**Carbon Reduction Plan**

**October 2024**

**Introduction**

St John Ambulance Cymru (SJA Cymru) is committed to reducing its carbon footprint across operations, property, travel, and procurement. We recognise the urgency of addressing climate change and aim to achieve meaningful reductions in carbon emissions by following a systematic approach inspired by both organizational practices and broader sustainability initiatives.

**1. Fleet Management**

* **Current Status**: The car fleet for this contract is primarily hybrid, with a planned transition to fully electric vehicles by 2026/27 if awarded the contract. We are actively reducing the number of fleet vehicles to focus on fewer, more efficient units across the wider charity. Our fleet strategy has a target of reducing our fleet from 100 units to circa 60. The start of this work has seen our fleet reduce by 15 units in 2024 with a further 15 planned for Q1 2025.
* **New Acquisitions**: Where operationally feasible, new support vehicles (cars and vans) will be hybrid or fully electric. This aligns with our strategy to prioritise environmentally friendly options for fleet upgrades. Where not possible to move to electric (e.g. ambulances) vehicles brought onto the fleet will be Euro 6 standard, meeting EU emission standards.
* **Maintenance & Monitoring**: To ensure optimal efficiency, SJA Cymru has invested in vehicle telematics which allows monitoring of vehicle performance, focusing on fuel efficiency, emissions, and general maintenance. Fleet telematics will be explored to better manage routes, reduce idle times, and decrease overall emissions.
* **Driver Training**: We are currently working with St John England to implement driver training programs to educate drivers on eco-driving techniques, such as minimising idle times and reducing speed. Speed behaviour is monitored on an ongoing basis with each driver maintaining a score on driving performance on the digital monitoring system. This aims to improve fuel efficiency across the fleet and therefore lower emissions.

**2. Property Efficiency and Building Management**

* **Space Optimisation**: We are reducing our building footprint by consolidating underutilised facilities and sharing spaces with other users. In 2024 we have disposed of 5 unused buildings and plan to remove a further 5 sites from our portfolio in 2025. This approach decreases the carbon footprint associated with heating, lighting, and maintaining excess space, particularly where building use is limited to only a single activity rather than combined, Ambulance/Training and Volunteering hubs. Our 2025 and beyond property strategy will move us to a “Hub and Spoke” model.
* **Lighting & Energy Use**: LED lighting has been installed across Cardiff facilities, with plans to expand energy-efficient lighting solutions to additional buildings as the upgrade strategy is rolled out across the estate.
* **Solar Installations**: We have begun installing solar panels on selected buildings, with efforts underway to secure funding to expand solar energy generation on other high-usage properties. We aim to make renewable energy a significant part of our overall energy profile.
* **Heating Systems**: We have upgraded low-efficiency boilers to modern, cleaner alternatives to increase heating efficiency and reduce emissions. As re refurbish our estate further improvements will be made.
* **Energy Audits**: Following the receipt of some grant funding energy audits will assess a number of facilities energy usage to pinpoint additional opportunities for improvement. We are currently exploring funding opportunities to undertake this work across our estate.
* **Water Conservation**: New initiatives will focus on reducing water usage through the installation of low-flow fixtures, water-saving toilets, and rainwater collection systems for activity such as vehicle washing, particularly in larger facilities and as we move to a reduction in property portfolio through the hub and spoke model. .

**3. Sustainable Travel**

* **Travel Booking System**: The Agito system for booking train travel has been implemented as of Q3 2024. This system helps us track and record carbon emissions associated with train journeys. We encourage all staff to use public transport when feasible.
* **Remote Working**: MS Teams is our preferred platform for meetings, reducing the need for travel. Staff work remotely when appropriate, minimising the emissions associated with commuting.
* **Cycling Facilities**: Bike racks have been installed at our headquarters, with plans to extend these facilities to other regional hubs as we move toward a hub-based property model. This infrastructure supports employees who choose active and sustainable commuting options. We are exploring options to establish a ‘cycle to work’ scheme for St John People.

**4. Procurement and Waste Reduction**

* **Sustainable Procurement**: All suppliers and products are evaluated with a focus on sustainability. We prioritize partnerships with suppliers who demonstrate a commitment to reducing their environmental impact and can provide low-carbon or recycled materials. A key example of this is the national uniform supplier where all uniform returned is recycled with a commitment of zero to landfill.
* **Waste Minimisation**: We are committed to minimising waste by reducing, reusing, and recycling wherever possible. Recycling bins are placed in all facilities, and we have policies for the responsible disposal of waste, including electronics.
* **Single-Use Plastics**: SJA Cymru aims to phase out single-use plastics within our operations, particularly in catering and training disposables, in favour of biodegradable or reusable alternatives where health and safety requirements allow. We are working with St John England to make sull use of the new St John branded “sustainable packaging” consumables which aim to reduce the amount of plastic used to wrap items that are not sterile.
* **Paper Reduction**: We are actively working to reduce paper use across the organisation. This includes implementing digital tools to replace paper-based processes, such as digital documentation for meetings and moving to digital resources and books to support training. We are currently removing filing cabinets and photocopiers from our estate in all but key functions to mandate this approach.
* **Sustainable Catering**: Catering choices within our facilities and for events are being reviewed to reduce carbon impacts. This includes prioritising local, seasonal, and plant-based options.

**5. Monitoring and Reporting**

Our strategy for 2025-30 includes our ambition to become more sustainable and improve our carob footprint. Ideas currently under consideration include:

* **Carbon Tracking**: We are developing systems to track and report our carbon emissions across fleet, property, and procurement areas, enabling us to measure progress and identify further areas for improvement.
* **Targets and Goals**: SJA Cymru will set specific carbon reduction targets, aligning with national guidelines and global sustainability benchmarks. Progress will be reported to key stakeholders, with an annual review of initiatives and outcomes.
* **Employee Engagement**: Employee training on sustainability practices is essential to the success of our carbon reduction plan. We will host regular sessions to inform staff about our carbon reduction goals and how they can contribute through everyday practices at work and home.
* **Continuous Improvement**: We recognise that carbon reduction is an ongoing effort. Our carbon reduction plan will be reviewed and updated annually to incorporate new technologies, regulatory changes, and best practices.

St John Ambulance Cymru is committed to achieving a significant reduction in carbon emissions by implementing these initiatives. We are proud to contribute to a sustainable future and will continue to develop strategies that align with best practices and reduce our impact on the environment.



**Richard Lee**

**Chief Executive Officer**

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