

Carbon Reduction Plan 2025/26

Marie Curie

July 2026



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1. Our Net Zero Commitment

Marie Curie is actively tackling the climate crisis to make sure the charity operates sustainably and stays in line with national and NHS Net Zero goals. Understanding how climate change affects patients, services, and communities, we have pledged to lower our environmental impact while still offering high-quality care and support.

Marie Curie is committed to achieve Net Zero Emissions:

Scope 1 & 2 (Direct and energy-related emissions) by 2035

Scope 3 (Indirect emissions, including supply chain and travel) by 2050 (2045 in Scotland)

To reach our ambition, an annual reduction of emissions against our baselines will be required from 2023/24 onwards, the table below shows our targeted trajectory.

Annual Reduction Target %									
	2023/24	2024/25	2025/26	2030/31	2033/34	2035/36	2040/41	2045/46	2050/51
Scope 1	9%	18%	27%	50%	75%	100%			
Scope 2	9%	18%	27%	50%	75%	100%			
Scope 3	Baseline	5%	10%	30%	40%	50%	75%	90%	100%

1.1. Our Carbon Footprint Baseline

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. The targets and Net Zero trajectory were established based on these figures.

BASELINE: 2019/20

Additional details relating to the baseline emissions calculations:

The baseline for Scopes 1&2 has been taken from the year 2019/20 as it is the earliest and best available data not materially impacted by the pandemic.

Earlier reports included limited scope 3 categories (i.e. business travel), but more comprehensive scope 3 data was not available until 2023/24. Therefore 2023/24 forms the scope 3 baseline for this plan. Additional

required scope 3 categories will be incorporated as data becomes available

Scope 1 & 2	Gas	1135 tCo2e
	Company Vehicles	743 tCo2e
	Electricity	1589 tCo2e
TOTAL		3,467 tCo2e

BASELINE: 2023/24

Scope 3	Electricity T&D	100 tCo2e
	Business Travel (Air, Rail and Hotels)	218 tCo2e
	Grey Fleet	608 tCo2e
	Commuting & Homeworking	1782 tCo2e
	Well To Tank	411 tCo2e
TOTAL		3,120 tCo2e
GRAND TOTAL		6,587 tCo2e

1.2. Current emissions reporting

REPORTING YEAR: 2025/26

Scope 1 & 2	Gas	883 tCo2e
	Company Vehicles	326 tCo2e
	Electricity	1,026 tCo2e
TOTAL (Scope 1 & 2)		2,235 tCo2e
Scope 3	Electricity T&D	130 tCo2e
	Business Travel (Air, Rail and Hotels)	137 tCo2e
	Grey Fleet	664 tCo2e
	Commuting & Homeworking	1,392 tCo2e
	Well To Tank	694 tCo2e
TOTAL (Scope 3)		3,017 tCo2e
GRAND TOTAL		5,252 tCo2e

2. Emissions Reduction Targets

To continue our progress towards achieving net zero, we have adopted the following long-term carbon reduction targets:

