

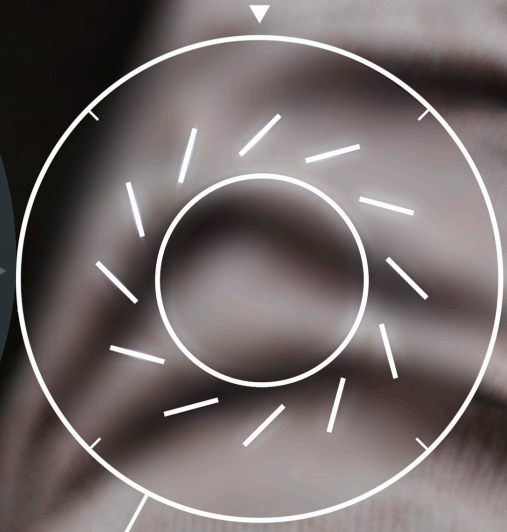
# CARBON REDUCTION PLAN

**APRIL 2025**

1st September 2023 to 31st August 2024

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# CARBON REDUCTION PLAN

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## 1. NET ZERO COMMITMENT

At Catch22, we recognize the urgent need to address climate change and are committed to playing our part in creating a sustainable future. We are proud to announce our goal to achieve net zero carbon emissions by 2050, in alignment with global targets. Additionally, we will strive to reach net zero by 2045, if possible, reflecting our dedication to reducing our environmental impact and fostering a healthier planet for future generations.

## 2. BACKGROUND INFORMATION

### 2.1 Organisation Overview

Catch22 is a registered charity (1124127) and a company limited by guarantee (06577534) with a head office at 27 Pear Tree Street, London, EC1V 3AG.

Catch22 designs and delivers services that build resilience and aspiration in people of all ages and within communities across the UK. Our programmes are within the following areas: employment and training, education, criminal justice, child exploitation, children’s social care, and health and wellbeing.

Reporting Period	Previous Period Sept 2022 - Aug 2023	Current Period Sept 2023 - Aug 2024
Industry	Community sector	Community sector
No. of staff	922	948
No. of premises owned	2	2
No. of premises leased	62	56
No. of company vehicles - owned	2	3
No. of company vehicles - leased	6	8

### 2.2 Organisational Boundary

This report uses the Operational Control Approach, as outlined by the GHG Protocol, to measure emissions. We have collected data from activities within our operational control, such as emissions from energy consumption in buildings with long-term leases. However, we exclude emissions from spaces where utilities are managed by external service providers, as they fall outside our control.

### 2.3 Methodology used

Catch22 categorises its Green House Gasses (GHG) Emissions as Scope 1, 2 or 3 as referred in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO2e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated

### 2.4 Current & Baseline Reporting periods

Baseline Period: 01 September 2020 – 31 August 2021  
 Current Reporting Period: 01 September 2023 – 31 August 2024



### 3. BASELINE EMISSIONS FOOTPRINT

Baseline Reporting Period: 01 September 2020 to 31 August 2021

Scope 1	Scope 2	Scope 3
324.6 t	157.9 t	107.3 t
Fuels (Natural Gas) 324.6 t	UK Electricity 157.9 t	Business Travel Air 0.45 t Business Travel Land 98.62 t Hotel Stay 8.26 t
<b>Total</b>		<b>590 t CO2e</b>

Scope 3 limitations on data available during baseline year. More activities within this scope will be reported more fully in future years

