

Carbon Reduction Plan and Net Zero Commitment

Healthcare Project and Change Association CIC Ltd.

Date of Issue: 04 April 2025

Next Review Date: January 2025

Version: 1.0

Approved By: Jo Stanford, CEO

1. Introduction

Healthcare Project and Change Association CIC Ltd. recognises the urgent need to tackle climate change and is committed to reducing its carbon footprint in alignment with the UK Government's legally binding target to achieve Net Zero greenhouse gas emissions by 2050.

This Carbon Reduction Plan outlines our current carbon footprint, actions taken to date, future initiatives, and our path to achieving Net Zero in accordance with Procurement Policy Note (PPN) 06/21 and UK environmental policy.

2. Baseline Emissions Footprint

Baseline Year: 2024

Scope:

- Scope 1: Direct emissions from owned/controlled sources (e.g., fuel combustion)
- Scope 2: Indirect emissions from purchased electricity
- Scope 3: All other indirect emissions (e.g., commuting, travel, procurement)

Emissions Source	Baseline Emissions (tCO ₂ e)
Scope 1	0.00
Scope 2	0.00
Scope 3	2196.15
Total	2196.15

Note: We are a low-emission organisation due to remote/hybrid work practices and minimal travel.

3. Current Emissions Reporting (Annual)

Emissions Source	Reporting Year (tCO ₂ e)
Scope 1	0.00
Scope 2	0.00
Scope 3	2196.15
Total	2196.15

4. Carbon Reduction Initiatives to Date

- Adopted hybrid and remote working model to reduce travel.
- Fully digital operations (no printing unless essential).
- Use of cloud-based systems with providers committed to renewable energy.
- Transition to virtual meetings and training.
- Environmental training and awareness for staff and associates.

5. Net Zero Target and Trajectory

Target: Achieve Net Zero by 2040, 10 years ahead of the UK government's 2050 commitment.

Year	Target Emissions (tCO ₂ e)	Reduction Strategy
2024	Baseline year	Establish baseline and measure
2025	-20%	Digital-first, sustainable procurement
2030	-50%	Offset unavoidable emissions; green supply chain
2035	-75%	Enhanced tech use, verified low-carbon partners
2040	Net Zero	Fully offset/minimise all emissions

6. Planned Carbon Reduction Measures

- Develop a carbon impact dashboard for internal monitoring.
- Embed sustainability criteria in procurement and supplier policies.
- Offset unavoidable travel emissions using certified carbon offset schemes.
- Partner with local and national environmental charities for community green initiatives.
- Switch to green energy suppliers for any physical premises or services.
- Conduct annual carbon audits to monitor progress.

7. Governance and Responsibilities

Role	Responsibility
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Managing Director	Overall accountability for Net Zero Plan
Sustainability Lead	Track emissions and implement carbon actions
All Staff & Contractors	Comply with sustainability policies and practices

8. Monitoring and Reporting

- Annual carbon reporting to be included in impact reports.
- Annual review of this plan and Net Zero trajectory.
- Engage staff and stakeholders in feedback and improvement actions.

9. Declaration and Commitment

Healthcare Project and Change Association CIC Ltd. is fully committed to achieving Net Zero emissions by 2040. This plan will be updated annually and shared with stakeholders, funders, and regulators as part of our CSR and sustainability commitments.

Signed:

Name: Jo Stanford

Role: CEO

Date: 4 April 2025