Carbon Reduction Plan For Victim Support

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Created by: Positive Planet

VICTIM SUPPORT

positive planet

Our Commitment

Victim Support is committed to achieving Net Zero emissions by 2050.

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. SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce our location-based* scope 2 emissions by 42% by 2030.
3. Reduce our market-based* scope 2 emissions by 100% by 2030.
4. Reduce Scope 3 emissions per FTE by 42% by 2030.

Our long-term targets:

- Reduce our scope 1 emissions by at least 90% by 2050.
- Reduce our location-based scope 2 emissions by at least 90% by 2050.
- Reduce Scope 3 emissions per FTE by 97% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Emissions covered by our targets:

- Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.
- Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.
- Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

*Purchased electricity emissions are measured in two ways: the location-based method and the market-based method. The location-based method considers the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also considers the emissions intensity of the tariff and suppliers the reporting organisation has specifically chosen. The market-based method can therefore take into account purchases of renewable energy via a tariff. We have chosen to set targets based on both of these methods.

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Our Carbon Footprint

Baseline Emissions

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as the 1st of April 2023 to the 31st of March 2024*.

Base Year: 2024	
All scope 1, scope 2 and upstream and downstream scope 3 emissions were measured using the financial control approach. Under this approach, the scope 1 and 2 emissions of managed office spaces are categorised under scope 3, upstream leased assets. Emissions have been adjusted in line with updates to emission factor methodologies and the availability of new data.	
Emissions	Total (tonnes CO_2e)
Scope 1	24.9
Scope 2	Market-based: 28.6 Location-based: 26.5
Scope 3	3,467.2
Total Emissions	**Market-based: 3,520.7** **Location-based: 3,518.6**

*We have previously used the 1st of January 2021 to the 31st of December 2021 as our baseline period but have rebaselined at our most recent reporting year after the addition of the remaining 10 scope 3 GHG categories that were not covered in previous measurements.

Carbon Intensity Metrics

Metric	Carbon Intensity
Tonnes of CO_2e per Employee	2.9
Tonnes of CO_2e per £m of Revenue	69.9

Carbon intensity metrics are calculated using total market-based results.

Current Emissions

Current Year: 2025	
All scope 1, scope 2 and upstream and downstream scope 3 emissions were measured using the financial control approach. Under this approach, the scope 1 and 2 emissions of managed office spaces are categorised under scope 3, upstream leased assets.	
Emissions	Total (tonnes CO_2e)
Scope 1	9.4
Scope 2	Market-based: 1.6 Location-based: 25.3
Scope 3	3,599.9
Total Emissions	**Market-based: 3,610.9** **Location-based: 3,634.6**

Carbon Intensity Metrics

Metric	**Carbon Intensity**
Tonnes of CO_2e per Employee	3.2
Tonnes of CO_2e per £m of Revenue	67.9

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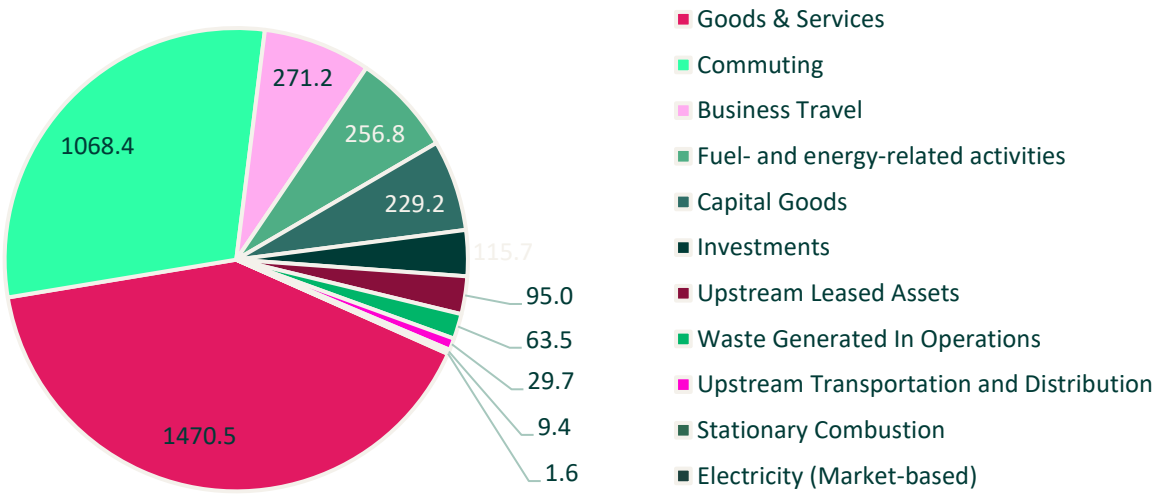
Carbon Emissions Breakdown



