

Carbon Reduction Plan 2025



Lighthouse Pathways is dedicated to supporting neurodivergent individuals across the UK by providing high-quality, accessible neurodiversity assessments. Our mission is to ensure that everyone has the opportunity to understand their neurological differences and access the support and pathways they need to truly thrive.

As we enter the third year of our carbon reduction journey, we remain acutely aware of the emissions generated by our daily operations. Some emissions are, unfortunately, inevitable if we are to uphold the high standards of client care that Lighthouse Pathways is renowned for.

Nevertheless, our responsibility extends beyond our immediate stakeholders to the broader environment. We are committed to finding innovative and proactive solutions to our emissions challenges through a meticulously crafted carbon reduction plan, aimed at significantly reducing our impact on the world's precious resources. Achieving success in this endeavour requires a thorough understanding of the diverse challenges we face as a growing business. To this end, we have partnered with ClimatePartner again, a leading climate action solutions provider, to produce comprehensive data reports. These insights have enabled us to set an ambitious target of achieving Net Zero by 2040.

Historically, Lighthouse Pathways has implemented climate-friendly practices, such as prioritising digital over print, promoting recycling, and introducing a cycle-to-work scheme and an electric car lease scheme. However, we recognise the need for more substantial actions to effect real change. This year, we have advanced our efforts by measuring the emissions from our head office separately from our other offices, allowing for more targeted reduction strategies. We continue to collaborate with industry-leading environmental consultancies to enhance our sustainability and eco-consciousness.

I invite you to review our carbon reduction plan in its entirety, which outlines the measures we are undertaking to minimise our carbon footprint and the steps we will take to implement them.



Simon Taylor
Chief Executive Officer

NHS targets for suppliers

The NHS Net Zero Supplier Roadmap outlines the key sustainability expectations for all suppliers engaging with the NHS. These targets align with the Government's broader Net Zero commitment and are being rolled out in phases to ensure suppliers embed meaningful and measurable carbon reduction across their operations.

NHS Net Zero supplier roadmap

NHS Milestone	Target	Our Progress
April 2022	Minimum 10% Net Zero and social value weighting in NHS procurement	Integrated sustainability within tender responses
April 2023	CRP required for contracts >£5m	Published full CRP in line with PPN 06/21
April 2024	CRP required for all NHS procurements	2024 CRP includes verified Scope 1, 2 and 3 emissions
April 2027	Suppliers to report global Scope 1, 2 and 3 emissions	Scope 3 mapping in progress, methodology development underway
April 2030	Demonstrated progress towards Net Zero to remain eligible	Interim target of 50% reduction by 2030 confirmed

An overview of Lighthouse's emissions

The data below has been calculated by analysing reports for our sites in both the UK and Ireland. Greenhouse gas (GHG) emissions are categorised into three scopes:

Scope 1

Scope 1 emissions refer to those within our direct control. For example, the carbon emissions created by our facilities, estates, and company vehicle use.

Lighthouse's Scope 1 emissions account for 10.2% of our total carbon output.

Scope 2

Scope 2 emissions cover indirect carbon emissions, such as those generated from purchased electricity.

Lighthouse's Scope 2 emissions account for 6.6% of our total carbon output.

Scope 3

Scope 3 emissions incorporate any additional indirect carbon emissions. These may be generated by external sources such as business travel, employee commuting and working from home.

This scope is where the bulk of Lighthouse's carbon output is generated, making up 83.2% of our total carbon output.



