



Snowdrop Support Ltd – Environmental Sustainability & Net-Zero Policy

1 Purpose

Snowdrop Support Ltd ("the Company") wants to protect the planet while we care for people. This policy sets clear goals and actions for greener working. It shows how we meet the CQC Well-led Quality Statement on environmental sustainability.

2 Scope

The policy covers all staff, volunteers, contractors, and premises. It applies to every activity, service, and decision we make.

3 Our Commitment

- Reach net-zero greenhouse-gas emissions by 31 December 2040.
- Cut absolute carbon by 50 % by 2030 (baseline year 2024/25).
- Follow the waste hierarchy – prevent, reduce, reuse, recycle.
- Use resources wisely and support clients to do the same.
- Meet or beat all environmental laws and care-sector guidance.

4 Objectives 2025-2028

Area	2028 Target
Energy	100 % renewable electricity; 10 % cut in kWh per occupied m ²
Transport	30 % of fleet ultra-low emission; mileage down 15 % per visit
Waste	80 % of non-clinical waste recycled or composted
Water	10 % reduction per staff FTE
Procurement	70 % of suppliers with their own environmental policy

5 Governance & Responsibility

- Environmental Lead: Registered Manager (Tendai Chigodora).
- The Board reviews progress every quarter.
- All heads of service include sustainability KPIs in team plans.



6 Action Plan

6.1 Energy – LED lighting, smart thermostats, insulation audits, switch-off campaign.

6.2 Transport – Route-planning software, cycle-to-work scheme, EV charging points.

6.3 Waste & Recycling – Segregated bins in all offices, ink-cartridge return scheme, WEEE-compliant disposal.

6.4 Procurement – Favour suppliers with ISO 14001 or EcoLabel; add sustainability weighting in tenders.

6.5 Digital First – Paperless care records via Birdie; electronic rosters via Care Planner; reduce printing 40 %.

6.6 Staff Engagement – Annual Green Week, e-learning module, monthly "Green Idea" award.

6.7 Biodiversity – Plant pollinator-friendly shrubs at sites; support local tree-planting days.

7 Monitoring & Reporting

- Carbon footprint calculated yearly using DEFRA conversion factors.
- Progress dashboard shared with staff and on our website.
- Findings feed into the Quality Improvement Plan.

8 Training

All staff complete basic sustainability training at induction and refresher every two years.

9 Legal & Standards Alignment

- Environment Act 2021, Waste Regulations 2011, ISO 14001 principles.
- Supports UK Government Net Zero Strategy (2021) and NHS Greener Agenda.

10 Review

This policy is reviewed each July or sooner if needed.

Name	Role	Date
Tendai Chigodora	Registered Manager	01 July 2025
Moline Chigodora	Director	01 July 2025