



Carbon Reduction & Environmental Policy 2023

WENDY ARROWSMITH

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Department	HR

1. Policy Statement

- 1.1 HD Clinical recognizes the impact of its actions on the environment and the need for there to be a plan to monitor and reduce carbon emissions. The Company is at the beginning of this journey. This plan outlines HD Clinical's intentions to establish a carbon footprint baseline upon which detailed steps with a timescale to achieve Net Zero can be established. The Company is committed to achieving this by 2050 at the latest but will be striving to deliver sooner.

2. Aim

- 2.1 The Company aims to ensure its environmental commitments become an integral part of day-to-day activities, and that it continually seeks ways to improve its environmental performance and operates in a responsible manner including reducing waste and making reductions in carbon emissions from heat, power and travel wherever possible
- 2.2 The Company will ensure it operates within all environmental, legal and other requirements as imposed by EU and UK law and best practice.

3. Carbon Reduction

- 3.1 The Company is establishing its baseline data for its carbon footprint based on the financial year ending October 2022. It will use www.360carbon.org to create and monitor data.
- 3.2 The next update of this plan (2024) will provide details of the Company's carbon reduction targets and how it aims to deliver these.

4. Recycling

- 4.1 HD Clinical promotes the recycling of paper, plastic bottles, tin cans and other recyclable packaging within the office environment with collection bins accessible to all employees.
- 4.2 The Company will recycle office furniture where possible via community groups, schools or other end users who may be able to extend its use.
- 4.3 The Company aims to source packaging for its products that is produced sustainably and can be easily recycled by customers.

5. Energy Management

- 5.1 HD Clinical is committed to reducing its energy consumption. Within the office motion-sensing lighting in public areas and toilets, for example, reduces energy. The Company also promotes good working practices such as switching off lights in unused office spaces and at the end of the working day.

6. IT Solutions

- 6.1 All employees are equipped with technology that enables them to work remotely and attend meetings virtually. This reduces unnecessary business travel.
- 6.2 HD Clinical is migrating its products onto Microsoft Azure and it is planned that all customers will ultimately adopt this approach. A 2018 study by Microsoft identified that cloud-hosting can be "as much as 93% more energy efficient and as much as 98% more carbon efficient than on-premises solutions" [Azure Sustainability—Sustainable Technologies | Microsoft Azure](#). Steering customers to a cloud-hosted solution helps to promote the importance of driving energy and carbon efficiencies as good business practice.

7. Travel

- 7.1 HD Clinical promotes the use of electric and hybrid vehicles for business miles. Where company cars are provided, these are fully electric with hybrid only in situations where this would not be practical (for example if the employee has no means of charging the vehicle at home.) Electric charging points are available at the office premises.
- 7.2 The Company enables hybrid and remote working particularly for employees who are not close to the office to reduce unnecessary commuting.
- 7.3 Flights are only used where business cannot be conducted via virtual means (MS Teams, 8x8, etc.) or where there is an exceptional business case.

8. Responsibilities

- 8.1 Company Directors are responsible for ensuring the policy is implemented and that environmental impact and carbon reduction informs the development of business strategy.
- 8.2 Managers are responsible for ensuring environmental considerations are factored into day-to-day business decisions and the routine working practices of their teams. They are also responsible for ensuring that new employees in their team are made aware of this policy during the induction process.
- 8.3 All employees are expected to play their part in minimizing the Company's impact on the environment – recycling in the office, switching off lights, etc.

Signed:

A handwritten signature in black ink, appearing to read "Clive A Layton".

Name: Clive Layton
Position: Chairman

Date: 20/6/2023