

BMJ Group Carbon Reduction Plan

Supplier name: BMJ Publishing Group Ltd, a wholly owned subsidiary of the British Medical Association

Publication date: July 2025

Commitment to achieving Net Zero

BMJ Group is committed to achieving Net Zero emissions by 2040

Baseline Emissions Footprint

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.

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| Baseline Year: 2023 (calendar year) | |
| Additional Details relating to the Baseline Emissions calculations. | |
| <p>BMJ Group conducted its first business specific carbon footprint calculations, after the BMA group-wide exercise conducted in 2019. Therefore, 2023 will be used as the baseline year for consistency of approach.</p> <p>The methodology for measuring our carbon footprint is in line with the Greenhouse Gas protocol and the BEIS Environmental Reporting Guidelines.</p> | |
| Baseline calendar year emissions: 2023 | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 33.23 |
| Scope 2 | 71.78 (Location based) |
| Scope 3 (Included Sources) | <p>1954.33</p> <p>Cat 4 - upstream transportation and distribution: not captured</p> <p>Cat 5 - waste generated in operations 3.46</p> <p>Cat 6 - business travel - Flights 811.67</p> <p>Cat 6 - business travel - Rail 28.46</p> <p>Cat 6 - business travel - Taxi 8.93</p> <p>Cat 6 - business travel - Hotel 35.90</p> <p>Cat 7 - employee commuting 464.2</p> <p>Cat 9 - downstream transportation and distribution 601.71</p> |
| Total Emissions | 2012.65 |

Current Emissions Reporting

| Reporting calendar year emissions: 2024 (calendar year) | |
|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 27.99 |
| Scope 2 | 18.85 |
| Scope 3 (Included Sources) | 1447.40 Cat 4 - upstream transportation and distribution: 72.24 Cat 5 - waste generated in operations 0.0293 Cat 6 - business travel - Flights 538.38 Cat 6 - business travel - Rail 32.05 Cat 6 - business travel - Car 10.86 Cat 6 - business travel - Hotel 28.82 Cat 7 - employee commuting 464.2 Cat 9 - downstream transportation and distribution 300.82 |
| Total Emissions | 1,494.24 |

