

CARBON REDUCTION PLAN

Carbon Reduction Plan

We Are Care Limited · Company registration number 14772282

Document version	v1.1
Publication date	24 September 2026
Prepared	24 September 2026
Supplier name	We Are Care Limited
Document reference	BTN-WAC-CRP-2026-V1
Reporting standard	Procurement Policy Note 006 (formerly PPN 06/21), using the UK Government GHG Conversion Factors for Company Reporting 2026 (DESNZ, published 11 June 2026)

Commitment to achieving Net Zero

We Are Care Limited is committed to achieving Net Zero greenhouse gas emissions by 2050 across our UK operations.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases emitted before the introduction of any strategies to reduce emissions. They are the reference point against which emissions reduction can be measured.

Baseline year: 1 April 2025 to 31 March 2026

We Are Care Limited commenced trading in the financial year ended 31 March 2026. This is the company's first year of operational activity and therefore the first year for which an emissions footprint can meaningfully be reported. In accordance with common practice for first-time reporters, the baseline year and the current reporting year are the same. Future reports will measure performance against this baseline.

Additional details relating to the baseline emissions calculations:

The company is remote-first and holds no premises. It operates no vehicles and purchases no energy directly. Emissions therefore arise entirely within Scope 3.

Scope	Category	Emissions (tCO ₂ e)
Scope 1	Direct emissions from owned or controlled sources	0.000
Scope 2	Indirect emissions from purchased electricity, heat and steam	0.000
Scope 3	Business travel	1.260
	Employee commuting (including homeworking)	3.156
	Waste generated in operations	0.000
	Upstream transportation and distribution	0.000
	Downstream transportation and distribution	0.000
	<i>Scope 3 total</i>	<i>4.416</i>
Total		4.416

Current emissions reporting

Reporting year: 1 April 2025 to 31 March 2026

As the baseline year and current reporting year are the same, the figures above represent both. The next report will cover the year ending 31 March 2027 and will report progress against this baseline.

Scope	Category	Emissions (tCO ₂ e)
Scope 1		0.000
Scope 2		0.000
Scope 3	Business travel	1.260
	Employee commuting (including homeworking)	3.156
	Waste generated in operations	0.000
	Upstream transportation and distribution	0.000
	Downstream transportation and distribution	0.000
Total		4.416

Methodology, reporting boundary and data sources

Conversion factors

All conversion factors are taken from the UK Government GHG Conversion Factors for Company Reporting 2026, published by the Department for Energy Security and Net Zero on 11 June 2026 (full set). The 2026 set was applied as the most current set published at the time this plan was prepared.

Activity	Factor applied	Source worksheet
Car, average, fuel type unknown	0.26699 kgCO ₂ e per mile	Business travel – land
National rail	0.03092 kgCO ₂ e per passenger-km	Business travel – land
Homeworking (office equipment and heating)	0.32393 kgCO ₂ e per FTE working hour	Homeworking

Calculations

Scope 1 — nil. We Are Care Limited owns and operates no vehicles, holds no fuel cards, and occupies no premises. There are no direct emissions from owned or controlled sources.

Scope 2 — nil. The company holds no premises and purchases no electricity, heat or steam. There are no indirect emissions from purchased energy.

Scope 3 — business travel (1.260 tCO₂e)

	Activity data	Calculation	tCO ₂ e
Car	3,767 miles	$3,767 \times 0.26699 \text{ kgCO}_2\text{e}$	1.006
Rail	5,100 passenger-miles (8,207.7 km)	$8,207.7 \times 0.03092 \text{ kgCO}_2\text{e}$	0.254
	Total		1.260

Car mileage is taken from company expense records for the reporting year. Fuel type is not recorded, so the average car conversion factor for unknown fuel has been applied.

Rail activity comprises 22 return journeys: two Cardiff to London (145 miles each way) and twenty London to Birmingham (113 miles each way). Distances are standard route mileages.

Scope 3 — employee commuting including homeworking (3.156 tCO₂e)

The company operates on a remote-first basis with no office. Staff work from home and there is no routine commuting. Emissions in this category therefore arise from homeworking rather than travel to a workplace.

