

# Carbon Reduction Plan

## 02/02/2026

Reporting Period: 1<sup>st</sup> April 2024 - 31<sup>st</sup> March 2025

Net Zero Target: 2050

Report Created by:

**NetScope**<sup>®</sup>

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GROUP

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# Executive Summary

This Carbon Reduction Plan outlines Gray Healthcare Limited's commitment to achieving Net Zero Greenhouse gas emissions and details our strategy for reducing carbon emissions across our operations.

Gray Healthcare is a UK-based specialist provider of clinically-informed community healthcare and complex care services, supporting individuals with complex needs, including learning disabilities, autism, mental health conditions and acquired brain injuries outside of traditional inpatient settings. Operating nationally across England and Wales, Gray Healthcare delivers tailored, multi-disciplinary support designed to help people live more independently in their own homes and communities, working collaboratively with Integrated Care Boards (ICBs) and Local Authorities.

Our baseline emissions for 2024 (1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025) totalled 325.93 tCO<sub>2</sub>e, comprising:

- Scope 1 (Direct emissions) : 0.00 tCO<sub>2</sub>e
- Scope 2 (Energy indirect emissions) : 8.54 tCO<sub>2</sub>e
- Scope 3 (Other indirect emissions): 317.39 tCO<sub>2</sub>e

This report establishes our baseline emissions for 1st April 2024 to 31st March 2025, totaling 325.93 tCO<sub>2</sub>e. This baseline will be used for future carbon reduction planning and progress management.

We are committed to achieving Net Zero emissions by 2050 through a comprehensive programme of carbon reduction measures, including energy efficiency improvements, renewable energy adoption, and sustainable transport initiatives.

This plan demonstrates our compliance with PPN 006 (previously PPN 06/21) requirements and our ongoing commitment to environmental responsibility and climate action.

## Commitment to Net Zero

Gray Healthcare is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with the Government's legally binding Net Zero target. The organisation recognises its responsibility to reduce emissions across its operations and supply chain and will work to continually improve the accuracy of its emissions data, implement carbon reduction initiatives, and engage with stakeholders to support the transition to a low-carbon economy. This commitment underpins Gray Healthcare's approach to environmental sustainability and its compliance with the requirements of Procurement Policy Note (PPN) 006.

# Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the baseline audit period. For Gray Healthcare Limited this period was the financial period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.

The baseline emissions footprint includes Scope 2 emissions associated with purchased electricity, along with the following Scope 3 categories: Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations), Category 6 (Business Travel), and Category 7 (Employee Commuting). Scope 1 emissions were assessed as part of the baseline boundary review and it was confirmed that no direct emissions sources (such as on-site fuel combustion or company-owned vehicles) occurred during the reporting period. Scope 3 Category 9 (Downstream Transportation and Distribution) was excluded from the baseline footprint, as it was determined not to be applicable or material to the organisation's business model and activities, given the absence of downstream transport or distribution processes under its operational control or influence. The reporting boundary will be reviewed annually to identify any operational changes that may require categories to be added or removed.

## Baseline: 1<sup>st</sup> April 2024 - 31<sup>st</sup> March 2025

Emissions Scope	Emissions (tCO <sub>2</sub> e)
Scope 1	0.00
Scope 2	8.54
Scope 3	317.39
<b>Total Emissions</b>	<b>325.93</b>

