ELMICH CARE SERVICES

CARBON REDUCTION PLAN 2026

Environmental Sustainability and Net Zero Commitment

Organisation	Elmich Care Services
Service Type	Supported Living and Social Care Services**:**
Operating Area	Northampton and Northamptonshire, United Kingdom
Organisation Size	Small organisation employing fewer than 100 staff
Publication Date:	October 2026
Reporting Status	Initial Carbon Reduction Plan, Baseline Emissions Assessment Pending
Review Date:	October 2027

1. Commitment to Achieving Net Zero

Elmich Care Services is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2050 at the latest.

As a small supported living service provider operating in Northampton and North Northamptonshire, employing fewer than 100 staff, we recognise our responsibility to contribute to environmental sustainability while continuing to deliver safe, effective, compassionate and person-centred care.

We understand that climate change and environmental challenges affect the health, wellbeing and quality of life of individuals and communities. We are therefore committed to reducing the environmental impact of our activities through practical, achievable and proportionate measures.

Our approach supports the environmental priorities of Northampton and North Northamptonshire Councils, including carbon reduction, sustainable transport, energy efficiency, responsible procurement and waste minimisation.

We recognise that, as a small organisation, our operational resources and carbon reduction opportunities differ from those of larger care providers. We will therefore focus on realistic and measurable improvements that are appropriate to the nature, scale and complexity of our services.

Our environmental commitments will be implemented without compromising the safety, dignity, independence, wellbeing or individual choices of the people we support.

2. Purpose and Scope of This Carbon Reduction Plan

This Carbon Reduction Plan sets out Elmich Care Services' commitment to reducing greenhouse gas emissions associated with the delivery of supported living services.

It provides a framework for identifying, measuring, monitoring and reducing emissions arising from our operational activities.

The plan has been developed with reference to:

- UK Government Procurement Policy Note PPN 006 (2025), *Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts*.
- The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.
- The Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
- UK Government greenhouse gas conversion factors.
- North Northamptonshire Council's Carbon Management Plan and wider climate change and sustainability objectives.

This is Elmich Care Services' first Carbon Reduction Plan. We have not yet established a quantified greenhouse gas emissions baseline.

This initial publication therefore outlines our environmental commitments, intended emissions reporting arrangements and planned carbon reduction activities.

We will update the document with actual emissions data following completion of our baseline assessment.

3. Our Organisation and Proportionate Environmental Approach

Elmich Care Services is a small supported living provider with fewer than 100 employees.

Our primary activities involve providing personalised support that enables individuals to live as independently as possible within their homes and communities.

Our environmental impacts may arise from staff travel, administrative activities, energy consumption, purchasing, waste generation and other activities associated with service delivery.

As a small organisation, we aim to achieve meaningful carbon reductions through straightforward operational improvements rather than resource-intensive programmes that may be disproportionate to our size.

Our approach will focus on:

- Efficient staff rostering and reduced unnecessary travel.
- Responsible use of energy and equipment.
- Reduced paper consumption and increased use of secure digital systems.
- Waste prevention and appropriate recycling.
- Environmentally responsible procurement.
- Staff awareness and engagement.
- Annual monitoring and continuous improvement.

We will ensure that environmental initiatives remain affordable, practical and compatible with the delivery of high-quality supported living services.

4. Baseline Emissions Footprint

Baseline emissions represent the greenhouse gas emissions produced during a defined reporting period and provide the reference point for measuring future carbon reductions.

As this is our first Carbon Reduction Plan, Elmich Care Services has not yet completed its baseline greenhouse gas emissions assessment.

We intend to establish an appropriate 12-month baseline reporting period and calculate relevant emissions using recognised greenhouse gas accounting methods and applicable UK Government conversion factors.

Baseline Emissions Reporting

Baseline Year: To be confirmed following initial assessment.

Emissions Category	**Emissions (tCO_2e)**
Scope 1 – Direct emissions	Not yet calculated
Scope 2 – Purchased electricity, heating and cooling	Not yet calculated
Scope 3 – Upstream transportation and distribution	Not yet calculated
Scope 3 – Waste generated in operations	Not yet calculated
Scope 3 – Business travel	Not yet calculated
Scope 3 – Employee commuting	Not yet calculated
Scope 3 – Downstream transportation and distribution	Not yet calculated
Total Baseline Emissions	**Pending assessment**

- Scope 1 includes relevant direct emissions from fuel combustion, company-controlled vehicles and other applicable sources.
- Scope 2 includes emissions associated with purchased electricity, heating and cooling within our operational boundary.
- Scope 3 includes the five specified categories required by PPN 006.

The assessment will determine which emission sources are applicable to our organisation. Any categories that do not apply will be identified and explained.

We will not report unverified estimates as actual measured emissions.

5. Current Emissions Reporting

Elmich Care Services is working towards establishing appropriate systems for collecting and recording greenhouse gas emissions information.

As a small supported living provider, our initial data collection will focus on the most relevant operational activities.

