Avant
Care and support services at home

Avant Healthcare Services Limited

Carbon Reduction Plan

Trading as: Avant Homecare

Company number: 07637899

Baseline year: 1 January 2024 to 31 December 2024

Reporting year: 1 January 2025 to 31 December 2025

Prepared in accordance with: Procurement Policy Note 006, "Taking account of Carbon Reduction Plans in the procurement of major government contracts" (updated February 2025), and its Technical Standard for Completion of Carbon Reduction Plans; the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard; the UK Government GHG Conversion Factors for Company Reporting, 2024 and 2025.

Publication date: First published 1 January 2026. Last reviewed 22 June 2026. This version published 27 November 2026.

Next review due: June 2027, when the plan for the 2026 reporting year is published

Supplier name	Avant Healthcare Services Limited
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Commitment to achieving net zero

Avant Healthcare Services Limited is committed to achieving net zero emissions by 2040.

This is ten years earlier than the latest date of 2050 set in Procurement Policy Note 006. The commitment applies to all of our operations, including the delivery of domiciliary care and our corporate activities. Our interim target is a 20% reduction in total emissions by 2030 against our 2024 baseline.

About this plan

This plan covers Avant Healthcare Services Limited (company number 07637899), trading as Avant Homecare, and no other company. We provide domiciliary care (personal care in people's own homes) for adults and children. All of our operations are in the United Kingdom.

We have set our reporting boundary using the operational control approach in the Greenhouse Gas Protocol Corporate Standard.

Our financial year ends on 31 July. We report emissions by calendar year, and the same period is used for every emission source in each year.

Offices in the reporting boundary

Office	Floor area	Heating	In the boundary
Vista Business Centre, 6th Floor, Block B, 50 Salisbury Road, Hounslow TW4 6JQ	1,000 sq ft	Electricity	2024 and 2025
7 Throwley Way, Sutton SM1 4AF	112.5 sq ft	Gas	2024 and 2025
Old Library Building, Queen Victoria Road, High Wycombe HP11 1BG	75 sq ft	Gas	2025, from 22 January 2025

All three are shared, serviced offices. We do not hold the gas, electricity, water or waste accounts, and the office providers do not give us usage figures. The High Wycombe office opened on 22 January 2025, so it is an addition in the reporting year and is not part of the baseline.

The Hounslow building is air conditioned. The air conditioning is the landlord's system and the landlord does not currently track refrigerant losses, so we are not able to obtain that data and no figure is reported for it in either year.

Care delivered

Measure	2024	2025
Care hours delivered, whole company	391,606	447,379

Source: our Finance Manager's figures for the whole company, supplied on 27 November 2026. Care hours rose by 14.2% between the two years. We use care hours to show emissions for each hour of care beside total emissions, so that growth in the care we deliver can be seen beside the change in emissions.

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: 1 January 2024 to 31 December 2024

Additional details relating to the baseline emissions calculations

2024 is our first year of comprehensive emissions reporting and is the baseline against which our reductions are measured.

This baseline replaces the figure of 379.48 tCO2e in our earlier published plan. The total is now 468.84 tCO2e. There are three reasons for the change:

- Employee commuting, which the reporting standard requires, was not in the earlier plan. It is now included for 2024 (118.27 tCO2e).
- The earlier waste figure (29.12 tCO2e) has been removed. Errors were found in that calculation and we are not confident that it was a true reflection of our waste. Our position on waste is explained under "Scope 3 categories" below.
- Office gas and electricity have been re-estimated from floor area, so that 2024 and 2025 are measured in the same way. Gas changes from 0.85 to 0.28 tCO2e and electricity from 0.56 to 1.34 tCO2e.

The earlier plan's figures for water (0.19 tCO2e), the company car (14.00 tCO2e) and staff business mileage (334.76 tCO2e) are kept as published. That plan states that all of its figures are estimates and it gives no quantities, so these three lines are not measured records.

Baseline year emissions

Emissions	Total (tCO2e)
Scope 1	14.28
Scope 2	1.34
Scope 3 (included sources)	453.22
Total emissions	**468.84**

Baseline year emissions by source

Source	Scope	Basis	tCO2e
Gas, Sutton office	1	Calculated from floor area: 1,542 kWh	0.28
Company car	1	Taken from our earlier plan	14.00
Electricity, Hounslow and Sutton offices	2	Calculated from floor area: 6,491 kWh	1.34
Water supply, offices	3	Taken from our earlier plan	0.19
Staff using their own cars for work (category 6, business travel)	3	Taken from our earlier plan	334.76
Employee commuting (category 7)	3	Estimated: 425,858 car miles	118.27
Total			**468.84**

Current emissions reporting

Reporting year: 1 January 2025 to 31 December 2025

2025 is our most recent complete reporting year.