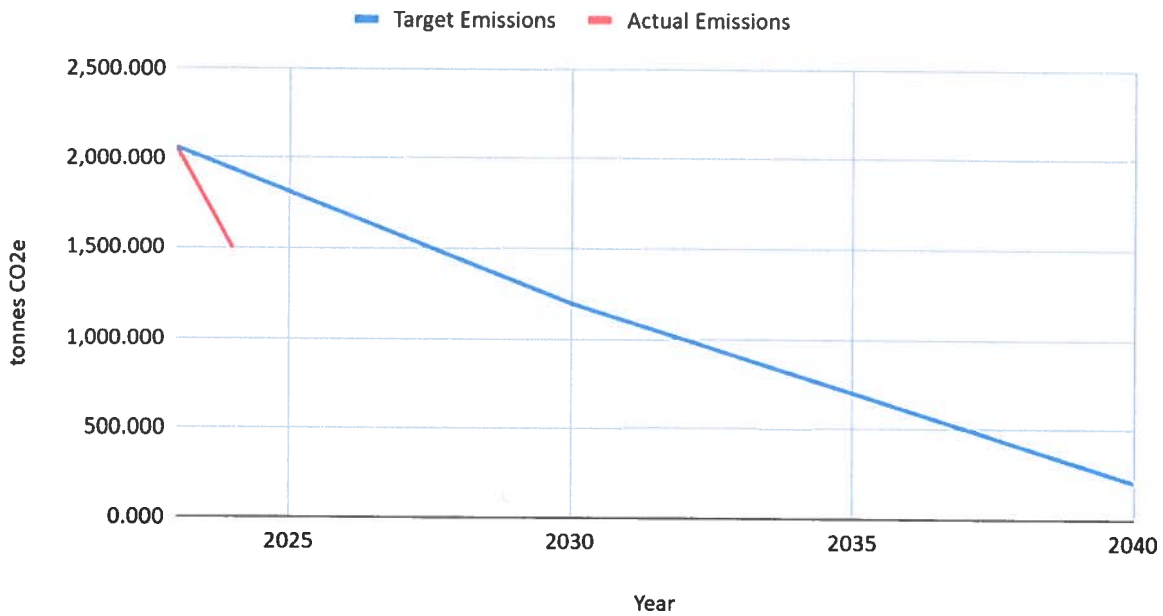
Emissions Reduction Targets

In order to achieve Net Zero by 2040, we have adopted the following carbon reduction targets.

We are targeting carbon emissions to decrease over the next five years to **1194.41 tCO₂e** by **2030**. This equates to a reduction of **42%** from the 2023 baseline, aligned with the SBTi requirements.

Progress towards these targets in 2024 can be seen in the graph below:

BMJ Group Carbon Footprint



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emissions reduction achieved by these schemes equated to **507 tCO₂e**, a **26%** reduction against the 2023 baseline and the measures will be in effect when performing the contract.

BMJ Group is a founding member of the UK Health Alliance for Climate Change and is a signatory of the UN SDG Publishers Compact.

Completed reduction projects include

- Amendments in carbon calculations for business travel to increase accuracy including seat class, airlines and type of aircraft.
- Reduction in occupancy of the office building in London by the landlord resulting in an overall decrease in energy consumption (scope 1 and 2) and waste generation (scope 3 - category 5)
- **Reduction in volume of printed journals resulting in a decrease in printing and distribution related emissions** (Scope 3 - category 9)
- Created and recruited a new specialist Head of Sustainability role within the leadership structure to develop and drive the sustainability agenda and direction forward
- Set up of an internal Sustainability Group which is chaired by the Head of Sustainability with the Chief Financial Officer as executive sponsor and includes employee volunteers from across the company
- Systematic carbon footprint measuring and minimisation efforts for Events through an application called TRACE by Isla
- Launch of EV salary sacrifice scheme in 2023 for BMJ Group employees.

Current Carbon Reduction Initiatives

- Pursuit of ISO 14001 certification to be achieved by the end of 2025, resulting in improved monitoring and focus on environmental impact across the business
- Focus on further reductions to office space and transition to a more recently built and higher energy efficient location in London
- Reviewing resourcing and capabilities beneath the new Head of Sustainability role to ensure sufficient capacity and momentum is established across sustainability initiatives
- Ongoing review of corporate travel agency providers to reinforce corporate travel and entertaining policies and to monitor more closely business related emissions
- Employee engagement and training e.g. Sustainability page on the company's intranet, lunch and learn sessions and other employee led initiatives promoting a sustainable lifestyle.

Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

- Establish a carbon budget for each team to manage
- Review the Events offering to reduce further the associated emissions - moving towards regional Events rather than global
- Further reduction of print formats and transition to digital offerings reducing further carbon emissions related to printing, paper, transport and distribution
- Continuous improvement of our digital infrastructure towards energy efficiency and speed of access for end users

- Improved capture of employee commuting information to develop opportunities to further reduce related emissions such as cycle-to-work scheme
- Decarbonisation of the supply chain program - pilot being run in 2025 including review of the company's procurement strategy and policy

Declaration and Sign Off

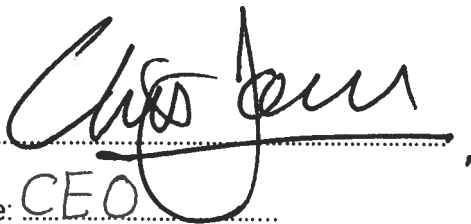
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard^[1] 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, 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 BMJ Group board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Title: CEO

Date: 2 July 2025

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

[2] <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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