

Environmental Policy

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VERSION 2.0

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Policy Statement

IVC Evidensia is the second-largest veterinary group in the world, and the largest in the UK and Europe, comprising an expansive network of more than 2,500 clinics, hospitals and out-of-hour centres, with a presence across 20 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. 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

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

IVC Evidensia has a legal obligation to comply with environmental legislation in those areas in which we operate while taking proactive steps to address climate change. 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 and mitigate threats to the environment and improve public health.

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 and proactively work beyond legal compliance to address climate change;
- 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

Nature and climate

We recognise that climate change is having a profound impact on global ecosystems, economies and populations and is an extremely important issue for IVC Evidensia, with the potential to impact our business in the short, medium, and long-term. We are committed to take action to reduce the climate impact of our own operations and those within our supply chain. As part of this, we are working towards reducing our greenhouse gas emissions and have had our science-based targets (SBTs) validated by the Science Based Targets initiative (SBTi).

- We aim to lead by example by achieving a 50% reduction in Scope 1 and 2 emissions and a 30% reduction in Scope 3 emissions by 2030, using FY22 as our baseline. Our ultimate target is net zero across all scopes by 2050, aligned with our validated science-based targets.
- We will actively manage climate-related risks and opportunities, integrating them into our governance structure and sustainability strategy, with regular reviews and adjustments.
- We will be guided by science in managing chemicals and pharmaceuticals to minimise environmental impact while ensuring the safety of our animal patients.

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 continue to use at least 85% electricity from renewable sources.
- 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.
- In the UK, we have achieved zero waste to landfill while increasing our recycling rate for non-hazardous waste to 50%. Going forward, we will expand those targets to our larger markets.
- 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, minimising 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:

- Set and verify SBTi targets to reduce greenhouse gas emissions related to their business and value chain;
- 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

The policy is owned by our Chief Executive Officer who is responsible for reporting environmental performance to our Board and ensuring suitable support is available for its implementation and that mechanisms are put in place so that colleagues are aware of the policy. 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

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, supported by measurable targets.

Evaluation

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 to our stakeholders.
- Integrate environmental objectives into our business activities and seek ways to continually improve our performance.
- Evaluate, manage, update, and annually report on our climate-related risks and opportunities and the actions we take to mitigate them.
- 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

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

Further Information

The following policy is related to this topic:

- [Supplier Code of Conduct](#)