

HONEYCOMB CARE LTD

CARBON REDUCTION PLAN

First publication | January 2026 | Version 1.0

Document control	Details
Legal entity	Honeycomb Care Ltd
Company registration number	11695438
Sector	Health and social care
Services	Domiciliary care; supported living; live-in care; complex care; community support
Net Zero commitment	01/04/2050
Indicative workforce	Approximately 50-150 employees (planning assumption)
Reporting basis	First-year provisional modelling; 2026 intended baseline period
Next review	Within 12 months of approval

Publication status: First-publication draft. Illustrative emissions are not a verified carbon inventory. Director sign-off and evidence-based emissions calculations are required before this plan is presented as fully compliant with UK procurement reporting requirements.

1. Executive statement

Honeycomb Care Ltd is committed to achieving Net Zero greenhouse gas emissions by 2050. As a provider of domiciliary care, supported living, live-in care, complex care and community-based support, we recognise the environmental impacts associated with staff travel, premises, purchased goods, waste and administration. We will reduce avoidable emissions while preserving safe staffing, infection prevention, service continuity, dignity and person-centred outcomes.

This is the organisation's first Carbon Reduction Plan. To establish a practical starting point, we have developed an illustrative annual operational emissions model of 52.7 tonnes of carbon dioxide equivalent (tCO₂e), based on an indicative workforce of approximately 60 full time employees. The model is provisional and will be reconciled against actual records. It is not a statement of measured historical emissions.

2. Organisational boundary and reporting approach

The proposed organisational boundary covers Honeycomb Care Ltd's UK operations under its operational control. The initial inventory will distinguish company-controlled premises and vehicles from privately owned staff vehicles, client-owned premises and landlord-controlled supported living properties. Costs or energy use borne by residents or third parties will not automatically be attributed to Honeycomb Care without assessing the appropriate accounting boundary.

The intended first reporting period is 1 January to 31 December 2026. As that period is not yet complete, this document presents an illustrative 12-month scenario rather than a verified 2026 baseline. If reliable records exist for a completed earlier year, the company may adopt that period as its baseline following review.

3. Commitment and objectives

- Achieve Net Zero greenhouse gas emissions by 2050, prioritising direct reductions and considering residual emissions only after credible reduction efforts.
- Establish a documented baseline for Scope 1, Scope 2 and the five relevant Scope 3 categories required by UK procurement guidance.
- Reduce avoidable travel through locality-based rostering and appropriate remote administration.
- Improve energy efficiency and promote responsible purchasing and waste segregation.
- Review emissions and action-plan progress annually with director oversight.

4. Baseline emissions footprint – first reporting period

Honeycomb Care Ltd has established an initial provisional greenhouse gas emissions estimate to support the development of its first Carbon Reduction Plan. Based on an indicative workforce of approximately 60 employees and the anticipated environmental impacts associated with domiciliary care, supported living, live-in care, complex care and office administration, the organisation's preliminary annual emissions footprint is estimated at 52.7 tonnes of CO₂ equivalent (tCO₂e).

This comprises an estimated 2.4 tCO₂e from Scope 1 emissions, 1.8 tCO₂e from Scope 2 emissions and 48.5 tCO₂e from the selected Scope 3 categories. These figures are preliminary planning estimates based on assumed operational activity rather than a completed historical greenhouse gas

inventory. They will be reviewed and replaced or refined using actual mileage, energy consumption, waste and supplier transportation records.

Emissions category	Provisional annual emissions (tCO ₂ e)
Scope 1 – Direct fuel and heating	2.4
Scope 2 – Purchased electricity	1.8
Scope 3 – Business travel, including staff mileage	29.0
Scope 3 – Employee commuting	13.5
Scope 3 – Waste generated in operations	1.2
Scope 3 – Upstream transportation and distribution	4.8
Scope 3 – Downstream transportation and distribution	0.0*
TOTAL PROVISIONAL EMISSIONS	52.7

* Downstream transportation and distribution is provisionally considered not applicable; the classification must be reviewed and documented. No category should be reported as zero merely because data have not yet been collected.

5. Assumptions and calculation methodology

Activity / assumption	Provisional planning basis	Validation required
Workforce	Approximately 60 employees	Payroll headcount and FTE
Operational coverage	Office and community-based care	Service locations and operating boundary
Direct fuel / heating	2.4 tCO ₂ e illustrative allowance	Gas bills, fuel invoices, controlled vehicles
Electricity	Approximately 9,000 kWh; 1.8 tCO ₂ e indicative	Metered kWh, property responsibility
Business travel	Approximately 150,000 miles; 29.0 tCO ₂ e indicative	Mileage claims, trip purpose, vehicle mix
Employee commuting	Approximately 70,000 miles; 13.5 tCO ₂ e indicative	Staff survey, journey frequency, transport modes
Waste	1.2 tCO ₂ e illustrative allowance	Waste contractor tonnage and disposal routes
Upstream distribution	4.8 tCO ₂ e illustrative allowance	Supplier shipment and logistics data
Downstream distribution	0.0 tCO ₂ e provisionally assumed N/A	Document relevance assessment

The travel allowances imply approximately 0.193 kgCO₂e per mile for business travel and commuting, and the electricity allowance implies approximately 0.200 kgCO₂e per kWh. These are arithmetic assumptions embedded in this illustrative model, not verified 2026 government factors. The final inventory must apply the appropriate published UK Government conversion factors for the reporting year, including vehicle type, fuel and any relevant well-to-tank components without double-counting.

