

# NET ZERO CARBON REDUCTION PLAN

*Practical decarbonisation for safe, reliable and person-centred home care*

Document control	Details
Document owner	Director and Registered Manager
Approved by	Kudzai Chibamu, Director and Registered Manager
Document reference	THL-NZCRP-01
Version	1.2
Publication date	18 June 2026
Baseline period	Financial year ended 31 January 2026
Current reporting period	1 February 2026 to 31 January 2027
Next scheduled review	18 June 2027, or sooner where material data, legislation, guidance, service arrangements or environmental risks change
Public status	Approved for publication on the Tamney Healthcare Ltd website
Net Zero commitment	Net Zero across UK operations by 2050 at the latest, with an operational ambition to achieve this by 2045

## Our commitment

We will reduce greenhouse-gas emissions in a planned, measurable and transparent way while protecting safety, dignity, infection prevention, staff wellbeing, continuity of care and the outcomes of people who use our services. We will prioritise genuine emissions reduction and use high-quality carbon removals only for residual emissions that cannot reasonably be eliminated.

**Approved and authorised by**  
**Kudzai Chibamu**  
 Director and Registered Manager  
 Date: 18 June 2026



*Authorised signature*

## Contents

- 1. Executive statement
- 2. About Tamney Healthcare Ltd
- 3. Purpose, status and reporting approach
- 4. Commitment to Net Zero
- 5. Organisational boundary and emissions scopes
- 6. Baseline emissions footprint
- 7. Current emissions reporting
- 8. Carbon reduction targets and trajectory
- 9. Carbon reduction programme
- 10. Sustainable care delivery and travel
- 11. Energy, premises and digital operations
- 12. Procurement, suppliers and resource use
- 13. Waste, medicines and consumables
- 14. Workforce engagement and service-user involvement
- 15. Climate resilience and adaptation
- 16. Governance, assurance and accountability
- 17. Methodology and data quality
- 18. Monitoring, annual review and public reporting
- 19. Declaration and sign-off
- Appendix A. Three-year carbon action plan
- Appendix B. Carbon data collection schedule
- Appendix C. Environmental performance dashboard
- Appendix D. Definitions and reference framework

### Publication note

This is Tamney Healthcare Ltd's first public Net Zero Carbon Reduction Plan. It establishes the company's organisational boundary, governance, targets, data controls and reduction programme. Quantified baseline and current-year tonnes of carbon dioxide equivalent will be published following completion of the baseline reconciliation described in sections 6 and 7.

## 1. Executive statement

Tamney Healthcare Ltd recognises that climate change is a material health, social, operational and economic risk. Extreme heat, severe cold, flooding, storms, poor air quality, transport disruption and energy insecurity can affect the people we support, our workforce and the reliability of community-based care. Reducing emissions and preparing for climate-related disruption are therefore part of responsible care, not separate from it.

Our largest expected sources of greenhouse-gas emissions arise from travel to people’s homes, employee commuting, purchased electricity and heating, the goods and services we buy, waste and the upstream movement of supplies. We will address these sources through better data, local workforce deployment, efficient scheduling, digital working, responsible procurement, waste prevention and progressive adoption of lower-emission technology.

We commit to achieving Net Zero greenhouse-gas emissions across our UK operations by 2050 at the latest. Our operational ambition is to achieve Net Zero by 2045, subject to a validated baseline, safe and viable alternatives, service continuity and the availability of credible residual-emissions removals. We will not claim progress that cannot be evidenced.

This plan is owned by the Director and Registered Manager, Kudzai Chibamu. Progress will be reviewed through management and quality governance, reported at least annually and published in an accessible form. Material underperformance, data gaps and overdue actions will be escalated and corrected.

### Our carbon-reduction principles

- Care quality and safety come first. No environmental action will reduce safe staffing, punctuality, infection prevention, dignity, choice, confidentiality or continuity of care.
- Reduce before offsetting. We will first avoid and reduce emissions through operational change, efficiency and low-carbon alternatives.
- Measure honestly. We will use recognised activity data and conversion factors, record assumptions and disclose material limitations.
- Focus on material impacts. Travel, energy, procurement and waste will receive priority because they are expected to be the most significant sources for a domiciliary care provider.
- Involve people. Staff, people using services, families, commissioners and suppliers will be engaged where actions affect them.
- Improve year by year. Targets, actions and evidence will form a continuous Plan-Do-Check-Act cycle.

