

Carbon Reduction Plan: Kcare Nursing Agency Ltd – 30 January 2024.

Commitment to achieving Net Zero

KCare is committed to being carbon positive by 2035 and to make significant reductions in overall carbon emissions by 2025.

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.

| Baseline Year: 1 April 2024 – 31 March 2025 | |
|--|---|
| Additional Details relating to the Baseline Emissions calculations | |
| The GHG emissions scope boundary, used to establish the baseline, was determined using an operational control model following the GHG protocol. The baseline includes all Scope 1 and 2 emissions in accordance with SECR requirements. Scope 3 emissions have been calculated as per the GHG Corporate Value Chain (Scope 3) Standard Guidance. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 6,785 |
| Scope 2 | 3,476 (market based¹) 2,129 (location based) |
| Scope 3 (Included Sources) | 2,279 4. Upstream Transportation and Distribution: Not Available 5. Waste generated in operations: 326 6. Business travel (not Kcare owned/operated): 1,229 7. Employee commuting: 724 9. Downstream Transportation and Distribution: NA ² |
| Total Emissions | 12,540 (market based) 11,193 (location based) |

¹ For the baseline year, the incumbent electricity supplier had a market based residual fuel mix 47% higher than the UK grid-average factor (2019)

² Category 9 (downstream transportation and distribution) is not relevant to KCare as we do not produce or sell any physical products to transport / distribute.

Current Emissions Reporting

| Reporting Year: 1 April 2025 - 31 March 2026 | |
|--|---|
| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 6,482 |
| Scope 2 | 56 ³ (market based) 1,731 (location based) |
| Scope 3 (Included Sources) | 1,539 4. Upstream Transportation and Distribution: Not Available 5. Waste generated in operations: 241 ⁴ 6. Business travel (not Kcare owned/operated): 601 7. Employee commuting: 697 ⁵ 9. Downstream Transportation and Distribution: NA |
| Total Emissions | 8,077 (market based) 9,752 (location based) |

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we are in the process of developing and setting more detailed interim and long-term emission reduction targets through the development of a carbon reduction roadmap (see pg. 5). Our investment in a retrofit pilot will potentially reduce operational energy emissions (scope 1 & 2) by 136 tonnes per annum across 14 properties, which represents 5% of property estate⁶. Whilst we are still developing a detailed plan, we acknowledge that in order to achieve our anticipated 2035 longstop target, we will need to be targeting a reduction on our carbon emissions, as detailed above, of approximately 10% per annum.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

KCare has been implementing climate and ESG measures proactively since 2024, and the carbon emission reduction achieved by these schemes equate to 4,463 tCO₂e, a 34% reduction against the 2023/24 baseline (market based). These measures will continue to be in effect when performing the contract.

³ 271,267 kWh from properties where energy procurement is not directly controlled

⁴ Comprises of scheduled waste in operations (residual/recycling/clinical & hazardous/confidential). Excludes bulky/construction wastes

⁵ Estimated for 23/24 and 24/25

⁶ 307 properties with full repair liability

Policies and Governance

Our Environmental and ESG policies aim to minimise the impact and maximise the benefit that our activities have on the environment and people around us whilst operating ethically, sustainably and responsibly. We are committed to creating an inclusive culture by ensuring equality, diversity and inclusion is integral to our people strategy with a clear focus on the safety, wellbeing and health of our colleagues and the people we support.

Operational Measures

Below are examples of a range of measures to optimise KCare's vehicle fleet and building management, that have been, and are continuing to be, implemented:

- All electricity is now provided from renewable sources
- A digital first approach reduces unnecessary business-related travel and all company cars are specified as BEV or hybrid vehicles
- 'Mission Zero', our behavioural change campaign, targeted at colleagues and people we support drives engagement and awareness. Captain Planet and his three sustainability sidekicks: energy educator, water wiz and waste warrior provide a series of fun and engaging activities to support people with guidance on reducing our environmental impact
- Environmental communication via digital first campaigns including regular newsletters, poster campaigns, videos and presentations. We also make use of social media and digital platforms to drive action and help promote awareness and involvement at a local level with our colleagues and the people we support. An important aspect of engaging our employees is recognising and rewarding their actions towards sustainability and themed content in our internal publications and recognition at our KCare Excellence Awards celebrate this
- An Independent assessment of energy usage and the development of a strategy to reduce this usage, complemented by the roll out of smart energy metering infrastructure (gas and electricity) to all our property estate

During 2024-25, we intend to implement further measures through the development of a carbon reduction roadmap. This will target Net Zero by 2035, adopting the following principles and initiatives:

- Continuously collect the highest quality, primary data on our emissions to aid in reduction and progress measurement across all scopes.
- Work with leaseholders at non-owned sites, such as our supported living services, to measure utility consumption and encourage the switch to renewables energy tariffs and investment in retrofit improvements.
- Improve the thermal efficiency and operational energy performance of our property estate.
- We have invested in a pilot project to significantly reduce the carbon emissions on a selection of our services as a pilot for future investments. This retrofit pilot will establish a menu of effective retrofit interventions – fabric upgrades including increased insulation, upgrades to LED lighting and building systems/ controls, installation of PVs to deliver

renewable energy generation. These improvements will act as demonstrators to facilitate a fabric first approach for our wider estate.


- Continue to procure 100% renewable electricity for owned sites.
- Continue engagement and awareness raising to reduce energy consumption through our Mission Zero campaign.
- Wherever possible, electrify consumption and decarbonise property heating systems and appliances by prioritising sustainable choices for new buildings and major refurbishments informed by a sustainable design and refurbishment guide.
- Sustainable procurement policies and procedures to demonstrable impact on Scope 3 supply chain emission.
- Integrate climate mitigation and adaptation considerations into our governance and decision-making processes through adherence with legal/governance requirements i.e. TCFD, SECR and ESOS.
- Reduce business travel by air, rail, and road through effective measurement and the development of a sustainable travel policy for business travel and employee commuting.
- Work towards developing and transparently reporting on ESG metrics both internally and externally through consideration of the adoption of a formal accreditation scheme e.g. climate disclosure project.
- Restricting offsetting to residual scope 3 emissions using credible offsetting schemes.

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 standard⁷ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁸.

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) Standard⁹.

This Carbon Reduction Plan has been reviewed and signed off on behalf of the Supplier (Kcare Nursing Limited):



Peter Mukono.

Peter Mukono, Managing Director

Date: 30 January 2024

⁷<https://ghgprotocol.org/corporate-standard>

⁸<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁹<https://ghgprotocol.org/standards/scope-3-standard>