



“Our World”

PAM Group Environmental and Sustainability Policy

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1. Policy Statement

The PAM Group acknowledges its responsibility to act sustainably across all of its functions and recognises its role as an exemplar in sustainable practices.

PAM Group is committed to manage its activities and estates to promote environmental sustainability, conserve and enhance natural resources, prevent environmental pollution and bring about a continual improvement in its environmental performance.

This policy outlines the measures that the Group will take to embed sustainability into all group functions, identifies methods of delivery and ways of communicating the policy to our colleagues, our clients, our suppliers and any other stakeholder.

2. Policy Aims & Objectives

PAM Group aims to:

- be considered an example of good practice for the delivery of sustainability in the healthcare sector.
- strive to exceed all the environmental legislation and regulations relating to its activities.
- promote sustainability to all stakeholders.
- achieve measurable goals within our operations and protect our world for today and for our future.

Resourcing and implementation of this policy is the responsibility of our management team. Co-operation in the implementation of the policy is a condition of employment, partnership and supply sustainability strategy and sets the targets to be achieved by 2030.

3. Definitions

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

Report of the World Commission on Environment and Development

4. Scope and Aims

This “Our World” Policy applies to all colleagues permanent or temporary of PAM Group and includes any agency, or visiting professionals employed to provide services on our behalf.

Driving economic strength and innovation

We will ensure sustainable profitability through the effective management of all processes and resources and the continuing innovation of goods and services.

- We support a systematic and integrated approach to all aspects of our business and are committed to complying with ISO45001 ISO9001, ISO14001, NHVAS accreditation supported by a continuous improvement culture.
- We continue to invest in innovation and development to improve the sustainable performance of our products and services designed to meet the needs of our customers.

Achieving excellence in occupational health and safety

We are committed to continuously enhancing the occupational health, safety & wellbeing of our employees, suppliers, clients and communities.

Enhancing our environmental outcomes

We are committed to fulfilling our share of the global responsibility to keep temperature rise below 2°C, and we will continue to reduce our impacts on air, land and water.

Enabling a circular economy

We conserve our natural reserves by increasing our portfolio of products that include recycled materials & by-products.

- Use of natural materials alternatives will be increased by expanding the footprint and broadening the product range.
- The waste management hierarchy will be implemented in our operations to minimize waste disposal

Being a good neighbour

We are committed to supporting the social and economic development of our neighbouring communities and ensuring transparent communication with all our stakeholders.

All operations will engage positively & transparently with their communities. This includes but is not limited to

- 1) supporting local businesses; and
- 2) engaging in at least one hour per year of volunteering per full time equivalent colleague.

Ensuring compliance and creating transparency

We adhere to international human rights, anti-corruption and labour standards and co-operate pro-actively in an open and transparent manner with all our stakeholders.

- PAM Group does not engage in modern slavery of any form & will not engage with organisations that do.
- National sustainability performance measures will be implemented for the purposes of performance improvement. PAM Group will be transparent about its sustainability performance.
- For further information see our Anti-corruption Guideline, Supplier Code of Conduct, Inclusion & Diversity Policy.

5. Procedure

The PAM Group will deliver the aims and objectives of the policy through the following key areas:

Environmental and Sustainability Management:

- Develop and review sustainability targets against appropriate benchmarks.
- Monitor energy consumption against past performance.
- Communicate and promote environmental and sustainability procedures, regulations and initiatives at staff inductions and training sessions.
- Encourage and facilitate feedback and suggestions from stakeholders to improve good practice and communicate via operational groups and team meetings across the Group member organisations.
- Exchange best practice with industry experts, local authorities, healthcare institutions, partners and other organisations.

- Integrate environmental and sustainability principles into the PAM Group operational procedures and decision-making processes.
- Encourage inclusion of environmental and sustainability issues in curriculum delivery.
- Actively promote sustainable operations with our clients and colleagues and amongst our partners and suppliers.
- Work towards achieving Carbon Trust Accreditation.

Carbon Management:

- Develop a Carbon Management Plan setting clear targets for carbon reduction, identify initiatives to achieve the target and key stakeholders responsible for delivery.
- Implement working practices to ensure the efficient use of energy at all PAM Group sites.
- Incorporate low carbon technology and renewable energy systems in building projects and equipment procurement.
- Improve the energy efficiency of existing buildings.
- Enhance biodiversity within the PAM Group sites where possible.
- Manage pollution to ensure minimal impact on neighbours and the natural environment.

Waste Management:

- Minimise waste and reduce consumption through efficient operational use of assets.
- Minimise the environmental impact of waste through appropriate re-use and recycling.
- Measure and monitor waste.
- Segregate waste to achieve zero waste to landfill.
- Develop working practices to reduce waste and prevent pollution.

Procurement:

- Encourage sustainable procurement, encouraging where practical the use of products, services and suppliers which cause least harm to the environment.
- Maintain and develop central and group procurement plans to ensure economic and sustainable purchasing.

- Promote a lifecycle approach to the procurement of goods and services
Transport and travel:
- Minimise carbon emissions through effective energy and transport management.
- Encourage sustainable transport practices across all activities as outlined in the PAM
- Group Travel Plan Encourage the use of public transport, walking, cycling and vehicle sharing.

6. Organisational Responsibilities

This policy and our Social Value plans will be monitored by Our Director of Social Value our performance and goals will be reported to our Group Board annually.

7. Contact

Louise Abbs Director of Social Value

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8. Equal Opportunities Statement

This policy and procedure have been assessed against the nine protected characteristics outlined in the Equality Act 2010 and no apparent disadvantage to equal opportunities has been determined.

If you have any comments or suggestions in relation to equal opportunities of this policy or procedure, please contact the policy holder.

This policy is supported by the Directors of PAM Group and led by:

James Murphy

Chief Executive Officer

July 2021