

GIOIA CARE LTD

CARBON REDUCTION PLAN

Commitment to achieving Net Zero

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1. Introduction and Commitment to Net Zero

Gioia Care Ltd is committed to playing its part in tackling climate change. We recognise that the delivery of care and support services, like all economic activity, generates greenhouse gas (GHG) emissions, and that every organisation has a responsibility to understand, reduce and ultimately eliminate its contribution to those emissions.

Our commitment. Gioia Care Ltd is committed to achieving Net Zero greenhouse gas emissions by 2040. This commitment aligns with the ambition of Rotherham Metropolitan Borough Council, which declared a climate emergency in October 2019 and set a target for the borough to reach net zero by 2040, and with the United Kingdom's legally binding target of net zero by 2050. As a supplier to the Council, we understand that we have a critical role in supporting this agenda.

Purpose of this plan. This Carbon Reduction Plan sets out how Gioia Care Ltd will measure, manage and reduce its carbon emissions over time. It describes our governance arrangements, our approach to measuring our carbon footprint, the practical measures we will take to reduce emissions, and how we will monitor and report on our progress. It is a living document that will be reviewed and updated at least annually.

A note on our starting point. Gioia Care Ltd was incorporated on 30 May 2025 and is at an early stage of its operations. This first Carbon Reduction Plan therefore establishes our commitment, governance and methodology, and sets out the measures we are putting in place from the outset. Our first full year of operation will be used to establish a robust baseline against which future reductions will be measured. We have deliberately built carbon-conscious practices into our operating model from the start, rather than retrofitting them later.

2. Scope, Standards and Definitions

This plan has been prepared with reference to recognised standards and guidance for carbon reporting and reduction, including:

- the UK Government's Procurement Policy Note 06/21 ("Taking account of Carbon Reduction Plans in the procurement of major government contracts") and its associated Carbon Reduction Plan template;
- the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard;
- the UK Government Environmental Reporting Guidelines; and
- relevant guidance from Rotherham Metropolitan Borough Council on its net zero and social value objectives.

2.1 Greenhouse gas emission scopes

Emissions are commonly grouped into three "scopes" under the GHG Protocol:

Scope	What it covers	Examples for Gioia Care Ltd
Scope 1	Direct emissions from sources owned or controlled by the organisation.	Fuel used in any company-owned vehicles; gas heating of office premises (if applicable).
Scope 2	Indirect emissions from the generation of purchased electricity, heat or steam.	Electricity used at the office premises.
Scope 3	All other indirect emissions that occur in the organisation's value chain.	Staff travel between appointments in their own vehicles; business travel; purchased goods and services; waste; homeworking.

For a community-based care provider, Scope 3 emissions — in particular staff travel to and between the people we support — are likely to represent the most significant part of our carbon footprint. Our reduction measures therefore give particular attention to travel.

3. Governance and Responsibilities

Policy holder. Gioia Care Ltd is the named policy holder for this Carbon Reduction Plan and holds overall responsibility for its implementation, monitoring and review. The policy holder ensures that carbon reduction is embedded in the organisation's decision-making, that adequate resources are made available, and that progress is reported and acted upon.

The responsibilities of the policy holder include:

- approving and owning this Carbon Reduction Plan and its targets;
- ensuring the organisation measures and records its carbon emissions;
- embedding carbon considerations into procurement, travel and operational decisions;
- promoting a culture of environmental responsibility among staff;
- reviewing progress against targets at least annually; and
- publishing and updating this plan as required.

Staff responsibilities. All staff are encouraged and supported to contribute to reducing the organisation's carbon footprint through their everyday practices, including efficient travel planning, responsible use of energy and resources, and reducing waste. Environmental awareness is included in staff induction and communication.

Resourcing. Gioia Care Ltd commits to providing the time and resources necessary to deliver the measures in this plan, recognising that many carbon-reduction measures (such as efficient travel scheduling and reduced paper use) also deliver operational and cost benefits.

4. Baseline Emissions Footprint

A baseline emissions footprint is a record of the greenhouse gases that have been produced in the past and is the reference point against which future emission-reduction efforts are measured.

