



Carbon Reduction Plan For iRhythm

Publish date: June 2025



iRHYTHM[®]

**positive
planet**

Our Commitment

iRhythm Technologies UK Ltd is committed to achieving Net Zero emissions by 2045, aligning with the [NHS's Net Zero supplier roadmap](#), which aims to achieve a Net Zero value chain by 2045.

Our Carbon Footprint

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. We have previously measured our emissions in 2021 and 2022, setting 2022 (01/01/22 - 31/12/22) as our baseline year.

Upon measuring and assessing our 2023 emissions it is evident that the 2021 and 2022 measurements were impacted by early data collection challenges and the Covid-19 pandemic. Additionally, in 2023 we expanded our service offering to include direct to patient delivery as well as expanding the boundary of our measurement to account for the return of devices for data download. This means our 2022 measurement no longer represents a normal operating year, in line with the above we have chosen to realign our baseline year to 2023.

Furthermore, the carbon footprint will be re-baselined once full Scope 3 emissions data is available to ensure accurate tracking against reduction targets

Carbon accounting guidance and emission factors provided by external bodies such as DEFRA and the GHG Protocol may be subject to change periodically due to improvements in data quality, calculation methods, and industry best practices. As these updates are outside our control, we have remeasured and restated emissions occasionally for previous years to ensure comparability and alignment with current standards, maintaining the accuracy of emissions data and the integrity of Net Zero targets.

When such changes occur in the future, our approach will be to remeasure the previous year's measurement year and base year, alongside the most recent measurement. If this is not possible, a statement explaining changes and lack of comparability will be added to reports.

Baseline Year: Jan' - Dec' 2023	
The baseline year has been adjusted as detailed above. There are no emissions to report for scope 1 Stationary Combustion, Mobile Combustion, Fugitive Emissions, Process Emissions or scope 2 Heat & Steam due to a lack of relevant activities, assets (company vehicles) or infrastructure (gas boiler and/or air con).	
Emissions	Total (tonnes CO ₂ e)
Scope 1	0.0
Scope 2*	Market-based: 4.345 Location-based: 11.089
Scope 3 including: <ul style="list-style-type: none"> - Fuel & Energy Related Services - Business Travel - Upstream Transportation & Distribution - <i>Downstream Transportation & Distribution</i> <ul style="list-style-type: none"> ○ None, due to no deliveries being arranged by customers - Employee Commuting & Homeworking - Operational Waste & Water 	497.226
Total Measured Emissions*	Market-based: 501. 571 Location-based: 508.316

