

Carbon Reduction Plan

Last review date:	June 2026
Next review date:	June 2027
Lead:	CEO
Overseeing Committee / Management Group:	GQP
Approved date:	June 2026
Review cycle:	Annually
Bundle allocated to:	Governance

Relevant Legislation, Policies and Procedures (where applicable)

Relevant Policies and Procedures

- Environment and Sustainability Policy
- Environment Action Plan

Relevant Legislation

- [Companies Act 2006](#)
- [Climate Change Act 2008](#)
- [Climate Change Act 2008 \(2050 Target Amendment\) Order 2019](#)
- [Environment Protection Act 1990](#)
- [NHS England Carbon Reduction Plan Requirements for the Procurement of NHS Goods and Services](#)
- [Cabinet Office Carbon Reduction Plan Guidance PPN 006 CRP template](#)
- [NHS net zero supplier roadmap](#)

Scope

Mind BLMK is committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. This includes a commitment to developing and implementing a Carbon Reduction Plan and reducing our carbon emissions and becoming a net zero organisation by 2045, in line with the NHS net zero supplier roadmap and 'NHS Carbon Footprint Plus' target.

From April 2027 all suppliers to the NHS will be required to publicly report targets and emissions and publish a Carbon Reduction Plan aligned to the NHS net zero target for all Scope 1, 2 and 3 emissions. This requires carrying out a full carbon accounting exercise to calculate our current impact, ongoing recording and monitoring of our resource use annually, setting specific targets and publishing our plan for transparency and accountability. The Carbon Reduction Plan template, provided by the Cabinet Office, is given in the appendix and represents the information that is published. This document provides the wider context, methodology and action for our organisation.

Identifying the organisation's emissions profile

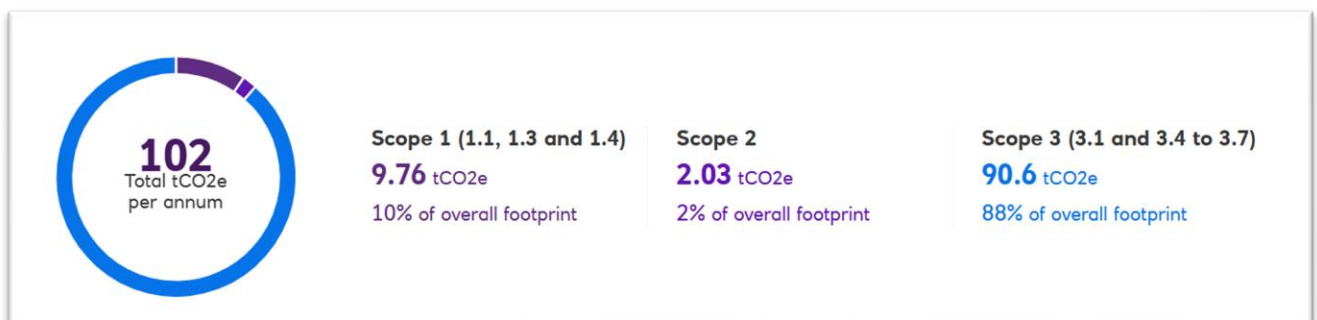
Mind BLMK has used the Nat West Carbon Planner to calculate its emissions profile. This method provided a cost-effective alternative to self-calculation as the planner uses the Science Based Targets initiative's (SBTi) open-source methods for developing emissions reduction targets.

10 categories are provided within the planner to enable calculation of an organisation's emissions profile. For Mind BLMK, 6 categories are identified as relevant: employee commuting, business travel, energy, waste, materials and water.

For each category, data was gathered using guidance provided by the tool and input into an online portal.