Emissions	Total (tCO2e)
Scope 1	1.29
Scope 2	1.33
Scope 3 (included sources)	393.99
Total emissions	**396.61**

Reporting year emissions by source

Source	Scope	Basis	tCO2e
Gas, Sutton and High Wycombe offices	1	Calculated from floor area: 2,511 kWh	0.46
Company car (plug-in hybrid), fuel	1	5,146.5 miles	0.83

Source	Scope	Basis	tCO2e
Electricity, Hounslow, Sutton and High Wycombe offices	2	Calculated from floor area: 6,903 kWh	1.22
Company car (plug-in hybrid), electricity	2	5,146.5 miles	0.10
Staff using their own cars for work (category 6, business travel)	3	Recorded in our electronic call monitoring and care planning system: 926,823 miles	258.37
Employee commuting (category 7)	3	Estimated: 486,510 car miles	135.62
Total			**396.61**

The source figures are shown to two decimal places and are rounded separately, so they may differ from the totals by 0.01.

Change against the baseline

Measure	2024	2025	Change
Total emissions (tCO2e)	468.84	396.61	-15.4%
Emissions for each 1,000 care hours (tCO2e)	1.20	0.89	-26.0%

Total emissions were 72.23 tCO2e lower in 2025 than in 2024, while the care we delivered rose by 14.2%. The main movements were:

- Staff business mileage: 334.76 to 258.37 tCO2e. Our electronic call monitoring and care planning system recorded 926,823 business miles in 2025, which is 2.07 miles for each care hour, against about 3.08 in 2024. The fall is due to better rostering and an increase in the number of people we support on existing rounds, so care workers travelled less between visits. The 2024 figure is the estimate from our earlier plan and not a mileage record.
- Company car: 14.00 to 0.94 tCO2e (fuel and electricity together). The 2025 figure is worked from the mileage of our one company car, a plug-in hybrid. The 2024 figure is the estimate from our earlier plan, so most of this change comes from better data and not from a change in how the car was used.
- Employee commuting: 118.27 to 135.62 tCO2e. Commuting is estimated from care hours, so it rises with the care we deliver.
- Offices: gas and electricity together moved from 1.63 to 1.68 tCO2e. The High Wycombe office was added on 22 January 2025, and the government's electricity factor was lower in 2025.
- Water: 0.19 tCO2e in 2024 and not reported for 2025. Our offices are serviced, no usage figure is available and water is not a category the reporting standard requires.

Scope 3 categories

The reporting standard requires five Scope 3 categories. Our position on each, for both years, is:

Category	Position
4. Upstream transportation and distribution	No figure reported for either year. Our office supplies are delivered free of charge on the supplier's own multi-stop delivery rounds. We hold no record of the weight delivered or the distance travelled, and the supplier's invoices carry no carbon information. From the 2026 reporting year we will calculate this as the weight of goods delivered, multiplied by the road distance from the supplier's warehouse to each office, multiplied by the UK Government factor for goods carried by van.
5. Waste generated in operations	No figure reported for either year. We work from shared, serviced offices. Our bills do not state our share of the waste, and the office owners do not report a waste figure, so we have no evidenced way of measuring it. We are working with our landlords to put this right, and waste will be reported in our plan for the 2026 reporting year.
6. Business travel	Reported: 334.76 tCO2e in 2024 and 258.37 tCO2e in 2025. This is staff using their own cars to travel between visits.
7. Employee commuting	Reported: 118.27 tCO2e in 2024 and 135.62 tCO2e in 2025. For care workers this is the journey from home to the first visit and from the last visit back home.
9. Downstream transportation and distribution	Not applicable in either year. We deliver care and sell no goods, so nothing is transported to customers. Personal protective equipment is taken to care workers by our Field Based Managers in their own cars. Their mileage is recorded with care workers' mileage and is already counted in business travel, so it is not counted twice.

Methodology and assumptions

Emissions are calculated in tonnes of carbon dioxide equivalent (tCO2e) in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Every line is an activity figure multiplied by a UK Government conversion factor. The conversion factors are expressed in carbon dioxide equivalent and cover carbon dioxide, methane and nitrous oxide. The other greenhouse gases named in the reporting standard do not arise from the sources we report. We use the 2024 factor set for 2024 and the 2025 factor set for 2025. We do not use spend-based factors, and we do not subtract offsets from any figure.

