

Biodiversity Policy v2

Version number	2	Type of document	Policy
Audience	All staff, visitors and contractors who are involved in any way in duties for Millbrook Healthcare Ltd		
Approved by	Director	Date Approved	12/02/2025
Policy Authors	CES/WCS Senior Leadership Team		
Review Period	Annually	Review Due Date	13/02/2026
Forms / Further Information	Refer to supporting Environment and Sustainability Policy Statement and Environment & Sustainability Management System Policy		

General Statement

The Policy is intended to establish a reference agenda for incorporating the protection and promotion of biodiversity into the Millbrook Healthcare’s strategy, and to define the protocol for the development of a corporate model that is sustainable and harmonised with nature. Notably, ensuring that its model protects and promotes the development and growth of all elements of Biodiversity including flora and fauna, ecosystems and geological structures.

Millbrook Healthcare is committed to taking a leadership role in the conservation and promotion of biodiversity in its industry and to integrating into its management system and processes the United Nations (UN) 2050 vision of “Living in Harmony with Nature”, where biodiversity is valued, preserved, restored, and used sustainably, upholding the services of the ecosystem, supporting a healthy planet, and providing essential benefits for all people.

Commitment to Biodiversity

As part of the Company’s commitment to protect and promote the development and growth of biodiversity, we have adopted the following specific commitments:

- Integrate biodiversity into Millbrook Healthcare’s strategic processes and its ISO 14001 Environmental Management System (EMS).
- Promote biodiversity awareness and training for all its employees, subcontractors, and suppliers.
- Identify and assess throughout the lifecycle of its facilities and infrastructure, the aspects and associated impacts of Millbrook Healthcare’s activities on natural resources and environmental features.
- Avoid locating new contract premises in locations that are protected due to their ecological, biological, cultural and/or landscape value or areas classified as having high value for biodiversity.

- Preserve the diversity of existing wild habitats in and around our premises and maintain green corridors.
- Explore the possibilities of increasing biodiversity at our locations including living roofs, wildflower planning, bird/bat boxes, hedgehog houses and bug hotels.
- Form connections with local biodiversity and wildlife groups and facilitate volunteering opportunities for our staff.
- Reduce and where possible avoid deforestation associated with Millbrook Healthcare activities and its supply chain through use of FSC certified timber.
- Continue and expand our existing sustainability initiatives across our business and supply chain.
- Partner with its Stakeholders, considering their biodiversity needs and expectations, and participating in plans for the enhancement of biodiversity and the protection of and respect for endangered and protected wildlife and species.

This Policy will be reviewed at least annually and revised as necessary to reflect changes to the business activities and legislation. Any such changes will be brought to the attention of all stakeholders and interested parties. This policy will routinely be audited to ensure that it remains relevant and appropriate to the Company.

A copy of this policy is available on its intranet systems as well as its website:
<https://millbrookhealthcare.co.uk/pages/policies-and-statements>

Approved by:



Mat Inder

Director

12/02/2025