



TogetherCare – Net Zero Carbon Reduction Plan

Last Review Date: 4th August 2024

Next Review Due: 4th August 2026

1. Introduction

TogetherCare is committed to supporting the UK Government's target of achieving net zero greenhouse gas (GHG) emissions by 2050. As a responsible provider of community, complex, and extra care services, we acknowledge our environmental impact and are actively working to reduce our carbon footprint across all areas of our operations.

This Carbon Reduction Plan outlines our current carbon footprint, the measures we are taking, and our roadmap towards becoming a Net Zero organisation.

2. Organisational Commitment

TogetherCare formally pledges to achieve Net Zero emissions by **31st December 2050**, in line with UK government commitments under the Climate Change Act 2008 (2050 Target Amendment).

We aim to:

- Minimise emissions across all Scopes (1, 2, and relevant 3 emissions).
- Embed sustainability into our care delivery, procurement, and back-office functions.
- Support our workforce, partners, and suppliers to align with our environmental goals.

3. Baseline Emissions Footprint

Our baseline year is **2023**, and the emissions data below represent our first full organisational carbon footprint assessment.

Emissions Source	Tonnes CO ₂ e (2023)
Scope 1 – Direct emissions (company vehicles, gas heating)	9.8 tCO ₂ e
Scope 2 – Indirect emissions (electricity use)	4.2 tCO ₂ e
Scope 3 – Other indirect emissions (staff travel, commuting, procurement)	18.5 tCO ₂ e
Total Gross Emissions	32.5 tCO₂e

Baseline year: **January – December 2023**

Measurement method: Defra UK Government GHG Conversion Factors

4. Emissions Reduction Targets

To support our Net Zero goal, we have set the following interim targets:



Target Year Goal

2025	Reduce total emissions by 10% from 2023 baseline
2030	Reduce total emissions by 40%
2040	Reduce emissions by 80%
2050	Achieve Net Zero

These targets will be reviewed annually and updated as our data and reporting maturity improves.

5. Carbon Reduction Measures

To achieve our targets, we have implemented or plan to implement the following initiatives:

A. Scope 1 – Direct Emissions

- Transition to a fully electric or hybrid fleet by 2035.
- Route optimisation software to minimise fuel use during community care visits.
- Use of car-sharing and pooled transport schemes where possible.

B. Scope 2 – Indirect Emissions

- Switch to 100% renewable electricity across all offices and Extra Care schemes by 2026.
- LED lighting upgrades and automated lighting systems in all office locations.
- Installation of smart energy meters.

C. Scope 3 – Other Indirect Emissions

- Promote flexible working and video conferencing to reduce travel.
- Staff incentive schemes for cycling, EVs, and public transport.
- Procurement of sustainable and low-emission products and services.
- Engage suppliers on shared sustainability commitments.

D. Waste and Resource Management

- Reduce paper usage by 75% by 2026 through digital systems (e.g. Birdie and CM platforms).
- Recycle or responsibly dispose of all IT equipment and care waste.
- Zero landfill target for office and scheme waste by 2030.

6. Governance and Responsibility

Environmental sustainability is embedded into our organisational leadership and governance structure.



- **Responsible Person:** Michael Burke, Director
- **Environmental Lead:** Samantha Buckley, Quality and Compliance Manager
- Performance is reviewed annually and reported to the Board.
- Progress is communicated to staff and stakeholders via our website and internal communications.

7. Risks and Mitigation

Risk	Mitigation Measures
Fleet electrification delays	Lease EVs in phases and use hybrids during transition period
Increased operational demand	Offset emissions with verified schemes as a last resort
Limited staff uptake of green travel	Offer incentives and education programmes
Supply chain emissions	Prioritise sustainable suppliers and add ESG criteria to procurement

8. Monitoring and Reporting

We will:

- Update this plan annually with actual emissions data.
- Track progress using a third-party verified GHG calculator.
- Consider offsetting verified residual emissions from 2040 onwards to remain on track for Net Zero.

Progress updates will be published on our website annually and submitted where required during procurement exercises.

9. Declaration and Publication

TogetherCare confirms that this Carbon Reduction Plan has been:

- Reviewed and approved by senior management
- Published on our public-facing website
- Shared with staff and made available to commissioners on request

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