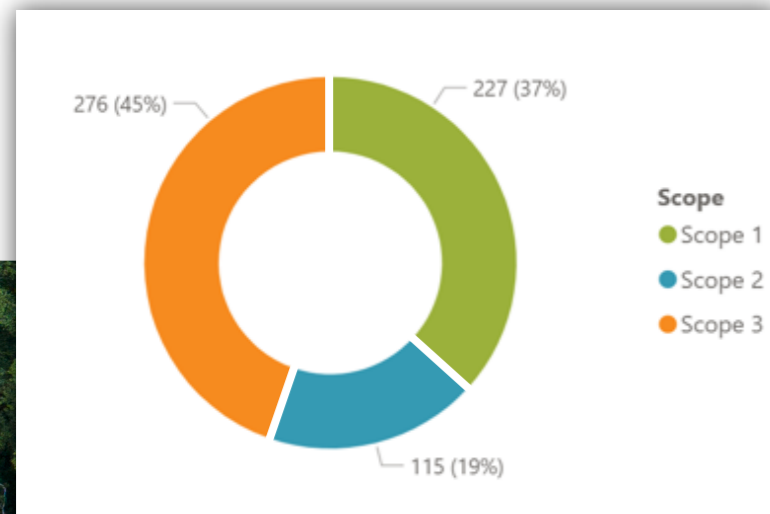
### 4. CURRENT EMISSIONS REPORTING

#### 4.1 Summary of emissions & Analysis by Scope

Current Reporting Period: 01 September 2023 to 31 August 2024

Scope 1	Scope 2	Scope 3
227.5 t	115.4 t	276.3 t
Fuels (Natural Gas) 225 t Owned Vehicles 2.6 t	UK Electricity 115.4 t	Business Travel Air 4.2 t Business Travel Land 252.4 t Hotel Stay 12.2 t Managed Assets (Vehicles) 6 t Water Supply 0.7 t Water treatment 0.8 t Homeworking 0.1 t
<b>Total</b>		<b>619 t CO2e</b>

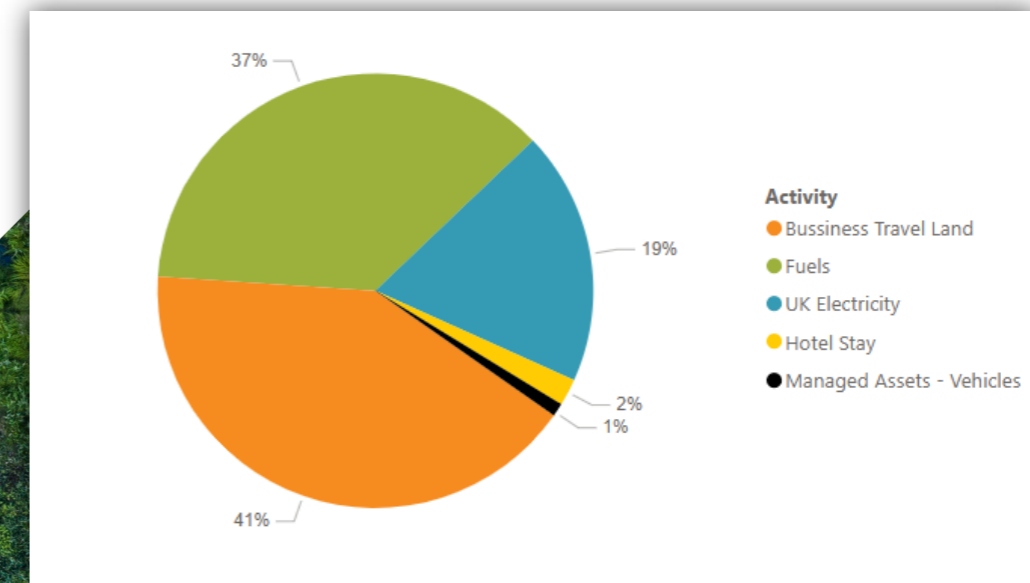
Emissions by Scope (tCO2e)



#### 4.2 Analysis by Activity

Emission type	Scope	t CO2e	Data Source	Data Confidence
<b>Energy</b>				
Gas	Scope 1	225	Supplier	Medium
Owned Vehicles	Scope 1	2.6	Mileage records	High
Electricity	Scope 2	115.4	Supplier	Medium
		<b>343</b>		
<b>Travel</b>				
Mileage Claims	Scope 3	205.4	Company records	High
Travel Bookings (Land)	Scope 3	38.1	Supplier	High
Travel Bookings (Air)	Scope 3	4.2	Supplier	High
Car Hire	Scope 3	8.8	Supplier	High
Lease Vehicles	Scope 3	6	Company records	High
		<b>262.6</b>		
<b>Other emission calculated</b>				
Hotel Stay	Scope 3	12.2	Supplier	High
Water Supply	Scope 3	0.7	Utility Bills	Medium
Water Treatment	Scope 3	0.8	Utility Bills	Medium
Homeworking	Scope 3	0.1	Utility Bills	Medium
		<b>13.8</b>		
<b>Total</b>		<b>619</b>		

