Priory
Part of
MEDIAN Group

Carbon reduction plan

Publication date: April 2024

Live your life

Commitment to achieving net zero

Priory is committed to achieving net zero emissions by 2050

Baseline emissions footprint

Baseline emissions are 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 can be measured.

Baseline year: 1 January 2021 to 31 December 2021

Additional details relating to the baseline emissions calculations.

Priory's baseline year is 2021 when Priory was acquired by Waterland Private Equity and became part of MEDIAN Group. At this time, Priory's previous education and children's division became a standalone company outside of Priory (called Aspris). Our 2021 baseline reflects our current organsiational structure and operations.

Priory appointed Environmental Resources Management (ERM) to measure and independently verify our organisation's carbon footprint. Our baseline includes all relevant scope 3 categories, as defined by the Greenhouse Gas Protocol, to ensure we have a baseline that captures our full value chain, and our net zero targets align to climate science.

Baseline year emissions	**201,369 tCO2e**
EMISSIONS	**TOTAL (tCO2e)**
Scope 1	**18,593 tCO2e**
Scope 2	**6,825 tCO2e (location-based)**
Scope 3 (included sources)	**175,951 tCO2e** Purchased goods and services (57,301 tCO2e) Capital goods (29,997 tCO2e) Fuel and energy-related activities (5,849 tCO2e) Upstream transportation and distribution (1,633 tCO2e) Waste generated in operations (57,664 tCO2e) Business travel (857 tCO2e) Employee commuting (20,075 tCO2e) Investments (2,575 tCO2e)
Total emissions	**201,369 tCO2e**

Current emissions reporting

Reporting year: 1 January 2023 to 31 December 2023

EMISSIONS	TOTAL (tCO2e)
Scope 1	**15,826 tCO2e**
Scope 2	**5,213 tCO2e**
Scope 3 (included sources)	**175,692 tCO2e** Purchased goods and services (57,301 tCO2e) Capital goods (29,997 tCO2e) Fuel and energy-related activities (5,849 tCO2e) Upstream transportation and distribution (1,633 tCO2e) Waste generated in operations (57,664 tCO2e) Business travel (598 tCO2e) Employee commuting (20,075 tCO2e) Investments (2,575 tCO2e) The latest data for scope 3 is based on 2021, except business travel, which has been updated in line with Streamlined Energy and Carbon Reporting (SECR).
Total emissions	**196,731 tCO2e**

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets:

Near-term target

Priory commits to reducing the total of scope 1 and scope 2 emissions by 25% by 2025 from a baseline year of 2021. Priory further commits to reducing absolute emissions by at least 4% annually up until 2030.

Long-term target

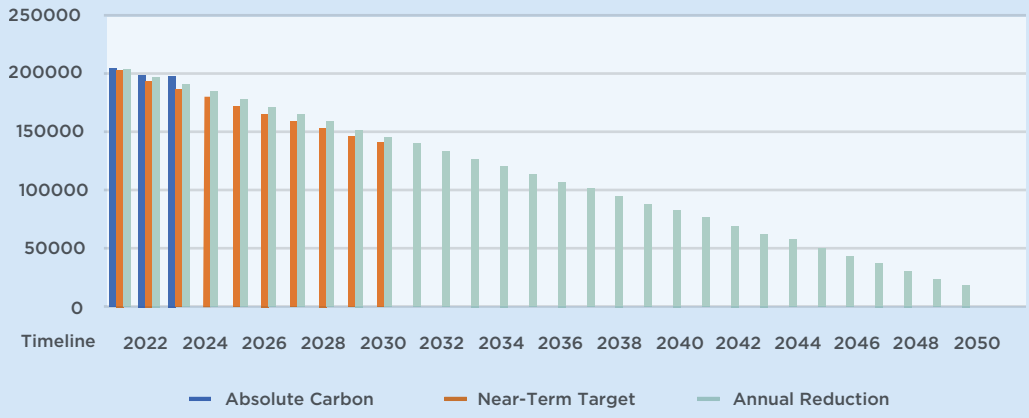
Priory commits to reducing absolute scope 1 and 2 emissions by 90% and scope 3 emissions from purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and investments, by 90% by no later than 2050 from a baseline year of 2021.