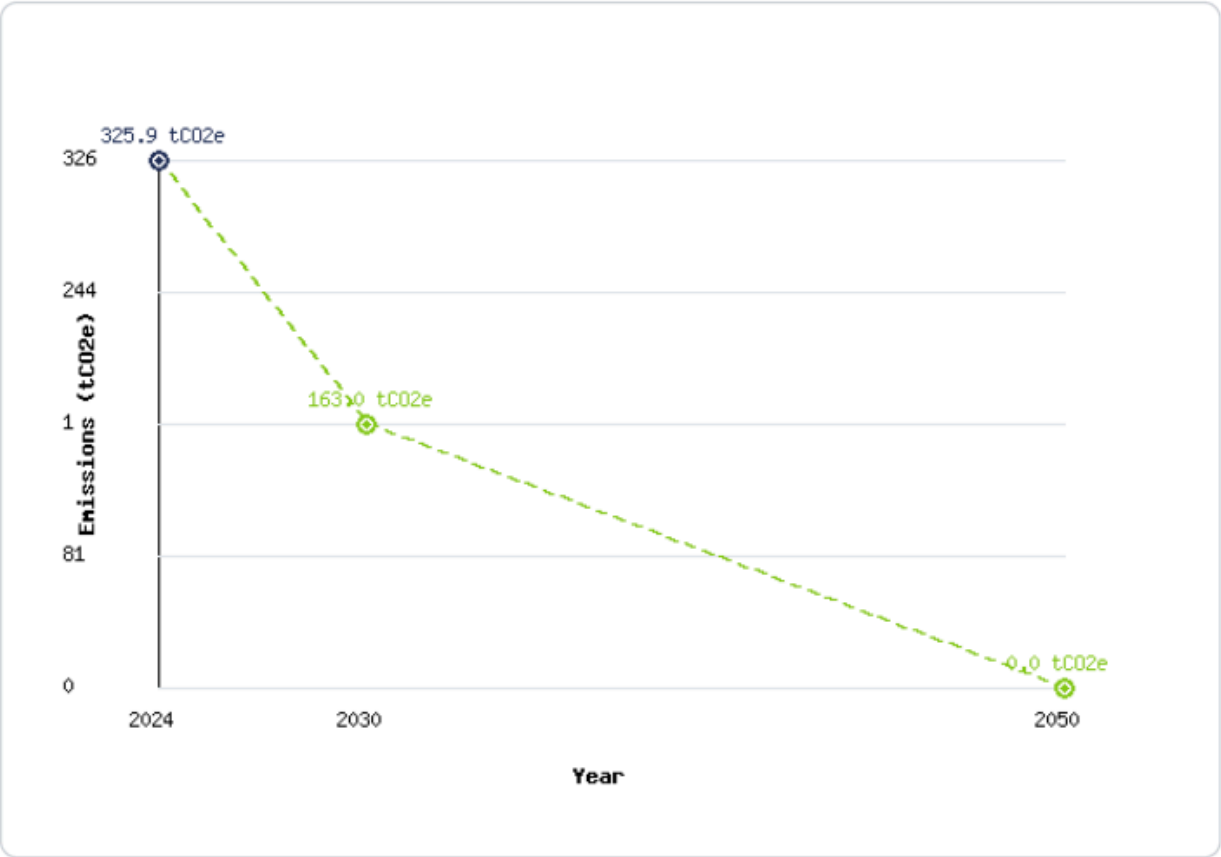
## Scope 3 Emissions Breakdown

Scope 3 Category	Emissions (tCO <sub>2</sub> e)
Scope 3.3 Fuel and Energy Related Activities	2.64
Scope 3.4 Upstream Transport and Distribution	31.23
Scope 3.5 Waste	1.75
Scope 3.6 Business Travel	23.47
Scope 3.7 Employee Commuting	258.30
<b>Total Scope 3</b>	<b>317.39</b>

# Carbon Reduction Targets

50% reduction in total emissions compared with 2024 baseline

## Emissions Reduction Trajectory



## Key Milestones

**2030** 50% reduction from baseline

**2050** 100% reduction from baseline

# Carbon Reduction Measures

The following environmental management measures and projects have been completed or are planned to be completed in the coming financial period. The carbon emission reduction of these measures has been estimated where possible.

## Transition to Renewable Electricity Tariff

Planned

**Estimated impact:** 7.0 tCO<sub>2</sub>e/year

Move to a 100% renewable electricity supply where contracts allow.

## Improve Data Coverage

Planned

Continuous improvement of data quality to provide more accurate and realistic emissions reporting.

