



CARBON REDUCTION PLAN

VERITY HEALTHCARE LIMITED

ENGLAND, UNITED KINGDOM

Reporting period: 1 April 2025 - 31 March 2026

Publication / review date: September 2026

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EXECUTIVE SUMMARY

A quantified, procurement-ready pathway to Net Zero by 2050



Verity Healthcare Limited is committed to achieving Net Zero greenhouse gas emissions across its UK operations by 2050 at the latest. This redesigned Carbon Reduction Plan applies to Verity Healthcare Limited as the bidding entity and covers regulated home care, supported living, extra care, reablement and specialist care activities.

273.0

2024/25 baseline tCO₂e

248.8

2025/26 tCO₂e

8.9%

modelled reduction

204.8

2030/31 target tCO₂e

Our carbon position

The benchmark-informed management footprint for 2025/26 is 248.8 tCO₂e, 24.2 tCO₂e (8.9%) below the reconstructed 2024/25 baseline of 273.0 tCO₂e. The five-year target is 204.8 tCO₂e by 2030/31, representing a 25.0% reduction from baseline. The dominant sources are business travel and employee commuting, reflecting the community-based nature of care delivery.

What will change

- Local recruitment and geographic rota design will reduce avoidable care-worker mileage and dead mileage between visits.
- Digital care planning, eMAR, electronic call monitoring, electronic audits and virtual meetings will reduce paper and unnecessary travel.
- Renewable electricity, energy-efficient equipment, LED lighting and active energy controls will reduce Scope 2 emissions.
- Supplier consolidation, local sourcing, lower-packaging procurement and improved waste segregation will reduce value-chain emissions.

Data assurance status

No underlying Verity utility, mileage, commuting-survey or waste workbook was supplied for this redesign. The figures in this document are therefore benchmark-informed management estimates, calibrated to Verity Healthcare Limited's scale and operating model. They must be reconciled against actual source records before Board sign-off and website publication. They should not be described as independently verified until assurance has been completed.

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DOCUMENT CONTROL & PROCUREMENT COMPLIANCE

Current PPN 006 structure and
tender-publication controls



Control	Details
Document title	Carbon Reduction Plan 2026
Supplier / bidding entity	Verity Healthcare Limited
Company number	07462140
Registered office	20-22 Wenlock Road, Islington, London, N1 7GU
Head office	210 Church Road, Gateway Business Centre, London, E10 7JQ
Baseline period	1 April 2024 - 31 March 2025
Current reporting period	1 April 2025 - 31 March 2026
Publication / review date	September 2026
Five-year target year	2030/31
Net Zero commitment	2050 at the latest
Website	https://verityhealthcare.co.uk/

Procurement compliance checklist

Requirement	Position
Net Zero commitment by 2050	Confirmed - Section 1 and Declaration
All Scope 1 and Scope 2 emissions	Included
Required Scope 3 subset	Categories 4, 5, 6, 7 and 9 included / explained
Environmental measures for contract performance	Set out in Section 8
Recent reporting period	2025/26 reporting period; publication September 2026
Board approval and director sign-off	Signature block included; approve before publication
Publication on supplier website	Publish final approved CRP and use the direct URL in tenders

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ORGANISATIONAL BOUNDARY & METHODOLOGY

Operational-control boundary; Scope 1, 2 and mandatory Scope 3 sources



Reporting boundary

The reporting boundary covers Verity Healthcare Limited's UK operations under the operational-control approach. Emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e). The same organisational boundary is applied to the baseline, current year and target trajectory so progress can be compared consistently.

