MEASUREMENT REPORT

YEAR 1

DLRC Group Holdings

Reporting period:

01 January 2025 to 31 December 2025

PlanetMark

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Boundary and key figures

Reporting period
01 January 2025 to 31 December 2025

Organisational boundary
DLRC Ltd only.

Operational boundary

Scope 1:
Stationary Fuels, Fugitive Emissions

Scope 2:
Electricity

Scope 3:
Category 1: Purchased Goods and Services
Category 2: Capital Goods
Category 3: Fuel- and Energy-related Activities
Category 4: Upstream Transportation and Distribution
Category 5: Waste
Category 6: Business Travel
Category 7: Employee Commuting

DLRC Group Holdings has been measuring its carbon footprint with Planet Mark for 1 years.

The Planet Mark measurement methodology is fully aligned to Greenhouse Gas (GHG) Protocol and all data is checked against evidence provided by DLRC.

DLRC's highest emitting category was Scope 3 Category 1: Purchased Goods and Services at 49.2% of their total market-based footprint followed by Scope 1 Stationary Fuels at 17.5% of their total market-based footprint.

All Scope 2 emissions are reported using the market-based methodology unless stated otherwise.

Key Figures

462.0 tCO_2e
Measured carbon footprint (market-based)

5.3 tCO_2e
Measured carbon footprint per FTE (market-based)

157.8 tCO_2e
Measured Scope 1 & 2 emissions (market-based)

304.3 tCO_2e
Measured Scope 3 emissions

61.4 %
Data Quality Score

25.0 %
Organisational Boundary Score

100.0 %
Operational Boundary Score

Greenhouse Gas Protocol

Scopes 1, 2 and 3

KEY

- Measured emissions
- Not yet measured
- Not applicable or de minimis

SCOPE 1

- Stationary Fuels
- Mobile Fuels
- Fugitive emissions

SCOPE 2

- Electricity
- Heat and steam
- Cooling

SCOPE 3 UPSTREAM

- **1** Purchased Goods and Services
- **2** Capital Goods
- **3** Fuel and Energy Related Activities
- **4** Transportation and Distribution
- **5** Waste Generated in Operations
- **6** Business Travel
- **7** Employee Commuting
- **8** Leased Assets

SCOPE 3 DOWNSTREAM

- **9** Transportation and Distribution
- **10** Processing of Sold Products
- **11** Use of Sold Products
- **12** End of life Treatment of Sold Products
- **13** Leased Assets
- **14** Franchises
- **15** Investments

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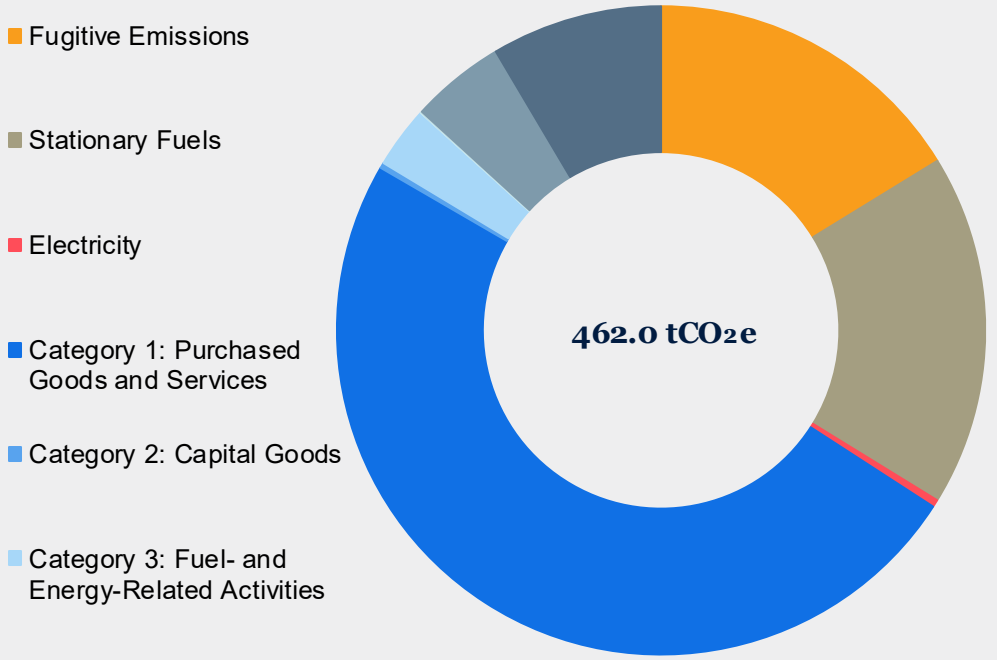
Measured carbon footprint

Scope	Emission Category	YE 2025 tCO_2e	YE 2025 Proportion
Scope 1	Fugitive Emissions	75.0	16.2%
	Stationary Fuels	81.0	17.5%
Scope 2	Electricity (location-based)	2.6	-
	Electricity (market-based)	1.7	0.4%
Scope 3	Category 1: Purchased Goods and Services	227.4	49.2%
	Category 2: Capital Goods	1.3	0.3%
	Category 3: Fuel- and Energy-Related Activities	14.2	3.1%
	Category 4: Upstream Transportation and Distribution	0.1	0.0%
	Category 5: Waste	0.3	0.1%
	Category 6: Business Travel	21.7	4.7%
	Category 7: Employee Commuting	39.3	8.5%
Total (market-based)		**462.0**	
No. employees		**88.0**	
Per Employee		**5.3**	
Turnover £m		**9.6**	
Per £m turnover		**48.2**	
Total (location-based)		**462.9**	
No. employees		**88.0**	
Per Employee		**5.3**	
Turnover £m		**9.6**	
Per £m turnover		**48.3**	

Total carbon footprint by emission category (market-based) for YE 2025



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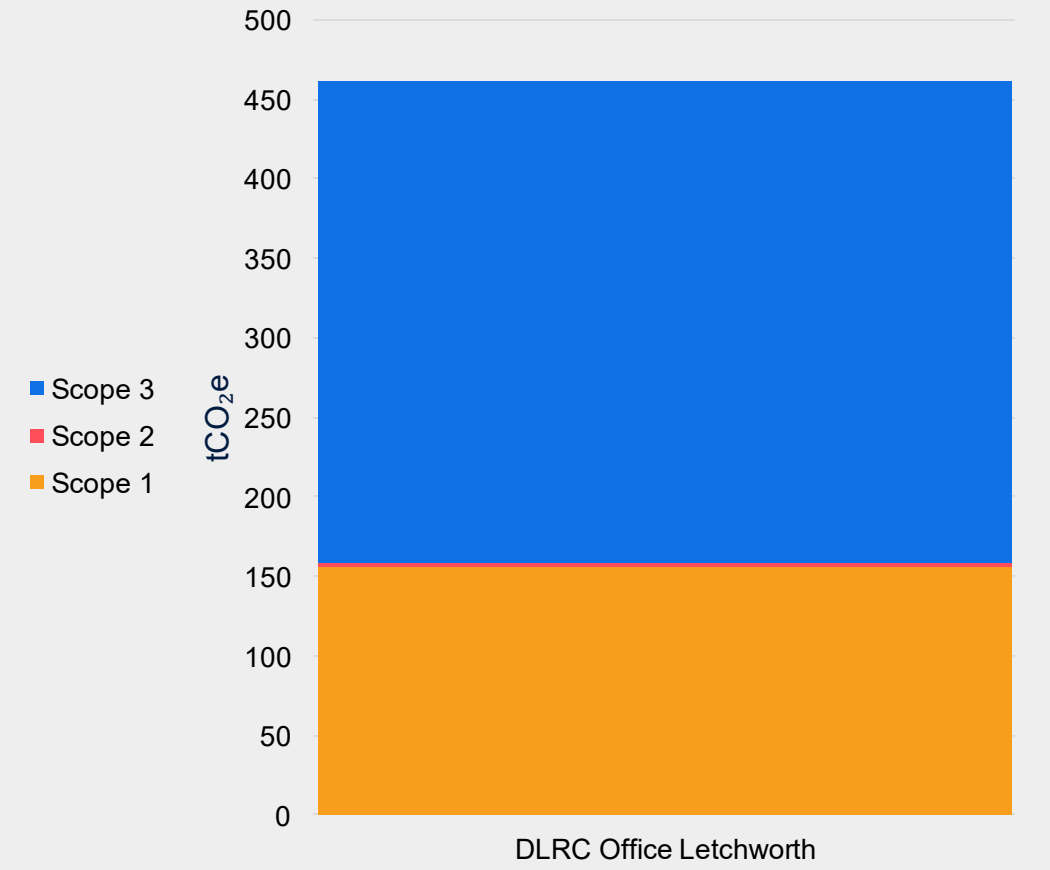
Comparison by location

Site name	YE 2025 tCO_2e	YE 2025 Proportion
DLRC Office Letchworth	462.0	100.0%
Total	**462.0**	**100.0%**

Note

In this first year, only emissions from DLRC Office Letchworth were accounted for, due to restricted data quality from all other sites. DLRC will aim to include data from other sites in future reporting years.

