NET ZERO PLAN

NFC Health &Social Care Ltd

Document Control

Version| Date K Feeley Review Date
1.0| June 2026| Management Team| June 2027

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1. Purpose

NFC Health & Social Care Ltd is committed to reducing its environmental impact and achieving net zero carbon emissions. This plan outlines our approach to measuring, reducing, monitoring, and reporting greenhouse gas emissions across our operations.

We recognise our responsibility to support environmental sustainability and contribute towards the UK's net zero targets.

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2. Net Zero Commitment

NFC Health & Social Care Ltd commits to achieving Net Zero carbon emissions by 2040.

We aim to:

- Reduce energy consumption
- Improve operational efficiency
- Minimise waste
- Promote sustainable working practices
- Engage employees and suppliers in environmental responsibility

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3. Scope of Emissions

Our carbon footprint assessment includes:

Scope 1 – Direct Emissions

- Company vehicles
- Fuel usage
- Heating systems

Scope 2 – Indirect Energy Emissions

- Electricity consumption
- Purchased energy

Scope 3 – Other Indirect Emissions

- Business travel
- Employee commuting
- Waste disposal
- Purchased goods and services
- Supplier activities

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4. Current Environmental Impact

We are currently reviewing and measuring:

- Office electricity usage
- Gas and heating consumption
- Staff travel mileage
- Waste management processes
- Paper and printing usage

Baseline measurements will be reviewed annually.

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5. Carbon Reduction Actions

Energy Efficiency

- Use LED lighting throughout premises
- Switch off unused equipment
- Introduce energy-efficient appliances
- Monitor utility usage monthly

Sustainable Travel

- Encourage virtual meetings
- Reduce unnecessary travel
- Promote car sharing and public transport
- Transition to low-emission vehicles where possible

Waste Reduction

- Increase recycling
- Reduce paper usage through digital systems
- Reuse office materials where appropriate

Procurement

- Work with environmentally responsible suppliers
- Purchase sustainable products where possible
- Consider environmental impact during procurement decisions

Staff Engagement

- Provide environmental awareness training
- Encourage staff participation in sustainability initiatives
- Promote environmentally responsible behaviours

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6. Monitoring and Reporting

Progress against this Net Zero Plan will be:

- Reviewed annually
- Discussed at management meetings
- Updated as new environmental opportunities are identified

Environmental objectives and targets will be monitored and recorded.

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7. Responsibilities

Senior management are responsible for:

- Implementing this plan
- Monitoring progress
- Ensuring compliance with environmental responsibilities

All employees are expected to support the organisation’s sustainability objectives.

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8. Continuous Improvement

NFC Health & Social Ltd is committed to continually improving environmental performance and reducing carbon emissions through practical and achievable measures.

This Net Zero Plan will be reviewed annually to ensure ongoing effectiveness.

Approval

Name| Position| Signature| Date
| Director K Feeley|

9. Carbon Reduction Plan for Tender Compliance

Commitment to Achieving Net Zero

NFC Health & Social Care Ltd is committed to achieving Net Zero emissions by 2040.

We are committed to reducing greenhouse gas emissions associated with our operations and recognise the importance of sustainability in delivering safe, effective, and responsible services.

This Carbon Reduction Plan has been completed in accordance with Procurement Policy and associated guidance published by the UK Government.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases produced in the past and are used as the reference point against which emissions reduction can be measured.

Baseline Year	**2026**
Additional Details	Baseline calculations are currently being established across operational activities.

Current Emissions Reporting

Emissions Category	Total (tCO2e)
Scope 1	To be measured
Scope 2	To be measured
Scope 3	To be measured
Total Emissions	To be measured

Emissions Reduction Targets

To continue our progress towards achieving Net Zero, we have adopted the following carbon reduction objectives:

- Reduce operational emissions year on year
- Improve energy efficiency within company premises
- Reduce unnecessary travel and fuel consumption
- Increase use of digital systems to reduce paper waste
- Work with suppliers committed to sustainability
- Promote environmentally responsible working practices

We project that carbon emissions will decrease over the next five years through implementation of the measures outlined in this plan.

