Empowering lives with dignity and care

Est. 2016

Carbon Reduction Plan 2026



- Reduce emissions
- Improve energy efficiency
- Cut waste
- Use more renewable energy

1. Organisational Overview >>

Chelmscare Ltd is a Care Quality Commission (CQC) regulated domiciliary care provider delivering personal care and support services to individuals living in their own homes.

Established in 2016, Chelmscare Ltd provides person-centred care services across Hertfordshire, supporting individuals with varying levels of dependency, including older people, individuals living with dementia, people with physical disabilities and those requiring additional support to maintain their independence.

Our services include:

- Personal care and daily living support.
- Medication assistance and administration within staff competencies.
- Dementia care and support.
- Mobility and transfer assistance.
- Meal preparation and nutritional support.
- Companionship and community access.
- Reablement and independence-focused support.
- Support for individuals with complex care needs.

Chelmscare Ltd recognises that delivering community-based care services has an environmental impact, particularly through staff travel, office energy consumption, procurement, waste generation and administrative activities.

We are committed to reducing this impact while maintaining safe, effective, responsive and high-quality care services.

Environmental sustainability is incorporated into our approach to organisational governance, operational efficiency, procurement and continuous improvement.

2. Commitment to achievement Net Zero >>

Chelmscare Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050, in line with the United Kingdom's national Net Zero commitment.

Our environmental objectives are to:

1. Reduce greenhouse gas emissions arising from our business operations.
2. Improve energy efficiency across our office premises.
3. Reduce unnecessary travel and associated vehicle emissions.
4. Encourage environmentally responsible travel arrangements.
5. Minimise paper consumption through digital systems.
6. Reduce waste and improve recycling practices.
7. Promote environmentally responsible purchasing decisions.
8. Engage employees in sustainable working practices.

9. Monitor and report our carbon emissions.
10. Review environmental performance annually and implement measurable improvements.

Chelmscare Ltd recognises that achieving Net Zero requires a sustained commitment to identifying, measuring and reducing emissions.

We will seek to balance our environmental objectives with our statutory responsibilities to deliver safe, reliable and person-centred care.

Environmental initiatives will not compromise Service User safety, infection prevention and control requirements, safeguarding arrangements or the continuity of care.

3. Environmental Management and Governance >>

Management Responsibility >>	The Managing Director has overall responsibility for overseeing Chelmscare Ltd's environmental sustainability commitments. Responsibilities include: • Approving the Carbon Reduction Plan. • Establishing organisational carbon reduction objectives. • Reviewing environmental performance. • Ensuring appropriate resources are available. • Monitoring progress against agreed targets. • Reviewing environmental considerations in business decisions.
Operational Management >>	Operational managers will support the implementation of environmental initiatives within their respective areas of responsibility. This includes: • Promoting efficient staff travel arrangements. • Minimising unnecessary journeys. • Encouraging responsible use of electricity and office equipment. • Supporting electronic documentation. • Reducing avoidable waste. • Promoting environmental awareness among employees.

Accounts and Finance Department >>	The Accounts and Finance Department will assist with gathering relevant environmental data, including: • Electricity and gas consumption. • Vehicle fuel expenditure. • Business mileage. • Office equipment purchases. • Waste management expenditure. • Relevant supplier and procurement information.
Employee Responsibilities >>	All employees are encouraged to support the company's environmental objectives through responsible working practices. Environmental awareness will be incorporated into relevant operational communications and staff guidance.

4. Organisation Carbon Footprint >>

Chelmscare Ltd will measure its greenhouse gas emissions using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and applicable UK Government greenhouse gas conversion factors.

Emissions will be reported in tonnes of carbon dioxide equivalent (tCO_2e). The organisational boundary will cover activities under Chelmscare Ltd's operational control.

Emissions will be classified into three categories.

Scope 1 **Direct Emissions >>**	Scope 1 includes direct greenhouse gas emissions from sources owned or controlled by Chelmscare Ltd. Relevant sources may include: • Natural gas used for heating premises under Chelmscare's operational control. • Petrol or diesel consumed by company-owned or controlled vehicles. • Other fuel combustion from equipment controlled by the company. • Fugitive emissions from refrigerants, where applicable. Where a particular source does not exist, it will be recorded as not applicable.