Scope	Included sources for Verity Healthcare Limited
Scope 1	Direct fuel combustion in premises under operational control; fuel used in any owned or controlled vehicles; refrigerant leakage where applicable.
Scope 2	Purchased electricity used in Verity-controlled offices and operational premises, reported on a location-based basis; market-based data may be disclosed where robust tariff evidence exists.
Scope 3 - Cat. 4	Upstream transportation and distribution associated with deliveries of PPE, office supplies, equipment and other purchased goods.
Scope 3 - Cat. 5	Waste generated in operations, including general office waste and relevant treatment routes. Clinical and healthcare waste is included where Verity controls the waste contract.
Scope 3 - Cat. 6	Business travel, including reimbursed care-worker mileage between service users, management travel, taxis, rail and other business journeys.
Scope 3 - Cat. 7	Employee commuting between home and normal place of work, estimated from workforce patterns and travel-mode assumptions where survey data is incomplete.
Scope 3 - Cat. 9	Downstream transportation and distribution: 0.0 tCO ₂ e in this model because Verity supplies care services rather than transported products. This should be reviewed annually.

Calculation standard

- Use the GHG Protocol Corporate Accounting and Reporting Standard and Corporate Value Chain (Scope 3) Standard.
- Use UK Government greenhouse gas conversion factors applicable to the reporting period and retain the calculation workbook and source evidence.
- Use actual activity data where available; where estimates are unavoidable, document the assumption, data owner, source and improvement action.
- Do not use carbon offsets to disguise gross emissions performance; track operational reductions separately from any future neutralisation of residual emissions.

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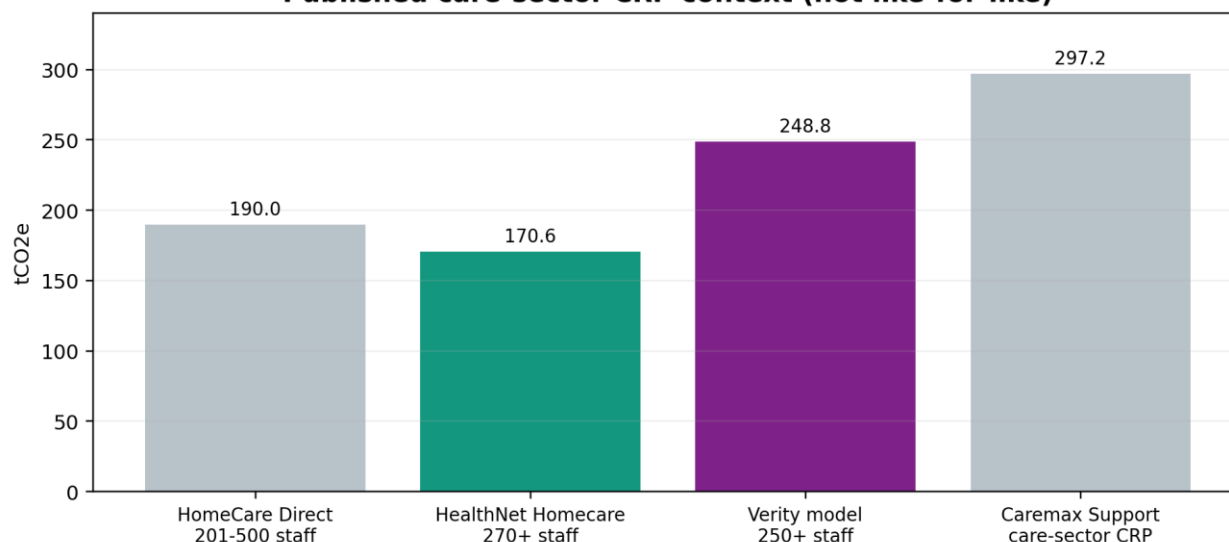
BENCHMARKING & DATA RATIONALE

Care-sector calibration for a travel-intensive provider with more than 250 employees



Public Carbon Reduction Plans show very wide variation because care providers differ in workforce size, mileage, buildings, fleets and the Scope 3 boundary used. The benchmark is therefore a reasonableness check, not a substitute for Verity's own source data.