These may include:

- Electricity and gas consumption in premises within our operational control.
- Fuel consumption from company-controlled vehicles, where applicable.
- Staff business mileage and work-related travel.
- Employee commuting.
- Waste generated through operational activities.
- Relevant transportation and distribution activities associated with procurement and service delivery.

Current Emissions Reporting

Reporting Period: To be established.

Emissions Category	**Emissions (tCO_2e)**
Scope 1	Not yet calculated
Scope 2	Not yet calculated
Scope 3 – Required categories	Not yet calculated
Total Current Emissions	**Pending assessment**

We recognise that emissions reporting is essential for measuring progress and demonstrating accountability.

Following completion of our initial assessment, we will update this Carbon Reduction Plan to include our baseline and current emissions figures.

6. Carbon Reduction Targets and Objectives

Elmich Care Services is committed to achieving Net Zero greenhouse gas emissions by 2050 at the latest. Recognising our size and current stage of emissions reporting, we have established a phased approach to carbon reduction.

Short-Term Objectives: 2026–2027

We aim to:

- Establish our first organisational greenhouse gas emissions baseline.
- Identify the principal sources of emissions associated with our services.
- Introduce practical procedures for collecting energy, travel and waste information.
- Promote environmental awareness among employees.
- Review staff travel arrangements to identify opportunities to reduce unnecessary mileage.
- Encourage efficient use of energy and resources.
- Establish a process for reviewing environmental performance annually.

Medium-Term Objectives: 2028–2030

We aim to:

- Set measurable carbon reduction targets informed by our verified baseline.
- Reduce avoidable business travel emissions.
- Improve energy efficiency in premises within our control.
- Strengthen digital administration and reduce paper consumption.
- Promote responsible purchasing and waste reduction.
- Review opportunities to adopt lower-emission transport solutions where operationally and financially feasible.
- Monitor progress against agreed carbon reduction indicators.

Long-Term Objective: By 2050

Our long-term commitment is to achieve Net Zero greenhouse gas emissions across our UK operations by 2050 at the latest. We will progressively reduce emissions through operational improvements, sustainable working practices and appropriate technological developments.

We will review and strengthen our interim targets once sufficient emissions data is available.

7. Carbon Reduction Initiatives and Environmental Measures

7.1 Sustainable Staff Travel and Transport

Staff travel is a potential source of greenhouse gas emissions within supported living services.

Employees may need to travel between supported living locations, training sessions, meetings and other work-related activities.

Elmich Care Services aims to minimise unnecessary travel through:

- Efficient staff rostering and geographical allocation of support workers.
- Reducing avoidable journeys through effective operational planning.
- Encouraging walking, cycling and public transport where practical.
- Promoting car-sharing where appropriate.
- Using online meetings and training where suitable.
- Considering vehicle emissions and fuel efficiency when reviewing future transport arrangements.

Any changes to staff travel arrangements will take account of safeguarding, accessibility, service-user needs and continuity of care.

7.2 Energy Efficiency and Responsible Resource Use

We recognise the importance of reducing unnecessary energy consumption.

Our planned measures include:

- Encouraging staff to switch off lights and equipment when not required.
- Promoting energy-efficient lighting and electrical appliances.
- Reducing unnecessary printing and paper use.
- Considering energy efficiency when purchasing or replacing equipment.
- Encouraging responsible heating and electricity consumption in premises within our operational control.
- Engaging with landlords and housing partners on potential environmental improvements where appropriate.

Where supported living accommodation is occupied under individual tenancy arrangements, we will respect residents' rights, preferences and control over their living environment.

Energy efficiency measures will not compromise safe indoor temperatures, accessibility, comfort or individual wellbeing.

7.3 Waste Reduction and Recycling

Elmich Care Services aims to reduce avoidable waste and promote responsible disposal practices.

Our approach includes:

- Reducing unnecessary paper-based documentation.
- Encouraging the use of secure digital care records and administrative systems.
- Promoting recycling where suitable facilities are available.
- Minimising unnecessary packaging.
- Encouraging responsible use of consumables.
- Considering reusable and durable products where appropriate.
- Ensuring that clinical or hazardous waste, where applicable, is managed safely.

All waste management activities will comply with relevant health, safety, infection prevention and environmental requirements.

7.4 Sustainable Procurement

We recognise that the goods and services we purchase may contribute to our wider carbon footprint.

We aim to adopt a proportionate approach to sustainable procurement by:

- Considering the environmental performance of suppliers.
- Purchasing durable and energy-efficient equipment where appropriate.
- Reducing unnecessary packaging and deliveries.

- Considering suitable local suppliers where commercially practical.
- Avoiding unnecessary purchasing and resource consumption.
- Encouraging responsible supply-chain practices.

These measures support Northampton and North Northamptonshire Council's wider sustainability and responsible procurement objectives.

7.5 Digital Working and Reduced Paper Consumption

Digital systems can help reduce unnecessary paper use and some work-related travel.

