



Humble Healthcare Limited

Carbon Reduction Plan

1. Introduction

Humble Healthcare Limited recognises that the domiciliary care sector has a responsibility to reduce its carbon footprint and support the UK's transition to net zero. Our Carbon Reduction Plan outlines how we will measure, report, and reduce greenhouse gas (GHG) emissions arising from our operations and supply chain. This plan aligns with UK Government Procurement Policy Note (PPN) 06/21, the NHS Net Zero Supplier Roadmap, and the Climate Change Act 2008 commitment to achieve net zero by 2050.

2. Organisational Boundary and Emissions Scope

2.1 Organisational Boundary

Humble Healthcare Limited operates domiciliary care services across areas, providing regulated care and support in people's homes. Our emissions boundary includes:

- Head office operations
- Regional offices and hubs
- Care staff travelling to and from service users' homes
- Use of fleet vehicles (where applicable)
- Procurement of goods and services

2.2 Scope of Emissions

We have identified emissions as follows:

- **Scope 1:** Direct emissions from vehicles owned or controlled by the organisation (e.g., any company cars)
- **Scope 2:** Indirect emissions from purchased electricity and gas

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- **Scope 3:** All other indirect emissions, including:
 - Employee commuting and business mileage in personal vehicles
 - Waste disposal
 - Procurement (e.g., PPE, uniforms, IT equipment)
 - Use of digital systems
 - Subcontracted services

3. Baseline Emissions Footprint

Baseline Year: 2024/25

During this period, we calculated our estimated total emissions as follows:

- **Scope 1:** 22 tCO₂e (fleet vehicle fuel consumption)
- **Scope 2:** 6 tCO₂e (electricity and heating in offices)
- **Scope 3:** 68 tCO₂e (employee commuting, procurement, waste)

Total baseline emissions: 96 tCO₂e

This baseline is subject to refinement through more granular measurement as our data capture improves.

4. Reduction Targets

Our objective is to achieve net zero emissions by 2045, ahead of the statutory 2050 deadline. Interim targets include:

- A 20% reduction in total emissions by 2028
- A 50% reduction by 2035
- 100% of electricity sourced from certified renewable energy by 2028
- Elimination of all fossil-fuel-powered fleet vehicles by 2032

Reporting Year: 2025/26

During this period, we calculated our estimated total emissions as follows:

- **Scope 1:** 20.5 tCO₂e
Reduction achieved through improved route planning, reduced unnecessary mileage, increased use of hybrid/low-emission vehicles, and tighter monitoring of fleet fuel use.
- **Scope 2:** 5.2 tCO₂e
Reduction achieved through improved office energy controls, switching off equipment outside office hours, LED lighting, and initial movement toward renewable electricity tariffs.
- **Scope 3:** 64.0 tCO₂e
Reduction achieved through reduced employee commuting, increased digital meetings, consolidated procurement, reduced paper use, and improved waste management.

Total reported emissions: 89.7 tCO₂e

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This represents a reduction of **6.3 tCO₂e**, or approximately **6.6%** against the 2024/25 baseline. This demonstrates credible progress toward the 2028 interim target of a 20% reduction.

5. Carbon Reduction Initiatives

We are implementing a comprehensive programme of actions across six priority areas:

5.1 Sustainable Transport •

Fleet Transition:

- Replace any petrol/diesel vehicles with hybrid or fully electric vehicles (EVs) on a rolling basis.
- Install EV charging points at office locations.
- Utilise route optimisation software to reduce mileage and unnecessary trips.
- **Staff Business Travel:** ○ Encourage staff to adopt EV salary sacrifice schemes.
- Promote use of public transport, walking, and cycling where feasible.
- Implement mileage reduction targets.

5.2 Energy Efficiency in Offices

- Transition to 100% renewable electricity tariffs across all premises by 2026.
- Retrofit LED lighting and smart heating controls in all offices.
- Introduce sensor-based lighting and occupancy-based heating.
- Conduct annual energy audits to identify further efficiency measures.
- Implement a 'switch off' policy to reduce unnecessary equipment and lighting use.

5.3 Procurement and Supply Chain

- Develop a Sustainable Procurement Policy requiring suppliers to evidence environmental credentials.
- Prioritise suppliers who are signatories to the NHS Net Zero Supplier Roadmap or have equivalent commitments.
Purchase eco-labelled consumables, including recycled-content PPE and uniforms.
- Reduce single-use plastic through bulk purchasing of refillable items where safe.
- Work with digital platform providers to optimise hosting and storage to minimise energy use.

5.4 Waste Reduction and Circular Economy

- Establish a waste audit across all locations.

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- Increase recycling rates to 80% by 2026.
- Introduce confidential paperless systems to reduce print-related emissions.
- Ensure secure, ethical disposal of IT equipment, prioritising reuse and recycling.

5.5 Digital Transformation

- Invest in digital care planning, reducing reliance on paper documentation.
- Train staff in digital workflows to limit travel to and from offices.
- Leverage virtual supervision and meetings to minimise travel-related emissions.

5.6 Culture and Workforce Engagement

- Embed carbon literacy training in all induction programmes.
- Set personal objectives for managers to contribute to carbon reduction.
- Develop a staff engagement campaign to encourage low-carbon commuting and homeworking where appropriate.
- Celebrate achievements through internal communications.

6. Measuring Progress

Humble Healthcare Limited will monitor and report emissions annually. Activities include:

- Year-on-year measurement of Scope 1, 2, and 3 emissions.
- Quarterly review of progress against reduction targets.
- Reporting in our annual Quality Account and board papers.
- Continuous improvement through feedback from staff, service users, and commissioners.

7. Governance and Responsibilities

Board of Directors:

- Holds overall accountability for achieving carbon reduction targets.
- Receives quarterly progress reports.

Carbon Reduction Lead:

Responsible for implementing the plan, reporting progress, and liaising with commissioners.

Regional Managers:

- Ensure local compliance with carbon reduction initiatives.
- Promote staff engagement and behaviour change.

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All Employees:

- Play a role in reducing emissions through daily practices. **8.**

Collaboration and Partnerships

We will work with:

- Local authorities to align our targets with their Climate Action Plans.
- NHS commissioners to support the Greener NHS strategy.
- Suppliers to share data and jointly reduce supply chain emissions.
- Sector peers to share best practice and develop shared solutions.

9. Future Plans

We recognise carbon reduction as an evolving journey. Future plans include:

- Investing in carbon offset projects for residual emissions from 2030.
- Participating in innovation pilots, such as low-emission community transport.
- Exploring accreditation through ISO 14001 (Environmental Management).

10. Declaration and Commitment

Humble Healthcare Limited confirms our commitment to achieving net zero emissions by 2045. We will transparently report progress, continuously improve our approach, and contribute positively to the environmental sustainability of the domiciliary care sector.

This Carbon Reduction Plan is approved by our Directors/Senior Management Team and will be reviewed annually.

Signed on behalf of Humble Healthcare Limited

Director Daud Hassan

Position Director

Date April 2026