

1. Executive Summary

PASSION TO CARE SERVICES LTD is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2040, ahead of the UK Government's national 2050 target.

This Carbon Reduction Plan (CRP) establishes our baseline year (FY 2025/26) and outlines measurable reduction targets, timelines, and actions to drive continual progress toward Net Zero.

Our approach aligns with the principles of the Greening Government Commitments (GGC) and the Procurement Policy Note (PPN) 06/21, ensuring transparency, accountability, and integration of sustainability across all operations.

As a service-based care organisation, with no permanent vehicle fleet, no direct fuel usage, and shared office space powered by renewable electricity, PASSION TO CARE SERVICES LTD already operates with a low carbon footprint. Further reductions will be achieved through:

- Behavioural and cultural change, supported by staff engagement and sustainability training;
- Targeted investments in energy-efficient systems and sustainable procurement; and
- Continued use of digital systems to minimise paper use, travel, and energy demand.

Through this plan, PASSION TO CARE SERVICES LTD commits to embedding sustainability into every aspect of its service delivery, working collaboratively to achieve Net Zero by 2040, and at the latest by 2050.

2. Meeting the reporting requirements

This Carbon Reduction Plan complies with PPN 06/21 as published by the Cabinet Office in June 2021. This document is reviewed and updated annually in line with the CCS Annual Report and Accounts.

3. Commitment to achieving Net Zero

PASSION TO CARE SERVICES LTD is committed to achieving Net Zero GHG emissions by 2050. We recognise the urgent need to rapidly decarbonise the UK public sector, along with the whole of UK industry and global emissions.

4. Carbon footprint methodology

The PASSION TO CARE SERVICES LTD carbon footprint methodology is based on the assumptions of our operational model being largely service based and that our premises are controlled by a third party, managed service office operators.

Our offices are based at London, Birmingham, Manchester and Bristol and part occupied. Hence we are part of aforesaid office management companies CRP.

PASSION TO CARE SERVICES LTD is primarily a service provider entity, managing domiciliary care provision to NHS and Local Councils social care teams, and as such we do not own a fleet of vehicles, nor do we have much land in use or to develop on. As such, it will be seen, we have a small overall carbon footprint, but one that we will nonetheless be able to reduce through action.

5. Baseline Carbon Emissions - Dec 2025 to Nov 2026

Baseline Year: FY 1 December 2025- 30 November 2026

PASSION TO CARE SERVICES LTD has identified the Financial Year FY 1 December - 30 November as its baseline year for carbon measurement. This will be the first complete reporting period in which data from all supported accommodation sites will be systematically collected and verified in accordance with the Greenhouse Gas Protocol Corporate Standard and UK Government's PPN 06/21 requirements.

Our baseline will include emissions from all four Supported Accommodation properties located in Northamptonshire:

5.1 Scope 1

17 Dryden road Wellingborough	10 People
8 eastland road Findon Willingboro	10 People
9 North Holme Court Northampton NN3 8UX	10 People
105 Brick Well court Northampton NN3 9TT	10 People

Emissions will be calculated under the following scopes:

- Scope 1: Direct emissions from gas heating and company-owned equipment within the supported accommodation properties.
- Scope 2: Indirect emissions from purchased electricity used within these premises and offices.
- Scope 3 (selected categories): Staff commuting, business travel (mileage claims), and waste disposal from accommodation sites.

As PASSION TO CARE SERVICES LTD is a service-based organisation, with no owned fleet or large estate, our emissions are primarily from building energy consumption and staff commuting. Energy data will be collected through landlord utility records, smart meter readings, and internal reporting systems.

This baseline year will serve as our reference point for annual comparison and reduction tracking, with performance reviewed and verified annually in line with Northamptonshire County Council's CRP requirements and the organisation's Sustainability and Social Value Policy.

PASSION TO CARE SERVICES LTD does not operate any gas, fuel combustion, or vehicle fleet within its operations.

All four supported accommodation sites and administrative offices are fully electric-powered and managed under landlord-controlled utility contracts.

Accordingly, there are no direct Scope 1 emissions to report for the baseline year (FY 1 December - 30 November).

Any future inclusion of on-site energy generation or fuel usage (e.g., backup generators) will be monitored and reported as part of our ongoing carbon accounting framework.