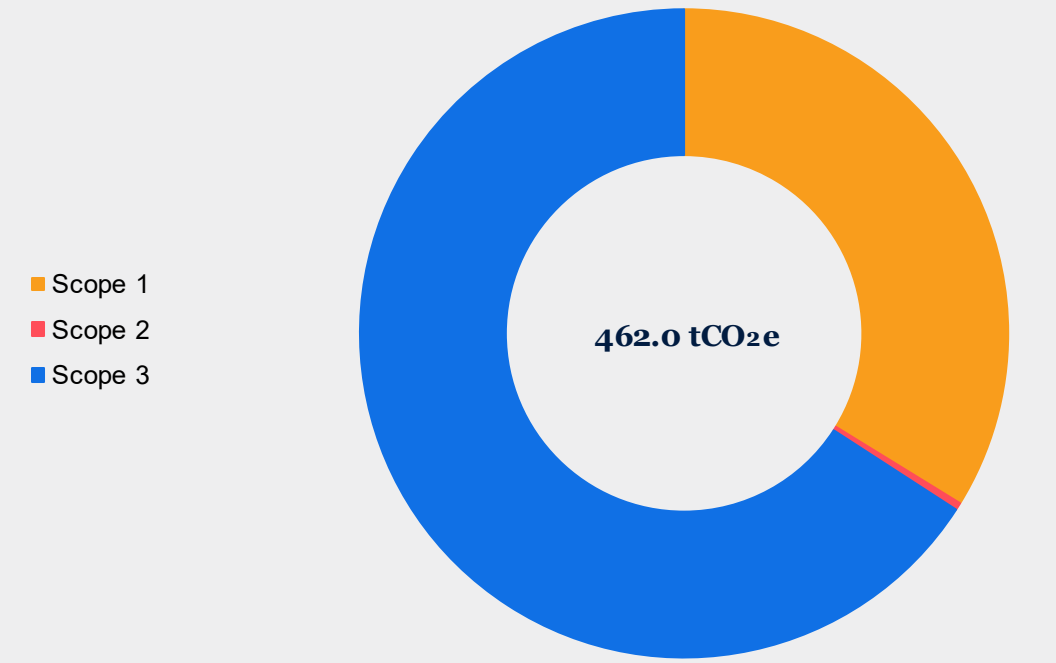
Carbon footprint by Scope 1, 2 & 3 (market-based) per location for YE 2025



Measured carbon footprint by Scope

Emission Scope	YE 2025 tCO_2e	YE 2025 Proportion
Scope 1	156.1	33.8%
Scope 2	1.7	0.4%
Scope 3	304.3	65.9%
Total	**462.0**	**100.0%**
Total Scope 1 & 2	**157.8**	**34.1%**
Total Scope 1 & 2 per FTE	**1.8**	**-**
Total Scope 1 & 2 per Turnover	**16.5**	**-**

Carbon footprint by Scope 1, 2 & 3 (market-based) for YE 2025



Scope 1 emissions

The emissions from sources that a company creates directly (e.g., from burning fuel in gas boilers and in company owned vehicles).

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Scope 1 emissions

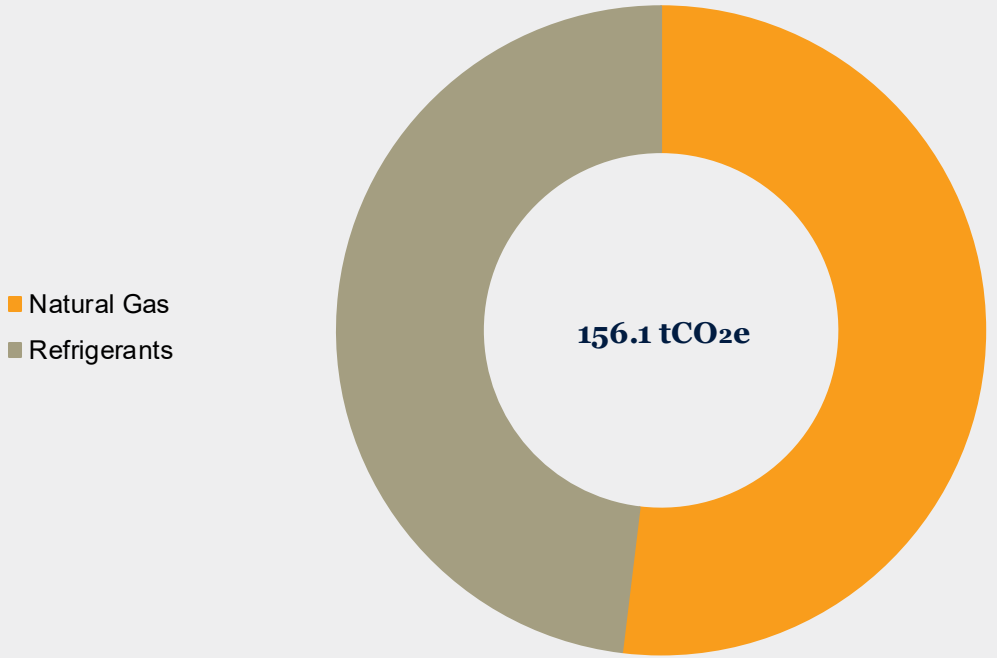
Scope 1 accounts for 33.78% of this year's total carbon footprint of this year's total carbon footprint. 51.9% of Scope 1 emissions are from Natural Gas combustion on site (81 tCO_2e), and 48.1% (75 tCO2e) are from refrigerant leakage.

Logically, the majority of natural gas consumption occurred in the winter months, with 33.5% of consumption occurring between 1st January and 24th February 2025.

All refrigerant leakage included the refrigerant R410A. The majority of refrigerant top up (63.6%) occurred with the A/C compound in the rear of the office.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Natural Gas	81.0	51.9%
Refrigerants	75.0	48.1%
Total	**156.1**	**100.0%**

Scope 1 emissions for YE 2025



Scope 2 emissions

The emissions a company creates indirectly, associated with the energy it purchases (e.g., electricity).

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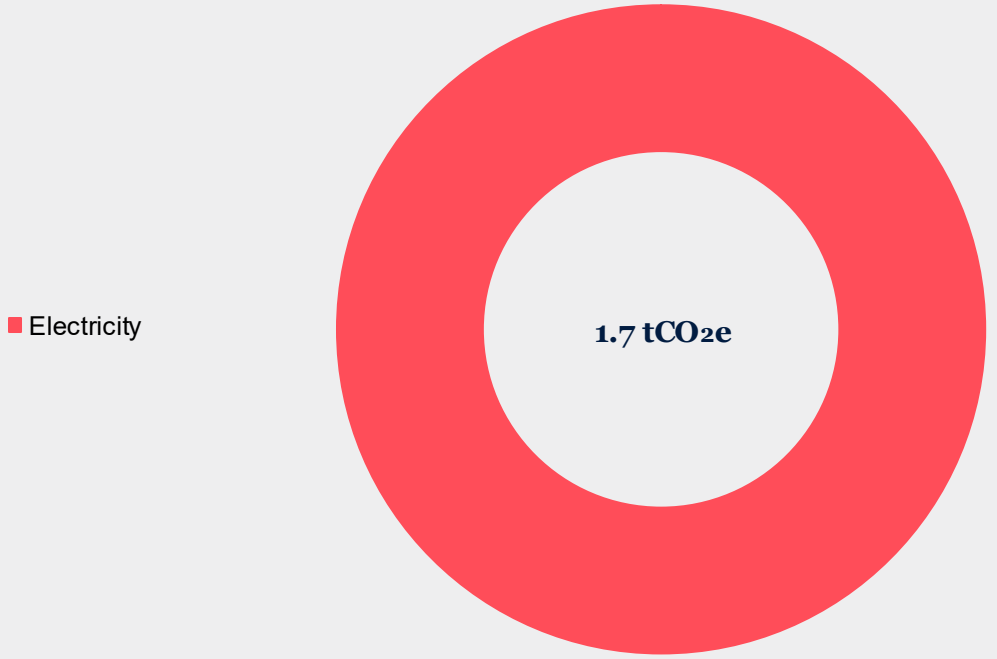
Scope 2 emissions

Scope 2 accounts for 0.37% of this year's total carbon footprint, all of which is constituted by purchased electricity.

The electricity consumption total is the result of 2 distinct meters, and for the majority of the year, from April onwards, the supplier was Ecotricity.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Electricity	1.7	100.0%
Total	**1.7**	**100.0%**

