



Thera Trust Carbon Reduction Plan

Commitment to achieving Net Zero

The Thera Trust is committed to achieving Net Zero emissions by 2050, in line with the Climate Change Act 2008.

The Trust is committed to building a clear strategy and plan to drive decarbonisation and broader sustainability based on those factors that are most material. We have already implemented a number of different strategies which have had a positive impact.

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: 2024/25. Unless otherwise stated, all metrics in this document run to the Trusts 12 month fiscal period being 1st April through 31st March.

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: 2023/24. Unless otherwise stated, all metrics in this document run to the Trusts 12 month fiscal period being 1st April through 31st March.

Scope	Activity	1 April 2023 to 31 March 2024		
		kWh	tCO2e	% of emissions total
1	Natural Gas	431,894	79.01	16%
	Vehicle fuel	171,604	40.89	8%
Scope 1 - direct emissions		603,499	119.90	24%
2	Electricity	252,584	52.30	11%
Scope 2 - indirect emissions		252,584	52.30	11%
3	Grey Fleet	1,403,725	321.37	65%
Scope 3 - other indirect emissions		1,403,725	321.37	65%
TOTALS		2,259,808	493.57	100%

Current Emissions Reporting (2024-25)

Scope	Activity	1 April 2024 to 31 March 2025			1 April 2023 to 31 March 2024		
		kWh	tCO2e	% of emissions total	kWh	tCO2e	% of emissions total
1	Natural Gas	379,891	69.48	16%	431,894	79.01	16%
	Vehicle fuel	156,408	36.61	9%	171,604	40.89	8%
Scope 1 - direct emissions		536,300	106.09	25%	603,499	119.90	24%
2	Electricity	289,270	59.89	14%	252,584	52.30	11%
Scope 2 - indirect emissions		289,270	59.89	14%	252,584	52.30	11%
3	Grey Fleet	1,140,820	259.94	61%	1,403,725	321.37	65%
Scope 3 - other indirect emissions		1,140,820	259.94	61%	1,403,725	321.37	65%
TOTALS		1,966,389	425.93	100%	2,259,808	493.57	100%

Metric	1 April 2024 to 31 March 2025	1 April 2023 to 31 March 2024
Employees	3,365	3,259
tCO2e per employee	0.13	0.15

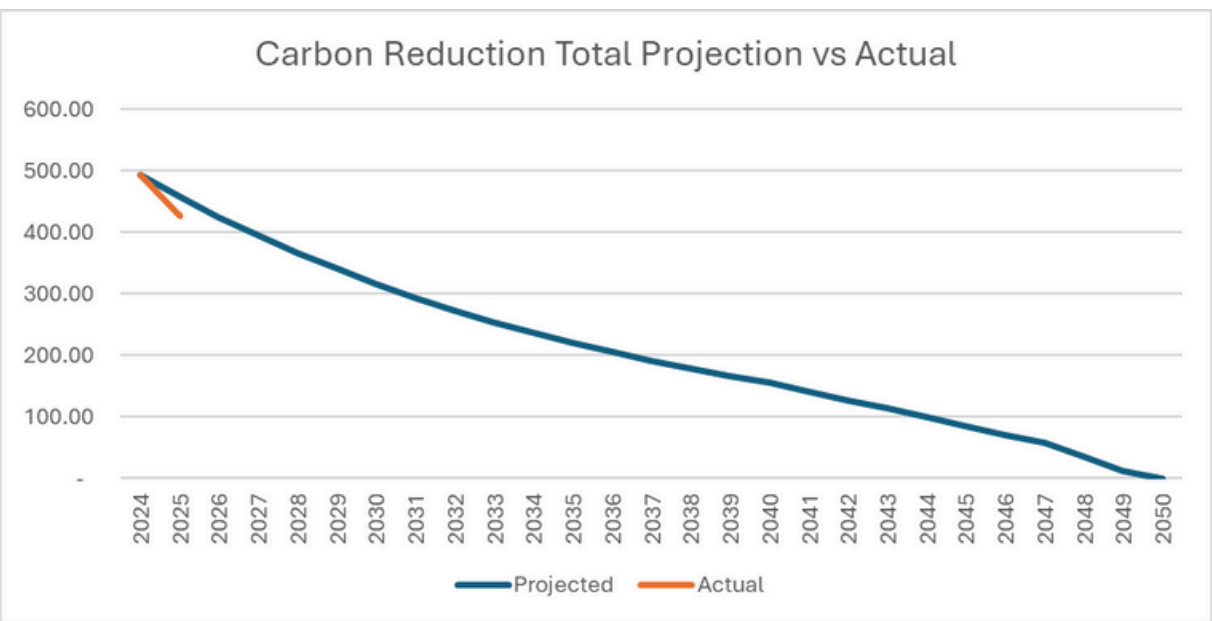
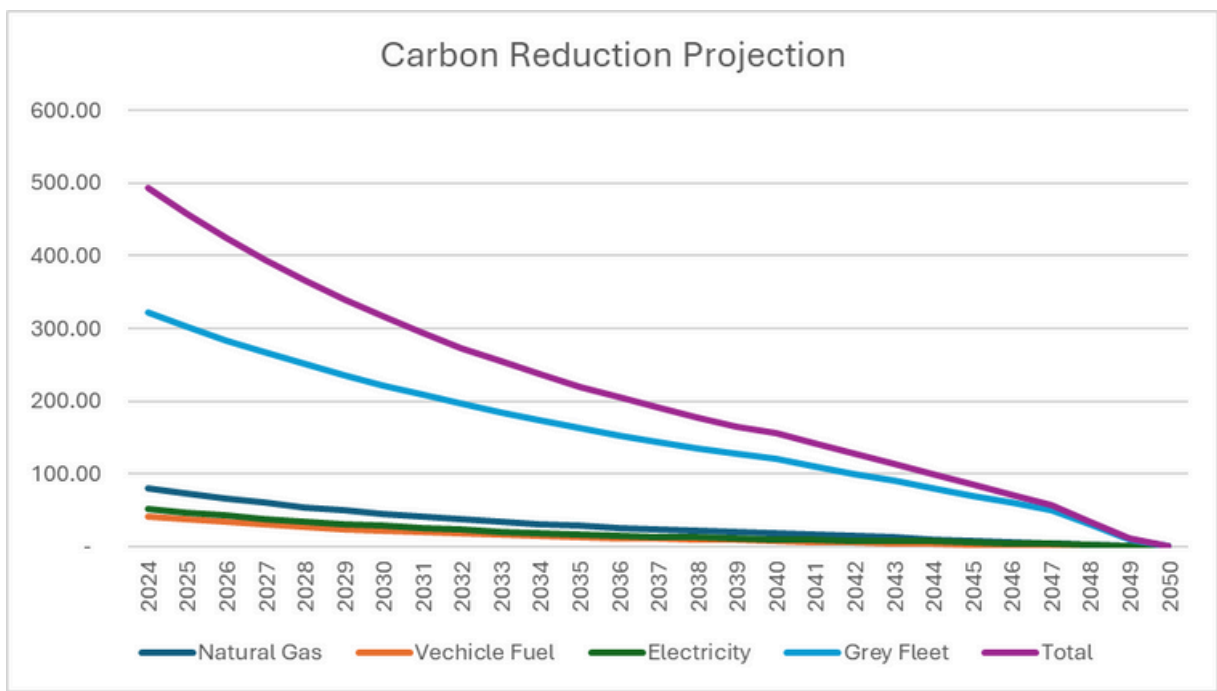
As a social care provider, our primary business activity is the provision of care and support by trained support staff. Consequently, we are a labour-intensive operator and so the metric of tCO2e per employee is a good metric for evidencing our carbon output in relation to our size, i.e. as we grow and develop the number of employees we have is the biggest sign of that growth in relation to organisation-wide carbon output.

