



G R E E N
G R O W T H
P L E D G E



Green Growth Pledge

The Green Growth Pledge helps Welsh businesses take pro-active steps towards improving their sustainability, demonstrating their positive impact on the people and places around them, as well as joining a growing community of forward-thinking organisations who are helping Wales transition to a low carbon future.

It offers a range of straightforward, practical actions that can be taken, such as reducing vehicle use, increasing water and energy efficiency, and working with responsible suppliers that will help companies become more efficient, decarbonise and win new business.



The following guidance notes are intended to help you consider the types of activities and positive steps you can take to ensure your business operates in a responsible and sustainable way.



01

Working with responsible suppliers:

Steps your company can take to encourage good practice within your supply chain include:

- Increasing the proportion of your suppliers that are based in your region
- Choosing suppliers based on their demonstrable good practices
- Having a written policy to guide how you choose suppliers



02

Products & services:

Steps your company can take to reduce its use of raw ingredients and materials and to ensure your processes are efficient include:

- Your products are made using minimal raw ingredients and materials
- Your processes and technologies are chosen for their efficient use of resources
- Your services are delivered using minimum natural resources



03

Appropriate packaging:

Steps your company can take to ensure packaging protects products and the environment include:

- Packaging is checked to ensure it meets functional requirements
- Packaging weight is minimised
- Packaging is designed to be re-used, recycled or composted



04

Efficient transport:

Steps your company can take to reduce vehicle use & improve fuel efficiency include:

- Fuel efficient vehicles are used and kept in optimum condition
- Supply and delivery transport is coordinated to minimise fuel use and mileage
- Delivery runs are shared with other local businesses



05

Use & End of Life:

Steps your company can take to minimise energy use and waste arising from your products and services during their use and at end of life include:

- a. Products and services are designed to minimise energy consumption during their use
- b. Products are sent to specialist recyclers when they reach end of life
- c. Services are designed to create minimal waste that is always removed from customer sites



06

Using land, energy & water wisely:

Steps your company can take to reduce reliance on natural resources include:

- a. Engaging with sustainable land management practices and encouraging biodiversity
- b. Prioritising renewable energy, efficiency and reuse
- c. Areas of risk are identified along your supply chain, process and within your premises



07

Preventing waste & pollution:

Steps your company can take to reduce its impacts include:

- a. Areas of risk are identified along your supply chain, process and within your premises
- b. Pollution and waste arising is regularly monitored and recorded
- c. Reduction targets are set



08

Well-being of staff and your local community:

Steps your company can take to ensure it is socially responsible include:

- a. Employees are paid a decent living wage and offered flexible working conditions
- b. You offer products and services that benefit public health and well-being
- c. Your impact on your local community is considered in your business planning



09

Measuring impacts:

Steps your company can take to measure and manage the environmental and social impacts of its activities include:

- a. A specific person is assigned to manage your impacts
- b. Carbon, water and social value is regularly monitored and reported
- c. An action plan is in place to improve your performance

