CARBON REDUCTION PLAN FOR EVERLIVING SERVICES LTD

In compliance with PPN 06/21

Supplier Details

Supplier Name: Everliving Services Ltd

Company Registration Number: 08886309

Registered Address: (Head Office) Studio 13, Stuart House, St John Street. PE1 5DD. Peterborough.

Northamptonshire Branch: Office 19 Corby Business Centre, Eismann Way, Corby NN17 5ZB.

Nottinghamshire Branch: Office 5. The Grove, Peach Way. Nottingham. NG9 3DX

Website: www.everlivingservices.co.uk

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OUR COMMITMENT

Everliving Services Ltd is steadfastly committed to achieving Net Zero emissions by 2045. As a CQC-registered provider of specialist supported living services for working-age adults with learning disabilities, mental health needs, and autism, we recognise our responsibility to integrate environmental sustainability into every aspect of our operations whilst maintaining the highest standards of person-centred care.

This commitment extends beyond regulatory compliance, representing a fundamental integration of environmental stewardship with our core mission of empowering vulnerable individuals to live

meaningful, independent lives within their communities across North Northamptonshire, Cambridgeshire, Essex County, Nottinghamshire.

UNDERSTANDING NET ZERO IN PRACTICE

Our approach to achieving Net Zero aligns with the latest science-based targets (SBTs), which are greenhouse gas reduction goals that align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial levels. Under this framework, we commit to reducing our absolute emissions by 90% from our baseline year, with any residual emissions neutralised through verified carbon offset programmes.

Our strategic pathway encompasses both near-term operational improvements and long-term transformational changes to our service delivery model and operational practices, ensuring we remain at the forefront of sustainable social care whilst delivering exceptional outcomes for the people we support.

NEAR-TERM COMMITMENTS BY 2030

We have established ambitious yet achievable targets for the next five years:

- Reduce Scope 3 emissions by 25% by 2030
- Measure all Scope 3 categories by 2027
- Transition to 100% renewable energy tariff by 2025
- Achieve Carbon Literacy Training for 100% of management team by 2027

Our primary focus centres on reducing emissions from staff commuting and business travel through sustainable travel policies, procurement through supplier engagement, and facilities management through energy efficiency improvements.

LONG-TERM VISION TO 2045

Our long-term objectives encompass a comprehensive transformation of our operations:

- Reduce total market-based emissions (Scope 1, 2, and 3) by at least 90% by 2045
- Achieve Net Zero across all operations by 2045
- Neutralise any residual emissions through high-quality, verified carbon offset programmes that align with our values of supporting community wellbeing and social value

BASELINE EMISSIONS ASSESSMENT

Establishing Our Environmental Footprint

As an established organisation providing supported living services across Northamptonshire, we have conducted a comprehensive baseline assessment covering our first full reporting year. This assessment provides the foundation for measuring our progress towards Net Zero and ensuring accountability in our environmental commitments.

Baseline Year: April 2024 - March 2025

The methodology employed for our baseline assessment follows the GHG Protocol Corporate Standard, ensuring consistency with industry best practices and regulatory requirements. All emissions calculations utilise the most recent Government conversion factors for greenhouse gas company reporting.

EMISSIONS SUMMARY

Emission Category	Market-based (tonnes CO_2e)	Location-based (tonnes CO_2e)
Scope 1 Emissions	0	0
Scope 2 Emissions	2.8	3.4

Scope 3 Emissions	156.7	156.7
Total Emissions	**159.5**	**160.1**

Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs. A market-based method reflects emissions from electricity that companies have purposefully chosen. We have chosen to base our Net Zero target on a market-based methodology.

EMISSIONS BREAKDOWN

Our Scope 2 emissions from purchased electricity for Corby Business Centre represent approximately 2% of our total carbon footprint. Our commitment to transitioning to a renewable energy tariff by 2025 will eliminate these emissions.

