




---

# Bawso Carbon Reduction Action Plan

---

Organisation Name: Bawso  
Publication Date: May 2026  
Scheduled review date: May 2027  
Signed off by:  (Chief Executive Officer)

# Organisational Overview

Bawso is a pan-Wales charity with over 30 years' experience supporting Black and minority ethnic (BME) individuals affected by domestic abuse, sexual violence, human trafficking, Female Genital Mutilation (FGM), honour-based abuse, and forced marriage. Established in 1995, the organisation reaches over 7,000 people annually, providing direct support to more than 3,000 survivors each year. Bawso's work is grounded in an understanding of intersectionality, recognising that individuals experience overlapping barriers such as race, gender, immigration status, language, and socio-economic disadvantage, which increase vulnerability and limit access to support.

Bawso's vision is for all people in Wales to live free from abuse, violence, and exploitation. Its services are delivered across multiple sites, including safe accommodation, community-based programmes, and outreach, ensuring access for vulnerable communities while contributing to its operational carbon footprint.

Bawso delivers holistic, trauma-informed, person-centred services, supporting survivors to achieve safety, improved wellbeing, and greater independence. As a values-driven organisation, Bawso recognises its responsibility to minimise its environmental impact. This Carbon Reduction Plan sets out a structured approach to embedding sustainability across operations while maintaining high-quality, accessible services.

## Service Delivery Model

Bawso is committed to reducing its environmental impact and achieving net zero by 2050, in line with UK and Welsh Government targets and the Paris Agreement.

We will embed sustainability across all areas of our work through continuous improvement, staff engagement, and partnership working. Progress will be reviewed annually to ensure accountability and alignment with best practice.

# Strategic Priorities

We will focus on:

- Reducing waste and material use
- Reusing and repairing resources
- Maximising recycling
- Improving energy and water efficiency
- Reducing travel emissions
- Promoting sustainable procurement and partnerships

## Baseline Line Emissions

Bawso is in the process of establishing its baseline carbon footprint in line with DEFRA guidance and the Greenhouse Gas (GHG) Protocol.

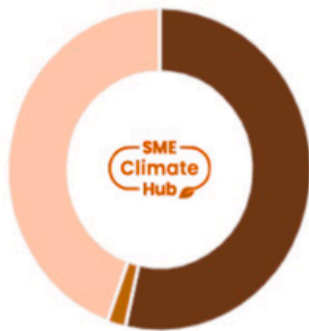
**Bawso**

Report Period  
**1 Apr 2025 – 31 Mar 2026**

### Bawso emission report 1 April 2025 – 12 April 2026

Estimated total emissions

**86.44 tonnes CO<sub>2</sub>e**



#### Your Scope overview

Powered by **EQUIPOISE**

|   |                                      |
|---|--------------------------------------|
| <b>Scope 1 - Direct emissions</b>       | <b>46.383 tonnes CO<sub>2</sub>e</b> |
| Heating of Buildings                    | 5.16 tCO <sub>2</sub> e              |
| Fugitive Gases                          | 41.22 tCO <sub>2</sub> e             |
| <b>Scope 2 - Indirect emissions</b>     | <b>1.677 tonnes CO<sub>2</sub>e</b>  |
| Purchased Electricity (Location-Based)  | 1.68 tCO <sub>2</sub> e              |
| <b>Scope 3 - Value chain emissions</b>  | <b>38.383 tonnes CO<sub>2</sub>e</b> |
| 3.3 Fuel- and Energy-Related Activities | 1.50 tCO <sub>2</sub> e              |
| 3.5 Waste Generated in Operations       | 4.98 tCO <sub>2</sub> e              |
| 3.6 Business Travel                     | 13.66 tCO <sub>2</sub> e             |
| 3.7 Employee Commuting & Homeworking    | 18.24 tCO <sub>2</sub> e             |

#### Your emission intensity

|                              |                               |
|------------------------------|-------------------------------|
| Emissions per £ revenue      | 0.02 kg CO <sub>2</sub> e     |
| Emissions per employee       | 0.92 tonnes CO <sub>2</sub> e |
| Emissions per m <sup>2</sup> | 0.00 tonnes CO <sub>2</sub> e |

This report was created using the Small Business Carbon Calculator v2.0 on 14 May 2026.

# Current Actions

Bawso has already:

- Implemented recycling systems across sites, including IT equipment and consumables
- Reduced paper use through digital communication
- Introduced energy-saving measures (e.g. Thermostatic Radiator Valves, LED lighting, equipment controls)
- Use of ethical banks
- Monitored energy consumption and promoted staff awareness
- Ensured compliance with environmental and waste management standards

# Future Commitments

We will:

- Transition to renewable energy suppliers
- Strengthen sustainable procurement and prioritise responsible suppliers
- Deliver staff training on sustainability and carbon reduction
- Measure and report emissions in line with DEFRA and GHG Protocol
- Reduce travel through remote working and digital solutions

# Monitoring and Governance

Progress will be monitored through assigned responsibilities, internal tracking, and regular review. This plan will be updated annually to reflect progress and emerging best practice.

# Summary

Bawso is committed to operating sustainably while delivering essential services. Through practical actions and continuous improvement, we will reduce our carbon footprint and contribute to a **net zero future by 2050**.