



Sustainability Policy

CONTENTS

Section 1	Energy and Carbon
Section 2	Waste and natural resources
Section 3	Water
Section 4	Transport
Section 5	Procurement
Section 6	Training, awareness and communication



Sustainability Policy

Medex Group Ltd is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to Medex Groups professional activities and the management of the organisation. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

A widely accepted definition of sustainable development is 'Development which meets the needs of the present without compromising the ability of future generations to meet their own needs' (The Brundtland Commission 1987). Medex Group recognises the importance of sustainable development for future generations and that its decisions and actions affect society and the economy, as well as the environment and natural resources at local, national and global levels. As a result Medex is committed to:

Maintaining compliance with all relevant UK legislative and regulatory requirements and ISO 14001 requirements as a minimum standard.

Reviewing all our activities and operations in order to identify, understand and evaluate all the direct and indirect environmental aspects and impacts, and prioritise action to address them.

Ensuring continuous improvement by establishing procedures and associated sustainability performance targets that are reviewed and externally reported annually.

Preventing pollution through reducing and eliminating sources of pollution and developing appropriate control mechanisms.

Ensuring that sustainable development is fully understood by staff and is enshrined within all aspects of planning and activities.

In order to implement this policy, the company has undertaken a baseline review and has determined a set of key sustainability impacts and associated objectives:

Energy and carbon:

- Reduce energy use and to continue to explore the possibilities of less carbon intensive energy sources either through the purchase of renewable energy or through an increased use of onsite renewables.
- Purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes.

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Person Responsible: Lara Beech

Medex Group Ltd



Waste and natural resources:

- Prevent pollution by reducing emissions and discharges and to promote the zero waste principle (rethink, reduce, reuse, recycle) in order to minimise the environmental impact of waste disposal and use of natural resources.


Water:

- Reduce water use and establish a utilities monitoring and targeting system.

Transport:

- Encourage staff to walk, cycle and/use public transport/ Share transport to attend meetings where possible. Provide travel vouchers every month for public transport.
- Avoid or reduce physically travelling to meetings etc where alternatives are available and practical, such as using skype, teleconferencing or video conferencing, and efficient timing of meetings to avoid multiple trips.
- Replace company cars with more efficient models as they become due for replacement.

Procurement of equipment and consumption of resources:

- Minimise our use of paper and other office consumables, for example by reusing and duplexing all paper used, and identifying opportunities to reduce waste. Purchase office paper produced from sustainable sources.
- Issue documents electronically wherever possible.
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer and printer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and by good housekeeping.
- Wherever possible use rechargeable batteries.
- Purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes.
- Ensure that timber furniture and any other timber products are recycled or are from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified  Purchase Fair Trade and/or organic consumables wherever possible.
- Use office cleaning products certified for good environmental performance.

Training, awareness and communication:

Increase the awareness and understanding of sustainable development amongst staff through learning opportunities and training.

This policy is reviewed regularly by the Managing Director.

Appendix A – see action plan.

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