Employee journeys between service users, travel from home to the normal workplace and company-owned vehicle mileage must be classified consistently under the GHG Protocol. Upstream transport

and waste estimates are particularly uncertain and should be replaced with activity-based calculations as soon as practicable.

6. Carbon reduction targets and pathway

The company proposes the following reduction trajectory against its first verified baseline. Until baseline verification, the numerical pathway below is illustrative only and must not be reported as achieved reductions.

Year	Target reduction	Illustrative emissions ceiling (tCO ₂ e)
2026	Baseline scenario	52.7
2030	25%	39.5
2035	45%	29.0
2040	65%	18.4
2045	85%	7.9
2050	Net Zero	0.0 (target)

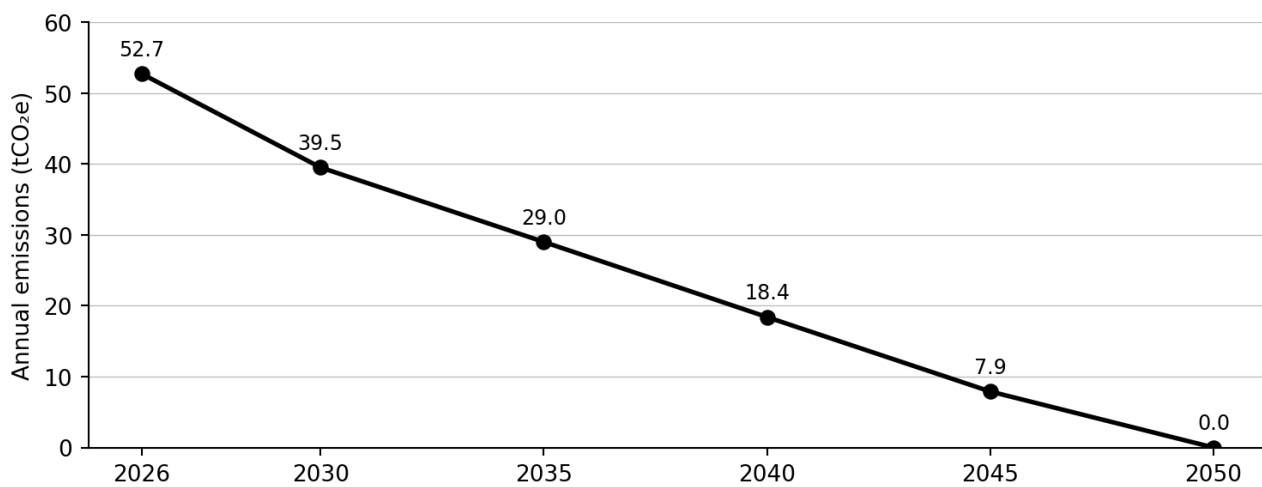


Figure 1. Illustrative annual emissions pathway using a provisional 52.7 tCO₂e baseline. Not a forecast or measured performance.

7. Carbon reduction measures

7.1 Care scheduling and travel

- Use geographically sensible rostering where consistent with continuity of care, required skills, staff availability and service-user preferences.
- Track business mileage by vehicle and trip purpose, and identify high-mileage routes.
- Use video or telephone meetings for suitable management activities, without replacing required face-to-face care.
- Encourage low-emission travel options where practical, accessible and safe; consider lower-emission vehicles during replacement decisions.
- Monitor business-travel emissions per delivered care hour alongside total emissions.

7.2 Premises and energy

- Record monthly electricity and heating consumption for premises under company operational control.
- Introduce switch-off procedures, efficient lighting and suitable equipment settings.
- Review energy tariffs and efficiency improvements at lease renewal or planned refurbishment.
- Work with landlords and residents on supported-living efficiency opportunities without compromising warmth, accessibility, ventilation or clinical needs.

7.3 Digital operations

- Continue appropriate use of digital care planning, rostering, training, payroll and invoicing systems.
- Limit unnecessary printing and use secure electronic records where legally and operationally suitable.
- Reduce administrative travel through remote coordination where this does not affect service quality.

7.4 Procurement and waste

- Prefer durable, energy-efficient equipment and appropriate consolidated deliveries.
- Request proportionate environmental information from major suppliers when renewing contracts.
- Separate recyclable, general, confidential and clinical waste as required; never compromise infection prevention.
- Use authorised waste contractors and obtain annual weight or collection data where possible.