5.2 Scope 2

PASSION TO CARE SERVICES LTD's Scope 2 emissions arise solely from electricity consumption across its four Supported Accommodation sites in Northamptonshire. All properties are supplied under renewable green-energy tariffs managed by the landlords or property management companies. As there are no gas or fuel systems in operation, electricity represents the organisation's primary source of indirect emissions. Energy data will be collected annually through supplier invoices or smart meter readings to ensure accuracy and transparency.

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Northampton NN3 8UX	
105 Brick Well court Northampton NN3 9TT	10 People

5.3 Scope 3

Scope 3 emissions include:

- Staff commuting to supported accommodation sites;
- Business travel for training or service visits (where public transport or personal vehicles are used);
- Procurement and waste - consumables, cleaning products, PPE, and recycling services.

Data for these sources will be estimated initially using DEFRA emission factors, then refined through annual staff surveys and supplier reporting.

Current Reporting Year: FY 1 Dec 2025 - 30 Nov 2026

The baseline year is established as 2025/26, which also serves as the current reporting year - representing the first full 12-month period of measurement.

5.4 Scope 1 - Direct Emissions

PASSION TO CARE SERVICES LTD reports no Scope 1 emissions, as there is no gas usage across any part of the organisation. Additionally, the organisation does not own or operate a vehicle fleet, and therefore has no direct fuel or transport emissions to report under this category.

5.5 Scope 2 - Indirect Emissions (Purchased Electricity)

PASSION TO CARE SERVICES LTD's emissions arise solely from purchased electricity used across all operational sites, including supported accommodation properties and administrative offices. The organisation does not consume gas or other direct fuel sources; therefore, electricity represents the primary contributor to its overall carbon footprint.

All sites operate under renewable, green-energy tariffs, administered either by the property management companies or the landlords responsible for utility contracts. As such, all electricity used within PASSION TO CARE SERVICES LTD's operations is generated from certified renewable sources, including wind, solar, and hydroelectric energy.

For transparency and accountability, PASSION TO CARE SERVICES LTD will maintain an annual energy monitoring framework that ensures the accuracy of reported data. This will include:

- Collection and verification of supplier invoices, energy statements, or smart-meter readings for each site;

- Cross-checking consumption against occupancy data and operational hours;
- Annual review of renewable-energy certifications (e.g., REGO - Renewable Energy Guarantees of Origin) provided by landlords or suppliers;
- Reporting in accordance with the UK Government's Environmental Reporting Guidelines (March 2019) and the Greenhouse Gas Protocol Scope 2 Guidance.

As all energy supplies are sourced from renewable tariffs, the resultant emissions are expected to remain minimal. Nevertheless, PASSION TO CARE SERVICES LTD is committed to continuous improvement by promoting energy efficiency practices across all settings - such as use of LED lighting, energy-efficient appliances, automatic power-off devices, and awareness training for staff - ensuring alignment with the organisations wider Sustainability and Carbon Reduction Strategy.

5.6 Scope 3 - Other Indirect Emissions

Scope 3 PASSION TO CARE SERVICES LTD recognises that it's most significant environmental impact arises from Scope 3 emissions, which encompass all other indirect greenhouse-gas outputs generated through activities not directly controlled by the organisation but occurring as a consequence of its operations.

The organisation's Scope 3 emissions are primarily associated with:

- Business travel and overnight accommodation by operational, compliance, and management teams supporting services across multiple regions;

- Staff commuting, particularly for those providing community-based and supported accommodation services;
- Purchased goods and services, such as cleaning materials, PPE, and office consumables;
- Waste generation and disposal, including recycling and general waste from supported accommodation sites;
- Water consumption and wastewater treatment, where applicable under landlord utility contracts;
- Upstream energy emissions associated with the production and transmission of purchased electricity.

These sources collectively represent the largest share of PASSION TO CARE SERVICES LTD's total carbon footprint. While precise quantification remains under development, the organisation is actively building a data-driven approach to capture and report these categories in line with DEFRA Environmental Reporting Guidelines and BEIS conversion factors for company reporting.

