

Kome Care

Carbon Reduction Plan: 2022-2040

Baseline Year: Jan - Dec 2022

Organization Overview: Kome Care is a leading international service provider of home care and staffing services committed to delivering high-quality and cost-effective medical staffing solutions. With a focus on enhancing the quality of life for those we serve; we recognize the importance of addressing our environmental impact. This Carbon Reduction Plan outlines our commitment to achieving net-zero carbon emissions by 2040, aligning with ISO 14001 standards and industry benchmarks.

ISO 14001 Alignment: Our carbon reduction plan is designed to align with ISO 14001 standards, ensuring a systematic approach to environmental management. This framework integrates sustainability into our business processes, emphasizing continuous improvement and the reduction of our environmental footprint.

Emissions Baseline: For the baseline year of Jan - Dec 2022, Kome Care will conduct a comprehensive assessment of our carbon footprint. This assessment will encompass direct and indirect emissions associated with our operations, including energy consumption, transportation, and supply chain activities. The baseline will serve as a reference point for setting realistic and achievable reduction targets.

Industry Averages and Benchmarks: To set effective targets, Kome Care will utilize industry averages for emissions within the home care and staffing services sector. Benchmarking against industry standards will help identify areas for improvement, allowing us to make informed decisions and track progress towards our net-zero goal.

Carbon Reduction Targets:

1. Short-Term (2022-2025):

- Implement energy efficiency measures to achieve a 10% reduction in office and facility-related emissions.
- Establish a sustainable transportation plan aiming for a 5% reduction in emissions from employee travel.
- Collaborate with key suppliers to assess and reduce the carbon footprint associated with our supply chain by 5%.

2. Mid-Term (2026-2030):

- Increase the use of renewable energy sources to cover 15% of our energy needs.
- Achieve a 15% reduction in overall emissions through continuous improvement in operational efficiency.
- Expand sustainable transportation initiatives, targeting a 10% reduction in travel-related emissions.

3. Long-Term (2031-2040):

- Transition to 100% renewable energy sources for all operations.
- Achieve net-zero carbon emissions by 2040 through internal reductions and investment in credible offset projects.
- Embrace innovative technologies and practices to further enhance sustainability efforts.

Monitoring and Reporting: Kome Care is committed to regular monitoring and reporting to track progress toward our carbon reduction targets. Quarterly assessments and an annual comprehensive report will provide transparency, ensuring accountability and continuous improvement.

Employee Engagement: Engaging our employees is essential for success. Kome Care will implement training and awareness programs to ensure staff understands their role in achieving our sustainability goals. Employee participation in carbon reduction initiatives will be encouraged to foster a culture of environmental responsibility.

Continuous Improvement: Kome Care commits to regularly reviewing and updating our carbon reduction plan, considering advancements in technology, changes in industry standards, and lessons learned from our initiatives. Flexibility and adaptability will be key to the ongoing success of our sustainability efforts.

By implementing this comprehensive carbon reduction plan, Kome Care aims to lead the home care and staffing services industry in environmental sustainability, contributing to a healthier planet for current and future generations.

Kome Care Net Zero Commitment

As Kome Care, a leading international service provider of home care and staffing services, we are deeply committed to delivering high-quality, cost-effective medical staffing solutions while simultaneously addressing our environmental impact. Our dedication extends beyond providing skilled healthcare professionals – it encompasses a responsibility to enhance the quality of life for those we serve. In alignment with our core values, we recognize the imperative to address the environmental impact of our operations and pledge to achieve net-zero carbon emissions by 2040.

Key Commitments:

1. **Emissions Reduction:** Kome Care commits to a significant reduction in greenhouse gas emissions across all facets of our operations, from office facilities to transportation. This includes targeted efforts to minimize the carbon footprint associated with the supply chain and employee travel.
2. **Renewable Energy Transition:** Our commitment extends to transitioning to 100%



renewable energy sources to power our operations. We will actively seek sustainable energy solutions to minimize our reliance on non-renewable resources.