Goods & Services is the largest contributor to emissions at 1,470.5 tCO_2e. This category includes the upstream emissions associated with the production of physical goods and the delivery of services we use as a business, as well as those we procure as part of our service. Commuting emissions account for 1,068.4 tCO_2e and include emissions from both employee travel to and from work, but also energy use when working from home. Business Travel contributes 271.2 tCO_2e and covers emissions from staff travel for work-related purposes, including flights, rail, and accommodation. This is followed by Fuel- and Energy-Related Activities, which were estimated to equal 256.8 tCO_2e*. Capital Goods emissions (229.2 tCO_2e) are similar to Purchased Goods & Services emissions, except here only asset additions are considered. Our investments category (115.7 tCO_2e) includes emissions associated with our contributions to employee pensions (which is optional to report); we do not have any other kinds of investments. We have also measured emissions associated with grants given, but we are not including this in our organisational footprint. Grant-related emissions were measured to be 573.4 tCO_2e (up from 504.6 tCO_2e in 2024).

Upstream Leased Assets (95.0 tCO_2e) includes the scope 1 and 2 emissions of the office spaces that we do not manage directly (i.e. where we do not have control over the energy contracts or building). Waste Generated in Operations accounts for 63.5 tCO_2e; this includes emissions relating to both the disposal of waste and our use of water. Upstream Transportation and Distribution (29.7 tCO_2e) includes emissions from our use of courier services. Stationary Combustion (9.4 tCO_2e) emissions are those that are released when gas is used for heating at sites we manage/where we pay for gas directly. Finally, electricity (market-based, 1.6 tCO_2e) contains emissions associated with the generation of electricity from sites we manage/where we pay for electricity directly.

*Fuel- and Energy-Related Activities emissions are those that occur upstream of energy use. In the other energy use categories, e.g. stationary combustion, business travel, etc, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur, e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.

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Emissions Comparison

GHG Category	2024	2025	Change (tCO2e)	Change (%)
Scope 1				
Stationary Combustion	24.9	9.4	-15.5	-62%
Scope 2				
Electricity (Location-based)	26.5	25.3	-1.3	-5%
Electricity (Market-based)	28.6	1.6	-27.0	-94%
Scope 3 (Upstream)				
Goods & Services	1492.7	1470.5	-22.2	-1%
Capital Expenditure	214.1	229.2	+15.1	+7%
Fuel- and energy-related activities	267.2	256.8	-10.4	-4%
Transportation and Distribution	27.8	29.7	+1.9	+7%
Waste Generated In Operations	32.4	63.5	+31.1	+96%
Business Travel	282.8	271.2	-11.6	-4%
Commuting	997.5	1068.4	+70.9	+7%
Leased Assets	36.7	95.0	+58.3	+159%
Scope 3 (Downstream)				
Investments	116.0	115.7	-0.3	+0%
Location-based	3,518.6	3,634.6	116.0	+3%
Market-based	3,520.7	3,610.9	90.2	+3%

Our scope 1 emissions, which are made up entirely of Stationary Combustion emissions, have decreased by 62%. This is because we moved out of three offices that were in use during 2024. This is also part of the reason for the decrease in our location-based emissions. Our market-based scope 2 emissions can be attributed to our switch to a 100% renewable tariff, with the supplier covering the majority of our sites. This switch took place partway through the 2024 period, allowing many of our sites to report zero market-based emissions for the 2025 period. Moving out of some of our offices may, however, be the reason our waste emissions increased so much between the two periods, as there were likely some removal and disposal costs associated with the move.

