

CARBON REDUCTION POLICY & PLAN

Introduction

Action Deafness is committed to reducing its carbon footprint and promoting environmental sustainability in all aspects of its operations.

We will ensure that we comply with all relevant criteria contained in this policy and will apply to all commissioning contracts, frameworks including SBS, NEPO, SUSTI, local and health authority agreements, CQC and CIW.

This policy applies to all employees, contractors, sub-contracts and direct supply providers.

As a tenant in a rented office space, our direct energy consumption under Scope 1 and Scope 2 is minimal. However, we recognise our responsibility to contribute to a sustainable future and aim to achieve Net Zero by 2050.

This Carbon Reduction Policy & Plan outlines our strategies, initiatives, and measurable targets to reduce our overall carbon impact, focusing on indirect emissions and fostering a culture of sustainability within our organisation and the Deaf, Deafblind, and Hard of Hearing communities.

Objectives

- Net Zero Commitment: Achieve Net Zero carbon emissions by 2050 through proactive reduction measures and sustainable practices.
- Sustainable Operations: Integrate environmentally responsible practices into our daily operations, culture, and community engagement.
- Stakeholder Collaboration: Engage staff, volunteers, and stakeholders in collective carbon reduction efforts.

As we grow, we will continuously assess our carbon impact and adapt our working practices and policies to ensure we remain on a pathway to Net Zero.

Baseline Assessment

Since we do not have direct energy consumption under Scope 1 or Scope 2, our focus will be on indirect emissions. We will:

- Conduct an analysis of our carbon footprint using an accredited carbon calculator.
- Assess key sources of indirect emissions, including supply chain activities, business travel, and remote working.

Scope Emissions Baseline Plan & Targets

Scope 1 – Direct Emissions

Not applicable, as we do not own vehicles or operate on-site fuel systems. We work closely with our landlord “Loughborough University” to help achieve their Net Zero Decarbonisation Plan. They are working on a 78% reduction with Scope 1 & 2 by 2025 via cost-effective pathways such as LED Lighting installations, deployment of low carbon technologies across the estate and a shift from gas to electrical heat & sustainable heat.” Stakeholder support of these plans are key to their success and Action Deafness fully support these projects.

Scope 2 – Indirect Emissions from Energy

Not applicable, as our energy use is managed by our landlord. However, we will collaborate with them to encourage sustainable energy sourcing (see Scope 1 for further information in relation to the University plan).

Scope 3 – Other Indirect Emissions

We will focus on the following key areas:

- Employee Commuting & Business Travel: Promote remote working, public transport, and virtual meetings.
- Supply Chain & Procurement: Engage with suppliers who prioritise sustainability.
- Waste Management: Strengthen recycling initiatives and reduce single-use plastics.

Emission Reduction Targets:

- 2030: Reduce Scope 3 emissions by 30% through remote working and sustainable procurement.
- 2035: Achieve a 60% reduction by increasing teleconferencing and implementing a zero-waste policy.
- 2040: Achieve a 90% reduction by engaging suppliers in carbon reduction initiatives and further travel reductions.

Carbon Reduction Strategies

A. Sustainable Workplace Initiatives

- Encourage digital documentation to reduce paper waste.
- Promote responsible energy use within our office space.

B. Green Transport & Remote Work

- Support flexible working to minimise commuting emissions.
- Promote public transport and shared mobility options for necessary travel.

C. Waste Reduction and Sustainable Procurement

- Implement a zero-waste policy.

- Prioritise eco-friendly and sustainable suppliers.

D. Carbon Offsetting & Nature-Based Solutions

- Engage in verified carbon offset initiatives to balance unavoidable emissions.

Monitoring and Reporting

- Implement annual sustainability audits with both staff and stakeholders
- Publish transparent reports on progress and future objectives.
- Engage stakeholders in discussions on carbon reduction initiatives.

Engagement, Training, and Awareness

- Train employees on sustainability best practices.
- Establish a green team to drive carbon reduction initiatives.
- Educate the wider community on environmental responsibility.

Continuous Review and Enhancement

- Review this policy annually to ensure effectiveness and alignment with national climate goals.
- Stay informed on emerging sustainability trends and adjust our strategies accordingly.

Stakeholder Engagement and Collaboration

- Work with landlord, suppliers, and industry partners to implement sustainable practices.
- Encourage suppliers to reduce their carbon footprints and offer eco-friendly service provision where possible.

Financial Planning / Budgeting

- Explore funding opportunities for sustainability initiatives.
- Allocate resources towards achieving long-term carbon reduction goals.

Baseline Carbon Footprint Assessment (2024)

- Total Carbon Footprint: [95.80] tCO₂e

Key Areas Measured:

- Scope 3: Business travel, homeworking, procurement, and waste disposal.

Online Tools Used for Baseline Estimation:

- SSE Homeworking Calculator: <https://www.sseenergysolutions.co.uk/small-business-sustainability/carbon-footprint-calculator>

This policy will be reviewed annually.

Signed:

Craig Crowley
Chief Executive Officer

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