

Carbon Reduction Plan:

Voyage BidCo Limited, FY24/25

Commitment to achieving Net Zero

Voyage Care is committed to achieving net zero carbon emissions by 2035 and to make significant reductions in overall carbon emissions by 2025. We aim to reduce our impact on the environment, working with the people we support, colleagues, our supply chain and other key stakeholders to support environmental initiatives to realise a net zero carbon future by decarbonising and reducing our energy use, waste and pollution generation and by conserving natural resources.

Baseline Emissions Footprint

We are working hard to better understand and target a reduction in our carbon emissions whilst raising awareness of emissions at a group level in line with legal reporting requirements and at an individual care service level to drive reductions. Our baseline year, a record of the greenhouse gases that have been produced in the past and prior to the introduction of any strategies to reduce emissions is April 2019-March 2020.

Baseline Year: 1 April 2019 – 31 March 2020	
Additional Details relating to the Baseline Emissions calculations	
The GHG emissions scope boundary, used to establish the baseline, was determined using an operational control model following the GHG protocol. The baseline includes all Scope 1 and 2 emissions in accordance with SECR requirements. Scope 3 emissions have been calculated as per the GHG Corporate Value Chain (Scope 3) Standard Guidance.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	6,785
Scope 2	3,476 (market based¹) 2,129 (location based)

¹ For the baseline year, the incumbent electricity supplier had a market based residual fuel mix 47% higher than the UK grid-average factor (2019)



Scope 3 (Included Sources)	4,740 4. Upstream Transportation and Distribution: Not Available 5. Waste generated in operations: 326 6. Business travel (not VC owned/operated): 1,229 7. Employee commuting: 3,185 ² 9. Downstream Transportation and Distribution: NA ³
Total Emissions	15,001 (market based) 13,654 (location based)

Current Emissions Reporting

Reporting Year: 1 April 2024 - 31 March 2025	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	6,404
Scope 2	0 (market based) 1,402 (location based)
Scope 3 (Included Sources)	4,567 4. Upstream Transportation and Distribution: Not Available 5. Waste generated in operations: 312 ⁴ 6. Business travel (not VC owned/operated): 583 7. Employee commuting: 3,672 ⁵ 9. Downstream Transportation and Distribution: NA
Total Emissions	10,971 (market based) 12,373 (location based)

² Bioregional (external consultant) estimations based on financial data and assumed staff travel patterns

³ Category 9 (downstream transportation and distribution) is not relevant to Voyage Care as we do not produce or sell any physical products to transport / distribute.

⁴ Comprises of scheduled waste in operations (residual/recycling/clinical & hazardous/confidential). Excludes bulky/construction wastes

⁵ Figure reflects 23/24 data; ongoing HR system enhancements are expected to refine estimations as claims and travel assumptions evolve.



Emissions reduction targets

To continue our progress to achieving Net Zero, we are in the process of developing and setting more detailed interim and long-term emission reduction targets through the development of a carbon reduction roadmap (see pg. 5). Whilst we are still developing a detailed plan, we acknowledge that to achieve our anticipated 2035 longstop target, we will need to be targeting a reduction on our carbon emissions, as detailed above, of approximately 10% per annum.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Voyage Care has been implementing climate and ESG measures proactively since 2020, and the carbon emission reduction achieved by these schemes equate to 4,030 tCO₂e, a 27% reduction against the 2019/20 baseline (market based), measures that continue to be in effect. The 19/20 baseline year provides a fixed reference point for long-term decarbonisation. Year-on-year variations in absolute emissions should be interpreted in the context of organisational growth and changes in operational scale.

Policies and Governance

Our Environmental and ESG policies aim to minimise the impact and maximise the benefit that our activities have on the environment and people around us whilst operating ethically, sustainably, and responsibly. We are committed to creating an inclusive culture by ensuring equality, diversity and inclusion is integral to our people strategy with a clear focus on the safety, wellbeing and health of our colleagues and the people we support.

Operational Measures

Below are examples of a range of measures to optimise Voyage Care's vehicle fleet and building management, which have been, and are continuing to be, implemented:

- Electricity is provided from renewable sources.
- A digital first approach reduces unnecessary business-related travel, and all company cars are specified as battery electric or hybrid vehicles.
- 'Mission Zero' our behavioural change campaign, targeted at colleagues and people we support drives engagement and awareness. Captain Planet and his three sustainability sidekicks: energy educator, water wiz and waste warrior provide a series of fun and engaging activities to support people with guidance on reducing our environmental impact.



- Launched a co-production service environmental audit scheme, training people we support (in their role as quality checkers) to perform environmental audits of their home/service.
- Environmental communication via digital first campaigns including regular newsletters, poster campaigns, videos, and presentations. We also make use of social media and digital platforms to drive action and help promote awareness and involvement at a local level with our colleagues and the people we support. An important aspect of engaging our employees is recognising and rewarding their actions towards sustainability and themed content in our internal publications.
- An independent assessment of energy usage and the development of a strategy to reduce this usage, complemented by the roll out of smart energy metering infrastructure (gas and electricity) to all our property estate.

During 2025-26, we intend to implement further measures through the development of a carbon reduction roadmap. This will target Net Zero by 2035, adopting the following principles and initiatives:

- Continuously collect the highest quality, primary data on our emissions to aid in reduction and progress measurement across all scopes.
- Collaborate with leaseholders at non-owned sites, such as our supported living services, to measure utility consumption and encourage the switch to renewables energy tariffs and investment in retrofit improvements.
- Improve the thermal efficiency and operational energy performance of our property estate.
- Building on the outcomes of the retrofit pilot, this work is being taken forward as a wider transformational programme intended to support reductions in carbon emissions across selected services. The programme will be used to identify, assess, and prioritise a range of retrofit interventions, including fabric improvements such as enhanced insulation, upgrades to LED lighting and building systems and controls, and the installation of photovoltaic technologies where appropriate. Progress and future rollout will be reviewed annually and will be informed by programme performance, operational priorities, and the availability of funding, with learning used to inform a fabric-first approach across the wider estate over time.
- Continue to procure 100% renewable electricity for owned sites.
- Continue engagement and awareness raising to reduce energy consumption through our Mission Zero campaign.
- Wherever possible, electrify consumption and decarbonise property heating systems and appliances by prioritising sustainable choices for new buildings and major refurbishments informed by a sustainable design and refurbishment guide.



- Sustainable procurement policies and procedures to demonstrable impact on Scope 3 supply chain emission.
- Integrate climate mitigation and adaptation considerations into our governance and decision-making processes through adherence with legal/governance requirements i.e. SECR and ESOS and adopting best practice from other governance processes e.g. TCFD/Walker Part V.
- Reduce business travel by air, rail, and road through effective measurement and the development of a sustainable travel policy for business travel and employee commuting.
- Work towards developing and transparently reporting on ESG metrics.
- Restricting offsetting to residual scope 3 emissions using credible offsetting schemes.

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 standard⁶ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁷. 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) Standard⁸.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body). Signed on behalf of the supplier (Voyage Care Bidco Limited):

Mike McKessar, Chief Executive Officer
Date: 15/01/2026

⁶<https://ghgprotocol.org/corporate-standard>

⁷<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁸<https://ghgprotocol.org/standards/scope-3-standard>