Scope 2
Indirect Energy Emissions
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Scope 2 includes indirect emissions associated with purchased electricity, heating, cooling or steam consumed by Chelmscare Ltd.

Relevant sources may include:

- Electricity used for office lighting.
- Computers and other electronic equipment.
- Printers and office appliances.
- Heating and cooling systems powered by electricity.
- Other electricity-consuming office equipment.

Electricity consumption will be calculated using available meter readings, supplier invoices or other appropriate records.

Scope 3
Other Indirect Emissions
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Chelmscare Ltd recognises that a significant proportion of its environmental impact may arise from activities outside its direct operational control.

The five Scope 3 categories required under PPN 006 will be assessed:

Category 4 - Upstream Transportation and Distribution

Emissions associated with qualifying transportation and distribution of purchased goods, including deliveries of office equipment, uniforms, PPE and other supplies.

Category 5 – Waste Generated in Operations

Emissions associated with the disposal and treatment of waste generated through Chelmscare Ltd's operations.

Category 6 – Business Travel

Emissions arising from business-related travel in vehicles not owned or operated by Chelmscare Ltd.

This may include eligible journeys undertaken by Care Professionals and management staff when travelling between Service Users, attending meetings, undertaking assessments or attending training.

Travel will be classified according to the applicable Greenhouse Gas Protocol definitions to avoid double-counting.

Category 7 – Employee Commuting

Emissions associated with employees travelling between their homes and their normal workplaces.

Relevant home-to-work and work-to-Service-User journeys will be assessed to determine the appropriate emissions category.

Category 9 – Downstream Transportation and Distribution

Chelmscare Ltd primarily provides services rather than physical products.

This category will be assessed to determine whether any qualifying downstream transportation or distribution activities exist.

Where no relevant activities are identified, the category will be recorded as not applicable, with an appropriate explanation.

5. Basline Emission Footprint >>

Baseline emissions represent the greenhouse gases produced during the selected baseline reporting period.

They provide the reference point against which future emissions reductions will be measured.

Baseline Reporting Year: 2026

Chelmscare Ltd proposes to establish 2026 as its initial baseline reporting year.

The baseline will cover the period:

1 January 2026 to 31 December 2026

As this is the company's proposed first formal carbon reporting exercise, a historical baseline has not yet been established.

The baseline will be finalised following the collection and verification of relevant environmental data.

Baseline Emissions

Emissions Category	Total Emissions (tCO_2e)
Scope 1 >> **Direct Emissions**	0.000
Scope 2 >> **Purchased Energy**	0.000 (Data not available)
Scope 3 >> **Category 4: Upstream Transportation and Distribution**	0.068
Scope 3 >> **Category 5: Waste Generated in Operations**	0.017
Scope 3 >> **Category 6: Business Travel**	26.68
Scope 3 >> **Category 7: Employee Commuting**	16.6632
Scope 3 >> **Category 9: Downstream Transportation and Distribution**	0.000

A|ll applicable emissions will be calculated using relevant activity data and recognised emissions conversion factors.

Where estimates are necessary, the assumptions and calculation methodology will be documented.

6. Current Emission Reporting >>

Reporting Year: 2026

As 2026 is the proposed initial baseline year, baseline and current-year emissions will be identical for this first reporting exercise. Once the baseline has been finalised, subsequent annual reports will compare actual emissions against the 2026 baseline.

Current Emissions Current Emissions	
Emission Category	**Total Emission (tCO_2e)**
Scope 1	0.000
Scope 2	0.000
Scope 3	44.060
Total Emssions	44.060

The first complete emissions assessment will establish Chelmscare Ltd's starting position for measuring progress towards Net Zero.

7. Carbon Reduction Targets >>

Chelmscare Ltd is committed to progressively reducing its greenhouse gas emissions.

The company proposes the following initial reduction targets, subject to confirmation following completion of the baseline assessment.

Target Year	Proposed Reduction Against 2026 Basline
2027	5%
2028	10%
2030	20%
2035	40%
2040	60%
2045	80%
2050	Net Zero

These are proposed organisational targets rather than verified emissions reductions.

Progress will be assessed annually using actual emissions data. Where service delivery expands significantly, Chelmscare Ltd will monitor both absolute emissions and relevant operational intensity measures, such as emissions per care delivery hour.

