EXAMWORKS UK'S

NET ZERO STRATEGY

OUR COMMITMENT

Premex Services Ltd, ExamWorks Investigation Services Ltd & UK Independent Medical Services Ltd are committed to achieving Net Zero across our direct emissions (Scope 1 & 2) by 2030 and across our value chain emissions (Scope 3) by 2045.

Net Zero for our direct operations (Scope 1 and 2) by 2030, this is within reach. Our market-based electricity emissions have already fallen by around 56% since 2022 through procurement changes, and our remaining direct emissions are minimal.

Our value chain emissions are an important aspect to our net zero strategy and we are committed to achieving Net Zero Carbon Emissions across our value chain by 2045. Both commitments are measured against a 2022 base year.

Net Zero refers to a state in which greenhouse gases released into the atmosphere are balanced by the carbon removed from it. A credible Net Zero strategy means eliminating our sources of emissions as far as possible, and after this point removing any residual emissions that remain unfeasible to eliminate – also referred to as “off-setting”.

MEASURES TO LOWER EMISSIONS + **MEASURES TO REMOVE EMISSIONS** = **NET ZERO**

OUR
COMMITMENT

By setting these ambitious goals, we are demonstrating to our customers, employees, supply chain and the wider community our commitment to reduce our environmental impact and to become industry leaders in reducing our carbon emissions.

We have set two targets rather than one because the two halves of our footprint sit at different distances from our own decision-making.

Scope 1 and Scope 2 (natural gas, purchased electricity and our own fleet) respond directly to actions we control: energy procurement, building upgrades and vehicle replacement. Scope 3, principally business travel, together with the goods and services we buy depends on the decarbonisation of aviation and rail, on commitments made by our suppliers, and on low-carbon alternatives that are not yet available at the scale.

We have chosen instead to publish, for each part of our footprint, the date it can actually be delivered against.

The parts of the Group that are applicable to this Strategy consists of the following specialist organisations delivering niche industry leading services:

BENEFITS AND INVESTMENT

Beyond the obvious benefits for the environment, there are a number of key advantages in creating and supporting a Net Zero strategy.

- **Industry leader** – by formalising our carbon strategy and altering our business practices well in advance of our 2030 direct emission deadline and by publishing a credible, separate target for our value chain to 2045, we stand to light the way in our industry and to drive innovations.

- **Reputation** – by committing to being a greener company, we stand to improve our reputation in the industry and with the wider community through positive & value-aligned PR.

- **Customers** – increasingly, we are seeing, it is no longer enough to be ISO 14001 certified. By having an established and fully supported strategy, we serve our customer base in the best possible way by being a reliable and forward-thinking supplier.

- **Reduction in costs** – by being more conscious about our energy usage, we stand to reduce our fuel, heating and electricity costs.

- **Values** – by implementing a carbon reduction strategy and by committing to make positive changes, we demonstrate our FIRST values.

- **Wellbeing** – by making changes to improve our environmental performance as a business, we will in turn improve the environment in which our staff work and therefore have an opportunity to improve their wellbeing. Furthermore, a Net Zero strategy provides us with an excellent opportunity to organise fun and recreational team activities (such as tree planting or litter picking days which can improve our workforce's mental and physical health) or purchasing of environmentally friendly gifts as a reward.

ISO 14001 AND OUR CURRENT ENVIRONMENTAL INITIATIVES

In order to manage and influence environmental impacts at our Bolton, Durham, Houghton-le-Spring sites and FAS Estates, the Group have implemented an Environmental Management System (EMS) that is certified according to the International Standard ISO 14001.

In an effort to reduce the impact we make on the environment, the Group annually produce objectives, targets and introduce environmental initiatives. Our annual targets are typically centred around reducing our energy and waste impact.

In addition to our ISO 14001 certification, we report a section of our UK Group's Greenhouse Gas (GHG) emissions in our financial statements annually in line with the Streamline Energy & Carbon Reporting (SECR) requirements. Through this, we have committed to a reduction in our fuel, electricity and gas usage.

To ensure we continue to improve our impact, Compliance work with the businesses to ensure that we consider how our internal processes could positively or negatively impact our environmental performance and all members of staff are asked to take action to ensure that we meet our targets.