Where appropriate, Elmich Care Services intends to promote:

- Secure electronic care documentation.
- Digital staff rotas and communications.
- Electronic administrative records.
- Online training and meetings.
- Reduced printing and photocopying.

All digital systems will be implemented with appropriate consideration for information security, confidentiality, accessibility and data protection.

7.6 Staff Engagement and Environmental Awareness

Our employees have an important role in supporting our environmental commitments.

We aim to encourage environmentally responsible practices through induction, staff communications and relevant ongoing training.

Staff will be encouraged to:

- Use energy and resources responsibly.
- Avoid unnecessary travel.
- Reduce waste.
- Participate in recycling arrangements.
- Suggest practical environmental improvements.
- Support sustainable practices where compatible with their professional responsibilities.

We recognise that environmental awareness and small changes in everyday working practices can contribute to long-term carbon reduction.

7.7 Person-Centred and Sustainable Supported Living

Environmental sustainability must be compatible with the rights and needs of individuals receiving support.

Elmich Care Services is committed to ensuring that environmental measures do not negatively affect the quality of care, independence, dignity, health or wellbeing of the people we support.

Where appropriate, individuals may be encouraged to participate in activities such as recycling, reducing unnecessary waste and responsible energy use.

Participation will be based on individual choice, preferences, capacity and support needs.

Our environmental approach will always remain person-centred.

8. Alignment with North Northamptonshire Council's Environmental Priorities

Elmich Care Services recognises Northampton and North Northamptonshire Council's commitment to environmental sustainability, carbon reduction and responsible resource management.

We aim to support the Council's wider climate objectives through our own operational practices.

Council Environmental Priority	**Elmich Care Services' Commitment**
Carbon emissions reduction	Commitment to Net Zero by 2050 and progressive emissions monitoring
Sustainable transport	Efficient rostering, reduced unnecessary travel and promotion of lower-emission travel options
Energy efficiency	Responsible energy consumption and energy-efficient equipment
Waste minimisation	Reduced paper use, recycling and responsible waste management
Sustainable procurement	Environmental considerations in purchasing and supplier selection
Environmental awareness	Staff engagement, training and continuous improvement
Responsible service delivery	Balancing environmental improvements with safe, person-centred supported living

We recognise that the Council's own operational carbon targets are distinct from our organisation's net-zero commitment.

Our contribution will focus on practical actions within our control, supporting the Council's broader environmental ambitions while maintaining effective supported living services.

9. Monitoring, Governance and Accountability

Elmich Care Services recognises that environmental commitments require appropriate oversight and regular review.

Given our size as an organisation employing fewer than 100 staff, responsibility for implementing and monitoring this Carbon Reduction Plan will be incorporated into existing management arrangements.

The Director or designated senior manager will retain overall responsibility for environmental performance and review of this plan.

Operational managers will support the implementation of relevant measures, including monitoring business travel, resource consumption and opportunities for waste reduction.

Our environmental performance will be reviewed at least annually.

As appropriate, monitoring will include:

- Total greenhouse gas emissions in tonnes of CO_2 equivalent.
- Annual business travel mileage.
- Energy consumption within our operational control.
- Waste management and recycling performance.
- Staff environmental awareness activities.
- Progress against agreed carbon reduction targets.

We will review our Carbon Reduction Plan annually and update it to reflect new emissions information, operational changes and progress achieved.

10. Continuous Improvement and Future Commitments

Elmich Care Services recognises that reducing carbon emissions is an ongoing process requiring commitment, monitoring and improvement.

As a small supported living organisation, we intend to adopt a realistic and proportionate approach that reflects our available resources and operational responsibilities.

We will continue to identify opportunities to:

- Reduce unnecessary emissions.
- Improve energy and resource efficiency.
- Encourage environmentally responsible working practices.
- Strengthen sustainable procurement.
- Improve the accuracy of our environmental reporting.
- Review our carbon reduction targets as better data becomes available.

We recognise that achieving Net Zero will require continued organisational commitment and adaptation over time.

We will seek to make steady, evidence-based progress while maintaining the quality, safety and effectiveness of our services.

11. Declaration and Approval

This document represents Elmich Care Services' initial Carbon Reduction Plan and its commitment to reducing greenhouse gas emissions.

It has been prepared with reference to UK Government PPN 006 (2025), recognised greenhouse gas reporting principles and Northampton and North Northamptonshire Council's environmental priorities.

As this is our first Carbon Reduction Plan, our baseline and current emissions assessments have not yet been completed.

We acknowledge that these figures must be included, together with appropriate management approval, before the document can be represented as a fully completed PPN 006 Carbon Reduction Plan.

We intend to review and update this plan following completion of our initial emissions assessment.

Approved on behalf of Elmich Care Services;

Name	Henry Okafor
Position: Director / Authorised Senior Manager	Director, Elmich Care Services
Date	26/09/2026
Signature	
Next Review Date	11/10/2026