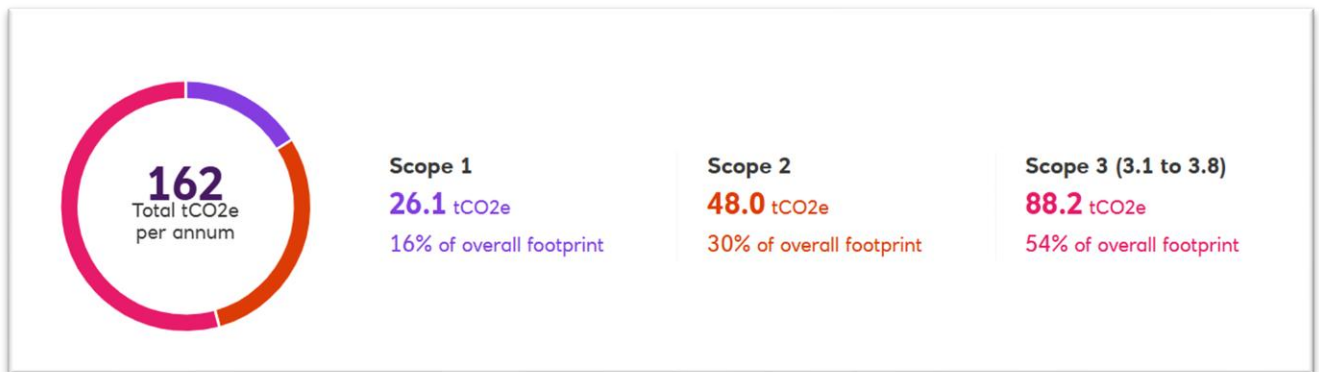
It became apparent, during this exercise, that there are gaps in our data and in these instances, estimates are used (for example, staff commuting was estimated based on number of staff and percentage commuting to work).

The data input into the planner generated a figure of 102 tCO₂e which represents Mind BLMK's carbon footprint. The footprint is measured in tCO₂e (tonnes of Carbon Dioxide equivalent) and made up of Scope 1, Scope 2 and Scope 3 emissions, as shown in the figure below:



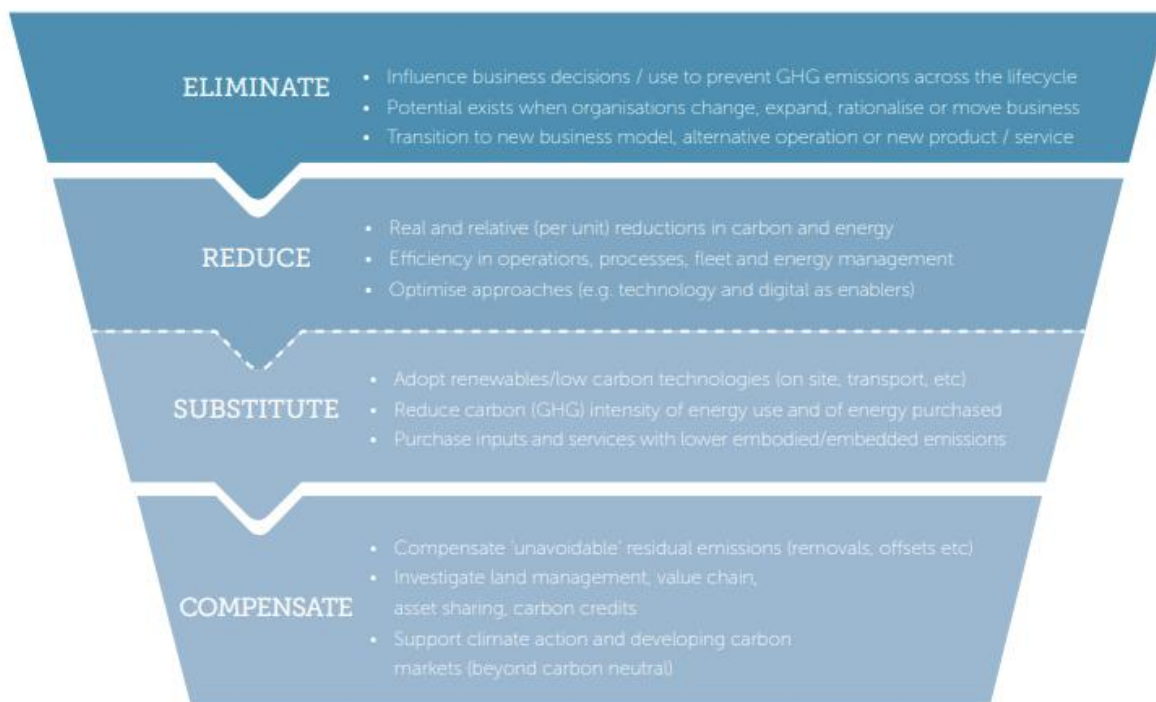
- **Scope 1** are direct emissions (burning fossil fuels from sources owned or controlled by Mind BLMK). Origins of Scope 1 emissions include on-site gas heating systems, and accounts for 10% of our emissions.
- **Scope 2** are emissions from burning fossil fuels from electricity, and account for 2% of our emissions, although the current calculated footprint only reflects where we are directly responsible for energy bills.
- **Scope 3** are the remaining indirect emissions, that are not covered within Scopes 1 and 2, and account for 88% of our emissions. This includes business and employee travel, materials and water. As we do not use third parties for waste disposal a calculation for waste is not included.