ISO 14001 AND OUR CURRENT ENVIRONMENTAL INITIATIVES

In addition to this, we meet our objectives through a number of initiatives:

ENERGY	WASTE & PURCHASING	WATER	FUEL & TRAVEL	CULTURE
Utilising energy Supplier's across our estate that commit to using renewable sources	Over 95% of our waste is diverted from landfill across our estate	Toilet Cistern water saving devices bags where available	Hybrid and homeworking available to a significant proportion of our workforce	Monitoring of key emissions and objectives with Senior Leadership Team
All buildings with an energy rating of C or above	Recycling points throughout our offices with facilities to recycle paper, cardboard, plastics, coffee cups, tins, electrical items and batteries	Regular Maintenance of Urinal Flow Systems to limit over flushing	Cycle to work scheme, including discounts on kit	Communications through company intranet, e-learning platform, bulletins, notice boards & posters throughout the offices
Office refurbishment to upgrade LED to lighting for our less energy efficient buildings	Introduction of reusable cups for employees to replace the use of single use plastics, and limit cardboard wastage	Regular Maintenance of all Faucets to eliminate water dripping waste	Increase in the number of EVs/hybrid vehicles in our fleet	Environmental Champions throughout the business to promote good practice
Motion sensitive lighting controls	Duplex printing enabled and encouraged, with "think before you print" being trained to staff	Installation of point-of-use hot water taps – to reduce the amount of electricity needed to make hot drinks and avoid water being wasted	Staff encouraged to use video conferencing for meetings rather than travelling	Audits of our offices to monitor electricity use and recycling
Energy saving bulbs replacing older lights at the end of life	Prioritising electronic communications to reduce paper usage	Installation of Dishwashers to reduce water usage for single wash items	Incentives to car share when travelling for work	Supply chain diligence and monitoring
Heating and air conditioning monitored and controlled to ensure staff are comfortable, but energy is not needlessly expended	Responsible sourcing of goods – including FSC accredited paper and reusable products	Encourage daily excess water to be collected for plant watering – avoid disposal where possible	Electric Vehicle Purchase scheme for Employees in place	Dedicated technology development to replace hard copy communications – increased functionality of portals and platforms for all Stakeholder
Upgrade to newer (and more energy efficient) computer equipment at the end of life			Fuel and travel measures carry the greatest weight in our 2045 Scope 3 commitment and are reviewed most frequently	

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SCOPE, BOUNDARY AND REPORTING
METHODOLOGY

Organisational boundary – The strategy covers PSL, EWIS, UKIM consolidated on operational control basis. Our offices at Bolton, Houghton-le-Spring and Durham.

We report the data by financial year, January to December inclusive and our baseline year is 2022.

Methodology – Emissions are calculated in line with the GHG Protocol Standard, UK Government DENZ reporting guidance, SECR requirements. The conversion factor applied are as per UK government – DENZ.

Scope 2 dual reporting; Where renewable electricity is procured, the GHG protocol required emission to be reported on two bases. We therefore report Scope 2 both on location-based method (using the average emissions intensity of the grid) and a market-based method (based on the supplier specific emission factors and AIB residual mix emission factors).

GHG

EMISSIONS FOOTPRINT

In 2026, the Group undertook a carbon audit, using our performance in the 2025 financial years (January-December inclusive) for our 4 main offices based in Bolton & Houghton-le-Spring.

GHG emissions have been calculated following best practice methodology set out by the GHG Protocol and UK Government Reporting Guidelines and Streamlined Energy and Carbon Reporting requirements (SECR).

Throughout 2025, the Business has seen a positive decrease in emissions generated through gas consumption, waste disposal, electricity consumption and our water supply, hotel stays, air and rail travel and water supply.

Throughout 2025, our emissions associated with Business travel, have increased. We are committed to significantly lowering this figure by utilising more sustainable modalities of transport and increasing the use of virtual communication throughout the Business.

All results are presented in tonnes CO_2e (carbon dioxide equivalent), and we intend to report on a wider range of Scope 3 emissions as our strategy matures.

GHG
EMISSIONS FOOTPRINT

GHG EMISSIONS (TONNES CO_2E)		2022	2023	2024	2025
SCOPE	**EMISSIONS SOURCE**	**GHG EMISSIONS (TCO_2E TO 1 DECIMAL PLACE)**	**GHG EMISSIONS (TCO_2E TO 1 DECIMAL PLACE)**	**GHG EMISSIONS (TCO_2E TO 1 DECIMAL PLACE)**	**GHG EMISSIONS (TCO_2E TO 1 DECIMAL PLACE)**
Scope 1	Gas	16.1	16.8	22.5	18.4
	Refrigerant*	-	7.6	7.6	7.6
Scope 2	Electricity - Location Based	152.0	139.1	107.9	66.3
	Electricity – Market Based**	287.1	238.8	124.3	44.5
Scope 3	Fuel for leased employee vehicles & taxi travel	54.1	85.8	14.5	64.8
	Air Travel	6.8	215.0	53	29.1
	Hotel Stays	6.9	9.5	31	3.0
	Rail Travel	0.6	2.2	30.3	3.4
	Water Supply	1.8	0.6	1.1	0.7
	Waste	19.8	5.7	4.9	0.5
Total - Location based Emissions		**258.1**	**482.3**	**272.2**	**193.9**
Total - Market based Emissions		**393.2**	**582.0**	**289.2**	**172.1**

