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Climate Action Plan

Document owner	Head of Data and Operations
Approved by	Board of Directors, 9 November 2026 (highest governing body)
Version / date	Version 1.1, November 2026 (v1.0 = Environmental Mission 2026 slides 12-14)
Published at	https://www.twisthealth.tech/about-8
Review	Targets reviewed annually; full plan updated at least every 36 months (next by November 2029)

1. Our climate commitment

Twist Health Limited supports the goal of the Paris Agreement to **limit global warming to 1.5°C above pre-industrial levels**. We commit to reaching **net-zero greenhouse gas emissions across Scopes 1, 2 and 3 by 2030**, to halving our measured emissions against our 2025 baseline by 2028, and to neutralising any residual emissions through certified, high-integrity removals rather than avoidance offsets. We will align our targets with the Science Based Targets initiative's SME route once our Scope 3 baseline is complete.

2. Where we are: 2025 baseline

We report our emissions in the three scopes used by the GHG Protocol. Scope 1 is what we burn ourselves (gas, company vehicles). Scope 2 is the electricity we buy. Scope 3 is everything else that happens because of our business but is not under our direct control: staff travel, working from home, the products and services we buy (software, laptops, freelancers), waste and water. For a small, largely virtual agency, Scope 3 is usually the largest part of the footprint, which is why measuring it is our first major task.

Scope	2025 baseline	Source	Notes
Scope 1, direct (gas, company vehicles)	0 tCO2e	No gas supply; no fleet	Office is all-electric
Scope 2, purchased electricity	7,610 kWh; location-based ≈ 1.6 tCO2e; market-based ≈ 0.9 tCO2e (45% renewable tariff)	Utilities usage log; EFW/energy invoices	Tariff: British Gas Lite. Fuel mix: 45% renewable electricity; 91% zero-carbon (renewable plus nuclear). Target: move to a 100% renewable, REGO-backed tariff at the 2027 renewal. 91% Zero-carbon electricity (renewable + nuclear)
Scope 3, business travel, home working, purchased goods & services (software,	To be measured in 2026	Expense records, homeworking survey, supplier data	Baseline due 30 June 2027; estimated to be the majority of our footprint

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Scope	2025 baseline	Source	Notes
hardware, freelancers), waste, water			

3. SMART targets

Target	Baseline (2025)	Target / date	Measure
Maintain Scope 1 at zero	0 tCO2e	0 tCO2e every year to 2030	Annual check, no gas, no vehicles
Reduce office electricity consumption	7,610 kWh	≤ 6,850 kWh by Dec 2027 (-10%); ≤ 6,100 kWh by Dec 2030 (-20%)	Monthly utilities log
Move to a 100% renewable (REGO-backed) electricity tariff	45% renewable (2025)	100% REGO-backed from the 2027 renewal, then every year	Supplier contract and fuel-mix disclosure at each renewal
Complete Scope 3 baseline	Not measured	Published by 30 June 2027	GHG inventory (SME tool / Normative / Compare Your Footprint)
Reduce business-travel emissions	To be baselined 2026	-30% per £ revenue vs 2026 by 2028	Expense data: miles by mode; Teams-first meeting policy
Zero office waste to landfill; printing < 10 sheets/month	Zero landfill; < 10 sheets	Maintain every year; formal waste log from Jan 2027	Waste log; print report
Offset / remove 100% of measured residual emissions	Not offset	From FY2026 reporting year onwards	Certificates from certified scheme (Gold Standard / Woodland Carbon Code)
Supplier engagement: top 5 suppliers asked for climate commitments	0	All five by Dec 2027	Procurement impact assessment

4. Actions and resources

Action	People	Budget / tools	When
Monthly electricity, water and waste tracking	Head of Data & Operations (0.5 day/month)	Utilities usage log (Excel)	Ongoing
Scope 3 baseline: measure staff travel, home working, purchased goods and services, waste and water for 2026 using a free SME carbon	Head of Data & Operations (about 3 days) with MD review	Free tool; staff time only. External support	January to June 2027

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Action	People	Budget / tools	When
calculator (for example the SME Climate Hub Business Carbon Calculator)		(up to £1,000) only if needed	
Buy certified carbon removal for our measured residual emissions (expected to be under 5 tCO2e a year at current scale)	MD	Estimated £100 to £250 a year at current prices	From 2027 for the 2026 reporting year, then annually
Teams-first meetings; travel by rail where travel is essential	All staff; MD approves travel	Travel policy in Employee Handbook s.8	Ongoing
Energy efficiency: LED and proximity lighting, programmable heaters, smaller boiler (done); smart plugs/standby elimination	Head of Data & Operations	None required	Done 2025; standby review Q1 2027
Renewable tariff review at renewal; re-evaluate Octopus/other B Corp supplier	MD with energy broker	Broker (no fee)	At contract renewal 2027
Home-working energy guidance and equipment-life policy (4+ years)	Head of Data & Operations	Environmental Best Practices for Virtual Work	Ongoing
ISO 14001 environmental management system, annual audit	Head of Data & Operations	ISO certification body fee	Annual

5. Engaging our stakeholders

- **Employees:** climate actions discussed in every performance review (10-15 minutes on social and environmental goals) and quarterly team meetings; staff ideas feed the sustainability roadmap; home-working energy survey in 2026 for the Scope 3 baseline.
- **Suppliers:** top five suppliers (by spend) asked for their climate commitments and renewable-energy status through the annual procurement impact assessment; freelancers given virtual-working guidance.
- **Clients:** encouraged to use online meetings; customer satisfaction survey asks how well we prioritised sustainability on their projects; results published in the Impact Report.
- **Community and industry:** participation in the B Corp / BHive community; sharing our approach with other small agencies.
- **Feedback:** anyone can comment on or challenge this plan via info@twisthealth.tech or the website contact page; feedback is considered at the annual review.

6. Governance

- The **Board of Directors**, the company's highest governing body, approved this plan on 9 November 2026 (see Board minutes, item 3) and reviews progress against it at least annually.
- The **Head of Data and Operations** is responsible for data collection, the Scope 3 baseline and the ISO 14001 system; the **Managing Director** is accountable for delivery and for publishing progress in the B Corp Impact Report.

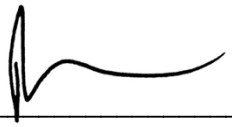
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- Targets are reviewed every year; the full plan is updated at least every 36 months or sooner if the business changes materially

7. Public availability

This plan is published as a PDF on our Sustainability webpage (https://www.twisthealth.tech/about-8) with a clearly labelled "Climate Action Plan" link, and is summarised in our annual B Corp Impact Report, which is also downloadable from the same page.

Approved by the Board of Directors of Twist Health Limited:

Signed: 

Name: Rebecca Sarson-Hoad

Position: Managing Director

Date: 9 November 2026

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