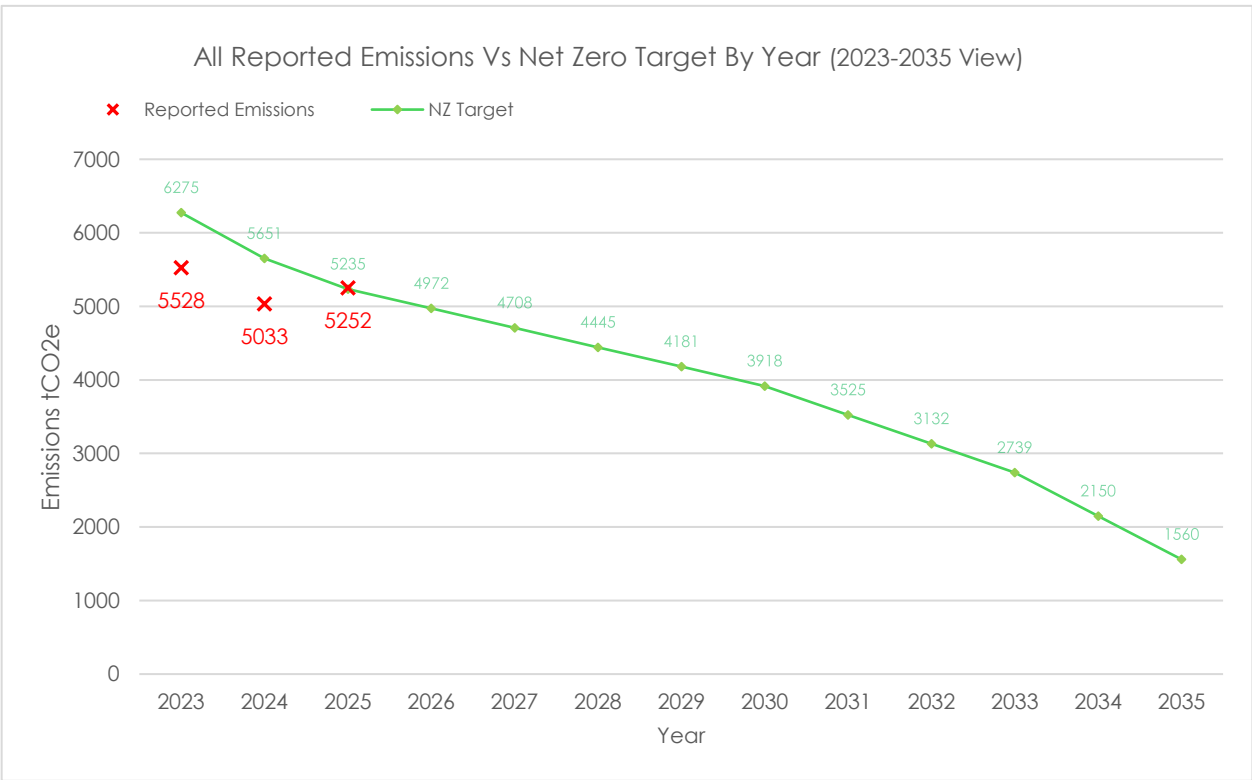
- Reduce Scope 1 and 2 emissions by 50% by 2030/31 compared with the 2019/20 baseline.
- Reduce Scope 3 emissions by 50% by 2035/36 compared with the 2023/24 baseline.

To support delivery of these long-term objectives, the following interim targets have been set for 2026/27:

- A 31.6% reduction in total Scope 1 and 2 emissions compared with the 2019/20 baseline.
- A 16.7% reduction in total Scope 3 emissions compared with the 2023/24 baseline.

Achieving these interim targets would keep us broadly aligned with our current carbon reduction trajectory towards approximately 3,918 tCO₂e by 2030.

2.1. Progress to Net Zero



Year	Reported Emission	NZ Target Emissions	Diff to Target	% from Target
2023	5528	6275	-747	-12%
2024	5033	5651	-618	-11%