For comparison, as shown below, the industry average for health and social work provided by the Planner, at the time of the baseline calculation, was 162 tCO₂e for an organisation comparable in size to Mind BLMK, with the following contribution to the overall footprint as follows: Scope 1 (16%), Scope 2 (30%), Scope 3 (54%).



Emissions reduction management

The IEMA (now ISEP) Greenhouse Gas Management Hierarchy (2020), shown below, is helpful in understanding our strategies for carbon reduction.



Updated from original IEMA GHG Management Hierarchy, first published in 2009

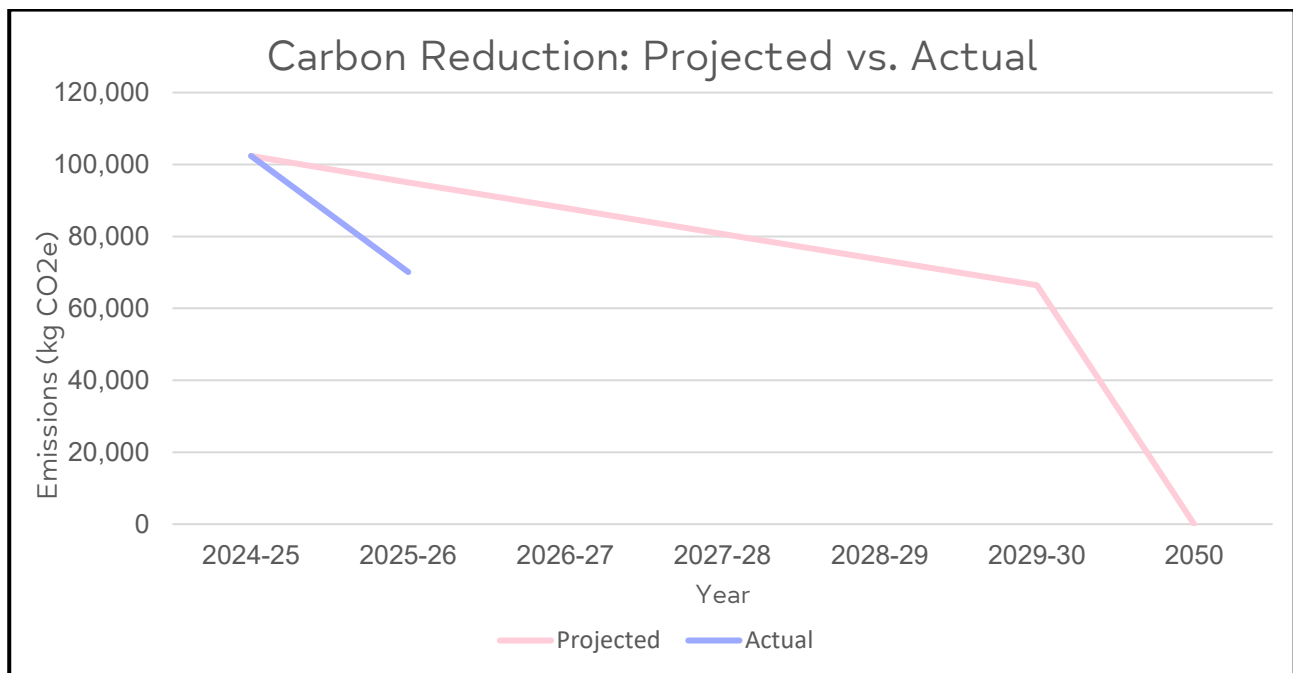
In the short term, elimination of emissions may not be possible and may form a minority of actions, whilst opportunities to reduce and substitute may be greater. As time progresses this practice will be reviewed to determine if the process of elimination can be more widely applied to existing and future actions but will depend on a number of factors, including change in policy, technology and working practices. The 'compensate' stage of the hierarchy may also feature in later strategies to address unavoidable residual emissions. There is also an acknowledgement that wider changes outside the control of our organisation, including at a national level, will offer