Our commuting emissions increased quite significantly between the two reporting periods, despite a slight decrease in our workforce. We had an incredibly low response rate this year (only 14% of office-based/hybrid employees responded), so this increase may not be entirely accurate. Our Upstream Leased Asset emissions also increased as we started using more serviced office space.

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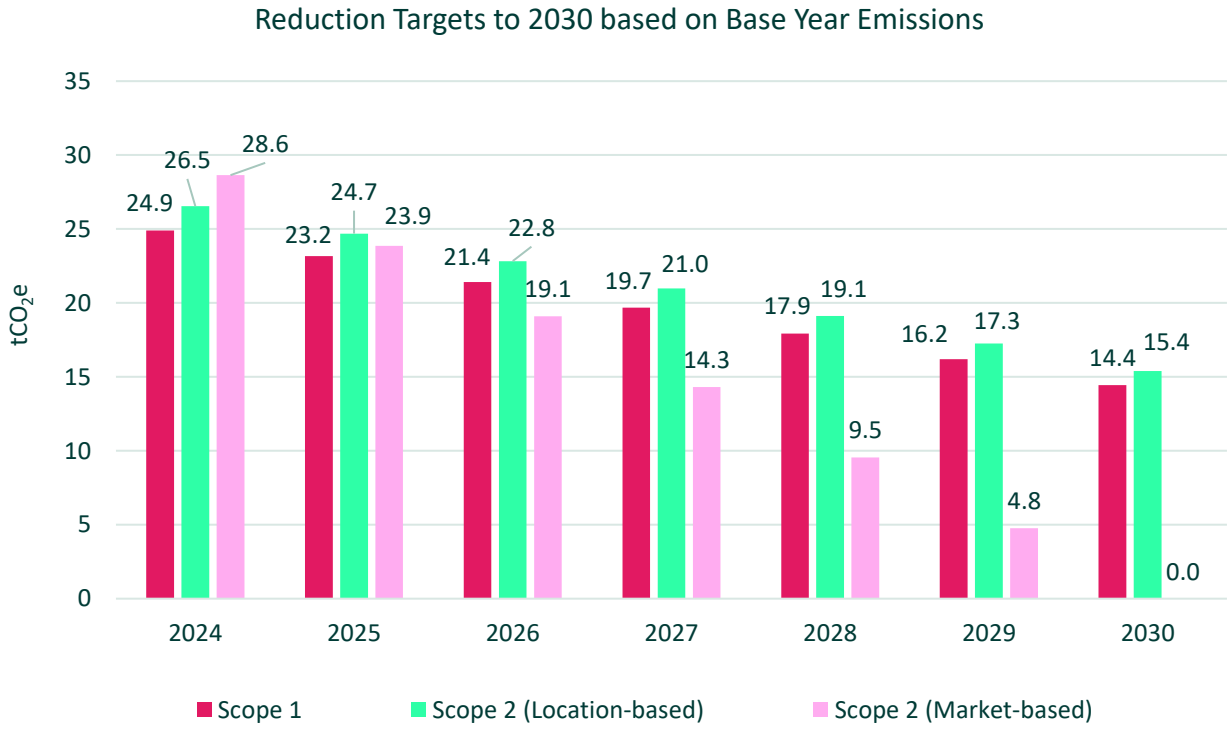
Carbon Reduction