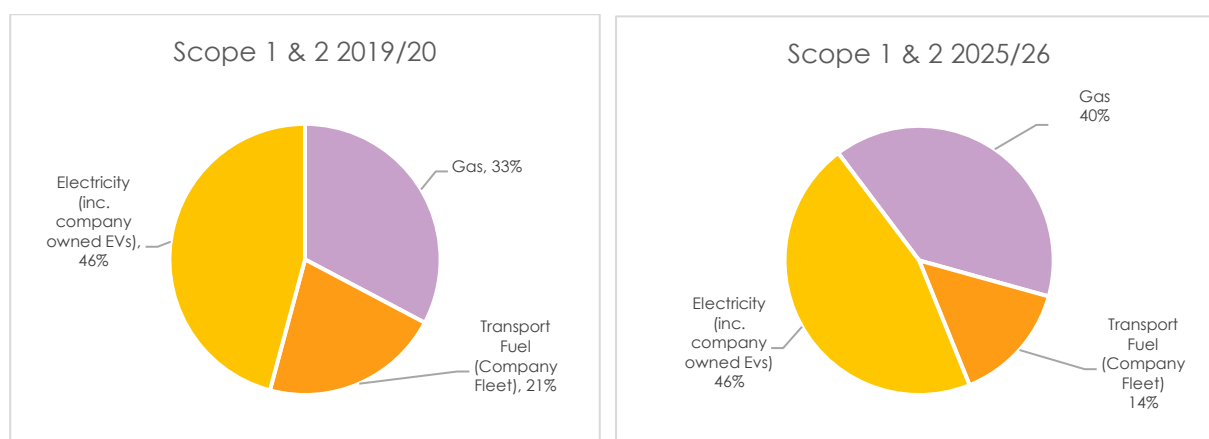
2025	5252	5235	17	0.3%
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In 2025/26, reported emissions were 17 tCO₂e above the Net Zero target trajectory, equivalent to 0.3% planned level. This marks a change from the previous two years, when reported emissions were below target. The position should be viewed in the context of an expanded Scope 3 reporting boundary, which now includes upstream emissions from electricity and gas, alongside other fuel-related emissions already accounted for. These additional categories account for 408 tCO₂e of emissions that were not included when the original Net Zero pathway was scoped. While this does not fully explain the variance, it is an important factor when interpreting progress against the target.

To stay on course, we need to reduce emissions by a further 1,341 tCO₂e to align with our internal target of 3,918 tCO₂e by 2030. As the Scope 3 boundary continues to expand and data quality improves, the Net Zero pathway and associated trajectory will need to be re-baselined to ensure the target remains credible, comparable and capable of demonstrating genuine progress towards Net Zero.

2.1.1. Comparison of Scope Vs Baseline

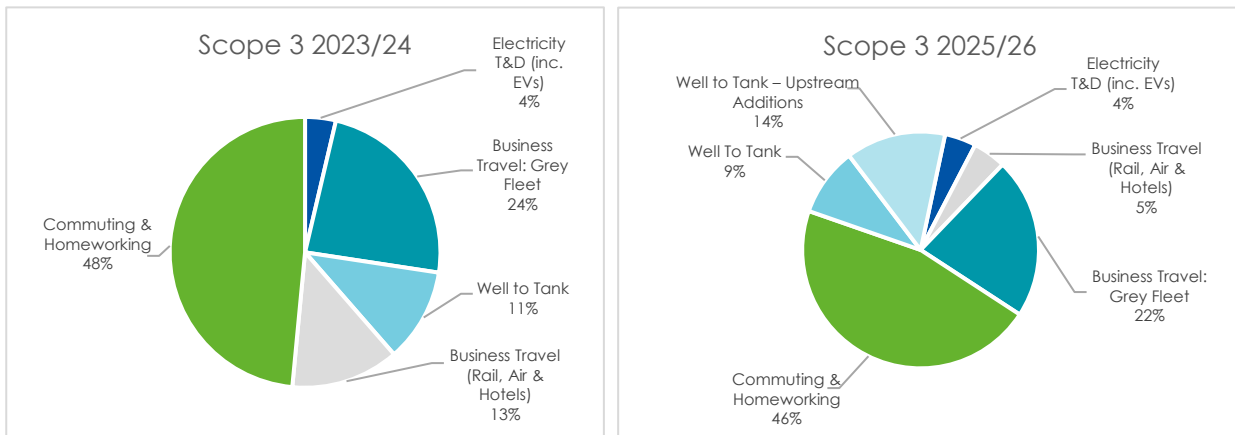
Scope 1 and 2



Scope 1 & 2	2019/20	2025/26	% Change
Gas	1135 tCo2e	883 tCo2e	-22.2%
Company Vehicles	743 tCo2e	326 tCo2e	-56.1%
Electricity	1589 tCo2e	1026 tCo2e	-35.4%

