Rebus Medical Climate Action Plan

1. Our Commitment

At Rebus Medical, we are committed to taking meaningful and measurable action to reduce our environmental impact and supporting the global ambition to limit global warming to 1.5°C. This Climate Action Plan focuses on reducing emissions at source through improved energy efficiency, responsible travel planning, sustainable procurement and the exploration of renewable energy solutions.

2. Our Main Emission Sources

The table below shows the emission sources we have identified as most significant for our business, using the data we currently hold.

Source	Scope	Have we Measured it	Covered By
Purchased Electricity	2	Yes	Target 1 & 2
Business Travel	3	Yes	Target 3
Purchased Goods and Services	3	Yes	Target 5

3. Our Targets

Name	What we will achieve	Deadline	Owners
1. Energy Use	Set an annual target to reduce or maintain energy use per employee compared with the previous year.	December 2027	Operations Manager
2. Renewable Energy	Complete a feasibility assessment to determine whether solar PV panels can be installed at our office.	December 2027	Operations Manager
3. Business Travel	Implement a new Business Travel Policy.	December 2026	Operations Manager
4. Local Contribution	Identify local tree planting organisation to support as part of our annual charity donations.	March 2027	Operations Manager
5. Procurement & Waste	Source at least 70% of office goods and supplies from suppliers that meet at least one of our sustainability criteria (below).	March 2027	Office Assistant
6. Commuting	Review how our staff commute	March 2027	Office Assistant

4. Key Actions

Target 1: Energy Use

- Setting heating and air conditioning systems to energy- saving levels, including sleep intervals and peak-cut timer functions.
- Switching off computers, electrical equipment and appliances at the end of each working day to minimise unnecessary energy use.
- Record energy use monthly alongside headcount, to compare each month against the previous year.

Target 2: Renewable Energy

- Ensure that utility providers continue to source energy from renewable sources.
- Collaborating with other businesses in our office building to assess the feasibility of installing solar PV panels.

Target 3: Business Travel

Our work with clients in Europe and the United States means some flying is necessary. Our Business Travel Policy will assess the need and explore alternatives where possible.

- Implement a Business Travel Policy designed to minimise environmental impact by ensuring that air travel is only undertaken when it is necessary for business operations and cannot be replaced by lower-carbon alternatives.
- Recording all carbon emissions from business travel.
- Travel by train as standard when travelling in the UK.
- Shared airport transfers where possible.

Target 4: Local Contribution

- Reviewing the local initiatives annually to ensure maximum impact is made by our contributions.

Target 5: Procurement & Waste

- Researching suppliers to find companies that meet at least one of these criteria:
    1) Plastic-free or significantly reduced packaging.
    2) A take-back or recycling programme for containers.
    3) Locally sourced.
    4) The supplier has published a climate commitment or holds a recognised sustainability certification.

Target 6: Commuting

- Continuing to offer the cycle to work scheme to all staff.
- Conducting an annual survey to review how staff commute and identify any further actions.

5. Resources & Responsibilities

Who/What	Role
Directors	Approve this plan, monitor its effectiveness and review progress formally once a year.
Operations Manager	Lead delivery of the plan, reports progress to the directors
Office Assistant	Monitors and records data, tracks regular progress to report to Climate Committee
Climate Committee	Meets quarterly to track progress and propose new actions
Budget	Decided annually upon progress review by the Directors
Staff time	One volunteering day per year plus infrequent input to initiatives when required.

6. Stakeholder Engagement

Employees: Climate Committee, sustainability newsletter, travel review and annual volunteering day.

Clients: Agreeing remote or hybrid sessions where suitable and combining site visits if possible to reduce travel.

Suppliers (office supplies): Favouring those that meet our sustainability criteria if possible. Landlord

Local community: Engaging with local partners to explore initiatives.

7. Priorities and Progress

Initiative	Status
Flight Emissions Tracking	Implemented
Supporting to local environmental initiatives	Planned
Switching to Sustainable Suppliers (70%)	In Progress
Energy saving settings and monthly monitoring	Implemented
Solar PV Installation	Under Investigation
Cycle to Work Scheme	Implemented
Staff commuting survey	Planned
Volunteering	Planned
Reduce energy use proportionally	In Progress
Business Travel Policy	In progress
Sustainability Newsletter	Planned

8. Monitoring, Reporting & Review

- Energy usage is recorded monthly, and flights are recorded as they are booked.
- The Climate Committee reviews progress quarterly.
- Directors review progress and effectiveness annually.
- This plan will be fully reviewed and updated at least every 36 Months. The next update is due by October 2029.

9. Approval

This Climate Action Plan has been approved by the Directors of Rebus Medical, its highest governing body.

Name	Role	Signed	Date
Ian Culverhouse	Director	Ian Culverhouse (Nov 4, 2026 15:29:37 GMT)	04/11/2026
Chris White	Director	Chris White (Nov 4, 2026 15:28:41 GMT)	04/11/2026

Appendix A: Energy Baseline

2025- 2026	Energy Usage (kWh)
August	774
September	641
October	1029
November	949
December	1459
January	1322.5
February	1152.7
March	984.4
April	795
May	798.3
June	1029.5
July	1067

Appendix B: Business Flights 2026

Month	Co2 Emissions (Tonnes)	Impact Cost
January	4.92	£73.70
February	4.27	£63.91
March	28.52	£427.45
April	3.5	£52.52
May	8.38	£34.18
June	6	£89.82
July	21.27	£317.55
August	4.11	£61.97
September	20.1	£301.66
Total:	**100.97**	**£1,422.76**