

CARBON REDUCTION PLAN

APRIL 2026

1st September 2024 to 31st August 2025

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**catch
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CARBON REDUCTION PLAN

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1. NET ZERO COMMITMENT

At Catch22, we recognise the urgent need to address climate change and are committed to playing our part in creating a sustainable future. We are proud to announce our goal to achieve net zero carbon emissions by 2050, in alignment with global targets. Additionally, we will strive to reach net zero by 2045, if possible, reflecting our dedication to reducing our environmental impact and fostering a healthier planet for future generations.

2. BACKGROUND INFORMATION

2.1 Organisation Overview

Catch22 is a registered charity (1124127) and a company limited by guarantee (06577534) with a head office at 27 Pear Tree Street, London, EC1V 3AG.

Catch22 designs and delivers services that build resilience and aspiration in people of all ages and within communities across the UK. Our programmes are within the following areas: employment and training, education, criminal justice, child exploitation, children's social care, and health and wellbeing.

Reporting Period	Previous Period Sept 2023 - Aug 2024	Current Period Sept 2024 - Aug 2025
Industry	Community sector	Community sector
No. of staff	948	830
No. of premises owned	2	2
No. of premises leased	56 (23 within scope)	47 (15 within scope)
No. of company vehicles - owned	3	2
No. of company vehicles - leased	8	8

2.2 Organisational Boundary

This report uses the Operational Control Approach, as outlined by the GHG Protocol, to measure emissions. We have collected data from activities within our operational control, such as emissions from energy consumption in buildings with long-term leases. However, we exclude emissions from spaces where utilities are managed by external service providers, as they fall outside our control.

2.3 Methodology used

Catch22 categorises its Green House Gasses (GHG) Emissions as Scope 1, 2 or 3 as referred in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO2e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated

2.4 Current & Baseline Reporting periods

Baseline Period: 01 September 2020 – 31 August 2021
Current Reporting Period: 01 September 2024 – 31 August 2025



3. BASELINE EMISSIONS FOOTPRINT

Baseline Reporting Period: 01 September 2020 to 31 August 2021

Scope 1	Scope 2	Scope 3
324.6 t	157.9 t	107.3 t
Fuels (Natural Gas) 324.6 t	UK Electricity 157.9 t	Business Travel Air 0.45 t Business Travel Land 98.62 t Hotel Stay 8.26 t
Total		590 t CO2e

Scope 3 limitations on data available during baseline year. More activities within this scope will be reported more fully in future years

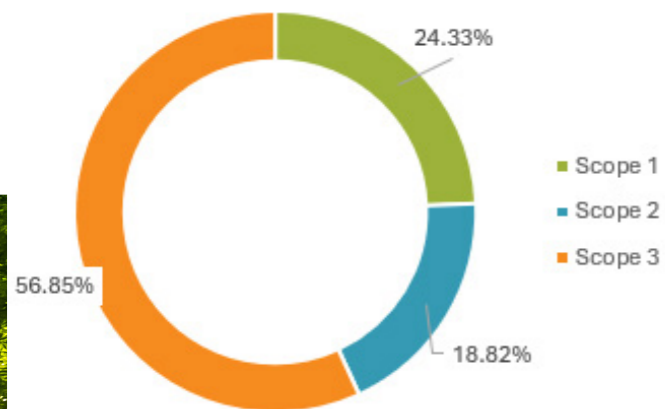
4. CURRENT EMISSIONS REPORTING

4.1 Summary of emissions & Analysis by Scope

Current Reporting Period: 01 September 2024 to 31 August 2025

Scope 1	Scope 2	Scope 3
107.9 t	83.5 t	252.1 t
Fuels (Natural Gas) 100.4 t Owned Vehicles 7.5 t	UK Electricity 83.5 t	Business Travel Air 9.2 t Business Travel Land 224.3 t Hotel Stay 9.7 t Managed assets – vehicles 7.5 t Water Supply 0.7 t Water Treatment 0.6 t Homeworking 0.1 t
Total		443.5 t CO2e