The emissions profile continues to be dominated by electricity and gas use across the estate, although both have reduced compared with the 2019/20 baseline. Company vehicle emissions have shown the largest proportional reduction, reflecting increased uptake of low-emission vehicles across the company fleet. While reported electricity emissions have reduced, electricity consumption increased during 2025/26, meaning the reduction in emissions is primarily driven by changes in the UK grid electricity emission factor rather than lower electricity demand.

Scope 3

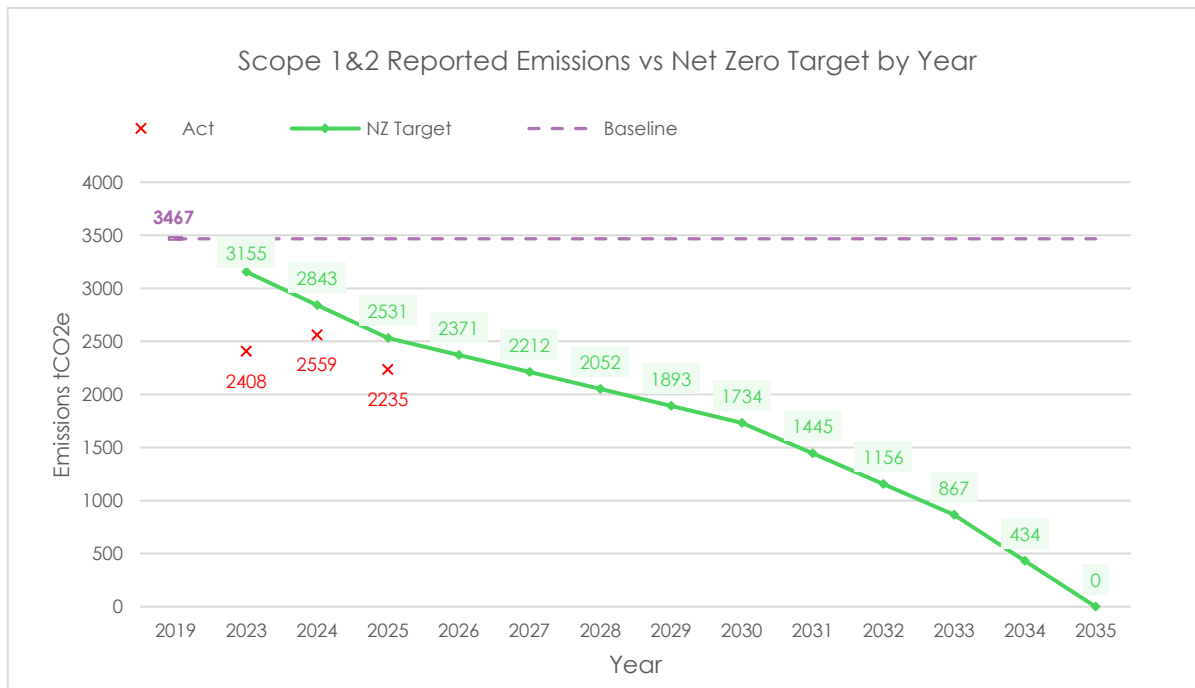


Scope 3	2023/24	2025/26	% Change
Electricity T&D	100 tCo2e	130 tCo2e	+30.5%
Business Travel (Air, Rail and Hotels)	218 tCo2e	137 tCo2e	-37.2%
Grey Fleet	608 tCo2e	664 tCo2e	+9.2%
Commuting & Homeworking	1782 tCo2e	1392 tCo2e	-21.9%
Well To Tank	411 tCo2e	694 tCo2e*	+68.9%

*Well to Tank emissions (Category 3 Fuel- and Energy-Related Activities) for 2025/26 include additional upstream emissions from utilities, gas, electricity and other fuels that were not included in the 2023/24 baseline. On a like-for-like basis, excluding these additional categories, emissions were 282 tCO₂e, representing a 31.4% reduction compared with the 2023/24 baseline.

