

## Carbon Reduction Plan

### Objectives

As a responsible business, we acknowledge the importance of reducing our carbon footprint to mitigate the impact of climate change.

*Changing Pathways is committed to minimising our environmental impact and contributing to the UK's Net Zero 2050 target. As a small charity, we have limited control over our building energy usage; however, we are committed to reducing our carbon footprint through responsible management of resources within our control. We are committed to achieving Net Zero emissions from our business operations (scope 1,2 and 3) by 2050.*

Our Carbon Reduction Plan is based around our Carbon Footprint, which allows us to accurately report our impacts and to track and communicate progress in reducing those impacts.

### Carbon Footprint Data

Our Carbon Footprint is based on:

- Scope 1 - Direct greenhouse gas emissions that occur from sources that are controlled or owned by Changing Pathways (e.g., fuel combustion in boilers and company vehicles).
- Scope 2 - Indirect greenhouse gas emissions associated with the purchase of electricity, steam, heat and cooling (gas and electricity use in buildings).
- Scope 3 - All sources not within Changing Pathway's scope 1 and 2, including:
  - Upstream transport & distribution (deemed negligible; Changing Pathways does not routinely transport or distribute goods to service users, customers, or stakeholders)
  - waste generated in operations (not possible to calculate for 2023-2024 ; see proposals for future projects)
  - business travel (not possible to calculate for 2023-2024 ; see proposals for future projects if applicable)
  - employee commuting (calculated from employee commuter data)
  - downstream transport & distribution (deemed negligible; Changing Pathways does not routinely transport or distribute goods to service users, customers, or stakeholders)

This is the first year of reporting our Carbon Footprint, hence the baseline and reporting year are both 2023.

### Baseline Carbon Footprint

Reporting Year: April 2023 - March 2024	
Emission	TOTAL (tCO <sub>2</sub> e)
Scope 1	94.49
Scope 2	32.26
Scope 3	34.26
<b>Total Emissions</b>	<b>161.01</b>

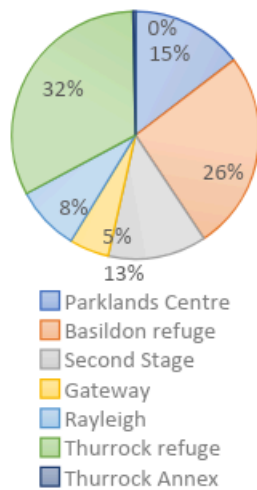
### Current Carbon Footprint

Reporting Year: April 2023 - March 2024	
Emission	TOTAL (tCO <sub>2</sub> e)
Scope 1	94.49
Scope 2	32.26
Scope 3	34.26
<b>Total Emissions</b>	<b>161.01</b>

This is broken down into each site as follows:

	Scope 1 Gas	Scope 2 Electric	Water	Scope 3	TOTAL
Parklands Centre	5.88	1.37	0.01	16.26	23.52
Basildon refuge	26.09	8.95	0.01	6.91	41.97
Second Stage	13.61	7.11	0.02	-	20.74
Gateway	7.34	0.91	0.09	-	8.33
Rayleigh	10.79	2.78	0.07	-	13.64
Thurrock refuge	30.78	10.17	0.25	11.08	52.28
Thurrock Annex	-	0.38	0.14	-	0.52
<b>TOTAL</b>	<b>94.49</b>	<b>31.67</b>	<b>0.59</b>	<b>34.26</b>	
<b>TOTAL FOR SCOPE</b>	<b>94.49</b>	<b>32.26</b>		<b>34.26</b>	<b>161.01</b>

### TOTAL CARBON EMISSIONS (Scope 1-3)



## Carbon Reduction Targets

Our Scope 1 emissions are high, making up 58% of our total footprint, due to our reliance on gas heating systems in “Basildon Refuge” and “Thurrock” which make up half of gas usage.

With the current ambitious targets for decarbonisation of the electrical grid, our scope 2 emissions should fall rapidly. However, scope 1 and 3 will need active intervention to achieve decarbonisation.

We are now starting to properly understand and review our Scope 3 emissions, and will include further analysis in subsequent reports, when we will introduce targets for Scope 3 emission reduction.

We have not included any Carbon Offsetting in our current data although we appreciate that PPN 06/21 does allow for such strategies once all attempts have been made to meet Net Zero within the organisation. We will update this in our 2024-2025 report.

## Carbon Reduction Projects

Certain initiatives were already in place before the 2023-2024 baseline including:

- Replacement of the majority of our light fittings with LED lamps
- Review temperature setting of gas boilers
- Setpoint of heating throughout set at 21°C
- Car Sharing encouraged for commuting
- Car Sharing encouraged for business travel
- Provision of video conference facilities to support remote working and remote delivery of some services

The following projects are currently under review or in progress:

- Replacement of the remainder of our light fittings with LED lamps as they become due for upgrade/replacement
- Continuing to review our use of paper and reducing the need to print hard copy documents.
- Default print options as Black and White
- Measurement of waste generation
- Changing Pathways diesel Van replacement with hybrid petrol vehicles.

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

- Review replacement of boiler at end of life in Parklands Centre (next couple of years)
- Encourage cycling for local commuting.
- Implementation of a Sustainability Policy to facilitate Organisational and Cultural change
- Development of ethical procurement guidelines
- Measurement by floor area (m<sup>2</sup>) to allow direct comparison between sites
- Improvement of controls on our remaining gas boilers
- Replacement of gas boilers with heat pumps or alternative electric heating systems
- Provision of secure cycle storage at our office location and other buildings
- Introduction of a salary sacrifice scheme for EV purchasing
- Gold Standard Carbon Offsetting
- Assistance for employees to improve their energy efficiency at home

**Note**

This Carbon Reduction Plan has been completed by Ingleton Wood LLP in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

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**Tania Woodgate**

**Date 27/09/2024**

**Review Due: 09-2025 Issue: 1**