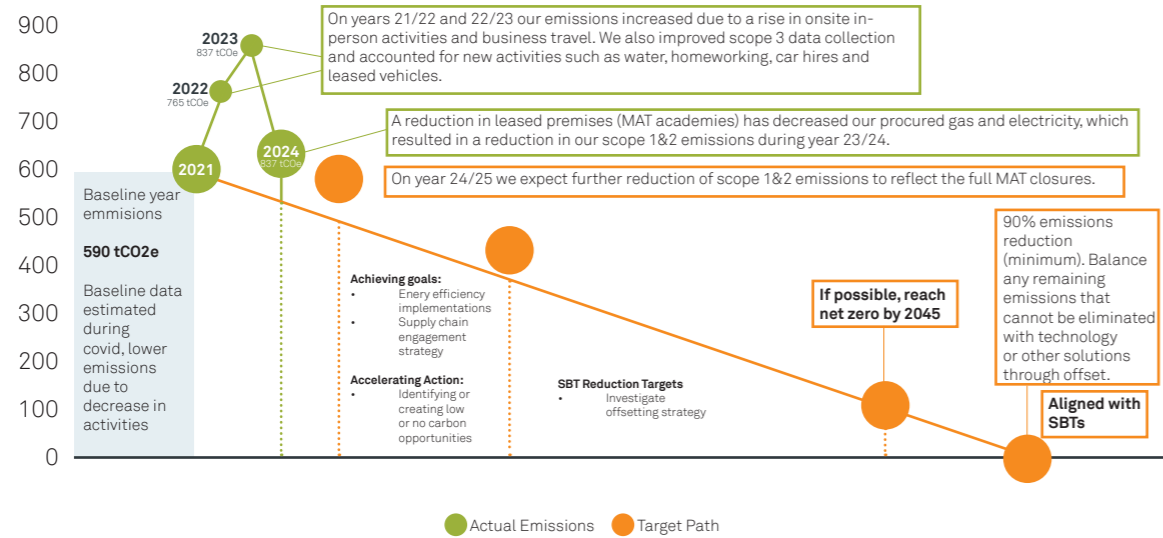
Emissions by Activity (tCO2e)



## 5. EMISSIONS REDUCTION TARGETS

The following graph summarises the carbon emissions reduction targets:

Catch22 Net Zero Path



**Goal:** To become a Net Zero organisation in line with science based targets.

## 6. CARBON REDUCTION ACTIONS

Catch22 has begun implementing initiatives to support strategies aimed at meeting Science Based Targets. These efforts also focus on driving cultural change and creating meaningful impact through service delivery. The table below outlines the details.

Focus	Initiative	Overview	Start	Progress update
Carbon Reporting	Data quality improvements for Scope 1 & 2	Adjust and implement data collection processes to improve report transparency and have a better understanding of environmental impact	2024	<ul style="list-style-type: none"> <li>- Currently rolling out smart meters for all operational sites to improve energy consumption data accuracy</li> <li>- Whilst smart meter rollout, established new process for manual meter reads to gain more accurate consumption data</li> </ul>
	Data quantity improvements for Scope 3	Engage with suppliers and internal teams to gather new data to report Scope 3 emissions	2023	<ul style="list-style-type: none"> <li>- Added new Scope 3 items from 2024 reports: water, homeworking, car hires, and long term leased vehicles.</li> <li>- Aim to add further Scope 3 items into future years reports: Employee Commute, material use.</li> <li>- Aim to engage new and existing suppliers to collaborate and develop strategies to achieve sustainability goals</li> </ul>
	Sustainability Dashboard	Build an internal Sustainability Dashboard	2025	<ul style="list-style-type: none"> <li>- Aim to build an automated dashboard to overview Scope 1, 2 &amp; 3 emissions and yearly progress against Net Zero targets</li> </ul>
Energy	Renewable Energy	Green Energy Procurement	2023	<ul style="list-style-type: none"> <li>- Purchased green Electricity with SSE for 15 operational delivery sites.</li> <li>- Aim to continue on this tariff</li> </ul>
	Energy Efficiency	Identify energy savings opportunities at operational buildings	2024	<ul style="list-style-type: none"> <li>- Conducted assessments for 2 office buildings and identified multiple energy initiatives to reduce costs and Co2 emissions (2024)</li> <li>- Aim to implement these in the upcoming years</li> </ul>
Travel	EV Charging Points	Install EV Charging points at operational sites to support low emission vehicle use	2024	<ul style="list-style-type: none"> <li>- Installed 7 EV charging points at 4 operational sites (2024).</li> <li>- Aim to continue to install more EV chargers at other operational sites.</li> </ul>
	Staff Benefits	<ul style="list-style-type: none"> <li>- Cycle to Work Scheme</li> <li>- Low emissions Car Salary Sacrifice scheme</li> <li>- Hybrid/flexible work arrangements to avoid unnecessary staff travel.</li> </ul>	2023	<ul style="list-style-type: none"> <li>- Ongoing</li> </ul>