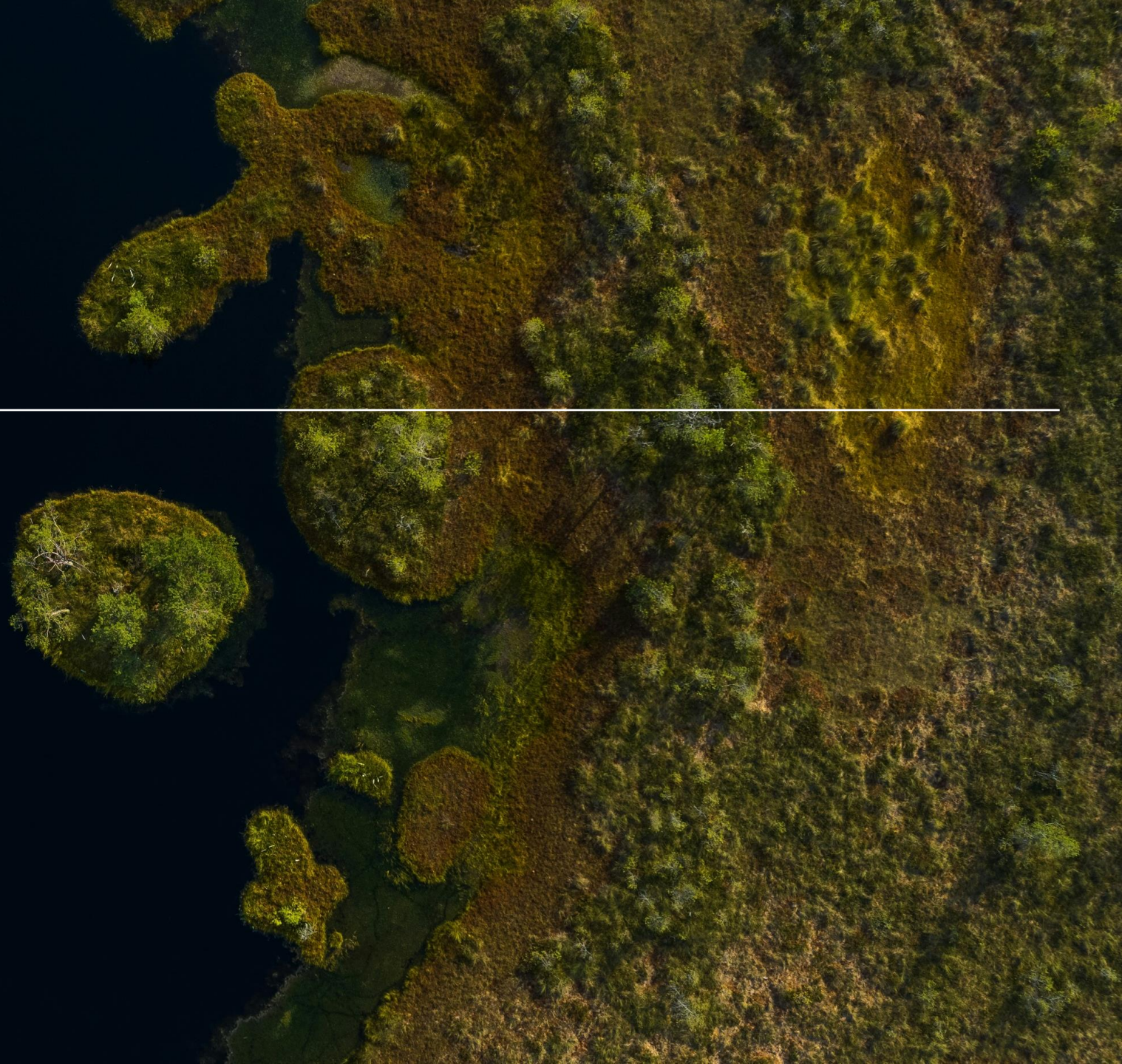
Scope 2 emissions (market-based) for YE 2025



Scope 3 emissions

The emissions that are not produced by the company itself, but by those within the company's value chain.

Scope 3 is split into 15 categories.



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Scope 3 emissions

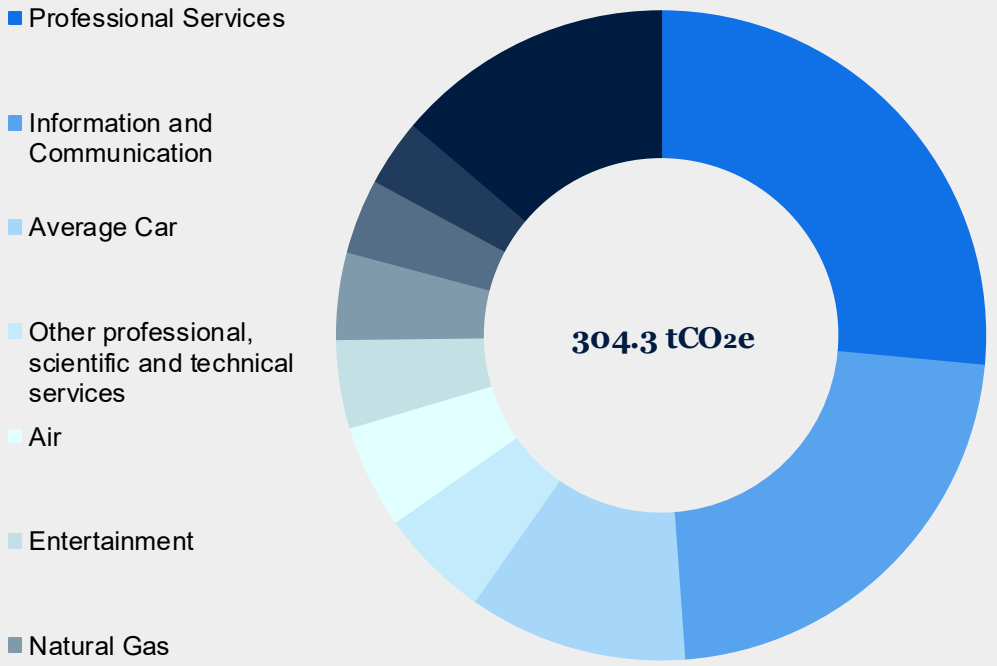
65.85% of this year's total carbon footprint is Scope 3. These are the top 10 sources from all scope 3 categories combined.

The majority of Scope 3 emissions result from Purchased Goods and Services, in particular purchased services, which is fairly common amongst consultancies.

Car travel for Employee Commuting, and Business travel (flights), also incurred significant emissions in 2025. In total, 78,253 kilometres were travelled in 2025 by employee for business purposes

Emission Source	Emission Category	YE 2025 tCO_2e	YE 2025 Proportion
Professional Services	Purchased Goods and Services	80.6	26.5%
Information and Communication	Purchased Goods and Services	68.1	22.4%
Average Car	Employee Commuting	31.1	10.2%
Other professional, scientific and technical services	Purchased Goods and Services	16.8	5.5%
Air	Business Travel	15.6	5.1%
Entertainment	Purchased Goods and Services	13.4	4.4%
Natural Gas	Fuel- and Energy-Related Activities	13.2	4.3%
Food and Drink	Purchased Goods and Services	11.4	3.7%
Education	Purchased Goods and Services	10.1	3.3%
Others	Others	44.0	14.5%
Total	**Total**	**304.3**	**100.0%**

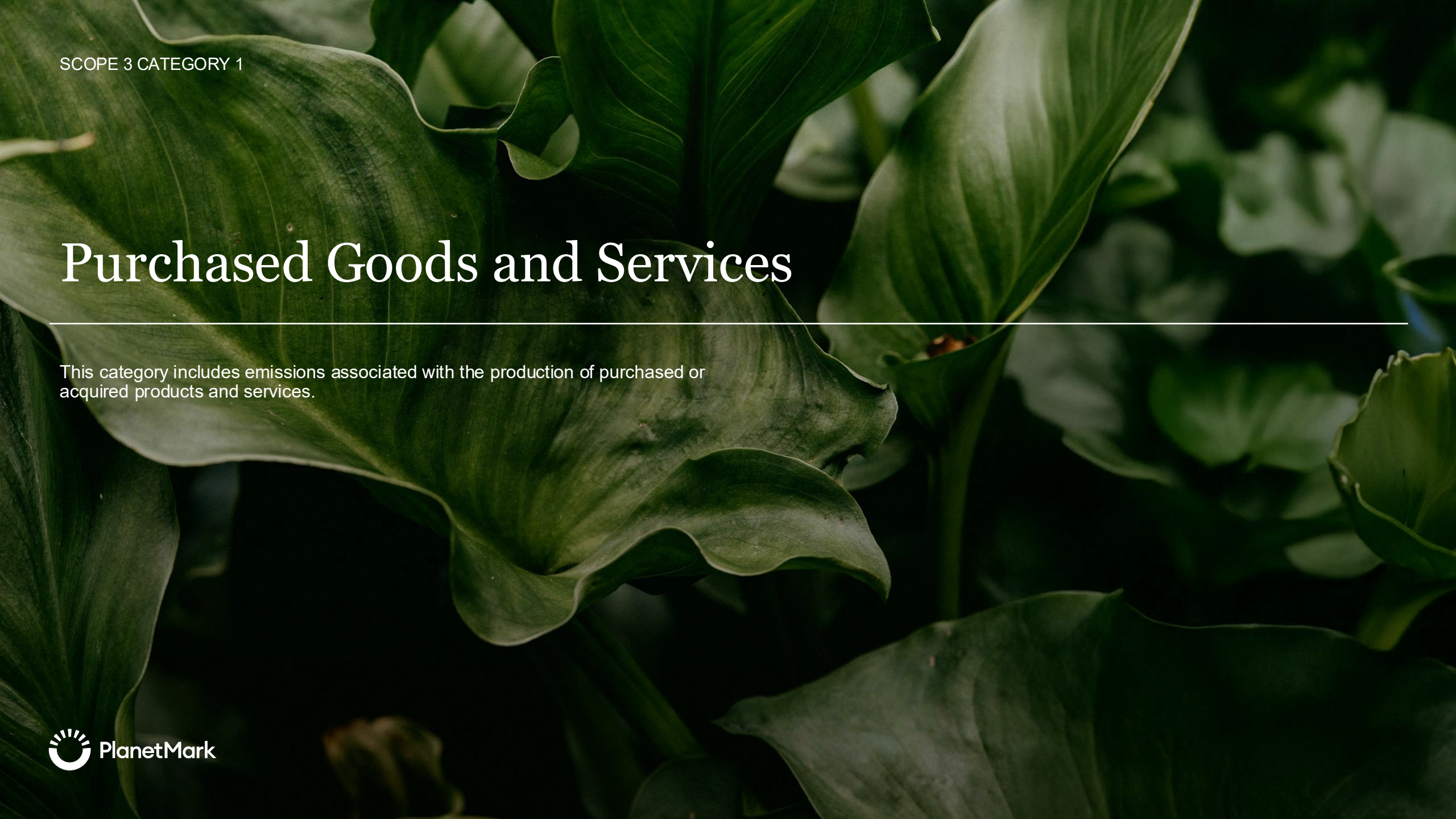
Scope 3 emissions for YE 2025



SCOPE 3 CATEGORY 1

Purchased Goods and Services

This category includes emissions associated with the production of purchased or acquired products and services.



