



Carbon Reduction Plan

Operational Procedures

Norvic Healthcare (Anglia) Limited



Version 2
September 2024



Carbon Reduction Plan

Supplier name: **Norvic Healthcare (Anglia) Limited**

Publication date: **20 September 2024**

Commitment to achieving Net Zero

Norvic Healthcare (Anglia) Limited ('Norvic Healthcare') is committed to achieving Net Zero emissions by 2050.

1. Introduction

"A Carbon Reduction Plan (CRP) is a strategic document that outlines specific actions and targets set by an organisation to reduce its greenhouse gas emissions. The plan usually includes measurable goals, timelines, and methods for reducing carbon output, often focusing on areas such as energy efficiency, renewable energy adoption, waste reduction, and sustainable procurement practices."

Carbon Trust

2. Background

We are committed to reducing our carbon footprint in Norfolk, where 100% of our existing care services are delivered. We recognise our health and social care activities – although vital to the local community – have potential to have significant impact on the local environment and given this we have taken significant steps to minimise our emissions and contribute to the net zero targets of the NHS and other commissioners such as Norfolk County Council. Our Carbon Reduction Lead is our Managing Director, Elijah Adeyemi. He was involved in preparing this plan.

3. Approaches/Policies

As we plan our expansion in Norfolk, a comprehensive environmental impact assessment has been conducted by our Managing Director and our external advisors. The following is an outline of our proposed local Carbon Reduction Plan:



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 any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	205.5 [Company vehicles]
Scope 2	2.3 [Two Offices]
Scope 3 (Included Sources)	198.5 [Staff owned vehicles (194.0); Staff commuting - Taxis, Buses (2.6); Supply chain (1.7); Waste disposal and treatment (0.2)]
Total Emissions	406.3

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	205.5 [Company vehicles]
Scope 2	2.3 [Two Offices]
Scope 3 (Included Sources)	198.5 [Staff owned vehicles (194.0); Staff commuting - Taxis, Buses (2.6); Supply chain (1.7); Waste disposal and treatment (0.2)]
Total Emissions	406.3



Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next six years to **290.3 tCO₂e** by 2030. This is a reduction of **28.6%**

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The carbon emission reduction achieved by these schemes equate to **20.55 tCO₂e**, a **10%**ge reduction against the 2024 baseline and the measures will be in effect when performing the contract:

- Replaced two cars in our fleet of 20 cars with electric cars
- Fitted tracking devices to all vehicles as part of optimising routing
- Using smart software to plan the most efficient routes for home visits, minimising travel time and fuel consumption
- Incentivised staff to use carpooling and public transport
- Use energy-efficient LED bulbs across all infrastructure
- Isolated the lightings in each room at our offices so that lighting in unused spaces is kept off
- Introduced remote working for administrative staff, using virtual platforms (e.g. Microsoft Teams and Zoom meeting)
- Source supplies from local vendors to reduce carbon footprint
- Staff awareness of the company's environmental objective.

Planned Carbon Reduction Initiatives

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

- Replace our fleet of cars with electric and hybrid vehicles on a rolling basis on the expiry of each lease agreement working with Select Care Leasing, reducing emissions by 20% to 60%
- Install a smart rostering software (Nourish Community) to create tighter rounds, reducing emissions by 5%
- Encourage staff to use electric scooters and e-bikes in urban areas such as Norwich, reducing emissions by 10%



- Introduce incentive schemes for staff to switch to low-carbon transport such as electric car leases, bike loans, public transport vouchers and higher mileage reimbursement for electric vehicles, reducing emissions by 10%
- Work with local businesses to install charging points (two franchised petrol stations have expressed interest and will offer discounted charging tariffs for our staff), reducing emissions by 5%
- Install sensors in toilets and communal spaces, and programmable thermostat reducing energy consumption and emissions by 2%
- Explore the use of AI to reduce administrative tasks performed by people thus reducing commuting and energy consumption in our offices and emissions by 15%
- Install solar panels to generate low emission energy by mid-2025 (paid for by agreed instalments over 36 months), reducing energy consumption by 10%
- Move to purchasing green energy from utility companies (within 6 months), reducing energy consumption by 15%
- Organise regular training sessions on environmental responsibility and how staff can contribute to carbon reduction
- Offer incentives for staff for Green Practices such as
 - Green Commute Bonuses: Financial bonuses or subsidies for employees who carpool, bike, walk, use public transport.
 - Carbon Footprint Reduction Challenge: Competition where staff track their own carbon footprint using apps or online tools.
 - Eco-Hero Award: Establish a monthly or quarterly award for employees who demonstrate significant commitment to environmentally friendly practices, both at work and at home. Recognitions could include public acknowledgment, certificates, or featured stories in company newsletter.
- Set SMART targets for emission reduction and create periodic reports on carbon footprint and progress towards targets
- Choose suppliers based on their environmental credentials.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 standard¹ and uses 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, and the required subset of Scope 3 emissions have 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 the Supplier:

A handwritten signature in black ink, appearing to read "Elijah Adeyemi", enclosed within a circular scribble.

Elijah Adeyemi
Director

Date: 20 September 2024