** To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 12*

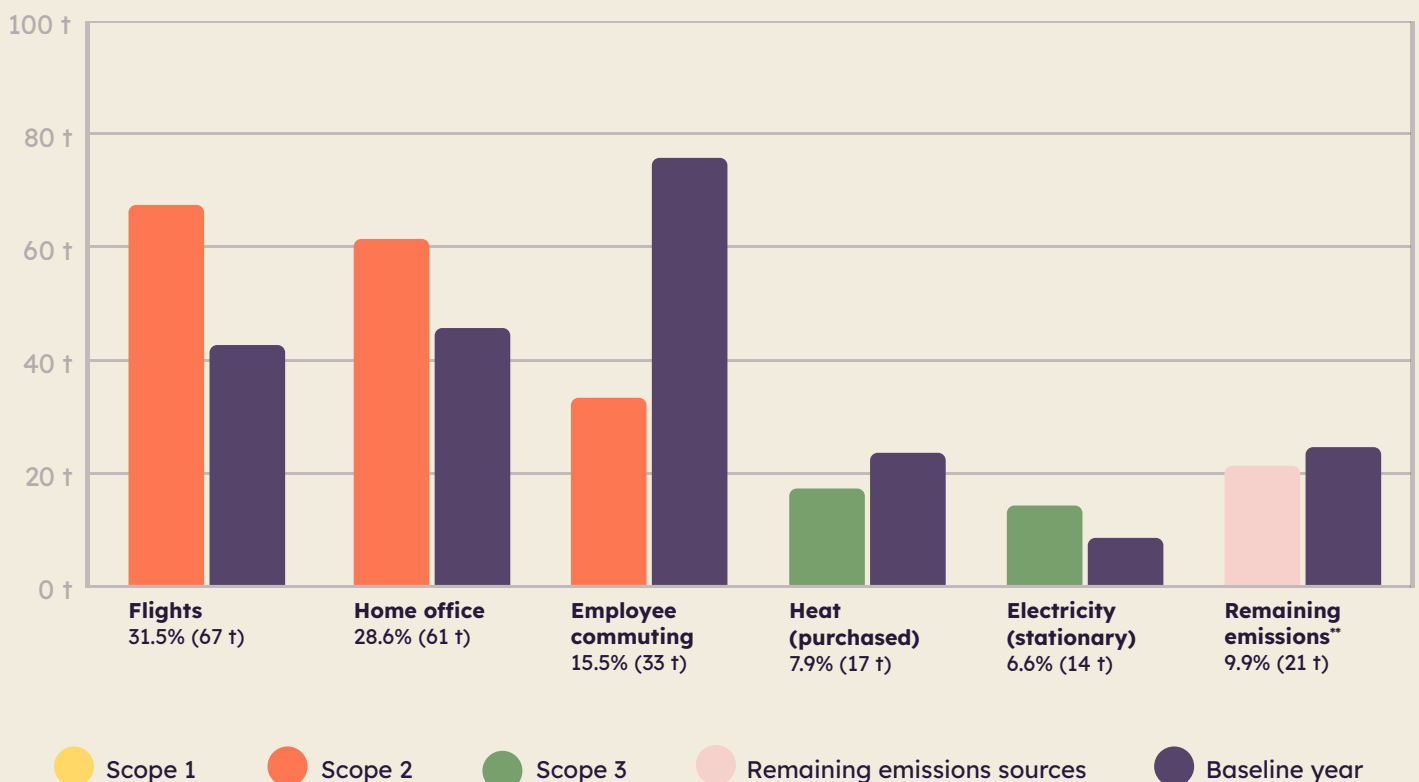
A visual breakdown of Lighthouse's emissions (2024)

The charts below show the CO₂ emissions we generate and how they are categorised into their scopes.*

CO₂ emissions categorised by scope 1, 2 & 3



The largest CO₂ emission sources



* To view the methodology ClimatePartner have used to collect these scopes, please see the appendix on page 18

** A full breakdown of our emissions can be seen on page 6

A visual breakdown of Lighthouse's emissions (2024)

The charts below show the CO2 emissions we generate and how they are categorised into their scopes.*

Emission sources	† CO ₂	%
Scope 1 – Direct emissions	21.84	10.2
Heat (self-generated)	16.89	7.9
Refrigerant leakage	4.95	2.3
Scope 2 – Purchased electricity	13.99	6.6
Electricity (stationary)	13.99	6.6
Scope 3 – Indirect emissions	177.23	83.2
Employee commuting	94.03	44.1
Home office	60.95	28.6
Business travel	73.51	34.5
Flights	67.15	31.5
Hotel nights	5.90	2.8
Rail	0.47	0.2
Fuel- and energy-related activities	9.42	4.4
Upstream electricity	6.63	3.1
Upstream heat	2.79	1.3
Upstream cooling	0.27	0.1
Overall results	213.06	100.0

The analysis below compares our baseline hotspots to our current data and analyses the differences.