## 2. About Tamney Healthcare Ltd

Tamney Healthcare Ltd is a private limited company registered in England and Wales. We provide CQC-regulated personal care and support to adults in their own homes, including older adults and adults with dementia, physical disabilities and sensory impairments. Our operating model is community based, so environmental impacts are distributed across office activity, staff travel, purchased goods and services, technology use and waste generated through administration and care delivery.

Corporate information	Details
Legal name	Tamney Healthcare Ltd
Company number	14569063
CQC Provider ID	1-20709201725
Registered office	64 Greenfield Way, Hampton Water, Peterborough, Cambridgeshire, PE7 8RX
Primary activities	Other human health activities and social work activities without accommodation for older and disabled people
Plan owner	Kudzai Chibamu, Director and Registered Manager

## 3. Purpose, status and reporting approach

This plan provides a public, organisation-wide framework for reducing greenhouse-gas emissions and monitoring progress. It is designed to be proportionate to a small and developing domiciliary care provider while remaining robust enough to support regulatory, commissioner, customer and supply-chain assurance.

The structure reflects the Cabinet Office Carbon Reduction Plan model and the Greenhouse Gas Protocol. It covers Scope 1 and Scope 2 emissions and the five Scope 3 categories normally required within the UK Government Carbon Reduction Plan technical standard: business travel, employee commuting, waste generated in operations, upstream transportation and distribution, and downstream transportation and distribution.

### Initial-plan status

At the date of publication, Tamney has not completed a sufficiently reliable historic greenhouse-gas inventory for all required categories. We will not publish invented figures. The financial year ended 31 January 2026 is designated as the baseline period, and the quantified baseline will be published by 31 October 2026 after records have been reconciled and management-approved. Until those figures are added, this document should be described as an initial public Net Zero Carbon Reduction Plan and baseline-establishment edition.

Once quantified, the plan will be updated without changing the baseline year unless a material organisational change, data correction or recognised recalculation trigger makes a revised baseline necessary. Each annual update will explain changes in methodology and organisational boundaries.

## 4. Commitment to Net Zero

Tamney Healthcare Ltd is committed to achieving Net Zero greenhouse-gas emissions across its UK operations by 2050 at the latest. Our operational ambition is to achieve Net Zero by 2045. Net Zero will mean that we have reduced gross emissions by at least 90% from the validated baseline, so far as reasonably practicable, and neutralised only the small residual balance using credible, independently verified removals.

We distinguish Net Zero from carbon neutrality. We will not rely on low-cost offsets as a substitute for reducing travel, energy, procurement and waste emissions. Any future use of removals will be documented, additional, durable, independently verified and limited to residual emissions for which no safe or viable elimination route remains.

Milestone	Organisational commitment
31 October 2026	Publish the validated 2025/26 baseline and current carbon data coverage statement.
31 January 2027	Achieve at least 90% data completeness for material Scope 1, Scope 2 and specified Scope 3 sources.
2030	Reduce absolute Scope 1 and Scope 2 emissions by 50% from baseline and reduce measured Scope 3 emissions intensity by at least 30% per 1,000 delivered care hours.
2035	Reduce absolute Scope 1 and Scope 2 emissions by 75% and measured Scope 3 intensity by at least 50%.
2040	Achieve at least a 90% reduction in controllable Scope 1 and Scope 2 emissions and a substantial reduction across measured Scope 3 sources.
2045	Operational ambition to achieve Net Zero, including neutralisation of verified residual emissions only.
2050	Absolute latest date for Net Zero across UK operations.

Absolute targets will be supplemented by service-intensity measures because Tamney may grow. Growth will not be used to conceal poor performance. We will report both total tonnes CO<sub>2</sub>e and relevant intensity measures, such as emissions per 1,000 care hours and per employee, once the data is available.

## 5. Organisational boundary and emissions scopes

The reporting boundary covers Tamney Healthcare Ltd's UK operations and activities under its operational control. This includes office energy and equipment, company-controlled vehicles where applicable, business travel, employee commuting, waste, purchased goods and services data needed to calculate the specified Scope 3 categories, and transportation linked to purchased or delivered goods where data can reasonably be obtained.