The Scope 3 emissions profile remains dominated by commuting and homeworking (46%), grey fleet travel (22%) and fuel- and energy-related activities. Compared with the 2023/24 baseline, business travel emissions have reduced significantly, while fuel- and energy-related activities account for a larger share of the footprint due to increased electricity use and the addition of upstream electricity and gas emissions. These newly reported emissions account for 14% of the current Scope 3 footprint and were not included in the original baseline.

2.1.2. 27% reduction in total Scope 1 & 2 emissions compared with the 2019/20 baseline in 2025/26

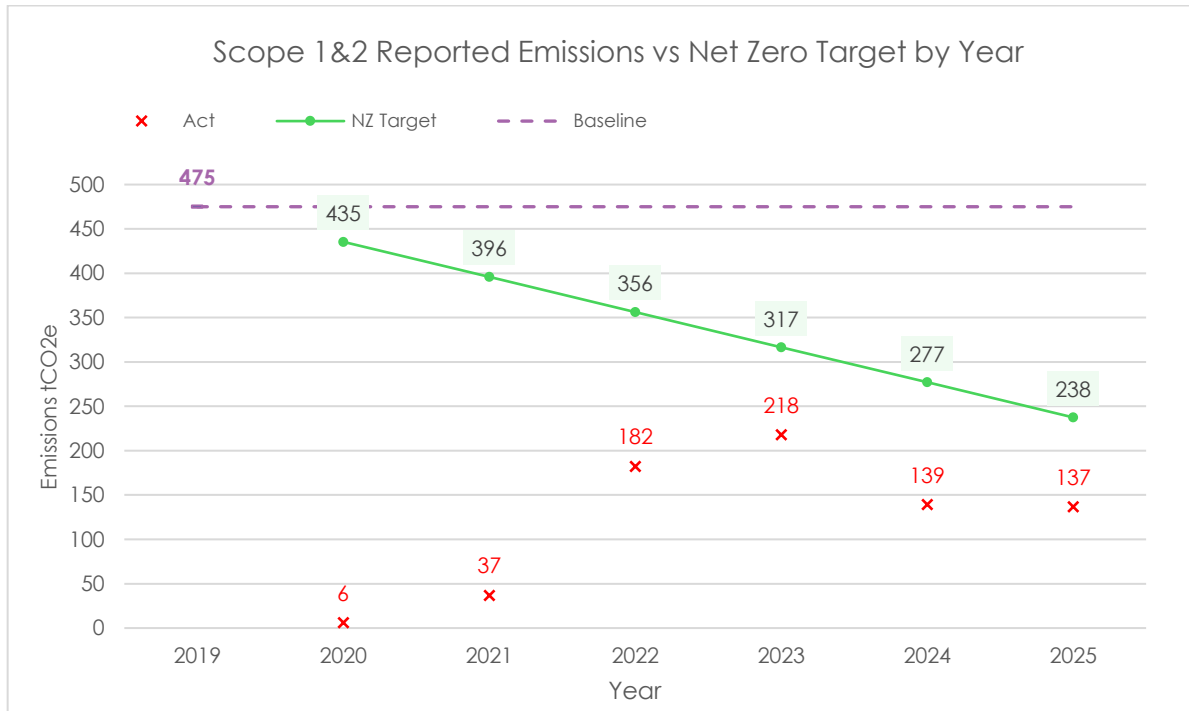


Year	Reported Emission	Target Emissions	Diff to Target	% from Baseline (2019)
2019	3467	Baseline		
2023	2408	3155	-429	-31%
2024	2559	2843	-120	-26%
2025	2235	2531	- 296	-36%

We remain committed to reducing Scope 1 and Scope 2 emissions by 50% by 2030. In 2025/26, reported Scope 1 and 2 emissions were 2,235 tCO₂e, which is 296 tCO₂e below the target trajectory for the year and 36% below the 2019/20 baseline. This represents an improvement from 2024/25, when emissions were 26% below baseline, and indicates that we are currently ahead of the required pathway.