Emission sources		† CO2	† CO2	† CO2
Hotspots	2022 (Baseline)	2024	Difference	
Home office	35.89	60.95	+25.06	
Flights	89.85	67.15	-22.70	
Commuting	13.79	94.03	+80.24	

Analysis of emission trends

The significant changes in our carbon footprint data can be attributed to several key factors. Notably, the increase in our company’s headcount has led to higher emissions from commuting and home office activities. Specifically, our home office emissions have risen by 25.06 tCO2, while commuting emissions have increased by 80.24 tCO2. These increases reflect our growing workforce and the associated rise in remote work and travel requirements.

On the positive side, we have managed to reduce our flight-related emissions by 22.70 tCO2. This reduction is due to our efforts last year to cut down on business travel, opting instead for virtual meetings and other alternatives.

It is important to highlight that our baseline year emissions were comparatively lower due to the COVID-19 pandemic, which significantly reduced both commuting and flight activities. The changes observed in 2024 are thus partly a return to more typical operational levels, adjusted for our growth.

To put these figures into perspective, the average person in Europe produces approximately 6.4 tCO2 per year. Given our current headcount increase, this has significantly impacted our overall emissions.

Offsetting emissions

Our mission is to produce and distribute ceramic water filters in Lao, allowing access to clean drinking water and transforming lives.

We're continuing to support carbon offsetting through our partnership with the Laos Ceramic Water Filter Project. This project is certified by the Gold Standard and provides clean drinking water to communities across Laos by reducing the need to boil water using wood fires. As a result, it lowers household emissions and supports better health outcomes.

We chose this initiative because of its strong environmental and social impact. Clean water access reduces preventable illness, empowers local communities, and tackles both emissions and inequality. Our support for this project is part of a broader sustainability strategy that values both measurable emissions reductions and meaningful global engagement.

Offsetting is not our only tool - it is used in conjunction with direct reductions in travel, office energy use, and sustainable procurement. We will continue reviewing our offsetting partners annually to ensure we support projects with maximum transparency, impact, and ethical value.



Actively reducing our carbon output - *Employee commuting*

The largest percentage of our carbon output comes from Scope 3 emissions, which includes how our employees commute into work. This remains our biggest challenge to tackle, but with the right actions, we can make significant progress towards our Net Zero target in 2040.

We have implemented multiple schemes to offset or reduce the emissions generated by our employees on their journeys to and from the office.

Car leasing and active commuter support

Lighthouse has continued its partnership with Octopus EV, enabling us to offer a Salary Sacrifice scheme to all employees. This initiative empowers our workforce to adopt electric vehicles and make more sustainable choices when it comes to commuting.

Cycle-to-work scheme

Our head office (which houses the majority of our employees) is equipped with secure bike storage and shower/changing room facilities, encouraging more staff to cycle, walk, or run to work. This is one of many company perks that helps employees spread the cost of purchasing a bike and any equipment needed to commute sustainably.

Hybrid working

100% of our employees have been working on a hybrid basis since 2022. This has had a considerable impact on the number of people commuting into the office each day. It supports a better work-life balance while significantly reducing emissions from travel.

Actively reducing our carbon output - *Reduction measures*

We are committed to reducing emissions across all areas of our operation by embedding environmentally-conscious practices into every level of the business.