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

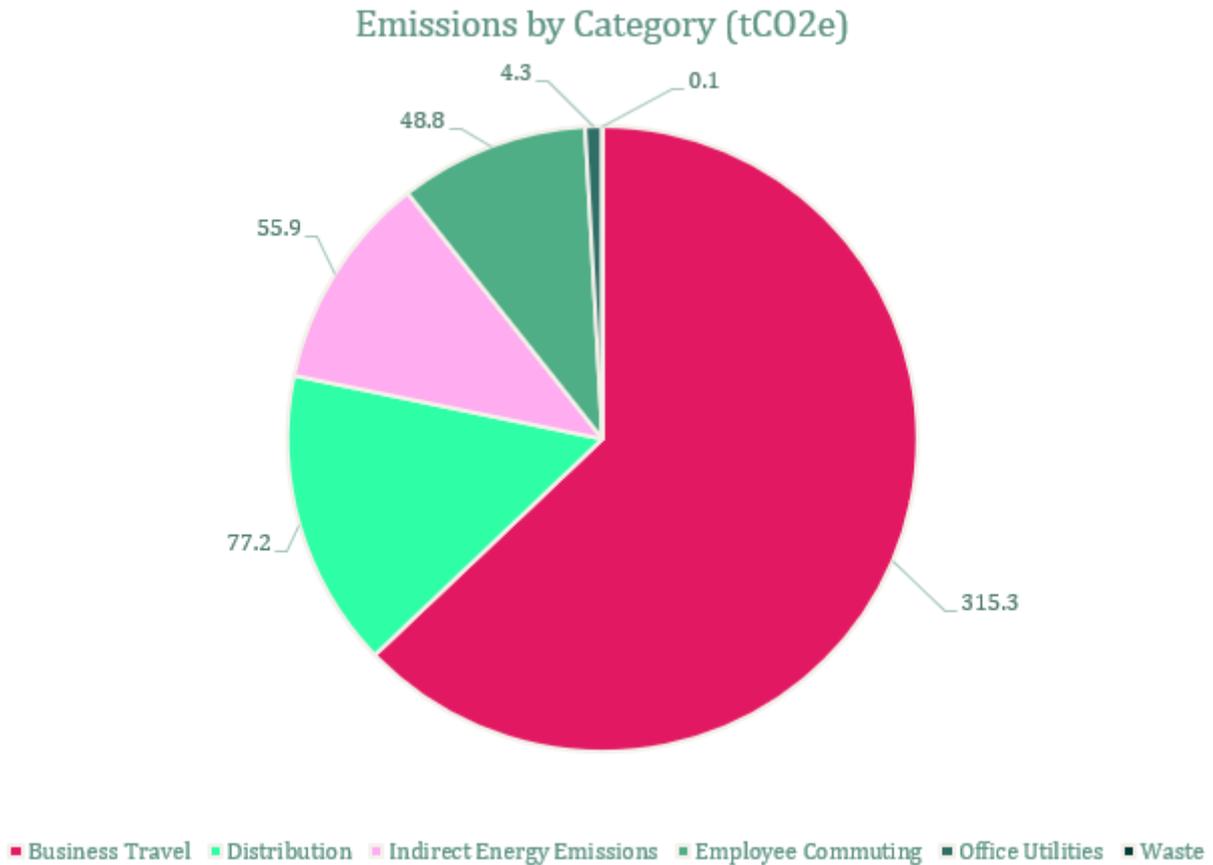
Carbon Intensity Metrics

Baseline year: Jan' - Dec' 2023	
Carbon intensity metric	Emissions (tCO ₂ e)

Employees (per FTE)	8.512
Revenue (per £million)	48.11

Based upon 59 FTEs (full-time employee equivalents), and a £10.43 million revenue during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Baseline Emissions Breakdown (tCO₂e)



Current Emissions Reporting

Current Reporting Year: Jan'-Dec' 2024

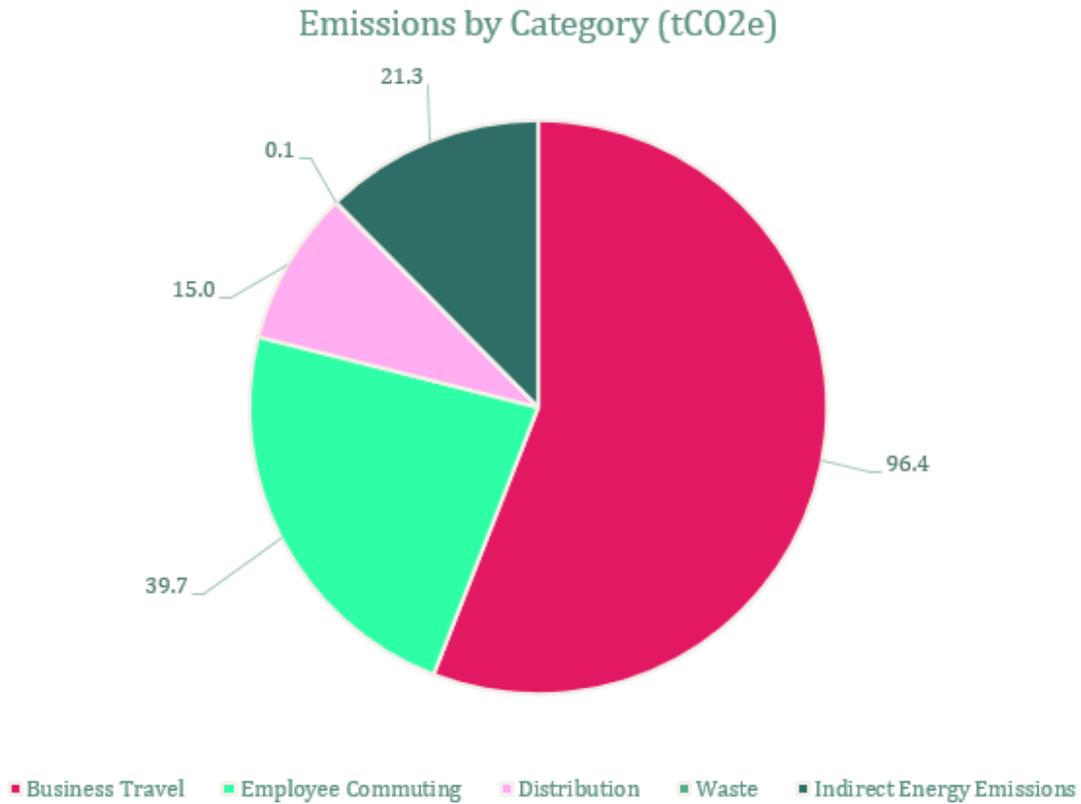
Emissions	Total (tonnes CO ₂ e)
Scope 1	00.00
Scope 2*	Market-based: 00.0 Location-based: 11.6
Scope 3 including: <ul style="list-style-type: none"> - Fuel & Energy Related Services - Business Travel - Upstream Transportation & Distribution - <i>Downstream Transportation & Distribution</i> <ul style="list-style-type: none"> ○ <i>None, due to no deliveries being arranged by customers</i> - Employee Commuting & Homeworking - Operational Waste & Water 	172.368
Total Emissions*	Market-based: 172.368 Location-based: 183.961

