

UT COMPLIANCE

A TRADING NAME OF UNIQUE TENDERS LIMITED

POLICY DOCUMENT

Green Plan

UT Compliance

BUNDLE PACKAGE | DOMICILIARY CARE

DOCUMENT REFERENCE

—

EFFECTIVE DATE

15 January 2026

VERSION

DC/GRP/001

REVIEW DATE

—

STATUS

Publish

APPROVED BY

—

CONFIDENTIAL DOCUMENT

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1. Scope

1.1 Purpose

This Green Plan establishes 's framework for environmental sustainability, demonstrating our commitment to reducing carbon emissions, minimising waste, protecting biodiversity, and operating in an environmentally responsible manner. The plan sets out our approach to meeting legal environmental obligations, contributing to national net zero targets, and embedding sustainable practices throughout our domiciliary care operations. It recognises that healthcare and social care have environmental responsibilities alongside their duty of care to service users.

1.2 Environmental Challenge in Healthcare

The healthcare and social care sector contributes approximately 4-5% of UK carbon emissions. Climate change poses direct risks to health through extreme weather events, heat-related illness, air pollution, and infectious disease spread. As a care provider, we have dual responsibility to reduce our environmental impact whilst adapting services to protect vulnerable service users from climate-related health risks. This Green Plan demonstrates how will play its part in addressing the climate emergency.

1.3 Application

This Green Plan applies to all operations of including office premises, care delivery activities, transport and travel, procurement and supply chain, waste management, and energy consumption. It applies to all staff, contractors, volunteers, and partner organisations working on our behalf. The plan covers environmental impacts within our direct control (Scope 1 and 2 emissions) and those in our supply chain and service delivery (Scope 3 emissions).

1.4 Environmental Priorities

Our Green Plan addresses the following environmental priorities:

Carbon reduction and achieving net zero emissions

Sustainable transport and travel reduction

Energy efficiency and renewable energy adoption

Waste reduction, reuse, and recycling

Sustainable procurement and supply chain management

Water conservation and pollution prevention

Biodiversity protection and enhancement

Climate adaptation and resilience

Staff engagement and behaviour change

1.5 Alignment with National Frameworks

This Green Plan aligns with NHS England's 'Delivering a Net Zero NHS' strategy, the UK Government's Net Zero Strategy, the Climate Change Act 2008 (2050 Target Amendment), and the UN Sustainable Development Goals. We commit to supporting the NHS target of net zero for direct emissions by 2040 and net zero including supply chain by 2045, adapted appropriately for social care sector context.

1.6 Timeframe

This Green Plan covers the period 2024-2030 with interim targets and annual action plans. The plan will be reviewed and updated annually to reflect progress, emerging climate science, and evolving best practice. Long-term ambitions extend to 2045 in alignment with net zero targets.

2. Legal and Regulatory Framework

Environmental sustainability in healthcare and social care is governed by comprehensive legal and policy frameworks:

Legislation/Framework	Environmental Requirements
Climate Change Act 2008 (2050 Target Amendment) 2019	Requires UK to achieve net zero greenhouse gas emissions by 2050. All sectors including health and social care must contribute to this legally binding target.
Environmental Protection Act 1990	Establishes duty of care for waste management. Requires proper handling, storage, and disposal of waste with documentation. Prohibits fly-tipping and illegal waste transfer.
Waste (England and Wales) Regulations 2011	Requires waste hierarchy implementation: prevention, reuse, recycling, recovery, disposal. Mandates segregation of recyclable waste. Establishes waste carrier registration requirements.
Energy Act 2011 and Energy Efficiency Regulations	Establishes framework for energy efficiency improvements. Requires minimum energy performance standards for buildings. Supports transition to low carbon energy.
Environment Act 2021	Establishes environmental targets for air quality, water, biodiversity, and waste reduction. Creates Office for Environmental Protection. Requires due regard for environmental principles.
Clean Air Act 1993 and Air Quality Standards	Controls air pollution and emissions. Relevant for vehicle fleet management and office operations. Protects public health from poor air quality.
Water Resources Act 1991 and Water Industry Act 1991	Regulates water abstraction and discharge. Requires prevention of water pollution. Establishes water efficiency requirements.
Natural Environment and Rural Communities Act 2006	Requires public authorities to have regard for biodiversity conservation. Establishes duty to protect and enhance natural habitats.
NHS England 'Delivering a Net Zero NHS' (2020)	Sets ambitious net zero targets: NHS Carbon Footprint net zero by 2040, NHS Carbon Footprint Plus (inc. supply chain) net zero by 2045. Provides roadmap for health and care sector.

