

# Meadows Holdco Limited Group Sustainability & Social Value Commitment Net Zero Plan

## About Us

Meadows Holdco Ltd incorporates our two children's services organisations, Meadows Care Ltd and Meadows Psychology Service Ltd.

**Meadows Care** looks after children and young people who cannot remain in their family homes and need specialised, therapeutic care. The care we provide is delivered in partnership with our young



people, with their local authorities and with the community. We have an amazing staff team who care for our young people 24 hours a day, 365 days a year. We have 3-4 bed children's homes across the Northwest of England and in the Midlands, where we offer a truly therapeutic, integrated service.



meadows  
psychology  
service

**Meadows Psychology Service** are a specialist psychology service led by clinical psychologists with over 20 years' experience across social care, NHS mental health settings and the private and 3rd sector. We specialise in working for the benefit of children, young people and families who have experienced developmental and relational trauma. We offer a range of bespoke and tailored services to meet the needs of different organisations and individuals in the community.



At Meadows Care and Meadows Psychology Service, we believe that creating a positive future for children and families means supporting not only their immediate needs but also the broader environment and community in which they live. Our commitment to sustainability and social value is rooted in our mission to foster healthy, resilient, and empowered lives, and we recognize this mission must include an active approach to environmental responsibility and community impact.



Our approach to social value extends beyond environmental impact, encompassing initiatives that support local communities, create economic opportunities, and promote equity and well-being. By embedding sustainability and social value into all that we do, we aim to create a lasting, positive impact on the lives of the children and families we serve, as well as on future generations.



## Our Commitment to Net Zero

This plan provides an overview of our initial journey towards our commitment to be Net Zero by 2050. Our roadmap includes targets for energy efficiency, sustainable procurement practices, waste reduction, and increased use of renewable energy sources. By setting measurable goals and clear timelines, we are ensuring accountability and transparency as we work toward our net zero target.

Our dedicated working party will oversee this initiative, regularly assessing our progress and identifying innovative solutions to help us achieve this ambitious goal. We will review and update this plan with progress at least annually.

Our approach is grounded in the belief that every action, no matter how small, contributes to a larger positive impact. In order to continue our progress toward achieving Net Zero, we have formalised the following supporting targets:



### Carbon

- Complete all energy audits by 2025.
- 75% of (non-exempt) properties rated Band C or above for energy efficiency by 2030.
- To reduce the organisations emissions (scope 1, 2 and 3) by 50% from 2024 baseline by 2030.
- To reduce the organisations emissions (scope 1, 2 and 3) by 90% from 2024 baseline by no later than 2050.
- We will revise our staff travel policy to include carbon reduction and offsetting considerations by 2025.

### Waste

- 50% of waste recycled by 2025.
- 5% reduction in volume of waste generated by 2025.
- Zero waste to landfill by 2050.
- Formalise our donation initiatives.

### Nature

- 50% of our gardens will promote biodiversity by 2030.
- 100% of our gardens will promote biodiversity by 2050.

### Resources

- We will revise our Procurement Policy to include sustainability requirements by 2025.
- We will conduct a survey of all suppliers in line with sustainability requirements by 2025.
- 100% of centrally procured resources will be from policy compliant suppliers by 2035.

### Tracking & Reporting

- Annual energy audits completed annually to ensure targets are being met by 2025.
- Annual energy reports will be available demonstrating our performance to our commitment of net zero.