

# CARBON REDUCTION PLAN

GAIN CARE LTD DERBY

# Our Sustainability Plan

At GAIN Care we are committed to reducing our carbon footprint achieving net zero by 2050 by operating more sustainably and contributing to the national and local authority net-zero targets. We recognise that we are a small domiciliary care provider with a modest environmental impact, but we can make a difference through staff travel, energy usage, procurement and managing waste.

**Aim: Reduce emissions year-on-year while maintaining a safe, effective, responsive, well-led and high standard of care**

**Year 1 (2025/26)**  
Objective: Assess current footprint and start embedding sustainable behaviours.

**Key Actions:**  
Measure staff travel mileage  
Office energy use review  
Office Paper utilisation review  
Assess waste and recycling practice  
Procurement of stationery & staff uniform review  
Explore vehicle modernisation

**Success Measures:**  
Staff engagement  
Baseline for future reductions  
Immediate reduction in waste and embedding of recycling behaviours

Delivered

**Year 2 (2026/27)**  
Objective: Address largest carbon footprint (staff travel)

**Key Actions:**  
Reduce unnecessary travel through rota optimisation  
Enforce car-sharing practice  
Facilitate hybrid and/or EV use for senior management  
Incentivise public transport

**Success Measures:**  
-10% reduction in mileage  
More efficient rota planning  
Staff utilisation of public transport

Active

**Year 3 (2027/28)**  
Objective: Use suppliers who align with our sustainability ambitions

**Key Actions:**  
Review procurement policy that identifies suppliers who reduce waste and use recyclable materials  
Use eco-friendly PPE that meets clinical standards

**Success Measures:**  
Reduce office waste by -50%  
Reduce paper printing by -30%  
Lower supplies cost

Planned

**Year 4 (2028/29)**  
Objective: Improve energy efficiency and adopt greener technology

**Key Actions:**  
Refresh all vehicles to EV  
Upgrade office lighting to LED  
Smart heating controls to reduce energy  
Replace old office equipment with modern energy efficient products

**Success Measures:**  
Reduce staff travel carbon emission to zero  
Lower staff travel costs  
Modern digital office equipment

**Year 5 (2029)**  
Objective: Review the past and set a new 5-year sustainability plan.

**Key Actions:**  
Full carbon footprint assessment  
Publish a sustainability report  
Develop plan with net-zero target ambitions  
Explore parallel off-setting investments  
Explore renewable energy switch path to 100% consumption  
Embed sustainability reporting in senior management KPI & updates

**Success Measures:**  
Realisation of year-on-year carbon reduction  
Clear long-term net-zero target plan



END