

Carbon Reduction Plan



Owner: Compliance and Assurance Manager

Department: Compliance

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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

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: 2019/2020	
Additional Details relating to the Baseline Emissions calculations.	
<p>Ingeus is a people services business, part of the global Advanced Personnel Management (APM) group. We deliver services commissioned by government departments, agencies and mayoral authorities that seek to enable the better lives of participants. Our services are focused on supporting participants into sustainable employment; improving their health outcomes or providing life experiences that will support their personal development. This assessment covers a 12-month period 1st July 2019 to 30th June 2020. This period was determined as it is in line with our financial and account reporting period.</p> <p>During the period Ingeus delivered services commissioned by:</p> <ul style="list-style-type: none"> • Central London Forward (Work and Health Programme) • Department of Work and Pensions (Access to Work (Able Futures); Work and Health Programme) • Greater Manchester Combined Authority (GMCA) (Work and Health Programme) • Ministry of Justice (HMPPS) – CF03 • National Citizen Service Trust (NCS) • National Health Service (National Diabetes Prevention Programme). <p>Note: Delivery was impacted significantly by the Covid 19 pandemic. Much of our delivery was undertaken remotely following the introduction of government restrictions in March 2020).</p>	
Baseline year emissions: 2019/20	
EMISSIONS	TOTAL (tCO₂e)
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	56.7 tCO₂e Purchased electricity and heating.
Scope 3 (Included Sources)	258.7 tCO₂e (Business Mileage) 10.9 tCO₂e (Business Travel)
Total Emissions	326.3 tCO₂e
	0.37 tCO₂e per full time equivalent (FTE) employee

Carbon Reduction Plan

Current Emissions Reporting

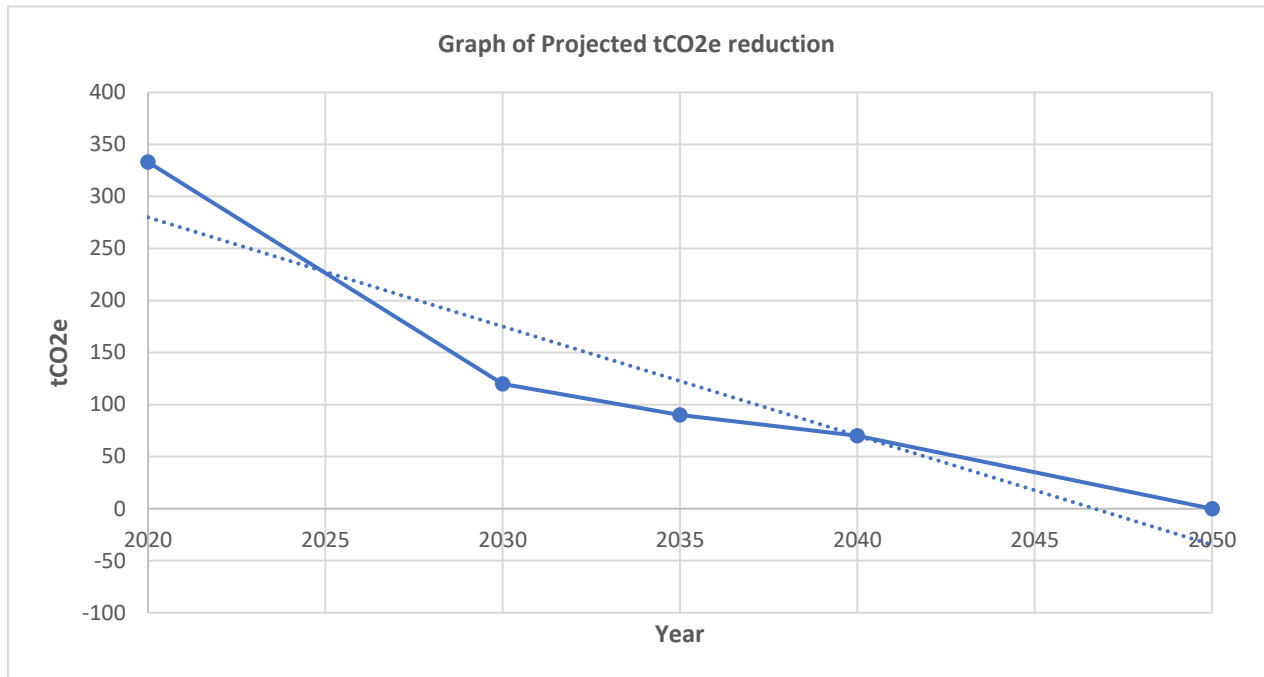
<p>Reporting Year: 2021/22</p> <p>This assessment covers a 12-month period from 1st July 2021 to 30th June 2022. Programmes delivered:</p> <ul style="list-style-type: none"> • Central London Forward (Job Entry Target Scheme (JETS) and Work and Health Programme) • Department of Work and Pensions (Access 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>Note – through 21/22:</p> <ul style="list-style-type: none"> • We returned to face-to-face delivery after the Covid 19 pandemics • We mobilised significant new programmes i.e. Restart and CRS during the reporting year 	
EMISSIONS	TOTAL (tCO ₂ e)
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>16.86 tCO₂e</p> <p>Purchased electricity and heating.</p>
Scope 3 (Included Sources)	<p>249.1 tCO₂e (Business Mileage)</p> <p>10.4 tCO₂e (Business Travel)</p> <p>82.3 tCO₂e (Subcontracted Delivery)</p>
Total Emissions	276.36 tCO₂e (exclusive of subcontracted delivery)
	358.7 tCO₂e (Inclusive of subcontracted delivery)
	0.15 tCO₂e per full time equivalent (FTE) employee

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 **150 tCO₂e** by 2027. This is a reduction of **50%**.

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



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Ingeus has a strong commitment to sustainable development. During 2020, we 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.

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.

Carbon Reduction Plan

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).

Fiona Monahan

CEO, Ingeus

Date: 23.01.23

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>