

Environment & Sustainability Policy Statement

Version number	2a	Type of document	Policy Statement
Audience	All staff, visitors and contractors who are involved in any way in duties for Millbrook Healthcare Ltd		
Approved by	Head of Governance	Date Approved	13/02/2025
Policy Author	Health Safety and Environment Manager		
Review Period	Annually	Review Due Date	12/02/2026
Forms / Further Information	Refer to supporting Environmental Management System Policy		

Policy Statement

The Company is committed to minimising its impact on the environment and maintaining sustainable products and services in its business undertakings. This is undertaken by establishing, implementing, and maintaining an Environmental and Sustainability Management System.

The Environmental and Sustainability Management System is aimed at satisfying the requirements of BS EN ISO 14001:2015 and maintaining our commitment and accreditation to sustainable initiatives and it is the Company's firm resolve to, so far as is reasonably practicable, comply with applicable statutory requirements.

The principal elements of this policy are to:

- Reduce waste and prevent pollution;
- Use renewable or recyclable resources or reduce use of natural resources;
- Include environmental and sustainability consideration in procurement and investment decisions;
- Comply with legislation and other requirements; and continually improve environmental sustainability performance.
- Continually review the Company's operations to:
 - Identify the significant environmental aspects and impacts of the Company's products and services that can be controlled and those that can be influenced, within the defined scope of Environmental and Sustainability Management System;
 - Identify and comply with applicable legislation;
 - Identify existing procedures within the organisation that are applicable within the System;

- Review lessons learnt from any environmental incidents.
- Establish and maintain an infrastructure capable of supporting this policy and its associated objectives and targets.
- Maintain the best possible understanding of the environmental aspects and impacts associated with our products and services by undertaking an aspects and impacts assessment for each area of the business.
- Provide environmental and sustainability objectives and targets (SMART) and review them on a regular basis.
- Undertake system monitoring, internal audits and management reviews, to ensure the integrity of the system is maintained and continually improved.
- Employ three basic approaches to environmental and sustainability control. In order of application and priority these are categorised as: Technical Controls, e.g. mechanical or engineered controls; Procedural Controls, e.g. standard operating procedures and permits to work; and Behavioural Controls, e.g. training to help ensure that systems are not as vulnerable to human failure.
- Ensure that access to authoritative information relating to the Environmental and Sustainability Management System is available and up to date. Such information will be used to understand the relationships between legislation and aspects and ensure the effective design of controls including training and procedures.
- Provide employee communication and understanding through training and continual updates relating the aspects register and company objectives and targets for environmental and sustainability management.
- Consider social responsibility and manage the impact that the company makes on the local economy and social life. These include: supporting the local economy; supporting other economic regions and communities and charity support.

This Policy is communicated to all persons working under its control, with the intent that they are made aware of their individual obligations. All persons working under its control should also refer to the company's supporting Policy Arrangements for Health, Safety, and the Environment. It is the direct concern of all employees, and all levels of hierarchy are accountable to the CEO for its implementation. The company will encourage open debate, input, and suggestion for environmental and sustainability performance.

This Policy and associated arrangements 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>