

Carbon Reduction Plan

For Care Connect Bury

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Created by: Positive Planet



CARE CONNECT BURY LTD
PROFESSIONAL HOME CARE SERVICES

**positive
planet**

Our Commitment

Care Connect Bury is committed to achieving Net Zero emissions by 2045.

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*:

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

Our long-term targets*:

- Reduce scope 1 and market-based scope 2** emissions by 100% by 2045.
- Reduce scope 3 emissions per FTE by at least 97% by 2045.
- 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.

**Targets have been adjusted since our first reporting period to reflect business growth.*

***Purchased electricity emissions are measured in two ways: the location-based method and the market-based method. The location-based method takes into account the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also takes into account 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 and do final reporting using the market-based methodology.*

Our Carbon Footprint

Baseline Carbon 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. We have chosen to set our baseline year as 1st June 2022 to the 31st of May 2023.

| Baseline Year: 2023 | |
|---|--|
| We have measured all scope 1, scope 2 and both upstream and downstream scope 3 emissions using the operational control approach. Emissions have been remeasured to reflect changes to methodology, emissions factors and data availability. | |
| Emissions | Total (tonnes CO ₂ e) |
| Scope 1 | 0.9 |
| Scope 2* | Market-based: 7.5 Location-based: 3.6 |
| Scope 3 | 173.8 |
| Total Emissions | Market-based: 182.2 Location-based: 178.3 |

Carbon Intensity Metrics

| Metric: 2023 | Carbon Intensity |
|---|------------------|
| Tonnes of CO ₂ e per Employee | 2.8 |
| Tonnes of CO ₂ e per £M of Revenue | 162.1 |

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

Previous year Emissions Reporting

| Previous Year: 2024 | |
|--|--|
| We have measured all scope 1, scope 2 and both upstream and downstream scope 3 emissions using the operational control approach. | |
| Emissions | Total (tonnes CO ₂ e) |
| Scope 1 | 5.0 |
| Scope 2 | Market-based: 2.2 Location-based: 1.1 |
| Scope 3 | 184.1 |
| Total Emissions | Market-based: 191.3 Location-based: 190.3 |

Carbon Intensity Metrics

| Metric: 2024 | Carbon Intensity |
|---|------------------|
| Tonnes of CO ₂ e per Employee | 2.6 |
| Tonnes of CO ₂ e per £M of Revenue | 116.5 |

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

Current Year Emissions

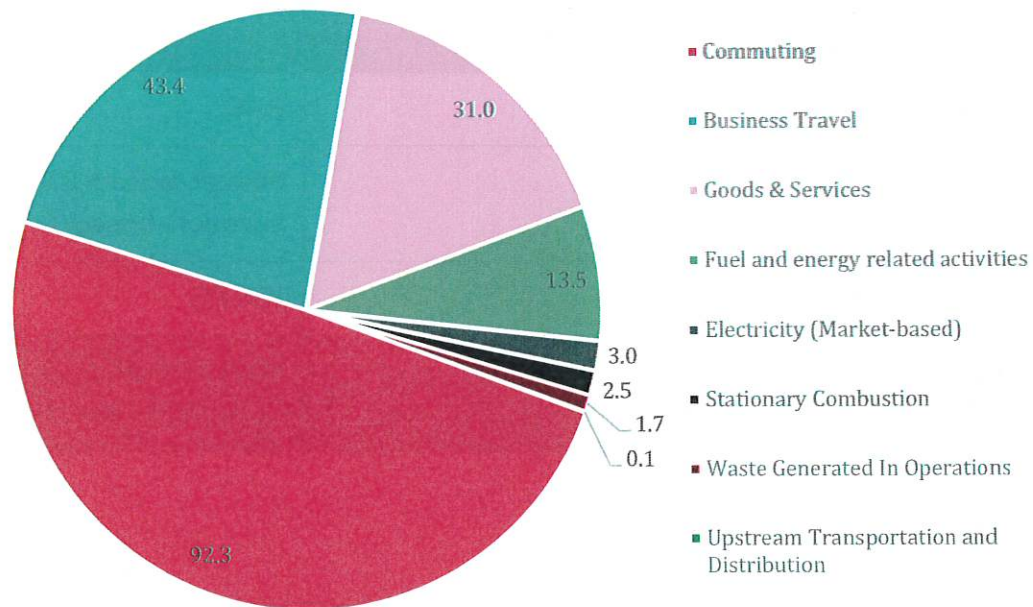
| Current Year: 2025 | |
|--|--|
| We have measured all scope 1, scope 2 and both upstream and downstream scope 3 emissions using the operational control approach. | |
| Emissions | Total (tonnes CO ₂ e) |
| Scope 1 | 2.49 |
| Scope 2 | Market-based: 2.97 Location-based: 2.5 |
| Scope 3 | 184.86 |
| Total Emissions | Market-based: 190.3 Location-based: 189.9 |