Published care-sector CRP context (not like-for-like)



Benchmark interpretation: HomeCare Direct is publicly described as a 201-500 employee healthcare provider and reported a 2023/24 baseline of 190.0 tCO₂e, including 133.86 tCO₂e from employee commuting and 23.92 tCO₂e from business travel. HealthNet Homecare publicly reports a workforce of more than 270 and 170.6 tCO₂e for 2023, but its published total excludes Scope 3. Verity's 248.8 tCO₂e planning estimate is therefore deliberately above HomeCare Direct's published baseline while remaining within the broader care-sector range, reflecting a multi-location community-care model with substantial inter-visit travel.

Reasonableness check

For a 250+ employee domiciliary/support provider, business travel and commuting should ordinarily be the dominant categories unless the organisation has substantial owned property or fleet emissions. In this model, travel and commuting account for 219.1 tCO₂e, or 88.1% of the 2025/26 footprint. That profile is operationally plausible for community-based care, but must still be reconciled to Verity records.

Reference comparators used for calibration

Comparator	Published reference point	Why it is useful
HomeCare Direct Limited	190.0 tCO ₂ e baseline 2023/24; company size 201-500 employees	Strong homecare scale comparator with Scope 3 commuting and business travel
HealthNet Homecare (UK) Ltd	170.6 tCO ₂ e current 2023 before Scope 3 collection; workforce reported at 270+	Homecare employer of similar workforce scale; footprint boundary differs
Care Compassion Ltd	187.4 tCO ₂ e 2026 baseline; community-based care provider	Useful Scope 3 community-care comparator; size/boundary differs
Caremax Support Services Ltd	297.25 tCO ₂ e in its published CRP	Upper care-sector context; organisational boundary differs

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CARBON FOOTPRINT

2024/25 - 2030/31

Requested baseline, current-year and target tCO₂e figures

273.0

BASELINE 2024/25

248.8

CURRENT 2025/26

-24.2

 tCO₂e modelled

204.8

TARGET 2030/31

Emissions source	Baseline tCO ₂ e 2024/25	2025/26 tCO ₂ e	Target tCO ₂ e 2030/31	Reduction vs baseline
Scope 1 - direct emissions	11.6	10.5	8.1	3.5 (30.2%)
Scope 2 - purchased electricity	13.2	11.5	5.3	7.9 (59.8%)
Scope 3 - upstream transportation & distribution	5.4	4.9	4.0	1.4 (25.9%)
Scope 3 - waste generated in operations	3.2	2.8	2.2	1.0 (31.2%)
Scope 3 - business travel	151.0	137.0	118.0	33.0 (21.9%)
Scope 3 - employee commuting	88.6	82.1	67.2	21.4 (24.2%)
Scope 3 - downstream transportation & distribution	0.0	0.0	0.0	N/A
TOTAL	273.0	248.8	204.8	68.2 (25.0%)