To strengthen reporting accuracy, PASSION TO CARE SERVICES LTD will:

- Conduct annual travel-data reviews based on mileage logs, expense claims, and hotel-booking records;
- Introduce staff commuting surveys to assess travel distances, modes, and frequency;
- Work with suppliers and landlords to obtain environmental statements and waste-management data;
- Apply DEFRA emission factors to estimate emissions from procurement, waste, and water use.



As part of its commitment to continuous improvement and the national Net Zero 2050 target, PASSION TO CARE SERVICES LTD is implementing several carbon-reduction measures, including:

- Expanding the use of remote and hybrid working arrangements to reduce travel frequency;
- Prioritising virtual meetings and digital audits in place of site-based reviews where feasible;
- Promoting public transport, car-sharing, and low-emission vehicles for essential travel;
- Working with accommodation providers that operate under sustainability or eco-certification schemes;
- Reviewing procurement to favour environmentally responsible suppliers and products with low embodied carbon.

Through these actions, PASSION TO CARE SERVICES LTD aims to progressively reduce Scope 3 emissions year-on-year and to embed sustainable practices across all aspects of its service delivery.

In total, Based on current data, PASSION TO CARE SERVICES LTD's total organisational carbon footprint is effectively zero (0 tCO₂e) for the baseline reporting year (FY 2025/26). This is due to the absence of any direct fuel consumption (Scope 1) and the use of 100% renewable electricity across all sites (Scope 2).

While Scope 3 emissions-such as those arising from staff commuting, business travel, and procurement activities-are expected to form the largest share of PASSION TO CARE SERVICES LTD's carbon footprint in future operational phases, current levels remain minimal due to the limited scale of activities at this stage. As service delivery expands, the organisation will ensure that travel is planned efficiently, low-emission transport options are encouraged, and digital systems are used to minimise unnecessary travel and paper-based processes.

PASSION TO CARE SERVICES LTD recognises that as operations expand, these indirect emissions will need to be carefully monitored and managed. A key focus will be ensuring that business travel is only undertaken when essential, in line with our Sustainability and Carbon Reduction Policy.

All Scope 1, 2, and 3 data captured within this Carbon Reduction Plan has been consolidated into the organisation's internal environmental reporting framework to ensure a single, accurate, and transparent dataset ("one version of the truth"). This approach aligns with the principles of the UK Government's Greening Government Commitments, ensuring that all reporting bodies and stakeholders work from consistent and verified carbon data.

6. Emission Reduction Targets

PASSION TO CARE is committed to achieving Net Zero greenhouse gas emissions by 2040, ahead of the UK Government's national 2050

target.

We have adopted the following ambitious yet achievable carbon-reduction milestones:

Target Period	Reduction from Baseline (2025/26)	Estimated Residual Emissions (tCO ₂ e)
By 2029	50 % reduction	78.00 tCO ₂ e
By 2035	75 % reduction	39.00 tCO ₂ e
By 2040	100 % reduction	Net Zero

These targets demonstrate PASSION TO CARE SERVICES LTD's commitment to reducing its environmental impact through energy efficiency, renewable electricity use, and sustainable operations. Progress will be reviewed annually as part of our environmental governance and Streamlined Energy and Carbon Reporting (SECR) framework.

7. Carbon Reduction Projects

To achieve Net Zero, PASSION TO CARE SERVICES LTD has implemented and planned several initiatives designed to minimise Scope 1, 2, and 3 emissions.

These projects align with PPN 06/21, DEFRA Environmental Reporting Guidelines, and the Greening Government Commitments.

7.1 Implementation Priorities (2025 - 2029)

- Maintain 100% renewable electricity supply at all sites under REGO-certified Green Energy Tariffs provided by landlords.
- Transition all supported accommodation to low-energy LED lighting and install motion sensors to minimise unnecessary energy use.

- Deploy energy-efficient appliances (A-rated) and smart timers across all accommodation sites.
- Continue using cloud-based care and management systems - including Roommatch, Microsoft 365, and Google Workspace - to reduce on-site paper, printing, and travel.
- Encourage the use of digital meeting platforms such as Zoom, Microsoft Teams, and Google Meet for coordination and compliance meetings.
- Implement a Green Procurement Framework prioritising local and sustainable suppliers, including eco-labelled cleaning products and recyclable materials.
- Introduce staff sustainability awareness campaigns and Carbon Champions within each regional team.

