

Carbon Reduction Plan

Commitment to achieving Net Zero

Tendercare Ltd is committed to achieving Net Zero emissions by 2050.

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.

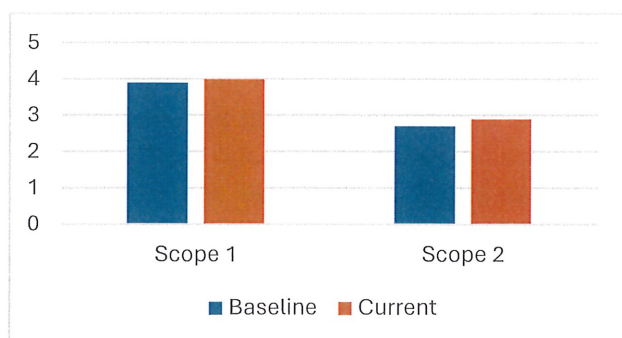
Baseline Year: 1st May 2023 – 30th April 2024	
Additional Details relating to the Baseline Emissions calculations.	
Tendercare Ltd has not previously published emissions data and have selected 2023 as our baseline year. We have prepared our carbon reduction plan as part of a wider environmental review. We have used the data published by the Carbon Trust to calculate our CO₂ emissions from the fuel, electricity and materials used by the business. Figures for fuel, electricity and materials are based on invoiced usage and not estimates. Baseline emissions were originally recorded from 1st April 2023 – 31st March 2024 but have been recalculated from 1st May 2024 – 30th April 2025 to align with our current reporting of scope 3 emissions of which the information is collected over the period outlined above. Additional information has been gathered to enable more detailed reporting of our scope 3 emissions for our baseline year.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	3.9 (tCO ₂ e)
Scope 2	2.7 (tCO ₂ e)
Scope 3 (Included Sources)	262.9 (tCO ₂ e) The values reported here are for sections 1: purchased goods and services, 3: fuel- and energy related activities, 4: upstream transportation and distribution, 5: waste generated in operations, 6: business travel, 7: employee commuting & 9: downstream transportation and distribution.
Total Emissions	269.5 (tCO ₂ e)

Current Emissions Footprint

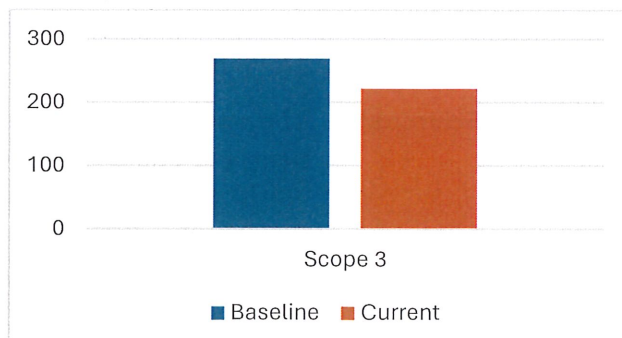
Reporting Year: 1st May 2024 – 30th April 2025	
Additional Details relating to the Current Emissions calculations.	
We have prepared our carbon reduction plan as part of a wider environmental review. We have used the data published by the Carbon Trust to calculate our CO ₂ emissions from the fuel, electricity and materials used by the business. Figures for fuel, electricity and materials are based on invoiced usage and not estimates.	
Current year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	4.0 (tCO ₂ e)
Scope 2	2.9 (tCO ₂ e)
Scope 3 (Included Sources)	215 (tCO ₂ e) The values reported here are for sections 1: purchased goods and services, 3: fuel- and energy related activities, 4: upstream transportation and distribution, 5: waste generated in operations, 6: business travel, 7: employee commuting & 9: downstream transportation and distribution.
Total Emissions	221.9 (tCO₂e)

Summary of Findings

Scope 1&2 Carbon Footprint Baseline vs Current (tCO₂e)



Scope 3 Carbon Footprint Baseline vs Current (tCO₂e)



Notes on emissions

- Scope 1 and scope 2 emissions have slightly increased due to the implementation of our new flexible working hours policy. This enables employees to alter working hours from the typical

schedule. Increased operational hours has resulted in an increased of gas and electric consumption.

- Our carbon reduction projects (as outlined below) have resulted in a decrease in scope 3 emissions of 18.2%.

Carbon Reduction Projects

Completed & Implemented Carbon Reduction Projects

The below environmental measures & carbon reduction projects have been completed and implemented. All will be in effect when performing the contract.

- **ISO 14001:2015 Certification** - this internationally recognised certification reflects our ongoing commitment to environmental responsibility and sustainable business practices. ISO 14001:2015 sets out the criteria for an effective environmental management system (EMS) and provides a framework that our organisation has adopted to reduce our environmental footprint and improve resource efficiency across all areas of our operation.
- **Packaging Reuse Initiatives** – we aim to make efficient use of resources and reuse materials rather than dispose where possible. For example, we reuse supplier packaging wherever possible in order to reduce our purchasing quantity of packaging equipment. We anticipate this will reduce our purchase packaging needs by 5%.
- **Spill Control** - all applicable staff are trained in the use of Spill Kits for both safety and environmental purposes e.g. minimising environmental contamination and preserving ecosystems.
- **Recycling of Metal, Carboards, Old Equipment, Plastics & Batteries**
- **Conscientious Purchasing Decisions** - when looking at the purchase of new equipment, choose the equipment with the lowest energy rating available (within financial means). This includes replacing light bulbs with LED alternatives.
- **Energy Efficiency Protocols** – adopting practices which decrease energy wastage for example turning off lights, radiators, fans, machinery, electronics at the end of the day.

Future Considerations

In the future we are aiming to:

- Minimise use of air travel by utilising technology to communicate and hold meetings virtually (potential reduction of 3.7 metric tons of CO₂e).
- Increase our use of renewable energy.
- Consider greener energy tariffs when current contracts end.

Declaration and Sign Off

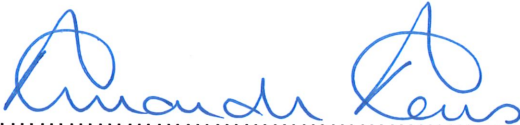
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans. Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting

Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions will be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the General Manager.

Signed on behalf of the Company:



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Date: 10th December 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>