



Carbon Reduction Plan

Publication date: 01 July 2025

Financial year end: 30 June 2025

COMMITMENT TO ACHIEVING NET ZERO

We are committed to achieving Net Zero emissions for our UK operations by 2050, in line with UK Government policy and PPN 06/21. Our plan is simple, transparent and updated every year.

OUR ORGANISATION

We are a home-care and supported living provider based at Unit 104, Regent's Pavilion, Moulton Park, Northampton (NN3 6BJ). We support adults in their own homes with personal care and specialist tasks such as catheter and stoma care. We also provide live-in care and flexible visiting support. We employ around 25 people. Roles include a Director, Nominated Individual, Registered Manager, Senior Care Assistants and Care Assistants. We operate safe recruitment, regular supervision, and skills refreshers. We are CQC-registered (overall rating "Good") as JM Kamau Ltd T/A ProField Care. Payroll is outsourced. Our typical work pattern drives our emissions profile. Most care is delivered in the community, so staff mileage and commuting are our largest sources. Office electricity, heating/cooling, IT equipment and cloud services add to Scope 2 and indirect Scope 3. We generate small amounts of operational waste (paper, toner, PPE packaging) which we minimise through digital records and careful stock control. These features are common to domiciliary services like ours and match what our own operations show day to day.



PERIODS OF ASSESSMENT AND REPORTING

Baseline year: FYE 2025 (01 July 2024 – 30 June 2025).

Current reporting year: FYE 2026 (01 July 2025 – 30 June 2026).

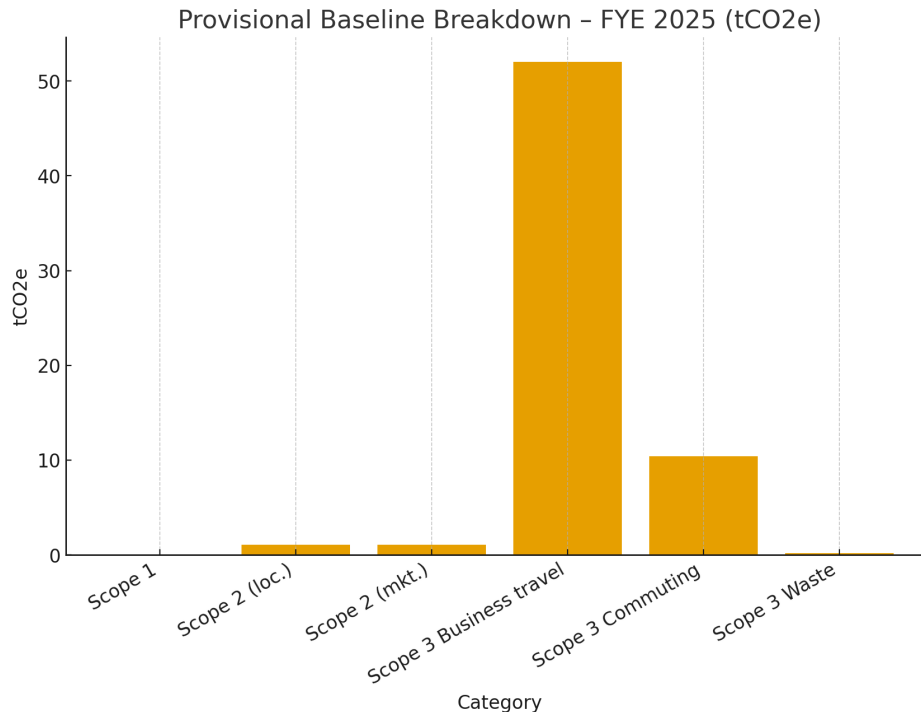
We will review within six months of each year end and publish the latest plan on our website.

BASELINE EMISSIONS (FYE 2025)

This is our first full organisational footprint. The figures below are provisional, modelled estimates and will be validated against measured data by 31 December 2025.

CATEGORY	DESCRIPTION	TCO2E (FYE 2025, PROVISIONAL)
Scope 1	Company-owned fuels and refrigerants	0.00
Scope 2 (location-based)	Purchased electricity (grid average)	1.10
Scope 2 (market-based)	Purchased electricity (supplier-specific)	1.10
Scope 3 – Upstream T&D	Transport and distribution (upstream)	Out of boundary
Scope 3 – Waste	Waste generated in operations	0.20
Scope 3 – Business travel	Non-company vehicles (mileage/rail/air/taxi)	52.00
Scope 3 – Employee commuting	Travel between home and work	10.40
Scope 3 – Downstream T&D	Transport and distribution (downstream)	Out of boundary

Notes on provisional method: Scope 1 assumed zero (no owned vehicles, no gas). Scope 2 based on an estimated 6,000 kWh/year at current UK grid intensity; market-based mirrors location-based pending supplier confirmation. Scope 3 Business travel assumes ~180,000 miles/year reimbursed at HMRC mileage (average car). Employee commuting is based on short-distance, mixed-mode commuting with four on-site days/week. Upstream/Downstream T&D are not material to domiciliary care and are set to N/A. Real invoices, meter reads, expense exports and a commuting survey will replace these values in the next update.



WHAT WE ACHIEVED IN 2024-25

- We built a simple dashboard. We will use it each quarter.
- We set a clear travel policy. Fewer unnecessary miles. Better route planning.
- We rolled out LED lighting and a switch-off routine.
- We held supervisions and meetings online where possible.
- We reduced paper use through e-signing and digital care notes.
- We recorded data for 01 July 2024 – 30 June 2025. We used bills, expense exports and a short commuting check.