Scope 3 emissions encompass the majority of our carbon footprint at 98%, reflecting the nature of community-based care services:

- Staff Commuting & Business Travel: 89.3 tCO_2e (56%)
- Procurement (care supplies, PPE, equipment, office supplies): 52.4 tCO_2e (33%)
- Upstream Leased Assets (office facilities): 11.2 tCO_2e (7%)
- Operational Waste: 2.1 tCO_2e (1%)
- Water Consumption: 1.7 tCO_2e (1%)

CARBON INTENSITY METRICS

Performance Indicators for Baseline Year 2024-2025:

- Per Employee: 7.98 tonnes CO_2e (based on 20 employees)
- Per Service User Supported: 15.95 tonnes CO_2e (based on 10 individuals supported)
- Per £ Turnover: 0.016 tonnes CO_2e per £1,000 turnover

These metrics will be refined as we gather more comprehensive operational data and will serve as benchmarks for measuring efficiency improvements across our services.

EMISSIONS DISTRIBUTION ANALYSIS

The predominant source of our emissions stems from staff commuting and business travel, reflecting our community-based service delivery model where support workers travel across Corby, Kettering and Wellingborough, to provide person-centred support in individuals' own homes.

We also have emissions from staff commuting between our supported living services; facilitating outdoors therapeutic activities shift; within the geographical region of Cambridgeshire County Council.

Procurement emissions represent our second-largest category, encompassing care supplies (including continence products, personal care items), PPE, medical equipment, office supplies, IT equipment, and cleaning products. The specialist nature of supported living services necessitates specific equipment and supplies meeting stringent safety and dignity standards.

Facilities-based emissions from our Corby Business Centre office include electricity consumption, heating, and water usage. Our leased office space emissions reflect the environmental performance of the building infrastructure.

COMPLETED ENVIRONMENTAL INITIATIVES

Our commitment to environmental responsibility has been embedded from our inception, with several foundational measures already implemented:

1. Carbon Footprint Assessment Programme (2024-2025)

We engaged environmental consultants to establish our baseline carbon footprint and develop this comprehensive reduction strategy, ensuring our reduction targets are science-based and achievable whilst maintaining high standards of person-centred care.

2. Environmental Governance Structure

Deborah Imafidon, Director, has been appointed as our Environmental Champion, ensuring environmental considerations are integrated into all strategic decisions and operational procedures. This role encompasses both regulatory responsibilities and voluntary environmental commitments, with quarterly reporting to the board.

3. Digital-First Operations

We implemented Care Planner electronic care management system, eliminating paper-based care planning and significantly reducing printing. This digital transformation has achieved estimated 85% reduction in paper consumption whilst improving care quality through real-time monitoring.

4. Sustainable Procurement Framework

We established procurement guidelines prioritising suppliers within the geographical area of the local authorities that we contract with. For example: we prioritise suppliers within Northamptonshire (For product supplies used within Northamptonshire), Cambridgeshire (For product supplies used within Cambridgeshire) where possible; reducing transport-related emissions from supply deliveries. This approach applies to all regions and local authorities where we have branches and operate within. Our care supply procurement now favours suppliers with demonstrable environmental commitments and sustainable packaging practices.

STRATEGIC CARBON REDUCTION INITIATIVES

1. SUSTAINABLE TRAVEL PROGRAMME (2025-2030)

Target: 30% reduction in commuting and business travel emissions by 2030

Our most significant environmental impact stems from staff travel across North Northamptonshire, and communities within Cambridgeshire, making sustainable travel our highest priority initiative. We will implement:

Phase One (2025-2027): Policy Development & Infrastructure

- Develop and implement Sustainable Travel Policy by Q2 2025
- Introduce Cycle to Work Scheme offering tax-efficient bicycle purchase
- Ensured secure cycle storage is installed at our head office (Stuart House, St. John's street, Peterborough) by Q3 2025 and our branch office (Corby Business Centre, Eismann way, Corby) by Q1 2026.
- Implement car-sharing platform for staff working in same localities
- Introduce mileage equalization - equal payment rates for cycling/public transport/EVs/petrol vehicles

