

Carbon Reduction Plan

Supplier: Support Ethics Ltd (Company no. 12099227) | Publication date: 6 October 2026 | Replaces our plan of 13 December 2023
| Next update: October 2027

Commitment to achieving Net Zero

Support Ethics Ltd is committed to reaching Net Zero emissions by 2050 at the latest. We support the Welsh public sector's ambition to reach Net Zero by 2030, and we want to help the councils we work with reduce the emissions in their supply chains. This plan updates the Carbon Reduction Plan we first published in December 2023. It reports our progress against our 2022 baseline and sets out what we will do next.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases we produced before introducing measures to reduce them, and they are the reference point we measure our progress against. Our baseline year is **2022**, the most recent full year of data available when we first calculated our Scope 1, 2 and 3 emissions. The baseline was calculated for us by Net Zero Now, using the GHG Protocol and Government conversion factors.

Baseline year: 2022	Total (tCO ₂ e)
Scope 1 (fuel we burn directly; we run no company vehicles or gas heating)	0
Scope 2 (electricity we buy directly)	0
Scope 3: purchased goods and services	7.572
Scope 3: capital goods	1.642
Scope 3: waste generated in operations	0.138
Scope 3: business travel	3.647
Scope 3: employee commuting	5.972
Scope 3: all other categories (upstream/downstream transport, leased assets, products, franchises, investments)	0
Total emissions	18.97

Current emissions reporting

Reporting year: **1 August 2025 to 31 July 2026**, in line with our financial year.

Emissions	Total (tCO ₂ e)
Scope 1	0
Scope 2 (office electricity is included in our rent and not separately metered, as in 2022)	0
Scope 3: purchased goods and services	6.058
Scope 3: capital goods (2 laptops, 1 mobile phone)	0.715
Scope 3: waste generated in operations	0.138
Scope 3: business travel (2,500 miles by car)	0.728
Scope 3: employee commuting	6.962
Total emissions	14.60
Change against 2022 baseline	23% lower

How we calculated these figures. Business travel and commuting use the UK Government 2025 greenhouse gas conversion factor for an average car (0.18084 kg CO₂e per km). Commuting is based on the road distance from each office team member's home town to our office at Taffs Well, four office days a week for 46 weeks of the year. Two colleagues who live in the same town already share a car, and we have counted that as one journey. Capital goods use the manufacturers' published lifecycle footprints for each device. Purchased goods and services are estimated from our spending, which was around 20% lower than in 2022. Waste is held at the 2022 figure. In line with our 2022 baseline, the plan covers our office team. Support workers' journeys to the services where they work are not included, and we will keep this boundary the same each year so our figures can be compared.

Progress. Our emissions are 23% below our 2022 baseline, mainly because business travel has fallen by around 80% as we moved meetings, supervision and onboarding online. Commuting is now our largest source of emissions, and it is where the rest of our plan focuses.

Emissions reduction targets

To keep making progress towards Net Zero, we have set the following targets, unchanged from our 2023 plan:

- Keep our Scope 1 and 2 emissions at or close to zero.
- Reduce our total Scope 1, 2 and 3 emissions by 30% against the 2022 baseline by the end of 2027, from 18.97 tCO₂e to 13.28 tCO₂e.

- Reduce our total emissions by at least 90% against the 2022 baseline by 2050, to no more than 1.90 tCO₂e, and reach Net Zero by 2050 at the latest.

We are 23% below our baseline now, and need to save a further 1.32 tCO₂e to reach the 13.28 tCO₂e target by the end of 2027. Commuting and buying goods are where we can make the biggest difference.

Carbon reduction projects

Completed and in place since our 2023 plan

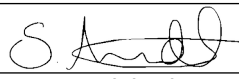
- Paperless operations: bookings, rotas, timesheets, staff files and incident records are all kept in our own cloud-based CRM, with no paper timesheets or posted files.
- Digital onboarding: identity and right-to-work checks through TrustID, and electronic DBS applications through Care Check, so new staff do not need to travel to our office for checks.
- Virtual meetings by default: supervisions, team meetings, interviews and much of our training take place on Microsoft Teams, with face-to-face meetings only when needed.
- Hybrid working for our office team, working from a shared, multi-occupancy business centre.
- Car sharing between colleagues who live in the same town.
- Electronic invoicing to our council customers.

Planned for the next 12 months

- Recruit support workers who live close to the services they work in, including in Powys, to cut the distance travelled to shifts.
- Consider where staff live when allocating shifts, and develop location-aware shift allocation in our CRM.
- Extend car sharing, and encourage hybrid or electric vehicles when office staff replace their cars.
- Review whether office days can be reduced from four to three where roles allow, which would cut commuting by about a quarter.
- Buy refurbished IT equipment where it is suitable, and keep equipment in use for longer.
- Track business mileage and emissions per shift every quarter, and report progress to the councils we work with.
- Act on our Powys Supply Chain Sustainability Portal suggestion plan, including promoting public transport, car sharing and electric vehicles to our workers, and following the waste hierarchy (prevent, reuse, recycle) in our office.

Declaration and sign-off

This Carbon Reduction Plan has been completed in line with Welsh Procurement Policy Note 006 and the UK Government's Procurement Policy Note on Carbon Reduction Plans, and the associated reporting standard. Emissions have been reported in line with the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Standard, using the Government's greenhouse gas conversion factors for company reporting. This plan has been reviewed and signed off by the Director.

Signed on behalf of Support Ethics Ltd		Date	6 October 2026
Name and position	Sean Arundel, Director		