

## TEAM A5 LIMITED CARBON REDUCTION PLAN BY 2050



**ACCORDANCE TO PPN06/21**

## Team A5 Carbon Reduction Plan By 2050

**Team A5** is dedicated to reaching full carbon neutrality by **2050**. This strategic roadmap outlines our commitment to minimising our environmental impact and championing sustainability within the care and supported living sectors. Our focus centers on maximising energy efficiency, optimising our unique operational model, and promoting eco-friendly habits across our entire workforce.

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### 1. Energy Efficiency and Head Office Operations.

**Goal:** Attain a 100% reduction in carbon emissions from our administrative operations by 2050.

**Team A5** head office consisting of 2–3 core staff, and is in a prime position to maintain a low-carbon footprint through:

- **System Optimisation:** Refining heating and lighting within our central office to ensure zero energy waste.
- **Smart Technology:** Utilising energy management systems and smart meters to monitor consumption in real-time.
- **Digital Transformation:** Maintaining a strictly paperless environment by utilising digital workflows for all administrative and compliance tasks.
- **Green Procurement:** Ensuring all office supplies and equipment are sourced from sustainable, eco-certified vendors.

### 2. Low-Impact Commuting and Transportation.

**Goal:** Maintain and further reduce travel emissions by 50% by 2035.

**Team A5** benefits from a highly efficient logistical model. With over 120 field staff—most of whom work in live-in or supported living shifts—travel is naturally minimised.

- **Localised Workforce:** By prioritising local recruitment, the majority of our team lives near their workplace, allowing for commuting via walking, cycling, or public transport.

- **Vehicle Management:** We operate only one company vehicle and will transition this to an electric model as part of our long-term strategy.
- **Commuter Support:** We continue to encourage our staff to utilise public transport and provide facilities that support those who choose to cycle to work.
- **Virtual Operations:** All possible administrative and team meetings will be conducted via video conferencing to eliminate unnecessary travel.

### 3. Supply Chain Sustainability.

**Goal:** Achieve 100% supplier compliance with sustainability standards by 2035.

- **Local Sourcing:** In line with our local recruitment strategy, **Team A5** prioritises local vendors to reduce "transportation miles" for goods and services.
- **Sustainability Audits:** We will evaluate our partners and suppliers to ensure they adhere to rigorous environmental standards, such as FSC certification for any physical goods.

### 4. Sustainable Management of Care Properties.

**Goal:** Transition 100% of our managed properties to net-zero standards by 2050.

**Team A5** has direct control over our supported living and live-in care properties, we have a unique opportunity to lead by example:

- **Property Retrofitting:** Implementing energy-efficient upgrades directly within the homes we manage.
- **Renewable Integration:** We're planning installation of solar panels and other renewable energy solutions across to our future Team A5 owned property portfolio 'only' by 2050. Which would turn our properties into nearly 100% green energy consumer.
- **External Support:** For our 30–40 staff members working within hospitals or third-party businesses, we always provide advocacy and training to our staff to help them implement sustainable practices within those external environments.

### 5. Waste and Recycling Excellence.

**Goal:** Reach at-least 90% recycling and diversion rate across all operations by 2030.

- **Comprehensive Recycling:** Enforcing strict recycling protocols for all materials, including plastics, electronics, and paper, at both the head office and managed properties.
- **Food Waste Reduction:** Given our live-in care and supported living model, we will implement specific initiatives to reduce food waste, such as improved meal planning and local composting where feasible.

### 6. Community and Environmental Advocacy.

**Goal:** Engage in at least four local environmental initiatives annually to foster a culture of sustainability.

- **Local Engagement:** Participate in community-based environmental projects, such as local clean-up events and green space preservation.
- **Staff Education:** Providing ongoing sustainability training to our 120+ staff members, empowering them to act as environmental stewards both at work and in their personal lives.

## 7. Transition to Renewable Energy.

**Goal:** Power almost 100% of **Team A5** controlled facilities with renewable energy by 2050.

- **Green Energy Contracts:** Switching all property energy accounts to 100% renewable energy providers, where applicable.
- **Infrastructure Investment:** Leveraging our direct control over properties to explore the feasibility of on-site renewable energy generation, where applicable.

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## 8. Monitoring and Transparency

**Goal:** Provide comprehensive annual reporting on our progress toward 2050.

**Team A5** will establish a rigorous framework to track energy usage, waste production, and transportation data. We will publish an annual Carbon Progress Report to remain accountable to our staff, partners, and the community.

## 9. Declaration and Sign Off

**Team A5** is committed to proving that even with a large on-field workforce, a sustainable care model is possible. By leveraging our local recruitment strategy and our direct control over care properties, we will achieve carbon neutrality by 2050, contributing to a cleaner, healthier future for the individuals we support and the planet. This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body). This Carbon Reduction Plan is completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

**Signed: Team A5 Limited**  
**Date: May 13, 2026**

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