Greener NHS Programme	Supports NHS and care providers to reduce environmental impact. Provides tools, guidance, and best practice. Establishes Green Plan requirements for healthcare organisations.
CQC Well-Led Domain	Assesses whether organisations demonstrate corporate and social responsibility including environmental sustainability and community contribution.
Public Services (Social Value) Act 2012	Requires commissioners to consider economic, social, and environmental wellbeing when procuring services. Encourages sustainable procurement practices.

3. Definitions of Key Terms

The following environmental sustainability terminology is used throughout this Green Plan:

Term	Definition
Carbon Footprint	Total greenhouse gas emissions caused directly and indirectly by an organisation, person, or product, expressed as carbon dioxide equivalent (CO2e).
Net Zero	Achieving balance between greenhouse gases emitted and removed from atmosphere. Requires reducing emissions to minimal levels and offsetting residual emissions through carbon removal.
Scope 1 Emissions	Direct emissions from owned or controlled sources including company vehicles, owned buildings' heating systems, and on-site fuel combustion.
Scope 2 Emissions	Indirect emissions from purchased electricity, heat, and cooling consumed by owned or controlled buildings and operations.
Scope 3 Emissions	Indirect emissions from value chain including business travel in non-owned vehicles, supply chain, waste disposal, employee commuting, and procurement.
Carbon Offsetting	Compensating for emissions by funding equivalent carbon dioxide savings elsewhere through activities like tree planting, renewable energy projects, or carbon capture.
Circular Economy	Economic system aimed at eliminating waste through continual use of resources via reuse, repair, refurbishment, remanufacturing, and recycling.
Waste Hierarchy	Priority order for waste management: prevention (best), reuse, recycling, recovery, and disposal (worst). Legal requirement under Waste Regulations 2011.
Biodiversity	Variety of life on Earth including diversity within species, between species, and of ecosystems. Essential for ecosystem services supporting human health and wellbeing.
Sustainable Procurement	Purchasing decisions considering environmental, social, and economic impacts alongside quality and cost. Evaluates whole-life costs and supplier sustainability credentials.
Climate Adaptation	Adjusting systems, processes, and infrastructure to reduce vulnerability to actual or expected climate change effects like extreme weather, flooding, and heatwaves.
Climate Mitigation	Actions to reduce or prevent greenhouse gas emissions including energy efficiency, renewable energy adoption, and sustainable transport.

Renewable Energy	Energy from naturally replenishing sources including solar, wind, hydro, geothermal, and sustainable biomass. Does not deplete natural resources or produce carbon emissions.
Carbon Literacy	Understanding of climate change causes and impacts, and ability to take action to reduce carbon emissions in personal and professional life.
Green Infrastructure	Network of natural and semi-natural features including green spaces, water features, and vegetation providing environmental, economic, and social benefits.

4. Policy Statement

4.1 Environmental Commitment

is committed to environmental sustainability and playing our part in addressing the climate emergency. We recognise that climate change threatens health and wellbeing, particularly for vulnerable people we care for. We commit to systematically reducing our carbon footprint, minimising waste, protecting nature, and embedding sustainability throughout our operations. Environmental responsibility is integral to our mission of providing high-quality, compassionate care.

4.2 Our Environmental Vision

By 2030, will be a recognised leader in sustainable domiciliary care, demonstrating that excellent care and environmental responsibility are mutually reinforcing. We will achieve significant carbon reductions, eliminate avoidable waste, adopt renewable energy, and inspire staff, service users, and partners to embrace sustainable practices. Our vision is care that heals people and planet.