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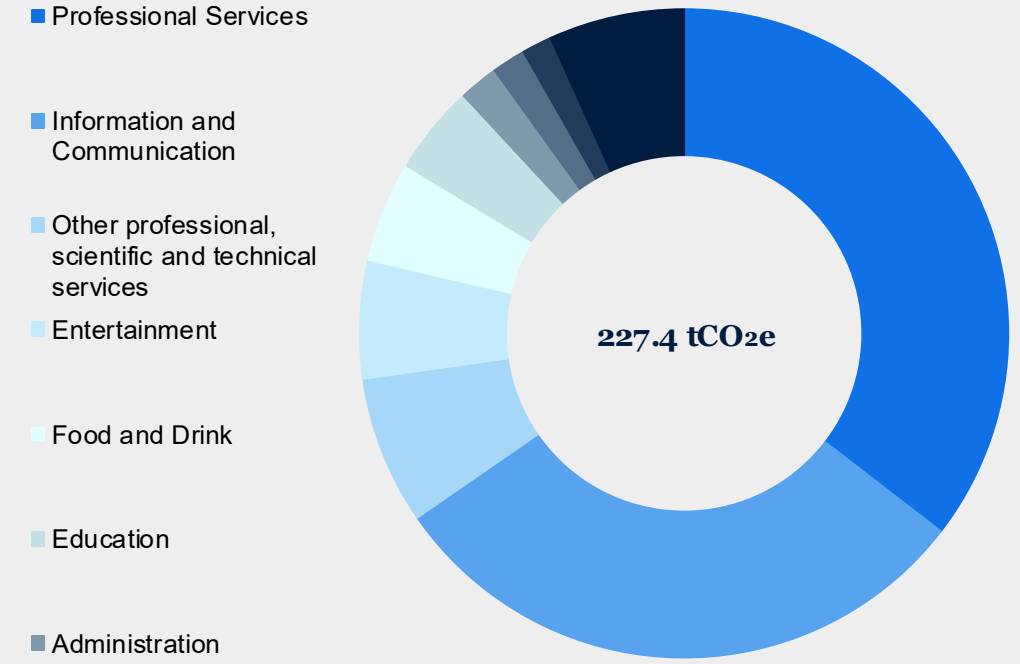
Scope 3 emissions
Category 1: Purchased Goods & Services

49.21% of this year's total carbon footprint. Below are the top 10 emissions sources from PG&S.

The majority of spend in the reporting year was used to purchase professional services, information and communication, and other general services. All emissions in this year's report were calculated using the spend-based method, including mapping each spend item to a distinct emission factor, based on the spend location and description.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Professional Services	80.6	35.5%
Information and Communication	68.1	29.9%
Other professional, scientific and technical services	16.8	7.4%
Entertainment	13.4	5.9%
Food and Drink	11.4	5.0%
Education	10.1	4.5%
Administration	4.5	2.0%
Automotive and Tools	3.8	1.7%
Real Estate	3.4	1.5%
Others	15.4	6.8%
Total	**227.4**	**100.0%**

Scope 3 Category 1: Purchased Goods & Services emissions by category for YE 2025



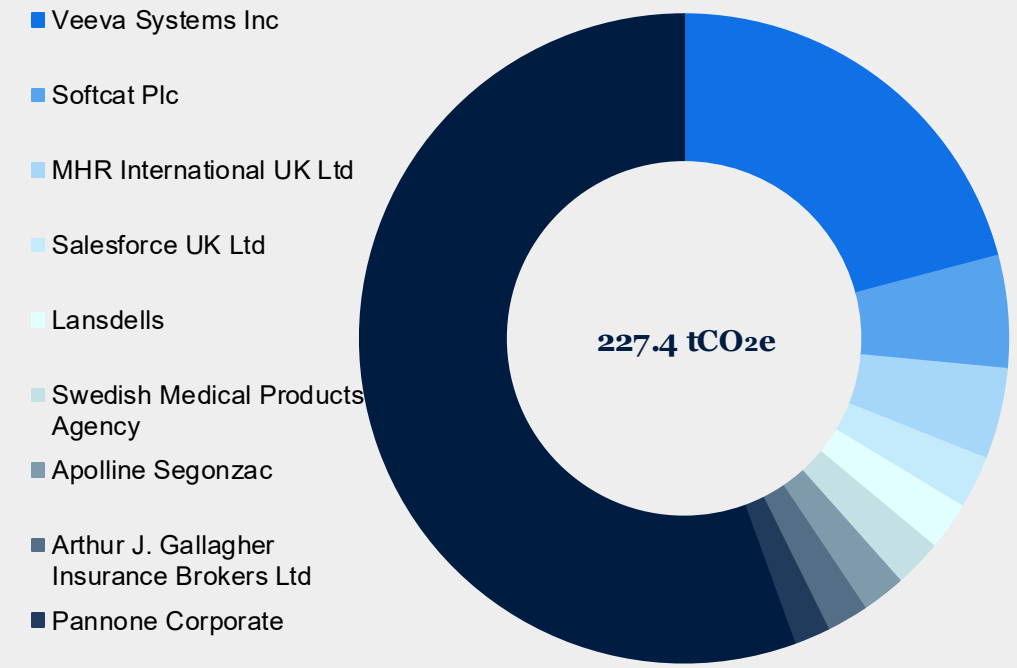
Scope 3 emissions
Category 1: Purchased Goods & Services

These are the top 10 suppliers from category 1 Purchased Goods and Services. Internal spend, i.e. spend on services from supplier DLRC Inc., Orphix Consulting GmbH, and DLRC Pharma Services Ltd were excluded, as this would constitute double counting.

Other exclusions include spend on Business Travel, Credit Notes, Transportation and Distribution, Scope 1 and 2 (e.g. power or energy), Leased Assets, Waste disposal or vouchers.

Supplier Name	YE 2025 tCO_2e	YE 2025 Proportion
Veeva Systems Inc	47.5	20.9%
Softcat Plc	12.7	5.6%
MHR International UK Ltd	10.3	4.5%
Salesforce UK Ltd	5.9	2.6%
Lansdells	5.4	2.4%
Swedish Medical Products Agency	5.4	2.4%
Apolline Segonzac	5.0	2.2%
Arthur J. Gallagher Insurance Brokers Ltd	4.7	2.1%
Pannone Corporate	4.1	1.8%
Others	126.3	55.5%
Total	**227.4**	**100.0%**

Scope 3 Category 1: Purchased Goods & Services emissions by supplier for YE 2025



SCOPE 3 CATEGORY 2

Capital Goods

This category includes emissions associated with the production of purchased or acquired capital goods.

Note- Emissions from the use of capital goods are accounted for in either Scope 1 (e.g., for fuel use) or Scope 2 (e.g., for electricity use), rather than in Scope 3.

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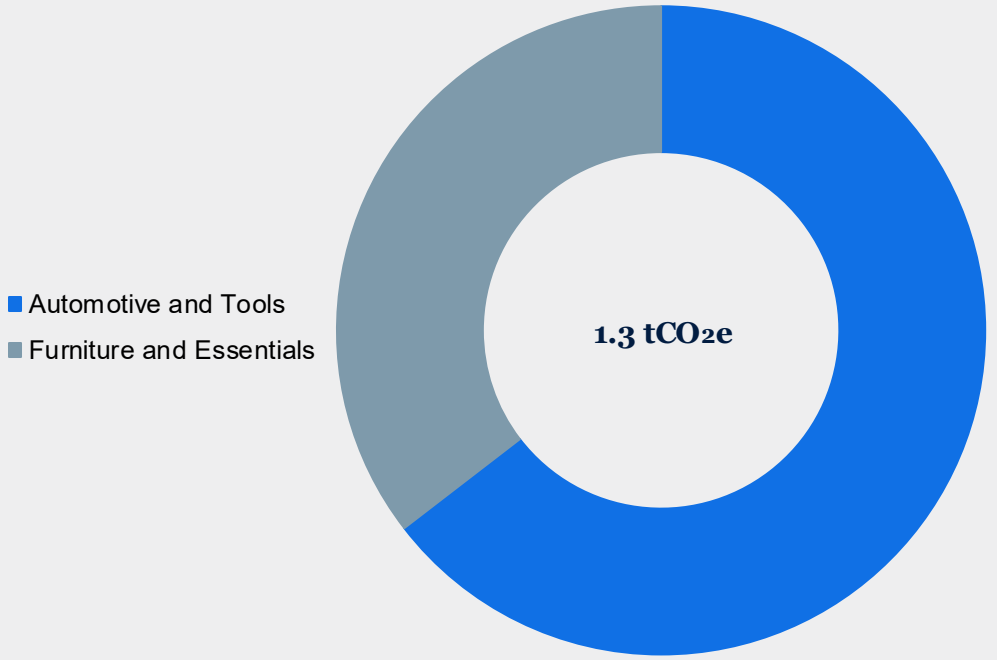
Scope 3 emissions
Category 2: Capital Goods

0.27% of this year's total carbon footprint is Capital Goods.

