

CARBON REDUCTION PLAN



Annual Report 2025/2026

thebiglifegroup.com

COMMITMENT TO QCHIEVING NET ZERO BY 2050

The Big Life Group is committed to reducing the negative environmental (and the subsequent social) impact that our day-to-day working has - both locally and globally. We believe that it is crucial now, and for future generations, that we make a positive and active contribution to work towards a more sustainable world. To prove our commitment, in July 2025, the Big Life Group was accredited as a Bronze Carbon Literate Organisation by the UN-recognised Carbon Literacy Project. The prestigious accreditation recognises our commitment to upskilling our people to play a proactive role in reducing our carbon emissions and working towards a zero-carbon future.

The Big Life group aims to protect the environment and ensure prudent use of natural resources. We will do this by implementing an environmental programme to control and improve our performance, in line with the Environmental Management standard ISO14001 and our Environmental Strategy. This will enable us to:

- Minimise the use of energy
- Maximise the use of recyclable and renewable goods and services
- Minimise the production of waste and helping to reduce landfill waste
- Minimise the production of emissions
- Increase staff awareness of our environmental objectives and identify ways they can contribute
- Reduce our carbon footprint

BASELINE EMISSIONS FOOTPRINT

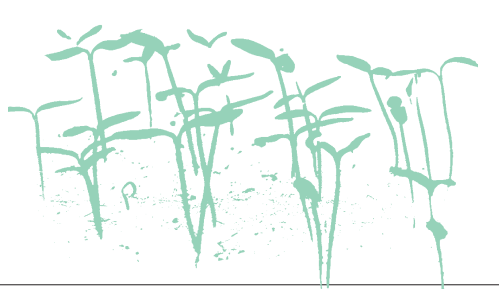
In 2020, Big Life began tracking baseline emissions, Scope 1, 2 and 3, reporting our progress annually to the Board and Quality Committee. Baseline emissions represent the total greenhouse gases generated prior to the implementation of any strategies. They serve as a reference point for assessing the effectiveness of emissions reduction initiatives. We are currently in the Business Plan cycle for 2025-2030 and have assessed the external environment to inform our target setting for the upcoming five years.



BASELINE AND YEARLY PROGRESS

Big Life tracks baseline emissions, Scope 1, 2 and 3, reporting our progress annually to the Board and Quality Committee. All our services are audited against the Environmental Standard ISO14001. The ISO14001 standard has assisted the group in establishing targets for reducing energy consumption, mileage, and printing.

	Baseline year emissions: 2024/25	Calculations made using UK Government GHG Conversion Factors 2025 for Company Reporting. Reporting Year 2025/26
Emissions	220,482kg CO2e	193,939kg CO2e
Scope 1	134,363kg CO2e (61%)	131,627Kg CO2e (68%)
Scope 2	86,119kg CO2e (39%)	62,312Kg CO2e (32%)
Scope 3 Water Supply (United Utilities)	1,082kg CO2e	1,113Kg CO2e
Scope 3 Water Treatment United Utilities)	1,313kg CO2e	1,113Kg CO2e
Scope 3 Mileage (medium sized vehicles)	25,609kg CO2e Staff business mileage reclaims, use of own vehicles.	36,519Kg CO2e Staff business mileage reclaims, use of own vehicles.
Scope 3 Printing (paper) (Woodbank Office Solutions)	5,222kg CO2e	5,226Kg CO2e
Scope 3 Waste • Food Waste • Paper/Cardboard (Emerge) • Aluminium cans (Emerge) • Plastics (Emerge) • Glass • Mixed Waste (plastic, glass,metal)	To be reported from 2025	425Kg CO2e 37Kg CO2e 2Kg CO2e 3Kg CO2e 0.28Kg CO2e 20Kg CO2e
Monitoring for Continuous improvement • Furniture recycling (Over2Hills) • Electrical Equipment recycling (Stone recycling)		375Kg CO2e 0.49Kg CO2e
Total Emissions	253,708kg CO2e	238,906Kg CO2e



EMISSIONS REDUCTION TARGETS

We are currently in the 2025-2030 Business Plan cycle and are evaluating the external environment. As part of this process, we have defined new emission reduction targets for 2025-2030 as outlined below, and we will use our baseline emissions data from the conclusion of the 2024/25 fiscal year to establish a reference point for monitoring our progress for 2025-2030. From 2025 we will implement waste monitoring initiatives, including the recycling of furniture and electrical products and the separation of food waste from general waste, cardboard, plastics and aluminium cans.

Our ongoing environmental strategy and estate improvement initiatives will support our efforts to meet our reduction targets.

	Baseline 2024/25	5-year Target 2025-2030
Reduce Water Consumption in buildings owned by Big Life We will do this by ensuring: • All leaks are addressed promptly. • We continue to regularly maintain boilers. • We introduce harvest rainwater in our buildings. • 2025-30 we will assess taps in all buildings with a view to replacing with more efficient ones. • 2025 - 30 we will install low flush toilets as part of planned building refurbishment.	1,082kg CO2e	10%
Reduce gas consumption (kWh) in buildings owned by Big Life We will do this with a programme of: • Building refurbishment including insulation. • The installation of smart meters. • Installing improved heating systems/boilers and controls. • Replacing gas with alternative sources of energy where feasible.	734,628 (kWh)	50%
Reduce electric consumption (kWh) in buildings owned by Big Life We will do this by ensuring: • We switch off appliances that are not in use. • We install light sensors as part of our building refurbishment. • We use a smart meter to track consumption in real time. • We install energy-efficient light bulbs. • We use laptops over desktops. • Ensuring we use AI tools which have minimal impact on the environment. • Install reflective film on windows to minimize heat gain, reducing reliance on fans. • Improve insulation in buildings to retain heat. • Only purchase 'A' rated efficiency appliances. • Install solar panels where feasible.	415,931 (kWh)	50%



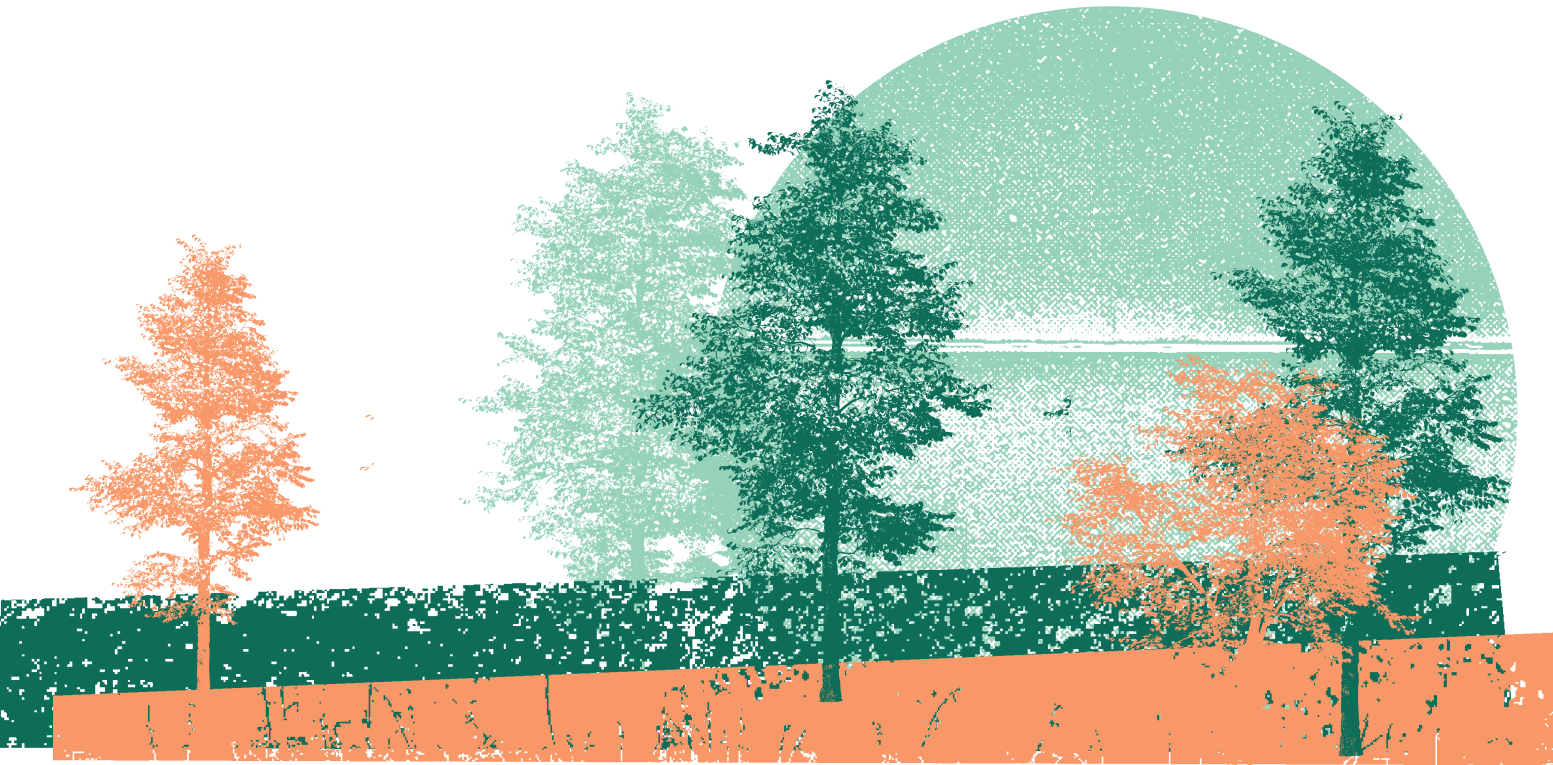
	Baseline 2024/25	5-year Target 2025-2030
Reduce mileage We will do this by: • Supporting staff to plan work to minimise travel. • We encourage the use of public transport and car sharing and cycle to work scheme. • Promote salary sacrifice for electric cars.	25,609 Kg CO2e	Monitor mileage by individual (nonelectric cars only)
Reduce printing (no. Pages) We will do this by ensuring: • Using hybrid mail solutions and electronic document management. • Ensure that staff can maximise their use of online forms and electronic signatures.	5,222 kg CO2e	30%
Reduce waste going to landfill We will do this by ensuring: • We provide food waste bins to enable staff and our cafes to separate food waste from other general waste. • We provide separate recycling bins for Plastic, Paper/Carboard, Glass, Metal - Aluminium Cans. • Mixed recycle waste	To be monitored from 2025/26 to establish a baseline	
Monitoring for Continuous improvement We will do this by ensuring: • Electronic equipment recycling • Build on community activities that reduce waste by recycling including furniture and clothing	To be monitored from 2025/26 to establish a baseline	

PROGRESS AGAINST THESE TARGETS:

The carbon emission reductions realised through our initiatives amount to 309Kg CO2e, representing a 56% decrease between 2020 baseline (547,767kg CO2e) and 2025/26 (283,906Kg CO2e).

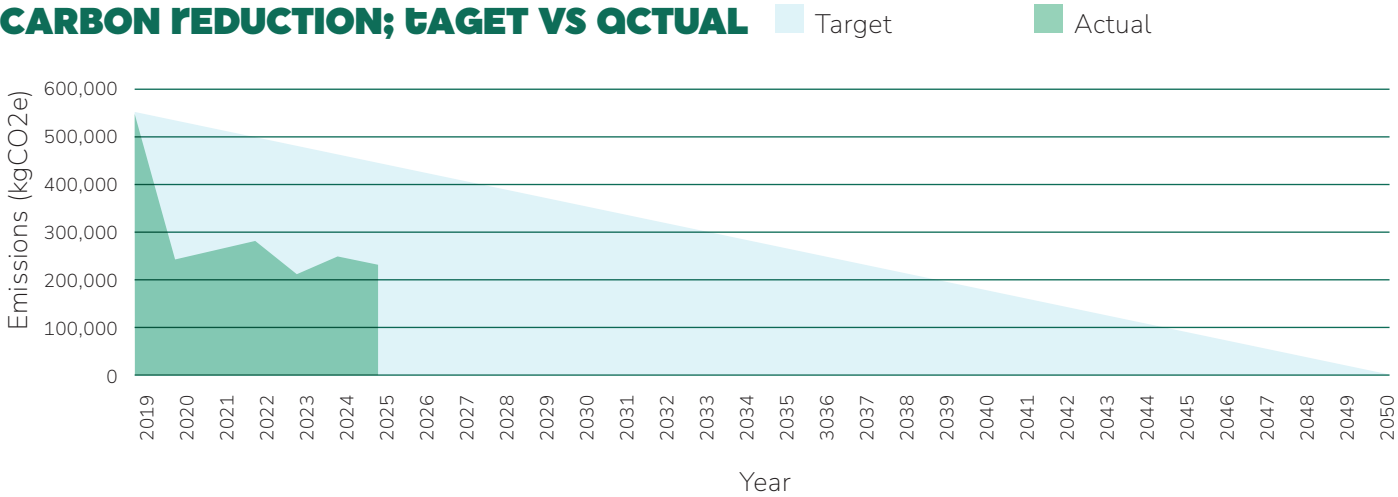
OVERALL PERFORMANCE FROM 2020 BASELINE
TO THE END OF 2025/26 INCLUDE:

	Measure	2019/20 Kg CO2e Conversion	2024/25 Kg CO2e Conversion	% Difference 2020 - 2024/25	2025/26 Kg CO2e Conversion	% Difference 2024 - 2025/26	% Difference 2020 - 2025/26
Emissions	kWh	460,964	220,482		193,939		
Scope 1 (Gas)	kWh	283,532	134,363	53%	131,627	2%	54%
Scope 2 (Electric)	kWh	177,432	86,119	51%	62,312	28%	65%
Water Supply	cubic meters	1,423	1,082	24%	1,246	-15%	12%
Water Treatment	cubic meters	2,930	1,313	55%	1,113	15%	62%
Mileage	mls	74,972	25,609	66%	36,519	-43%	51%
Printing (pages)	Tonne	7,478	5,222	30%	5,226	0%	30%
Waste food	Tonne				425		
Waste Paper/Cardboard	Tonne				37		
Waste Mixed (Plastic, Glass, Metal)	Tonne				5		
Waste Mixed Recycling	Tonne				20		
Electrical Equipment Recycle	Tonne				0.49		
Furniture Recycle	Tonne				375		
Total CO2e (Baseline)		547,767	253,708	54%	238,906	6%	56%
Total CO2e Difference			294,059		308,861		



In 2025/26, whilst consumption figures for electric and gas show reductions in comparison to 2024/25 baseline, mileage has increased 43% which can be attributed to our new Manchester Sensory Support service which Tupe transferred to Big Life in January 2025. The service works in schools and nurseries across Manchester and staff working mobile claim business mileage expenses. Printing has increased slightly against 2024 baseline with printed paper used within Big Life Schools and Wellbeing in Prison service. Water consumption has increased by 15%, this could be attributed to the refurbishment works which have taken place in two of our Centre's in this period.

CARBON REDUCTION; TARGET VS ACTUAL



COMPLETED CARBON REDUCTION INITIATIVES 2025/26

The following environmental management measures and projects have been completed or implemented since 2024 baseline.

- Refurbishment works at our Kath Locke centre is now complete including a replacement boiler.
- Agreed scope of refurbishment works at our Zion centre commenced in 2025 and are due to be completed in Autum 2026, this will include the replacement and renovation of windows.
- We have installed an energy portal, to monitor use of gas and electric in six of our buildings, though an online portal tracking half hourly use to support identifying energy savings.
- In the summer of 2025, we installed solar panels at Unity Community Primary School and Longsight Community Primary School
- We have installed solar film on windows in all of our buildings, reducing heat and reflecting sunlight away from the buildings, ensuring that we keep consistent ambient temperature, without using electronic heat reduction,
- Unity school has purchased a composter and will be growing fruit and vegetables with the children.
- We have recycled 80 tonnes of furniture through Over2Hills.
- We have recycled 104kg of electrical equipment through Stone Recycling
- We have recycled 91 tonnes of food waste through installation of separate recycle bins in our centres.

In 2025/30 we will implement the following measures:

We will Embed sustainable practices within the organisation – We recognise we need to make changes to achieve our targets and reduce our environmental impact. Our Estates strategy outlines our plans to develop buildings that are environmentally sustainable over the next 5 years and include:

- Sustainability improvements implemented in our buildings: boiler replacements at our Longsight Children’s centre and 463 Stretford Road, a boiler management system and LED lighting.
- In 2027-28 we will review the costs of installing solar panels in all our buildings to provide a sustainable, cost-effective energy source over the next 5-years.
- During our refurbishment works we will put in place strategies to reduce water use where possible, though automated taps, dual flush toilet systems and using water butts to collect rainwater for outdoor use at our centres.
- We will establish reduction targets for waste including food, paper, cardboard, plastic and aluminium cans.
- We will monitor continuous improvement though the recycling of furniture and electrical items.

Engage and raise awareness of staff and service users. It is evident that a reduction on our carbon footprint can indirectly provide health benefits to those who access our services and wider. A focus on sustainability compliments The Big Life Way and Big Life group’s commitment to fight inequality. We recognise reducing the carbon footprint of the organisation must go hand in hand in supporting individuals to reduce their own carbon footprint.

- Roll out of carbon literacy awareness training with staff and volunteers
- Continue to raise awareness of our environmental and sustainability priorities through introducing case studies in our monthly Green Edition ‘Feel Good Friday’ Bulletin for staff to encourage staff to take action.
- Include environmental/green speakers into our Research, Learning and Development webinars.

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 standard and uses 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 The Big Life group:

Emma Eaton

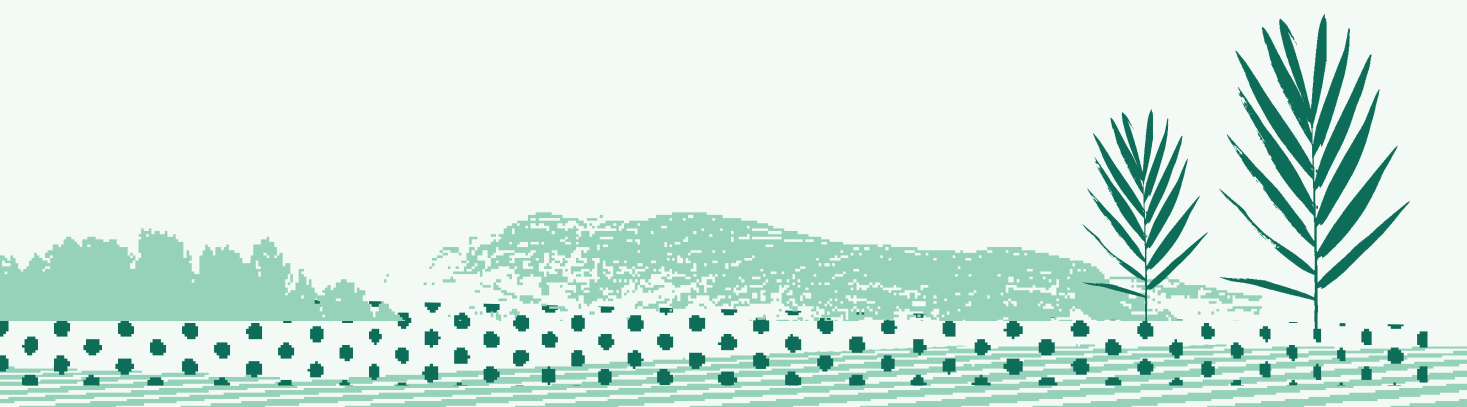
Name: Emma Eaton
Position: Executive Director
Date: 13/07/2026



QNNEXE 1

Objective 1 - Actively reduce our consumption and waste.

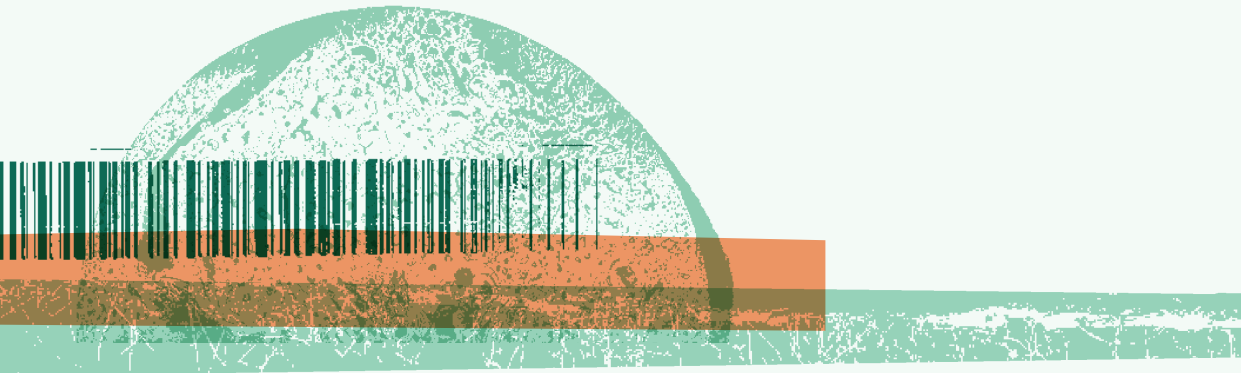
	Baseline 2024/25	5-year Target	Progress 2025/26	%Change from baseline
Calculate, set targets, and monitor the annual tonnage of CO2e emitted using a carbon footprint calculator	220,482Kg CO2e Scope 1 134,363 Kg CO2e (61%) Scope 2 86,119Kg CO2e (39%)		193,939 Kg CO2e Scope 1 131,627 Kg CO2e (68%) Scope 2 62,312 Kg CO2e (32%)	12% ✓
Reduce Water consumption. We will do this by ensuring: • All leaks are address promptly. • We continue to regularly maintain boilers. • We introduce harvest rainwater in our buildings. • 2025-30 we will assess taps in all buildings with a view to replacing with more efficient ones. • 2025-30 we will install low flush toilets as part of planned building refurbishment.	1082Kg CO2e (7,069 m3)	10%	1,246Kg CO2e	12% ⬆
Reduce gas consumption (kWh) We will do this with a programme of: • Building refurbishment including insulation. • The installation of smart meters. • Installing improved heating systems/ boilers and controls. • Replacing gas with alternative sources of energy where feasible.	734,628 (kWh)	50%	719,664 (kWh)	2% ✓

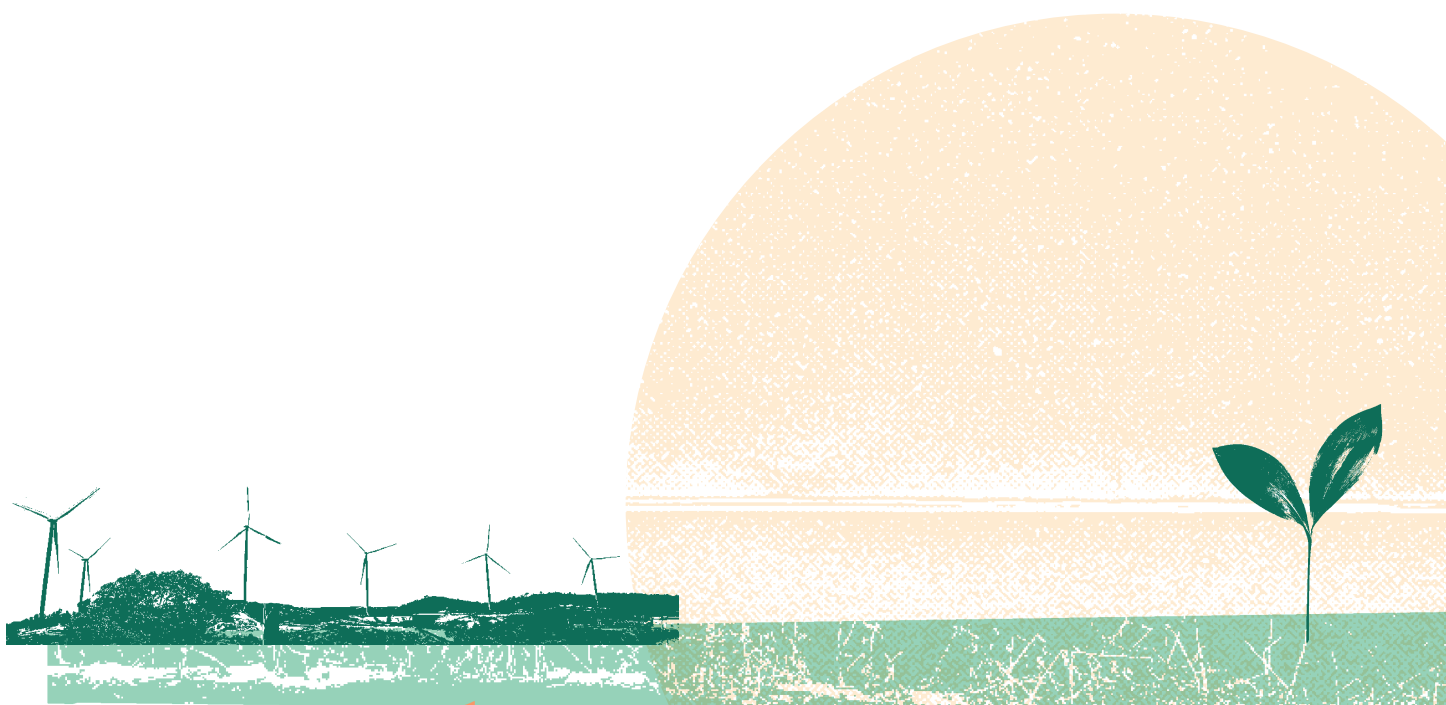


	Baseline 2024/25	5-year Target	Progress 2025/26	%Change from baseline
Reduce electric consumption (kWh) We will do this by ensuring. • We switch off appliances that are not in use. • We install light sensors as part of our building refurbishment. • We use a smart meter to track consumption in real time. • We install energy-efficient light bulbs. • We use laptops over desktops. • Ensuring we use AI tools which have minimal impact on the environment. • Install reflective film on windows to minimize heat gain, reducing reliance on fans. • Improve insulation in buildings to retain heat. • Only purchase 'A' rated efficiency appliances. • Install solar panels where feasible	415,931 (kWh)	50%	352,047 (kWh)	15% ✓
Reduce mileage. We will do this by ensuring. • Supporting staff to plan work to minimise travel. • We encourage the use of public transport and car sharing and cycle to work scheme. • Promote salary sacrifice for electric cars.	25,609 Kg CO2e 94,798 mls		36,519 Kg CO2e 131,000 mls	42% ⬆
Reduce printing. We will do this by ensuring. • Using hybrid mail solutions and electronic document management. • Ensure that staff can maximise their use of online forms and electronic signatures.	5,222 kg CO2e 5 tonne	50%	5,226 Kg CO2e 5 tonne	0% ➡



	Baseline 2024/25	5-year Target	Progress 2025/26	%Change from baseline
Reduce waste going to landfill We will do this by ensuring: We provide food waste bins to enable staff and our cafes to separate food waste from other general waste. We provide separate recycling bins for • Plastic (separated) • Paper/Carboard • Glass (separated) • Metal - Aluminium Cans (separated) • Mixed Recycle (plastic/glass/metal)	No baseline - new reporting for 2025-30		2.58Kg C02e (0.55 tonne) 37.02Kg C02e (7.90 tonne) 0.28Kg C02e (0.06 tonne) 2.34Kg C02e (0.50 tonne) 20.34Kg C02e (4.34 tonne)	▼
Monitoring for Continuous improvement We will do this by ensuring: • Electronic equipment recycling (IT Equipment) • Build on community activities that reduce waste by recycling including furniture, clothing.	No baseline - new reporting for 2025-30		0.49Kg C02e (0.10 tonne) 375Kg C02e (80 tonne)	





THE BIG LIFE GROUP

We fight for equity –
in health, in wealth and in life.

thebiglifegroup.com