Our carbon reduction plan

Supplier name: Everyturn
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Introduction

At Everyturn Mental Health, we believe no one should struggle alone. Supporting a person's wellbeing involves working with everything that's important to them, and that includes where and how they're able to live their life.

We also know that we're living in a climate and nature crisis, and will only increase the challenges that already make life hard for so many of the people we support: the cost of energy and food, inadequate housing, overstretched public services, unemployment, or a feeling of things being out of control.

But in the same way that we're hopeful for the people we serve support, we're also hopeful about our collective ability to change the course for our planet's health too. This isn't lip service to us; care and compassion is the core of who we are. Creativity and collaboration are the way we work in everything we do.

Commitment to achieving net zero

Everyturn Mental Health is committed to achieving net zero for our controllable emissions by 2030, and for the emissions we can influence by 2035. Following our 2025 Great Place To Work survey, 88% of colleagues also believe we are committed to sustainability and net zero, which is a 4.4% increase from 2024.

Our net zero target, all reported emissions, and future measures include the entity wholly owned by Everyturn (Everyturn Services Limited).

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: 2022/2023
Our carbon emissions have been calculated in accordance with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. Our carbon footprint is in line with the Streamlined Energy and Carbon Reporting Regulations (SECR) requirements.

Our Scope 1 and Scope 2 emissions with our Scope 3 emissions relating to business travel. Scope 2 emissions are reported using the location-based method. Additional Scope 3 categories have been calculated following GHG Protocol Guidance and using the appropriate DEFRA Carbon Conversion Factors.

The operational control approach has been taken for the reporting of all emissions.

Emissions	Total ($tCO2e$)
Scope 1	403.8
Scope 2	107.2
Scope 3* (included sources)	Category 4: Upstream transportation & distribution - 11.7
	Category 5: Waste - 96.7
	Category 6: Business travel - 55.8
	Category 7: Employee commuting & homeworking - 371.7
	Category 9: Downstream transportation & distribution - 32.2
Total emissions	1079.1

Table 1. Scope 1-3 emissions from baseline year (2022).
*Baseline reporting year is 2023 for categories 4, 5, 6, 7, and 9.

Current emissions reporting

Reporting year: 2025

Emissions	Total (tCO2e)
Scope 1	318.9
Scope 2	95.9 (location-based), 21.3 (market-based)
Scope 3 (included sources)	Category 1: Supply Chain (C, E, F, H, I, J, K, M, N, R) - 1,190.9*
	Category 3: Fuel & energy-related activities - 89.8
	Category 4: Upstream transportation & distribution - 15.2
	Category 5: Waste - 42.6
	Category 6: Business travel - 73.7
	Category 7: Employee commuting & homeworking - 598.4
	Category 9: Downstream transportation & distribution - 41.9
Total emissions	2467.4 (location-based), 2392.8 (market-based)

Table 2. Scope 1-3 emissions from latest reporting year (2025).
*Updated CO2e calculations used for for category 1: Supply Chain.

Emissions reduction targets

We're committed to achieving net zero across our controllable emissions (scopes 1 & 2, and scope 3 categories 3, 4, 5, & 6) by 2030, in line with the latest climate science which instructs rapid decarbonisation.

In 2024, we adjusted our net zero target for all influence-able emissions (scope 3 categories 1, 7, & 9) to 2035.

Our ambition and progress is illustrated in the graphs overleaf:

Figure 1. Projected and actual controllable emissions (tCO2e) against set targets, from baseline year to latest reporting year. Scope 2 emissions are location-based.

Figure 2. Projected and actual influenceable emissions (tCO2e) against set targets, from baseline year to latest reporting year.

Completed carbon reduction initiatives in 2024/25

Our sustainability programme covers four key work streams: Foundations, Estates & Facilities, People & Community, and Supply Chain.

We have completed a variety of initiatives within these workstreams to reduce our direct carbon emissions and influence others to do the same. The highlights are detailed below:

Foundations

- We were awarded silver accreditation from Investors in the Environment for consistent progress in reducing resource use and for high colleague engagement.
- We were also runners-up in the award for Best Carbon Reduction at the 2025 Investors in the Environment Awards.
- We maintained and improved our environmental management system (EMS) through broader and more accurate data monitoring.
- Through our EMS, we produce a quarterly carbon emissions report that we use to track progress against targets and report back to the executive team and all colleagues.