4.3 Core Principles

Our approach to environmental sustainability is guided by these principles:

Prevention: Prioritise preventing environmental harm over mitigating damage after it occurs.

Precautionary Approach: Take action to prevent environmental harm even where scientific certainty is incomplete.

Polluter Pays: Those causing environmental damage should bear costs of prevention and remediation.

Continuous Improvement: Systematically improve environmental performance through innovation and best practice adoption.

Transparency: Openly report environmental performance, challenges, and progress.

Co-benefits: Seek solutions delivering environmental, health, and financial benefits simultaneously.

Equity: Ensure environmental actions do not disadvantage vulnerable groups or exacerbate health inequalities.

Collaboration: Work with partners, suppliers, and communities to amplify environmental impact.

4.4 Net Zero Targets

commits to:

Net zero for Scope 1 and 2 emissions (direct operations) by 2040

Net zero including Scope 3 emissions (supply chain and travel) by 2045

80% reduction in carbon emissions by 2032 (compared to 2024 baseline)

50% reduction in carbon emissions by 2028

Carbon footprint assessment and reporting annually

4.5 Legal Compliance

We commit to full compliance with environmental legislation including waste management regulations, energy efficiency standards, pollution prevention requirements, and biodiversity duties. Non-compliance will be treated as a serious governance issue requiring immediate remedial action.

5. Roles and Responsibilities

Achieving our environmental sustainability goals requires clear roles and collective effort:

Role	Environmental Responsibilities
All Staff	Minimise environmental impact in daily work. Follow waste segregation procedures. Switch off lights and equipment when not in use. Use video calls instead of travel where appropriate. Report environmental concerns or improvement ideas. Participate in sustainability initiatives. Champion environmental values with service users and colleagues.
Registered Manager ()	Overall accountability for Green Plan delivery. Approve environmental policies and targets. Ensure adequate resources allocated to sustainability. Champion environmental sustainability at senior level. Report environmental performance to board and commissioners. Ensure legal compliance with environmental regulations. Embed sustainability in strategic planning.
Duty Manager	Monitor daily operational sustainability practices. Ensure staff follow environmental procedures. Coordinate waste collection and recycling. Check energy-saving measures implemented during shifts. Report environmental issues requiring attention. Brief staff on sustainability initiatives. Support staff to reduce environmental impact. Track and escalate environmental incidents.
Sustainability Lead/Green Champion	Lead Green Plan implementation and coordination. Calculate and report carbon footprint annually. Develop and deliver action plans for carbon reduction. Coordinate waste management and recycling programmes. Engage staff in sustainability initiatives. Monitor progress against targets. Identify innovation opportunities. Liaise with external sustainability networks. Produce environmental reports.
Health and Safety Officer ()	Integrate environmental considerations into health and safety systems. Ensure safe waste handling and disposal. Manage environmental incidents and spills. Conduct environmental risk assessments. Ensure COSHH compliance for environmentally hazardous substances. Coordinate climate adaptation measures.
Fleet Manager/Transport Coordinator	Optimise travel routes to minimise mileage. Transition fleet to electric and low-emission vehicles. Ensure vehicle maintenance for fuel efficiency. Monitor and report fleet emissions. Implement eco-driving training. Explore car-sharing and public transport options. Track business mileage and fuel consumption.

Procurement Manager	Implement sustainable procurement standards. Evaluate supplier environmental credentials. Prioritise products with lower environmental impact. Reduce single-use items and packaging. Source local suppliers where possible. Include sustainability criteria in tenders. Monitor supply chain carbon footprint. Challenge suppliers on sustainability.
Facilities Manager	Manage building energy efficiency. Implement energy-saving measures (LED lighting, smart heating, insulation). Monitor utility consumption and costs. Coordinate waste contracts and recycling. Maintain grounds for biodiversity. Ensure water efficiency. Oversee renewable energy installations. Manage office environmental performance.
Finance Manager	Integrate sustainability into financial planning. Budget for environmental investments. Track return on investment for sustainability measures. Report environmental costs and savings. Support business case development for green initiatives. Consider carbon costs in financial decisions.
Training and Development Lead	Deliver sustainability training to all staff. Develop carbon literacy programmes. Include environmental awareness in induction. Create e-learning modules on sustainability. Assess staff environmental competency. Promote behaviour change for sustainability. Celebrate environmental successes.
Board/Senior Leadership	Provide strategic direction for environmental sustainability. Approve Green Plan and annual updates. Allocate budget and resources. Monitor progress against targets. Ensure governance oversight. Hold leadership accountable. Consider environmental risks in strategic planning. Champion sustainability culture.