Energy and buildings

- ISO 14001 accreditation for environmental management
- Systematic capturing and analysis of electricity and energy use
- Energy-efficient buildings and IT equipment
- Use of LED lighting
- Implementation of heating and cooling efficiency strategies
- Equipment with low idle time and high energy efficiency

Mobility

- Incentives for switching to e-mobility for company vehicles
- Charging infrastructure for electric vehicles
- Promotion of public transport, cycling, and walking
- Reduced logistical emissions by favouring low-emission vehicles and optimising routes

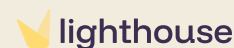
Procurement

- A procurement policy that considers climate-related aspects
- Educated clients on climate impacts in the supply chain
- Ongoing engagement with strategic suppliers on reduction goals

Product and stakeholder engagement

- Merchandise that considers carbon impact
- Employee education on climate change and sustainability
- Incentivised management to reach reduction targets
- Regular, public reporting on our emissions and progress

Lighthouse's carbon reduction plan - *Everyday reductions*



As part of our commitment to achieving Net Zero by 2040, we will be undertaking a range of schemes and initiatives over the next 12 months to further reduce our environmental impact:

Eco-conscious events

We're working towards hosting more sustainable events, focusing on responsible venue choices, minimising food waste, and using local, ethical suppliers for catering and materials. We will also provide guidance to staff around more sustainable travel options when attending off-site events.

Virtual meetings to reduce travel

Where possible, meetings will be held virtually to avoid unnecessary business travel. This applies to both internal and external meetings, with clear guidance for teams to prioritise virtual over in-person where practical.

Encouraging better recycling habits

Internal communications and educational campaigns will focus on helping employees adopt better recycling habits - not only in the workplace, but at home too. We plan to introduce friendly competitions and regular tips from our Social Responsibility Team to keep engagement high.

Partnership with ClimatePartner

We will maintain our collaboration with ClimatePartner, ensuring our carbon reporting is transparent, up to date, and independently reviewed. This also allows us to track the success of previous initiatives and identify areas for further improvement.

Print reduction & digital-first working

We are continuing our shift towards paperless operations by expanding digital workflows, reducing internal printing permissions, and phasing out printed materials wherever possible. Our aim is to make default digital behaviours the norm across all departments.

Recycling facilities in all offices

New, clearly labelled recycling bins will be introduced across all Lighthouse locations. We are also reviewing our waste contractor partnerships to ensure responsible disposal and tracking of recyclables.

Sustainable uniforms

We are actively reviewing the carbon footprint of our uniforms, including materials, supply chain, and end-of-life disposal. Where possible, we will switch to more sustainable sourcing and introduce clearer guidance on recycling old uniform items.

ISO in waste management

We will continue to uphold our ISO accreditation in waste management, formalising our approach to reducing waste and improving recycling across all sites.

Building on progress and deepening our impact

Now settled into our new, energy-efficient office at 69 Wilson Street, EC2A 2BB, Lighthouse is moving into the next phase of our carbon reduction strategy. Having already achieved key milestones – including ISO accreditation in waste management and a complete shift to hybrid working – our focus is on maximising impact through continuous improvement and deeper engagement.

In the year ahead, we will:

Optimise energy use at our new site

Smart meters and usage monitoring will help us identify opportunities to reduce electricity and heating consumption. Where possible, we'll explore further retrofitting and technology upgrades.

Strengthen hybrid working practices

By investing in better tools and refining internal policies, we aim to make hybrid working even more seamless. This will help further reduce commuting-related emissions and unnecessary travel.

Launch new sustainability engagement initiatives

Led by our Social Responsibility Team, we'll deliver more workshops, events, and company-wide challenges to keep sustainability front of mind across all departments.

Develop our sustainable procurement strategy

We'll begin reviewing emissions linked to purchased goods and services and start working with key suppliers to understand and improve their environmental performance.

Reduce reliance on offsetting

While we continue to support our Laos clean water project, we're committed to increasing the proportion of our footprint that's tackled through direct reduction measures, rather than offsetting.

As we enter our third year of measuring emissions, we remain committed to full transparency, continuous learning, and proactive steps that bring us closer to Net Zero by 2040.

Our calculation approach

We apply a rigorous and transparent methodology, guided by internationally recognised environmental principles, to ensure our reporting is consistent, comprehensive, and aligned with NHS and public procurement standards.