Priory has made great progress against our near-term target. In 2023, our combined scope 1 and 2 emissions have reduced by 17% from a 2021 baseline. In accordance with the Net-Zero Standard, we will continue to audit our scope 3 emissions every 3 years at a minimum. We have assumed all relevant emissions categories will be similar to our 2021 baseline. In line with SECR, we have re-calculated our business travel emissions. In 2023, these emissions fell by 30% from a 2021 baseline.

We project that carbon emissions will decrease over the next 5 years to 142,202 tCO2e by 2028. This is a reduction of 30% from our 2021 emissions.

Progress against these targets can be seen in the graph below:

Carbon reduction: projected vs actual



Carbon reduction projects

Completed carbon reduction initiatives

Priory's joint vision with MEDIAN Group is 'Live your life' which means we are always striving to ensure the people we support can live as fully and independently as possible and achieve their individual goals. We are proud to be an independent provider that cares to meet the future needs of the people we support and their families, in the context of economic, social and environmental changes.

Our Priory Green initiative is part of our wider environmental, social and governance (ESG) strategy to ensure we are stewards of our community and obtain the highest quality of goods and services, while ensuring that we don't negatively impact future generations.

That is why we are committed to creating a culture in which colleagues, patients and residents feel empowered to discuss sustainability initiatives so that we can collectively identify ways of using resource more efficiently and minimising our overall impact as part of our net zero commitment.

In addition, Priory is committed to ethical business practices, a commitment that includes making more environmentally-conscious decisions. When it comes to selecting supply chain partners, we prioritise organisations who create a positive social impact and who meet eco-friendly standards. We will continue to invest in our established and extensive green energy programmes across all our sites, with the aim of creating and maintaining the highest possible energy efficiency standards.

The following environmental management measures have been implemented since the 2021 baseline. The carbon emission reduction achieved over all three scopes by these schemes equates to 4,638 tCO2e, a 2.3% reduction against the 2021 baseline and the measures will be in effect when performing all contracts.

Scope 1

Operations

- Upgraded our old gas boilers with modern, energy-efficient versions
- Invested in air-source heat pumps, where possible
- Converted sites that use oil for heating to mains gas or liquid petroleum gas (LPG)

Scope 2

Market-based

- Purchased 100% renewable electricity at our larger sites; this green electricity is generated via wind turbines and hydro-power plants

Location-based

- Established a retrofit programme to replace fluorescent lights with LED fittings
- Implemented passive infrared (PIR) sensors and other lighting controls
- Upgraded electricity meters to smart metering
- Invested in a rollout of voltage optimisation - 3 sites completed in 2023

Scope 3

Purchased goods and services

- Engaged with key suppliers to understand the environmental impact of purchased products and services, and ensuring that we buy products where we can which carry environmental, ethical and social accreditations
- Purchased sustainably sourced paper that carries the EU Ecolabel and donates to a social enterprise
- Reduced the frequency of IT hardware replacements and introduced PaperCut, a system to minimise wasted print and reduce paper usage

Fuel and energy-related activities

- Please refer to 'scope 2' location-based carbon measures
- Implemented a water leak detection process by reviewing usage data

Waste generated in operations

- Diverted 99.93% of our waste from landfill, with 34.39% being recycled and the remainder being used for waste to energy
- Implemented food composting at our smaller sites

Business travel and employee commuting

- Introduced an electric vehicle (EV) salary sacrifice scheme for our employees
- Introduced a cycle-to-work scheme
- Introduced a hybrid working model
- Utilise virtual meetings to reduce business mileage

Priory strives to be ahead of the curve and therefore agile in our approach to achieve our net zero goals. In the future, we plan to implement further measures such as:

Scope 1

Operations

- Continued investment in a large scale rollout of air source heat pumps, to replace our traditional gas and oil boilers

Company vehicles

- Migrate our fleet of vehicles (approximately 500) to fully electric and/or hybrid
- Research appropriate electric equivalents for our 7 to 9-seater vehicles; trial vehicles when they come onto the market

Scope 2

Market-based

- Continue to purchase 100% renewable electricity at all our larger sites
- Support our domestic sites to purchase 100% renewable electricity

Location-based

- Invest in a large scale rollout of solar photovoltaics across 80 sites by the end of 2025
- Continued investment in large scale rollout of voltage optimisation
- Commit to improve the energy efficiency of our sites, with LED fitting upgrades