The company's principal objective will remain the reduction of absolute greenhouse gas emissions.

8. Carbon Reduction Initiatives >>

Digital Care Planning and Documentation >>	Chelmscare Ltd uses electronic systems to support the delivery and management of care services. These include: • Log My Care for electronic care planning, risk assessments and care records. • CarePlanner for electronic rostering and care scheduling. • Microsoft 365 for electronic communications and document management. • Dropbox for secure electronic file storage and sharing. These systems provide opportunities to reduce reliance on printed documentation, improve administrative efficiency and minimise unnecessary travel associated with collecting or delivering paper records. Chelmscare Ltd will continue to promote digital documentation wherever appropriate and consistent with information governance requirements.
Reducing Staff Travel Emissions >>	Staff travel is a significant environmental consideration for domiciliary care providers. Care Professionals must travel between Service Users' homes to deliver essential services. Chelmscare Ltd will seek to minimise unnecessary travel through: • Geographically coordinated care scheduling. • Allocating Care Professionals to local Service Users wherever practicable. • Reducing unnecessary travel between distant care locations. • Improving the efficiency of staff rotas. • Encouraging journey planning. • Using electronic communication for suitable meetings. • Considering environmentally responsible transport options. • Travel efficiency measures will always remain secondary to Service User safety, continuity of care and the delivery of commissioned services.

Sustainable Transport >>	Chelmscare Ltd will encourage employees to consider lower-emission transport options where practical. Potential initiatives include: • Encouraging fuel-efficient driving. • Promoting appropriate vehicle maintenance. • Supporting the use of hybrid and electric vehicles. • Considering public transport where suitable. • Reducing unnecessary vehicle idling. • Reviewing travel distances when allocating care packages. The company will explore opportunities to support the transition towards lower-emission vehicles as operational and financial circumstances permit.
Office Energy Efficiency	Chelmscare Ltd will seek to reduce energy consumption at its office premises through practical energy management measures. These include: • Encouraging staff to switch off unnecessary lighting. • Using energy-efficient LED lighting where practicable. • Switching off computers and monitors when not required. • Reviewing heating and cooling settings. • Maintaining heating and ventilation equipment. • Purchasing energy-efficient office equipment. • Monitoring electricity consumption. Energy consumption will be reviewed periodically to identify opportunities for improvement.

Paper Reduction >>	Chelmscare Ltd recognises that reducing paper consumption can contribute to environmental sustainability. The company will promote: • Electronic care records. • Digital staff communications. • Electronic training records. • Digital policies and procedures. • Electronic invoices and financial records. • Double-sided printing where printing is necessary. • Secure electronic document sharing. Paper records will continue to be maintained where legally required or necessary for safe service delivery.
Waste Management and Recycling >>	Chelmscare Ltd will promote responsible waste management practices. Measures will include: • Clinical waste, contaminated materials and PPE will continue to be managed in Reducing unnecessary printing. • Recycling appropriate office materials. • Minimising single-use office consumables. • Encouraging responsible purchasing. • Reusing equipment where safe and appropriate. • Arranging appropriate disposal of electronic equipment. • Ensuring confidential waste is securely disposed of. accordance with applicable infection prevention and control requirements. Environmental objectives will not compromise infection control standards.

Sustainable Procurement >>	Environmental considerations will be incorporated into procurement decisions where appropriate. Chelmscare Ltd will seek to: • Purchase products with reduced environmental impact. • Consider recyclable or reusable packaging. • Reduce unnecessary deliveries. • Consolidate orders where practical. • Consider the environmental credentials of suppliers. • Purchase energy-efficient equipment. • Avoid unnecessary replacement of serviceable equipment. Supplier selection will continue to prioritise quality, safety, reliability, value for money and regulatory compliance.
Remote Meetings and Digital Communication >>	Chelmscare Ltd will encourage the use of electronic communication and remote meetings where appropriate. This may include: • Microsoft Teams meetings. • Remote management discussions. • Electronic staff briefings. • Digital training sessions. • Electronic sharing of operational information. Face-to-face visits, assessments, supervision and training will continue where necessary to maintain care quality and regulatory compliance.

9. Future Carbon Reduction Initiatives>>

Chelmscare Ltd will consider the following initiatives as part of its environmental improvement programme.