benefits in the future, such as decarbonised public transport benefitting staff, volunteers and people using services to attend work and face-to-face services/activities. These will be reflected in future detailed plans. We should also consider the extent to which we can address areas of greatest impact first to enable a quicker reduction over a shorter period. This approach in prioritisation follows a principle referred to as ‘front-loading’ which brings emissions down as quickly as possible in the near-term to contribute to an overall Net Zero target.

Carbon reduction: the 5-year plan: 2025-2030

This plan is proposed to support Mind BLMK to achieve 35% reduction in its emissions by 2030. The Carbon Reduction Plan will detail actionable steps for how this will be achieved. Additional categories such as digital footprint and natural environment may fall outside the scope of emissions profile generated by the Carbon Planner. The rationale for including additional categories is to acknowledge the organisation’s reliance on digital technology and to understand and address its impact akin to other resources featured in the emissions profile.

Carbon Reduction projected emissions target for Mind BLMK



Emissions reduction targets: priorities and areas of focus to 2030

Our focus is on what is achievable in the short-term to 2030, in the priority areas detailed below. The journey is continuous and provides us with a timeframe to develop and deliver meaningful emissions reductions. Mind BLMK’s approach will seek to adopt best practice and ensure we identify SMART targets with assigned leads outlined in our Environment Action Plan. The plans are underpinned by appropriate data capture,

held within a Carbon Reduction Delivery Plan and Monitoring Framework, enabling us to manage and keep track of actions and their impact.

Employee commuting

Employee commuting is the largest part of our footprint (at 82% of the total footprint). However, this is based on estimated data, and our focus will be on improving data collection in this area.

We have introduced an employee survey which will, over time, improve our understanding of distance and mode of travel as well as actual working from home. We remain committed to recruiting within the region to ensure our workforce can respond efficiently and effectively to service requirements. As a result, we naturally attract team members from the surrounding area, with many living close to their place of work and some able to walk. This significantly helps to limit commuting related emissions. Our ability to make additional reductions is constrained by the specialist skills required to deliver services safely and effectively but we will continue to identify and implement feasible measures to further reduce this impact.

Energy

Our energy use accounts for 12% of our emissions and includes carbon-based fuel to power our Luton office and electricity use. For premises where we are not responsible directly for energy bills, energy use will not be reflected in the baseline emissions calculation. Nevertheless, Mind BLMK is committed to a reduction in energy use and improving energy efficiencies, where we are able, across the sites that we use.

Business travel

Business travel accounts for 6% of the overall carbon footprint. As a mental health charity, our services are delivered predominantly in person, requiring our staff to travel within the community to meet the needs of the individuals we support. While we will continue to identify and implement feasible measures to further reduce the carbon impact of staff travel, our ability to make additional reductions is constrained by the in-person nature of our mental health services. We will monitor staff expenses, to ensure all travel is recorded and where feasible encourage staff to meet virtually, for example for networking meetings, and encouraging use of public transport and car-sharing when attending in person training thus reducing or eliminating the need to travel and increasing the proportion of lower impact modes of travel.