The overall reduction reflects a combination of factors across the estate, including lower gas consumption supported by energy efficiency measures and operational controls. However, the reduction in reported electricity emissions should not be interpreted as a direct reduction in electricity use, as electricity consumption increased between 2024/25 and 2025/26. The reported reduction in electricity emissions therefore reflects changes in the UK location-based grid electricity emission factor, rather than a reduction in electricity consumption. Continued focus will be needed to maintain progress, particularly through energy efficiency projects, operational controls and longer-term heat decarbonisation planning.

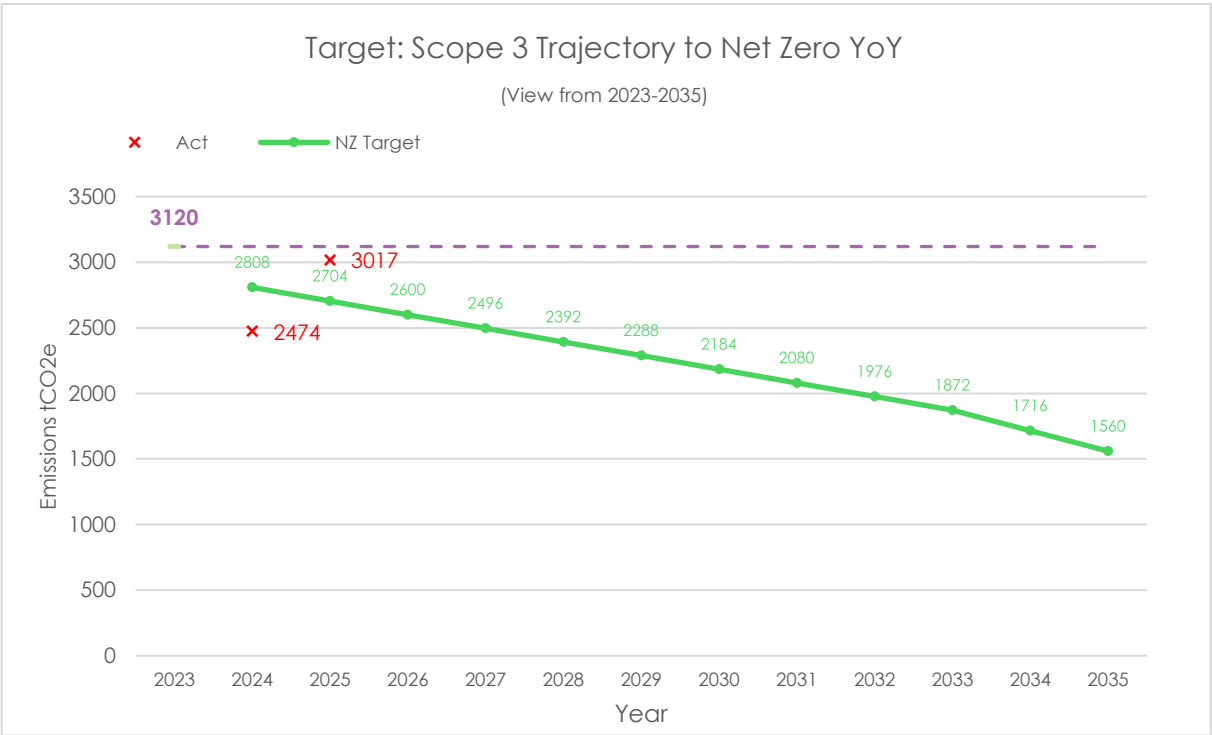
2.1.3. 50% reduction in Category 6 (Business Travel: Air, Rail and Hotel) by 2025 compared to 2019/20 of 475 tCO₂e