Scope / category	Included sources and treatment
Scope 1 - direct emissions	Fuel burned in company-owned or company-controlled vehicles, boilers or other equipment. Refrigerant losses will be included where Tamney controls relevant equipment. Where a source does not exist, this will be reported as not applicable rather than assumed to be zero without evidence.
Scope 2 - purchased energy	Purchased electricity, heat, steam or cooling used in premises under Tamney's operational control. Location-based emissions will be reported as the minimum. Market-based information may be provided where supplier evidence supports it.
Scope 3 - business travel	Mileage in employee-owned or hired vehicles, rail, bus, taxi, air travel and accommodation where relevant to business activity and not already captured in Scope 1.
Scope 3 - employee commuting	Regular travel between employees' homes and their normal place of work, including home-working energy where proportionate data is available. Travel between care visits is business travel, not ordinary commuting.
Scope 3 - waste generated in operations	Office, confidential, recyclable, electrical, battery, clinical, offensive, medicines and other operational waste, using weight data where available and defensible estimates where it is not.
Scope 3 - upstream transportation and distribution	Transportation and distribution of purchased goods between suppliers and Tamney before use, where not included in supplier product data or Scope 1/2.
Scope 3 - downstream transportation and distribution	Transportation and distribution after Tamney's point of control. For a domiciliary care provider this may be limited or not applicable, but the assessment and rationale will be recorded annually.

### Excluded or separately disclosed sources

Other Scope 3 categories, such as purchased goods and services, capital goods and use of sold products, are not mandatory within the minimum PPN 006 subset but may be material. Tamney will progressively assess these sources and may disclose them separately as data improves. Emissions arising from the private domestic energy use of people receiving care are outside Tamney's organisational boundary because Tamney does not control those homes. We may still support people to make informed, safe and voluntary energy-saving choices.

## 6. Baseline emissions footprint

The designated baseline period is the financial year from 1 February 2025 to 31 January 2026. This period aligns with Tamney Healthcare Ltd's statutory accounting year and provides a consistent basis for annual comparison.

Emissions source	Baseline period status	Baseline tCO <sub>2</sub> e
Scope 1	Fuel and controlled-source records are being identified and reconciled.	Pending validated update
Scope 2	Electricity and any purchased heat data are being reconciled for premises under operational control.	Pending validated update
Scope 3: business travel	Mileage claims, rota/travel records and public-transport expenses are being reviewed.	Pending validated update
Scope 3: employee commuting	A confidential workforce travel survey and workforce-location analysis will be completed.	Pending validated update
Scope 3: waste generated in operations	Waste streams, contractor data and reasonable weight estimates are being established.	Pending validated update
Scope 3: upstream transportation and distribution	Supplier delivery and purchasing data are being assessed for materiality and availability.	Pending validated update
Scope 3: downstream transportation and distribution	Applicability assessment will be documented and quantified if a material source exists.	Pending validated update

Emissions source	Baseline period status	Baseline tCO2e
Total	Baseline will be approved by the Director and Registered Manager before publication.	Pending validated update

### Baseline completion controls

- Reconstruct activity data from utility invoices, mileage claims, payroll and workforce records, purchasing records, waste documentation and supplier information.
- Use the UK Government greenhouse-gas conversion factors applicable to the activity year, recording the factor version and units.
- Avoid double counting, especially between company vehicle fuel, staff mileage, travel between visits and employee commuting.
- Document assumptions, extrapolations, estimates, exclusions, data owners and evidence sources in a carbon calculation register.
- Complete management reasonableness checks against financial expenditure, mileage, service hours, staffing and operational changes.
- Approve and publish the quantified baseline by 31 October 2026.

## 7. Current emissions reporting

The current reporting period is 1 February 2026 to 31 January 2027. At publication, the period is incomplete. Tamney will capture activity data throughout the year rather than waiting until year-end. A quantified current-period footprint will be published after the reporting period closes and data has been validated.