Capital Goods spend was identified for 18 individual spend records, including computer and electronic products, electrical equipment, furniture, IT hardware, fixtures and fittings, and printing equipment.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Automotive and Tools	0.8	64.6%
Furniture and Essentials	0.4	35.4%
Total	**1.3**	**100.0%**

Scope 3 Category 2: Capital Goods emissions for YE 2025



SCOPE 3 CATEGORY 3

Fuel and Energy Related Activities

This category includes emissions from the extraction, production and transportation of fuels, electricity and other energy purchased and consumed but occurring off-site. Includes emissions from Well to Tank and Transmission and Distribution Losses.

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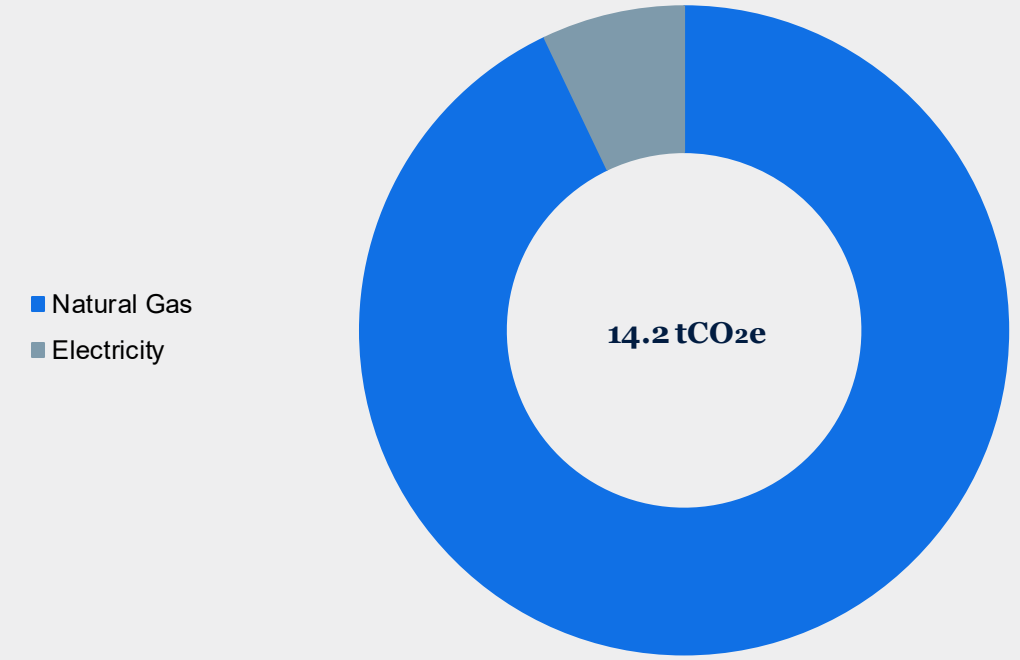
Scope 3 emissions
Category 3: Fuel and Energy Related Activities

3.07% of this year's total carbon footprint. Scope 3 Category 3 is automatically calculated using well-to-tank emission factors from Scope 1 and 2 data inputs

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Natural Gas	13.2	92.9%
Electricity	1.0	7.1%
Total	**14.2**	**100.0%**

Scope 3 Category 3: Fuel and Energy Related Activities emissions for YE 2025



SCOPE 3 CATEGORY 4

Upstream Transport and Distribution

This category includes emissions from the transportation and distribution of products purchased between a company's tier 1 suppliers and its own operations in vehicles not owned or operated by the reporting company.

Includes third-party transportation and distribution between a company's own facilities. Excludes fuel and energy products.

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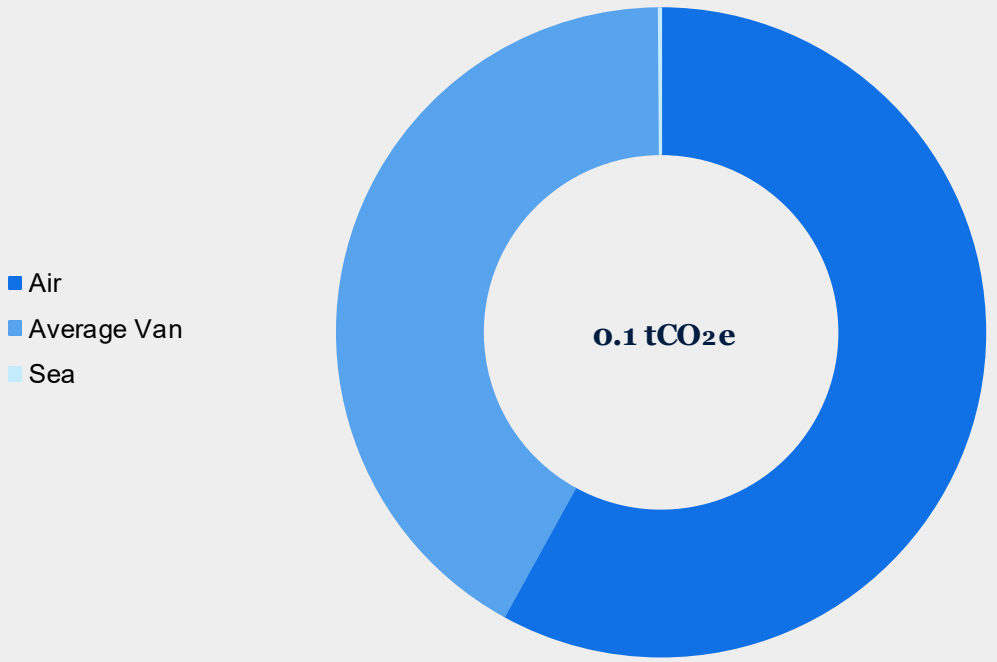
Scope 3 emissions
Category 4: Upstream Transportation & Distribution

Upstream Transportation & Distribution account for 0.02% of this year's total carbonfootprint.

The majority of emissions come from the calculated air transport distances, eventhough only 24.5% (1,905.4 km) included air transport. Most land transportations wereassumed to have been completed by van.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Air	0.05	58.0%
Average Van	0.03	41.9%
Sea	0.0001	0.1%
Total	**0.1**	**100.0%**

Scope 3 Category 4: Upstream Transportation & Distribution emissions for YE 2025



SCOPE 3 CATEGORY 5

Waste

This category includes emissions from third-party disposal and treatment of waste generated. Includes both solid waste and wastewater.

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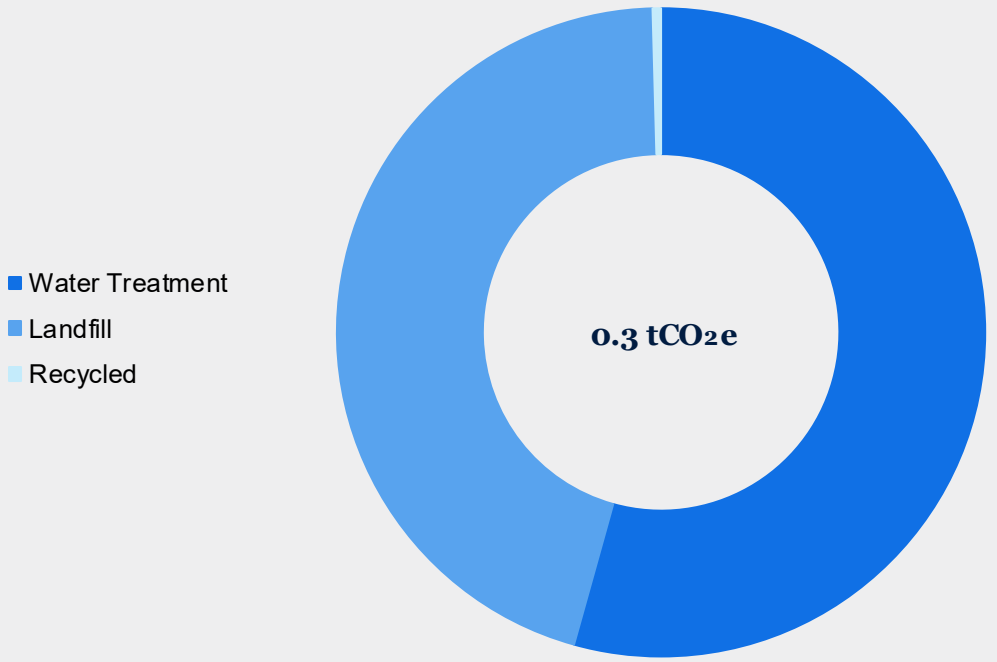
Scope 3 emissions
Category 5: Waste

Waste disposal accounts for 0.06% of this year's total carbon footprint. Emissions were extrapolated from 2 months of available waste disposal data, including landfill and recycling of average commercial and industrial waste.

This category includes wastewater treatment, which was accounted for by assuming 100% of water supplied waste treated as wastewater, and then calculating using specific wastewater emission factors.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Water Treatment	0.2	54.3%
Landfill	0.1	45.2%
Recycled	0.001	0.4%
Total	**0.3**	**100.0%**

Scope 3 Category 5: Waste emissions for YE 2025



SCOPE 3 CATEGORY 6

Business Travel

This category includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircrafts, trains, buses, and passenger cars.

It does not include commuting or travel in company-owned vehicles.

