

CARBON REDUCTION PLAN

Genuine Carers Ltd

Reporting period: 1 September 2025 – 31 August 2026

Plan date: September 2026

Net Zero target: 2050

1. Commitment to achieving Net Zero

Genuine Carers Ltd is committed to achieving **Net Zero greenhouse gas emissions by 2050** for its UK operations.

Genuine Carers Ltd recognises the importance of reducing the environmental impact of its operations and is committed to integrating environmental considerations into its business decisions, adopting greener alternatives where practicable, improving efficiency, reducing waste and pollution, and establishing targets for continual environmental improvement.

The organisation will continue to review its environmental performance and identify opportunities to reduce greenhouse gas emissions associated with its offices, travel, procurement, waste and operational activities.

2. About Genuine Carers Ltd

Genuine Carers Ltd is a domiciliary care provider delivering care and support to adults in the community.

The organisation employs approximately 100 staff, including approximately 90 care workers. Care workers travel extensively between service-user visits and use their own vehicles for this purpose.

A significant proportion of care visits are double-handed. Where operationally and clinically appropriate, Genuine Carers Ltd encourages care workers to car-share when attending the same service-user or travelling to the same location.

Genuine Carers Ltd operates from rented office premises and does not operate a company vehicle fleet.

The organisation also uses digital care records and electronic systems to reduce unnecessary paper use and support efficient working practices.

3. Carbon footprint reporting

Genuine Carers Ltd will measure and report its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol and the reporting requirements applicable to Carbon Reduction Plans.

Emissions are expressed as tonnes of carbon dioxide equivalent (**tCO₂e**).

The Carbon Reduction Plan covers:

- Scope 1 – direct emissions;
- Scope 2 – indirect emissions from purchased energy; and
- the required Scope 3 categories:
 - Business travel;
 - Employee commuting;
 - Waste generated in operations;
 - Upstream transportation and distribution; and
 - Downstream transportation and distribution.

The organisation will use the latest applicable UK Government greenhouse gas conversion factors when calculating emissions.

4. Scope 1 emissions

Reporting period: 1 September 2025 – 31 August 2026

Genuine Carers Ltd does not operate company-owned or company-leased vehicles.

The organisation's offices do not use gas supplied directly to Genuine Carers Ltd.

Scope 1 emissions: 0 tCO₂e

This figure is based on the current operational arrangements described above.

5. Scope 2 emissions

Scope 2 emissions relate principally to purchased electricity, heating, cooling or other purchased energy.

Genuine Carers Ltd operates from rented office premises. Electricity costs are included within the office rental arrangements and separate electricity consumption information is not currently available to Genuine Carers Ltd.

Scope 2 emissions: To be confirmed from landlord/office energy information.

Genuine Carers Ltd will seek to obtain electricity consumption or appropriate landlord energy information for its reporting year so that Scope 2 emissions can be quantified using the applicable UK Government conversion factors.

In the meantime, the organisation continues to implement measures intended to reduce energy consumption, including switching off lights and electrical equipment when not required.

6. Scope 3 emissions

6.1 Business travel

Business travel is a material source of emissions for Genuine Carers Ltd because care workers travel between service-user visits using their own vehicles.

For August 2026, the organisation recorded:

Mileage claimed: 56,565 miles

Mileage reimbursement rate: £0.45 per mile

Mileage expenditure: £25,454.25

Using the applicable 2026 UK Government average petrol car business-travel conversion factor of 0.25993 kgCO₂e per mile, the August 2026 mileage represents an estimated:

14.70 tCO₂e

This figure is based on the mileage information currently available and is recorded as an activity-based estimate.

Genuine Carers Ltd will improve its mileage monitoring arrangements so that a complete annual business-travel emissions figure can be reported in future Carbon Reduction Plans.

Business travel reduction measures

Genuine Carers Ltd will:

- encourage car sharing where two care workers are required at the same service-user address;
- plan care runs to facilitate car sharing where this is compatible with service-user needs;
- avoid two separate vehicles travelling to the same location where this is not operationally necessary;
- plan routes efficiently;
- reduce unnecessary journeys;

- encourage alternative modes of transport where practical and appropriate;
 - monitor mileage and travel expenditure; and
 - review opportunities to reduce travel-related emissions over time.
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6.2 Employee commuting

Employee commuting emissions are a required Scope 3 category under the Carbon Reduction Plan reporting standard.

A reliable organisation-wide employee commuting dataset is not currently available.

Employee commuting emissions: Data not currently available / to be established.

Genuine Carers Ltd will establish an appropriate method of collecting commuting information for future Carbon Reduction Plans.

The organisation will seek to understand commuting patterns and identify opportunities for lower-carbon travel where practical.

6.3 Waste generated in operations

Genuine Carers Ltd operates offices and provides domiciliary care services.

The organisation currently does not hold sufficiently detailed waste tonnage information to calculate a reliable Scope 3 waste emissions figure for the reporting period.

Waste generated in operations: Data not currently available / to be established.

Genuine Carers Ltd will work with its office and waste-management arrangements to obtain appropriate information regarding waste volumes and disposal routes.