Benchmark-informed movement to 31 March 2026

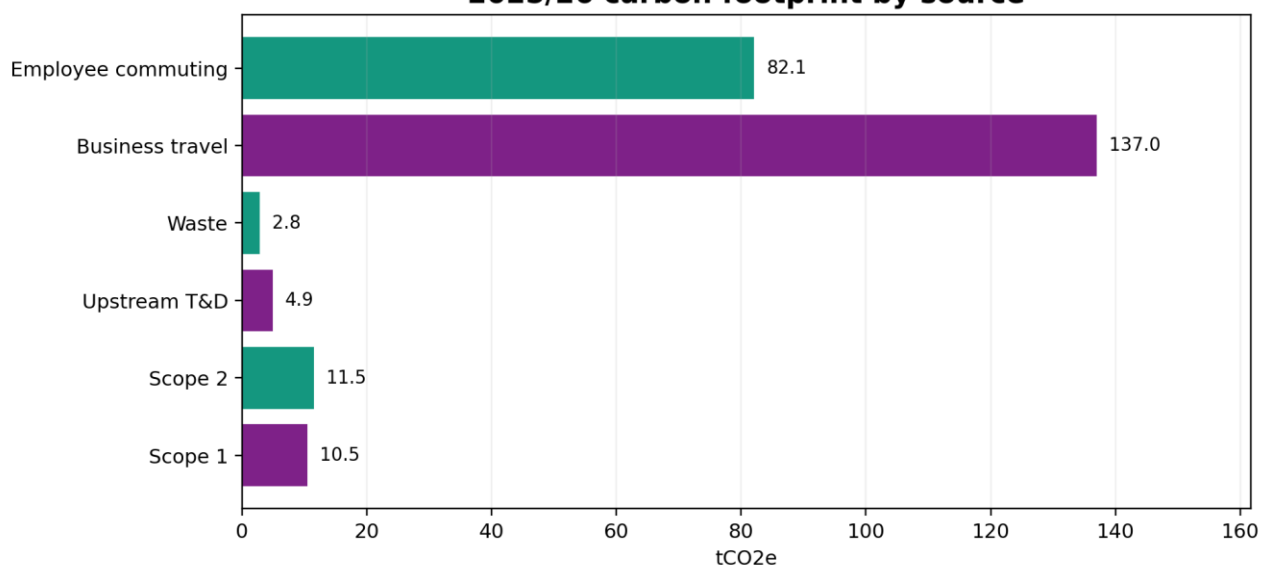
Total gross emissions are modelled to have reduced from 273.0 to 248.8 tCO₂e: a decrease of 24.2 tCO₂e (8.9%). These are management estimates pending reconciliation to Verity source records. The next five-year target is 204.8 tCO₂e by 2030/31, equivalent to a 25.0% reduction from the 2024/25 baseline.

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2025/26 EMISSIONS PROFILE

Travel is the principal decarbonisation opportunity

2025/26 carbon footprint by source



Business travel (137.0 tCO2e) and employee commuting (82.1 tCO2e) together account for 219.1 tCO2e, or 88.1% of the current footprint. This is why Verity's highest-value actions are locality-based recruitment, route optimisation, lower-emission travel and reduced non-essential journeys.

2025/26 source	tCO2e	Share of total	Management interpretation
Business travel	137.0	55.1%	Primary source; driven by care delivery and management travel.
Employee commuting	82.1	33.0%	Second-largest source; influenced by workforce location and mode.
Scope 2 electricity	11.5	4.6%	Reduce through renewable tariffs and energy efficiency.
Scope 1	10.5	4.2%	Direct fuel and controlled sources; minimise through efficiency and electrification.
Upstream T&D	4.9	2.0%	Consolidate deliveries and localise procurement where practical.
Waste	2.8	1.1%	Reduce, reuse and improve segregation while preserving IPC requirements.