Current-period control	Frequency	Owner / evidence
Mileage and business travel capture	Monthly	Mileage claims, scheduling data, receipts and travel records
Electricity and heating data	Monthly or quarterly	Supplier invoices and meter readings where available
Workforce commuting survey	At least annually and after material workforce change	Confidential staff survey and anonymised analysis
Waste data	Monthly or quarterly	Waste transfer information, collection reports and internal estimates
Supplier and delivery information	At onboarding and annual review	Supplier questionnaires, delivery records and contract information
Carbon dashboard review	Quarterly	Management quality and environmental review
Public update	At least annually	Website publication approved by Director and Registered Manager

## 8. Carbon reduction targets and trajectory

Targets will be measured from the validated 2025/26 baseline. Until absolute tCO<sub>2</sub>e values are available, Tamney will use leading indicators to ensure action begins immediately. Following baseline approval, the percentage targets below will be translated into absolute emissions budgets.

Area	2026/27 target	2030 direction
Data and governance	At least 90% coverage of material sources; quarterly dashboard; annual public report.	Complete, repeatable and externally reviewable organisational inventory.
Travel between care visits	Record travel systematically; introduce route-efficiency review; avoid unnecessary duplicate journeys.	Reduce business-travel emissions intensity by at least 30% per 1,000 care hours.
Company-controlled transport	Assess all vehicle replacements for lower-emission alternatives and total cost of ownership.	Progressively move to zero-emission or lowest practicable emission vehicles.
Energy	Establish annual kWh baseline; implement switch-off and equipment-efficiency controls.	50% absolute reduction in Scope 1 and 2 emissions from baseline, supported by renewable electricity where feasible.
Paper and digital working	Digital-first records and communications, subject to accessibility and continuity controls.	Sustain major reduction in purchased paper and printing.
Waste	Map all waste streams; apply segregation and prevention controls.	Reduce operational waste intensity and maximise lawful recycling without compromising infection prevention.
Procurement	Introduce environmental questions and whole-life considerations for material suppliers.	Increase spend with suppliers that provide credible environmental data and reduction commitments.
Workforce	Include environmental responsibilities in induction and annual briefing.	Staff understand how their role contributes to safe, lower-carbon care.

Targets may be refined after baseline validation, but will not be weakened without a documented reason, management approval and transparent explanation in the next public update.

## 9. Carbon reduction programme

Tamney's programme prioritises interventions that are practical for domiciliary care and that can improve both environmental and operational performance. Each action will have an owner, target date, measure and evidence of completion. High-risk or overdue actions will be escalated through governance.

Workstream	Core measures
Leadership and data	Carbon register, quarterly dashboard, annual management review, clear data owners, documented methodology and public reporting.
Care scheduling and travel	Geographic clustering, continuity-based rostering, realistic travel time, reduced avoidable backtracking, virtual meetings where suitable, and monitoring of duplicated journeys.
Lower-emission transport	Mileage-efficiency guidance, no-idling expectations, vehicle maintenance, consideration of walking, cycling and public transport where safe and practical, and progressive use of lower-emission vehicles.
Energy and premises	Meter and invoice review, efficient lighting and equipment, sensible heating and cooling controls, switch-off procedures, maintenance and renewable electricity assessment.
Digital transformation	Electronic care records, digital rotas, online training and meetings where effective, secure electronic communication, and reduced printing and postage.
Procurement and suppliers	Whole-life value, local sourcing where appropriate, reduced packaging, supplier environmental information, ethical purchasing and preference for durable, repairable and efficient goods.
Waste and resources	Prevent, reduce, reuse, repair and recycle before disposal; safe segregation of confidential, electrical, clinical, medicines and general waste.
People and culture	Induction, annual briefings, staff suggestions, accessible information and practical participation without transferring unreasonable costs or risks to staff or people using services.

Workstream	Core measures
Climate resilience	Adverse-weather planning, priority support, communication, workforce safety and business-continuity arrangements.

## 10. Sustainable care delivery and travel

Travel is expected to be Tamney’s most material emissions source. The purpose of travel controls is not to reduce necessary care time or restrict people’s choices. It is to organise services intelligently so that the same or better outcomes are achieved with less avoidable mileage and disruption.

### Scheduling and deployment

- Recruit and deploy staff locally where safe, lawful and operationally viable.
- Cluster visits geographically while preserving continuity, compatibility, skills, preferences, safeguarding and agreed visit times.
- Build realistic travel time into rotas and monitor late or missed visits so carbon reduction never becomes a reason for unsafe scheduling.
- Reduce avoidable backtracking and duplicate journeys, including through co-ordination of two-person calls where this is compatible with assessed needs.
- Use telephone or video meetings for suitable administrative activity, but not as a substitute for required face-to-face care or review.
- Use service hours and route data to calculate travel-emissions intensity and identify improvement opportunities.