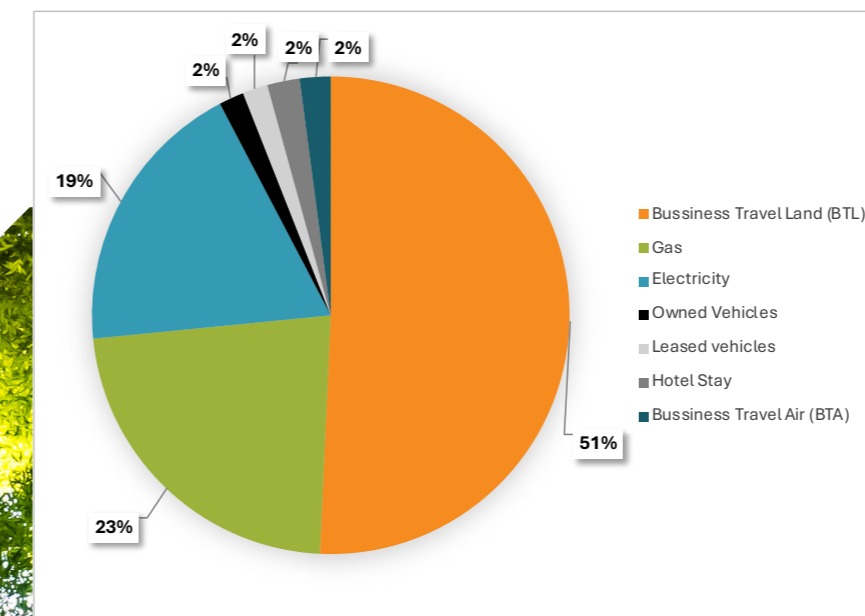
Emissions by Scope (tCO2e)



4.2 Analysis by Activity

Emission type	Scope	t CO2e	Data Source	Data Confidence
Energy				
Gas	Scope 1	100.4 t	Supplier	Medium
Owned Vehicles	Scope 1	7.5 t	Mileage records	High
Electricity	Scope 2	83.5 t	Supplier	Medium
		191.4 tCO2e		
Travel				
Mileage Claims	Scope 3	178.9 t	Company records	High
Travel Bookings (Land)	Scope 3	38.9 t	Supplier	High
Travel Bookings (Air)	Scope 3	9.2 t	Supplier	High
Car Hire	Scope 3	6.5 t	Supplier	High
Lease Vehicles	Scope 3	7.5 t	Company records	High
		241 tCO2e		
Other emission calculated				
Hotel Stay	Scope 3	9.7 t	Supplier	High
Water Supply	Scope 3	0.7 t	Utility Bills	Medium
Water Treatment	Scope 3	0.6 t	Utility Bills	Medium
Homeworking	Scope 3	0.1 t	Utility Bills	Medium
		11.1 tCO2e		
Total		443.5 tCO2e		