Proposed Initiatives	Target Period	Intended Outcome
Establish organisational carbon emissions baseline	2026–2027	Accurate emissions measurement
Review care scheduling and staff travel distances	2027	Reduce unnecessary mileage
Introduce routine energy monitoring	2027	Improve energy efficiency
Review office lighting and energy consumption	2027	Reduce electricity usage
Promote digital-first administrative processes	2027	Reduce paper consumption
Review waste management arrangements	2027	Improve recycling and waste reduction
Assess opportunities for lower-emission staff travel	2027–2028	Reduce transport-related emissions
Introduce environmental considerations into supplier reviews	2027–2028	Support sustainable procurement
Review progress against carbon reduction targets	Annually	Monitor environmental performance
Review long-term Net Zero strategy	Every three years	Maintain progress towards 2050

These initiatives will be reviewed according to operational requirements, financial resources and the availability of suitable technologies.

10. Environmental Performance Monitoring >>

Chelmscare Ltd will establish appropriate arrangements to monitor its environmental performance.

Key performance indicators may include:

Performance Indicator	Monitoring Frequency:
Total greenhouse gas emissions (tCO_2e)	Annually
Scope 1 emissions	Annually
Scope 2 emissions	Annually

Required Scope 3 emissions	Annually
Business mileage	Quarterly
Office electricity consumption	Quarterly
Office gas consumption, where applicable	Quarterly
Paper purchasing and printing	Annually
Waste management arrangements	Annually
Progress against carbon reduction targets	Annually

The Managing Director will review the results and identify opportunities for further improvement.

11. Environmental Risk Management >>

Chelmscare Ltd recognises that environmental initiatives must be implemented safely and proportionately.

The company will consider the following risks

Service Delivery Risk	Environmental measures must not reduce the availability, reliability or quality of care provided to Service Users.
Workforce Risk	Travel reduction initiatives must not place unreasonable expectations on employees or compromise safe working arrangements.
Infection Prevention and Control	Waste reduction initiatives must not interfere with PPE requirements, infection prevention procedures or safe disposal arrangements.
Financial Risk	Environmental improvements will be evaluated for affordability, operational suitability and long-term benefits.
Regulatory Compliance	Environmental initiatives will be implemented in accordance with relevant legislation, contractual obligations and CQC requirements.

12. Employee Engagement and Awareness >>

Chelmscare Ltd recognises that employee participation is essential to achieving environmental improvements.

The company will promote environmental awareness through:

- Staff communications.
- Management meetings.
- Relevant operational guidance.
- Encouraging suggestions for environmental improvements.
- Promoting responsible energy consumption.
- Encouraging efficient travel arrangements.
- Supporting waste reduction and recycling.

Employees will be encouraged to identify practical opportunities to reduce environmental impact without compromising care delivery.

13. Continuous Improvement >>

Chelmscare Ltd will review its environmental performance and carbon reduction objectives annually.

The review will consider:

1. Progress against established emissions targets.
2. Changes in organisational energy consumption.
3. Staff travel and transport emissions.
4. Opportunities to improve operational efficiency.
5. Waste management and recycling performance.
6. Supplier and procurement practices.
7. Relevant legislative and regulatory developments.
8. Opportunities for further emissions reductions.

Where necessary, the Carbon Reduction Plan will be updated to reflect organisational changes and improvements in emissions measurement.

14. Declaration and Sign-Off >>

This Carbon Reduction Plan has been prepared with reference to Procurement Policy Note PPN 006 and the associated technical reporting standard.

Following completion of the emissions assessment, Chelmscare Ltd will confirm that:

- Scope 1 and Scope 2 emissions have been calculated using the applicable UK Government environmental reporting guidance.

- The required Scope 3 categories have been assessed in accordance with the Greenhouse Gas Protocol Corporate Value Chain Standard.
- Emissions have been reported in tonnes of carbon dioxide equivalent (tCO_2e).
- Appropriate calculation methodologies and conversion factors have been applied.
- The plan has been reviewed and approved by the company's senior management.
- The plan has been published on Chelmscare Ltd's website.

This declaration must not be treated as completed until the emissions data have been verified and the plan formally approved.

Signed on behalf of Chelmscare Ltd >>

Name:	Christopher Tranquille
Position	Operations Director
Organisation:	Chelmscare Ltd
Signature	
Date:	01 April 2026