Conversion factors used

Factor ID	Description	Unit	2024	2025
1_100_1004_6_1	Natural gas	kWh (Gross CV)	0.18290	0.18296
7_400_4000_5_1	UK electricity, generated	kWh	0.20705	0.17700
4_301_3074_9_1	Passenger vehicles, average car, fuel unknown	miles	0.26860	Not used
4_301_3067_9_1	Passenger vehicles, large car, plug-in hybrid	miles	Not used	0.16146
8_301_3067_9_1	UK electricity for electric vehicles, large car, plug-in hybrid	miles	Not used	0.02037
25_301_3058_9_1	Business travel by land, medium car, fuel unknown	miles	0.27771	0.27877
17_404_4005_1_1	Water supply	cubic metres	0.15311	Not used

Factors are in kg CO2e for each unit, from the UK Government GHG Conversion Factors for Company Reporting.

Assumptions

Ref	Subject	Assumption and its effect
A1	Office gas and electricity	Calculated as floor area multiplied by the median energy use for offices published by the Department for Energy Security and Net Zero (Non-Domestic National Energy Efficiency Data-Framework 2026: 62.8 kWh of electricity and 147.54 kWh of gas for each square metre, 2024 figures), multiplied by the share of the year occupied. The 2024 figures are used for both years because no 2025 figure is published yet. Shared areas such as corridors and reception are not included, so the estimate may understate.
A2	Hounslow office heating	The building's Energy Performance Certificate gives grid electricity as its main heating fuel, so no gas is counted for Hounslow. Its electricity is still calculated from the average for all offices, most of which are heated by gas, so Hounslow's electricity is probably understated. The Sutton and High Wycombe offices are heated by gas; this is our own confirmation and is not from a document.

Ref	Subject	Assumption and its effect
A3	Office floor areas	Hounslow, Sutton and High Wycombe are from the office providers' written confirmation. The office space did not change between 2024 and 2025, apart from the High Wycombe office opening.
A4	Company car, 2025	One car, owned by the company. An average of 98.7 business miles a week, multiplied by 365 and divided by 7, gives 5,146.5 miles. Personal mileage is minimal and is not included, so the figure may understate slightly.
A5	Staff cars	Mileage claims do not record the size or fuel of staff cars, so the factor for a medium car of unknown fuel is used for business travel and commuting in both years.
A6	Employee commuting	Estimated from one quarter of rosters (August to October 2026): Average of 12,601.4 car commuting miles for 11,587.85 care hours per 4 weeks, which is 1.09 miles for each care hour, multiplied by the care hours delivered in each year. Journeys of 0.7 miles or less, one way, are treated as walked. Every longer journey is treated as a car journey, so care workers who use public transport, cycle or share a lift are counted as driving, which may overstate. Office staff are not in the roster and a care worker who goes home in the middle of the day is counted for the first and last journeys only, which may understate. Distances are between postcode areas, not addresses. One week in 2026 stands in for the whole of 2024 and 2025.
A7	2024 figures from our earlier plan	Water, the company car and staff business mileage for 2024 are carried over from our earlier plan.

Emissions reduction targets

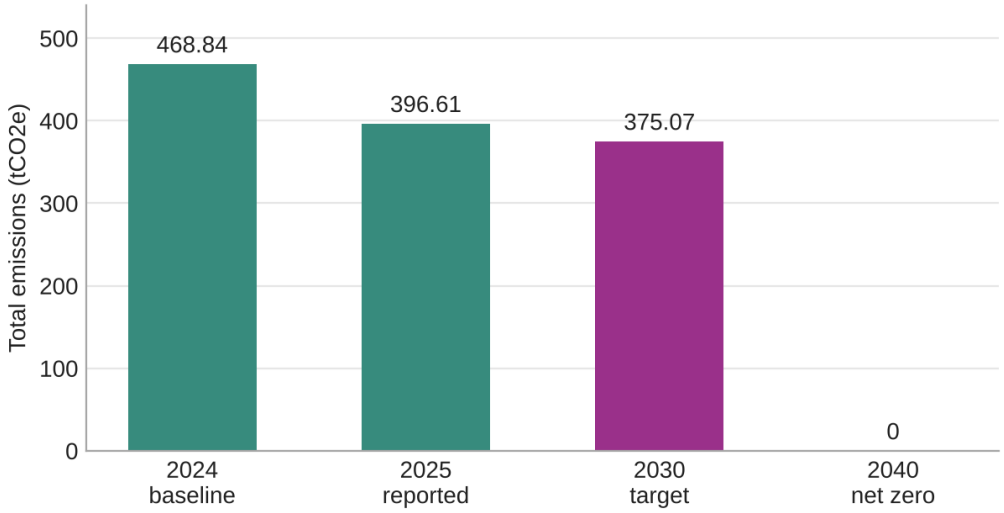
In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 375.07 tCO2e by 2030. This is a reduction of 20%.