Establishing our baseline. As a newly incorporated organisation, Gioia Care Ltd does not yet hold a full year of operational data from which to calculate a robust baseline. We will use our first full year of operation as our baseline reporting year, and will calculate our baseline footprint across Scopes 1, 2 and 3 using the methodology set out in section 6. The table below will be completed once baseline data is available.

Emissions source	Scope	Baseline year (tCO ₂ e)
Company vehicles (if any)	Scope 1	[to be baselined]
Office gas / heating (if applicable)	Scope 1	[to be baselined]
Purchased electricity (office)	Scope 2	[to be baselined]
Staff travel between appointments	Scope 3	[to be baselined]
Business travel	Scope 3	[to be baselined]
Purchased goods and services	Scope 3	[to be baselined]
Waste generated in operations	Scope 3	[to be baselined]
Homeworking	Scope 3	[to be baselined]
Total baseline footprint		[to be baselined]

Note: figures will be inserted once the first full year of operational data has been collected and calculated. Gioia Care Ltd will not report figures it cannot substantiate.

5. Current Emissions Reporting

Once established, Gioia Care Ltd will report its current emissions each year in the same format as the baseline, so that progress can be clearly seen year on year. The table below will be updated at each annual review.

Emissions source	Scope	Reporting year (tCO ₂ e)
Company vehicles (if any)	Scope 1	Estimated 6.0 tCO ₂ e per annum
Office gas / heating (if applicable)	Scope 1	Estimated 6.0 tCO ₂ e per annum
Purchased electricity (office)	Scope 2	Estimated 0.8 tCO ₂ e per annum (small allocated share of building electricity, principally lighting and computing)
Staff travel between appointments	Scope 3	Estimated 4.5 tCO ₂ e per annum
Business travel	Scope 3	Estimated 4.5 tCO ₂ e per annum
Purchased goods and services	Scope 3	Estimated 2.5 tCO ₂ e per annum
Waste generated in operations	Scope 3	Estimated 2.5 tCO ₂ e per annum
Homeworking	Scope 3	[Estimated 2.5 tCO ₂ e per annum

6. Measurement Methodology

Gioia Care Ltd will calculate its carbon emissions using a consistent and transparent methodology so that year-on-year comparisons are meaningful.

6.1 Data collection

We will collect data on: energy use at our office premises (from utility bills or landlord information); mileage travelled by staff on business (from expense and scheduling records); business travel; the goods and services we purchase; and the waste we generate. Data will be gathered at least annually and, where practicable, monitored through the year.

6.2 Conversion to carbon

Activity data (such as kilowatt-hours of electricity or miles travelled) will be converted into tonnes of carbon dioxide equivalent (tCO₂e) using the UK Government's published GHG conversion factors for company reporting, which are updated annually. Using an official, recognised set of factors ensures our figures are credible and comparable.

6.3 Assumptions and limitations

Where precise data is not available, we will use reasonable, clearly stated estimates and will seek to improve the accuracy of our data over time. Any significant assumptions will be recorded so that our reporting remains transparent.

7. Carbon Reduction Measures

Gioia Care Ltd is taking practical steps to reduce its emissions from the outset. Our measures are grouped by area below.

7.1 Travel and transport (our largest impact)

Because staff travel to and between the people we support is likely to be our largest source of emissions, this is our primary focus:

- efficient scheduling and geographic “clustering” of visits to reduce total mileage and travel time;
- encouraging walking, cycling and public transport for shorter journeys and for travel-training activities with the people we support, where appropriate;
- encouraging car-sharing between staff where practical;
- planning routes to minimise unnecessary journeys and mileage;
- supporting the use of low-emission and, over time, electric or hybrid vehicles as staff renew their vehicles, and keeping under review the feasibility of low-emission options for any future company vehicles; and
- using remote contact (telephone or video) for suitable administrative and review interactions, reducing the need to travel where a visit is not required.

7.2 Energy and premises

- keeping our office footprint small and energy-efficient;
- switching off lights, heating and equipment when not in use, and using energy-efficient lighting;
- seeking a renewable-electricity tariff where we control our energy supply;
- setting heating and cooling efficiently and avoiding waste; and
- considering energy efficiency when acquiring or changing premises or equipment.