Our total emissions equate to a Carbon Intensity Metric of **3.6 tCO₂e per full-time employee equivalent (FTE)** based on 48 FTEs during the measurement period (using market-based emissions).

Carbon Intensity Metrics

Current year: 2023-2024	Carbon intensity metric
Employees (tCO ₂ e per FTE)	5.7
Revenue (kgCO ₂ e per £)	

Based upon 48 FTEs (full-time employee equivalents), during the measurement period. We are using market-based emissions to calculate our intensity metrics. Revenue-based intensity metrics are not included in this year's report, as financial accounts are released after the PPN 06/21 reporting deadline; however, these metrics will be calculated retrospectively and included in future reporting cycles.



Carbon Reduction

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

Our near-term targets:

- Maintain scope 1 emissions at zero up to and beyond 2030.
- Reduce measured scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2026 reporting year, one year ahead of the NHS Net Zero supplier roadmap target for disclosure of whole footprint.

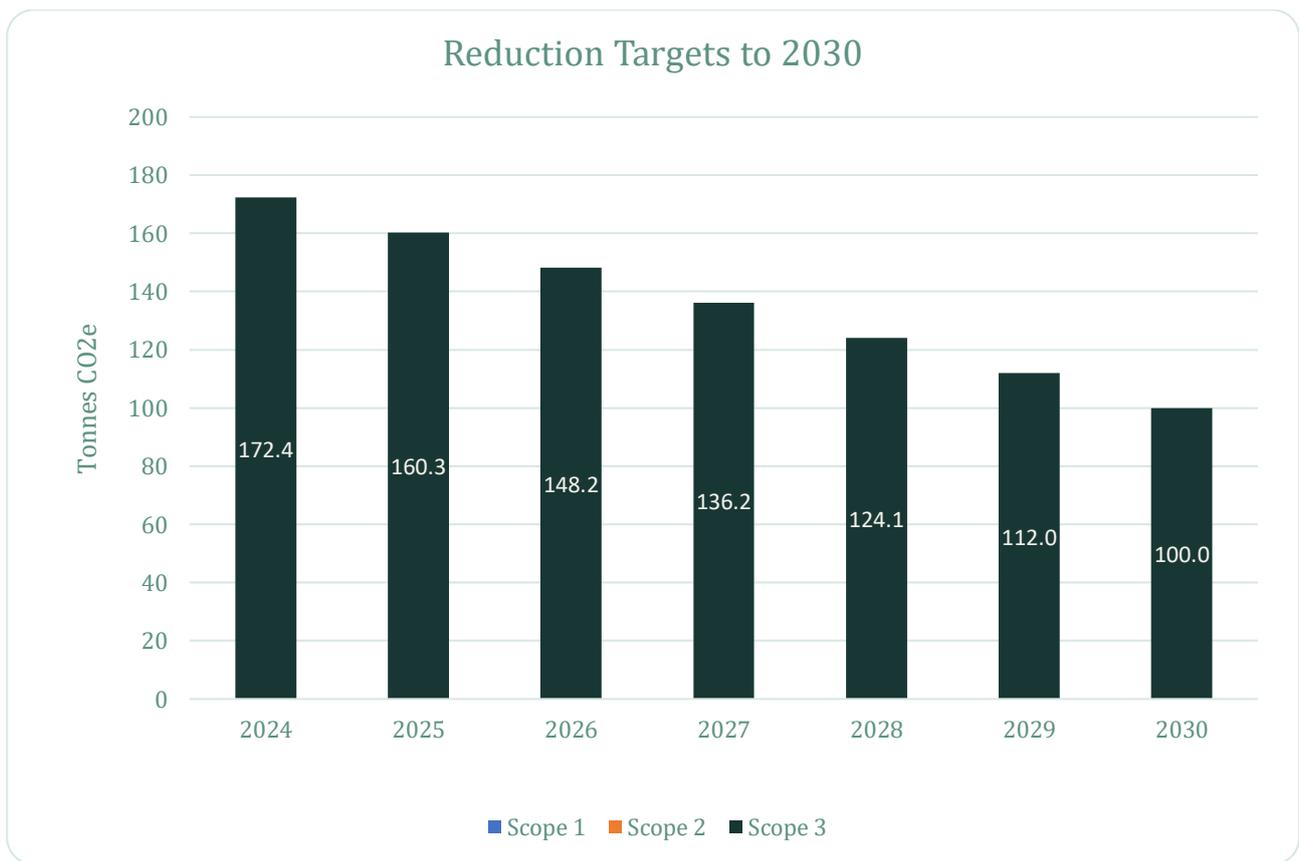
Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

Progress

iRhythm has already achieved market-based scope 2 emissions to zero by 2025 and plans to maintain this up to and beyond 2030. Projected reductions are detailed below, and future reports will assess progress against these targets.

In the latest reporting year, significant improvements were made to the accuracy and completeness of Scope 3 emissions data, particularly in the categories of transport and distribution as well as business travel. For transport and distribution, emissions calculations transitioned from previously estimated tonne.km figures to more robust, activity-based data, incorporating total shipment weight (in tonnes), distance travelled (in kilometres), and number of journeys. This methodological improvement has resulted in a more accurate and representative footprint for upstream logistics. Additionally, business travel emissions decreased substantially due to a reduction in recorded mileage from 93,293 miles to 57,640 miles, reflecting changes in travel behaviour, increased reliance on digital communication, or improved data tracking. Together, these changes enhance the credibility and granularity of the organisation’s Scope 3 reporting and support a more data-driven approach to future carbon reduction planning



Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2023	1, 2, 3
Created an ESG Steering Committee at enterprise level to lead initiatives. Decisions from the ESG Steer Co applies to all regional business entities including the iRhythm Technologies UK subsidiary	2022	1, 2, 3
Switched to a 100% renewable electricity tariff for our site during the reporting year. This will be reflected in our next measurement, where our market-based electricity emissions will be reduced to zero.	2023	2
Diverted 100% of materials from landfill through reuse and energy recovery in 2023	2023	3
Published a corporate ESG report	2024	1,2,3
Achieved zero market-based scope 2 emissions. This will be sustained moving forward.	2024	2

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – General Actions				
Activity No.	Activity	Target Date	Reduction Impact	Category
1	Develop a procedure for annual carbon data collection, including roles, timelines, and required evidence.	<i>Ongoing</i>	-	-
2	Enhance emissions data quality. This includes: - Improving the accuracy and completeness of collected data - Documenting standard processes for data collection and review - Centralising emissions data and evidence in a single repository	<i>Ongoing</i>	-	-