## PPE Waste Reduction

Planned

Review PPE usage and reduce over-specification where clinically appropriate. Gray Healthcare is undertaking a single-use plastic audit as part of its wider waste data improvement process. This audit involves a systematic review of plastic items consumed across operations, with particular emphasis on high-volume single-use plastics such as PPE, packaging, and disposable clinical items.

## Low-Carbon Staff Community Support

Planned

**Estimated impact:** 3.0 tCO<sub>2</sub>e/year

Encourage lower-carbon commuting through initiatives such as cycle-to-work schemes, car sharing, and improved information on public transport options where available.

## Carbon Psychology and Energy Awareness

In Progress

**Estimated impact:** 0.4 tCO<sub>2</sub>e/year

Carbon Psychology and Energy Awareness - information sharing with all employees on the importance of Energy Awareness. To be included in the end-of-year summary to all employees.

## Site wide lighting upgrade to LEDs and Improved Lighting Controls

In Progress

**Estimated impact:** 7.0 tCO<sub>2</sub>e/year

25% of our light fixtures have been upgraded to LED fittings in 2024/2025. We are gradually replacing the fittings in sections as and when required.

## Reduce total mileage by 2% by following the travel hierarchy

In Progress

**Estimated impact:** 2.0 tCO<sub>2</sub>e/year

Mileage is based on the needs of the individuals we support. Every effort is made to reduce our mileage as explained in our report, but due to the service we provide, this could be a challenge. We aim to provide information to our employees to aid this reduction. As of 2025 Gray Healthcare has purchased two company cars that are full electric to reduce our carbon footprint.

## Flexible Working

In Progress

Gray Healthcare continues to maintain hybrid and remote working arrangements where roles and service delivery allow. Flexible working helps reduce emissions associated with employee commuting and business travel by limiting the need for daily journeys to office locations.

## Fleet Electrification

Completed

**Estimated impact:** 2.0 tCO<sub>2</sub>e/year

Gray Healthcare has purchased two company fleet vehicles that are fully electric (EVs). These vehicles are used for commuting and operational travel, covering approximately 7,500 miles in total. This transition supports a reduction in emissions from business travel by replacing petrol or diesel mileage with zero tailpipe-emission alternatives.

# Methodology and Standards

## Calculation Method

GHG Protocol Corporate Accounting and Reporting Standard

## Emissions Factors

DEFRA/BEIS 2024

## Data Quality Assessment

The emissions calculations are based on a combination of primary data provided by the organisation and secondary data and reasonable estimates where primary data was unavailable. Primary data sources included utility invoices for electricity, business travel mileage records, hotel night data, rail travel mileage, PPE consumption records, and a staff commuting survey completed by head office employees.

Electricity consumption data was partially available, with invoices provided for a three-month period. Consumption for the remaining reporting period was extrapolated to represent a full year. Business travel and employee commuting data were of moderate to good quality, with mileage provided by vehicle type and supported by staff survey responses; however, some assumptions and averaging were required, including the treatment of outliers and the use of average vehicle types for support worker commuting.

Waste emissions were estimated using PPE consumption data and standard waste assumptions due to the absence of weight-based waste contractor information. Upstream transportation and distribution emissions were not calculated using supplier-specific data, as spend data was not available at the time of reporting.

Overall, the footprint represents a best-available-data assessment in line with the GHG Protocol, with transparency applied to all assumptions, limitations, and exclusions. Improved data completeness and granularity has been identified as a key focus for future reporting cycles to increase accuracy and reduce reliance on estimates.

# Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and 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 and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

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) Standard.

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

**Neil Berrington**

Clinical Director

**Date:** 02/02/2026

**Digital Signature:** Digitally signed by Neil Berrington on 02/02/2026

## Document Information

**Document Version:** 1.0

**Last Updated:** 02/02/2026

**Compliance:** PPN 006

**Standard:** GHG Protocol



## Get in touch!

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