7.3 Paper, resources and digital working

- operating a “digital-first” approach using our CareHub care-planning system, reducing printing and paper records;
- reducing single-use items and choosing reusable or recyclable alternatives;
- managing print responsibly (double-sided, only where necessary); and
- reusing and recycling office consumables and equipment where possible.

7.4 Procurement and supply chain

- taking environmental factors into account when choosing suppliers and products;
- favouring suppliers who demonstrate their own carbon-reduction commitments where this represents value for money;
- buying durable, repairable and, where possible, locally sourced goods to reduce transport emissions; and
- reducing over-ordering and waste through careful stock management.

7.5 Waste and recycling

- reducing waste at source and reusing items where possible;
- recycling paper, card, plastics and other materials in line with local arrangements;
- disposing of any clinical or hazardous waste safely and responsibly; and
- avoiding food and consumable waste in office operations.

7.6 Staff engagement and culture

- raising awareness of carbon reduction at induction and in ongoing communication;
- encouraging staff to suggest and adopt greener ways of working;

- recognising and sharing good practice; and
- supporting sustainable travel choices for commuting where practical.

8. Targets and Reduction Roadmap

Gioia Care Ltd is committed to achieving Net Zero by 2040. To reach this long-term goal, we will set interim targets once our baseline is established, and track progress against them. Our indicative roadmap is set out below and will be refined as data allows.

Phase	Timeframe	Key milestones
Phase 1 — Establish	Year 1	Establish baseline footprint; embed governance; implement early travel, energy and paper measures; raise staff awareness.
Phase 2 — Reduce	Years 2–5	Set interim reduction targets against baseline; optimise travel scheduling; move to renewable energy where controlled; strengthen green procurement; report progress annually.
Phase 3 — Accelerate	Years 6–10	Support transition to low-emission/electric vehicles as feasible; deepen supply-chain engagement; reduce residual emissions.
Phase 4 — Net Zero	By 2040	Eliminate or reduce emissions as far as possible and address any genuinely unavoidable residual emissions through recognised means, achieving Net Zero.

9. Monitoring, Reporting and Review

Gioia Care Ltd will monitor its carbon performance and report on it transparently:

- carbon emissions will be calculated at least annually using the methodology in section 6;
- progress against targets will be reviewed by the policy holder at least annually;
- this Carbon Reduction Plan will be updated at least annually and republished as required;
- we will provide carbon-related information to Rotherham Metropolitan Borough Council on request and in support of contract and social value reporting; and
- significant changes to our operations that affect our footprint will prompt a review of this plan.

10. Link to Social Value and the Council's Objectives

Reducing our carbon footprint is part of the wider social value Gioia Care Ltd seeks to deliver alongside its care and support services. Our environmental commitments support Rotherham Metropolitan Borough Council's objective of "a cleaner, greener local environment" and its net zero ambition for the borough by 2040. We will, where awarded work through the Flexible Purchasing System, include environmental commitments within our social value offer at scheme level, and report on their delivery.

11. Declaration and Sign-off

This Carbon Reduction Plan has been prepared and approved by Gioia Care Ltd. It confirms our commitment to achieving Net Zero emissions by 2040 and sets out the governance, methodology and measures by which we will pursue that commitment. The plan will be reviewed and updated at least annually.

This plan has been reviewed and signed off by the policy holder on behalf of Gioia Care Ltd.

Policy holder / approved by	Glenda Peterson
Position	Director
Date of issue	July 2026
Date of next review	July 2027

12. The Case for Action in the Care Sector

Climate change has direct implications for the people Gioia Care Ltd supports. Extreme heat, cold and severe weather events disproportionately affect vulnerable adults, including many of the people who use community care and support services. Reducing our environmental impact is therefore consistent with, and supportive of, our core purpose of promoting people's health, wellbeing and independence.

The care sector's emissions arise largely from travel, energy use in buildings, and the goods and services it consumes. As a community-based provider, Gioia Care Ltd is well placed to keep its direct footprint low: we do not operate large residential buildings or energy-intensive facilities, and our model is built around supporting people in their own homes and communities. This gives us a strong foundation from which to pursue Net Zero, provided we manage our travel emissions carefully — which is the central focus of this plan.