Carbon Intensity Metrics

| Metric: 2024 | Carbon Intensity |
|---|------------------|
| Tonnes of CO ₂ e per Employee | 2.37 |
| Tonnes of CO ₂ e per £M of Revenue | 75.96 |

Carbon Emissions Breakdown

Emissions by GHG Category 2025



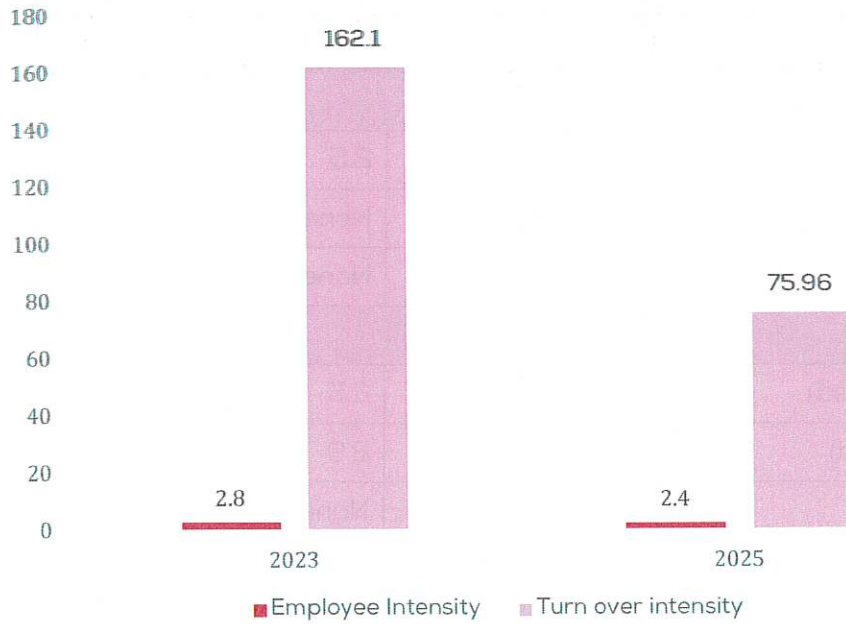
Commuting is the largest source of emissions for our home care operations, accounting for 92.3 tCO₂e. This includes travel by care staff to and from their home to Bury, as well as emissions associated with working from home, where applicable. Business Travel added 43.4 tCO₂e, which includes travel emissions between client homes and for other business purposes. The third largest source of emissions was Goods and Services which include the procurement of medical supplies, equipment, and support services, totalled 31.0 tCO₂e, representing the indirect impact of our supply chain. The Fuel- and Energy-Related Activities category contributed 13.5 tCO₂e, capturing upstream emissions from the extraction, processing, and transmission of fuels and electricity used across our operations.

Emissions from purchased Electricity (Market-based) and Stationary Combustion (e.g. heating systems) were 3.0 and 2.5 tCO₂e, respectively. Other categories, such as Waste Generated in Operations (1.7 tCO₂e), and Upstream Transportation and Distribution (0.1 tCO₂e), contributed minimally to the total.

