

Carbon Reduction Plan

Ethica Services Limited

Supplier name	Ethica Services Limited
Publication date	1 st June 2026

Commitment to achieving Net Zero

Ethica Services Limited is committed to achieving Net Zero emissions by 2050.

This commitment applies to our UK operations and reflects our responsibility as a home care provider to reduce greenhouse gas emissions associated with our services, including care worker travel, management travel, office electricity use, procurement, waste, digital systems, and administrative activities.

Ethica Services Limited recognises the climate emergency and is committed to reducing emissions over time while continuing to deliver safe, reliable, person-centred care.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: 2025-2026

Additional details relating to the baseline emissions calculations

Ethica Services Limited is a home care provider. Our main operational emissions arise from care worker travel between service users' homes, management travel, office electricity use, digital systems, procurement, waste, and administrative activities.

Ethica Services Limited does not use gas within its office operations. Management travel is undertaken using electric vehicles and therefore does not create direct petrol or diesel fuel emissions under Scope 1. The electricity usage associated with management electric vehicle charging is included within the organisation's Scope 2 electricity estimate.

Care worker mileage is recorded separately and has been included as Scope 3 employee/business travel. For the baseline reporting year, Ethica Services Limited has recorded annualised care worker mileage of 471,197 miles.

Based on the available mileage data, the annualised Scope 3 emissions associated with care worker mileage are estimated at 125.81 tCO₂e.

Office electricity and electric vehicle charging usage have been estimated at approximately 14,400 kWh per year, producing estimated Scope 2 emissions of 2.88 tCO₂e.

At this stage, Scope 1 emissions are reported as 0.00 tCO₂e because Ethica Services Limited does not use gas and does not operate petrol or diesel company vehicles. Scope 2 emissions are based on estimated electricity usage and will be reviewed annually. Scope 3 emissions include annualised care worker mileage.

Ethica Services Limited will continue to improve the accuracy of its emissions reporting year on year as more complete data becomes available.

Baseline year emissions

Emissions	Total (tCO ₂ e)
Scope 1	0.00
Scope 2	2.88
Scope 3, included sources	125.81
Total emissions	128.69

Current emissions reporting

Reporting year: 2025-2026

Emissions	Total (tCO ₂ e)
Scope 1	0.00
Scope 2	2.88
Scope 3, included sources	125.81
Total emissions	128.69

Emissions reduction targets

In order to continue our progress towards achieving Net Zero, Ethica Services Limited has adopted the following carbon reduction targets.

Ethica Services Limited has recorded annualised care worker mileage of 471,197 miles, with associated annualised Scope 3 emissions estimated at 125.81 tCO₂e.

We will aim to reduce avoidable mileage and improve route efficiency while maintaining safe, reliable care delivery and continuity of care for service users.

We project that total reported emissions will decrease over the next five years from 128.69 tCO₂e to approximately 102.95 tCO₂e by 2031. This represents a reduction of approximately 20%.

Our targets include:

- Monitoring care worker mileage annually.
- Reducing avoidable travel through efficient rota planning and localised allocation of care workers.
- Encouraging the use of bicycles and e-bikes for suitable short-distance care visits where safe, practical, and appropriate.
- Exploring the implementation of a Bike to Work / Cycle to Work scheme to support staff who wish to cycle to work or between local care visits.
- Encouraging care workers to consider lower-emission vehicles, including hybrid and electric vehicles, where affordable and practical.
- Continuing to use electric vehicles for management travel where practical.
- Reviewing office electricity and electric vehicle charging usage for Scope 2 reporting.
- Reducing unnecessary business travel through telephone and video meetings where appropriate.
- Continuing to reduce paper use through digital care planning and electronic communication.
- Reviewing procurement decisions with consideration given to environmental impact, packaging, waste, efficiency, and value.

- Improving staff awareness of carbon reduction and environmental responsibility.
- Reviewing emissions data annually and updating this Carbon Reduction Plan at least once per year.

Carbon reduction projects

Ethica Services Limited has already implemented a number of carbon reduction and environmental management measures.

These include:

- Reviewing care worker travel patterns and mileage to identify opportunities to reduce unnecessary journeys.
- Improving rota planning to reduce avoidable travel and support more efficient care delivery.
- Using electric vehicles for management travel.
- Increasing the use of digital records, electronic care planning, and electronic communication.
- Reducing unnecessary printing and encouraging staff to use digital documents where appropriate.
- Improving office recycling arrangements and promoting responsible waste management.
- Communicating carbon reduction expectations to staff through internal management and operational processes.
- Reviewing suppliers and purchasing decisions with consideration given to waste, efficiency, value, and environmental impact.
- Including sustainability and carbon reduction within management review discussions.
- Strengthening business continuity planning for extreme weather, including heatwaves, cold weather, travel disruption, and other climate-related risks.

These measures support lower carbon service delivery and align with local authority priorities around sustainable travel, reducing emissions, improving air quality, waste reduction, climate resilience, and responsible local care provision.

Future carbon reduction initiatives

Ethica Services Limited will continue to implement and strengthen carbon reduction measures across its operations.

In the future, we hope to implement further measures such as:

- Reviewing office electricity usage and management electric vehicle charging data annually for Scope 2 emissions reporting.
- Continuing to monitor care worker mileage and travel patterns.
- Further improving rota efficiency while maintaining continuity of care and service user choice.
- Encouraging the use of bicycles and e-bikes for suitable short-distance visits, where safe, practical, and appropriate.
- Exploring the introduction of a Bike to Work / Cycle to Work scheme to support staff with access to bicycles, e-bikes, and related cycling equipment.
- Encouraging care workers to consider electric, hybrid, or lower-emission vehicles when replacing or purchasing vehicles.
- Considering staff information sessions or guidance on lower-emission travel options.
- Continuing the use of electric vehicles for management travel where practical and affordable.
- Expanding the use of digital systems where this improves efficiency and reduces paper use.
- Continuing to reduce printing, paper records, and unnecessary duplication.
- Continuing to review suppliers, products, packaging, and procurement decisions.
- Improving staff awareness of carbon reduction and environmental responsibility.
- Reviewing waste and recycling arrangements annually.
- Continuing to strengthen climate resilience and business continuity planning.
- Improving emissions data collection so that future Carbon Reduction Plans include more detailed year-on-year comparison.
- Reviewing this Carbon Reduction Plan annually and updating it as our data, systems, services, and commissioning requirements develop.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard, using the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, where required, and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain Scope 3 Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors or equivalent management body.

Signed on behalf of Ethica Services Limited	
Name	Kieran Shine
Position	Director
Signature	K Shine
Date	1 st June 2026