**Net Zero Plan Policy**

Xcell Healthcare Solutions Ltd

**1. Introduction**

Xcell Healthcare Solutions Ltd recognises the urgent need to address climate change and is committed to supporting the UK Government’s target to achieve net zero carbon emissions by 2050, and the NHS’s ambition to reach net zero by 2040 (direct emissions).

As a domiciliary care provider, our environmental impact primarily arises from staff travel, energy use in our office, and procurement of goods and services. With fewer than 25 employees, we will adopt practical and proportionate measures to reduce emissions, while maintaining safe, high-quality care for service users.

**2. Baseline and Emission Sources**

We will begin by assessing our current carbon footprint across the following main areas:

* Scope 1 (Direct emissions): Company-owned vehicles (if any), heating of office space.
* Scope 2 (Indirect emissions): Purchased electricity for office operations.
* Scope 3 (Other indirect emissions): Staff travel (especially car use for domiciliary visits), waste generation, procurement (e.g. PPE, uniforms, medical supplies), and digital/cloud services.

For year one, we will collect data on energy bills, mileage claims, procurement spend, and waste disposal to establish a baseline.

**3. Net Zero Commitments**

*Short-term (by 2025):*

* Establish baseline carbon footprint.
* Switch to a renewable electricity supplier.
* Introduce staff awareness training on sustainability.
* Reduce paper use through digital care records where possible.

*Medium-term (by 2030):*

* Reduce business travel emissions by promoting car-sharing, use of public transport where feasible, and encouraging low-emission vehicles.
* Implement a green procurement policy (prioritising suppliers with environmental credentials).
* Improve waste segregation and recycling rates.
* Explore options for energy-efficient office equipment and lighting.

*Long-term (by 2040):*

* Transition the staff fleet (where company vehicles are used) to fully electric or hybrid vehicles.
* Offset any unavoidable emissions through accredited carbon offset schemes.
* Ensure 100% of suppliers meet sustainability standards.

*By 2050:*

* Achieve Net Zero carbon emissions.

**4. Measures and Processes**

* Governance: The Registered Manager, Ms. Ndeyida Njai, will act as Sustainability Lead, ensuring the plan is implemented, monitored, and reviewed annually.
* Monitoring & Reporting: Annual reporting on emissions and progress will be shared with staff and, where required, commissioners.
* Staff Engagement: Training will be provided to staff on how their day-to-day actions (e.g., route planning, reducing energy use, minimising waste) contribute to carbon reduction.
* Continuous Improvement: Regular reviews of best practice in domiciliary care sustainability, with adoption of new measures where feasible.

**5. Offsetting and Residual Emissions**

Where emissions cannot be eliminated (e.g., essential travel to clients’ homes), Xcell Healthcare Solutions Ltd will invest in \*\*high-quality, verified carbon offset schemes\*\*, such as tree planting or renewable energy projects, as part of the long-term pathway to net zero.

Xcell Healthcare Solutions Ltd is committed to embedding sustainability into its operations. By focusing on reducing travel emissions, improving energy efficiency, engaging staff, and working with sustainable suppliers, we will make measurable progress towards our net zero ambition while continuing to provide high-quality, compassionate domiciliary care.

Ms. Ndeyida Njai

Registered Manager

Xcell Healthcare Solutions Ltd

Reviewed By: Ms. Ndeyida Njai, Registered Manager

Last Reviewed Date: 1 June 2025

Next Review Date: 1 June 2026