Our carbon footprint includes Scope 1, Scope 2, and select Scope 3 emissions, as required under NHS guidance and Public Procurement Notice (PPN) 06/21. This covers our London head office and all other UK and Ireland office locations.

Methodology and Principles

Five key principles guided our data collection and calculations:

Relevance

All emission sources that significantly contribute to our footprint were included to support internal decision-making and external reporting.

Accuracy

We have strived to minimise uncertainties and ensure emissions are neither over- nor underestimated.

Completeness

The report includes all GHG emissions within the defined system boundaries. Any exclusions (such as waste and logistics) are explicitly justified.

Transparency

Any assumptions, estimations, or data gaps are clearly disclosed.

Consistency

We applied consistent methodologies to ensure year-on-year comparability.

Our emissions are calculated using a blend of primary data and leading scientific sources, ensuring accuracy and relevance across Scope 1, 2, and 3 categories most significant to our operations.

Data Collection and Emission Factors

Where available, primary data (e.g. office energy bills, headcount commuting surveys) was used. In cases where data was not directly accessible, secondary data and scientifically recognised databases were applied. This includes:

- Ecoinvent 3.8
- DEFRA 2022 (Department for Energy Security & Net Zero)
- IPCC 2021 reports

Emission factors were selected to reflect the most up-to-date and UK-relevant data sources. For example:

- Refrigerant leaks were calculated using IPCC Global Warming Potential (GWP) data.
- Electricity use was differentiated by country (UK and Republic of Ireland) and renewable energy sources
- Scope 3 categories such as home working and commuting used hybrid models including household electricity and heating consumption averages.

Scope Breakdown

- Scope 1: Direct emissions (e.g. refrigerant leaks)
- Scope 2: Indirect emissions from purchased electricity
- Scope 3: Indirect emissions from activities such as:
 - Employee commuting
 - Remote working (teleworking)
 - Business travel (air, rail, taxi, hotel)
 - Upstream energy emissions

We do not include transportation of goods (upstream/downstream logistics) or waste generation due to the nature of our service business and lack of material impact. These are standard exclusions under service-based GHG assessments and were explained in the methodology appendix.

Our emissions data is grounded in established international standards, using a robust methodology that reflects our operational structure and provides a reliable foundation for tracking progress year on year.

Our carbon footprint includes Scope 1, Scope 2, and select Scope 3 emissions, as required under NHS guidance and Public Procurement Notice (PPN) 06/21. This covers our London head office and all other UK and Ireland office locations.

Methodology and Principles

- Emissions were calculated using a combination of primary data (including office energy usage, commuting patterns, and business travel data) and secondary data (industry averages and scientific models).
- Emission factors were drawn from:
 - DEFRA 2022
 - IPCC 2021
 - Ecoinvent 3.8
- Electricity consumption emissions were adjusted based on national electricity mixes (UK and ROI).
- Global Warming Potential (GWP) values were based on the IPCC's Fifth Assessment Report (AR5).

Reporting Boundaries

We used the Operational Control method to define our reporting boundaries. This includes all activities where Lighthouse Pathways has direct control over operations, policies, and emissions-relevant decisions.

This approach ensures that we are capturing the most material and relevant data for an organisation of our structure.

We focus on the most relevant emissions categories for our business model, ensuring each year's report reflects meaningful changes and gives a clear view of our environmental impact.

What's Included

The following categories were included in our calculations:

- Scope 1: Refrigerant leaks from office cooling systems
- Scope 2: Purchased electricity for office use
- Scope 3:
 - Employee commuting
 - Business travel (air, rail, taxi, hotel)
 - Home office energy use
 - Upstream emissions from energy use

These Scope 3 categories were chosen based on their significance to a service-led organisation with a hybrid working model. Emissions from waste disposal and logistics were excluded due to their immaterial impact and limited data availability.

Verification and Updates

Although this report has not been formally audited, all data has been processed through ClimatePartner's third-party tools and verified internally against our operational records.

This is Lighthouse's third year of carbon reporting, and we remain committed to annual updates that reflect changes in office footprint, energy use, and staff headcount.