### Driving and transport choices

- Encourage efficient driving, correct tyre pressure, vehicle maintenance and avoidance of unnecessary idling.
- Consider public transport, walking, cycling and car sharing only where safe, reliable, accessible, insured and consistent with confidentiality and working-time requirements.
- Assess lower-emission, hybrid and zero-emission vehicles when company-controlled vehicles are replaced or new transport arrangements are introduced.
- Ensure staff are not pressured to purchase a particular vehicle or incur unreasonable personal cost as a condition of work.
- Keep emergency, rural, specialist and two-person care requirements in view when evaluating transport alternatives.

## 11. Energy, premises and digital operations

Tamney will manage office energy efficiently while maintaining safe temperatures, ventilation, lighting, equipment availability and staff welfare. Energy saving will never override workplace safety, infection control, disability-related adjustments or business continuity.

- Monitor electricity and heating through invoices and meter information where available.
- Use energy-efficient lighting, computers and appliances when replacing equipment, taking whole-life cost and reparability into account.
- Configure approved devices to use sleep and power-management settings without disrupting care systems or cybersecurity.
- Turn off non-essential lighting and equipment when not in use, while maintaining required security, refrigeration, charging, alarms and IT continuity.
- Maintain heating, cooling and electrical equipment so that faults do not create energy waste or safety risks.
- Assess renewable electricity tariffs and on-site renewable options where control of premises and cost-effectiveness allow.
- Use digital records, rotas, meetings, training and communications where secure, accessible and operationally suitable.
- Retain necessary paper and offline contingencies for emergencies, people’s communication needs and safe service continuity.

## 12. Procurement, suppliers and resource use

Purchased goods and services can create emissions through production, packaging and transport. Tamney will consider environmental performance alongside safety, quality, availability, ethical standards, accessibility, regulatory compliance and total cost of ownership.

Procurement stage	Environmental control
Need definition	Confirm that the purchase is necessary and appropriately specified. Avoid over-ordering and unnecessary duplication.
Market selection	Consider local supply, lower packaging, recycled content, durability, repairability, energy efficiency and supplier environmental commitments.
Evaluation	Use proportionate environmental questions for material or higher-risk purchases. Avoid unsupported green claims.
Contracting	Include clear requirements for waste, packaging, delivery efficiency, data provision and lawful disposal where relevant.
Performance review	Review delivery frequency, defects, waste, data quality and supplier improvement at suitable intervals.
End of life	Plan for reuse, return, repair, recycling, secure destruction or lawful disposal before purchase.

Tamney will use proportionate due diligence. Small and local suppliers will not be excluded merely because they lack formal certification, provided they can evidence relevant lawful and practical environmental controls. ISO 14001 certification may be considered positively but will not be claimed by Tamney unless independently achieved.

### 13. Waste, medicines and consumables

Waste will be managed according to the hierarchy of prevention, preparing for reuse, recycling, other recovery and disposal. Health, safety, infection prevention, confidentiality and medicines controls take priority where they require a specific disposal route.

- Prevent waste through accurate ordering, stock rotation, suitable storage and use before expiry.
- Avoid unnecessary single-use items where a safe, approved and effective reusable alternative exists.
- Segregate general, recyclable, confidential, electrical, battery, clinical, offensive, medicines and sharps waste correctly.
- Use authorised carriers and retain transfer, consignment or destruction documentation where legally required.
- Do not place medicines, sharps, clinical waste, batteries or electrical equipment in general waste unless the law and local arrangements expressly permit the relevant route.
- Recycle paper, card, metal, glass and suitable plastics where facilities exist and contamination controls allow.
- Protect personal information through secure disposal and certified destruction of confidential records and data-bearing equipment.
- Monitor unusual increases, contamination, rejected loads, spill events and disposal failures as environmental incidents.

#### Working in people's homes

Staff will respect each person's home, choices and local waste arrangements. Tamney will not impose recycling or energy-saving measures on a person. Staff may offer accessible information and practical support where agreed, safe and within the care plan, but must not compromise infection control, dignity, consent or the person's control of their home.

### 14. Workforce engagement and service-user involvement

A credible carbon plan depends on practical involvement. Staff will receive information proportionate to their role through induction, supervision, team communication and annual environmental briefings. Environmental responsibilities will be linked to everyday practice rather than treated as a specialist topic for managers only.

