

# IPRS Group Pathway to Net Zero



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# Introduction

IPRS Group is dedicated to achieving Net Zero emissions by integrating Environmental, Social, and Governance (ESG) practices across the organisation. Since the Head of Compliance joined in May 2024, IPRS Group has focused on aligning policies, implementing sustainability training, and engaging employees in impactful initiatives. This update outlines our structured 18-month pathway, with a specific 12-month plan to advance Net Zero maturity and drive progress toward achieving our Net Zero goals.

## 1. Leadership and Governance

- + Compliance and ESG Alignment: IPRS Group is realigning policies to embed ESG values throughout the organisation. This includes alignment with ISO 14001 standards and a commitment to transparent sustainability practices.
  - KPI: 100% policy alignment with ESG values by Q2 2025.
  - KPI: Achieve 90% employee compliance with updated ESG-aligned policies by Q3 2025.
- + 12-Month Pathway to Maturity for Net Zero: Leadership has endorsed a comprehensive 12-month pathway aimed at enhancing Net Zero maturity. This plan includes specific milestones to increase sustainability practices organisation-wide, reinforcing accountability and continuous improvement in alignment with SBTi commitments. The pathway is designed as a foundational step toward achieving Net Zero.

## 2. Social Value Strategy

- + Development of a Social Value Strategy: IPRS Group is committed to creating social value that positively impacts communities, aligning resources to deliver measurable social benefits through partnerships and community support.
  - KPI: Increase community partnership initiatives by 25% by Q2 2025.
  - KPI: Document and report 1000 employee volunteer hours by Q4 2025.
- + HR Community Engagement: The HR team is working closely with local communities to identify suitable schemes that align with IPRS's mission, supporting impactful social value initiatives.
  - Objectives:
    - **Support:** Increase local health, wellness, and environmental initiatives.

- **Engagement:** Foster opportunities for employee involvement and skills development.
- **Sustainability:** Create long-term, impactful community benefits in line with organisational values.

### 3. Environmental Education and Employee Engagement

- + Learning Management System (LMS) Training: New sustainability modules are available on the LMS, covering topics such as carbon reduction and sustainable practices.
  - KPI: Achieve 100% employee completion of environmental training modules by Q4 2025.
  - KPI: 80% positive feedback on sustainability training by Q4 2025.
- + Green Ambassadors Programme: Recruiting Green Ambassadors across the organisation to lead sustainability initiatives and engage colleagues in environmental projects.
  - KPI: Appoint one Green Ambassador per department by Q3 2025.
  - KPI: Organise at least 3 employee-led environmental projects by year-end 2025.

### 4. ISO 14001 Certification Alignment

- + Environmental Management System (EMS): Aligning with ISO 14001 standards through systematic audits and risk assessments to support continuous improvement.
  - KPI: Complete 100% of required EMS audits by Q3 2025.
  - KPI: Achieve full ISO 14001 certification by Q4 2025.

### 5. EcoVadis Bronze Status and Continuous Improvement

- + EcoVadis Bronze Award: IPRS achieved EcoVadis Bronze status, recognising the foundational sustainability efforts and setting the stage for improvement.
  - Improvement Plan: Focusing on enhancing supplier engagement and tracking sustainability data.

- KPI: Close 50% of identified gaps from the Bronze assessment by Q2 2025.
- KPI: Target EcoVadis Silver status by Q4 2025.

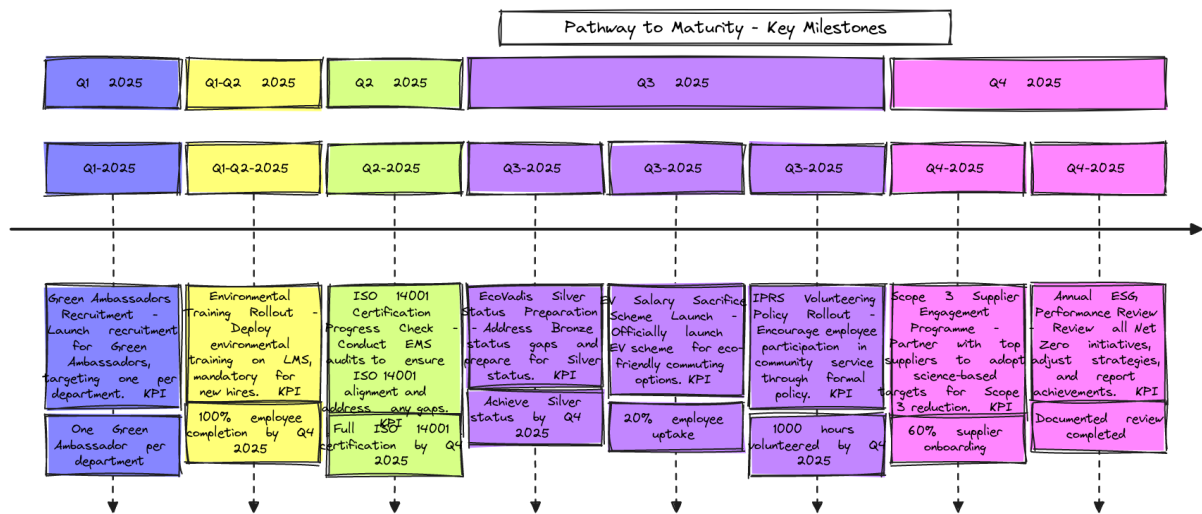
## 6. Science-Based Targets and SBTi Validation

- + SBTi Validated Targets: IPRS is committed to reducing Scope 1 and Scope 2 GHG emissions by 42% by 2030 (from a 2022 baseline), with specific initiatives for Scope 3 emissions reductions.
  - KPI: Achieve a 10% reduction in Scope 1 and Scope 2 emissions by Q4 2025.
  - KPI: Onboard 60% of high-emission suppliers to align with IPRS's Scope 3 reduction goals by Q4 2025.

## 7. Employee Engagement Initiatives

- + Electric Vehicle (EV) Salary Sacrifice Scheme: Finalising a scheme that provides affordable EV options for employees, supporting emission reduction goals.
  - KPI: Launch EV scheme and achieve a 20% uptake among eligible employees by Q3 2025.
  - KPI: Reduce transportation-related emissions by 15% by Q4 2025.
- + IPRS Volunteering Policy: In line with community engagement, the Volunteering Policy supports local projects and employee development.
  - Purpose and Goals: Support community service in environmental conservation, sports, and wildlife.
  - KPI: Record 1000 hours of employee volunteering by Q4 2025.
  - KPI: Increase employee volunteer participation by 30% by Q3 2025.

# IPRS Group Timeline



## 9. Conclusion

The 2024 IPRS Group Sustainability Plan update reaffirms our commitment to Net Zero 2025 and outlines key targets for ESG maturity. Through validated SBTi targets, ISO 14001 alignment, and initiatives like the Green Ambassadors network, Social Value Strategy, and Volunteering Policy, IPRS Group is focused on reducing its environmental footprint, enriching community engagement, and leading with sustainable practices in the healthcare sector. The 12-month Pathway to Maturity is a targeted plan to increase Net Zero readiness, setting a strong foundation for continued progress toward our long-term Net Zero objectives.

**Feel free to get  
in touch with us  
if you have any  
questions...**

[www.IPRSGroup.com](http://www.IPRSGroup.com)