	Basis	Hours
4 full-time staff	37.5 hours per week × 46.4 working weeks	6,960
3 part-time staff	20 hours per week × 46.4 working weeks	2,784
Total FTE working hours		9,744

Working weeks are calculated as 52 weeks less 5.6 weeks statutory annual leave. Total full-time equivalent across the reporting year is 5.6 FTE.

9,744 FTE working hours × 0.32393 kgCO₂e = **3,156 kgCO₂e (3.156 tCO₂e)**

Scope 3 — waste generated in operations (nil). The company operates paperless processes across recruitment, onboarding, compliance, scheduling and payroll, and holds no premises generating operational waste. Emissions in this category are not material and are reported as nil.

Scope 3 — upstream and downstream transportation and distribution (nil). We Are Care Limited does not manufacture, purchase, store or distribute physical goods. There are no emissions in these categories.

Reporting boundary

We Are Care Limited reports greenhouse gas emissions arising from its own operations. The reporting boundary comprises the company's permanent workforce, its directly controlled IT and digital infrastructure, its procurement, and business travel undertaken on company business.

Carers engaged by We Are Care on flexible assignments select the assignments they undertake and arrange their own travel to them. That travel is not within We Are Care's operational control and is therefore outside this reporting boundary. We nonetheless act to reduce it: we match carers to assignments local to them, and we capture transport information at registration so that local placement can be measured and improved.

Subsidiaries

We Are Care Limited is the parent of Baton Technologies Limited (17312705) and We Are Care Connect Limited (17179577). Neither subsidiary traded during the reporting period and neither has any emissions to report.

Emissions reduction targets

We Are Care Limited commits to achieving Net Zero greenhouse gas emissions by 2050 across its UK operations.

As this is the company's first year of reporting, the baseline of 4.416 tCO₂e is the reference point for all future measurement.

Interim targets

Milestone	Target
2030	Reduce emissions per full-time equivalent employee by 25% against the 2025/26 baseline
2035	Reduce emissions per full-time equivalent employee by 50% against the 2025/26 baseline
2040	Reduce emissions per full-time equivalent employee by 75% against the 2025/26 baseline
2050	Net Zero

Targets are expressed per full-time equivalent employee rather than in absolute terms. The company is in its first year of trading and expects headcount to grow; an absolute target would be met or missed as a function of growth rather than of environmental performance. Absolute emissions will continue to be reported alongside intensity in every future plan.

Baseline emissions intensity: **0.789 tCO₂e per FTE** (4.416 tCO₂e ÷ 5.6 FTE).

Carbon reduction projects

Completed carbon reduction initiatives

The following measures were in place during the reporting year and are reflected in the baseline figures above.

- 1. Remote-first operating model.** The company holds no premises. This eliminates Scope 1 emissions from heating, Scope 2 emissions from purchased electricity, and routine employee commuting entirely.
- 2. Paperless operations.** Recruitment, onboarding, compliance, scheduling and payroll are conducted digitally through the company's own workforce platform. Operational waste is negligible.
- 3. Local placement of carers.** Assignments are matched to carers local to them, reducing assignment travel distance. Transport information is captured at registration.
- 4. Digital-first meetings.** Video conferencing is the default for internal and client meetings, with travel undertaken only where a physical presence is necessary.
- 5. IT equipment life extension.** Equipment is reused, redeployed, securely wiped and disposed of through WEEE-compliant providers.

Planned carbon reduction initiatives

- 1. Rail as the default for business travel.** Rail accounted for 5,100 passenger-miles and 0.254 tCO₂e, against 3,767 car miles and 1.006 tCO₂e. Car travel produced four times the emissions of rail across fewer miles. The company will make rail the default where a rail route exists.
- 2. Improved travel data capture.** Mileage and rail travel will be recorded as distinct categories in the company's accounting system, so that future reporting is based on measured rather than reconstructed data.
- 3. Hosting provider assessment.** Hosting and infrastructure providers will be assessed against their published decarbonisation commitments as part of supplier selection and review.
- 4. Homeworking efficiency.** Homeworking accounts for 71% of the company's total footprint. The company will provide guidance to staff on reducing energy use while working from home, and will consider this in equipment specification.
- 5. Environmental criteria in procurement.** Environmental performance will form part of supplier selection and review where proportionate to the services provided.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with Procurement Policy Note 006 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, and use the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of We Are Care Limited:

Name	Julian Humphreys
Position	Director
Date	24 September 2026