

# Environmental Policy

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# Table of Contents

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Policy Statement	3
Scope	3
Objectives	3
Policy	3
Roles and Responsibilities	4
Implementation	5
Evaluation	5
Definitions	5
Further Information	5

Date of Issue	Author	Owner	Review Date
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# Policy Statement

IVC Evidensia is Europe's largest veterinary care provider comprising an expansive network of clinics, hospitals and out-of-hour centres based across 17 countries.

We recognise that we have a legal, moral and ethical responsibility to reduce the environmental impact of our business and operations and to improve our environmental performance as an integral part of our business strategy and operating methods. We recognise that effective environmental management practice is not only essential for the planet, but also makes good business sense. We will encourage all colleagues, customers and suppliers to do the same and where possible implement sustainable practices.

## Scope

IVC Evidensia has a legal obligation to comply with Environmental and pollution legislation in those areas in which we operate. Environmental legislation is the collection of laws and regulations pertaining to air quality, water quality, the wilderness, endangered wildlife and other environmental factors to reduce threats to the environment and improve public health.

This policy applies to all IVC Evidensia group companies. This policy applies to all colleagues, consultants, contractors and third parties providing services to, or working for, IVC Evidensia regardless of location.

This policy does not form part of any contract of employment and it may be amended at any time.

## Objectives

We endeavour to:

- Comply with all relevant local or country specific regulatory requirements;
- Incorporate environmental factors into business decisions, including mergers and acquisitions; and
- Increase employee awareness through effective communication of our environmental commitments, and through targeted training on environmental issues and the impact that business decisions can have, both locally and globally.

## Policy

### **Energy and water**

- We will work to minimise greenhouse gas emissions by conserving the energy used to operate our buildings and for transport. We will also seek to minimise emissions from refrigerants and air conditioning systems and from gases used in clinical procedures.
- We will invest in renewable electricity where possible.
- We will work with our suppliers to reduce their greenhouse gas emissions associated with their products and their operations.
- The energy consumption and efficiency of new products will be taken into account when purchasing, renovating or specifying.
- We will work to ensure that water is used responsibly in our clinics, crematoria and offices.

## Materials and Waste

- Our objective is to prevent pollution, minimise waste production from our operational activities and re-use and recycle materials wherever possible.
- We will only use licensed and appropriate organisations to dispose of waste, whether it be commercial or clinical.
- We will reduce packaging as much as possible and recycle it where facilities exist.
- We will seek to practice leading standards of chemical and pharmaceutical management, minimizing waste wherever we can.

## Sustainable Procurement

When procuring goods and services, and in selecting suppliers, we consider environmental issues as part of selection criteria (this is detailed in the [IVC Evidensia Supplier Code of Conduct](#)). The environmental factors we consider include:

- Preferred materials in manufacture of purchased components, subassemblies or finished products, e.g. recycled materials, avoidance of certain chemicals, locally sourced materials, sustainably sourced timber, reduced plastic packaging etc.
- Processes and standards to be used in manufacture, e.g. renewable energy, low carbon footprint, certified management systems (e.g. ISO 14001 or equivalent).
- Supply-chain management processes, e.g. environmental monitoring and management of supply chain.
- Logistics, transport and delivery requirements, e.g. transport planning and fleet management for reduced fuel use and emissions, returnable transit packaging, take-back options etc.

We ask that our suppliers should:

- Ensure compliance with applicable environmental legislation;
- Seek to purchase goods which are low impact, and use sustainably sourced materials, including recycled content where possible; and
- Ensure goods are designed to last and can be reused or recycled at the end of their service life.

## Roles and Responsibilities

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The policy is owned by our Chief Operating Officer who is responsible for reporting environmental performance to our Board and ensuring suitable support is available for its implementation. In addition, all colleagues have a responsibility in their area of influence to ensure that the aims and objectives of the policy are achieved.

## Implementation

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We will:

- Involve colleagues in the implementation of this policy, for greater commitment and improved performance.
- Provide colleagues with relevant environmental training.
- Work with suppliers, contractors and sub-contractors to improve their environmental performance.

## Evaluation

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To meet the commitments outlined in this policy, we will:

- Provide our Board with a regular review of environmental performance and allocate resource for effective implementation.
- Develop environmental targets, monitor performance against those targets and provide annual updates on our performance.
- Integrate environmental objectives into our business activities and seek ways to continually improve our performance.
- Work with our suppliers and other business partners to drive environmental improvements.
- Incorporate environmental factors into business decisions.
- Review this policy regularly in consultation with colleagues and other stakeholders.

## Definitions

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**Environment:** The natural world, as a whole or in a particular geographical area, especially as affected by human activity.

## Further Information

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The following policies are related to this topic:

- Code of Conduct
- Supplier Code of Conduct