



CARBON REDUCTION PLAN Golden Star Care Ltd

CARBON REDUCTION PLAN 2026–2050

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1. POLICY STATEMENT

Golden Star Care Ltd is fully committed to environmental sustainability and the reduction of carbon emissions across all operations. We recognise our responsibility to contribute to the UK's legally binding target of achieving **Net Zero greenhouse gas emissions by 2050**.

This Carbon Reduction Plan sets out our commitment, procedures, and practical actions to reduce our environmental impact while maintaining high-quality care services for children and young people.



We aim to:

- Reduce greenhouse gas emissions across all operational activities
 - Integrate sustainability into care delivery and business practices
 - Comply with all relevant UK legislation and regulatory frameworks
 - Align with national and global climate commitments
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2. COMMITMENT TO NET ZERO

Golden Star Care Ltd commits to:

- Achieve **Net Zero carbon emissions by 2050** in line with UK legislation
- Reduce emissions progressively through measurable targets
- Prioritise emission reduction before offsetting unavoidable emissions

This commitment aligns with **Procurement Policy Note (PPN 06/21)**, requiring organisations to adopt carbon reduction plans and demonstrate measurable progress towards Net Zero.



3. SCOPE OF THE POLICY

This policy applies to all areas of the organisation, including:

- Residential and support services
 - Office and administrative functions
 - Staff travel and transport services
 - Procurement and supply chain activities
 - Waste management and utilities
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4. CARBON EMISSIONS FRAMEWORK

The Company will measure and report emissions in accordance with the **GHG Protocol** and UK standards:

Scope 1 - Direct Emissions

- Fuel used in company vehicles
- On-site heating (gas, oil, etc.)

Scope 2 - Indirect Energy Emissions

- Purchased electricity
- Heating and cooling systems



Scope 3 – Indirect Supply Chain Emissions

- Staff commuting and business travel
- Procurement (goods and services)
- Waste disposal
- External services

These categories are recognised as standard reporting requirements under UK carbon reduction plans.

5. BASELINE EMISSIONS

Heath Care Services Ltd will:

- Establish a **baseline year** (first reporting year)
- Record and monitor total greenhouse gas emissions (tCO₂e)
- Use this baseline to measure progress over time

Baseline emissions are defined as the reference point from which reductions are measured.



6. CARBON REDUCTION OBJECTIVES

The Company aims to:

Short-Term (1-3 Years)

- Introduce energy-saving practices across all sites
- Reduce paper usage and move to digital systems
- Increase recycling rates

Medium-Term (3-10 Years)

- Transition to **renewable energy suppliers**
- Reduce vehicle emissions by adopting low-emission or electric vehicles
- Improve building energy efficiency

Long-Term (By 2050)

- Achieve full Net Zero operations
 - Offset residual emissions responsibly
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7. CARBON REDUCTION PROCEDURES



7.1 Energy Management

- Monitor energy consumption regularly
- Install energy-efficient lighting (LED)
- Ensure equipment is switched off when not in use

7.2 Sustainable Transport

- Encourage staff to use public transport or car-sharing
- Promote remote working where appropriate
- Transition towards electric or hybrid vehicles

7.3 Waste Reduction

- Implement recycling and waste segregation
- Reduce single-use plastics
- Use environmentally friendly cleaning products

7.4 Procurement and Supply Chain

- Source goods from sustainable suppliers
- Reduce packaging and transport emissions
- Prioritise local suppliers where possible



7.5 Digital Transformation

- Reduce reliance on paper-based systems
 - Adopt electronic records and communications
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8. ROLES AND RESPONSIBILITIES

Directors and Senior Management

- Ensure leadership and accountability for sustainability
- Approve and review the Carbon Reduction Plan

Staff

- Comply with environmental procedures
- Support waste reduction and energy-saving initiatives

Environmental Lead (if appointed)

- Monitor emissions and reporting
 - Implement improvement actions
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9. TRAINING AND AWARENESS

All staff will:

- Receive environmental awareness training
 - Be encouraged to adopt sustainable behaviours
 - Be informed about company sustainability goals
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10. MONITORING AND REPORTING

The Company will:

- Monitor energy usage, travel, and waste data
- Review emissions annually
- Update the Carbon Reduction Plan regularly
- Publish or make available the plan where required

Carbon Reduction Plans are expected to be reviewed annually and approved at senior level.



11. CONTINUOUS IMPROVEMENT

Golden Star Care Ltd is committed to:

- Regularly reviewing environmental performance
 - Setting new targets as improvements are achieved
 - Responding to changes in legislation and best practice
 - Embedding sustainability into organisational culture
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12. DECLARATION AND APPROVAL

This Carbon Reduction Plan has been reviewed and approved by senior management and reflects the organisation's commitment to achieving Net Zero emissions by 2050.

Name: Elizabeth Amenuvor

Position: Director

Date: 25th June 26