



Superjobs Ltd

Home of Professional Excellence

# Carbon Reduction Plan

## Carbon Reduction Plan

<b>Procedure Profile</b>	
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<b>Last Review Date</b>	<b>October 2024</b>
The policy will be reviewed and updated as necessary	

# Commitment to Net Zero by 2050

At H.O.P.E. Superjobs Ltd, we recognise the importance of reducing our environmental impact to ensure we are contributing positively to the health and wellbeing of our communities—both through the care we provide and the way we operate. We are committed to achieving Net Zero carbon emissions by 2050, and this Carbon Reduction Plan (CRP) outlines our approach to reducing emissions in line with this target.

## 1. Emissions Reporting for All Required Scopes

In compliance with the relevant methodology, we report our emissions across the three scopes:

- Scope 1: Direct emissions from our owned or controlled activities (e.g., company-owned vehicles, heating systems, and any direct emissions from our operations).
- Scope 2: Indirect emissions from purchased electricity consumed by our offices and care facilities.
- Scope 3: Other indirect emissions, such as those from our supply chain, business travel, and waste disposal.

Emissions Breakdown (Last Reporting Period: 2023/2024)

- Scope 1: 0.000
- Scope 2: 0.283
- Scope 3: 91.204

Total Carbon Emissions: [91.487 tonnes CO<sub>2</sub>e]

## 2. Environmental Management Measures

To meet our Net Zero target, we are implementing the following environmental management measures across our operations:

### Energy Efficiency in Care Operations

- Energy-Efficient Equipment: We ensure that all our care facilities, offices, and vehicles are equipped with energy-efficient lighting, heating, and appliances.
- Renewable Energy: We are transitioning to renewable energy sources where possible for our care homes and office buildings, and we are considering green energy suppliers for the services we use.

### Transport and Travel

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- Electric Vehicles: As part of our commitment to reducing transport emissions, we are gradually transitioning to an electric fleet for staff who travel to provide home care services.
- Promoting Active Travel: We encourage our staff to use public transport or cycle for work-related travel wherever possible, reducing reliance on car journeys.
- Remote and Virtual Care: Where appropriate, we are increasing the use of remote care services, such as video consultations, to reduce the need for unnecessary travel.

### Sustainable Procurement and Waste Management

- Eco-Friendly Products: We source sustainable, eco-friendly cleaning products, PPE, and consumables for our care operations.
- Waste Reduction: We have introduced recycling programmes across our offices and care facilities, focusing on reducing waste to landfill and increasing the recycling of

paper, plastics, and other materials.

- Sustainable Packaging: We work with our suppliers to ensure that packaging is minimal, recyclable, or compostable to reduce single-use plastic waste.

### **Employee Engagement and Training**

- We provide regular sustainability training to staff, ensuring they understand the importance of reducing their carbon footprint in day-to-day activities (e.g., turning off lights, reducing heating use, and managing waste responsibly).
- Promoting Sustainability in Care Practices: We also promote environmentally conscious care practices with clients, encouraging energy-efficient appliances and environmentally friendly products where appropriate.

## **3. Carbon Reduction Targets**

To ensure we meet our Net Zero by 2050 commitment, we have set the following interim carbon reduction targets:

- Short-Term (2024-2029):
  - o Reduce Scope 1 emissions by 20% by 2025 through the introduction of electric vehicles and improved energy efficiency across our operations.
  - o Achieve a 10% reduction in Scope 2 emissions by 2025 by switching to renewable energy sources and improving energy management in our offices and care facilities.
  - o Reduce Scope 3 emissions by 5% by 2025 by working with our supply chain to ensure sustainable practices and reducing emissions from business travel.
- Medium-Term (2030-2040):
  - o Achieve a 40% reduction in total emissions (across all scopes) by 2035 through continued improvements in energy efficiency, transport, and waste management.
- Long-Term (2040-2050):
  - o Achieve Net Zero emissions by 2050 through a combination of direct reductions in emissions and the purchase of carbon credits or investments in green projects.

## **4. Environmental Management Measures Specific to Care Services**

As a care provider, we understand the need to balance our environmental goals with the high-quality care we provide. The following are specific actions we take to minimise our environmental impact in service delivery:

- Green Care Practices: We work with clients and their families to adopt environmentally friendly practices in their homes where possible, such as using energy-efficient appliances and reducing water wastage.
- Sustainable Sourcing of Care Products: We ensure that the products we use for personal care, cleaning, and treatment are sustainable, with a focus on reducing chemical waste and avoiding harmful ingredients.
- Paperless Systems: We are working towards a paperless system by digitising care plans and administrative processes, reducing the need for paper and office waste.

## **5. Reporting and Review**

We will monitor our carbon emissions annually and publish our progress towards our Net Zero target in our annual Sustainability Report, available on our website. We will review and update this Carbon Reduction Plan every year to ensure we remain on track and adapt to new

technologies, policies, and best practices.

## 6. Conclusion

H.O.P.E. Superjobs Ltd is fully committed to reducing its carbon footprint and achieving Net Zero by 2050. Through energy-efficient operations, sustainable sourcing, waste reduction, and employee engagement, we aim to make a positive environmental impact alongside providing excellent care services. We recognise that small changes in our daily operations can add up to significant improvements in our environmental performance.

For more information, or to view our detailed emissions data, please visit our website:  
[www.hopesuperjobs.co.uk](http://www.hopesuperjobs.co.uk)

### Contact Information:

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Signed: \_\_\_\_\_



**Marlene Joseph, Managing Director**