Materials

Goods and services form a minor part of Mind BLMK's emissions total, yet actions in this category are important and build on sustainable and ethical procurement of goods and services and reducing consumption.

Water

This category is the smallest contribution to our footprint. Monitoring water use will inform reduction measures including minimising wastewater.

Waste

As we do not use third parties in our waste disposal, our emissions profile does not reflect the impact of our waste production. Nevertheless, we will seek to improve our measurement and recording of waste where feasible and encourage a reduction in waste produced and work with stakeholders to reduce resource use and improve recycling at all Mind BLMK sites.

Digital footprint

As highlighted, whilst not part of the current emissions calculation, digital is an important and growing ‘invisible emitter’ that needs to be accounted for. Over the five-year period the organisation will seek to understand its emissions figure in this area, including scoping our footprint from cloud-based applications including email, file hosting, selection of digital platforms and our website, identifying good practice and scope for reduction of impact.

Ethical fundraising, banking and pensions

As Mind BLMK is committed to ethical fundraising and banking practices and utilising a pension scheme that do not negatively impact the environment where this is feasible, possible actions within this area will be identified as part our ongoing Carbon Reduction Delivery Plan and Monitoring Framework.

Natural Environment

Mind BLMK will raise awareness and promote the benefits that time spent in nature can generate a multitude of positive emotions, improve wellbeing and offer some respite from the pressures of everyday life.

Towards Net Zero: 2030-2050

Mind BLMK’s plans to achieve its Net Zero target will be established every 5 years. It is anticipated that further action, review and evaluation, will inform more ambitious targets to achieve the goal set. Progress will ensure expertise is developed and that we aspire to fully integrate carbon reduction into our work and activities. This mindset will ensure Mind BLMK stays ahead of any legislative changes or future requirements placed on the voluntary sector as the UK government’s commitment to bring all GHG emissions to net zero by 2050.

Accountability

Our Carbon Reduction Delivery Plan and Monitoring Framework will be used to record key data, track actions and measure performance in this area. This will enable the organisation to effectively monitor its activity and adjust targets where needed. This will also provide us with a credible evidence base and track record to demonstrate our efficacy and expertise in this space. This work will be overseen by a Carbon Reduction Plan working group.

A schedule of ongoing monitoring and annual reporting will ensure accountability is maintained and satisfy both current and potential funders or legislative requirements that may arise in future.

We are on a journey of continuous improvement and acknowledge that more can be done to further to identify and reduce the impact that we have on the environment as well as understanding how we work with our stakeholders to achieve this. We believe that our objective is not only to sustain the environment but also deliver a positive impact and improvement to our surroundings and communities.

Appendix: Carbon Reduction Plan (Based on Cabinet Office template)

Publication date: June 2026

Commitment to achieving Net Zero

Mind BLMK is committed to achieving Net Zero emissions by 2045.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2024-25	
Scope 1 refers to direct emissions from sources our business owns or controls (this includes the gas boiler at Luton). Scope 2 refers to indirect emissions from electricity the company purchases (this includes the electricity consumed at Luton). Scope 3 refers to all other indirect emissions that happen in the value chain (linked with things you buy and sell) and includes in order of size of footprint: • Employee commuting (the largest source of emissions within this category). • Business Travel (employee travel between service and office locations), • Materials: as a charity that delivers support at our service locations and in the community, we do not generate products, but we have included purchased goods and services. • Water: this is the smallest item in this category. • We have not included data for waste as we do not use third parties for Waste.	
Baseline year emissions: 2024-25	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	9.76
Scope 2	2.03
Scope 3 (Included Sources)	90.6
Total Emissions	102

