

SISU Wellness
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SISU Wellness Ltd. Carbon Reduction Plan

HR-024

Versions

Version	Author	Approved By	Date	Note
1.0	Samantha Fay	Anu Bellizzi		First Version
2.0	Samantha Fay	Samantha Fay	02/10/24	Annual review and improvement. Additional data on carbon impact
3.0	Samantha Fay	Samantha Fay	12/05/25	Annual review and improvement.
4.0	Samantha Fay	Samantha Fay	21/12/25	Additional environmental policy scope included at front of document
5.0	Samantha Fay	Samantha Fay	24/02/26	Additional info on target dates
Rev2.0	Sam Cutler & Samantha Fay	Samantha Fay	22/09/26	HR-024 Rev 2.0 SISU Health Carbon Reduction Plan V2. Alignment to cabinet office standard.

SiSU Health Carbon Reduction Plan (CRP)

SiSU Health is committed to aligning with the NHS's ambition to achieve net zero carbon emissions by 2040. Our Carbon Reduction Plan (CRP) outlines the specific actions and strategies that will contribute to reducing carbon emissions across our operations, helping the NHS meet its sustainability goals. This plan has been produced according to the Cabinet Office Carbon Reduction Plan reporting standard, in accordance with Procurement Policy Note (PPN) 006.

Carbon Reduction Plan

Supplier name: SISU Wellness Ltd (trading as SISU Health)

Publication date:24/09/2026.....

Commitment to achieving Net Zero

SISU Wellness Ltd. (trading as SISU Health) is committed to achieving Net Zero emissions by 2040, ahead of the Government's 2050 target, and in alignment with the NHS's ambition to achieve net zero carbon emissions across the health system.

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: 2024

- SISU Wellness operates a remote-first model with no leased dedicated office spaces. The company utilises two warehouses, rented via one cost service agreement.
- Scope 2 electricity usage is estimated, due to all workers being remote and purchased electricity both being minimal at the warehouses and difficult to estimate as not itemised. Electricity consumption at these facilities is included within the rental agreements and is not separately metered or invoiced.
- Scope 3 water consumption and its associated downstream treatment is excluded as use is minimal and not metered or invoiced at the warehouse locations. Access to communal toilets and kitchen facilities are provided by the storage facility operators as part of the rental agreement. As a result, water consumption data is not currently available.
- The 2024 baseline has been prepared using the best information available at the time. Subsequent improvements in emissions data collection and reporting may result in more accurate emissions reporting in future years.
- Baseline Scope 1 emissions for 2024 were estimated using a ratio approach, as vehicle-level mileage data was not available at the time. From the 2025/26 reporting year onwards, Scope 1 emissions have been calculated from vehicle odometer readings using Government conversion factors, which provides a more accurate figure. As the 2024 baseline could not be recalculated on the same basis, the change between years reflects both business growth (including expansion of the van fleet and customer base) and this improvement in methodology. The 2025/26 figure will be used as the reference point for tracking future Scope 1 reductions..

Baseline year emissions: 2024 financial year (July 2023 to June 2024)

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Mobile Combustion: 25.4 (using the ratio approach)
Scope 2	Purchased Electricity: 0.03
Scope 3 (Included Sources)	7.8 (see breakdown below) • Upstream transportation and distribution 7.8 • Waste generated in operations, minimal and not separately quantified • Business travel - not separately quantified • Employee commuting 0 – employees home based • Downstream transportation and distribution – 0 captured within company fleet Scope 1 where applicable The 2024 Scope 3 baseline of 7.80 tCO₂e relates to upstream transportation and distribution. At the time of the baseline, waste and business travel were not separately quantified. Employees were home-based and therefore no routine employee commuting emissions were identified, while outbound distribution undertaken using SISU-owned vehicles was accounted for within Scope 1.
Total Emissions	33.23

Current Emissions Reporting

Reporting Year: 2026 Financial Year (July 1st 2025 to June 30th 2026)

The SISU Wellness Ltd business has grown considerably since the 2024 baseline, doubling employees and operations (from approx. 11 employees to 26 employees).