Comparison of Emissions with baseline emissions

| GHG Category | 2023 | 2025 | Change (tCO ₂ e) | Change (%) |
|--|-------|-------|-----------------------------|------------|
| Scope 1 | | | | |
| Stationary Combustion | 0.9 | 2.5 | 1.6 | 185% |
| Fugitive Emissions | None | None | N/A | N/A |
| Process Emissions | None | None | N/A | N/A |
| Scope 2 | | | | |
| Electricity (Location-based) | 3.6 | 2.5 | -1.1 | -30% |
| Electricity (Market-based) | 7.5 | 2.9 | -4.6 | -62% |
| Heat & Steam | None | None | N/A | N/A |
| Scope 3 | | | | |
| Goods & Services | 27.6 | 31.0 | 3.4 | 12% |
| Capital Expenditure | None | None | N/A | N/A |
| Fuel- and energy-related activities | 30.5 | 13.5 | -17.0 | -56% |
| Upstream Transportation and Distribution | 0.1 | 0.1 | 0.0 | -14% |
| Waste Generated In Operations | 1.4 | 1.7 | 0.3 | 19% |
| Business Travel | 34.2 | 43.4 | 9.2 | 27% |
| Commuting | 79.6 | 92.6 | 13.0 | 16% |
| Upstream Leased Assets | None | None | N/A | N/A |
| Downstream Transportation and Distribution | None | None | N/A | N/A |
| Processing of Sold Products | None | None | N/A | N/A |
| Use of Sold Products | None | None | N/A | N/A |
| End-of-Life Treatment of Sold Products | None | None | N/A | N/A |
| Downstream Leased Assets | None | None | N/A | N/A |
| Franchises | None | None | N/A | N/A |
| Investments | 0.5 | None | N/A | N/A |
| Location-based | 178.3 | 189.9 | 11.6 | 7% |
| Market-based | 182.2 | 190.3 | 8.1 | 4% |

Intensity Metrics 2023 Vs 2025



Our emissions intensity per FTE and per £M in Revenue both decreased by Employee intensity decreased from 2.8 to 2.4 a decrease of 14.3%. Turnover intensity decreased from 162.1 to 75.96 a decrease of 53.1%