Reduction Plans – Scope 1 & Scope 2				
Activity No.	Activity	Target Date	Reduction Impact	Category
1	Currently we do not have any scope 1 emissions, and we intend to keep it this way. This means: - Partnering with Global Workplace to ensure new leases are with buildings with renewable energy. - Ensuring any new company vehicles are fully electric.	-	-	Stationary Combustion
2	Baseline location-based electricity emissions (National Grid energy mix) are 11.1 tCO ₂ e so there is an opportunity to reduce energy use.	<i>2025 & onward</i>	Low (location-based)	Purchased Electricity

	<p>Partner with EHS team to implement energy efficiency audits.</p> <p>We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate.</p>			
3	Explore with landlord on opportunities for LEED certification for the building.	2026	Medium (location-based)	Purchased Electricity
4	Conduct a Climate Risk Assessment and have the results ready to be reviewed.	2025	Medium	TBC
5	Formulate the actions from the Climate Risk Assessment.	2026	Medium	TBC

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to 0 tCO₂e by 2030.

We also aim to implement the further initiatives below to reduce scope 3 emissions:

Reduction Plans – scope 3				
Activity No.	Activity	Target Date	Reduction Impact	Category
1	Are aiming to be ISO14001 certified by 2026.	2026	-	All
2	<p>Commit to measuring the remaining scope 3 categories, meaning that year’s carbon emissions measurement will be a full picture of iRhythm's UK operations.</p> <p>Currently, the largest missing categories are Purchased Goods and Services and downstream product emissions, meaning that once these are measured, specific reduction activities targeted at these categories will be able to be created.</p>	2026	-	Purchased Goods & Services, Capital Goods, Product emissions

3	<p>Coordinate, establish and train a local site green team to foster spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</p>	2026	~2.5 - 7.5%	All
4	<p>Implement a supplier code of conduct at the enterprise level that covers environmental sustainability with direct suppliers.</p> <p>Encourage suppliers to adopt sustainable practices to improve their carbon footprint through supplier engagement, contracts, and monitoring reporting mechanisms.</p> <p>Explore requesting information (for example: through surveys) from suppliers by spend. The collection of GHG emissions from supplier will help identify suppliers that can help make bigger impact on the carbon footprint reduction roadmap, measurement of emissions in future years and also encourage supply chain integration towards Net Zero goal.</p> <p>Explore engagement with suppliers to potentially create plans by suppliers to reduce their carbon footprint.</p> <p>Monitor to ensure new direct suppliers align to Net Zero by 2045.</p>	2027	High	Purchased Goods & Services
5	<p>Evaluate emissions reduction opportunities with logistics partners, including green logistics options and/or green logistics providers. Align with proposed new supplier policy</p>	<i>ongoing</i>	High	Upstream Distribution

6	<p>Develop and implement an iRhythm Technologies UK Ltd Sustainable Travel</p>	2030	High	Business Travel, Commuting
---	--	------	------	----------------------------

<p>Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Consider ways to reduce air-based travel emissions as a priority, such as:</p> <ul style="list-style-type: none"> - Actively considering the class of flights - higher class seats are more emission intensive - reducing the number of staff per trip - increasing the interval between each trip, consider lengthening stays to make up for this - reducing frequency of trips by increasing digital communication - Evaluating the use of local talent for responsibilities currently done by travelling staff <p>Explore offerings to support workforce with options for active travel schemes; such as cycle to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel - 			
--	--	--	--

Based upon the above completed and planned initiatives, it is projected that iRhythm Technologies UK Ltd measured scope 3 emissions will decrease from the baseline measurement of 497.9 tCO₂e to 288.782 tCO₂e by 2030. This is a reduction of 42% and will keep us on track to Net Zero.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 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 iRhythm Technologies Ltd Directors & Executive Team.

Signed on behalf of iRhythm Technologies Ltd:

Patrick Murphy

Name: Patrick Murphy



Position: Company Director

Date: June 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>