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	Mobile Combustion: 42.33 - Scope 1 emissions are derived from fuel consumption associated with the SISU van fleet and have been calculated using vehicle odometer readings. The diesel-consuming van fleet is the largest source of direct emissions within the organisation.
Scope 2	Purchased Electricity: 0.03 Scope 2 emissions relate to purchased electricity consumed during warehouse operations at the Manchester and Hemel Hempstead locations. Electricity consumption is included within the facility agreements and is not separately metered. Scope 2 emissions remain low due to SISU's remote-first operating model and limited occupancy of warehouse locations.
Scope 3 (Included Sources)	Upstream Transportation: 11.08 - Emissions are primarily associated with the international shipment of Health Stations and MINIs, and spare parts from Australia to the United Kingdom. International air freight currently represents the largest emissions contributor within this category. Waste & WEEE: 0.05 - Waste-related emissions are low due to SISU's remote-first, predominantly paperless operating model. The reported emissions are primarily associated with the periodical disposal of packaging materials, and EOL components and monthly waste transfer activities from the warehouse locations. Business Travel: 19.02 - Business travel emissions have been calculated from employee mileage and travel expense claims submitted during the reporting period. Business travel emissions comprise employee mileage claims together with flights, rail, ferry and taxi travel. Where mileage activity data was available, emissions were calculated using the relevant Government conversion factor. Where journey-level activity data was not available, emissions have been estimated using expenditure data and Defra spend-based emissions multipliers for the relevant transport category. This approach has been used as an interim methodology and SiSU Wellness intends to improve capture of journey-level travel data for future reporting periods. Employee Commuting: 0 All employees are remote, home workers. No commuting.

	Downstream Transportation/Distribution: 0 All outbound transportation and distribution is already captured within scope 1 as they are derived from fuel consumption associated with the SISU van fleet.
Total Emissions	72.51

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Eliminate routine airfreight (Scope 3) for delivery of Australian-sourced MAX Health Stations and MINIs by 2029. By focusing on the on-shoring production of future MAX and MINI stations in the UK, we aim to continue dual sourcing stations from both pathways for supply chain continuity, but at the same time seek to only have units from Australia be delivered via container shipping, as it's the lowest emissions option.
- Transition of the SISU van fleet to either fully electric or hybrid vehicles by 2032.
- Optimisation of route planning to reduce total mileage accumulated by SISU vans.

We project that carbon emissions will decrease to 56 tCO₂e by 2031 (5 years). This is a reduction of 22.8% against our 2025/26 reporting year emissions of 72.51 tCO₂e.

Noting that SISU Wellness is a growing business and expects absolute emissions may increase in the near term as the number of Health Stations deployed, customers served and associated logistics activity increase.

Our objective is to decouple business growth from carbon emissions and then achieve sustained absolute reductions through fleet electrification, increased UK manufacturing, reduced reliance on airfreight and improved logistics efficiency.

Absolute emissions may increase in the short term as the business scales, before reducing as planned decarbonisation measures take effect. Alongside absolute emissions, SISU will start to track carbon intensity in the next period, to demonstrate improved carbon efficiency as the business grows.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. Whilst individual savings associated with these initiatives have not been quantified, they contribute to reducing operational emissions and support SISU Wellness's commitment to achieving Net Zero and the measures will be in effect when performing the contract.

- Continuation of a remote-first working model, removing the need for a central office and reducing the commuting and office-related emissions.
- Digital-first platform and electronic health records, eliminating paper-based assessments and communications
- Design of the Health Station and MINI for longevity, with a target of reusing or recycling at least 90% of components at end of life.

- The company supports a formal tree-planting scheme as an additional environmental measure. 10 trees are planted per month. Any carbon removals associated with this scheme are not included in, or deducted from, the emissions reported in this plan, and are not counted towards our reduction targets.

Future carbon reduction initiatives

In the future we plan to implement further measures such as:

- Continue the transition of the MINI and MAX Health Station manufacturing activities from Australia to the United Kingdom through the appointment of UK-based contract manufacturing partners. This is expected to reduce emissions associated with international freight and shorten transportation distances between manufacturing and end users.
- Evaluate opportunities to source fabricated metalwork for the Health Station from UK-based suppliers located geographically close to the selected contract manufacturer. As this will reduce transportation distances within the upstream supply chain, the project is expected to lower freight-related emissions within Scope 3.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on behalf of the Supplier:

Samantha Fay, Director SISU Wellness Ltd

A handwritten signature in black ink that reads "Samantha Fay". The signature is written over a horizontal dotted line.

Date: ...24/09/26.....

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>