The organisation's existing environmental procedures require consideration of reuse before disposal, recycling where possible, reduction of single-use plastics and secure disposal of confidential waste.

6.4 Upstream transportation and distribution

Genuine Carers Ltd does not currently hold sufficiently detailed information from suppliers regarding transportation and distribution emissions associated with purchased goods and services.

Upstream transportation and distribution: Data not currently available / to be established.

The organisation will seek to improve its procurement and supplier information so that relevant transportation and distribution emissions can be identified and quantified.

Genuine Carers Ltd will consider environmental performance when selecting suppliers and, where appropriate, consider the use of local suppliers.

6.5 Downstream transportation and distribution

Genuine Carers Ltd is a domiciliary care service provider and does not manufacture or distribute physical products to customers.

There are therefore no significant conventional downstream product-distribution activities identified within the current operating model.

Downstream transportation and distribution: 0 tCO₂e / not material to current operating activities.

This category will nevertheless be reviewed as part of the annual Carbon Reduction Plan review.

7. Environmental management measures

Genuine Carers Ltd has established environmental-management arrangements which will be applied when delivering contracts.

Travel and transport

Genuine Carers Ltd will reduce unnecessary travel through effective scheduling and route planning.

Where two care workers are required at the same service-user address, car sharing will be encouraged where this is practical and compatible with the service user's needs.

The organisation will seek to avoid two separate vehicles travelling to the same road or location where this is not necessary.

Mileage will be monitored to identify opportunities for reducing travel-related emissions.

Digital working

Genuine Carers Ltd uses digital systems and electronic methods of working to reduce unnecessary paper consumption.

Digital care records and electronic communications will continue to be used wherever appropriate.

The organisation will minimise unnecessary printing and encourage electronic records and communications.

Energy management

Staff will be encouraged to switch off lights and electrical equipment when they are not in use, provided this does not compromise safety or service delivery.

Genuine Carers Ltd will seek to obtain better energy-use information from rented office premises and identify opportunities to reduce energy consumption.

Waste reduction and recycling

Genuine Carers Ltd will:

- consider whether items can be reused before disposal;
- reduce unnecessary consumption;
- avoid single-use plastics where practical;
- encourage recycling;
- provide appropriate recycling arrangements where possible;
- ensure confidential waste is disposed of securely; and
- seek sustainable alternatives where practical.

Sustainable purchasing

Genuine Carers Ltd will consider environmental impact when purchasing goods and services.

Where appropriate, the organisation will consider local suppliers and more sustainable products, while maintaining required standards of quality, cleanliness, safety and service-user care.

Staff awareness and training

Staff will receive appropriate information, training and awareness regarding environmental responsibilities.

Environmental considerations will be incorporated into operational discussions and ongoing improvement activities.

8. Carbon reduction targets

Genuine Carers Ltd will work towards the following objectives:

Target 1 – Net Zero

Achieve Net Zero greenhouse gas emissions for UK operations by **2050 at the latest**.

Target 2 – Travel

Reduce unnecessary business mileage through improved scheduling, route planning and appropriate car sharing.

Target 3 – Data quality

Improve the collection and monitoring of carbon-emissions data so that future Carbon Reduction Plans contain a complete reporting-year carbon footprint.

Target 4 – Energy

Obtain appropriate office energy information and identify opportunities for reducing electricity and other energy consumption.

Target 5 – Waste

Improve monitoring of waste generation and increase opportunities for reuse and recycling.

Target 6 – Procurement

Consider environmental performance when purchasing goods and services and engage with suppliers regarding environmental sustainability where appropriate.

Target 7 – Digital working

Continue to maximise the use of digital records and electronic communication to reduce unnecessary paper consumption.

9. Governance and review

Responsibility for environmental performance rests with the Registered Manager and senior management.

Genuine Carers Ltd will review its environmental performance and Carbon Reduction Plan at least annually.

The organisation will review:

- carbon emissions;
- business travel and mileage;
- energy consumption;
- waste;
- procurement and suppliers;
- environmental-management measures;
- progress against carbon-reduction objectives; and
- opportunities for further emissions reductions.

The Carbon Reduction Plan will be updated as appropriate and published on the Genuine Carers Ltd website.

10. Declaration and sign-off

This Carbon Reduction Plan has been prepared for Genuine Carers Ltd and confirms the organisation's commitment to achieving Net Zero greenhouse gas emissions by 2050.

The organisation is committed to taking reasonable and proportionate steps to reduce its greenhouse gas emissions and to continually improve its environmental performance.

This Carbon Reduction Plan has been prepared with reference to the applicable Carbon Reduction Plan reporting requirements and the Greenhouse Gas Protocol.

Approved by: __Huma Iqbal_____

Position: Director

Date of approval: __18/09/2026_____

Signature: ____H.Iqbal_____

11. Publication

Once approved, this Carbon Reduction Plan will be published on the Genuine Carers Ltd website and the web address will be provided as evidence for relevant procurement exercises.

Website link: _____<https://www.genuinecarers.com>_____

Date published: __18/06/2026_____