- Explain the main emissions sources, the Net Zero commitment and the actions expected from each role.
- Invite staff to identify avoidable travel, waste, energy loss and operational barriers, with no detriment for raising concerns.
- Use improvement suggestions, incident learning and audit findings to refine procedures.
- Consult people using services and representatives where a proposed change may affect care delivery, communication, equipment, timing or choice.
- Provide information in accessible formats and make reasonable adjustments so participation is equitable.
- Recognise that staff may have limited control over transport or home energy and avoid transferring organisational responsibility onto individuals.

## 15. Climate resilience and adaptation

Carbon reduction and climate adaptation are complementary. Even with rapid emissions reduction, more frequent heat, cold, storms and flooding can affect community care. Tamney’s business-continuity and risk-management arrangements will address these hazards.

Climate-related risk	Adaptation measures
Extreme heat	Weather-health alerts, identification of vulnerable people, hydration and cooling support within care plans, staff welfare, travel adjustments and escalation of health concerns.
Severe cold	Cold-home awareness, prioritised support, safe travel planning, heating concerns escalation, contingency staffing and communication.
Flooding and storms	Route monitoring, staff safety, prioritisation of critical visits, alternative communication, commissioner liaison and business-continuity activation.
Poor air quality	Awareness of people with respiratory or cardiovascular vulnerability, reduced unnecessary exposure and advice from health authorities.
Power, telecoms or IT disruption	Offline contingencies, charged devices, secure backups, emergency contacts and prioritised communication.
Supply interruption	Proportionate critical-stock controls, approved alternatives, supplier communication and avoidance of panic ordering.

Adaptation decisions will be person-centred and risk based. Staff will follow emergency, safeguarding, health and safety, infection-prevention and business-continuity procedures where those controls are engaged.

## 16. Governance, assurance and accountability

The Director and Registered Manager retains overall accountability for this plan. Day-to-day actions may be delegated, but accountability for accurate reporting, progress, resources and corrective action remains with senior leadership.

Role	Accountability
Director and Registered Manager	Approves the plan, target, baseline, annual report, resources, material methodology changes and public declaration. Reviews high-risk and overdue actions.
Managers and co-ordinators	Implement travel, scheduling, procurement, waste, energy and data controls. Maintain evidence and escalate barriers.
Quality / administration support	Maintains the carbon register, collates data, checks completeness, updates the dashboard and supports audit.
All staff	Follow relevant procedures, record activity accurately, prevent avoidable waste, report hazards and contribute improvement ideas.
Suppliers and contractors	Meet applicable legal and contractual environmental requirements and provide proportionate information when requested.

### Review and escalation

- Quarterly management review of performance, data completeness, risks and action status.
- Immediate escalation of environmental incidents that threaten health, safety, continuity, confidentiality or legal compliance.
- Corrective action plans with a named owner, target date, measure and completion evidence.
- Annual management approval of the carbon footprint and public update.
- Baseline recalculation where acquisitions, disposals, major service changes, boundary corrections or material data improvements would otherwise distort comparison.
- Independent support or verification where risk, complexity, contractual requirements or stakeholder expectations justify it.

## 17. Methodology and data quality

Tamney will calculate greenhouse-gas emissions in tonnes of carbon dioxide equivalent using activity data multiplied by recognised conversion factors. The UK Government conversion factors applicable to the reporting year will be the default source for UK activity. Other recognised factors may be used where they are more appropriate, with the reason documented.

Data-quality principle	Application
Relevance	The inventory reflects Tamney's operations and material emissions sources.
Completeness	All material sources within the stated boundary are included, or omissions are disclosed and time-bound.
Consistency	Methods are applied consistently so year-on-year performance can be compared.
Transparency	Sources, assumptions, exclusions, estimates, factor versions and recalculations are recorded.
Accuracy	Tamney seeks sufficient accuracy for decision-making and avoids systematic overstatement or understatement.
Evidence	Invoices, mileage records, surveys, waste documents, supplier information and calculation files are retained securely.

### Treatment of estimates

Where primary activity data is unavailable, Tamney may use documented estimates, sampling or recognised spend-based methods as an interim measure. Estimates will be clearly labelled, based on reasonable evidence and replaced with better data when feasible. Material assumptions will be tested for sensitivity and approved as part of the annual footprint review.

