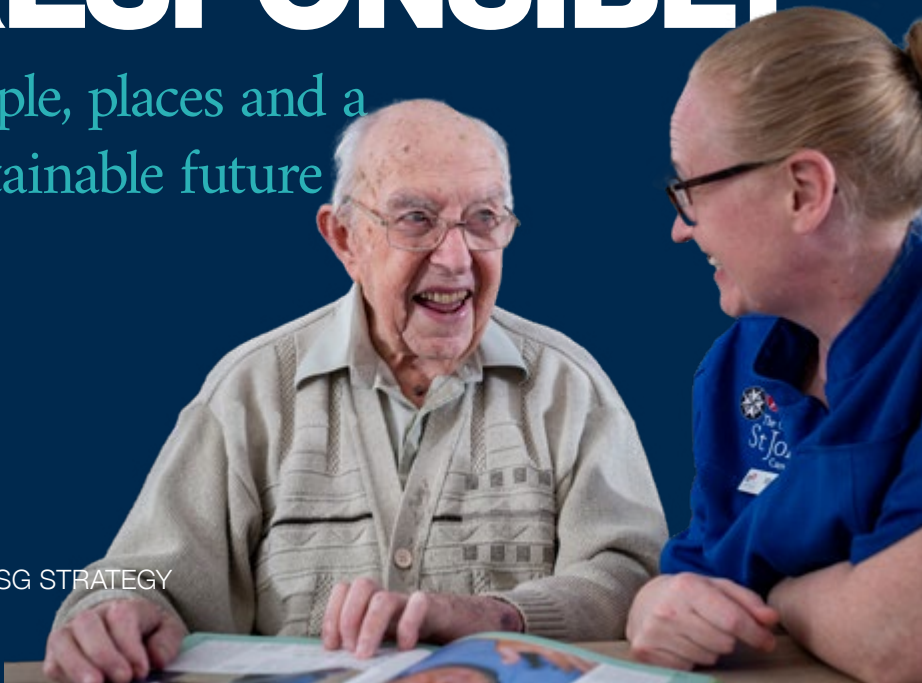
The Orders of St John Care Trust

CARING RESPONSIBLY

People, places and a sustainable future



ESG STRATEGY

CARING RESPONSIBLY IS OUR PLAN TO CONTINUE PROVIDING EXCELLENT CARE TODAY WHILE SUPPORTING A SUSTAINABLE FUTURE



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"Sustainability and care go hand in hand, reflecting our responsibility to the people we serve, but also the world they live in.

By embracing this journey, we can help create healthier and fairer communities for those we care for today and for generations to come."



Dan Hayes OBE
Chief Executive

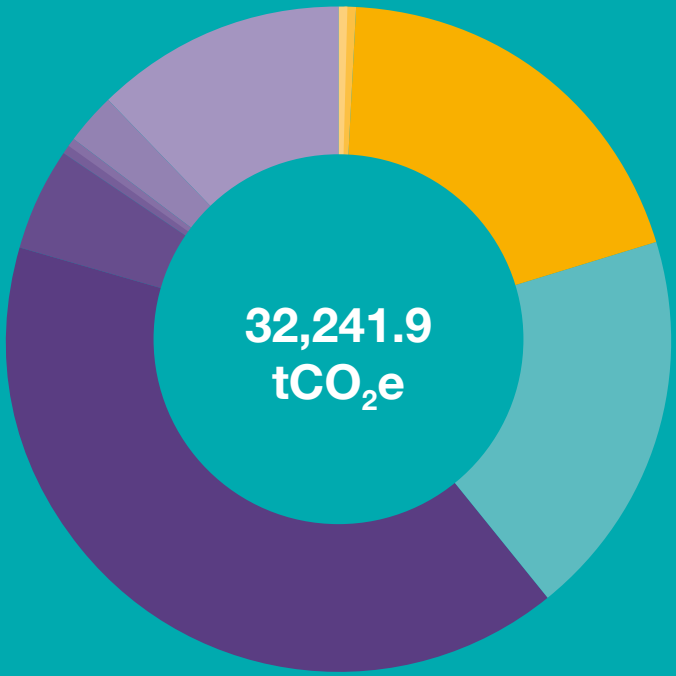


INTRODUCING CARING RESPONSIBLY

We are launching Caring Responsibly - OSJCT's new environmental, social and governance strategy.

Its launch follows an important milestone for the Trust: achieving Certified Business Status, which is Planet Mark's™ Net Zero Certification (Level 1).

For the first time, we have measured our full carbon footprint across our operations, energy use and wider supply chain, giving us a verified baseline against which we can plan and measure future progress.



- Fugitive Emissions
- Mobile Fuels
- Stationary Fuels
- Electricity
- Purchased Goods & Services
- Fuel and Energy Related Activities
- Upstream Transportation & Distribution
- Waste
- Business Travel
- Employee Commuting

OUR CARBON FOOTPRINT

Our carbon footprint is 32,241 tonnes of CO_2e - equivalent to around 5.4 tonnes for every employee.

- Scopes 1 (Gas) - 20.5%
- Scopes 2 (Electricity) - 18.7%
- Scopes 3 (Purchased Goods & Services) - 60.8%

Across the care sector, the average carbon footprint is estimated at 3.9 - 6.0 tonnes of CO_2e per employee - equivalent to:

- Charging a smartphone 15 billion times – enough to charge a phone for every person on earth, twice over.
- Flying 236,434 individual passengers from London to New York.



WHAT IS CARING RESPONSIBLY?

Its formal name is our environmental, social and governance - or ESG - strategy. In everyday terms, it brings together how we support people, look after our places, use resources wisely and act openly and responsibly.