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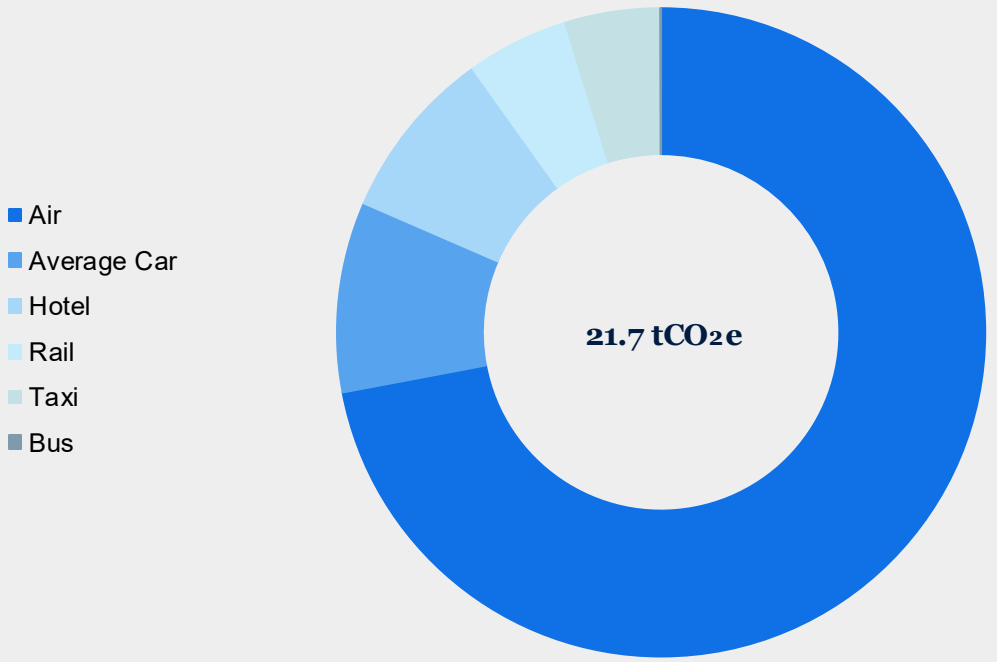
Scope 3 emissions
Category 6: Business Travel

Business Travel accounts for 4.7% of this year's total carbon footprint of this year's total carbon footprint. Data was collected from receipts and checked via sample checking.

Unsurprisingly, the majority of emissions result from air travel. In total, 48,624 passenger kilometres were travelled in 2025 by employees for business travel purposes, out of a total 72,879.38 across all transport types.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Air	15.6	72.0%
Average Car	2.1	9.5%
Hotel	1.9	8.6%
Rail	1.1	5.1%
Taxi	1.0	4.7%
Bus	0.01	0.0%
Total	**21.7**	**100.0%**

Scope 3 Category 6: Business Travel emissions by transport mode for YE 2025



Employee Commuting

This category includes emissions from the transportation of employees between their homes and their place of work. Emissions from employee commuting may arise from car travel, bus travel, rail travel, air travel, and other modes of transportation.

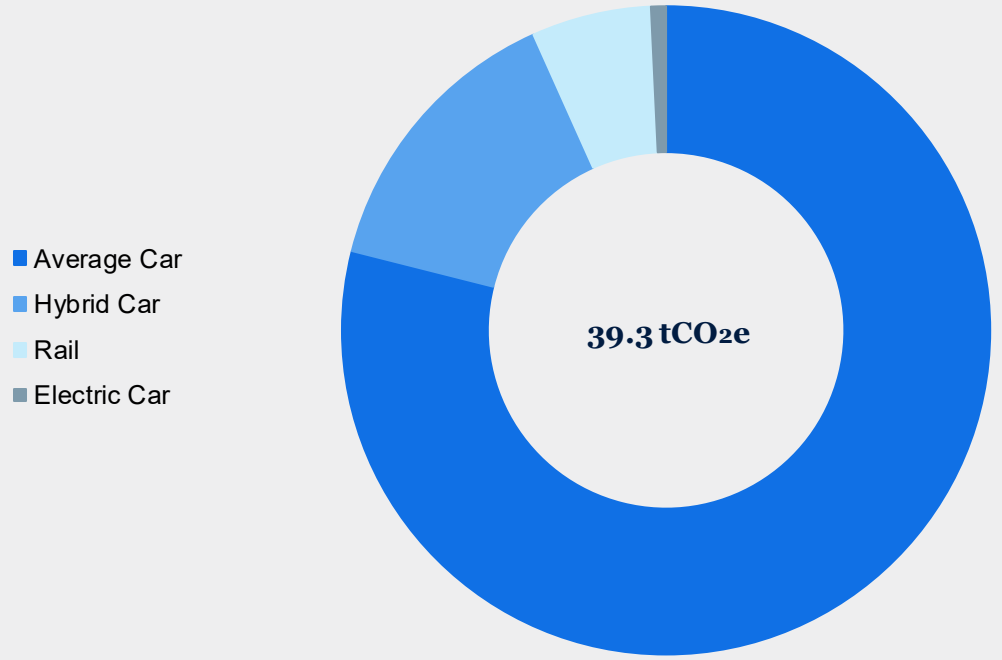
Companies may include emissions from teleworking (i.e., employees working remotely) in this category

Scope 3 emissions
Category 7: Employee Commuting

8.52% of this year's total carbon footprint. For the remaining FTE (not including those given as working from home) for which we did not receive data, we extrapolated the total employee commuting distances, proportionally including each transport type.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Average Car	31.1	78.9%
Hybrid Car	5.6	14.4%
Rail	2.3	6.0%
Electric Car	0.3	0.7%
Total	**39.3**	**100.0%**

Scope 3 Category 7: Employee Commuting emissions by transport mode for YE 2025

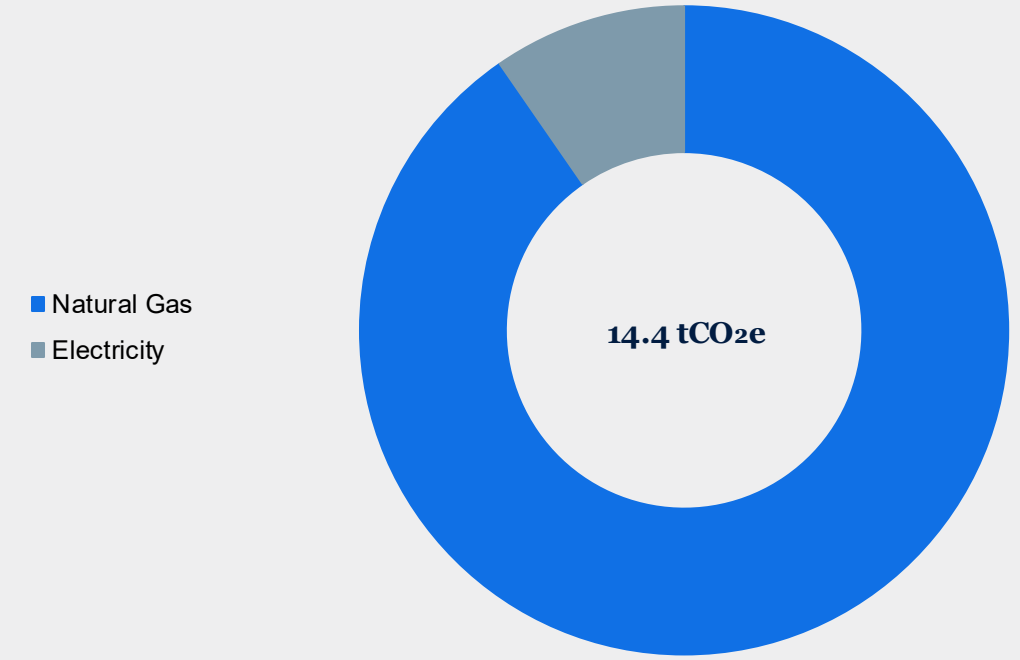


Scope 3 emissions
Category 7: Employee Commuting (Homeworking)

Emissions from this category are not included in the overall carbon footprint due to the uncertainties surrounding homeworking estimations. All employees were attributed to the Letchworth site, thus UK natural gas and electricity emission factors were used. Please see the calculation approach in Caveats.

Emission Source	YE 2025 tCO_2e	YE 2025 Proportion
Natural Gas	13.0	90.4%
Electricity	1.4	9.6%
Total	**14.4**	**100.0%**

Scope 3 Category 7: Employee Commuting (Homeworking) emissions for YE 2025



Appendix – supplementary information

Boundary and quality assessment

Recommendations:

Employee Commuting - Please consider using the Commuting Survey in next year's data submission, as this will increase the accuracy and consistency in Employee Commuting measurement.

PG&S - Services - ensure the relevant categorisation is supplied for each purchase (PG&S or Capital Goods), and provide evidence invoices/receipts, if and where possible.

Upstream Transportation and Distribution - include transportation types in the data supplied.

To increase your organisational boundary score, please report data for all sites, not only the UK (Letchworth).

Business Travel - please provide evidence (invoices/expenses) at the point of data supply, to increase data quality and reliability.

Waste - aim to provide entire year data, if possible. This will reduce data extrapolation requirements.

25.0 %

Organisational Boundary Score

DLRC's carbon footprint for this year does not represents its full organisational boundary.

To be eligible to move up to Level 2: Planet Mark Certified Net Zero Committed an organisational boundary score of 100% needs to be achieved.

100.0 %

Operational Boundary Score

DLRC's carbon footprint for this year represents its full operational boundary.

To be eligible to move up to Level 2: Planet Mark Certified Net Zero Committed an operational boundary score of 100% needs to be achieved.

61.4 %

Data Quality Score

A data quality score in this range is Medium, meaning the organisation has moderate data quality, some gaps and requires better data capture.

To be eligible for any level of Planet Mark certification a data quality score of at least 30% must be achieved.