Estates & facilities

- We reduced the carbon emissions from our gas and electricity consumption by 17% (or 32% when our renewable electricity procurement is considered), in comparison to our baseline year.
- We replaced five gas water heaters with air source heat pumps, powered by renewable energy, at one of our residential services.
- We also installed radiator controls and a building management system across the same site, to optimise the heating system. This gives us better temperature control and helps to reduce carbon emissions from the building.
- One of our NHS Talking Therapies teams in Nottingham moved into an office which is fully powered by on-site renewable energy.
- Across our residential services for older people, we installed garden planters to encourage growing food, and planted over 100 trees to give a biodiversity boost.
- 120+ trees (incl. donations from NHS Forest) and 1,000+ bulbs planted, increasing on-site carbon sequestration and biodiversity.
- Living wall (George Street Social), green roof (Briarwood), mini-pond (Jubilee Mews), flower strips, planters, and restored raised beds (35+ reused perennials) expanded vegetated, carbon-capturing space and food growing capacity.
- Use of Electric grounds equipment saved 400+ kgCO_2e.
- Colleague/resident engagement, Green Champions support, and stakeholder discussions increased participation in low-carbon space use.
- Biodiversity Action Plan guides ongoing carbon and habitat improvements.
- We improved recycling facilities at all our sites to increase recycling rates and comply with the new ‘simpler recycling’ laws. We also held engagement sessions with the services to provide waste education. As a result, carbon emissions from waste disposal are down by 10% this year compared to 2023/24.

People & Community

- Over 50 more colleagues went through our bespoke Carbon Literacy training course this year. We were awarded Bronze Carbon Literate Organisation status through our commitment to delivering training to our colleagues.
- We introduced new green benefits to help colleagues invest in home energy efficiency improvements, switch to electric vehicles, and make charitable giving more affordable.
- The number of Green Champions across the organisation grew from 10 to 32. This year, our Green Champions led on initiatives including zero waste party planning, food waste reduction, a Veganuary challenge, IT equipment recycling, and introducing sustainability elements to annual objective-setting for all colleagues.
- Carbon emissions from business travel was a key area that involved action from colleagues, so we're particularly proud that this fell by 18% compared to 2023/24.

Supply chain

- We published our sustainable procurement policy and laid out requirements for all of our suppliers.
- We engaged directly with our biggest suppliers, to explore their alignment with our own sustainability ambitions. 68% of them evidenced their own net zero targets and we're continuing to encourage all our suppliers to set targets and share their progress data.

Planned carbon reduction initiatives for 2025/26

Building on previous years, we will be ambitious and implement further measures to be applied across all delivered contracts. The measures apply to contracts delivered by Everyturn and those by the entity wholly owned by Everyturn (Everyturn Services Limited).

Foundations

- Focus on assessing and measuring the carbon impact of new business and projects.
- Work towards achieving ISO 14001 (Environmental Management Systems) and ISO 50001 (Energy Management Systems).
- Achieve Green award (highest level) with Investors in the Environment.

Estates & facilities

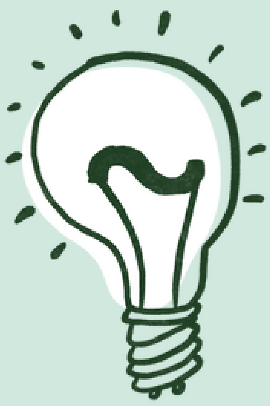
- Continue to work on waste management and reduction through regular audits and reporting.
- Increased focus on energy efficiency at our residential services using smart building management systems.
- More decarbonisation projects at our residential properties, moving away from gas to electric heating sources.
- Further green space improvement through delivery of our Biodiversity Action Plan.

People & community

- Continue to embed travel carbon budgets to reduce emissions from business travel.
- Further delivery of our bespoke carbon literacy training to colleagues across the organisation.
- Appointment of a board level champion with oversight of executive team direct report's sustainability objectives.

Supply chain

- Focus on improving supply chain (scope 3) data coverage and compliance.
- Increase understanding of our digital carbon emissions, with a focus on AI.
- Further integration of sustainability requirements in general procurement to reduce supply chain emissions and influence change through our spending.



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 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 Everyturn:

Kevin Berry
Executive Director for Finance & Performance

Date: 31 March 2026