Scope 3

Purchased goods and services

- Tender for new suppliers with a 20% weighting towards sustainability
- Spend through contracts rather than an ad-hoc basis, to drive efficiency, quality and standardisation
- Prioritise UK-grown produce within our catering departments
- Provide long-term patients with re-usable goods and materials to reduce our product consumption

Fuel and energy-related activities

- Please refer to 'scope 2' location-based carbon measures
- Introduce rain water harvesting on new build developments

Upstream transportation and distribution

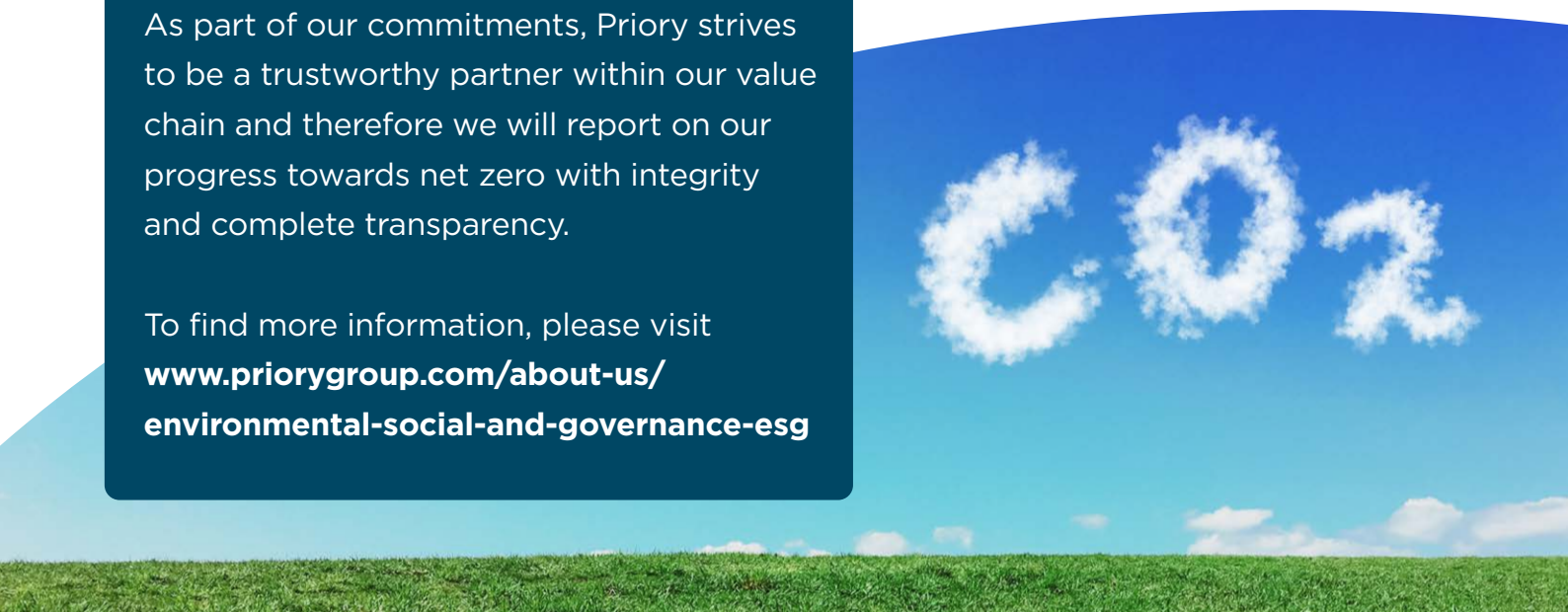
- Limit the number of deliveries to 1 day per week

Waste generated in operations

- Include recycling days and on-site food production, as part of our patient therapy

As part of our commitments, Priory strives to be a trustworthy partner within our value chain and therefore we will report on our progress towards net zero with integrity and complete transparency.

To find more information, please visit **www.priorygroup.com/about-us/environmental-social-and-governance-esg**



Declaration and sign off

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

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the Greenhouse Gas (GHG) Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Rebekah Cresswell
Chief Executive Officer
Priory
April 2024

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Part of
MEDIAN Group

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