Our targets

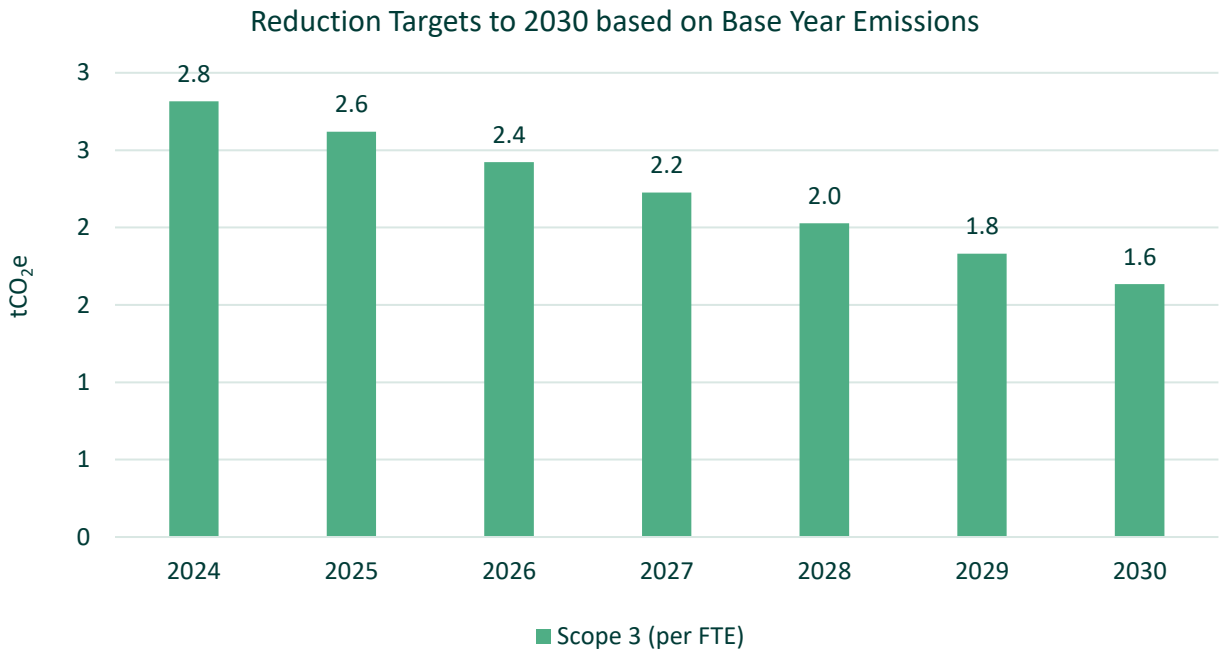
We are committed to achieving Net Zero by 2050. We have also set some near-term targets, against which we will track our progress to 2030:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce our location-based* scope 2 emissions by 42% by 2030.
3. Reduce our market-based* scope 2 emissions by 100% by 2030.
4. Reduce Scope 3 emissions per FTE by 42% by 2030.

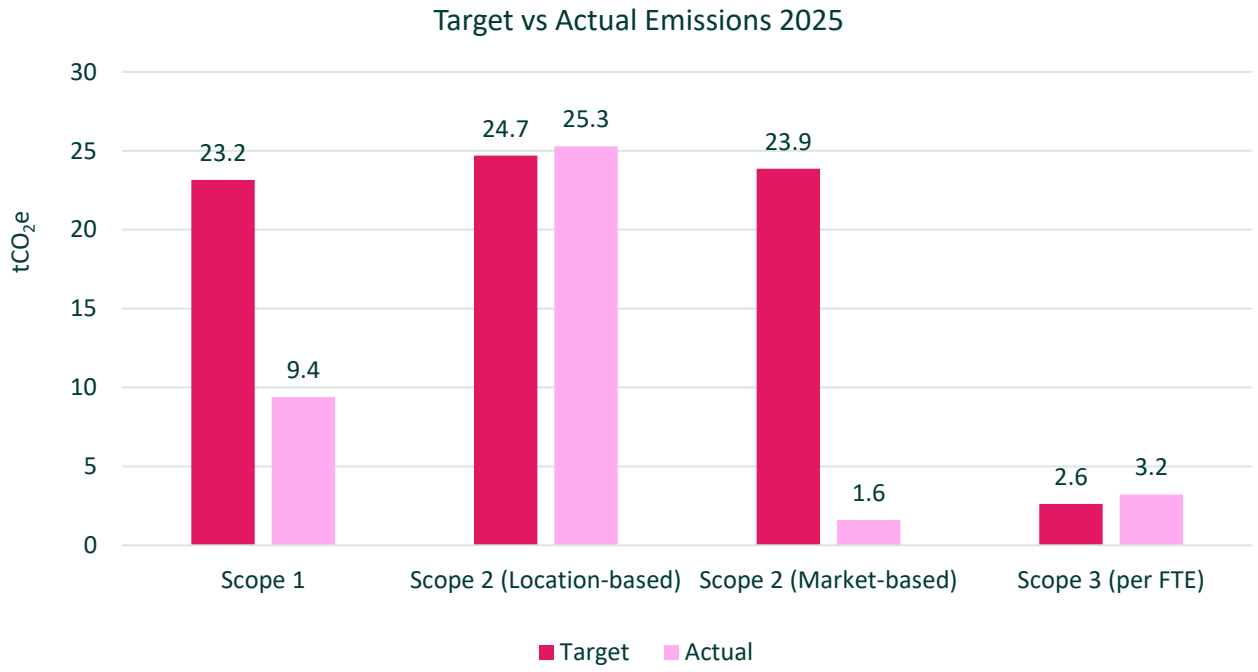
To meet our scope 1 targets, we will need to reduce emissions by 1.7 tCO_2e each year (7%). To meet our location-based scope 2 targets, we will need to reduce emissions by 1.9 tCO_2e (7%), and to meet our market-based scope 2 targets, we will need to reduce emissions by 4.8 tCO_2e each year (17%).