Carbon Reduction Projects

The following environmental management measures and projects have been completed or are planned:

Completed Measures

- Increased use of remote meetings
- Reduced paper-based administration
- Introduced recycling initiatives
- Implemented energy-saving practices

Planned Measures

- Review supplier sustainability practices
- Reduce energy consumption further
- Explore low-emission transport options
- Improve environmental monitoring systems

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans

This Carbon Reduction Plan has been reviewed and approved by senior management.

Signed on behalf of NFC Health & Social Care Ltd:

Name K Feeley Date
June 2026

Director

10. Social Value Commitment

Our Commitment to Social Value

[Company Name] recognises the importance of delivering positive social, economic, and environmental outcomes within the communities we serve.

We are committed to creating social value through ethical, sustainable, and community-focused practices that support service users, employees, stakeholders, and local communities.

Our approach aligns with the principles of the Public Services (Social Value) Act 2012.

Supporting Local Communities

We aim to:

- Recruit locally where possible
- Support local employment opportunities
- Work with local suppliers and businesses
- Promote inclusive and diverse recruitment practices
- Encourage volunteering and community engagement initiatives

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Workforce Wellbeing and Development

We are committed to:

- Providing ongoing staff training and development
- Promoting equality, diversity, and inclusion
- Supporting employee wellbeing and mental health
- Creating a positive and safe working environment
- Encouraging career progression opportunities

Environmental Responsibility

As part of our sustainability objectives, we will:

- Reduce waste and energy consumption
- Promote environmentally responsible working practices
- Support carbon reduction initiatives
- Encourage digital and paperless systems where appropriate
- Monitor and improve environmental performance

Supporting Service Users

We are committed to:

- Delivering person-centred services
- Promoting independence, dignity, and choice
- Encouraging service user involvement and feedback
- Supporting equality and accessibility for all individuals
- Working collaboratively with families, carers, and professionals

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Ethical and Responsible Business Practices

NFC Health & Social Care Ltd is committed to:

- Operating with honesty, integrity, and transparency
- Maintaining safeguarding and compliance standards
- Ensuring fair employment practices
- Promoting continuous improvement
- Upholding high-quality service standards

Measuring Social Value

We will monitor our social value impact through:

- Staff and service user feedback
- Training and workforce data
- Environmental monitoring
- Community engagement activities
- Continuous quality improvement processes

Social value objectives will be reviewed regularly as part of organisational performance and development.

11. Carbon Reduction and Social Impact Targets

Environmental Targets

NFC Health & Social Ltd is committed to achieving continuous environmental improvement through the following measurable objectives:

Carbon Reduction Targets

- Reduce overall energy consumption by 10% within 3 years
- Reduce paper usage by 75% through digital systems and electronic records
- Reduce unnecessary business travel through remote meetings and virtual assessments
- Increase recycling rates across all operational activities
- Transition towards low-emission and environmentally responsible transport options where feasible
- Review utility consumption quarterly to identify further reduction opportunities

Sustainable Procurement Targets

- Increase use of local suppliers and sustainable products
- Consider environmental impact during purchasing decisions
- Encourage suppliers to adopt environmentally responsible practices

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Social Impact Targets

Workforce Development

- Provide annual mandatory and professional development training for all employees
- Support career progression and internal promotion opportunities
- Promote equality, diversity, and inclusion throughout recruitment and employment practices
- Maintain staff wellbeing initiatives and mental health support

Community and Employment

- Support local employment opportunities where possible
- Engage with local community initiatives and partnerships
- Promote fair and ethical employment practices
- Encourage staff participation in community engagement and volunteering activities

Service User Outcomes

- Promote person-centred and inclusive service delivery
- Encourage service user involvement in care planning and service development
- Monitor service user feedback to improve service quality and outcomes
- Support independence, dignity, and wellbeing for all service users

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Monitoring and Review

Progress against these targets will be:

- Reviewed annually by senior management

- Incorporated into organisational improvement plans
- Updated in line with business growth and sustainability objectives

Performance measures include:

- Waste and recycling data
- Staff training records
- Workforce retention statistics
- Community engagement activities
- Service user satisfaction feedback

Continuous Improvement Commitment

NFC Health & Social Care Ltd recognises that achieving meaningful environmental and social impact improvements is an ongoing process. We are committed to reviewing our objectives regularly and implementing practical actions that contribute positively to our workforce, communities, service users, and the environment.