6. Carbon Reduction Strategy

6.1 Baseline Carbon Footprint

will establish baseline carbon footprint covering:

Scope 1: Company vehicles, gas heating in owned buildings

Scope 2: Purchased electricity for offices and operations

Scope 3: Business travel, staff commuting, waste disposal, procurement, supply chain

Baseline will be calculated using robust methodology aligned with Greenhouse Gas Protocol and NHS carbon footprinting guidance. Annual carbon footprint reports will track progress against baseline and targets.

6.2 Carbon Reduction Action Plan

Priority actions for carbon reduction:

Year 1-2 (2024-2026): Foundation

Complete baseline carbon footprint assessment

Switch to renewable electricity tariff (immediate 50% Scope 2 reduction)

Implement LED lighting across all premises

Optimise travel routes reducing mileage by 20%

Establish Green Champion network

Roll out carbon literacy training

Year 3-4 (2027-2028): Acceleration

Transition 50% of fleet to electric vehicles

Install smart heating controls and thermostats

Improve building insulation where feasible

Implement sustainable procurement standards

Achieve 50% reduction vs baseline

Year 5-6 (2029-2030): Transformation

Complete fleet transition to electric vehicles

Install solar panels on owned premises where viable

Achieve net zero for direct operations (Scope 1 and 2)

Engage supply chain in carbon reduction

Offset residual unavoidable emissions through verified schemes

6.3 Renewable Energy

We will transition to renewable energy through:

Switching to 100% renewable electricity tariff (certified with REGO certificates)

Installing solar photovoltaic panels on owned buildings where technically and financially viable

Exploring community renewable energy schemes

Phasing out gas heating in favour of electric heat pumps during building refurbishments

Investigating battery storage to maximise renewable energy utilisation

7. Sustainable Transport

7.1 Fleet Decarbonisation

Transport represents our largest carbon emission source. We commit to:

Transition fleet to electric vehicles by 2030 with interim targets: 25% by 2026, 50% by 2028, 100% by 2030

Install electric vehicle charging points at offices and key locations

Consider hybrid vehicles as transition where full electric not yet viable

Implement telematics to monitor driving behaviour and fuel efficiency

Replace vehicles based on whole-life cost including fuel, maintenance, and carbon

7.2 Travel Reduction and Efficiency

Reduce travel mileage through:

Route optimisation software reducing empty running and overlapping routes

Geographic clustering of service users assigned to care workers

Scheduling consecutive visits in same area

Video calls for meetings, supervision, and assessments where appropriate

Encouraging walking or cycling for short-distance visits where safe and practical

Flexible working arrangements reducing commuting

7.3 Eco-Driving Training

All staff driving for work will receive eco-driving training covering:

Smooth acceleration and braking

Appropriate gear selection

Maintaining steady speeds

Reducing idling time

Vehicle maintenance for efficiency

Journey planning to avoid congestion

Eco-driving can reduce fuel consumption by 10-15%, cutting both emissions and costs.

