Carbon Reduction and Net Zero Policy

Last Reviewed: February 2026

Next Review: February 2027 (or sooner if significant changes in legislation, guidance, or organisational activities occur)

Reviewed by: Laurence Clark

Approved by: CEO

Main Contact for Queries: info@pathwaysassociates.co.uk

1. Introduction

Pathways Associates CIC recognizes that all organisational activities have an environmental impact, particularly through energy use, travel, and resource consumption. We are committed to minimizing our carbon footprint in line with the UK's legally binding target of net zero greenhouse gas emissions by 2050, as reinforced by the 2025 Carbon Budget and Growth Delivery Plan. This policy builds on our existing Environmental Policy and Corporate Responsibility Policy, integrating carbon reduction with our health, safety, and wellbeing commitments. It supports healthy, inclusive workplaces while aligning with our vision, mission, and values—particularly ensuring efforts are accessible and informed by disabled people and families.

This policy should be read alongside our Equality and Diversity Policy, Environmental Policy, and Corporate Responsibility Policy.

2. Commitment to Net Zero

We commit to achieving **net zero greenhouse gas emissions by 2050 at the latest**, with ambitious interim targets to be set following baseline measurement (e.g., at least 50% reduction in Scope 1 and 2 emissions by 2030, subject to annual review). We will measure emissions using the GHG Protocol Corporate Standard and UK government conversion factors, covering:

- **Scope 1**: Direct emissions (e.g., any fuel use in owned vehicles or heating).
- **Scope 2**: Indirect emissions from purchased electricity and heat.
- **Scope 3** (relevant categories): Business travel, employee commuting, waste, purchased goods/services, and events.

We aim to publish our baseline carbon footprint and annual progress updates on our website for transparency with stakeholders, partners, and the community.

3. How We Will Achieve Our Aims

Measure and Monitor: Establish a carbon baseline (using 2024/2025 data where possible) and review emissions annually at board meetings and AGMs.

Minimize Waste: Promote the waste hierarchy (reduce, reuse, repair, recycle) to cut landfill contributions and methane emissions.

Sustainable Procurement: Prioritize low-carbon, sustainable suppliers and products (e.g., recycled materials, energy-efficient equipment).

Reduce Travel and Transport: Maximize online conferencing; promote public transport, active travel, car-sharing, and low-emission/electric options for essential travel. Review mileage claims to incentivize sustainable choices.

Flexible and Remote Working: Continue and enhance our home-working model to reduce office energy and commuting emissions.

Energy and Resource Efficiency: Use energy and water sparingly; switch to renewable energy tariffs where feasible; install energy-efficient devices.

Events and Activities: Incorporate environmental considerations into all events, training, and AGMs (e.g., virtual/hybrid formats, low-waste catering).

Training and Awareness: Provide regular training and promote environmental responsibility among staff, Experts by Experience, partners, and stakeholders.

4. Using Waste for Good Causes

Continue and expand initiatives such as recycling printer cartridges, batteries, and technology through schemes that support charitable causes in the UK and internationally. Encourage participation among staff, Experts by Experience, and partners.

5. Existing and Ongoing Initiatives

- Reuse/recycle all packaging materials.
- Minimize paper through digital processes and email.
- Use multi-function, energy-efficient office equipment.
- Encourage corporate green citizenship among employees and suppliers.

6. Future and New Initiatives (2026 Onwards)

- Transition to renewable electricity suppliers.
- Explore low-carbon event formats and identify further reduction opportunities.
- Develop and implement a detailed action plan with timelines, responsibilities, and metrics.
- Consider joining voluntary schemes (e.g., SME Climate Commitment) or tools for carbon calculation.
- Integrate carbon considerations into all decision-making, including procurement and partnerships.

7. Alignment with Values

- **Led by disabled people and families**: Ensure carbon reduction measures are inclusive (e.g., accessible digital tools, support for remote participation, no barriers for disabled colleagues).
- **Partnerships**: Collaborate with communities, organizations, and suppliers to advance sustainable practices.
- **Diversity and respect**: Value diverse perspectives in shaping and implementing this policy.
- **Innovation**: Seek creative, barrier-breaking solutions that support inclusion and low-carbon outcomes.
- **Integrity**: Maintain transparency through regular reporting, accountability, and ethical practices.

8. Roles and Responsibilities

- **Management/Board**: Oversee implementation, approve targets, review progress annually.
- **Staff and Associates**: Participate in initiatives, report ideas/feedback, adopt sustainable practices.
- **Experts by Experience**: Contribute insights to ensure inclusivity in carbon actions.
- **CEO**: Overall accountability for policy compliance and updates.

9. Review and Revision

This policy will be reviewed annually (or sooner if significant changes occur in legislation, operations, or guidance). Progress will be monitored through emissions data, action plan delivery, and stakeholder feedback. Revisions will incorporate lessons learned and evolving best practices.

By embedding these commitments, Pathways Associates CIC will reduce its environmental impact, enhance resilience, and contribute to a more inclusive, sustainable future for disabled people and communities.