



Phoenix All Care Ltd – Carbon Reduction Plan

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1. Commitment to Achieving Net Zero

Phoenix All Care Ltd remains committed to reaching Net Zero greenhouse gas emissions by 2040, in line with the UK Government's and NHS England's Net Zero targets.

We recognise the direct link between environmental sustainability and public health and are integrating carbon-reduction measures throughout our operations, workforce, supply chain, and care delivery models.

Our pledge goes beyond mere compliance; it stands as a testament to our strong belief that exceptional care and environmental stewardship are not mutually exclusive, but must coexist.

2. Baseline Emissions Footprint

Our 2023–24 baseline assessment includes Scope 1, 2, and limited Scope 3 emissions associated with:

- Energy use in our office and supported living properties;
- Fuel use for domiciliary visits and staff travel;
- Electricity consumption for IT systems and care monitoring platforms;
- Waste generation and paper use;
- Supply-chain emissions from purchased goods and services.

Baseline Year: 2023–24

Estimated Emissions (tCO₂e):

- **Scope 1 (Direct emissions):** 28 tCO₂e
- **Scope 2 (Electricity – purchased energy):** 18 tCO₂e



- **Scope 3 (Supply chain, waste, transport):** 56 tCO₂e
Total Baseline: 102 tCO₂e

This baseline will be reviewed each year and expanded as data maturity advances.

3. Emissions Reduction Targets

To reach Net Zero by 2040, Phoenix All Care Ltd has established the following interim targets:

- **Reduce total emissions by 25% by 2027** (to below 75 tCO₂e);
- **Reduce total emissions by 60% by 2032** (to below 40 tCO₂e);
- **Achieve 100% carbon neutrality by 2040** through reduction and offsetting.

Progress will be assessed and reported annually through our internal Sustainability Benefit Delivery & Monitoring Framework.

4. Carbon Reduction Initiatives

We are implementing the following initiatives—many already in place since 2024—to decrease carbon emissions across all operational areas.

Energy Efficiency

- Achieve a 20% reduction in energy use per square foot by 2025 through LED conversion, smart metering, and motion-sensor lighting.
- Transition all office sites and supported living schemes to renewable energy contracts by 2026.

Green Transport

- Transition 50% of fleet vehicles to hybrid or electric by 2026, supported by the installation of on-site charging points.
- Encourage staff to use public transport, share cars, or cycle to work.

Sustainable Procurement

- Integrate sustainability criteria into all supplier selection procedures.
- Ensure 75% of suppliers comply with established sustainability standards by 2027.
- Prioritise local suppliers within a 50-mile radius to cut transport emissions.



Waste and Recycling

- Achieve a 50% reduction in non-recyclable waste by 2025 through comprehensive recycling and composting schemes.
- Eliminate single-use plastics from operational and care settings by 2026.

Sustainable Products and Services

- Transition 80% of consumables to biodegradable or reusable alternatives by 2026.
- Require all landlords of supported living sites to sustain EPC ratings of C or above.

Carbon Offsetting

- Offset residual emissions through verified UK-based reforestation and renewable energy projects by 2028.

5. Governance and Accountability

Our Sustainability Steering Group, chaired by the Registered Manager and comprising representatives from Quality, Procurement, and HR, meets quarterly to review progress.

Key sustainability metrics are included in the organisation's Quality and Risk Assurance reports and are monitored by the Board of Directors.

A **RAG-rated monitoring dashboard** tracks progress against six SMART goals:

1. Energy Efficiency Improvement
2. Green Transportation Initiative
3. Sustainable Supply Chain Partnership
4. Waste Reduction and Recycling Programme
5. Eco-friendly Product Usage
6. Carbon Offsetting Initiative

Results are reviewed annually and published in the Phoenix All Care Ltd **Sustainability & Social Value Report**.



6. Reporting and Transparency

Phoenix All Care Ltd's Carbon Reduction Plan is reviewed and re-approved every 12 months in accordance with PPN 06/21 and ISO 14064-1 principles.

Progress updates and related performance metrics are not only made publicly available but also actively shared on our website and in our annual sustainability reports, ensuring that our stakeholders are consistently kept informed.

Our 2025 revision will include verified energy data and expanded Scope 3 emissions from procurement, care visits, and waste streams.

7. Declaration and Approval

This Carbon Reduction Plan has been approved by the Board of Directors of Phoenix All Care Ltd and demonstrates our commitment to measurable, transparent progress towards Net Zero.

Approved by:

Tsitsi Rabeca – Director & Registered Manager

Date: 6 October 2025

Next Review Date: October 2026

8. Web Publication

This document is publicly available at:

👉 <https://www.phoenixallcare.co.uk/carbon-reduction-plan>