To meet our scope 3 target, we will need to reduce our scope 3 emissions per FTE by 0.2 tCO_2e each year (7%).



Progress



We are currently on track with our scope 1 and market-based scope 2 target, but behind with our location-based scope 2 and scope 3 target.

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Completed Carbon Reduction Initiatives

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

Activity	Completion Date	Scope
Measure the carbon impact of activities year-on-year and use results to create annual carbon reduction plans.	2021	1, 2 & 3
Switch to a renewable energy contract with SSE. SSE supply the majority of the sites that we manage with electricity.	2023	2
Implement a Cycle-to-Work scheme to support staff with sustainable commuting and business travel.	2024	3
Appoint Environmental Champions across the organisation to lead initiatives such as the creation of public transport travel plans for each of the offices.	2024	1, 2 & 3
Launch an Environmental Champions newsletter.	2024	1, 2 & 3

Future Carbon Reduction Plans

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

Activity No.	Activity	Target Date	Category
Section 1: Premises			
1	Switch our remaining standard electricity tariffs (at sites where we manage the contracts) to renewable energy tariffs at the earliest convenience.	2026	Purchased Electricity
2	Continue to make progress on our 2027 ESOS action plan.	2027	Stationary Combustion, Purchased Electricity
3	Liaise with landlords/management companies on energy and data capture improvements for sites we do not manage.	2026	Upstream Leased Assets

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4	Where possible, we are committed to only moving into new premises that have an EPC rating of C or above and selecting offices that do not use gas.	Ongoing	Stationary Combustion, Purchased Electricity, Upstream Leased Assets
Section 2: Procurement			
5	Review of procurement processes with a view to improving our ability to assess the sustainability credentials of new and current suppliers.	Ongoing	Goods & Services, Capital Goods
6	Develop an asset list to enhance capital goods calculations.	2026	Capital Goods
Section 3: Staff Engagement			
7	Develop a climate change and sustainability webinar or eLearning module.	2026	All scopes and categories
Section 4: Travel			
8	Carry out our commuting and WFH survey prior to beginning data collection with Positive Planet and send out using our own systems, with a view to improving the response rate.	2026	Commuting
9	Continue to explore ways to support staff with sustainable commuting and business travel.	Ongoing	Business Travel, Commuting
10	Share a travel statement with all employees to increase adherence to our expenses policy.	2026	Business Travel
Section 5: Data Capture			
11	Work with relevant teams to develop more accurate ways to capture data in all areas.	Ongoing	Mobile Combustion, Waste, Business Travel, Commuting

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Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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 (where required), and the required subset of Scope 3 emissions has 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 board of directors (or equivalent management body).

Signed on behalf of Victim Support:

Name: Katie Kempen

Position: Chief Executive Officer

Date: 29/09/25

[1] https://ghgprotocol.org/corporate-standard
[2] www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard