

A photograph of a wind farm at sunset. The sky is a warm orange and yellow, and the wind turbines are silhouetted against it. The foreground shows a field of crops, possibly corn, with some blurred in the distance. A vertical black line runs down the center of the image, and a large pink shape is on the right side.

ACCA Pathway to Net Zero



Advanced
CCA

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Introduction

Advanced Child Care Assessments is dedicated to achieving Net Zero emissions by integrating Environmental, Social, and Governance (ESG) practices across the organisation. Since Dec 2024, Advanced Child Care Assessments has focused on aligning policies, implementing sustainability training, and engaging employees in impactful initiatives. This update outlines our structured 18-month pathway, with a specific 12-month plan to advance Net Zero maturity and drive progress toward achieving our Net Zero goals.

1. Leadership and Governance

- + Compliance and ESG Alignment: Advanced Child Care Assessments is realigning policies to embed ESG values throughout the organisation. This includes alignment with ISO 14001 standards and a commitment to transparent sustainability practices.
 - KPI: 100% policy alignment with ESG values by Q4 2025.
 - KPI: Achieve 90% employee compliance with updated ESG-aligned policies by Q1 2026.
- + 12-Month Pathway to Maturity for Net Zero: Leadership has endorsed a comprehensive 12-month pathway aimed at enhancing Net Zero maturity. This plan includes specific milestones to increase sustainability practices organisation-wide, reinforcing accountability and continuous improvement in alignment with SBTi commitments. The pathway is designed as a foundational step toward achieving Net Zero.

2. Social Value Strategy

- + Development of a Social Value Strategy: Advanced Child Care Assessments is committed to creating social value that positively impacts communities, aligning resources to deliver measurable social benefits through partnerships and community support.
 - KPI: Increase community partnership initiatives by 25% by Q4 2025.
 - KPI: Document and report 25 employee volunteer hours by Q1 2026.
- + ACCA Community Engagement: The team is working closely with local communities to identify suitable schemes that align with ACCA's mission, supporting impactful social value initiatives.

- Objectives:
 - **Support:** Increase local health, wellness, and environmental initiatives.
 - **Engagement:** Foster opportunities for employee involvement and skills development.
 - **Sustainability:** Create long-term, impactful community benefits in line with organisational values.

3. Environmental Education and Employee Engagement

- + Learning Management System (LMS) Training: New sustainability modules are available on the LMS, covering topics such as carbon reduction and sustainable practices.
 - KPI: Achieve 100% employee completion of environmental training modules by Q4 2025.
 - KPI: 80% positive feedback on sustainability training by Q4 2025.
- + Green Ambassadors Programme: Recruiting Green Ambassadors across the organisation to lead sustainability initiatives and engage colleagues in environmental projects.
 - KPI: Appoint one Green Ambassador per department by Q4 2025.

4. ISO 14001 Certification Alignment

- + Environmental Management System (EMS): Aligning with ISO 14001 standards through systematic audits and risk assessments to support continuous improvement.
 - KPI: Complete 100% of required EMS audits by Q4 2025.
 - KPI: Achieve full ISO 14001 certification by Q4 2026.

5. Science-Based Targets and SBTi Validation

- + SBTi Validated Targets: ACCA is committed to reducing Scope 1 and Scope 2 GHG emissions by 42% by 2030 (from a 2023 baseline), with

specific initiatives for Scope 3 emissions reductions.

- KPI: Achieve a 10% reduction in Scope 1 and Scope 2 emissions by Q1 2026.
- KPI: Onboard 60% of high-emission suppliers to align with ACCA's Scope 3 reduction goals by Q1 2026.

6. Employee Engagement Initiatives

- + ACCA Volunteering Policy: In line with community engagement, the Volunteering Policy supports local projects and employee development.
 - Purpose and Goals: Support community service in environmental conservation, sports, and wildlife.
 - KPI: Record 25 hours of employee volunteering by Q4 2025.
 - KPI: Increase employee volunteer participation by 15% by Q3 2025.

9. Conclusion

The 2024 Advanced Child Care Assessments Sustainability Plan update reaffirms our commitment to Net Zero and outlines key targets for ESG maturity. Through validated SBTi targets, ISO 14001 alignment, and initiatives like the Green Ambassadors network, Social Value Strategy, and Volunteering Policy, Advanced Child Care Assessments is focused on reducing its environmental footprint, enriching community engagement, and leading with sustainable practices in the healthcare sector. The 12-month Pathway to Maturity is a targeted plan to increase Net Zero readiness, setting a strong foundation for continued progress toward our long-term Net Zero objectives.