

Baywater Healthcare

Carbon Reduction Plan

June 2026

Carbon Reduction Plan

Supplier Name

Baywater Healthcare UK Limited

Publication Date

June 2026

Commitment to Achieving Net Zero

Baywater Healthcare is committed to achieving net zero emissions by 2045



An aerial photograph of a city, likely Dublin, showing a mix of historic and modern architecture. A large, semi-transparent blue circle is centered over the image, serving as a background for the text. In the background, a large green field, possibly a park or sports ground, is visible, surrounded by trees and residential areas. The sky is clear with some light clouds.

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Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.



Baseline Year 2022

Additional details relating to the baseline emissions calculations

Our baseline emissions inventory includes all our measurable scope 1 and 2 emissions and some of our total scope 3 value chain emissions.

We include all seven Kyoto Protocol Greenhouse gas groups in our emissions footprint.

We have maintained our baseline year as 2022. The previous baseline of 2020 was impacted by the COVID-19 pandemic and did not reflect normal service operations.

Baseline Year Emissions

Emissions	Total (tCO ₂ e)
Scope 1	2,139.3
Scope 2	50.1
Scope 3 (Included Sources)	378.9
Total Emissions	2,568.288

Current Emissions Reporting

Reporting Year: 2025

Emissions	Total (tCO2e)
Scope 1	2,680.2
Scope 2	0
Scope 3 (Included Sources)	447.1
Total Emissions	3,127.346

Emissions reduction targets

Baywater Healthcare has set and achieved carbon reduction goals for several years. Our current goals are:

- By 2027, achieve carbon neutrality across our depot operations.
- By 2030, fully electrify our staff fleet.
- By 2035, fully electrify the business fleet.

Our emissions have increased over the past 12 months. This increase is due to our expansion into the London region and continued development in the newly established East of England region.

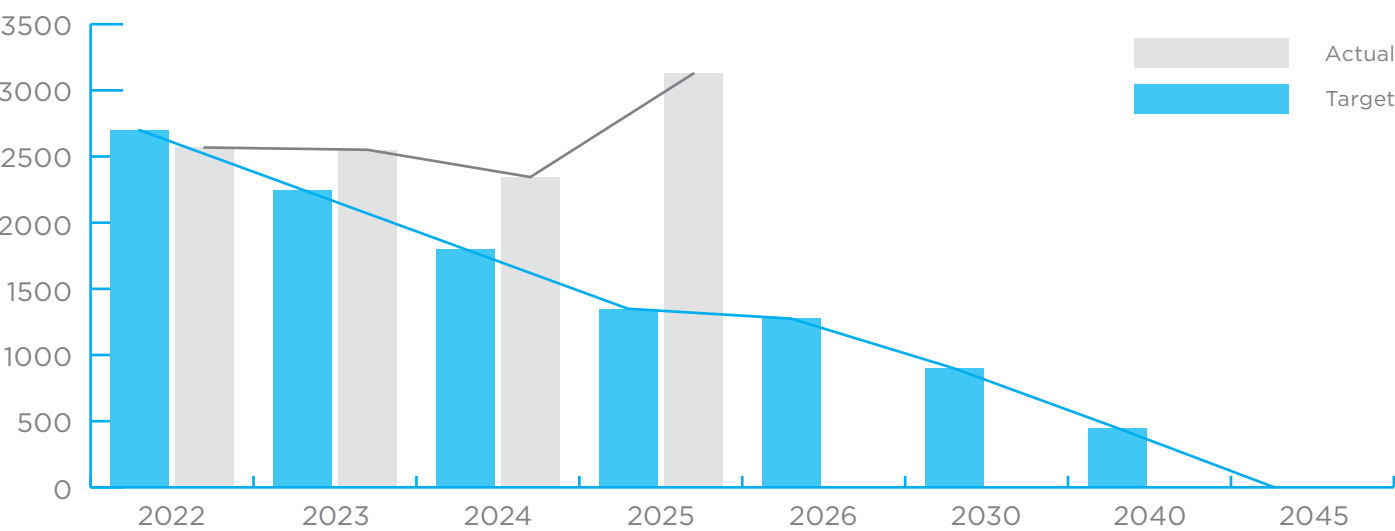
As a result of this expansion, activity that generates carbon emissions has increased.

For Scope 1, diesel emissions have increased because more technicians are travelling across our existing regions and our newer East of England and London regions.

For Scope 3, we have acquired additional premises in Norwich, Ipswich, Peterborough, Stevenage, Isleworth, Thurrock and South Wales.

These premises generate associated emissions from waste, utilities and business travel. Overall emissions increased by 21.8% from the previous year, while headcount increased by 27.7% over the same period.

Carbon Reduction - Projected vs Actual



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

All our electricity supplies come from green energy sources. Our energy suppliers provide certificates to support this data.

We have implemented a communications plan that includes fortnightly sustainability updates on our organisation-wide WorkVivo platform.

We have completed certification audits for our newest East of England and London regions against ISO 14001:2015, the international standard for environmental management.

We have completed our smart meter rollout across the organisation, giving us regular access to energy usage data for all sites.

Our Environmental Awareness e-learning course has been updated and rolled out across the business. The course covers Baywater Healthcare's environmental impacts and how we can mitigate them, including through effective waste management.

We have implemented a salary sacrifice scheme that gives grey fleet drivers access to electric vehicles.

We continue to work closely with suppliers to support their carbon reduction commitments, including adherence to our supplier code of conduct.

We continue to minimise travel by using virtual meetings where appropriate, further reducing our travel footprint.

We continue to encourage hybrid working, reducing staff travel and supporting a more sustainable and inclusive working environment.



Future Carbon Reduction Initiatives

Over the next few years, we plan to implement further measures to reduce our emissions. These include:

- Independently verifying our carbon footprint through a third-party accredited organisation.
- Evaluating the Hull site for solar panel installation.
- Continuing our programme to install EV charging points.
- Maintaining a consistent approach to energy procurement across all sites.
 - Using 100% renewable energy, a single supplier where possible, and consistent contract end dates to help secure better rates through bulk purchasing.
- Working with landlords of leased sites to identify mutually beneficial carbon reduction improvements.
- Maintaining adherence to the Energy Savings Opportunity Scheme.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Baywater Healthcare UK Limited:



Adam Sullivan - CEO
24th June 2026

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1. <https://ghgprotocol.org/corporate-standard>
 2. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
 3. <https://ghgprotocol.org/standards/scope-3-standard>



Baywater Healthcare

Baywater Healthcare is a leading specialist provider of homecare services to patients with long term conditions. We deliver outstanding patient care and tailor our service to reflect the needs and challenges of our healthcare partners, while driving efficiencies and delivering cost savings.

Our healthcare services include:

- Home Oxygen Services
- Sleep Apnoea Services
- Recovery Oxygen
- Nebuliser Services
- Managed Telehealth Services
- Ventilation Services

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