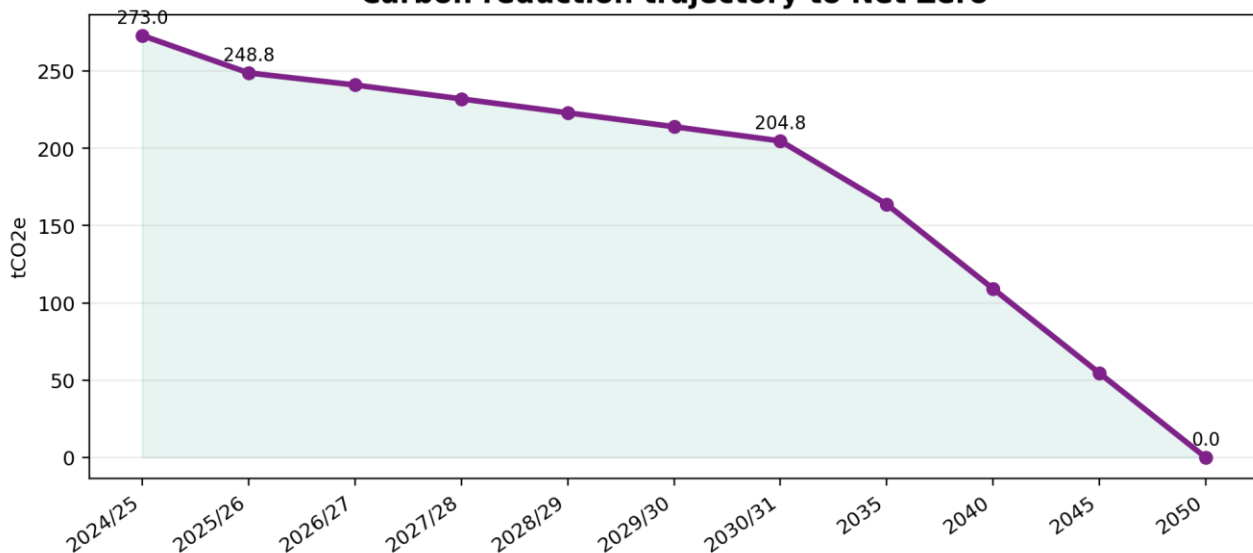
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EMISSION REDUCTION TARGETS

Five-year target of 204.8 tCO₂e and long-term Net Zero pathway



Carbon reduction trajectory to Net Zero



Milestone	Target total tCO ₂ e	Reduction vs baseline	Primary delivery focus
2025/26 benchmark-informed estimate	248.8	8.9%	Existing digitalisation, rota efficiency, reduced paper and virtual meetings
2026/27	241.0	11.7%	Verified mileage baseline, commuting survey, branch energy controls
2027/28	232.0	15.0%	Route optimisation, active travel, lower-emission vehicles
2028/29	223.0	18.3%	Renewable electricity, supplier consolidation, waste reduction
2029/30	214.0	21.6%	Deep travel and procurement measures
2030/31	204.8	25.0%	Five-year PPN 006 reduction target
2035	163.8	40.0%	Accelerated fleet/travel and supply-chain decarbonisation
2040	109.2	60.0%	Low-carbon premises and mature supplier standards
2045	54.6	80.0%	Residual-emissions programme
2050	0 net	Net Zero	Neutralise only genuinely residual emissions after deep reductions

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COMPLETED CARBON REDUCTION INITIATIVES

Measures already capable of being applied during contract performance



The current management model indicates a 24.2 tCO₂e (8.9%) reduction from the 2024/25 baseline. The measures below are consistent with that reduction profile and will remain in effect during contract delivery.

Digital care management	Electronic care plans, eMAR, electronic call monitoring, digital audits and electronic HR/quality records reduce paper, courier activity and unnecessary office travel.
Geographic rota planning	Care coordinators cluster visits geographically, reduce dead mileage and allocate workers close to the people they support wherever practicable.
Virtual management	Microsoft Teams and telephone meetings are used where physical attendance is not necessary, reducing management and training journeys.
Paper and printing controls	Digital forms, electronic signatures, controlled printing and secure electronic storage reduce paper and toner consumption.
Energy efficiency	LED lighting, equipment switch-off, efficient heating/cooling and replacement with lower-energy IT equipment reduce office energy demand.
Waste segregation	Office recycling, printer-cartridge recycling and appropriate segregation of clinical, confidential and general waste reduce avoidable disposal impacts.
Supplier consolidation	Purchases are consolidated and local/UK suppliers are preferred where value, quality and clinical safety permit, reducing fragmented delivery mileage.
Travel hierarchy	Public transport, rail, car-sharing, walking, cycling and lower-emission vehicles are encouraged where safe, practical and consistent with service delivery.