Phase Two (2027-2030): Incentivization & Behavior Change

- Introduce sustainable travel bonus scheme - extra annual leave days for low-emission commuting choices
- Implement Carbon Literacy Training for 100% of staff by 2028
- Provide EV salary sacrifice scheme for staff purchasing electric vehicles
- Establish remote working options where compatible with care delivery requirements
- Create local recruitment strategy prioritizing candidates within 5 miles of service delivery areas

Emissions Travel Hierarchy:

1. Digital communication (supervision, team meetings)
2. Walking and cycling
3. Public and shared transport
4. Electric vehicles and car sharing
5. Petrol/diesel vehicles and car sharing
6. Single-occupancy petrol/diesel vehicles (last resort)

2. SUSTAINABLE PROCUREMENT PROGRAMME (2025-2030)

Target: 35% reduction in procurement emissions by 2030

Supplier Engagement Strategy (2025-2027)

Year 1 (2025): Develop Sustainable Procurement Policy and conduct sustainability audit of top 20 suppliers by spend, requesting:

- Annual carbon footprint data
- Evidence of emission reduction targets
- Sustainable packaging commitments
- Local sourcing percentages

Year 2 (2026): Implement supplier scoring system incorporating environmental performance into procurement decisions, with 20% weighting for sustainability criteria

Year 3 (2027): Establish preferred supplier framework prioritizing low-carbon providers, with requirement for all new major suppliers to demonstrate science-based emission reduction targets

Circular Economy Initiatives

- Prioritize purchasing refurbished IT equipment and office furniture

- ☐ Extend lifespan of care equipment through preventative maintenance programmes
- ☐ Implement reusable continence products where appropriate and person-centred
- ☐ Transition to sustainable cleaning products with lower embodied carbon
- ☐ Reduce packaging waste through bulk purchasing where storage permits

Local Sourcing Strategy

- ☐ Prioritize suppliers within 50-mile radius of Corby (Northamptonshire, Leicestershire, Cambridgeshire, Rutland)
- ☐ Establish relationships with local social enterprises for procurement opportunities
- ☐ Support Northamptonshire supply chains contributing to regional social value
- ☐ Implement the above strategy of local sourcing strategy for new branches within Essex County Council, Kent County Council, Nottinghamshire County Council.

3. FACILITIES AND ENERGY MANAGEMENT (2025-2028)

Target: 100% renewable energy by 2025; 40% reduction in facilities emissions by 2028

Renewable Energy Transition

- ☐ Q2 2026: Transition Corby Business Centre to 100% renewable electricity tariff, immediately eliminating Scope 2 location-based emissions
- ☐ 2026: Conduct feasibility study for solar panel installation on office roof (subject to landlord approval and structural assessment)

Energy Efficiency Measures

- ☐ 2025: Complete LED lighting replacement throughout office

- ☐ 2026: Install smart heating controls optimizing energy use
- ☐ 2026: Upgrade to energy-efficient IT equipment during replacement cycles
- ☐ 2027: Implement building insulation improvements (subject to landlord collaboration)

Water Conservation

- ☐ Install water-efficient fixtures in office facilities
- ☐ Implement water monitoring system identifying wastage

4. WASTE REDUCTION PROGRAMME (2025-2030)

Target: 50% reduction in waste emissions by 2030

- ☐ Implement comprehensive recycling system at office (paper, cardboard, plastics, electronics)
- ☐ Establish composting programme for organic waste where feasible
- ☐ Transition to reusable alternatives (water bottles, coffee cups, food containers)
- ☐ Implement "Reduce, Reuse, Recycle" awareness campaign for all staff
- ☐ Monitor waste generation monthly through waste audits
- ☐ Partner with local waste management services offering recycling and circular economy solutions

5. CARBON LITERACY & ENGAGEMENT (2025-2028)

Target: 100% management team Carbon Literate by 2027; 50% of all staff by 2028

Recognizing that staff behavior drives organizational emissions, we will implement comprehensive environmental training:

Carbon Literacy Training Programme

- ☐ **2025-2026:** All Directors and Senior Management complete certified Carbon Literacy Training
- ☐ **2026-2027:** All Care Coordinators complete training
- ☐ **2027-2028:** 50% of Care Assistants complete training

On average, certified Carbon Literacy learners reduce personal carbon footprints by 5-15%, of which approximately 50% are work-related reductions

Environmental Engagement

- ☐ Establish Green Team with representatives from each service area
- ☐ Create monthly environmental newsletter sharing tips, successes, progress
- ☐ Implement staff suggestion scheme for environmental improvements with recognition rewards
- ☐ Celebrate environmental achievements during team meetings and annual events
- ☐ Include environmental performance in annual staff appraisals

PROJECTED ENVIRONMENTAL PERFORMANCE

Emission Reduction Trajectory

Our comprehensive reduction strategy projects steady emission decreases across all categories:

Year	Total Emissions (tCO_2e)	% Reduction from Baseline
2025	159.5 (Baseline)	0%
2026	151.5	5%
2027	139.6	12.5%

2028	127.6	20%
2029	119.6	25%
2030	119.6	25%

Long-term Trajectory (2030-2045)

Progressive emission reductions will continue through:

- **2030-2035:** Further supplier engagement and circular economy implementation (35% total reduction)
- **2035-2040:** Advanced travel solutions and community-based support models (60% total reduction)
- **2040-2045:** Comprehensive operational transformation achieving 90% total reduction

Any residual emissions (approximately 16 tonnes CO_2e annually) will be addressed through verified carbon offset programmes focused on UK-based nature restoration and community wellbeing projects aligned with our social care values.

GOVERNANCE AND ACCOUNTABILITY

Environmental Leadership Structure

Deborah Imafidon, Director, provides strategic environmental leadership whilst ensuring integration with our CQC quality governance frameworks. This dual responsibility ensures environmental considerations enhance, rather than compete with, person-centred care and safeguarding objectives.

Godsent Imafidon, Director, leads operational implementation of environmental initiatives, ensuring frontline staff receive appropriate training and support.

Our Environmental Governance Committee, comprising both directors, the Registered Manager, and Care Coordinator representatives, meets quarterly to review progress, assess emerging opportunities, and ensure environmental initiatives align with evolving care requirements.

Monitoring and Reporting

- **Monthly:** Fleet and travel data review
- **Quarterly:** Supplier sustainability assessments
- **Annually:** Independent carbon footprint audit by accredited consultants
- **Annually:** Sustainability report published on website
- **Quarterly:** Updates to commissioning organizations (North Northamptonshire Council)

Integration with Quality Systems

Environmental performance metrics are integrated into our CQC quality reporting framework, ensuring sustainability complements our Good-rated care standards.

REGULATORY COMPLIANCE AND STANDARDS

This Carbon Reduction Plan complies fully with PPN 06/21 requirements whilst exceeding minimum standards through:

- Voluntary adoption of science-based targets
- Comprehensive Scope 3 emission management
- Alignment with ISO 14001 environmental management principles
- Integration with CQC compliance framework

Annual verification through independent third-party audits ensures transparency and accountability, with results published and shared with regulatory bodies and commissioners.

DECLARATION AND AUTHORISATION

This Carbon Reduction Plan has been developed in accordance with PPN 06/21 requirements and associated guidance, utilising the GHG Reporting Protocol corporate standard and appropriate Government emission conversion factors.

The plan represents our genuine commitment to environmental leadership within the social care sector, whilst maintaining unwavering focus on person-centred care, individual dignity, and service excellence for people with learning disabilities, mental health needs, and autism across North Northamptonshire.

Authorised by:
Name: Deborah Imafidon
Position: Director & Environmental Champion
Date: January 2025
Everliving Services Ltd :

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"Empowering Lives, Protecting Our Planet"