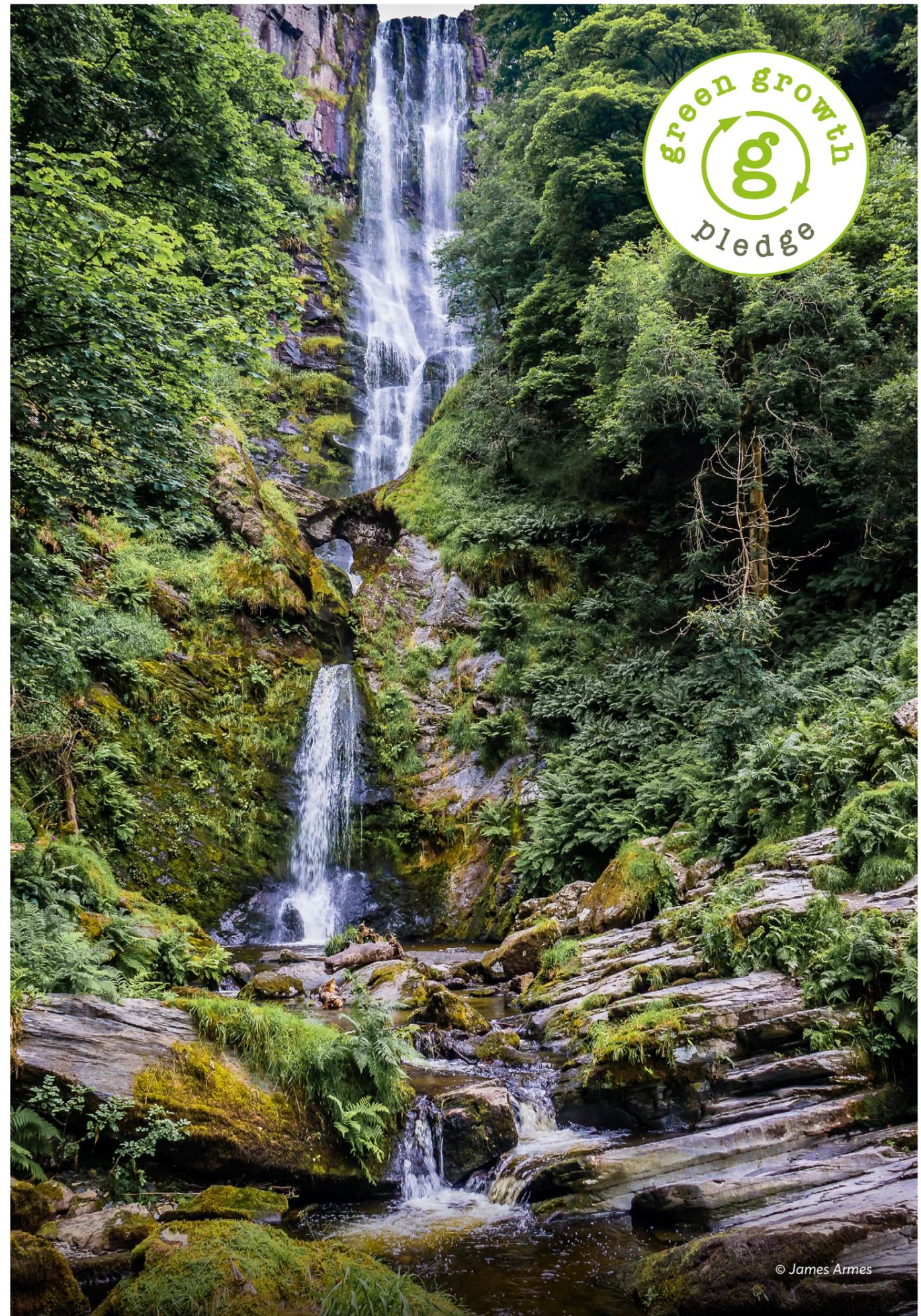


10

Brand & marketing:

Steps your company can take to communicate its good practice and get positive results include:

- a. Your good practices are reflected through your promotions
- b. Your good practices are published and made accessible to all
- c. You are recognised for and associated with best practice





Green Growth Pledge Signup

The Green Growth Pledge provides a practical way for businesses to demonstrate their positive impact on the people and places around them and help Wales transition to a low carbon future.

By signing up to the Pledge, your company is undertaking to take action against **one or more** commitments.

You will also gain access to an exclusive marketing toolkit specifically designed to provide practical information, guides and logos to help your business promote the actions you have taken to decarbonise and become more sustainable.

Welsh Government's Economic Contract

The Welsh Government's Economic Action Plan drives change in policy and delivery to create an economy of inclusive growth that boosts our wealth and wellbeing, and narrows inequalities. The Economic Contract frames a new relationship with business based upon the principle of public investment with a social purpose to help businesses respond to the challenges of the future.

This document is a positive step towards demonstrating commitment to one of the pillars of the Economic Contract, which encourages Welsh businesses to become carbon light or free.

Business Name:

Description of your Business:

Please select up to 3 points from the list that are most important to your business, then complete the action plan.

Working with responsible suppliers:

Your company is taking steps to encourage good practice within your supply chain.