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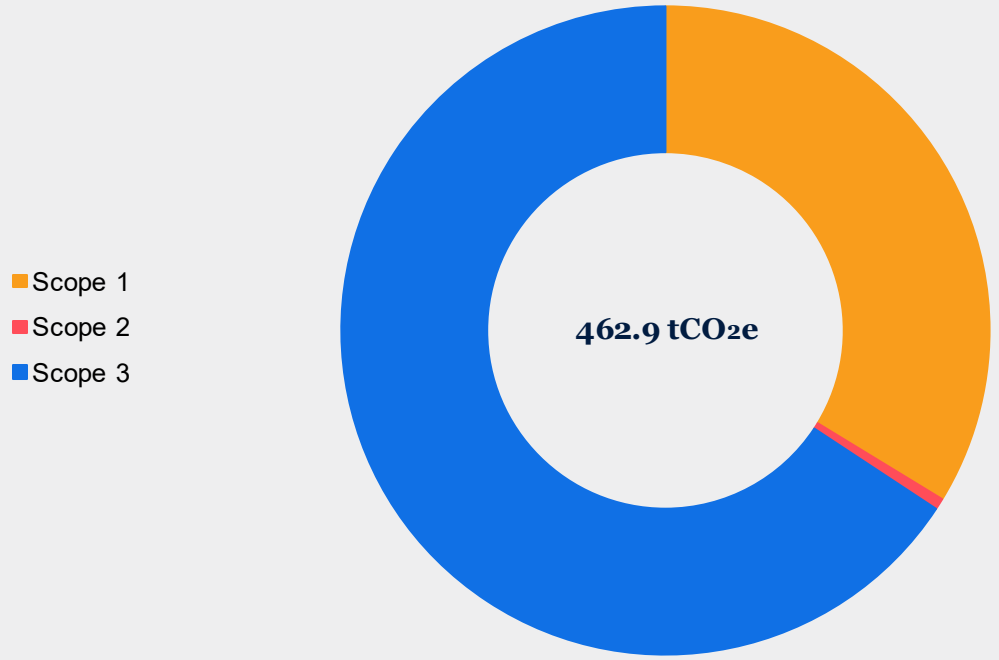
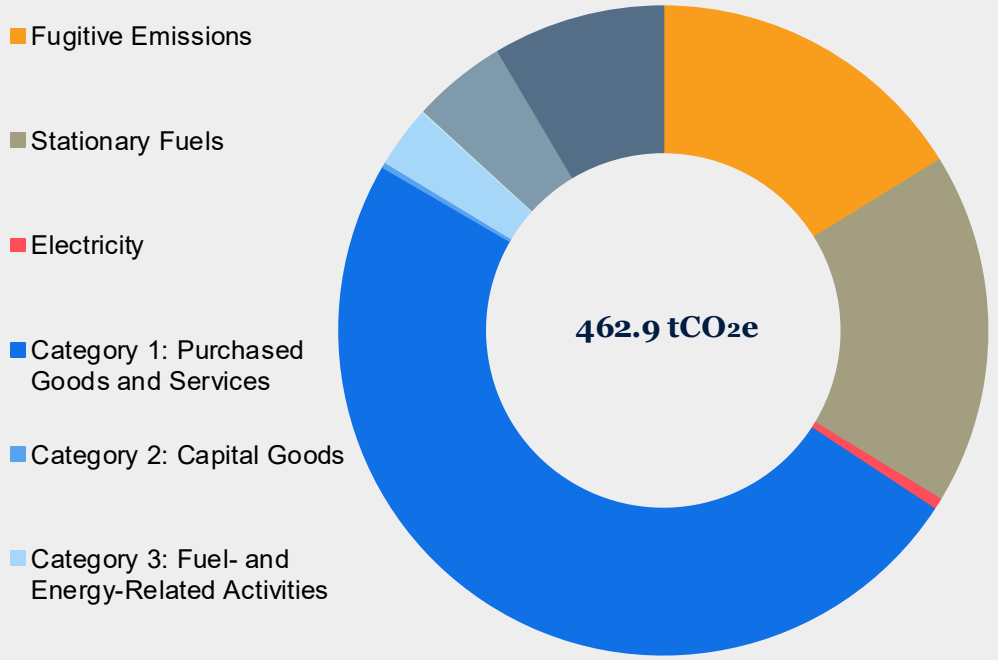
Measured carbon footprint
(Location-based)

Carbon footprint by scope 1, 2 & 3 (location-based) for YE 2025



Total carbon footprint by emission category (location-based) for YE 2025



SDG alignment

The Sustainable Development Goals (SDGs), also known as the Global Goals, are a collection of 17 interrelated goals set by the United Nations. They cover a broad range of social and economic development issues. These include poverty, hunger, health, education, climate change, gender, equality, water, sanitation, energy. By measuring and reducing your carbon footprint with the Planet Mark, you can directly and measurably contribute to up to 8 SDGs addressing 15 SDG targets.

6.3 - 100% of water treated

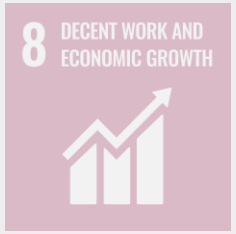
13.3 - Donation to the Eden Project

7.2 - 75.8% of energy demand met by renewable energy

11.6 - Measured carbon emissions

11.6 - 50.9% of waste recycled and composted

11.4 - Donation to the Eden Project



12.6 - Measured carbon emissions

12.5 - 50.9% of waste recycled and composted

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Caveats (i)
Scope 1

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Stationary Fuels	cubic metres	Meter reading	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings	7.1%	Natural gas consumption for DLRC Office Letchworth was extrapolated/interpolated where meter readings did not align exactly with the reporting period. Meter readings (in m³) were converted to kWh using correction factor and calorific value in line with supplier invoice methodology. Natural gas has been apportioned for 1 site on the basis of DLRC occupying 100% of the metered supply. Where gaps existed, linear interpolation between meter readings was applied.	DESNZ 2025
Fugitive Emissions	kg	Facilities manager report	Calculated from company's own consumption from invoices, supplier/energy management reports	0.0%	Fugitive emissions have been calculated based on refrigerant top-up records for R410A at DLRC Office Letchworth, as provided by the facilities manager. A total of 39.0 kg of R410A was recorded during the reporting period, derived from maintenance records and invoices.	DESNZ 2025

Caveats (ii)
Scope 2

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Electricity	kWh	Meter reading	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings	6.4%	Your scope 2 electricity emissions are reported in two ways: location-based and market-based methods. Location-based electricity emissions have been calculated using carbon emission factors for average national or sub-national grid electricity. Market-based electricity emissions have been calculated using emission factors for: - the UK residual fuel mix 2024/25 for electricity supplied between January 2025 and March 2025, where no supplier-specific fuel mix data or contractual instruments (e.g. REGOs) were available - a renewable electricity tariff (Ecotricity) for electricity supplied between April 2025 and December 2025, based on supplier information provided Electricity consumption has been derived from meter readings, invoices, and energy reports, combining data across multiple meters (tenant office and staircase risers). Where billing periods crossed tariff boundaries (March–April), consumption has been pro-rated by days to reflect the correct supplier allocation. On-site renewables consumption is not applicable. 0% of generation is exported. No Feed-in-Tariff is received. No evidence of retired REGOs was provided; therefore: - location-based = UK grid average - market-based = residual mix (Jan–Mar) and supplier-specific renewable tariff (Apr–Dec)	DESNZ 2025, Ecotricity

Caveats (iii)
Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Purchased Goods and Services	cubic metres, EUR, GBP, USD	Meter reading, Internal finance system	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings, Spend-based method	27.1%	All spend in the reporting year was included. All data (100%) was calculated using spend-based emission factors, except for the exclusion of waste, business travel, upstream transportation and distribution, and voucher (excluded)-identified spend. Purchased goods and services emissions have been calculated primarily using a spend-based method from the internal finance system. Transactions were manually mapped from supplier names and transaction descriptions to the closest available emission factor categories where no SIC codes or supplier-specific carbon data were available. Emission factors were selected based on: - transaction description - supplier location / country of supply - transaction currency - closest matching DESNZ, EPA, or Exiobase category Spend on individual goods was multiplied by number of units, except where distinguished by the note 'Cost is calculated as a total number of items'. In these cases, all spend was taken, rather than multiplying by the number of items. Both Goods and services have been calculated at a supplier-level in order to facilitate a supplier-level emissionss breakdown. UK purchases were generally matched to DESNZ 2022 spend-based factors, US purchases to EPA factors, and non-UK / non-US international purchases to Exiobase factors. Currency conversions were applied before calculation where transactions were recorded in USD, EUR, SEK, CHF, or CZK, and the emissions were then calculated using the relevant country/regional spend factor.	DESNZ 2025, Exiobase, DESNV 2022 adjusted for inflation, EPA

Caveats (iv)
Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Capital Goods	GBP	Internal finance system	Spend-based method	27.1%	Capital goods have been identified within purchased goods and services and primarily consist of IT equipment and electronic hardware (e.g. laptops, tablets, and power supply systems). These items are durable assets providing long-term value and have been reclassified to Scope 3 Category 2 where material. All other items, including consumables, food, and services, remain within purchased goods and services	DESNV 2022 adjusted for inflation
Fuel- and Energy-Related Activities	kWh, cubic metres	Meter reading	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings	6.9%	Well-to-tank emission factors for electricity and fuels have been applied using DESNZ emission factors.	DESNZ 2025

