

# Clover Support Group Limited – Carbon Reduction Plan (CRP) 2025

## Commitment to achieving Net Zero

Clover Support Group is committed to achieving Net Zero emissions by 2040.

## Introduction

Our planet has been impacted by long term shifts in temperature and weather patterns which keep varying for the past two centuries. This phenomenon has been caused by what we now know to be climate change. Clover Support Group Limited is committed to reducing its emissions from 245.62 tCO<sub>2</sub>e to zero by 2040, achieving Net Zero. The reduction will be achieved through combined efforts across all scopes, with a primary focus on Scope 3, which constitutes the largest share of emissions (over 97%). For further information in relation to our plan to achieve Net Zero by 2040, please refer to our Carbon Reduction Plan.

## 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:** 2025

### Additional Details relating to the Baseline Emissions calculations.

This is Clover Support Group Limited's first Carbon Footprint assessment. The reporting year 2025, has been established as our Baseline Year.

Emissions for this assessment have been calculated based on:

- i) The fuel consumption of our office staff vehicles
- ii) The estimated electricity consumption for our office premises. As our office is located within a local authority shared, multi-occupancy building, emissions have been estimated proportionally based on our office floor area relative to the total building area; and
- iii) Other indirect emissions associated with staff travel in personal vehicles or public transport, procurement of PPE, and other operational activities.

The 2025 reporting year will serve as our baseline for future carbon reporting and reduction efforts.

**Baseline year emissions:** 2025

## Clover Support Group Ltd

Company number: 11295711 Address: Office 1-2, Latton Bush Centre, Harlow, Essex CM18 7BL T:01279293033  
M: 07577950693 E: enquiries@cloversupportgroup.co.uk

| EMISSIONS                     | TOTAL (tCO <sub>2</sub> e)                                                                       |
|-------------------------------|--------------------------------------------------------------------------------------------------|
| Scope 1                       | Office Staff Vehicles: 42.41 metric tons of CO <sub>2</sub> e.                                   |
| Scope 2                       | Purchased Electricity – 3.24 tonnes CO <sub>2</sub> e                                            |
| Scope 3<br>(Included Sources) | Indirect Emissions (PPE Procurement, Mileage, Office Supplies, etc.) – 199.97 tCO <sub>2</sub> e |
| <b>Total Emissions</b>        | <b>245.62 tCO<sub>2</sub>e</b>                                                                   |

**Notes:** Upstream and Downstream Transportation & Distribution are not relevant to Clover Support Group Limited as a healthcare organisation.

## Emissions Reduction Targets

### Long-Term Emissions Reduction Target

Clover Support Group Limited is committed to reducing its emissions from 245.62 tCO<sub>2</sub>e to zero by 2040, achieving Net Zero.

### Immediate and Short-Term Targets (2025–2030)

#### Annual Emissions Reduction Targets

| Year | % Reduction from 2025 | Target Emissions (tCO <sub>2</sub> e) |
|------|-----------------------|---------------------------------------|
| 2025 | Baseline              | 245.62                                |
| 2026 | 3%                    | 238.25                                |
| 2027 | 5%                    | 233.34                                |
| 2028 | 8%                    | 225.97                                |
| 2029 | 12%                   | 216.15                                |
| 2030 | 18%                   | 201.41                                |

## Planned Measures (2025–2030)

### Scope 1 – Office Staff Vehicles

- Ensure all company vehicles meet Euro 6 emissions standards by 2030.
- We are aiming to transition to electric or hybrid vehicles. We have starting to look into it for the office staff first and would like to start by 2028.
- We will be introducing a carpooling incentive (such as prizes and discounts) by 2026.
- We have introduced last year and will continue to integrate more remote work flexibility to reduce mileage and fuel usage

## Scope 2 – Purchased Electricity

- Work with building management to transition to renewable energy tariffs by 2029.
- Replace all office lighting with LEDs by 2028
- We have encouraged the office staff to turn off electronics and lights when not in use.
- Install smart plugs and timers to reduce energy waste (by 2028)

## Scope 3 – Indirect Emissions

- We are aiming to reduce PPE-related emissions by partnering with eco-friendly suppliers (starting 2026)
- We have started to fully digitise client records and reduce paper we use by 2026.
- We will be implementing office recycling programs and launching “Green Champions” staff initiative in 2026,
- We are aiming to reduce company car fleet from 46 vehicles to 30 by 2029 and replacing with electric models were essential.
- Encourage cycling, walking, and public transport use with travel incentives by 2027.
- Improve route planning via new rostering software with GPS & traffic data by 2028.