## Data protection

Workforce commuting and travel information will be collected proportionately and analysed in an aggregated form wherever possible. Personal data will be processed lawfully, kept secure, retained only as necessary and not used to monitor lawful private behaviour unrelated to Tamney’s environmental reporting.

## 18. Monitoring, annual review and public reporting

Tamney will update this plan at least annually and publish the current approved version on its website. The update will be clearly dated and will normally remain valid for no more than 12 months. Earlier review will take place where there is a material organisational change, major data correction, regulatory development, significant environmental incident or change to the Net Zero strategy.

Annual publication content	Minimum disclosure
Commitment	Confirmed target date and any approved changes.
Baseline	Baseline year, organisational boundary, total and category tCO2e.
Current footprint	Scope 1, Scope 2 and specified Scope 3 categories, total tCO2e and intensity measures.
Progress	Change from baseline, explanation of material movements and performance against targets.
Actions	Projects completed, measures in progress, overdue actions and corrective steps.
Methodology	Conversion factors, material assumptions, estimates, exclusions and recalculations.
Governance	Director approval and signed declaration.

Tamney will communicate progress accurately. Terms such as green, carbon neutral, zero emission or Net Zero will not be used in a misleading way. Environmental claims will be specific, evidence-based and appropriately qualified.

## 19. Declaration and sign-off

This Net Zero Carbon Reduction Plan has been completed on behalf of Tamney Healthcare Ltd. It establishes our commitment to achieving Net Zero emissions across UK operations by 2050 at the latest and our operational ambition to achieve this by 2045. It describes the organisational boundary, reporting methodology, reduction targets, environmental management measures, governance and public reporting arrangements that will guide our work.

The plan has been reviewed and approved by the Director and Registered Manager. The quantified baseline for the financial year ended 31 January 2026 will be added following validation and published by 31 October 2026. Annual updates will report progress transparently and will be approved at the same level.

### Formal commitment

Tamney Healthcare Ltd commits to measuring and reducing greenhouse-gas emissions, prioritising genuine operational reductions and achieving Net Zero across its UK operations by 2050 at the latest.

#### Approved and authorised by

**Kudzai Chibamu**

Director and Registered Manager

Date: 18 June 2026



*Authorised signature*

## Appendix A. Three-year carbon action plan

Ref	Action	Measure / evidence	Owner	Target
A1	Complete and approve 2025/26 baseline inventory.	All required categories assessed; calculation register; management sign-off.	Director / RM	31 Oct 2026
A2	Create monthly travel and mileage reporting.	Business travel captured consistently; duplicate journeys reviewed.	Operations	31 Aug 2026
A3	Complete confidential employee commuting survey.	Response rate and documented estimation method.	Administration	30 Sep 2026
A4	Establish energy kWh baseline for controlled premises.	Invoices or meter data recorded and checked.	Administration	31 Aug 2026
A5	Map waste streams and disposal routes.	Waste register, contractor evidence and lawful routes confirmed.	Quality lead	30 Sep 2026
A6	Introduce quarterly carbon dashboard review.	Minutes, dashboard and actions.	Director / RM	Quarterly
A7	Implement route-efficiency and continuity review.	Mileage per 1,000 care hours and late-visit data reviewed together.	Care co-ordination	31 Jan 2027
A8	Add environmental checks to material supplier onboarding.	Supplier questionnaire and procurement record.	Director / admin	31 Dec 2026
A9	Introduce digital-first printing and communication controls.	Paper purchase and printing trend.	Administration	31 Dec 2026
A10	Deliver environmental awareness briefing to all staff.	Attendance and understanding evidence.	Registered Manager	31 Jan 2027
A11	Review lower-emission vehicle options when transport is replaced.	Whole-life assessment retained.	Director	At replacement
A12	Publish annual carbon update.	Website publication approved and dated.	Director / RM	By 19 Jun annually
A13	Review climate risks and continuity controls.	Risk assessment and business-continuity actions updated.	Registered Manager	Annually
A14	Set absolute tCO <sub>2</sub> e budgets following baseline approval.	Updated target table and dashboard.	Director / RM	30 Nov 2026