Year	Reported Emission	Target Emissions	Diff to Target	% from Baseline (2019)
2019	475	Baseline		
2020	6	435	-429	-99%
2021	37	396	-359	-92%
2022	182	356	-175	-62%
2023	218	317	-99	-54%
2024	139	277	-138	-71%
2025	137	238	-101	-71%

Scope 3 Category 6 emissions have fallen significantly since 2019/20, delivering a 71% reduction against the baseline year. This means we have exceeded the 50% reduction target for business travel by 2025, with reported emissions of 137 tCO₂e compared with the target level of 238 tCO₂e. The priority now is to maintain this achievement by continuing to avoid unnecessary travel, supporting effective hybrid working and applying travel policies consistently, while ensuring essential travel for service delivery and operational needs can continue.

2.1.4. 13.3% Reduction in total Scope 3 emissions vs baseline (2023/24) in 2025/26



Year	Reported Emission	Target Emissions	Diff to NZ Target	% from Baseline (2023)
2023	3120	Baseline		
2024	2474	2808	-334	-21%
2025	3017	2704	+313	-3.3%

In 2025/26, reported Scope 3 emissions were 3,017 tCO₂e, which is 313 tCO₂e above the Net Zero target for the year. Emissions have risen but remain 3.3% below the 2023/24 baseline; however, this falls short of the 13.3% reduction target. The increase from 2024/25 is partly driven by higher electricity consumption, which increased electricity transmission and distribution emissions. The position is also affected by the expanded Category 3 fuel- and energy-related activities reporting boundary, which now includes upstream emissions from electricity and gas as well as other fuels. This improves the completeness of Scope 3 reporting but reduces comparability with the original baseline and target trajectory.

3. Carbon Reduction Projects

3.1. Completed Carbon Reduction Projects

The following environmental management measures and carbon reduction activities have been completed, implemented or embedded since the relevant baseline years. Together, these measures have supported an estimated reduction of 1,328 tCO₂e, representing a 20% reduction against the 2019/20 baseline for Scopes 1 and 2 and the 2023/24 baseline for Scope 3. These measures are expected to remain in effect during the performance of the contract.

Estates and Energy

- Improved data quality and monitoring of electricity and gas billing information, through the implementation of an Energy Management System
- Purchased a REGO-accredited renewable energy tariff across the entire estate
- Completed hospice energy efficiency works in early 2025, including LED lighting upgrades, boiler optimisation units and heater fluids.
- Implemented targeted energy efficiency improvements across hospice sites, such as removal of inefficient heating equipment and improvements to pipe insulation, with Glasgow Hospice providing one example.
- Optimised hospice Building Management System controls to improve energy efficiency, including measures such as daylight dimming to reduce unnecessary electricity consumption.
- Instilled a switch-off culture across sites to reduce unnecessary electricity consumption from lighting and electronic equipment.
- Thermal improvements to a number of hospice buildings to include replacement glazing, window frames, cladding and doors.

Fleet / travel

- Reduced company vehicle and grey fleet emissions through greater use of virtual meetings, remote working and more efficient travel choices.
- Piloted electric pool cars for nursing teams to support lower-emission travel for service delivery.
- Installed electric vehicle charging points at hospices across the UK to support future fleet electrification and enable lower-emission travel options.
- Promoted active travel through the Cycle to Work scheme, supporting lower-emission commuting choices.
- Implemented an activity-based hybrid working model to reduce unnecessary commuting and business travel where operationally appropriate.

Waste/Materials/Circular Economy

- Appointed a national waste contractor and improved waste segregation arrangements to support higher recycling rates and reduced waste-related emissions.