Products & services:

Your company is taking steps to reduce its use of raw ingredients and materials and to ensure your processes are efficient.

Appropriate packaging:

Your company is taking steps to ensure packaging protects products and the environment.

Efficient transport:

Your company is taking steps to reduce vehicle use & improve fuel efficiency.

Use & End of Life:

Your company is taking steps to minimise energy use and waste arising from your products and services during their use and at end of life.

Using land, energy & water wisely:

Your company is taking steps to reduce reliance on natural resources.

Preventing waste & pollution:

Your company is taking steps to reduce its impacts.

Well-being of staff and your local community:

Your company is taking steps to ensure it is socially responsible.

Measuring impacts:

Your company is taking steps to measure and manage the environmental and social impacts of its activities.

Brand & marketing:

Your company is taking steps to raise awareness of its good practice and get positive results.

Strategy/Action Plan:

This action plan aims to set out the steps your business needs to take and the timescale, in order to achieve your commitment to the Green Growth Pledge. This action plan will be reviewed annually, however a business wanting to achieve their goals will continually review their actions and commitments.

| Action | By when | Carried out by | Date Completed |
|--------|---------|----------------|----------------|
| | | | |
| | | | |
| | | | |

| | |
|-------------|--|
| Approved by | |
| Role | |

| | |
|--------|--|
| Date | |
| Signed | |



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Kumra Care Environmental Policy and Procedure

CARBON REDUCTION PLAN

Supplier Name: SSDN Health Care Ltd T/A Kumra Care

Publication Date: 04 December 2025

Responsible Person: Jatin Kumra, Director

Publication Review Date: 04 December 2026

Commitment to Achieving Net Zero

Kumra Care is committed to achieving Net Zero emissions by **2040**. As a small, community-based domiciliary care provider operating in Swansea and Neath Port Talbot, our carbon footprint is naturally low due to our compact office setup, minimal waste production, and highly optimised travel routes. Even so, we recognise the need to take responsibility for our environmental impact and contribute to a more sustainable social care sector.

To achieve Net Zero, we will adopt a practical and proportionate strategy that supports emissions reduction across our operations:

- Conduct annual assessments of our operational emissions and set clear, measurable reduction targets.
- Minimise office energy use through efficient heating, lighting, and equipment management.
- Reduce travel emissions by optimising routes, clustering client visits geographically, and limiting non-essential journeys.
- Prioritise digital processes—reducing printing, paper usage, and unnecessary storage emissions.
- Work with suppliers who demonstrate sustainable practices and low-carbon delivery options.
- Promote environmental awareness across our workforce, helping carers adopt low-carbon habits both at work and at home.

We will review our progress annually and continuously refine our approach to ensure Kumra Care moves steadily toward its Net Zero goal.

Baseline Emissions Footprint

Baseline Year: 2025

Kumra Care began operational delivery in 2025 with a very small client base, a compact office, and minimal staffing. As such, baseline emissions are low and reflect a typical micro-enterprise homecare model with:

- A single small serviced office (approx. 25–30 m²)
- One administrative staff member based on site
- Carers travelling only for essential visits
- No company vehicles
- Very low waste output

These baseline figures serve as the reference point for future emissions reduction.

Additional Details Relating to Baseline Emissions Calculations

As a domiciliary care provider, our emissions are largely influenced by electricity use in our small administrative office and travel undertaken by our care staff. In line with GOV.UK PPN 06/21, Kumra Care will adopt recognised methods for calculating Scope 1, 2 and selected Scope 3 emissions.

For our 2025 baseline, the following assumptions apply:

- Office electricity use: approx. 1,800 kWh/year (typical for small serviced offices)
- Water use: approx. 20 m³/year
- No gas supply
- Staff travel: approx. 9,000–10,000 miles per year (small client base, optimised routes)
- All carers use personal vehicles—no fleet emissions
- Waste volume: extremely low, largely paper/cardboard, with recycling available on-site

Calculations use the Carbon Trust SME Carbon Footprint Calculator, applying UK Government GHG conversion factors.