Carbon Reduction

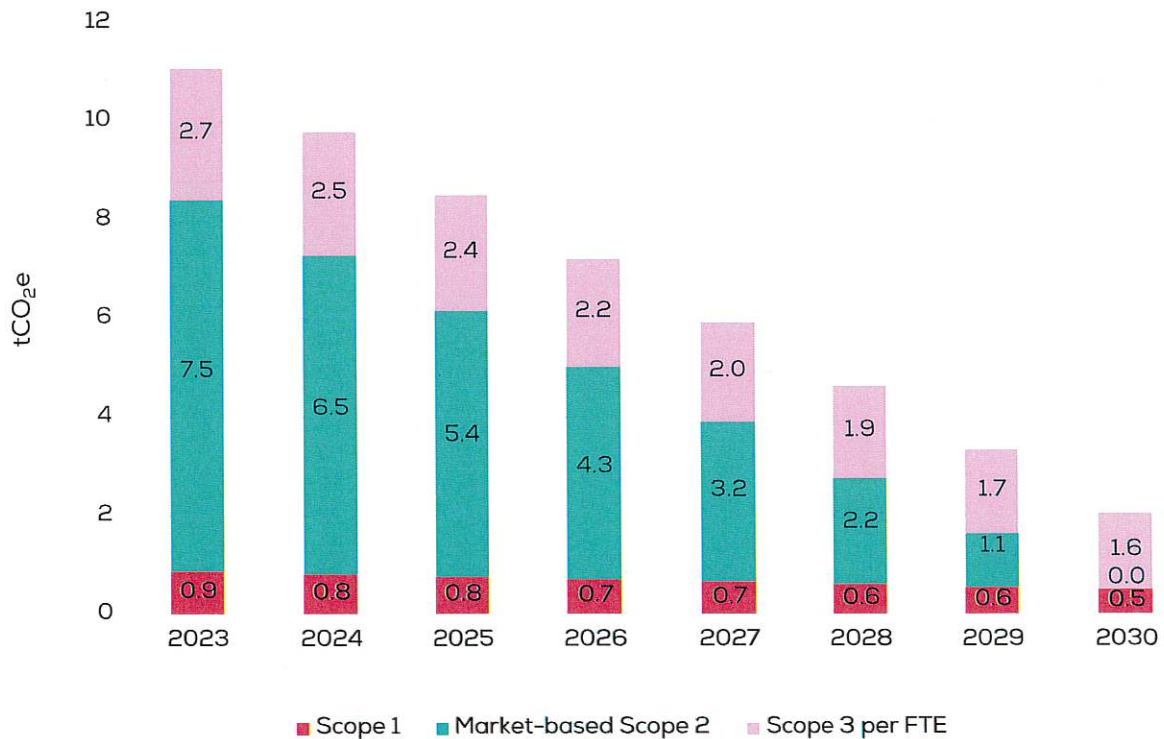
Our Net Zero targets

Care Connect Bury is committed to achieving Net Zero by 2045. We have also set a near-term target for each scope for 2030 against which we will track progress. Our near-term targets:

- Reduce scope 1 emissions by 42% by 2030.
- Reduce market-based scope 2 by 100% by 2030.
- Reduce scope 3 emissions per FTE by 42% by 2030.

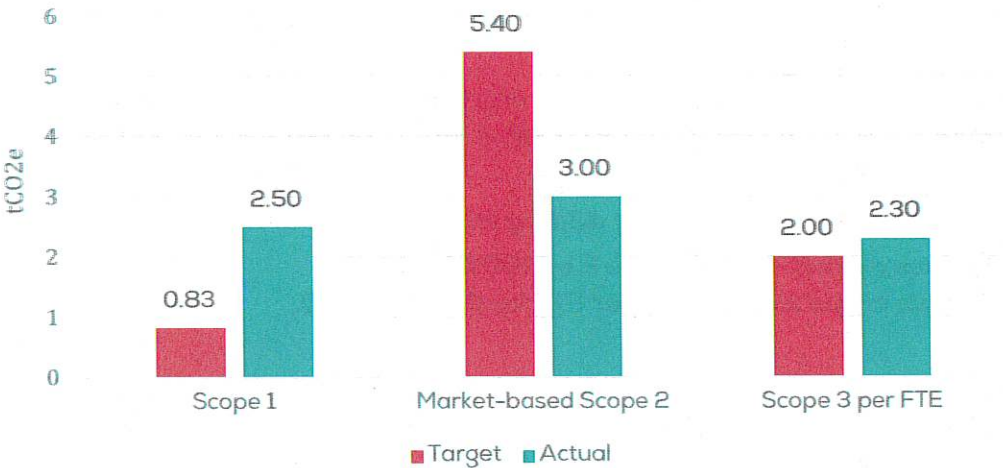
The chart below shows our targeted emissions to 2030 based on our baseline emissions. We are aiming to reduce our scope 1 emissions by 0.1 tCO_{2e} each year, our market-based scope 2 emissions by 1.1 tCO_{2e} each year and our scope 3 emissions per FTE by 1.6 tCO_{2e}

Reduction Targets to 2030



Progress

Target vs Actual Emissions 2025



We were aiming for scope 1 emissions of 0.83 tCO₂e or less in 2025; actual emissions were 2.50 tCO₂e, meaning we are not on track to meet our scope 1 target. We were aiming for 5.40 tCO₂e of market-based scope 2 emissions or less, actual emissions were measured to be 3.0 tCO₂e, meaning we are on track with this target. Our scope 3 emissions per FTE were measured to be just over the targeted emissions by 0.3 tCO₂e.

Completed Carbon Reduction Initiatives

The following carbon reduction actions have been implemented before the measurement of the baseline period.