*We calculated refrigerant emission data for 2023-2025 using verified operational records. However, complete input data for 2022 was unavailable, so we established our baseline using verified 2023 data as the earliest year.

**The market-based method uses supplier specific emission factor where present. Where the supplier specific emission factor is not available, we have applied the residual mix CO_2 factor published by the Association of Issuing Bodies (AIB).

On a market based emission basis, our total footprint reduced by 56% in 2025 from 2022. On location based emission basis it decreased by 25%. In 2022, our market based electricity emission were higher than location based emissions. Switch of energy mix by suppliers, change in suppliers, operational measures taken at facility level and promotion of Hybrid Work policy resulted in reduction of our emissions.

OUR

STRATEGY

We propose a 3-pronged strategy to reduce not only our carbon emissions but also to save water, decrease the volume of our waste produced and to generally improve the environment.

The strategy has a range of short to long term initiatives that may be considered and a snapshot of our plans can be found below. These initiatives have been proposed through audits of our offices, meetings with our key stakeholders including audit body and landlords, staff suggestions and through wider research on how to businesses can look to reduce their footprint.

REDUCE	RENEW	REMOVE
Reducing energy through projects and making improvements to our infrastructure	**Switching to renewable energy**	**Removing the residual emissions**
Switch to LED lighting for any remaining fixtures throughout all offices and upgrade to newer, more energy efficient kit at the end of life	Procure renewable energy across all office estate	Carbon credits & offsetting
More recycling bins in the office and removal of waste paper bins at all desks	Generate onsite renewable energy (e.g. solar panels, wind turbines)	Tree planting
Awareness campaign on energy efficiency, travel and purchasing practices (inc. incentives for choosing an environmentally friendly company car)	Switch from fossil fuels to fully electric for our company car fleet	Green areas & air purifying plants within the office estate
Improved MI to assist with real time carbon reporting through investment in management software (fleet, travel, expenses (etc.)	Electric vehicle charging ports on the car parks	Local volunteer schemes – focusing on preserving and expanding local green spaces
Improve facilities & equipment efficiency (e.g. sustainable options in the vending machines, settings optimisation, solar film, solar efficient blinds, insulation upgrades, brise soleil, upgrade to window glazing, hot water taps, improved bike storage facilities)	Contracting with waste providers who are committed to diverting waste from landfill using combustion (generation of electricity) or recycling	
Investment in technology to reduce requirement for printing in the office (e.g. PDF editing software, tablets) and to facilitate paperless communications		
Utilise more efficient transportation modalities for Business travel – specifically air travel		
Improved conferencing technology to further support virtual meetings to reduce all unnecessary Business Travel		

REVISION **NOTE**

Supporting the transition to net zero remains a key priority for EWUK. In our Net Zero Strategy, published earlier, we committed to continually reviewing and refining our approach to reflect the latest scientific methodologies, climate-related policy developments, and real-world market conditions.

As we progress towards our 2030 targets, we have undertaken a review of our interim emissions targets and associated policies as part of our annual net zero target assessment process.

In 2022, we set an ambition to achieve net zero across our own operations and supply chain by 2030. Since then, we have made strong progress in reducing our Scope 1 and Scope 2 emissions and remain on track to achieve reductions of more than 90% by 2030 compared with our 2022 baseline.

However, reductions within our Scope 3 emissions, particularly those associated with travel and our supply chain, are proving more challenging and are progressing more slowly than originally anticipated. Based on current projections, we expect to achieve a lower level of emissions reduction in these areas by 2030 than initially targeted. This would result in a significant reliance on carbon offsets to achieve net zero across our supply chain by 2030.

In light of this, we have reassessed our targets, taking into account evolving best practice regarding the use of carbon offsets. As a result, we are now focused on achieving net zero across for our direct emission by 2030 and in our value chain by 2045. The revision reflects the growth trajectory of business travel, other indirect emission categories and limited abatement available within our value chain.

Investigation Services