



RNJ HOMECARE LIMITED

RNJ Homecare Ltd.

ENVIRONMENTAL
STRATEGY REPORT
2025

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GREEN LARK
Environmental Solutions



**SUSTAINABLE
BUSINESS**
Milton Keynes

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Green Lark Environmental Solutions Ltd.

Green Lark empowers businesses with strategic expertise to drive sustainability, accelerate decarbonisation, and enhance environmental resilience through services including strategic environmental consultancy, sustainability policy and implementation, carbon reduction planning and reporting, bid writing and grant acquisition, and compliance and regulatory advisory. Green Lark adheres to industry best practices to ensure high-quality, accountable service delivery. Daniel Cope holds Chartered Environmentalist Status, and is a full Member of the Institute of Sustainability and Environmental Professionals (ISEP).



1. FOREWORD

This report reflects RNJ’s commitment to integrating sustainability into its operations and taking measurable steps toward reducing environmental impact.

RNJ has completed three consecutive years of carbon footprinting, including the most recent year with professional verification through Green Lark. This provides a reliable baseline for tracking emissions and identifying opportunities for improvement. The company has implemented practical measures such as route optimisation for care visits, upgrading office lighting to energy-efficient LEDs, and sourcing eco-friendly PPE and cleaning products. These actions demonstrate a structured approach to reducing emissions across key areas of activity.

In December 2025, RNJ’s management team completed Carbon Literacy training for business. This strengthens the organisation’s ability to make informed decisions and embed sustainability into its planning and operations.

This report summarises RNJ’s achievements to date and sets out recommendations for future action. It is intended as a working document to support continuous improvement and transparency in environmental performance.

Daniel Cope

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Green Lark Environmental Solutions Ltd.

CEnv
Chartered
Environmentalist



ISEP
Institute of Sustainability &
Environmental Professionals

2. ABOUT RNJ HOMECARE

RNJ Home Care Limited is a trusted care provider dedicated to supporting individuals in their own homes with compassion, dignity, and professionalism. Based in Staffordshire, RNJ delivers a wide range of services, including personal care assistance, companionship, and emotional support. Its approach is holistic, addressing physical, emotional, and social well-being to help clients maintain independence and confidence.

The nature of RNJ’s work involves regular travel to clients’ homes, making transport a key area of environmental impact. Office-based activities, procurement of care products, and staff commuting also contribute to the company’s carbon footprint. Recognising this, RNJ has taken proactive steps to understand and reduce its environmental impact, integrating sustainability into its operational model without compromising quality of care.

RNJ has completed three consecutive years of carbon footprinting, including the most recent year with professional verification through Green Lark Environmental Solutions. This provides a robust evidence base for decision-making and emissions reduction. The company has already implemented practical measures such as route optimisation for care visits, upgrading office lighting to energy-efficient LEDs, and sourcing eco-friendly PPE and cleaning products. In December 2025, RNJ’s management team completed Carbon Literacy training and achieved business certification, strengthening its capability to embed sustainability into strategic planning.

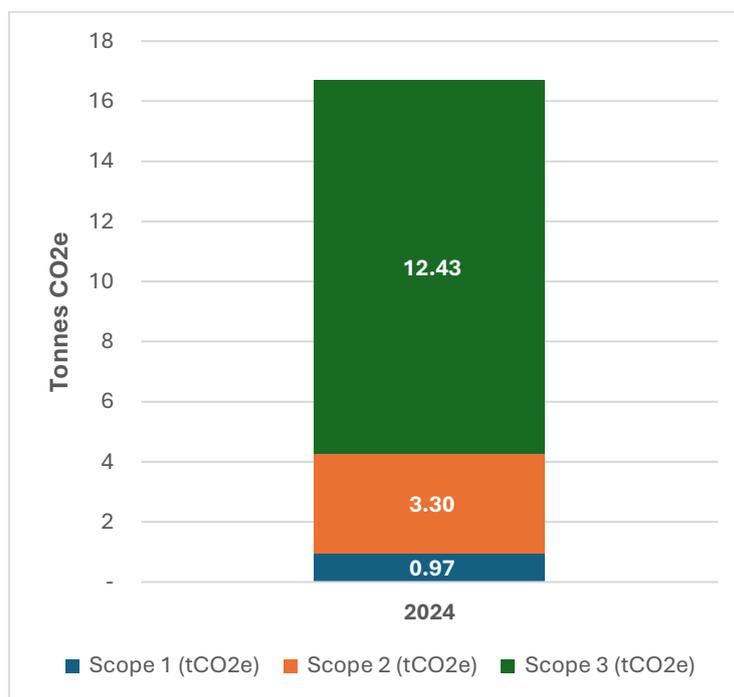
This report captures RNJ’s achievements to date and sets out recommendations for future progress. It reflects a structured, credible approach to sustainability within the care sector and provides a clear roadmap for continuous improvement.