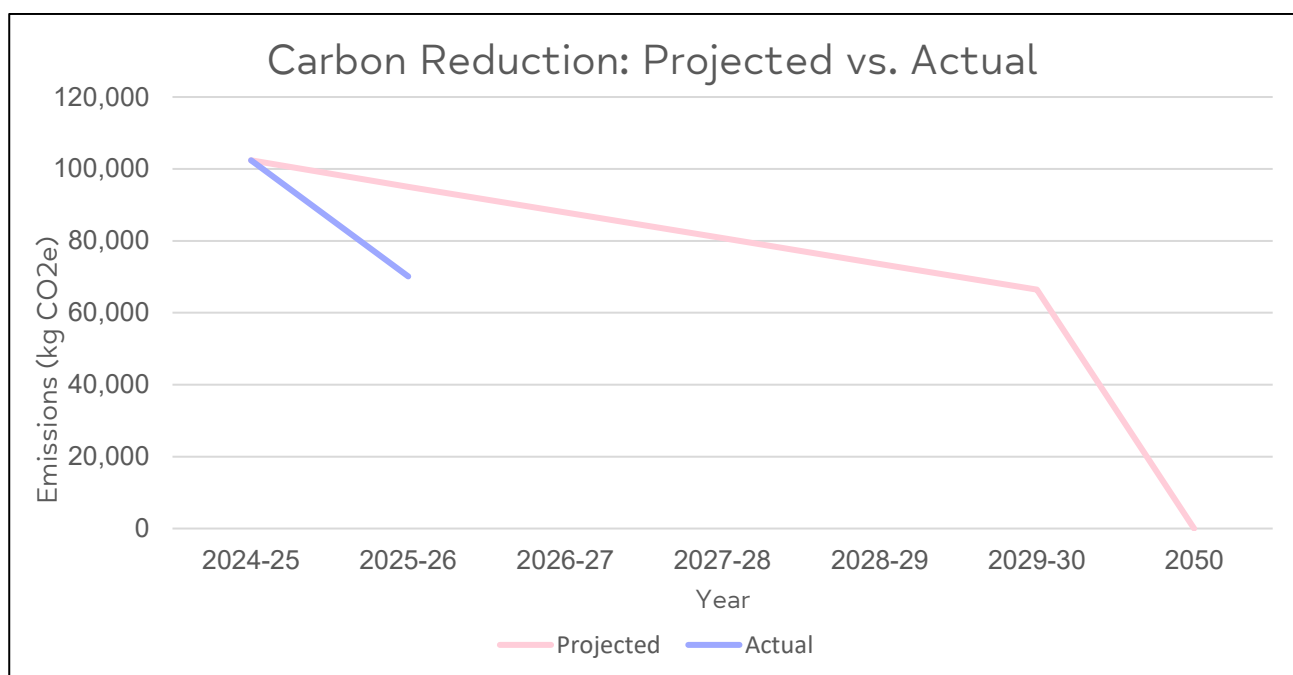
Current Emissions Reporting

Reporting Year: 2025-26	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	7.46
Scope 2	1.63
Scope 3 (Included Sources)	61.1
Total Emissions	70.1

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next five years to 66.5 tCO₂e by 2030. This is a reduction of 35%

Progress against these targets can be seen in the graph below:



Year	Target as % of Baseline Year (2024-5)	Reduction of carbon emissions as % of baseline
2025-26	93%	7%
2026-27	86%	14%
2027-28	79%	21%
2028-29	72%	28%
2029-30	65%	35%

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2024-25 baseline:

- Reduction in material use including paper and IT equipment,
- Expansion of our volunteer team and an increase in business travel by bus.
- A reduction in energy use.
- Improved data on working from home and employee commuting patterns.

The carbon emission reduction achieved by these schemes equate to **31.9 tCO₂e**, a **31%**ge reduction against the 2024-25 baseline and the measures will be in effect when performing the contract

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

- Promoting energy and water efficiency and reduction in use.
- Updating heating equipment and improving energy efficiency.
- Reduction in material use, including paper and IT equipment, and in printing.
- Encourage recycling and reduce the use of non-recyclable materials.
- Encourage use of public transport and car sharing.
- Encourage online meetings.
- Identifying reduction through the supply chain through procurement.
- Encourage awareness of the benefits and access to the natural environment.

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 standard¹

¹<https://ghgprotocol.org/corporate-standard>

and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on behalf of Mind BLMK:

A handwritten signature in blue ink that reads "Simon Clarke".

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Name: Simon Clarke, Chair of Trustees

Date: 7 August 2026

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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