Care Bank
Healthcare

# Carbon Reduction Plan: Pathway to Net Zero

## 1. Baseline Assessment & Goal Setting

To embark on the journey toward net-zero emissions, the first step is a comprehensive audit of the company's carbon footprint. This assessment should cover three key areas: Scope 1 emissions (direct emissions from owned or controlled sources), Scope 2 emissions (indirect emissions from the generation of purchased electricity), and Scope 3 emissions (all other indirect emissions, such as those from the supply chain, business travel, and waste). All measurements will be carried out in alignment with ISO 14064 standards to ensure accuracy and comparability.

The organization is committed to achieving a 50% reduction in greenhouse gas emissions by 2030 and reaching net-zero by 2050. To maintain momentum, short-term milestones are set, including a 20% reduction in total emissions within the next three years.

## 2. Energy Transition

A central pillar of the carbon reduction plan involves transitioning to renewable energy sources. The company will shift to 100% renewable electricity, either by entering into Power Purchase Agreements (PPAs) with green energy providers or by installing on-site solar and wind generation systems.

To further decrease energy consumption, the company will implement efficiency upgrades across all facilities. This includes retrofitting buildings with LED lighting, integrating smart HVAC systems, and installing motion sensors. The target for these initiatives is a 30% reduction in energy usage by 2025.

## 3. Supply Chain Decarbonization

Reducing emissions within the supply chain is essential for achieving net-zero goals. The organization will require all vendors to disclose their emissions data and will prioritize partnerships with suppliers who have set and committed to Science-Based Targets initiative (SBTi) goals.

Additionally, logistics operations will be optimized by transitioning to electric and hybrid fleet vehicles and consolidating shipments. These efforts aim to cut transportation-related emissions by 25%.

## 4. Waste & Resource Management

A circular economy approach will guide waste and resource management strategies. The company aims to achieve zero waste-to-landfill status by 2028 through the expansion of composting, recycling, and material reuse programs.

In addition, all packaging will be sourced from 100% recycled or renewable materials by 2026, supporting broader sustainability objectives.

## 5. Employee Engagement

Employee participation is vital for the success of the carbon reduction plan. The company will promote hybrid and remote work schedules to decrease commuting, with a goal to reduce travel-related emissions by 40%.

Staff will be encouraged to form “Green Teams” and lead sustainability initiatives, such as organizing “carbon-free lunch days” and conducting electronic waste collection drives.

## 6. Carbon Offsetting & Innovation

For emissions that cannot be eliminated, the company will invest in verified nature-based solutions, such as reforestation projects. These investments will help offset unavoidable greenhouse gas emissions.

Furthermore, 5% of the overall research and development budget will be allocated to advancing carbon-capture technologies or redesigning products to minimize their carbon footprint.

## 7. Transparency & Accountability

The organization is committed to full transparency and accountability. Progress toward emissions targets will be reported annually through the Carbon Disclosure Project (CDP) and other Environmental, Social, and Governance (ESG) reporting frameworks.

To reinforce accountability, 15% of executive leadership bonuses will be directly tied to the achievement of emission reduction targets.

## Budget and Risk Management

The initial investment for this comprehensive plan is $2 million, with a projected return on investment through energy savings realized within four to seven years. Key risks include potential resistance from the supply chain and scalability challenges regarding new technologies. These risks will be mitigated by phasing in requirements and launching pilot programs to ensure effective implementation.

"A planet in equilibrium isn’t an ESG metric it’s the foundation of every balance sheet."