Method: We will follow the GHG Protocol Corporate Standard and UK Government conversion factors.

CURRENT REPORTING YEAR (FYE 2026)

We will show progress versus the FYE 2025 baseline using the same scopes and categories. Totals and narrative will be updated once data collection closes.



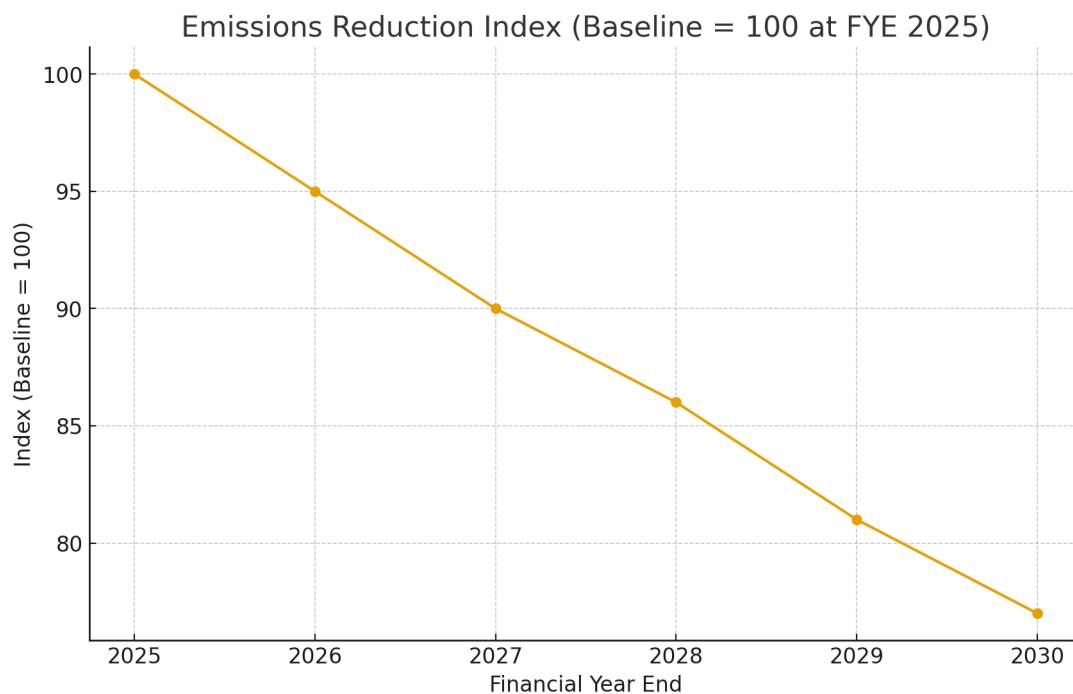
EMISSIONS-REDUCTION TARGETS

YEAR (FYE)	PROJECTED TOTAL (INDEX, 2025=100)	NOTES
2025	100	Baseline
2026	95	About 5% reduction
2027	90	Ongoing measures
2028	86	Add renewables and travel changes
2029	81	Supplier engagement benefits
2030	77	Cumulative ~23% reduction vs baseline

We aim to keep Scope 1 near zero, switch our office electricity to renewables by FYE 2027 if available, and reduce the required Scope 3 subset by about 5–7% per year.

PROGRESS VISUAL

The chart below shows our simple index glide-path. We will update it when actual totals are confirmed.





CARBON REDUCTION PROJECTS

Completed / in place:

- Hybrid working and virtual meetings by default.
- Paper-light workflows with e-signing.
- LED lighting, switch-off culture, and efficient IT.
- Travel policy that favours public transport, ride-share, active travel, and low-emission choices.

Planned (next 12–24 months):

- Green electricity tariff or landlord-confirmed renewables for our office.
- Rostering and route optimisation to shorten carer mileage; pilot EV/ULEV car-share.
- Cycle-to-work and EV salary-sacrifice options (subject to uptake).
- Waste-minimisation and device take-back schemes.
- Supplier engagement to improve data and support reductions.
- Quarterly board dashboard for kWh, miles, tCO₂e and progress.

DATA AND METHODS

We will calculate emissions using the GHG Protocol Corporate Standard and UK Government conversion factors. We will disclose Scope 1, Scope 2, and the required subset of Scope 3 (Upstream T&D, Waste, Business Travel, Employee Commuting, Downstream T&D). Assumptions and boundaries will be documented. Any material changes will be explained in the annual update.

GOVERNANCE AND RESPONSIBILITIES

The Board oversees this plan. A Director signs off the figures each year. Our Registered Manager coordinates data collection across the business. Team leaders help capture travel and waste data. We will run a short annual staff survey for commuting.

PUBLICATION AND REVIEW

We will publish this plan on our website and refresh it every year within six months of year end. We will keep prior versions for comparison and show progress since the baseline.



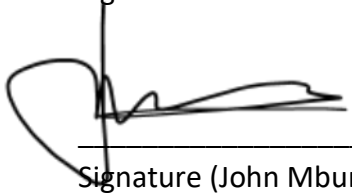
An external expert will review and verify our figures. We will confirm any estimates. We will update the plan and publish the final numbers by 31 December 2025.

DECLARATION AND SIGN-OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the associated Template and Technical Standard.

Emissions are reported in tCO₂e using UK Government conversion factors. Scope 1 and 2 emissions and the required Scope 3 subset are disclosed for the relevant reporting year. The plan is approved by an authorised signatory and published on our UK website.

Signed for and on behalf of J.M. Kamau Limited t/a ProField Care:



Signature (John Mburu)

DIRECTOR

01 July 2025