## 6. CARBON REDUCTION ACTIONS *(continued)*

Focus	Initiative	Overview	Start	Progress update
Waste & Recycling	Minimise waste & Improve Recycling	Improve recycling facilities at operational sites. Includes staff engagement, clear signage and increase of recycling bins	2023	<ul style="list-style-type: none"> <li>- Rollout new waste &amp; Recycling improvements at 2 sites: Brasted and Head office (2023)</li> <li>- Aim to rollout at Community Links in 2025</li> <li>- Aim to rollout at Further sites in future years</li> <li>- Staff engagement through newsletters, emails and social platforms to raise awareness over waste minimization and recycling</li> </ul>
Service Delivery	Energise	Supporting the UK Net Zero transition through our Energise Employability Programme, where Catch22 enables people aged 18+ who face barriers to work to green jobs and apprenticeships	2024	<ul style="list-style-type: none"> <li>- 1181 job seekers attended the program. 387 of them progressed into paid employment.</li> <li>- Energise Programme won the ERSA (Employment related Services Association) Skills for Work Award 2024.</li> <li>- Will Continue to deliver this program</li> </ul>
	Environmental Education for Schools	Develop a game to integrate environmental education within Catch22 schools	2024	<ul style="list-style-type: none"> <li>- Plan to launch the project pilot at Lowestoft school in August 2025</li> <li>- Mirror the game and rollout at more sites from 2026</li> </ul>
Awareness and Culture	Environmental Policy	Updated Environmental Policy to set clear guidelines and principles for staff and suppliers	2024	<ul style="list-style-type: none"> <li>- Updated and distributed Environmental Policy (2024)</li> <li>- To review again in 2026</li> </ul>
	Sustainability Champions	Stablish a network of collaboration across Catch22	2023	<ul style="list-style-type: none"> <li>- Ongoing</li> <li>- Network to attend Carbon Literacy training in July 2025</li> </ul>
	Staff engagement	Raise awareness through webinars, staff conferences and new starts inductions	2023	<ul style="list-style-type: none"> <li>- Delivered two webinars: Champion Sustainability (2023) &amp; Earth Day (2024)</li> <li>- Delivered 16 workshops during in person staff conference (2023)</li> <li>- Engaged with new staff on 3 company inductions (2024)</li> <li>- Will continue to deliver more engaging activities</li> </ul>



## 7. 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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<sup>3</sup>.

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

Signed on behalf of Catch22



**Nigel Richards**  
Deputy Chief Executive

**Date: 8/4/2025**

**Produced by:**

**Adriana Mejia Velez**  
Sustainability Coordinator at Catch22  
Date: April 2024

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

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting> <sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>

## 8. GLOSSARY

<b>Baseline Data</b>	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
<b>Carbon Reduction</b>	Reduction in measured CO2e emissions
<b>Carbon Reduction Plan</b>	Plan to reduce CO2e emissions over a period of time, updated annually
<b>Carbon Offsets</b>	A removal or reduction of carbon emissions through a verified scheme.
<b>CO2e</b>	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO2e) for consistency of reporting.
<b>Organisational Boundaries</b>	GHG Protocol Organisational Boundaries <a href="https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf">https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf</a>
<b>GHG Protocol</b>	Greenhouse Gas Protocol <a href="https://ghgprotocol.org/ghg-protocol-revised.pdf">https://ghgprotocol.org/ghg-protocol-revised.pdf</a>
<b>Greenhouse Gases</b>	Carbon Dioxide (CO2), Methane (CH4), Nitrous Oxide (N2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF6)
<b>Greenhouse Gas</b>	Annually published conversion factors normally published by relevant government departments. Converts activity into CO2e emissions.
<b>Conversion Factors</b>	Greenhouse gas reporting: conversion factors 2024 - GOV.UK
<b>Greenhouse Gas Emissions (GHG)</b>	Gases in the atmosphere that absorb and radiate heat
<b>Intensity Metric/Ratio</b>	A metric that measures carbon emissions per relevant unit of activity in a business.
<b>Net Zero</b>	GHG emissions are mitigated and those that cannot are offset
<b>Renewable Tariff</b>	An energy tariff that is 100% powered by renewable energy and is certified
<b>Science Based Targets (SBT)</b>	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
<b>Scope 1</b>	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
<b>Scope 2</b>	The energy that is bought (electricity from the grid, purchased heat)
<b>Scope 3</b>	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
<b>SECR</b>	Streamlined Energy and Carbon Reporting
<b>tCO2e</b>	Metric tonnes of CO2 equivalent emitted
<b>WBCSD</b>	World Business Council for Sustainable Development <a href="https://www.wbcsd.org/">https://www.wbcsd.org/</a>
<b>WRI</b>	World Resource Institute <a href="https://www.wri.org/">https://www.wri.org/</a>

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