3. **Carbon Offsetting:** While striving for internal emissions reductions, we acknowledge the challenge of achieving absolute zero emissions. We pledge to invest in credible carbon offset projects that align with our values, contributing to global carbon neutrality.
4. **Innovation and Technology:** Kome Care will actively explore and adopt innovative technologies and practices to enhance energy efficiency and sustainability in our operations. This includes staying abreast of advancements in healthcare technology that align with our commitment to environmental responsibility.
5. **Employee Engagement:** Our employees are integral to our mission, and Kome Care commits to engaging them in our sustainability initiatives. Through training and awareness programs, we will empower our staff to actively participate in carbon reduction efforts.
6. **Transparency and Reporting:** We are committed to maintaining transparency in our carbon reduction journey. Regular and comprehensive reporting will be conducted to update stakeholders on our progress, challenges faced, and areas for improvement.
7. **Supplier Collaboration:** Recognizing the impact of our supply chain, Kome Care will collaborate with our suppliers to promote sustainable practices. This includes encouraging the adoption of environmentally friendly sourcing and transportation methods.
8. **Advocacy and Leadership:** Kome Care commits to being advocates for sustainable practices within the home care and staffing services industry. Through knowledge-sharing and collaboration, we aim to inspire positive change and contribute to a sustainable healthcare sector.

This Net Zero Commitment reflects Kome Care's dedication to not only improving healthcare services but also to actively contributing to the well-being of our planet. By 2040, we aim to eliminate our carbon footprint and inspire positive change within our industry. We invite our stakeholders, partners, and employees to join us on this transformative journey towards a net-zero future. Together, as Kome Care, we can create a healthier and more sustainable world for the benefit of all.

Baseline Year: 2022		
Baseline year emissions:		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	Scope 1 – Direct Emissions	tCO ₂ e
	Scope 1 Total	0.0000
	Our business processes and activities currently do not produce emissions within scope 1. However, we consistently monitor this scope for any changes, and any alterations will be reported transparently and comprehensively.	
Scope 2	Scope 2 – Indirect Emissions	tCO ₂ e
	Electricity (Head office & Branches)	10.3537
	Gas (Heating type)	0.4253
	Water	0.0000
	Scope 2 Total	10.7790
Scope 3 (Included Sources)	Scope 3	tCO ₂ e
	Waste Generated in Operations	7.4484
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	192.1448
	Work From Home	0.6836
	Scope 3 Total	200.2768
	Both upstream and downstream are registered as zero since our processes do not contribute to any emissions in these categories.	
Total Emissions	211.0557 tCO ₂ e	

Current Emissions Reporting

Current Year: 2026		
Current year emissions:		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	Scope 1 – Direct Emissions	tCO ₂ e
	Scope 1 Total	0.0000
	Our business processes and activities currently do not produce emissions within scope 1. However, we consistently monitor this scope for any changes, and any alterations will be reported transparently and comprehensively.	
Scope 2	Scope 2 – Indirect Emissions	tCO ₂ e
	Electricity (Head office & Branches)	9.8360
	Gas (Heating type)	0.4040
	Water	0.0000
	Scope 2 Total	10.2400
	Kome Care continues to operate from the same shared office premises as in the 2022 baseline year, with no change to headcount, floor space allocation, or utility arrangements. In the absence of separately metered consumption data from the shared office provider, Scope 2 emissions are therefore carried forward from the baseline year as a reasonable and consistent estimate. Kome Care will seek to obtain building-level or per-desk utility data from the office provider to refine this estimate in future reporting years.	
Scope 3 (Included Sources)	Scope 3	tCO ₂ e
	Waste Generated in Operations	6.7036
	Upstream transportation & distribution	0.0000
	Downstream transportation & distribution	0.0000
	Business Travel	0.0000
	Commuting (round trip to location)	182.5376
	Work From Home	0.6836
	Scope 3 Total	189.9248
	Both upstream and downstream are registered as zero since our processes do not contribute to any emissions in these categories. As headcount, commuting patterns, homeworking arrangements, waste volumes, and business travel activity have remained unchanged since the 2022 baseline, Scope 3 figures for 2026 have been carried forward on the same basis. Kome Care will move to activity-based Scope 3 data collection as operations evolve.	



Total Emissions	200.1648 tCO2e
Reporting Year: 2026	

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with 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 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 Kome Care:

A handwritten signature in black ink, appearing to be "J. Go", is written over a horizontal dotted line.

Date: 31/ 07 / 2026

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>