8. Waste Management and Circular Economy

8.1 Waste Hierarchy Implementation

We follow the legal waste hierarchy prioritising:

Prevention: Avoid creating waste in the first place through careful procurement and process design

Reuse: Use items multiple times before disposal (reusable containers, refillable products)

Recycling: Segregate recyclable materials for processing into new products

Recovery: Energy recovery from waste that cannot be recycled

Disposal: Landfill only as absolute last resort for waste with no other option

8.2 Waste Reduction Targets

Target 50% reduction in waste to landfill by 2028

Achieve 75% recycling rate for office waste by 2026

Eliminate single-use plastics from offices by 2025

Reduce paper consumption by 60% through digitalisation by 2027

Implement reusable PPE and equipment where safe and practical

8.3 Recycling Programme

Comprehensive recycling system including:

Clearly labelled recycling bins for paper, cardboard, plastic, glass, and metal

Separate food waste collection for composting where available

Electrical equipment recycling through WEEE-compliant contractor

Battery recycling stations

Secure paper shredding and recycling

Staff training on waste segregation

Monthly waste audits to monitor performance

8.4 Clinical and Healthcare Waste

Domiciliary care generates limited clinical waste compared to hospitals, but we will:

Segregate clinical waste correctly according to classification

Use licensed clinical waste contractors with environmental credentials

Minimise sharps waste through safe use and appropriate containers

Review medication waste and work with pharmacies on returns

Ensure PPE waste minimised whilst maintaining infection control standards

9. Sustainable Procurement

9.1 Procurement Principles

All purchasing decisions consider:

- Whole-life cost including environmental impact, not just upfront price
- Carbon footprint of products and services
- Supplier environmental credentials and certifications
- Local sourcing to reduce transport emissions and support local economy
- Packaging minimisation and recyclability
- Ethical and environmental standards in supply chain
- Durability, repairability, and end-of-life disposal

9.2 Supplier Engagement

We will:

- Include sustainability criteria in all tenders and contracts
- Request suppliers' carbon reduction plans and environmental policies
- Prioritise suppliers with ISO 14001 environmental management certification
- Challenge suppliers on packaging, transport, and product sustainability
- Collaborate with suppliers on innovation for lower-impact alternatives
- Monitor and report supply chain emissions (Scope 3)
- Develop preferred supplier lists based on sustainability performance

9.3 Sustainable Product Choices

Prioritise products that are:

- Made from recycled or renewable materials
- Energy efficient (A-rated appliances, LED lighting)
- Reusable rather than single-use where clinically appropriate
- Certified sustainable (FSC timber, eco-labels, organic)
- Low in toxic chemicals and pollutants
- Designed for longevity and repair
- Fully recyclable at end of life

10. Energy Efficiency

10.1 Building Energy Performance

Improve energy efficiency of owned and leased buildings through:

LED lighting replacement programme (75% more efficient than traditional lighting)

Smart heating controls with zone-based temperature management

Improved insulation (walls, roofs, pipes)

Double or triple glazing installation during refurbishments

Energy-efficient boilers and heat pumps

Draught proofing and weatherstripping

Movement-sensor lighting in low-use areas

Regular maintenance of heating and cooling systems

10.2 Energy Monitoring

Track and analyse energy consumption:

Install smart meters for real-time energy monitoring

Monthly review of energy bills and consumption patterns

Benchmark against similar organisations

Identify anomalies indicating waste or equipment faults

Display energy consumption data to raise staff awareness

Set annual energy reduction targets

10.3 Staff Energy-Saving Behaviours

Encourage energy-saving practices:

Switch off lights when leaving rooms

Power down computers and equipment at end of day

Close windows when heating is on

Use natural ventilation instead of air conditioning where possible

Report energy waste (lights left on, heating problems)

Optimal thermostat settings (19-21°C in winter)

Use stairs instead of lifts for short journeys

11. Water Conservation

11.1 Water Efficiency Measures

Reduce water consumption through:

Water-efficient taps and toilets (dual-flush, low-flow)

Regular leak detection and prompt repairs

Staff awareness of water-saving behaviours

Rainwater harvesting where viable for non-potable uses

Water-efficient landscaping using native, drought-tolerant plants

Monitor water consumption and investigate unusual usage

11.2 Pollution Prevention

Protect water quality through:

Proper disposal of medications (never down sink or toilet)