| Activity | Completion Date | Scope |
|---|-----------------|----------|
| Measure the carbon impacts of business activities and use results to create a carbon reduction plan and set science-based near- and long-term targets. | 2023 | 1, 2 & 3 |
| Increase the recycling rate of food, plastics and paper in the office. | 2023 | 3 |
| Work to reduce the amount of physical documentation within our processes and become a paperless office. | 2024 | 3 |
| Introduce a rota to reduce travelling distance and increase car sharing and walking. Subsidise bus passes for staff to decrease commuting via private vehicles. | 2024 | 3 |
| Introduce an incentive to encourage car sharing amongst staff. | 2024 | 3 |
| Begin purchasing PPE in bulk rather than smaller, frequent deliveries. | 2024 | 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 |
|--------------|---|-------------|-----------------------|
| | Scope 1 and 2 | | |
| 1 | <p>Improve the quality of data collected for our next measurement.</p> <p>Engage with the office management company/landlords of our sites with the aim of collecting higher-quality data. We are currently using spend based data for gas and electricity, but ideally, this should be broken down further so we can see specific utility costs and utility activity data (e.g. kWh of electricity and gas, kg of waste, and m3 for water. etc).</p> <p>Also improve the data quality for business travel to include start and end locations for rail and mileage for vehicles.</p> | 2027-2028 | All scopes |
| 2 | <p>Contact the current electricity supplier to enquire about switching to a 100% renewable energy tariff. Switching to a 100% renewable energy tariff will reduce market-based scope 2 emissions to zero.</p> | 2026 | Purchased Electricity |
| 3 | <p>There are still some location-based electricity emissions in scope 2 (2.54tCO_{2e}). Care Connect Bury will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members. High-level monitoring of energy use is key to understanding further pinch points.</p> | 2026 | Purchased Electricity |

| | Scope 3 | | |
|---|--|-----------|-------------|
| 4 | <p>Develop a Sustainable Procurement Policy with the twin goals of being able to assess and prioritise the sustainability credentials of suppliers and collect data from suppliers on an annual basis in an effective way.</p> <p>Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2040. Possible mechanisms to do so could include:</p> <ul style="list-style-type: none"> - engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return; - adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; - increasing supplier reporting requirements including provision of supplier-specific data; <p>This action will embed sustainability considerations into the procurement process and enable suppliers with lower organisational carbon footprints, lower embodied carbon of products, or a demonstrated commitment to Net Zero to be prioritised, as part of a phased approach. Taking action here is essential, as 94% of measured emissions sit within the supply chain.</p> | 2027 | Procurement |
| 5 | <p>Commit to a sustainability audit of existing suppliers. Initially the top 10 suppliers will be engaged with to request further information regarding emissions reporting, net zero targets and sustainability ambitions.</p> <p>As part of this, data quality will be improved through requesting supplier-specific data (e.g. Environmental Product Declarations) or material and weight information for the</p> | 2027-2030 | Procurement |

| | | | |
|---|--|------|--|
| | <p>products purchased, facilitating a shift away from spend data.</p> <p>This data collection will support the reduction journey by:</p> <ul style="list-style-type: none"> - improving the accuracy of carbon footprint measurements through collecting supplier-specific data; - allowing the positive impacts from reduction actions to be captured; - identifying business risks in the supply chain; and <p>encouraging supply chain integration towards Net Zero.</p> | | |
| 6 | <p>Develop and implement a Sustainable Travel Policy for Care Connect Bury to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate.</p> <p>Commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities.</p> <p>Utilise the emissions travel hierarchy:</p> <p>Digital communication Walking and cycling Public and shared transport EV's and car sharing/clubs ICE vehicles and car sharing/clubs</p> | 2026 | Business Travel Commuting |
| 7 | <p>Continue to explore potential schemes (e.g. electric vehicle salary sacrifice) and incentives (financial support) that will help staff members transition to electric vehicles at the current vehicle's end of life.</p> <p>To reduce these emissions, Care Connect Bury must support staff to switch to electric alternatives over the coming years, with all staff travelling by low-carbon means by 2045. Also look into possibly installing an on-site EV charger.</p> | 2030 | Employee Commuting, Business Travel |

| | | | |
|---|---|------|--|
| 8 | <p>Review logistics partners/couriers and utilise the above Sustainable Procurement Policy.</p> <p>For the next reporting period ask couriers e.g DHL to gather their emissions data, and/or switch to lower-carbon providers.</p> | 2027 | Upstream Transportation and Distribution |
|---|---|------|--|

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 standard¹, and uses the appropriate government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Care Connect Bury:



Name: SHEER KHAN
Position: DIRECTOR / CEO
Date: 11/05/2026

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>