

Carbon Net Zero Policy

1. Introduction

Una Health Ltd is committed to halving the environmental impact of our operations within the next 10 years and achieving carbon neutrality by 2050. This Carbon Net Zero Policy outlines our strategies to reduce and offset greenhouse gas emissions across our operations and activities.

2. Goals

- a) Emission Reduction Targets:
 - a) Achieve 50 % reduction in direct and indirect greenhouse gas emissions by 2034.
 - b) Implement energy efficient measures across all operations and facilities.
- b) Renewable Energy Transition:
 - Source 20 % of total energy consumption from renewable sources by 2034.

3. Action Plan

- a) Baseline Emissions Footprint
 - Baseline emissions are the reference point against which emissions reduction can be measured. This will be established using the Staffordshire Business Environment Network (sben) Carbon Tracker to ensure that emission reductions are measurable
- b) Energy Efficiency
 - We will conduct energy audits to identify and implement efficiency measures.
 - Ensure that all lighting is energy efficient (such as LED bulbs) and ensure all equipment meets high energy efficiency standards.
 - Invest in programmable thermostats and smart energy management systems to optimise heating, ventilation, and air conditioning.
 - Upgrade buildings, machinery, and infrastructure to meet energy-efficient standards as and when replacements are required.
- c) Renewable Energy Investments:
 - Collaborate with local utilities and suppliers to increase renewable energy procurement.
- d) Transportations:
 - Transition to a zero-emission vehicle fleet by 2035.
 - Ensure any new or replacement company fleet vehicles are electric or hybrid.
 - Aim to install an electric charging unit on the Head Office site.
 - Encourage the use of public transportation, cycling and walking amongst employees.



- e) **Waste & Recycling:**
- Reduction on overall packaging of products where possible.
 - Less waste in the warehouse and offices, by reducing the use of plastics and aim to only use recycled cardboard and paper in our packaging where this is practicable.
 - Recycling as much waste as possible. Cardboards and plastics recycling bin is in situ. Packaging is reused i.e. chipping & brown paper.
 - Minimise single-use items.
 - Continue to move towards becoming paper-free using digital documentation and communication to reduce paper and printer usage.
- f) **Supply Chain:**
- Collaborate with suppliers who share our commitment to sustainability and have environmentally friendly practises.
 - Prioritise local suppliers to reduce the carbon footprint associated with transportation.
 - Prioritise suppliers with strong environmental practices.
 - Comply with NHS sustainability and carbon net zero targets.

4. Monitoring and Reporting

- a) **Regular Emission Audits:**
- Conduct annual audits of direct and indirect emissions.
 - Use standardised methods and metrics to ensure accuracy.
- b) **Transparency and Reporting:**
- Publish regular reports on emission reduction progress.
 - Provide stakeholders with transparent and accessible information on carbon footprint.

5. Employee Engagement

- a) **Training and Awareness:**
- Educate employees on the importance of carbon neutrality and their role.
 - Encourage environmentally friendly practises in the workplace.
- b) **Incentives:**
- Implement rewards for employees contributing to emission reduction initiatives.

6. Carbon Offsetting

- Invest in verified carbon offset projects to compensate for unavoidable emissions (some NHS tenders will require this).
- Support initiatives that promote reforestation or renewable energy projects.



7. Innovation and Research

Invest on Research and Development:

- Allocate resources to research new technologies and practises.
- Collaborate with academic institutions and industry partners for innovation.

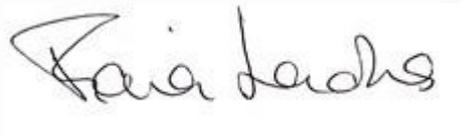
8. Continuous Improvement

Review and Update:

- Regularly review and update the carbon Neutral Policy.
- Incorporate lessons learned and emerging best practises.

9. Conclusion

This Carbon Net Zero Policy demonstrates Una Health's commitment to environmental stewardship and sustainability. By implementing these strategies, we aim to lead the way in mitigating climate change and creating a sustainable future.



approved by (Managing Director)

Date 11/04/2024

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