Baseline Year Emissions (2025)

| Emission Source | Scope | Total (tCO₂e) |
|------------------------|--------------|---------------------------------|
| Gas | Scope 1 | 0 |
| Electricity | Scope 2 | 0.35 |
| Water Supply | Scope 3 | 0.02 |
| Company Cars Fuel | Scope 1 | 0 |
| Employee Travel | Scope 3 | 2.9 |
| Waste Disposal | Scope 3 | 0.03 |

| Emission Source | Scope | Total (tCO ₂ e) |
|------------------------|-------|------------------------------|
| Total Emissions | — | 3.30 tCO₂e |

These figures represent a very low baseline typical of a small, early-stage domiciliary care provider.

Current Emissions Reporting (2026 Projection)

As of the most recent reporting period, Kumra Care expects modest operational growth. However, route optimisation and digital operations are expected to stabilise emissions.

| Emission Source | Scope | Total (tCO ₂ e) |
|------------------------|---------|------------------------------|
| Gas | Scope 1 | 0 |
| Electricity | Scope 2 | 0.40 |
| Water Supply | Scope 3 | 0.02 |
| Company Cars Fuel | Scope 1 | 0 |
| Employee Travel | Scope 3 | 3.2 |
| Waste Disposal | Scope 3 | 0.03 |
| Total Emissions | — | 3.65 tCO₂e |

Emissions Reduction Targets

Kumra Care has not previously set emissions reduction targets. As part of our long-term commitment to Net Zero, we set the following goals:

- Reduce total emissions from 3.30 tCO₂e (2025) to 2.20 tCO₂e by 2030 (approx. 33% reduction).
- Achieve Net Zero by 2040, supported by direct reduction and certified carbon-offset initiatives for unavoidable emissions (such as essential travel for care delivery).

These targets align with our business model, operational scale, and the practical reality that personal vehicle travel is essential in community-based social care.

Completed Carbon Reduction Initiatives

Kumra Care has already introduced several measures that directly reduce emissions or encourage low-carbon behaviours:

| Project | Scope | Detail |
|----------------------------|---------|------------------------------------------------|
| 100% LED Lighting | Scope 2 | All office lighting replaced with LEDs. |
| Staff LED Lighting Project | Scope 3 | Staff supported with LED bulbs for home use to |

| Project | Scope | Detail |
|------------------------------------|---------|-----------------------------------------------------------------------|
| | | promote wider sustainable habits. |
| Lighting Control System | Scope 2 | Sensors installed to reduce unnecessary usage. |
| Recycling Points | Scope 3 | All office waste separated into recycling streams. |
| Elimination of Single-Use Plastics | Scope 3 | Replacement of plastics with sustainable alternatives where possible. |
| Reduced Food Waste | Scope 3 | Minimal catering operations; any excess consumables donated locally. |

Future Carbon Reduction Initiatives

| Project | Scope | Detail | Target Date |
|--------------------------|-----------|----------------------------------------------------------------------|-------------|
| Cycle to Work Scheme | Scope 3 | Introduce a salary-sacrifice scheme to support low-carbon commuting. | 2026 |
| Electric Vehicles | Scope 1/3 | Consider EVs for any future fleet needs. | At renewal |
| Digital Meetings | Scope 3 | Reduce in-person admin travel by using Teams/Zoom. | Ongoing |
| Carbon-Neutral Purchases | Scope 3 | All new office equipment to meet low-carbon standards. | 2026 |
| Paperless Services | Scope 3 | Continue shift to digital care records and payroll. | 2026–27 |
| Local Suppliers | Scope 3 | Prioritise sourcing within Swansea/NPT region. | Ongoing |

Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the associated reporting standards. Emissions have been calculated using the GHG Reporting Protocol and UK Government conversion factors. Scope 1 and 2 emissions have been reported in line with SECR requirements, and relevant Scope 3 emissions have been included in accordance with Carbon Reduction Plan standards.

This plan has been reviewed and approved by the Board of Directors.

Signed by:

Jatin Kumra



Director, SSDN Health Care Ltd T/A Kumra Care

04 December 2025