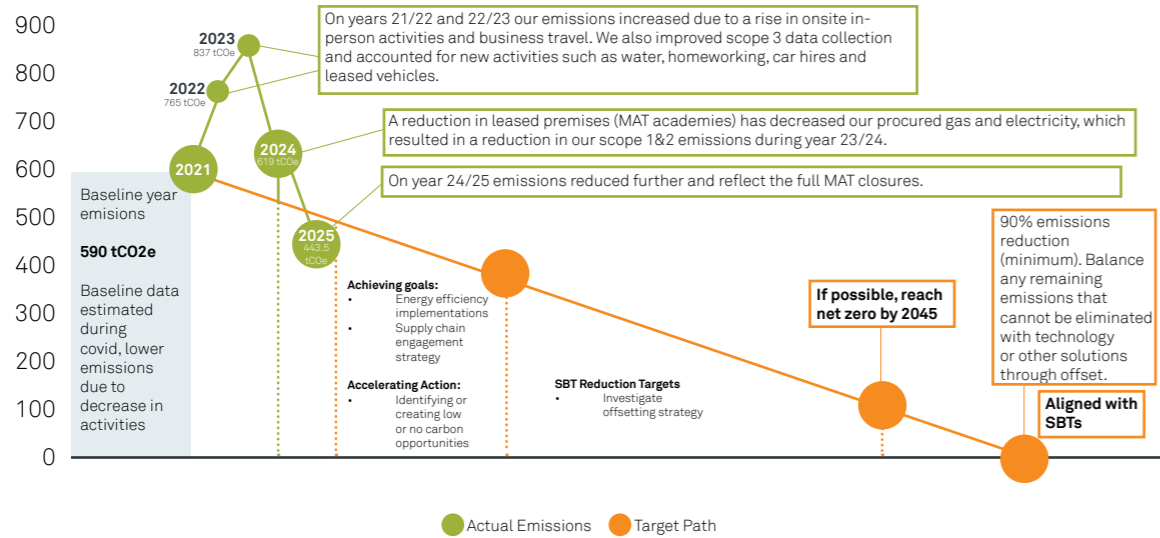
Emissions by Activity (tCO2e)



5. EMISSIONS REDUCTION TARGETS

The following graph summarises the carbon emissions reduction targets:

Catch22 Net Zero Path



Goal: To become a Net Zero organisation in line with science based targets.

6. CARBON REDUCTION ACTIONS

Catch22 has begun implementing initiatives to support strategies aimed at meeting Science Based Targets. These efforts also focus on driving cultural change and creating meaningful impact through service delivery. The table below outlines the details.

- Retrofitted our London head office with **LED lighting**, delivering an estimated 60% reduction in electricity use and cost.
- Continued with our **100% green electricity** tariff with SSE across 14 operational delivery sites.
- Sustainability Champions** and senior staff (16 in total) completed Carbon Literacy Training, and we are now developing a bespoke Catch22 Carbon Literacy programme to launch next year for employees.
- 1088 clients took part in our Energise programme**, a Shell-funded 4-week pre-employment programme focused on the Net Zero / Green Jobs Market.
- 324 clients progressed into full-time employment and came off benefits, with 22% entering **roles classed as Green or Net Zero**. Shell highlighted this work in the New Statesman (July 2025).
- During summer 2025, we launched a new **environmental education programme** at one of our Include Schools in Lowestoft, using an interactive game with an activity book, outdoor mat, and curriculum-aligned activities to build environmental awareness, connection with nature, and support children's wellbeing.
- We continue to **improve our waste and recycling facilities**. Our three central offices have now been upgraded, and staff awareness has increased through clearer guidance and on-site engagement. Rollout to additional sites is underway, with further improvements planned.
- We continue to **promote sustainable travel** across Catch22 by offering our low-emission Car Salary Sacrifice scheme and the Cycle to Work scheme. These benefits support staff to reduce their travel emissions while providing more affordable, environmentally friendly commuting options.



7. 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Catch22



Nigel Richards
Deputy Chief Executive

Date: 30/4/2026

Produced by:

Adriana Mejia Velez
Sustainability Manager at Catch22
Date: April 2026

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>

8. GLOSSARY

Baseline Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO2e emissions
Carbon Reduction Plan	Plan to reduce CO2e emissions over a period of time, updated annually
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO2e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO2e) for consistency of reporting.
Organisational Boundaries	GHG Protocol Organisational Boundaries https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/ghg-protocol-revised.pdf
Greenhouse Gases	Carbon Dioxide (CO2), Methane (CH4), Nitrous Oxide (N2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF6)
Greenhouse Gas	Annually published conversion factors normally published by relevant government departments. Converts activity into CO2e emissions.
Conversion Factors	Greenhouse gas reporting: conversion factors 2024 - GOV.UK
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified
Science Based Targets (SBT)	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy and Carbon Reporting
tCO2e	Metric tonnes of CO2 equivalent emitted
WBCSD	World Business Council for Sustainable Development https://www.wbcsd.org/
WRI	World Resource Institute https://www.wri.org/

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