Appropriate use and disposal of cleaning chemicals

Spill kits and procedures for hazardous substances

Staff training on pollution prevention

Compliance with trade effluent regulations

12. Biodiversity and Green Spaces

12.1 Biodiversity Action

Support local biodiversity through:

Wildlife-friendly landscaping at office grounds

Planting native species supporting pollinators

Bird boxes, bat boxes, and insect hotels

Reducing pesticide and herbicide use

Creating wildflower areas and hedgerows

Participating in local biodiversity initiatives

Tree planting programmes where space available

12.2 Green Spaces for Wellbeing

Recognise co-benefits of green spaces:

Staff wellbeing areas with plants and natural light

Encourage service user connection with nature where appropriate

Green prescribing linking health outcomes to nature contact

Support community gardens and green volunteering

13. Climate Adaptation and Resilience

13.1 Climate Risk Assessment

Assess and plan for climate impacts:

Extreme heat risks to vulnerable service users

Flooding risks to premises and access routes

Severe weather disrupting care delivery

Infrastructure damage from storms

Supply chain disruption from climate events

13.2 Adaptation Measures

Build resilience through:

Heatwave plans protecting vulnerable service users

Building cooling measures (shading, ventilation)

Flood risk mitigation for at-risk premises

Severe weather contingency plans for care continuity

Sustainable drainage systems (SuDS) where applicable

Climate-resilient infrastructure investments

14. Staff Engagement and Culture Change

14.1 Green Champions Network

Establish network of Green Champions:

Volunteer champions from each team

Quarterly Green Champions meetings

Local sustainability projects and initiatives

Share ideas and celebrate successes

Connect with regional sustainability networks

14.2 Carbon Literacy Training

All staff receive carbon literacy training covering:

Climate change science and impacts

Health sector's carbon footprint

Personal and professional carbon footprints

Actions staff can take to reduce emissions

Our Green Plan targets and progress

14.3 Behaviour Change Campaigns

Regular campaigns encouraging:

Energy awareness weeks

Waste reduction challenges

Sustainable transport weeks

Green competitions with recognition

Sustainability pledges and commitment walls

15. Monitoring and Review

15.1 Environmental Performance Indicators

Track progress through:

Total carbon emissions (tonnes CO₂e) and trend

Carbon emissions per service user/hour of care

Fleet mileage and fuel consumption

Percentage of fleet that is electric/hybrid

Energy consumption (kWh) by building

Renewable energy percentage

Waste generated (kg) and recycling rate

Water consumption (litres)

Staff carbon literacy training completion

Sustainable procurement spend percentage

15.2 Annual Reporting

Publish annual sustainability report including:

Carbon footprint calculation and year-on-year comparison

Progress against Green Plan targets

Achievements and initiatives delivered

Challenges faced and lessons learned

Plans for the coming year

Financial investment and savings

Case studies and staff stories

15.3 Green Plan Review

This Green Plan is reviewed:

Annually with updated action plans

Following significant changes to operations

When national policy or targets change

Based on performance data and learning

With input from staff, service users, and stakeholders

16. Reporting Environmental Concerns

16.1 Environmental Incident Reporting

Staff must report:

Spills or pollution incidents

Significant energy or water waste

Illegal waste disposal

Environmental damage or risks

Breaches of environmental legislation

Opportunities for improvement

16.2 Suggestions and Ideas

All staff encouraged to contribute sustainability ideas through:

Green suggestion box

Team meetings

Direct contact with Sustainability Lead or Green Champions

Annual sustainability surveys

17. Related Policies and Procedures

This Green Plan should be read alongside:

Waste Management Policy

Health and Safety Policy

Risk Management Policy

Business Continuity Plan

Vehicle and Fleet Management Policy

Procurement Policy

Infection Prevention and Control Policy

Corporate Social Responsibility Statement

This Green Plan demonstrates 's commitment to environmental sustainability and our contribution to addressing the climate

emergency whilst delivering excellent care.

Policy Approval & Review

APPROVED BY Not Specified	SIGNATURE <i>No signature on file</i>
REVIEW DATE 1 January 1970	NEXT REVIEW DATE 17 February 2027