Excellent care and support come first. Actions will be practical, affordable and focused on benefits for the people we support and those who work with OSJCT.

BUILDING ON STRONG FOUNDATIONS

Responsible practice already happens across OSJCT. Caring Responsibly brings this work into one clear framework. It is shaped by our wider OSJCT Strategy - not a standalone initiative.

Caring Responsibly supports our Environmental Sustainability pillar and connects with our wider responsibilities to people, communities and good governance.

PREPARING FOR THE FUTURE

- Our homes, services and schemes must remain comfortable, efficient and resilient.
- Environmental and financial pressures require long-term choices.
- Clear data, responsibilities and governance will help us monitor progress.
- People we support, colleagues and communities should see tangible benefits.

ALREADY PART OF HOW WE CARE

Across OSJCT, colleagues, volunteers and partners are already making choices that support people, protect resources and strengthen the Trust. Caring Responsibly helps us connect this work, learn from it and build on it.

HERE ARE SOME OF THE WAYS WE ARE ALREADY MAKING A DIFFERENCE →

PEOPLE, PARTICIPATION AND RESPONSIBLE PRACTICE

AROUND 700 VOLUNTEERS



support our services, strengthen community engagement and contribute to social value.

MODERN SLAVERY TRAINING



Around £30,000 of colleague time invested in modern slavery e-learning.

HYBRID WORKING



Our policy helps reduce commuting emissions, with a 60/40 split between remote and on-site working for office-based colleagues.

STRUCTURED RISK MANAGEMENT



Our systems are based on HSG65 and aligned with ISO 45001, covering workplace, environmental and chemical safety.

USING RESOURCES MORE RESPONSIBLY



14.5 TONNES

of used furniture recycled during 2025.

RECYCLE AND REPAIR

We recycle IT equipment and repair devices to extend their useful life.

MATTRESSES RECYCLED

We work with an air mattress provider to decontaminate and recycle mattresses at the end of their lifecycle rather than sending them to landfill.

ECO-FRIENDLY CLEANING

We have moved to more environmentally friendly cleaning products through suppliers including Blueleaf™.

IMPROVING OUR PLACES AND UNDERSTANDING OUR IMPACT

A COMPLETE CARBON FOOTPRINT



Measured for FY2025, giving OSJCT a baseline from which to plan and track progress.

LED LIGHTING ACROSS OUR MANAGED BUILDINGS



Across the buildings we manage, we have replaced almost all fluorescent and tungsten lighting with more efficient LED lighting.

HIGH-EFFICIENCY GAS BOILERS



We have been installing more efficient boilers to reduce natural gas use where possible.

SUPPORTING PEOPLE AND COMMUNITIES

As we build on the progress already being made, we will continue to:

- Support the wellbeing of people across our services and our colleagues - and act on their feedback.
- Improve comfort, heat management and access to cooler communal spaces.
- Review access to green space and support biodiversity.
- Strengthen volunteering, community activity and the social value we create.




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LOOKING AFTER OUR PLACES AND RESOURCES

Caring Responsibly will continue to include:

- Increasing energy efficiency, including LED lighting and renewables where practical.
- Measuring and reducing food and other waste, while buying more responsibly.
- Using energy, water and other resources carefully.
- Using estate renewal and investment to create more modern, efficient and resilient services.

ACTING OPENLY AND RESPONSIBLY

As we progress our Caring Responsibly journey we will:

- Set clear priorities, responsibilities and measurable targets.
- Establish a clear governance structure for Caring Responsibly, with Executive oversight, defined responsibilities and clear accountability for delivery and progress.
- Develop a network of Caring Responsibly Champions across the Trust to help share good practice, encourage local involvement and connect ideas and activity across our homes, services and functions.
- Use reliable data to understand our impact and support better decisions.
- Continue measuring our emissions and reviewing progress.
- Report openly on what we achieve - and what still needs to be done.
- Make social and environmental responsibility part of planning, purchasing and investment decisions.

CARING RESPONSIBLY IN EVERYDAY LIFE

This is about thoughtful decisions as part of how we already work - not unnecessary paperwork or policies for the sake of it.

- Avoiding waste where it is safe and practical.
- Using energy, water and other resources carefully.
- Sharing an idea about your home, service or area of work.
- Supporting wellbeing, gardening or community activity.
- Sharing something that already works well.

Small actions matter. But OSJCT will lead the larger changes to buildings, systems, purchasing and investment.

EVERYONE CAN CONTRIBUTE

Whether you work in a care home, supported living service, housing scheme or support function - or contribute as a person we care for and support, family member or volunteer - your experience and ideas matter.

Caring Responsibly Champions will help bring the strategy to life locally - sharing ideas and good practice, encouraging participation and helping connect activity across the Trust. More information about becoming a Champion and supporting training will follow via Trust Bulletins.

- Share an idea with your manager or team.
- Highlight avoidable waste or a practical opportunity.
- Take part in an activity within your home, service or team.
- Help us learn from good practice.
- Consider becoming a Caring Responsibly Champion and help us bring the strategy to life locally.


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NEXT STEPS

- Make the full Caring Responsibly strategy available on the OSJCT website.
- Put our governance structure, processes and responsibilities in place to oversee delivery and monitor progress.
- Share progress and practical examples from our homes and services via Trust Bulletins and Trust in Care Magazine.
- Report openly on what we achieve - and what still needs to be done.
- Establish our network of Caring Responsibly Champions and provide the guidance and training they need to support activity locally.



This booklet is printed using biodegradable inks on FSC®-certified paper, sourced in an environmentally friendly, socially-responsible manner.

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