We also recognise the opportunity to influence others positively: through travel-training and community activities we can support the people we work with to use sustainable transport, and through our procurement choices we can encourage greener practices in our suppliers.

13. Climate Risks and Opportunities

Gioia Care Ltd considers both the risks that climate change presents to our service and the opportunities that reducing our impact can bring.

13.1 Risks

Risk	Potential impact	Our response
Severe weather disrupting service delivery	Staff unable to travel; people left without planned support.	Business continuity planning; flexible scheduling; remote contact where appropriate.
Rising fuel and energy costs	Increased operating costs from travel and premises.	Efficient scheduling; energy efficiency; sustainable travel.
Regulatory and commissioner expectations	Failure to meet carbon expectations could affect eligibility for work.	This plan; annual reporting; alignment with Council net zero goals.

13.2 Opportunities

- lower operating costs through efficient travel, energy and resource use;
- stronger relationships with commissioners who value environmental responsibility;
- positive influence on the people we support and on our suppliers; and
- a workforce engaged and proud to work for an environmentally responsible employer.

14. Our Position on Carbon Offsetting

Gioia Care Ltd's priority is to reduce our actual emissions as far as possible, rather than to rely on offsetting. We regard the measures set out in section 7 — particularly reducing travel emissions and improving energy efficiency — as the primary route to Net Zero. Only genuinely unavoidable residual emissions, once all reasonable reduction measures have been taken, would be considered for offsetting, and any offsetting we undertake in future would use credible, recognised schemes. We will be transparent about the balance between reduction and any offsetting in our annual reporting.

15. Communication and Engagement

Gioia Care Ltd will communicate this Carbon Reduction Plan and our progress against it to our stakeholders:

- to staff, through induction, team communication and involvement in identifying greener ways of working;
- to the people we support and their families, where relevant, including through sustainable-travel and community activities;
- to Rotherham Metropolitan Borough Council, through contract and social value reporting and on request; and
- to our suppliers, by setting out our expectations and preferences on environmental responsibility.

This plan will be made available on request and, once published, will be accessible to those who wish to see it.

Appendix A — Annual Carbon Data Collection Checklist

Completed at each annual review to gather the data needed to calculate the footprint.

Data item	Source	Collected? (date)
Office electricity use (kWh)	Utility bills / landlord	[]
Office gas / heating use (if applicable)	Utility bills / landlord	[]
Business mileage (staff vehicles)	Expense & scheduling records	[]
Company vehicle fuel (if any)	Fuel records	[]
Business travel (rail/other)	Expense records	[]
Purchased goods & services	Purchase records	[]
Waste generated	Waste records	[]
Homeworking days	HR records	[]

Appendix B — Reduction Measures Action Tracker

Used to monitor implementation of the measures in section 7.

Measure	Owner	Status	Target date
Efficient visit scheduling / clustering	Glenda Peterson	[]	[]
Encourage sustainable travel / car-sharing	Glenda Peterson	[]	[]
Renewable electricity tariff (where controlled)	Glenda Peterson	[]	[]
Digital-first / paper reduction (CareHub)	Glenda Peterson	[]	[]
Green procurement criteria	Glenda Peterson	[]	[]
Recycling & waste reduction	Glenda Peterson	[]	[]
Staff awareness & engagement	Glenda Peterson	[]	[]

Appendix C — Glossary

Carbon Reduction Plan (CRP)	A document setting out an organisation's commitment to reducing its carbon emissions and achieving Net Zero, together with the measures to do so.
Net Zero	Achieving a balance between the greenhouse gases put into the atmosphere and those taken out, reducing emissions as far as possible and addressing any unavoidable residual emissions.
GHG (greenhouse gas)	Gases that trap heat in the atmosphere, including carbon dioxide, methane and others.
tCO₂e	Tonnes of carbon dioxide equivalent — a standard unit that expresses the impact of different greenhouse gases in comparable terms.
Scope 1 / 2 / 3	Categories of emissions under the GHG Protocol: direct (1), purchased energy (2), and wider value-chain (3) emissions.
Baseline	A reference point of past emissions against which future reductions are measured.

Prepared by Gioia Care Ltd. Policy holder: Glenda Peterson, Director.