From 2023-24 to 2024-25, it can be seen that our tCO2e levels have dropped by approximately 13.3% despite an increase in employees through growth of 3.25%. This follows on (as shown below) from a drop of 8.3% between March 2023 to March 2024 which we achieved despite an employee increase of 6%.

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, the Trust has adopted the following carbon reduction targets. These targets do not include business growth.

Carbon emissions are projected to decrease over the next five years to 316.10 tCO₂e by 2030. This is a reduction of 36% from baseline. Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

The following environmental management measures have been completed or implemented since the 2024 baseline.

- Education and Awareness. Workforce awareness and engagement are proactively weaved into agendas, training and communication channels boosting the Trusts shared sense of purpose and internal resource support from across the business has been allocated, strengthening the Environmental Management.
- Paperless Office. We have taken a number of measures to reduce carbon impact of our offices including:
 - Payroll and pension communications with members are now in electronic format and both eligibility-to-work documents and the Return-to-Work interview have been digitalised.
 - The Trust has migrated a number of systems to cloud based platforms so staff can access them remotely without needing to print and reprint physical copies
- Remote Working. We have embraced technology to support remote working and thus reduce the number of offices that we need with a resultant impact of reducing utility use (water/electricity). IT systems provide cross-device digital access to back-office documents and information and as we migrate away from local file shares usage is expected to increase.

In addition, embracing Microsoft Teams has enabled many key meetings to take place remotely reducing the need for travel.

- Waste Management. A programme of increased environmental awareness, waste segregation and responsible waste capture has been developed, and best practice solutions are continually under review. All confidential waste is recycled.

In addition, the Trust works with partners to reduce electronic waste for broken or redundant equipment and work is ongoing to implement a sustainable programme of collection and recycling for decommissioned IT kit peripherals.

- **Transport.** We encourage the use of sustainable and environmentally friendly transport. For example, we utilise an employee benefits system that encourages our office based staff to cycle to work by providing them with discounts on cycling equipment at large national retailers and also offers a salary sacrifice scheme for the purchase of a bicycle.

The carbon emission reduction achieved by these schemes is reflected in the above chart and the measures will be in effect when performing the contract.

External Initiatives

Recognising that we will ultimately need to offset the element of carbon generation that cannot be eliminated, we are looking at a number of options for promoting carbon reduction outside of our direct generation. Initiatives we are pursuing include:

- **Housing Partnership.** The majority of our supported living services are provided in properties owned by housing partners / registered social landlords. By working closely with these partners we can promote energy efficiency at these locations, such as wall and loft insulation, double-glazed windows and energy efficient boilers.
- **Tenant Education.** We believe in empowering people we support to be contributing members of their communities. This can include educating and empowering the people we support to make more environmentally positive choices in their own lives. Examples include:
 - Understanding showers are more water efficient than baths
 - Fewer shopping trips each week/month to reduce unnecessary travel
 - Turning off lights/appliances when they are not in use
 - Separating out recyclables
 - Highlighting the financial benefits of energy efficiency on utility bills

The impact of these initiatives is not currently measured and is an area for development.

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 standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.