## Key Areas & Actions:

| Source                               | Reduction Target                                      | Key Actions                                                                                                                                                                                                       |
|--------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Staff Travel                         | 50% reduction                                         | Promoting carpooling, walking, and cycling. Encouraging flexible working hours and remote working where possible to reduce travel.                                                                                |
| PPE Procurement                      | Eco-friendly transition                               | Partner with sustainable suppliers who provide eco-friendly PPE and promote circular economy practices.                                                                                                           |
| Office Supplies                      | Reduce usage                                          | Digitising processes and using eco-friendly materials. The office aims to digitise all client paperwork by the end of this year, striving for a paperless environment.                                            |
| Waste Management                     | Minimise & recycle                                    | Improving recycling systems and reducing waste generation. We are planning to launch the "Green Champions" program in 2026 to involve staff in carbon reduction efforts.                                          |
| Commuting                            | Lower emissions                                       | Encouraging public transport, cycling, walking, and carpooling. We'll be providing incentives for opting for a more sustainable commuting option.                                                                 |
| Capital Goods                        | Prioritise efficiency                                 | Purchasing low-carbon, energy-efficient assets.                                                                                                                                                                   |
| Route Efficiency & Travel Management | 30% reduction in unnecessary travel emissions by 2030 | Reviewing rostering software for route optimisation capability. Interim use of traffic apps and rota reviews which will help to minimise travel time. Implementing logging offline to circumvent network failure. |

## Management of Route Efficiency

Clover Support Group Limited currently operates an electronic rostering system that manages staff rotas, visit scheduling, and care delivery reporting in real-time.

At present, the system does not perform automatic route optimisation or integrate GPS traffic monitoring. However, carers are encouraged to plan the most efficient routes based on their allocated visits, and managers review rotas to identify opportunities to reduce travel where possible.

## Planned Improvements

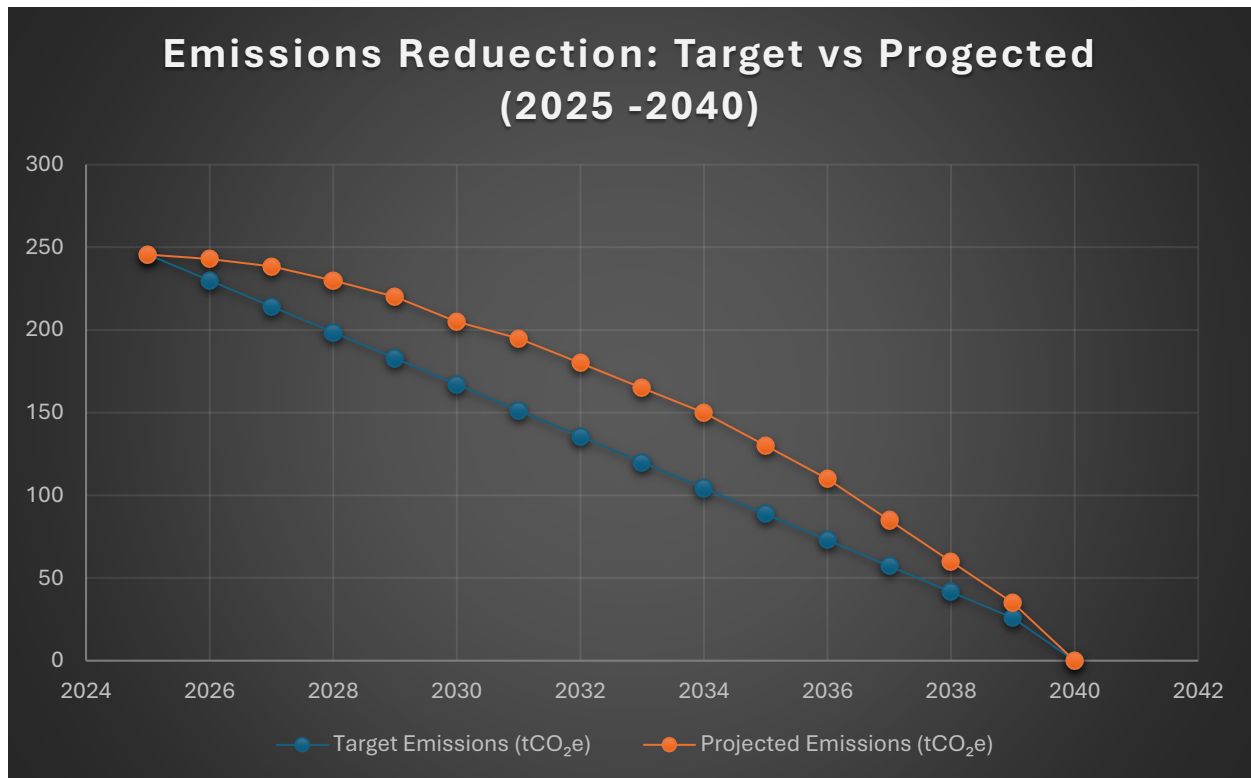
As part of our carbon reduction strategy and quality improvement plan:

- We are actively reviewing the market for rostering software upgrades that offer route optimisation, real-time traffic updates, and GPS integration.
- In the interim, carers are provided with guidance and support to plan efficient visit routes manually.
- We will engage with our current rostering provider in 2025–2026 to assess whether route optimisation functionality can be added or integrated via third-party apps.
- Traffic-related delays and network issues affecting visit punctuality are being monitored, and alternative protocols (such as offline visit logging and manual re-routing via mobile devices) are in place.

## Projected Emissions Reduction Path

- **Baseline (2025):** 245.62 tCO<sub>2</sub>e
- **Target (2040):** zero tCO<sub>2</sub>e (100% reduction)
- **Reduction Approach:** The reduction will be achieved through combined efforts across all scopes, with a primary focus on Scope 3, which constitutes the largest share of emissions (over 97%).

Progress against these targets can be seen in the graph below:



## Projected Emissions vs. Target Emissions (2025-2040)

- **Blue Dot:** Actual 2025 baseline (245.62 tCO<sub>2</sub>e)
- **Orange Dashed Line:** Projected reduction trajectory to 0 tCO<sub>2</sub>e by 2040 (achieving 100% reduction)

## Completed Carbon Reduction Initiatives

As 2025 is our first year establishing a carbon footprint baseline, we have not yet completed formal carbon reduction projects. However, we have already adopted responsible operational practices that contribute to a low-carbon approach, including:

- Operating from a shared building, significantly reducing our direct energy consumption.
- Encouraging energy-efficient behaviours, such as switching off equipment and lights when not in use.
- Reducing travel-related emissions by promoting remote meetings and digital communications whenever possible. For example, all our staff meetings are conducted via **Zoom Communications Inc.**

These actions have contributed to maintaining a low baseline of carbon emissions from the outset.

## Future Carbon Reduction Projects

Looking ahead, we are committed to implementing the following carbon reduction initiatives:

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- Installing or encouraging the use of LED lighting and smart energy controls within our office space. We are currently in talks with the building manager to explore opportunities for collaboration on reducing carbon emissions.
- Engaging with building management to advocate for a transition to renewable electricity sources.
- Promoting sustainable travel practices among staff, including car sharing and the use of public transport.
- Enhancing energy awareness through internal communication and staff engagement activities.
- Raising awareness within Clover Support Group Ltd by implementing extensive recycling programs.

## Monitoring and Reporting

- Carbon performance will be **reviewed annually**.
- Emissions data tracked across all scopes.
- Reports shared with stakeholders and internal leadership to monitor compliance with reduction targets.

## Emissions Reduction Targets

To continue our progress toward achieving Net Zero, we have set the following carbon reduction targets:

We project that carbon emissions will decrease over the next 15 years to 0 tCO<sub>2</sub>e by March 2040, which represents a 100% reduction from our 2025 baseline emissions.

Planned measures to achieve this target include:

- Implementing energy efficiency improvements such as LED lighting and smart energy policies.
- Promoting energy awareness and good practices among all employees.
- Monitoring and reporting emissions annually to track progress toward our targets.

## 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-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<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

**Signed on behalf of the Supplier:**

ANGELA BEDIAKO

Date: 30/04/2025

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<sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>