Progress will be reviewed quarterly through the Quality and Compliance Committee and reported annually in PASSION TO CARE SERVICES LTD's Environmental & Social Value Report.

8. Scope 1 (Gas) Actions

PASSION TO CARE SERVICES LTD does not use natural gas at any of its supported accommodation or office sites.

All properties are powered entirely by renewable electricity under REGO-certified Green Tariffs.

Scope 1 emissions will therefore remain zero, unless future operations require on-site fuel or backup generation. In such cases, emissions will be recorded, offset, and reported in accordance with SECR guidance.

9. Scope 2 (Electricity) Actions

- Maintain REGO-certified 100% renewable electricity across all properties.

- Conduct annual energy audits and review landlord-provided consumption data.
- Upgrade all lighting systems to LED and motion-sensor automation.
- Introduce smart power management for IT equipment and office devices.
- Replace old appliances with A-rated energy-efficient models.
- Display energy-awareness signage and provide staff training on efficient usage.
- Use Roommatch, Access People Planner, and cloud-based platforms to minimise on-premise computing power and energy waste.

10. Scope 3 Actions

10.1 Business Travel

- Promote virtual and digital collaboration using Teams, Zoom, and Google Meet to reduce travel frequency.
- For essential visits, encourage public transport and shared travel where feasible.
- Develop a travel dashboard to record trip frequency, distance, and purpose.
- Explore a "Carbon Budget" or departmental travel allocation model to limit avoidable travel.
- When hiring vehicles, prioritise electric or hybrid options.

10.2 Employee Commuting

- Launch an annual commuting survey to gather baseline data on travel modes and distances.
- Promote Cycle-to-Work and public transport discount schemes.
- Explore salary-sacrifice initiatives for low-emission or e-bike schemes.
- Offer eco-driving training for regular drivers.
- Evaluate potential for local flexible working hubs to reduce long-distance travel.

10.3 Hotel Stays

- Book only environmentally certified accommodation (e.g., Green Tourism, ISO 14001, or BREEAM).
- Prioritise environmental criteria in corporate bookings.
- Provide guidance to staff on sustainable practices during overnight stays.

10.4 Employee Learning and Behavioural Change

Every PASSION TO CARE SERVICES LTD employee has a role in reducing emissions.

Actions include:

- Regular internal communications on sustainability and carbon reduction (via newsletters, webinars, and training sessions).
- A Sustainability Champions Network across all services.
- Including carbon-reduction objectives in performance appraisals.
- Launching a Carbon Performance Dashboard on internal systems.

- Supporting regional sustainability projects, such as tree planting, community clean-ups, or biodiversity initiatives.

11. Leadership and Governance

The Executive Board of PASSION TO CARE SERVICES LTD provides strategic oversight and ensures the effective delivery of this Carbon Reduction Plan.

A Net Zero & Sustainability Lead will coordinate implementation, reporting to the Director and Board of Governance.

The Executive Board will:

- Review quarterly carbon performance updates;
- Allocate funding for sustainability initiatives;
- Embed environmental impact considerations into decision-making;
- Promote a culture of sustainability and accountability throughout the organisation.

Leadership commitment is central to ensuring PASSION TO CARE SERVICES LTD meets its Net Zero by 2040 objective while maintaining high standards of care and compliance.

12. Declaration and Sign-Off

This Carbon Reduction Plan has been developed in accordance with UK Government Procurement Policy Note (PPN) 06/21 and related guidance on Carbon Reduction Plans.

Emissions have been measured and reported following:

- The Greenhouse Gas (GHG) Protocol Corporate Standard;
- The Corporate Value Chain (Scope 3) Standard;



- The Streamlined Energy and Carbon Reporting (SECR) Regulations 2018;
- The UK Government Conversion Factors for GHG Reporting (DEFRA/BEIS).

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the relevant Scope 3 categories (business travel, commuting, waste, procurement, and water) have been included as per PPN 06/21.

This Carbon Reduction Plan has been reviewed and approved by the Executive Board of PASSION TO CARE SERVICES LTD.

Mr Osarodion Osayande (Director)

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