Milestone	Total emissions (tCO2e)	Reduction against the 2024 baseline
2024 baseline	468.84	-
2025 reported	396.61	15.4%
2030 target	375.07	20%

Milestone	Total emissions (tCO2e)	Reduction against the 2024 baseline
2040 net zero	Net zero	100%

Our 2025 emissions are 21.54 tCO2e above the 2030 target. Progress against these targets can be seen in the graph below:



Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. Total reported emissions fell by 72.23 tCO2e between 2024 and 2025, a 15.4% reduction against the 2024 baseline, and the measures will be in effect when performing the contract. Part of that reduction comes from better data for 2025, as explained under "Change against the baseline", so we do not attribute all of it to these measures.

Measure	Scope	Detail	Record
Limiting travel between visits	3	Our policy is that care workers travel no more than 3 miles between calls.	In place by 22 June 2026, the date of the plan review that records it

Measure	Scope	Detail	Record
Route planning and car sharing	3	We plan routes so that two care workers are not driving to the same road unless it is necessary. Where two care workers support the same person, we plan runs that let them share a car, provided the call times still meet the person's needs (Environmental Policy and Procedure HS02, section 5.3).	In our Environmental Policy and Procedure HS02, last reviewed 15 October 2026
Cycle to Work scheme	3	The Government's Cycle to Work scheme is available to staff to help them buy bicycles and e-bikes.	In place by 22 June 2026, the date of the plan review that records it
Refresher training on the use of personal protective equipment	3	Refresher training for care workers, with the aim of reducing waste from personal protective equipment by 5%. We will have a waste measurement for the 2026 reporting year, which will let us test this aim.	In place by 22 June 2026, the date of the plan review that records it
Green Champion	1, 2 and 3	A Green Champion supports delivery of this plan and day-to-day monitoring.	In place by 22 June 2026, the date of the plan review that records it
Digital working	3	Rosters are printed only when necessary and policy updates are sent to staff digitally, which reduces paper use (Environmental Policy and Procedure HS02, sections 5.2 and 5.4).	In our Environmental Policy and Procedure HS02, last reviewed 15 October 2026

Future carbon reduction initiatives

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

Measure	Scope	Detail	Owner and date
Measuring office waste	3	Agree with our landlords how our share of office waste will be measured, so that waste is reported in the plan for the 2026 reporting year.	Plan published June 2027. Owners: Managing Director and Operations Director
Measuring deliveries to our offices	3	Record the weight of goods delivered to each office, so that upstream transportation is reported in the plan for the 2026 reporting year.	Plan published June 2027. Owners: Managing Director and Operations Director
Local suppliers of personal protective equipment	3	There are currently no local providers. We will source locally as options become available.	1 January 2027. Owners: Managing Director and Operations Director
Higher mileage rate for hybrid and electric vehicles	3	An enhanced mileage rate, 5p a mile higher, for employees using a hybrid or electric vehicle.	Ongoing. Owners: Managing Director and Operations Director
Biodegradable personal protective equipment	3	Identify and source biodegradable personal protective equipment from a suitable provider.	Ongoing. Owners: Managing Director and Operations Director
Local suppliers for IT and office supplies	3	Use local suppliers for IT systems and office supplies. Our office supplies are minimal because we work largely digitally.	Ongoing. Owners: Managing Director and Operations Director

We are also considering the following measures. They are not yet commitments:

- A phased target for moving care worker mileage to electric vehicles, with dated milestones.
- Reducing our 3-mile limit on travel between calls to 1 mile.
- A salary-sacrifice scheme to help staff buy electric vehicles.
- A pilot of e-bikes or e-scooters for short urban rounds in the denser London boroughs we serve.
- Asking our landlords to move our offices to a certified renewable electricity tariff, and to fit LED lighting and smart heating controls. We occupy managed offices, so these need the landlords' agreement.
- A target share of lower-impact personal protective equipment by a set date, agreed with our supplier.

Governance and review

Overall responsibility for this plan sits jointly with Sally Graham (Managing Director) and Deepa Dungar (Operations Director). The Green Champion supports delivery and day-to-day monitoring.

We review and update this plan every year. The plan for the 2026 reporting year will be published in June 2027. If we fall behind our targets, we will review the plan and agree the actions needed to get back on track.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 (where required), 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).

Board approval was given on 27 November 2026.

Signed on behalf of the supplier:

Signed	
Name	Sally Graham
Job title	Managing Director
Date	27 November 2026