- Opened the first sustainability-focused shop, using reused and recycled fittings and fixtures to reduce the need for new materials.
- Promoted reuse and waste avoidance through clearance stores and mystery bag initiatives, helping to extend the life of donated goods and reduce disposal.
- Introduced reusable and generic banners and signage to reduce single-use printed materials across events and campaigns.
- Increased use of digital marketing channels to reduce reliance on printed leaflets, posters and campaign materials.
- Discontinued paper sponsorship forms and moved to digital fundraising packs to reduce paper use and associated print impacts.
- Reduced paper and print impacts through increased use of FSC-certified paper.

Wider Sustainability and enabling activity

- Appointed a banking provider that is a member of the Net Zero Banking Alliance, supporting alignment between financial services and wider Net Zero objectives.
- Updated the Environment and Sustainability Policy to provide organisational direction for environmental management and continuous improvement.
- Maintained an ESG Investment Policy to support responsible investment decisions and alignment with environmental, social and governance principles.
- Refreshed environmental awareness training on the Learning and Development portal to improve accessibility and support colleague understanding of sustainability priorities and lower-impact behaviours.
- Raised awareness of emissions associated with digital activity, including emails, cloud storage and IT equipment, to encourage more efficient use of digital resources.
- Introduced lower-impact workplace catering choices, including biodegradable teabags and alternative milk options.
- Replaced single-use plastic carrier bags with biodegradable or sugar-based alternatives to reduce reliance on conventional plastics.
- Reduced single-use plastics at events and introduced more sustainable alternatives for supporter materials where appropriate.
- Discontinued balloon arches at events and within fundraising packs to reduce avoidable single-use materials

3.2. Future Carbon Reduction Projects

Our future carbon reduction activity will focus on strengthening our emissions baseline, improving data quality and identifying the highest-impact opportunities for reduction. This will support the development of credible, evidence-based targets through our Carbon Management Plan 2026–30. Planned measures include:

- Re-baseline our emissions so that 2026/27 is the new baseline year. This will ensure we can continue to accurately compare our progress and reflect our journey to become Net Zero.

- Re-establish the Green Champion network and increase colleague and volunteer awareness of sustainability initiatives through targeted communications and engagement activity.
- Review energy-consuming electrical assets across the estate, including air conditioning and white goods, to identify priority opportunities for efficiency and optimisation.
- Audit gas appliances and identify systems for heat decarbonisation planning across hospice sites.
- Improve water data quality and identify high-use sites through foot printing, audits and meter review.
- Identify high-volume single-use items and prioritise reduction or substitution opportunities where clinically appropriate.
- Continue to centralise waste disposal contracts, data and reporting responsibilities to improve visibility, control and future reduction planning.
- Improve waste segregation and staff guidance to support compliance, increase recycling rates and reduce waste-related emissions.
- Review business travel data, grey fleet use and opportunities to reduce avoidable journeys.
- Review retail logistics, delivery routes and stock movements to identify efficiency opportunities and reduce mileage.
- Strengthen data collection for commuting, homeworking and grey fleet activity by improving survey response rates, mileage records and fuel-use data to support more accurate emissions reporting and future reduction planning.
- Identify areas of the supply chain and wider operations with the greatest carbon impact and prioritise suppliers for engagement.
- Review and rationalise physical IT assets, including servers, to maximise reuse and reduce unnecessary hardware.
- Develop heat decarbonisation plans for hospices and begin lower-carbon replacement planning.
- Increase lower-carbon travel options and transition company vehicles to low-emission vehicles as leases renew.
- Prioritise digital transformation of high-impact processes in line with the charity's strategy, reducing reliance on paper, storage and manual processes where appropriate.

4. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.²

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.³

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on Behalf of Marie Curie



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Name: Kris Murali

Job Title: Chief Financial Officer

Date: 03/08/2026

¹ <https://ghgprotocol.org/corporate-standard>

² www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

³ <https://ghgprotocol.org/standards/scope-3-standard>