7.5 Workforce engagement

- Include environmental responsibilities in staff communications and relevant induction materials.
- Invite staff suggestions for efficient travel, resource use and waste reduction.
- Ensure carbon-saving initiatives do not increase unsafe lone working, missed visits or other care risks.

8. Governance, responsibilities and implementation

Company Directors retain responsibility for approving the plan, resourcing actions and reviewing progress. The Registered Manager, Bianca K. Maifadi, will oversee operational implementation with care coordination and administration teams. This role allocation is proposed for formal approval.

Action	Owner	Timing	Evidence / KPI
Approve and publish first plan	Director	On approval	Signed, dated plan and web link
Confirm reporting boundary and inventory method	Director / administration	Within 3 months	Boundary and calculation register
Collect utility, mileage and fuel data	Administration / coordinators	Quarterly	Invoices, mileage logs
Conduct commuting	Administration	Annually	Survey response and

survey			extrapolation record
Obtain waste and delivery data	Administration / suppliers	Annually	Waste and delivery records
Review travel optimisation	Registered Manager	Quarterly	Mileage per care hour
Calculate and approve verified baseline	Director / designated lead	After period close	Emissions workbook and review sign-off
Review and republish plan	Director	Annually	Version-controlled published update

9. Monitoring and assurance

The annual inventory will record activity data, units, emission factors, calculations, sources, exclusions, assumptions, reporting boundaries and review approvals. Material estimation uncertainty will be described transparently. Year-on-year changes will be interpreted alongside service volume, geographical coverage and changes in operational control.

Suggested management indicators are: total tCO_{2e}; Scope 1/2/3 emissions; business travel miles; business travel tCO_{2e} per 1,000 care hours; electricity kWh per controlled premise; and completeness of supplier and waste data. A director will review results at least annually and approve corrective action where progress falls behind target.

10. Risks and safeguards

Risk	Mitigation
Care demand increases travel	Track intensity and absolute emissions; plan routes without compromising care
Incomplete data	Use documented estimates, then replace with primary records
Landlord / client property boundary ambiguity	Document operational control and exclusions
Staff use of personal vehicles	Record mileage, vehicle class and travel purpose
Clinical safety conflicts with waste reduction	Safety and infection control take precedence
Supplier data gaps	Prioritise material suppliers and improve requests annually
Unverified figures used in tenders	Label as provisional until calculations and director approval complete

11. Reporting limitations and publication statement

This is Honeycomb Care Ltd's first Carbon Reduction Plan and its first structured approach to carbon reporting. The indicative annual total of 52.7 tCO_{2e} is a modelling scenario, not a verified 2026 baseline, and the company has not yet demonstrated actual reductions against that scenario. It is intended to guide data collection, budgeting and environmental management.

Before using this plan to evidence full compliance with UK procurement Carbon Reduction Plan requirements, Honeycomb Care Ltd must calculate and disclose actual or evidence-supported estimated emissions for a completed reporting period, explain any applicable exclusions, secure

director approval, and publish the approved plan on its website. Future versions will distinguish measured emissions, estimates and actual reductions.

12. Declaration and sign-off

Honeycomb Care Ltd commits to achieving Net Zero greenhouse gas emissions by 2050 and to progressively improving the quality of its greenhouse gas reporting and environmental management. This document has been prepared with reference to the UK Government Carbon Reduction Plan framework and the GHG Protocol. Formal declaration of full compliance will be made only after the emissions inventory and applicable reporting requirements have been completed and reviewed.

Approval field	To be completed
Approved by	Bianca Maifadi
Position	Company Director
Signature	
Approval date	01/01/2026
Publication date	01/01/2026
Next review	12 months from approval

Appendix A. Baseline data collection checklist

- Premises list: address, control/lease status, energy supplier and meter data.
- Monthly electricity and gas bills, and fuel purchases for controlled vehicles or equipment.
- Business mileage claims with date, distance, vehicle class and trip type.
- Staff commuting survey: mode, round-trip distance and days travelled.
- Waste collection reports: waste type, weight and disposal treatment.
- Major supplier delivery and transport data, or documented estimation basis.
- Delivered care hours and visit counts for emissions-intensity monitoring.
- Emissions workbook recording source data, UK Government factor year and formulae.

Appendix B. Reference frameworks

UK Government, Procurement Policy Note 006: Taking account of Carbon Reduction Plans in the procurement of major government contracts (and associated Carbon Reduction Plan template and technical standard); UK Government Greenhouse Gas Reporting Conversion Factors (appropriate reporting year); GHG Protocol Corporate Accounting and Reporting Standard and Corporate Value Chain (Scope 3) Standard.

Document note: This is an organisation-specific first-publication draft for management review. No external certification or independent verification is claimed.