Policy—economic, social and environmental

**Economic Social and Environmental Policy:**

Integral Health Solutions Ltd is committed to building a better world, one that includes sustainable growth, minimising its environmental impact and promoting sustainability. We recognise our obligation towards our people and the wider communities in which we operated to minimise the impact of our business operations on the environment. It is importance to recognise our environmental responsibility and strive to integrate environmentally friendly practices into our operations. Our commitment is outlined in the following key principles:

**1. Compliance:**

We will comply with all relevant environmental legislation, regulations, and other requirements that apply to our operations.

We will allocate reasonable resources to support this policy.

**2. Resource Efficiency:**

We will strive to use resources efficiently, minimise waste generation, consumption and wastage of natural resources as far as reasonably and economically possible and to promote recycling and reuse wherever possible.

We will identify, assess and manage environmental risks to our staff, and others, affected by our activities. Risks will be included within the company risk register.

**3. Energy Conservation:**

We will work towards reducing our energy consumption and increasing our use of renewable energy sources. All employees are encouraged to contribute to energy conservation efforts in their daily activities.

The head office is in a shared office space where energy saving measures are installed for lighting, water and use of other utilities.

**4. Carbon Footprint Reduction:**

We will take steps to measure, manage, and reduce our carbon footprint. This includes exploring options for sustainable transportation, promoting telecommuting when possible, and minimising business travel.

We will endeavour to reduce our carbon impact in line with the government’s Net Zero and our own agenda, developing and implementing strategies for water, waste, energy, transport and procurement, where appropriate. Travel arrangements will be monitored to ensure these are completed either on public transport or in energy efficient vehicles.

**5. Procurement and suppliers:**

We will preferentially select suppliers and products that align with our environmental values. This includes considering the environmental impact of materials, production processes, and transportation.

We will ensure that consideration is given to purchasing environmentally sustainable products and services as well as considering service partners' environmental credentials in the selection process.

**6. Waste Management:**

We have implemented effective waste management practices, including proper disposal and recycling. All employees are expected to follow waste management guidelines and minimise single-use items. We will ensure the prevention of pollution in our activities.

The company has a clear desk and minimal paper use policy. All staff and associates are encouraged to work on-line, via secure shared file directories. Recycling facilities are available and must be used both at head off when on site and through shredding and recycling when working from home.

**7. Biodiversity Preservation:**

We will take steps to protect and enhance biodiversity in our operations. This may involve landscaping choices, habitat preservation, and supporting local conservation initiatives.

**8. Environmental Awareness:**

We will promote environmental awareness and responsibility among our employees through training programs and communication channels. Everyone is encouraged to contribute ideas and suggestions for improving our environmental performance.

**9. Continuous Improvement:**

We are committed to continually reviewing and improving our environmental performance. Regular assessments will be conducted to identify opportunities for enhancement, the implementation of best practices, and management of the risks that could prevent meeting legal and environmental obligations.

We will annually set additional non-emissions objectives and targets relating to our most significant environmental aspects (i.e., energy efficiency and waste management). We will measure our performance against these objectives and targets at least annually and publicly report on our progress.

**10.Social responsibility**

We willadvocate the health co-benefits of a sustainable healthcare system by providing expertise, leadership and guidance to our stakeholders.

We will focuson the way we do business, including our role in coordinating science, policy, actions, and advocacy in the work we undertake for our clients.

**11. Communication:**

This environmental policy will be communicated to all employees, stakeholders, and made publicly available. Feedback and suggestions for improvement are welcomed and can be submitted through established channels.

**12. Management**

We will integrate environmental considerations into key business decisions.

Management are the driving force behind the implementation of the environmental policy. Managers have a responsibility to understand the important role they play in endorsing the company policies and future-plans. They must support staff involved in the sustainability delivery programme whilst recognising the environmental interfaces within their areas of responsibility.

**13. Staff**

All members of staff are expected to comply with the Environmental Policy and the associated management arrangements, and to comply with identified practices and procedures. It is important that all members of staff develop an awareness of the environmental impact of their activities.

**14. Buildings**

We will incorporate environmental considerations into the acquisition and design of the firm’s buildings where possible or the office space that we rent. The latter will include the processes used by the landlord to ensure that environmental impact meets with the company’s key principles.

**15. Related policies**

The following policies should be considered and can be found in the staff handbook:

* Equality
* Code of conduct and disciplinary policy
* Harassment and bullying
* Policy and Procedure for Stress & Mental Health
* Professional standards policy
* Policies and procedure sickness and attendance
* Policies for different types of leave e.g .compassionate, maternity, paternity, adoption

We are committed to limiting our impact on the environment and supporting our people to meet obligations and aspirations towards reaching the government’s target of Net Zero Emissions. By following these principles, Integral Health Solutions Ltd aims to be a responsible corporate citizen, contributing to a sustainable and environmentally conscious future.

Approved by:

Phil Heywood, Finance Director, 28 November 2023