

Carbon Reduction Plan



Owner: Compliance and Assurance Manager

Department: Compliance

Effective Date: 21st December 2021

Document Control:

| Version control | Nature of change | Author of Change | Date of Change |
|-----------------|---|------------------|----------------|
| 0.1 | Initial draft | Brian Sullivan | 21.12.21 |
| 0.2 | Updated with IUK data | Brian Sullivan | 07.01.21 |
| 0.3 | Final draft | Brian Sullivan | 19.01.22 |
| 1.0 | CEO Approved | Fiona Monahan | 26.01.22 |
| 2.0 | Annual Review and Update | Brian Sullivan | 20.01.23 |
| 2.1 | CEO Approved | Fiona Monahan | 23.01.23 |
| 3.0 | Rebased for business – due to significant changes in operations | Brian Sullivan | 31.01.24 |

Commitment to achieving Net Zero

Ingeus is committed to achieving Net Zero emissions by 2050.

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: 2021/2022 | |
| Additional Details relating to the Baseline Emissions calculations. | |
| <p>This assessment covers a 12-month period from 1st July 2021 to 30th June 2022. Programmes delivered:</p> <ul style="list-style-type: none"> • Central London Forward (Job Entry Target Scheme (JETS) and Work and Health Programme) • Department of Work and Pensions (Access to Work (Able Futures); Job Entry Target Scheme (JETS); Restart and Work and Health Programme) • Greater Manchester Combined Authority (Future You (NEETS programme); Integrated Rehabilitation Services; Job Entry Target Scheme (JETS) and Work and Health Programme) • Ministry of Justice (HMPPS) - (CFO3; CFO Activity Hub; Commissioned Rehabilitation Services) • National Citizen Service Trust (National Citizen Service) • National Health Service (National Diabetes Prevention Programme) <p>Through 21/22:</p> <ul style="list-style-type: none"> • We mobilised significant new programmes i.e. Restart and CRS during the reporting year | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | <p>0</p> <p>It is our assessment that we make no scope 1 emissions. In our service delivery we do not make any direct greenhouse gas emissions. We do not control any boilers; nor do we operate any vehicles.</p> |
| Scope 2 | <p>278.2 tCO₂e</p> <p>Purchased electricity and heating.</p> |
| Scope 3 (Included Sources) | <p>Business Mileage - 249.1 tCO₂e</p> <p>Business Travel - 10.4 tCO₂e</p> <p>Subcontracted Delivery - 82.3 tCO₂e</p> <p>Upstream Emissions – 0 tCO₂e*</p> <p>Waste Generated in Operations – 0 tCO₂e*</p> <p>Downstream Transportation – 0 tCO₂e*</p> <p>*not applicable to our delivery.</p> |
| Total Emissions | 521.4 tCO₂e (exclusive of subcontracted delivery) |
| | 620 tCO₂e (Inclusive of subcontracted delivery) |

Current Emissions Reporting

Reporting Year: 2022/23

This assessment covers a 12-month period from 1st July 2022 to 30th June 2023. Programmes delivered:

- Central London Forward (Job Entry Target Scheme (JETS) and Work and Health Programme)
- Department of Work and Pensions (Access to Work (Able Futures); Job Entry Target Scheme (JETS); Restart and Work and Health Programme)
- Greater Manchester Combined Authority (Future You (NEETS programme); Integrated Rehabilitation Services; Job Entry Target Scheme (JETS) and Work and Health Programme)
- Ministry of Justice (HMPPS) - (CFO3; CFO Activity Hub; Commissioned Rehabilitation Services)
- National Citizen Service Trust (National Citizen Service)
- National Health Service (National Diabetes Prevention Programme)