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ENVIRONMENTAL MANAGEMENT MEASURES FOR CONTRACT DELIVERY

Practical controls that remain compatible with safe, person-centred care



Control area	How it will be applied	Evidence / KPI
Travel & scheduling	Use ECM/rostering data to monitor late/long journeys, reduce cross-area travel, cluster visits, maximise continuity and recruit locally.	Mileage per delivered care hour; average travel distance between calls; % local recruitment.
Low-carbon transport	Encourage EV/hybrid use, public transport, walking/cycling and car sharing where safe and practical; combine management site visits.	Mode share; business miles; EV/hybrid share of eligible journeys.
Energy & premises	Renewable/lower-carbon electricity where controlled; LED lighting; switch-off protocols; smart controls; efficient equipment replacement.	kWh per office/site; % renewable tariff; energy actions closed.
Digital first	Electronic care records, eMAR, electronic call monitoring, digital audits, electronic signatures and virtual meetings.	Paper purchased; print volumes; % digital forms; virtual meeting share.
Sustainable procurement	Local/UK sourcing where proportionate; delivery consolidation; reduced packaging; supplier environmental questions and CRP preference for material suppliers.	% priority suppliers environmentally assessed; consolidated orders; local sourcing share.
Waste & resources	Reduce avoidable single-use items without compromising infection prevention; segregate waste and recycle office materials correctly.	Waste volume/weight where available; recycling rate; waste non-conformities.
Governance	Quarterly carbon KPI review through Quality/Compliance and Operations; annual Board-approved CRP update and website publication.	Quarterly dashboard completed; annual CRP approved within six months of year-end.

Clinical and safeguarding safeguard

Carbon reduction will never override person-centred care, medicines safety, infection prevention and control, safeguarding, staffing sufficiency, emergency response or reasonable adjustments. Environmental measures will be risk-assessed and applied only where they remain safe and operationally appropriate.

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GOVERNANCE, ASSURANCE & ANNUAL REPORTING

Evidence ownership, review controls
and publication cycle



Accountability

The Board retains overall accountability for the Carbon Reduction Plan. Day-to-day coordination should sit with Quality and Compliance, supported by Finance, HR, Operations, Procurement and branch management. Each data owner is responsible for retaining source evidence and explaining material year-on-year movements.

Data stream	Owner / source evidence	Minimum annual control
Scope 1	Finance / facilities - fuel invoices, landlord allocations, vehicle/fleet records, refrigerant service records	Reconcile activity data to accounts and operational records.
Scope 2	Finance / facilities - electricity invoices, landlord allocations, meter data and tariff evidence	Confirm kWh, reporting boundary and location/market-based method.
Business travel	Payroll / Operations - mileage claims, rota/ECM data, rail/taxi/air records	Reconcile mileage to claims and investigate material anomalies.
Employee commuting	HR - anonymised annual commuting survey and workforce location/mode profile	Refresh survey annually and document extrapolation methodology.
Waste	Facilities / Procurement - contractor invoices, weights or defensible estimates	Retain treatment-route evidence and improve measured data coverage.
Upstream / downstream T&D	Procurement - supplier/delivery data; operational applicability review	Document estimates and any evidenced zero/non-applicable category.

Annual control cycle

- 1. Close the financial-year reporting period and freeze the organisational boundary.
- 2. Collect energy, fuel, mileage, travel, commuting, waste and supply-chain evidence.
- 3. Apply the appropriate UK Government conversion factors and document all assumptions.
- 4. Quality-check the footprint, compare with prior year and explain movements over 5%.
- 5. Review performance against the 2030/31 trajectory and agree corrective actions.
- 6. Obtain Board approval and director sign-off.
- 7. Publish the updated CRP on the Verity Healthcare Limited website and retain previous versions where practical.