Caveats (v)
Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Upstream Transportation and Distribution	tonne.km	Invoice	Calculated using actual weight, distance (To/from or fuel usage) and mode of transport	0.0%	The distance-based method has been used for 100% of sampled upstream transportation and distribution activity, the spend-based method used for 0%, and 0% extrapolated. Emissions were calculated using shipment weight and transport distance from invoice records. Where transport mode was not directly evidenced, a best-fit assumption was applied based on shipment weight, origin/destination, and route practicality. Most shipments were assumed to travel by van (unknown fuel, average), with selected international shipments assigned to flight or van + ferry based on desk-based route analysis. Emission factors used include well-to-tank emissions. For air freight, radiative forcing has been included. A sample size of 10 evidence files was sent, including invoices of delivery from DHL. The weight and distances were confirmed when checking the input data, so data quality was taken to be representative across all data supplied. Limited evidence supplied due to lack of data availability.	DESNZ 2025
Waste	cubic metres, tonnes	Meter reading, Bin size, collection and disposal report	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings, Extrapolated	47.7%	Waste emissions have been estimated from size and quantity of containers collected using a bin-based methodology. Waste data was collected for two months (March and November), averaged and extrapolated to annual totals. Source data recorded 30L bags, which were converted to 50L equivalents using an assumption of 1 × 30L bag = 0.6 × 50L bag. Tonnes of waste were calculated using WRAP commercial waste conversion factors. Due to reliance on short-term sampling and volume-based assumptions, results are highly estimated.	DESNZ 2025

Caveats (vi)
Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Business Travel	passenger.km, km, Room per night	Receipts	Calculated from actual distance (to/from or fuel usage) and actual mode of transport, Calculated from cost and mode of transport	0.0%	Emission factors used include well-to-tank emissions. For air travel, radiative forcing has been included. Class data was provided for 100% of flights. Emissions from business travel have been calculated using a distance-based method from receipt data, including air, rail, taxi, car, bus and hotel stays. Air travel distances were calculated using airport pairs and converted from miles to kilometres, with cabin class applied where available. Return journeys were included where applicable. Emission factors include well-to-tank emissions, and radiative forcing has been applied for air travel. No individual receipt evidence was supplied, but data is confirmed to originate from receipts. Where only spend data was available, standard cost-per-distance assumptions were used. Hotel stays were disaggregated by country. Where no country was supplied, the United Kingdom was assumed, as the majority of nights across hotel stays in the reporting year were in the UK. The DESNZ/DEFRA 'Regular taxi' emission factor has been used globally, as region-specific emission factors for taxi use are not available. A sample size of 10 evidence files was sent. The distance was confirmed when checking the input data, so data quality was taken to be representative across all data supplied. Limited evidence supplied due to lack of data availability. Despite the lack of individual receipt evidence, the methodology is considered robust, as it is based primarily on actual journey distances and transport modes, which is more accurate than a fully spend-based approach.	DESNZ 2025, Cornell Hotel Sustainability Benchmarking Index 2024, Umweltbundesamt 2021, EPA 2025

Caveats (vii)
Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Employee Commuting	km, passenger .km, kWh	Member's own survey, Assumed distance, assumed mode of transport and/or frequency.	Estimated from assumed distance, assumed mode of transport and/or frequency.	100.0%	Employee commuting emissions have been calculated using a survey-based methodology, supported by assumptions where complete data was not available. The underlying dataset is based on employee-provided commuting information; however, the original survey evidence file (“Employees travel Data 2025”) was not supplied, therefore results could not be independently verified. Employee survey received unknown/assumed response rate (data not provided). Data was extrapolated by site and month to account for non respondents. % confidence was created using confidence level of 95%, sample size of 29 from source data, population proportion of 50%, and population (total FTE) of 88. Margin of error given as 13.24%, confidence = 86.76%. In the absence of a complete survey dataset, commuting distances were calculated by doubling one-way distances, applying weekly commuting frequency, and annualising using 47 working weeks. Distances were converted from miles to kilometres. Most travel was assumed to be by car (unknown fuel), with some hybrid, electric and rail travel included. Rail distances were calculated using origin/destination stations and standard distance tools. Results are fully estimated due to missing primary data. Commuting emissions were extrapolated for employees without survey data by applying an average annual commuting distance to the remaining non-WFH workforce. Based on 90 FTE (21 fully WFH), 69 employees were considered in-scope, with data available for 29 employees; the remaining 40/69 were estimated. The most common transport mode (“Car – Unknown Fuel – Average”) was assumed for missing data, and total car travel was scaled using the proportion observed in reported data (25 of 29 employees using cars). Distances for all transport types were then extrapolated in proportion to the distribution of commuting distances observed in the completed dataset. Emissions for homeworking were measured but reported separately from the rest of the footprint. UK homeworking energy includes additional electricity and gas consumption as a result of each full-time equivalent employee working from home. We base our estimate of energy consumption due to homeworking on the DESNZ 2023 homeworking emission factors. The annualised DESNZ emission factors have been converted into monthly estimates of energy consumption in order to better account for seasonal variations. Our estimates are based on a 40h working week and a 6-month heating season (October to March) and take into account annual leave.	DESNZ 2025

Caveats (i)
Information

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Headcount	FTE	Supplied breakdown	Calculated		We have used the annual average full-time equivalent employees. Part-time employees are assumed to be half of a full-time employee. We assume headcount only includes active employees. The FTEs were worked out by adding each individuals FTE (compared to 37.5h/week).	
Turnover	£m	Supplied site by site (site info)	Cross-referenced evidence		Evidence cross-checked.	
Floor Area	square meters	Supplied site by site (site info)	No evidence supplied		No evidence supplied.	
Normalisation					Well-to-tank and radiative forcing have been normalised for relevant emission sources as these were not previously measured.	
Statement					Only DLRC Office Letchworth is included in 2024; other sites are excluded due to data limitations, with future inclusion planned. Only the site DLRC Office Letchworth is accounted for in this 2024's reporting boundary. The sites DLRC Pharma Services Ireland, DLRC Inc USA, and Orphix are excluded, with the intention of including their data in future years' reporting. Due to data quality issues, Orphix Office data has been excluded. Orphix data was supplied for Electricity, Waste, Business Travel (1 data point), and Employee Commuting. Only Electricity data was supplied for the sites DLRC Inc. USA and SLRC Pharma Services Ireland.	

Carbon footprint breakdown

		01 January 2025 to 31 December 2025		
Category	**Unit**	**Amount**	**tCO_2e**	**% total carbon footprint**
Scope 1				
Fugitive Emissions	kg	39.0	75.0	16.2%
Stationary Fuels	cubic metres	39,210.7	81.0	17.5%
Scope 2				
Electricity (location-based)	kwh	14,705.5	2.6	-
Electricity (market-based)	kwh	14,705.5	1.7	0.4%
Scope 3				
Category 1: Purchased Goods and Services	cubic metres	889.5	0.2	0.0%
Category 1: Purchased Goods and Services	USD	368,374.8	56.4	12.2%
Category 1: Purchased Goods and Services	GBP	1,021,637.0	143.5	31.1%
Category 1: Purchased Goods and Services	EUR	255,141.6	27.3	5.9%
Category 2: Capital Goods	GBP	2,628.2	1.3	0.3%
Category 3: Fuel- and Energy-Related Activities	kwh	44,116.4	1.0	0.2%
Category 3: Fuel- and Energy-Related Activities	cubic metres	39,210.7	13.2	2.9%
Category 4: Upstream Transportation and Distribution	tonne.km	185.0	0.1	0.0%
Category 5: Waste	tonnes	0.5	0.1	0.0%
Category 5: Waste	cubic metres	889.5	0.2	0.0%
Category 6: Business Travel	km	27,491.2	3.1	0.7%
Category 6: Business Travel	room per night	164.0	1.9	0.4%
Category 6: Business Travel	passenger.km	284,724.4	16.8	3.6%
Category 7: Employee Commuting	passenger.km	105,625.8	2.3	0.5%
Category 7: Employee Commuting	km	375,588.3	37.0	8.0%
		Market Based		
Total	**tCO_2e**		**462.0**	
No. employees	Number		88.0	
Total per employee	**tCO_2e**		**5.3**	
Turnover £m	Number		9.6	
Total per £m	**tCO_2e**		**48.2**	
		Location Based		
Total	**tCO_2e**		**462.9**	
No. employees	Number		88.0	
Total per employee	**tCO_2e**		**5.3**	
Turnover £m	Number		9.6	
Total per £m	**tCO_2e**		**48.3**	

PlanetMark

About

Company name	DLRC Group Holdings
Sector	Healthcare
Reporting period	01 January 2025 to 31 December 2025
Year of measurement	1st
Planet Mark Membership Package	Business Certification (Advanced) (membership package 1b)
Total turnover (£)	9,583,000.0
Total FTE employees (annual average no.)	88.0
Data collection lead	Charlotte Biddlecombe, charlotte.biddlecombe@dlrcgroup.com, Sustainability Manager
Significant reporting changes	No data included for Orphix office, Ireland or Inc. USA in this year'd boundary.
Methodology	We follow the GHG Protocol for Corporate Emission Reporting and The National TOMs Framework for Social Value Reporting. Refer to Planet Mark Net Zero Certification Scheme Rules, Procedures and Management for detailed information on the methodology and standards used in the preparation of this report.
Community project	Contributions to the Eden Project have been made as part of Planet Mark Certification.
Prepared by	Gabriel Ware, Sustainability Consultant, Planet Mark
Checked by	Joanne Rowley, Carbon Data and Audit Specialist, Planet Mark
Date	07 April 2026


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