

Protecting the environment is part of our core purposes at Pennine Healthcare; therefore we manage operations to **prevent** pollution. We believe in **preserving** natural resources by utilising technological and innovative best practices, reducing waste, and developing sustainable opportunities to use recycled materials. Our aim is to preserve the natural resources of today for future generations.

Where reasonably practicable we aim to reduce the impact of our actions on the environment within the necessary constraints to produce safe and reliable products. Our systems help deliver products that contribute to the sustainable and economic success of our business, our community and of our customers, helping us all to **prosper**.

We are determined to minimise our direct impact on the environment by continually working towards improving our environmental performance and integrating recognised best practice into all operations while complying with all relevant statutory requirements. Pennine as a socially responsible organisation recognising that it should have a significant positive impact on the local environments in which it operates, and the global environment in general.

Our **Environmental Policy** is supported by the following objectives and targets:

- ✓ Net Zero roadmap implementation 2030, becoming Net Zero by 2045
- ✓ Ensure adequate resources are allocated and available to fulfil this policy.
- ✓ Ensure legal environmental requirements, regulations and standards are met and where possible, exceed these requirements.
- ✓ Ensure all impacts to air, water, land and people are fully managed and within legal limits.
- ✓ Ensure economic use of energy by measuring and setting improvement targets.
- ✓ Effect the way we use natural resources to minimise waste and to re-use or recycle materials where possible.
- ✓ Enhance environmental awareness of employees using various communication processes.
- ✓ Encourage the adoption of sound environmental principles amongst contractors, suppliers and service providers.
- ✓ Engage in partnership with local communities and be a responsible neighbour.
- ✓ Report, record, investigate and take action to address environmental incidents and community complaints.

Sustainability Policy Statement

Pennine Healthcare is committed to sustainability performance as an integral, strategic issue that shapes the future of our business and supports our reputation as a respected medical device manufacturer. We have a measurable sustainability framework for key areas of our business, and we believe that engaging with stakeholders on sustainability brings new opportunities to build community prosperity by improving standards of health, the environment and quality of life.

Principles

Sustainability principles should guide Pennine's day to day operations and our impact on the community. Consideration will be given to any new activities which may be improved by reflection upon our sustainability principles. Sustainable development is development that meets the needs of the present, without compromising the ability of future generations to meet their own particular needs, whatever they might be.

Our **Sustainability Policy** is based upon the following principles:

- ✓ To exceed where practicable, all applicable legislation, regulations, and codes of practice.
- ✓ To integrate sustainability considerations into our business decisions.
- ✓ To ensure that all staff are aware of our sustainability policy and are committed to implementing and improving it.
- ✓ To minimise the impact on sustainability of all our activities.
- ✓ To make suppliers aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices.
- ✓ To review, annually report, and to continually strive to improve our sustainability performance.

Sustainability Framework:

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- ✓ **Pollution prevention** – prevent potential pollutants from entering the drainage system and water supply. Minimise air pollution and energy consumption resulting from vehicle use and encourage staff to use alternative transport where practicable. Where it is financially possible, we will procure electric vehicles or other fuel efficient and low emission company vehicles. Additionally, we think about the impact of our activities on local habitats and wildlife.
- ✓ **Energy and Carbon** – energy efficiency is a major component of our sustainability framework, demonstrated in our facility by innovated solutions aimed at reducing our carbon emissions. We will continuously drive the development of low carbon strategies and policies to become more resource efficient.
- ✓ **Waste management** – where practicably possible we follow the waste hierarchy of reduce, reuse, recycle and recovery. We strive for eco-efficiency where our waste streams become technical nutrients for other industrial cycles; we effectively recycle and reuse materials where technically possible within the constraints of how our products are used. We recycle all site waste possible, participate in local partnership schemes that help reduce waste, and we encourage our employees to take an active role in recycling schemes.
- ✓ **Product stewardship** – we source DEHP-free raw materials, Di (2-ethylhexyl) phthalate (DEHP), to eliminate potential risk and ensure that our products have a positive impact on patient health. We aim to avoid materials that have undesirable environmental impacts.
- ✓ **Supply Chain** – we have developed ethical supply chain criteria for our suppliers within our accreditation to the Labour Standards Assurance System (LSAS), along with educating employees on sustainability to drive a sustainable consumption culture in our organisation.
- ✓ **Employee welfare and engagement** – we provide a safe and healthy working environment for staff and visitors by means which do not adversely affect carbon emissions. We have a cross functional health and safety committee to ensure that effective health and safety systems support employee wellbeing. We are partners with Derby college and The University of Derby to maintain employee skills, knowledge, and expertise. We develop young workers in our Apprenticeship scheme and support the development of National Vocational Qualifications.
- ✓ **Community activity** – we support various organisations and charities, such as **Business in the Community**, our local air ambulance and the local chamber of commerce. We also regularly donate high quality medical devices to health care charities in the UK and abroad.

The Chief Executive and Senior Leadership Team are responsible for ensuring this policy is implemented throughout Pennine Healthcare. However, to ensure continual improvement in environmental performance, this policy requires the support and action of all employees. Communication, consultation and training are key requirements at all levels.

This policy will be communicated to stakeholders and reviewed annually as part of our management review.

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