## Appendix B. Carbon data collection schedule

Source	Activity data	Primary evidence	Frequency
Vehicle fuel	Litres by fuel type or verified expenditure converted with price evidence.	Fuel card, receipts, vehicle records.	Monthly
Mileage	Miles or kilometres by vehicle/fuel type and journey purpose.	Mileage claims, rota and scheduling data.	Monthly
Electricity	kWh consumed.	Supplier bills or meter readings.	Monthly / quarterly
Gas or other heating fuel	kWh, litres or mass by fuel type.	Supplier bills and delivery records.	Monthly / quarterly
Rail, bus, taxi and air	Passenger distance or journey details.	Tickets, receipts and expenses.	Monthly
Employee commuting	Mode, distance and frequency, collected confidentially.	Annual survey and anonymised analysis.	Annual
Home working	Days or hours where material and proportionate.	Workforce survey or agreed estimation.	Annual
Waste	Weight by waste type and treatment route.	Waste contractor data, transfer notes or estimates.	Monthly / quarterly
Upstream transport	Delivery distance, mode, mass or supplier-specific data.	Supplier data, delivery records and purchasing information.	Annual / material supplier
Downstream transport	Applicable delivery activity after Tamney control.	Operational review and supplier/customer records.	Annual
Service intensity	Delivered care hours, employee headcount and other denominators.	Care system, payroll and management records.	Monthly / annual

## Appendix C. Environmental performance dashboard

Indicator	Baseline	Current	Target / trigger	Status / action
Total tCO2e	To be validated		Annual reduction trajectory	
Scope 1 tCO2e	To be validated		50% reduction by 2030	
Scope 2 tCO2e	To be validated		50% reduction by 2030	
Specified Scope 3 tCO2e	To be validated		30% intensity reduction by 2030	
Business travel kgCO2e per 1,000 care hours	To be validated		Year-on-year reduction	
Electricity kWh	To be validated		Year-on-year reduction	
Carbon data completeness	New measure		At least 90% by 31 Jan 2027	
Environmental actions completed on time	New measure		At least 90%	
Staff environmental briefing completion	New measure		100% annually	
Environmental incidents	New measure		Zero serious incidents	
Material suppliers assessed	New measure		Progressive increase	

Dashboard status should use Green for on track, Amber for at risk or incomplete, and Red for missed targets, material control failure or serious environmental risk. Red and persistent Amber items require a documented corrective action and management review.

## Appendix D. Definitions and reference framework

Term	Meaning
Carbon dioxide equivalent (CO <sub>2</sub> e)	A common unit that expresses the warming effect of different greenhouse gases as the equivalent amount of carbon dioxide.
Net Zero	A state in which gross greenhouse-gas emissions have been deeply reduced and the small residual balance is neutralised through credible removals.
Scope 1	Direct emissions from sources owned or controlled by the reporting organisation.
Scope 2	Indirect emissions associated with purchased electricity, heat, steam or cooling.
Scope 3	Other indirect emissions in the organisation's value chain, including travel, commuting, waste and transportation.
Baseline year	The reference period against which future emissions reductions are measured.
Location-based electricity	Scope 2 emissions calculated using the average emissions intensity of the electricity grid.
Market-based electricity	Scope 2 emissions calculated using supplier or contractual electricity attributes, where reliable evidence exists.
Carbon removal	A process that removes carbon dioxide from the atmosphere and stores it durably.
Offset	A unit used to compensate for emissions elsewhere. Tamney will not use offsets as a substitute for operational reduction.
Intensity measure	Emissions expressed relative to activity, such as kgCO <sub>2</sub> e per 1,000 care hours.

### Reference framework

- [Cabinet Office, PPN 006: Taking account of Carbon Reduction Plans in the procurement of major government contracts](#)
- [Cabinet Office, PPN 006 Technical Standard for Completion of Carbon Reduction Plans](#)
- [Department for Energy Security and Net Zero, Greenhouse Gas Reporting Conversion Factors 2026](#)
- [Greenhouse Gas Protocol, Corporate Standard and Scope 3 Standard](#)
- [Climate Change Act 2008 and the 2050 Target Amendment Order 2019](#)
- [Environment Act 2021](#)
- [Care Quality Commission, Environmental sustainability - sustainable development](#)

### Document availability

This plan is intended for public website publication. An accessible alternative format can be provided on request. The controlled electronic version should be used when confirming the current target, data and actions.