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2026-2031 CARBON REDUCTION ROADMAP

Actions linked directly to the largest emission sources

Year	Programme	Key deliverables	Target tCO ₂ e
2026/27	Measurement & controls	Complete branch/site utility register; staff commuting survey; monthly business-mileage dashboard; environmental clauses for priority suppliers.	241.0
2027/28	Travel transformation	Advanced route optimisation; local recruitment targets; EV/hybrid incentives; rail-first management travel policy.	232.0
2028/29	Energy & procurement	Renewable electricity wherever controlled; LED/smart controls; supplier consolidation; packaging reduction.	223.0
2029/30	Supply-chain maturity	Environmental scoring for key suppliers; delivery-frequency reduction; waste data measured rather than estimated.	214.0
2030/31	Five-year target	Embed carbon performance in contract governance and workforce planning; maintain at least 25% reduction vs baseline.	204.8

Management KPIs for quarterly review

- Total gross tCO₂e and percentage reduction against 2024/25 baseline.
- Business-travel tCO₂e and mileage per 1,000 delivered care hours, once care-hour data is integrated.
- Employee commuting tCO₂e, survey response rate and sustainable-mode share.
- Electricity kWh and Scope 2 tCO₂e by office / controlled site.
- Waste data coverage, recycling performance and avoidable single-use reductions.
- Percentage of priority suppliers assessed for environmental performance and Carbon Reduction Plans.

Growth-adjusted interpretation

Because commissioned care volumes can grow, Verity should monitor both absolute tCO₂e and an intensity metric such as tCO₂e per 1,000 delivered care hours. The PPN 006 declaration remains based on absolute organisational emissions, while intensity data helps distinguish genuine efficiency gains from changes in service volume.

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DECLARATION, SIGN-OFF & PUBLICATION

Board approval required before
tender submission and website
publication



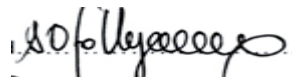
Declaration

This Carbon Reduction Plan has been structured in accordance with Procurement Policy Note PPN 006 and the associated Technical Standard for Completion of Carbon Reduction Plans. The final published version must report emissions using the Greenhouse Gas Protocol Corporate Standard, the Corporate Value Chain (Scope 3) Standard and the appropriate UK Government greenhouse gas conversion factors.

Verity Healthcare Limited confirms its organisational commitment to reducing greenhouse gas emissions over time and achieving Net Zero emissions across its UK operations by 2050 at the latest. The environmental management measures described in this plan will be applied, where relevant and proportionate, during contract performance.

Pre-publication confirmation

Before signature, the Board should confirm that the benchmark-informed 2024/25 and 2025/26 figures have been reconciled to Verity source records and are accurate to the best of the company's knowledge. If reconciliation changes the footprint, update the baseline, current-year total, target tCO₂e and all percentages consistently throughout this document.

Approval field	Details
Board approval	This CRP must be reviewed and approved by the Board of Verity Healthcare Limited before publication.
Signed on behalf of supplier	Verity Healthcare Limited
Name	Dr Samuel Ofori-Kyereh
Job title	Director
Signature	
Date	02/09/2026

Website publication

Company website: <https://verityhealthcare.co.uk/>

Direct published CRP URL: [INSERT FINAL URL AFTER BOARD APPROVAL AND WEBSITE UPLOAD]

Reference standards and benchmarking sources

- Cabinet Office, PPN 006: Taking account of Carbon Reduction Plans in the procurement of major government contracts (updated 2025).
- Cabinet Office, Technical Standard for Completion of Carbon Reduction Plans (PPN 006).
- UK Government / DESNZ, Greenhouse Gas Reporting: Conversion Factors 2025.
- Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard and Corporate Value Chain (Scope 3) Standard.
- HomeCare Direct Limited Carbon Reduction Plan (2024 publication; 2023/24 baseline emissions) and public workforce profile.

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- HealthNet Homecare (UK) Ltd Carbon Reduction Plan V2 (2025 publication; 2023 current emissions) and public workforce profile.
 - Care Compassion Ltd Go Green / Carbon Reduction Plan (2026 publication).
 - Caremax Support Services Ltd Carbon Reduction Plan (publicly available care-sector comparator).