

# Carbon Reduction Plan



**Owner:** Head of Risk and Compliance

**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
4.0	Annual Review	Brian Sullivan	31.01.25
5.0	Annual Review	Brian Sullivan	31.01.26

## 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.

<b>Baseline Year: 2021/2022</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
<p>This assessment covers a 12-month period from 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022. Programmes delivered:</p> <ul style="list-style-type: none"> <li>• Central London Forward (Job Entry Target Scheme (JETS) and Work and Health Programme)</li> <li>• Department of Work and Pensions (Access to Work (Able Futures); Job Entry Target Scheme (JETS); Restart and Work and Health Programme)</li> <li>• Greater Manchester Combined Authority (Future You (NEETS programme); Integrated Rehabilitation Services; Job Entry Target Scheme (JETS) and Work and Health Programme)</li> <li>• Ministry of Justice (HMPPS) - (CFO3; CFO Activity Hub; Commissioned Rehabilitation Services)</li> <li>• National Citizen Service Trust (National Citizen Service)</li> <li>• National Health Service (National Diabetes Prevention Programme)</li> </ul> <p><b>Through 21/22:</b></p> <ul style="list-style-type: none"> <li>• We mobilised significant new programmes i.e. Restart and CRS during the reporting year</li> </ul>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<p><b>0</b></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>
<b>Scope 2</b>	<p><b>278.2 tCO<sub>2</sub>e</b></p> <p>Purchased electricity and heating.</p>
<b>Scope 3 (Included Sources)</b>	<p>Business Mileage - 249.1 tCO<sub>2</sub>e</p> <p>Business Travel - 10.4 tCO<sub>2</sub>e</p> <p>Subcontracted Delivery - 82.3 tCO<sub>2</sub>e</p> <p>Upstream Emissions – 0 tCO<sub>2</sub>e*</p> <p>Waste Generated in Operations – 0 tCO<sub>2</sub>e*</p> <p>Downstream Transportation – 0 tCO<sub>2</sub>e*</p> <p>Commuting – not recorded</p> <p>*not applicable to our delivery.</p>
<b>Total Emissions</b>	<b>521.4 tCO<sub>2</sub>e (exclusive of subcontracted delivery)</b>
	<b>620 tCO<sub>2</sub>e (Inclusive of subcontracted delivery)</b>

## Current Emissions Reporting

### Reporting Year: 2024/25

This assessment covers a 12-month period from 1<sup>st</sup> July 2024 to 30<sup>th</sup> June 2025. Programmes delivered:

- Central London Forward (Work and Health Programme; Work and Health Programme Pioneer)
- Department of Work and Pensions (Access to Work (Able Futures); Restart; Work and Health Programme; Work and Health Programme Pioneer; Health Assessment Advisory Service)
- Greater Manchester Combined Authority (Integrated Rehabilitation Services; Work and Health Programme; Work and Health Programme Pioneer)
- Ministry of Justice (HMPPS) - (CFO Evolution; Commissioned Rehabilitation Services; Careers Information Advice and Guidance)
- National Citizen Service Trust (National Citizen Service)

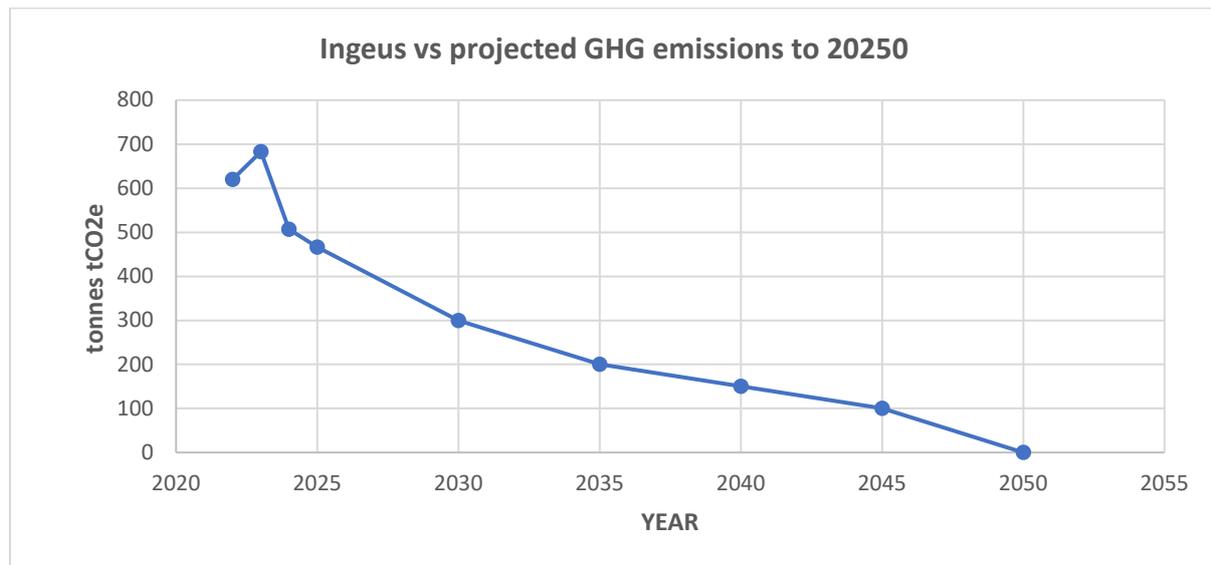
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	<b>0.62 tonnes tCO<sub>2</sub>e</b> Ingeus operates 3 electric vehicles that support participant travel.
Scope 2	<b>11 tonnes tCO<sub>2</sub>e</b> - purchased electricity and heating. NOTE energy purchased is from sources that are net zero at the point of generation.
Scope 3 (Included Sources)	<b>1871 tonnes tCO<sub>2</sub>e all sources</b> <ul style="list-style-type: none"> <li>• Business Mileage – 321 tonnes tCO<sub>2</sub>e</li> <li>• Business Travel – 45 tonnes tCO<sub>2</sub>e</li> <li>• Subcontracted Delivery - 88 tonnes tCO<sub>2</sub>e</li> <li>• Upstream Emissions – 0 tCO<sub>2</sub>e*</li> <li>• Waste Generated in Operations – 0 tCO<sub>2</sub>e*</li> <li>• Downstream Transportation – 0 tCO<sub>2</sub>e*</li> <li>• Commuting Travel – 1417 tonnes tCO<sub>2</sub>e (based on 2025 staff survey) *not applicable to our service delivery.</li> </ul>
Total Emissions	<b>1883 tonnes tCO<sub>2</sub>e (all sources)</b>  <b>466 tonnes tCO<sub>2</sub>e (less scope 3 commuting – added for relative comparison to baseline where commuting was not measured)</b>

## 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 tCO<sub>2</sub>e by 2030. This is a reduction of 50%. **We will seek to be NET Zero for Scope 2 emissions by 2030.**

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



### Financial Turnover Comparisons

Financial Year	Business Turnover	Total emissions*
2021/22	£189 million	620 tonnes tCO <sub>2</sub> e
2022/23	£197 million	683.71 tonnes tCO <sub>2</sub> e
2023/24	£162 million	507 tonnes tCO <sub>2</sub> e
2024/25	£TBC million	466 tonnes tCO <sub>2</sub> e

\*covers emissions measured for the tracking period.

### 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 tCO<sub>2</sub>e annually.

We have implemented energy saving lighting across all of 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.
- Accreditation to 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 recommendations 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.

## 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>.

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).

### Approved:

Fiona Monahan

CEO

Date: 31.01.2026

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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>

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