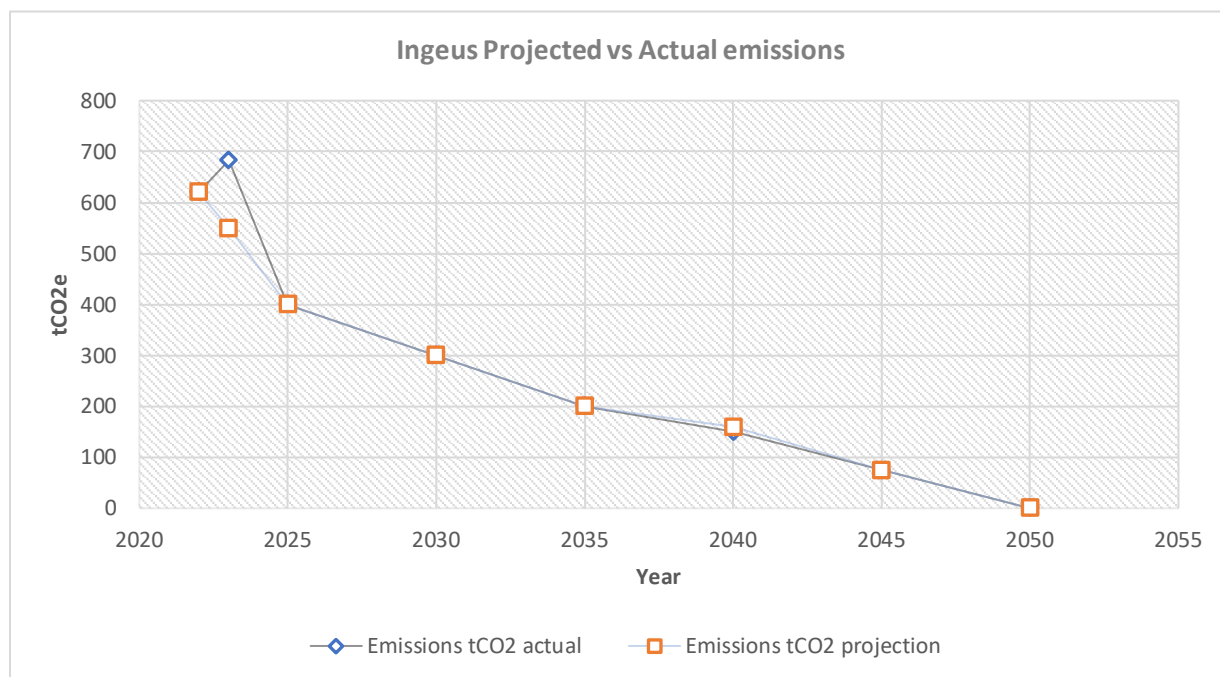
| EMISSIONS | TOTAL (tCO ₂ e) |
|---------------------------------------|--|
| Scope 1 | 0 It is our assessment that we make no scope 1 emissions. In our service delivery we do not make any direct greenhouse gas emissions. We do not control any boilers; nor do we operate any vehicles. |
| Scope 2 | 286.2 tCO₂e Purchased electricity and heating. |
| Scope 3 (Included Sources) | Business Mileage - 279.11 tCO ₂ e Business Travel - 33.1 tCO ₂ e Subcontracted Delivery - 85.3 tCO ₂ e Upstream Emissions – 0 tCO ₂ e* Waste Generated in Operations – 0 tCO ₂ e* Downstream Transportation – 0 tCO ₂ e* Commuting Travel – To be reported in 2024 *not applicable to our delivery. |
| Total Emissions | 598.41 tCO₂e (exclusive of subcontracted delivery) |
| | 683.71 tCO₂e (Inclusive of subcontracted delivery) |

Carbon Reduction Plan

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease to 300 tCO₂e by 2030. This is a reduction of 50%.

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



Narrative on 2022/23

| Financial Year | Business Turnover | Total emissions |
|----------------|-------------------|---------------------------|
| 2021/22 | £189 million | 620 tCO ₂ e |
| 2022/23 | £197 million | 683.71 tCO ₂ e |

1. Our business turnover increased from £189 million to £197million year on year.
2. The number of staff delivering services peaked at over 2500 from an average of 2300 in the previous year.
3. We supported some 40.000 participants through the year on our Restart contract alone.
4. We mobilised new Youth contracts in Greater Manchester and Justice contracts in the South-West of the England – increasing our profile and footprint as a result.
5. We developed our delivery from a hybrid model (mixture of face to face and remote delivery) to exclusively face to face delivery across our programmes to improve engagement and support participant progression.
6. We increased the number of delivery sites to 178 locations across the country. We also delivered to participants in a number of ad-hoc and remote delivery locations.
7. This was the first full year of operations post covid pandemic with all restrictions fully lifted.
8. We increased the number of face-to-face contact meetings to improve business engagement.
9. Developed our approach to recording and reporting gas and electricity usage in conjunction with consultants appointed by our APM Group colleagues.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Ingeus has a strong commitment to sustainable development. Ingeus introduced the use of Microsoft Teams (MS Teams) across our business. Its roll out was greatly accelerated due to the Covid-19 pandemic as we adapted to the government measures and continued operations. Whilst it is difficult to fully assess the impact of the introduction of MS Teams, we project that its introduction reduces the volume of greenhouse gas emitted by around 50 tonnes tCO₂e annually.

We have implemented energy saving lighting across all of Restart delivery sites. These are the largest operational sites we operate and they are in full time operation.

In the future we hope to implement further measures such as:

- Appointment of a senior manager to drive our approach to carbon reduction and sustainability practices.
- Development and implementation of a sustainable procurement policy that invests in products, materials and resources that are eco-friendly, sustainable and produced ethically.
- Aligning our environmental management systems in line with ISO14001:2015.
- Closer working with our landlords to support the implementation of energy saving devices within our delivery centres.
- Work with our supply chain partners to develop their approaches to carbon reduction and sustainability (Ingeus supply chain include delivery partners that provide either the same services as we do or, provide a service that supports our participant to progress towards their overarching target/goal).
- Review of staff commuting activities and introduction of salary sacrifice schemes to encourage them to utilise public transport/purchase of electric vehicles.
- Monitoring, measuring, and reporting environmental performance against policy objectives and KPIs.
- Continually improving the suitability, adequacy and effectiveness of Ingeus' environmental management systems to enhance its environmental performance.
- Implementation of an environmental purchasing strategy that seeks to reduce our carbon footprint.
- Compliance with ESOS Phase 3 and the implementation of its recommendation to reduce our energy usage and carbon footprint.
- Working with our APM Group colleagues as part of our commitment to drive reductions in emissions. This includes improvements in collation and reporting of emissions data.
- Collation of employee commuting information.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:

Fiona Monahan

CEO

Date: 31.01.2024

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

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

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