member per year from 2027, allowing staff to take part in tree planting, litter picks, wildlife surveys or other community environmental activity during working hours

12. Community and Social Value Integration

Demidav Ltd's Carbon Reduction Plan is fully integrated with our wider Social Value strategy and, where applicable, with commissioner-specific social value frameworks such as the London Borough of Hackney's Social Value requirements. We recognise that the climate crisis is not solely an environmental issue but a public health, economic and social justice issue — and that the communities we serve, including people with long-term conditions, older people, and disabled people, are disproportionately affected by climate change. Our integrated approach means that carbon reduction commitments are delivered in ways that also generate local employment, support under-represented groups, and strengthen community resilience. Examples include:

- Recruitment targeting care leavers, NEET young people and those furthest from the labour market within the local communities we serve, which reduces commuting-related emissions while generating meaningful local employment
- Partnership with local Further Education colleges on apprenticeships and green skills pathways in social care (including EV driving, energy-efficient care environments)
- Co-production of environmental initiatives with the people we support, including sensory gardens in residential settings, community food-growing projects, and accessible active-travel schemes
- Procurement from local suppliers, which reduces transport emissions and keeps economic value in the communities we serve
- Participation in local authority environmental forums and net zero networks, including any such forum operated by the London Borough of Hackney during the contract period

13. Publication and Accessibility

This Carbon Reduction Plan is published on Demidav Ltd's website at www.demidav.co.uk/carbon-reduction-plan, in accordance with the publication requirements of PPN 006 (formerly PPN 06/21). The plan is publicly accessible, without login or paywall, and is available as a downloadable PDF. We commit to updating this plan at least annually and to making each version available on the website, with a version history so that progress over time is transparent.

A plain-English summary of this plan is also available on request in Easy Read format, in large print, in audio format, and translated into the principal community languages of the areas we serve (including Yiddish, Bengali, Turkish, Somali, Vietnamese, and Urdu). We recognise that environmental commitments are of interest not only to commissioners and regulators but also to the people we support, their families, and our wider community.

14. Declaration and Sign-Off


This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note PPN 006 (formerly PPN 06/21) and the associated guidance and reporting standard for Carbon Reduction Plans.

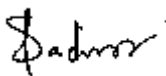
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard, and use the appropriate UK Government emission conversion factors for greenhouse gas company reporting as published by the Department for Energy Security and Net Zero (DESNZ).

Scope 1 and Scope 2 emissions have been reported in accordance with the methodology of the Streamlined Energy and Carbon Reporting (SECR) framework, notwithstanding that Demidav Ltd is not mandatorily in scope of SECR. 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.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Demidav Ltd on the date below.

Signed on Behalf of the Supplier

Name:	Jones Ayodele Ibitomisin
Position:	Nominated Individual and Company Director
Date of Sign-Off:	January 2026
Signature:	

Countersigned by:	Oluwatoyin Folashade Ibitomisin
Position:	Registered Manager
Date:	January 2026
Signature:	

Appendix A — Glossary

Baseline emissions: A record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction is measured.

CO₂e (Carbon Dioxide Equivalent): A standardised unit used to compare the emissions of different greenhouse gases, based on their global warming potential. Demidav Ltd reports on the six greenhouse gases covered by the Kyoto Protocol.

DESNZ Conversion Factors: The UK Government's official greenhouse gas emission factors, published annually by the Department for Energy Security and Net Zero, used to convert activity data (kWh, miles, litres) into emissions.

GHG Protocol: The Greenhouse Gas Protocol Corporate Standard, published by the World Resources Institute and the World Business Council for Sustainable Development. The most widely used international accounting tool for greenhouse gas emissions.

Net Zero: A state in which greenhouse gases emitted are balanced by greenhouse gases removed from the atmosphere, such that the net contribution is zero. Demidav Ltd's net zero commitment is for 2050 at the latest, with interim milestones as set out in this plan.

PPN 006 (formerly PPN 06/21): The UK Government Procurement Policy Note that sets out how Carbon Reduction Plans are taken into account in the procurement of major government contracts. PPN 06/21 continues to apply to procurements commenced and contracts awarded before 24 February 2025.

Scope 1 emissions: Direct greenhouse gas emissions from sources that are owned or controlled by Demidav Ltd, principally gas heating at the registered office and (in future) any company-owned vehicles.

Scope 2 emissions: Indirect greenhouse gas emissions from the generation of purchased electricity, heat, steam and cooling consumed by Demidav Ltd.

Scope 3 emissions: All other indirect emissions that occur in the value chain of Demidav Ltd, both upstream and downstream. For the purposes of this plan, the defined subset required by PPN 06/21 has been reported.

SECR: Streamlined Energy and Carbon Reporting, the mandatory UK reporting regime for large quoted companies, large unquoted companies and large Limited Liability Partnerships. Demidav Ltd applies SECR methodology voluntarily as a small company below the mandatory threshold.

Appendix B — Version Control

Version:	2026.1
Date Published:	January 2026
Baseline Year:	2024
Current Reporting Year:	2025
Date of Next Annual Update:	January 2027
Prepared by:	Demidav Ltd Senior Leadership Team
Approved by:	Demidav Ltd Board
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Location of Latest Version:	www.demidav.co.uk/carbon-reduction-plan