3. CARBON FOOTPRINTING

Carbon footprint broken down by category (tonnes CO₂e)

Scope	Description	Tonnes CO ₂ e
Scope 1	Refrigerants	0.007
Scope 2	Electricity	0.963
Scope 3	Services Employed	3.297
Scope 3	Stationery	0.161
Scope 3	Employee Food & Drinks	0.453
Scope 3	Electronic Equipment	0.254
Scope 3	Transmission Losses	0.085
Scope 3	Water	0.052
Scope 3	General	0.203
Scope 3	Recyclable	0.003
Scope 3	Business travel	3.338
Scope 3	Commuting	7.169
Scope 3	Homeworking	0.713
Total Carbon Footprint		16.698



For home visiting care, the footprint is **travel-heavy**, with most emissions tied to vehicle use. This reflects the nature of delivering in-person care across dispersed locations, where alternatives like remote service delivery are limited.



4. KEY ACHIEVEMENTS

Green Lark Carbon Verified Seal

RNJ Home Care Limited has been awarded the Green Lark Carbon Verified seal, valid for one year from the date of this report. This recognition confirms that the business has taken credible, measurable steps to understand and reduce its carbon footprint. The Carbon Verified badge signals transparency and accountability, helping build trust with clients, partners, and regulators. It is a clear indicator that RNJ Home Care Limited's sustainability efforts are genuine, robust, and professionally validated.



Management Completion of Carbon Literacy Training

In December 2025, RNJ Home Care Limited's management team successfully completed Carbon Literacy training, achieving business certification. This milestone strengthens RNJ's ability to make informed decisions on sustainability and embed low-carbon thinking into strategic planning and daily operations. It also demonstrates leadership and commitment to continuous improvement in environmental responsibility.

Upgraded to LED Lighting in Office Premises

RNJ Home Care Limited has upgraded its office lighting to energy-efficient LED systems. This change significantly reduces electricity usage and associated Scope 2 emissions, while improving lighting quality and lowering maintenance costs. Energy efficiency measures like this are a key component of RNJ's long-term sustainability strategy.

Encouraged Staff Car-Sharing and Active Travel

RNJ Home Care Limited actively promotes car-sharing and active travel options among staff where practical. These measures help reduce single-occupancy vehicle use, cutting transport-related emissions and supporting healthier, more sustainable commuting practices. This cultural shift demonstrates RNJ's dedication to embedding sustainability into everyday operations.

5. OPPORTUNITIES AND RECOMMENDATIONS

Maintain and Communicate a Strong Sustainability Narrative

RNJ Home Care Limited has made tangible progress in reducing its environmental impact, including route optimisation, LED lighting upgrades, and procurement of eco-friendly PPE. These actions, combined with three years of carbon footprinting and professional verification, form a compelling sustainability story. This narrative should be consistently communicated across marketing materials, client proposals, and social media. Consider creating a short sustainability statement for the website and including environmental credentials in all client-facing documents.

Deploy the Green Lark Carbon Verified Seal Across Communications

The Green Lark Carbon Verified badge is a mark of credibility. RNJ should display the badge on email signatures, proposals, brochures, and the website. Linking it to a short landing page explaining its meaning and validity period (one year from the report date) will reinforce transparency. Set a reminder 30 days before expiry to renew or remove the badge.



Annual Reporting and Continuous Improvement

Continuing annual carbon footprint reporting and using the data to inform operational decisions could yield measurable reductions through improved efficiency and targeted action. Consider publishing a short annual sustainability update to share progress with stakeholders and reinforce RNJ's commitment to transparency and continuous improvement.

Create a Dedicated Sustainability Section on the Website

Adding a sustainability page to RNJ's website will showcase its environmental commitments and achievements. This section should include the Green Lark Carbon Verified seal, a summary of completed actions, planned measures, and a short statement on why sustainability matters in healthcare. This transparency strengthens trust with clients, regulators, and partners.

Transition a Portion of the Workforce to Electric or Hybrid Vehicles

RNJ Home Care Limited should begin transitioning part of its care workforce to electric or hybrid vehicles. This measure will significantly reduce Scope 1 emissions from fuel use and demonstrate leadership in sustainable transport within the care sector.

Expand the Use of Remote Video Assessments Where Appropriate

Introducing more remote video assessments can reduce unnecessary travel for staff and clients, cutting down carbon emissions while maintaining high standards of care. This approach also improves efficiency and convenience for service users.

Engage Suppliers on Sustainability Commitments

RNJ Home Care Limited should actively engage suppliers to ensure they share similar sustainability values. Prioritising suppliers with eco-friendly products, reduced packaging, and transparent environmental policies will help lower Scope 3 emissions and strengthen RNJ's supply chain sustainability.



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