

Independence Support Carbon Reduction Plan

Commitment to achieving Net Zero

Independence Support is committed to achieving Net Zero by 2040

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.

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| Baseline Year: 1 April 2021 – 31 March 2022 | |
| Additional Details relating to the Baseline Emissions calculations | |
| The baseline includes all Scope 1 and 2 emissions in accordance with SECR requirements. Scope 3 emissions have been calculated as per the GHG Corporate Value Chain (Scope 3) Standard Guidance. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 193 |
| Scope 2 | 145 |
| Scope 3 (Included Sources) | 68 <ul style="list-style-type: none"> • Waste generated in operations: 8 • Travel: 55 • Upstream Transportation and Distribution: 5 • Downstream Transportation and Distribution: NA (Independence support do not produce or distribute or sell goods) |
| Total Emissions | 406 |

Current Emissions Reporting

| Reporting Year: 1 April 2022 31 March 2023 | |
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| EMISSIONS | TOTAL (tCO ₂ e) |
| Scope 1 | 187 |
| Scope 2 | 141 |
| Scope 3 (Included Sources) | 64 <ul style="list-style-type: none"> • Waste generated in operations: 6 • Travel: 53 • Upstream Transportation and Distribution: 5 • Downstream Transportation and Distribution: NA (Independence support do not produce or distribute or sell goods) |
| Total Emissions | 392 |

Emissions Reduction Targets

To deliver our commitments to achieve our target of Net Zero by 2024, we project that our carbon emissions will decrease by 2030 to **200 tCO₂e** then year on year reduction of 40 tCo₂e per annum reaching Net Zero by 2040. We anticipate this being supported by carbon offsetting and to balance out our carbon footprint to ensure that the Net Zero is realistic and achievable

Carbon Reduction Initiatives

We have implemented a range of carbon reduction initiatives during and since baseline year to ensure we meet our commitment to Net Zero by 2040. This is underpinned by a policy framework reviewed and implemented by the board of Directors. These include but not limited to: Environmental Policy Statement, Purchasing and Expenditure, Travel and Expenses, Support Planning, Health and Wellbeing, Quality Assurance.

These include:

- Our Quality Auditing process had carbon reduction embedded which forms part of the scoring for internal audits therefore reward progression toward net zero objectives at service level

- We have a dedicated recycling carbon reduction group to support us to implement carbon reduction initiatives across services
- We minimize our carbon footprint through using environmentally sustainable products where we can use suppliers with a green and ethical supply chain.
- Our regulated sites have Environmental Sustainability action plans which detail local initiatives and ways of working for reducing carbon at service level
- Company vehicle fleet are fully electric only
- Work with our property partners to create environmentally sustainable services. For example, solar panels, enhanced insulation, all electric energy supplies, electric vehicle charging points
- Car sharing arrangements for training and group meeting.
- Teams undertake route mapping to take the most direct routes accounting for any car share pick up drop off points
- Flexible location arrangements for non operational teams to reduce the requirement to travel to office locations
- Using remote meetings where these are appropriate to reduce business travel.
- Utilising public transport where possible for all business meetings including both service level and senior management
- Use energy saving lighting where possible in our offices and support and encourage people we support to utilise these options.
- Responsibly source cleaning and infection prevention products
- Buy in bulk and maximise refill opportunities with sustainable containers
- Ensure easily accessible recycling systems in all communal areas
- Create mechanisms to recycle nonstandard items with an assigned lead to monitor this
- Create literature in appropriate formats and educate and engage the workforce.
- Centralised purchasing of regular use items to monitor waste
- Create easy read signage to remind people to switch off appliances not in use
- Display recycling guidance individually for people in the right format and centrally for the team
- Have an engaged workforce on environmental issues that lead by example including Environment champions
- We have Carbon reduction objectives embedded into Supervisions and Annual Performance Reviews.
- Progress toward carbon reduction objectives and initiatives is a standing item on team meeting agendas
- Use our communal outside areas to create natural habitats
- Plant and grow our own vegetables wherever possible and donate surplus to local charities
- Cook fresh from the garden to reduce food waste in any service where food is prepared
- Create small beds and allotments to raise awareness and support wellbeing

- Encouraging our teams and people we support to use public transport where possible.
- Route mapping in each area to identify walking routes in each area for local amenities, linking to carbon reduction and health and wellbeing

In addition we also:

Choose durable products

We buy products that have been designed to be durable, this not only costs less over the long term but also generates less regular waste if items last longer. This approach also reduces need for frequent orders and the environmental impact of additional waste packaging and CO2 emissions during the transportation of goods.

Sustainable supply chains

Where possible we use suppliers who use Plant-based and bio-based materials that can enhance sustainability credentials.

This includes product themselves and how they are packaged as the packaging can also have an adverse impact on the environment, filling up landfill and taking a long time to biodegrade. Plant-based materials such as grass-based cardboard for example are highly sustainable because they biodegrade. Other environmentally conscious options we consider in our supply chain includes recycled packaging film and bags made from renewable raw materials such as Tencel, while user instruction leaflets can be made with recycled paper.

The production process is an important contributing factor to a products carbon footprint, we seek to source products that have been created with minimal CO2 emissions. For example, we check if PPE manufacturer uses renewable energies in its production. We seek suppliers' companies that are measuring and monitoring their consumption of water at production facilities in order to uncover opportunities to reduce usage.

We purchase from Companies that are certified according to the Environmental Management system ISO 14001 / Energy Management ISO 50001 meaning they have been externally verified against criteria that deems them as having particularly sustainable and responsible environmental performance practices.

When choosing products we seek to use suppliers who use globally recognised reporting frameworks such as GRI, EcoVadis, the Greenhouse Gas Protocol, REACH and Proposition 65.

We avoid single use plastics by:

- We seek suppliers who are environmentally sustainable and where possible with ISO/EMAs and/or BS environmental accreditation.
- Wherever possible we already purchase cleaning products in containers that are refillable and also use bio degradable PPE options where possible.
- We return Ink cartridges to suppliers so they can be re used rather than thrown away.
- We ensure the plastic we do use is recyclable where possible and safe to do so. For example PET (Polyethylene terephthalate) is considered the most widely recycled plastic. This type of plastic can be recycled into carpets and clothing made out of fleece. HDPE (High-density polyethylene) is also very easily recycled into a range of products from detergents to furniture.
- We use biodegradable bin bags in most locations
- We always seek to re-use plastic packaging if we receive deliveries containing it.
- We avoid using plastic wrapping where we are sending items, if we do it is re used packaging and contains a note for the recipient letting them know this and hopefully encouraging them to adopt the same approach
- We provide hot and cold drinks at each location with washable cups reducing the need for staff to purchase drinks in disposable cups.

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 standard 7 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 9.

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

Signed on behalf of the Supplier Independence Support Ltd



David Young Chief Executive Officer 06/04/24