

# Environmental and Sustainability Policy

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## Introduction

This document outlines Anatomical Concepts UK Ltd Environmental and Sustainability Policy.

The impact of climate change and environmental degradation is evident locally, nationally, internationally and globally. Catastrophic damage to eco-systems by human action presents a global existential threat. The recent Climate Change Conferences, COP26 in Glasgow and COP 27 in Sharm el-Sheikh highlighted the need for global political action and the challenges around achieving this. There is a duty for organisations to recognise and adopt ambitious environmental and sustainability policies. There are also legislative and policy requirements. In addition, consumers, funders and partners demand commitments from businesses of all kinds to limit their environmental impact and improve sustainability.

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## Policy Context

There are a wide range of policy and legislative drivers operating at global, international, regional, national and local levels. These are complex but feature a number of key themes. Broadly these are framed around:

- Net zero, namely recognising the primary role of human activated carbon emission in climate change and the move towards minimising harmful levels of carbon in the atmosphere via a programme based on capture, trading and reduction at all levels. The 2015 Paris Agreement limited global temperature rises to 1.5 Celsius.
- Adaptation, namely mitigation of the impact of climate change and including hard infrastructure such as flood prevention and building design but also adapting economic systems to reduce consumption and operate sustainably via re-use and re-cycling programmes.
- Bio-diversity, namely protecting habitat including wildernesses, enabling the maintenance of complexity within eco-systems and clean and healthy air, water, soil and seas.
- Energy, namely shifting towards renewable energy systems and infrastructure and improving energy conservation and reduction.

There is also increasing pressure around climate justice, namely restitution and compensation for countries in the developing world which are experiencing the worst impacts of climate change based on the activities of the historical and contemporary activities of the developed world in terms of pollution and resource extraction. Anatomical Concepts UK Ltd will ensure that our response to meeting climate challenges will not negatively impact our poorest or more vulnerable communities.

At a national level the Scottish Government has committed to achieving net zero by 2045. The ongoing Programmes for Government and National Performance Frameworks feature a range of environmental and sustainability objectives across the board. There are also a number of specific national action plans underpinning the Environment Strategy for Scotland. These include the Scottish Climate Change Adaptation Programme, the Food Waste Reduction Action Plan and the Circular Economy Strategy.

At a local level South Lanarkshire Council (SLC) has committed to supporting the national targets with specific supports around the circular economy & a zero waste society, improving access to work, carbon neutral transport and premises improvements.

Anatomical Concepts UK Ltd works across the UK, as well as providing a hub for innovation and employment in South Lanarkshire. We employ a growing number of staff and procure products and materials that contribute to waste and increase in carbon production. We are committed to reducing our impact and supporting our suppliers and customers in doing the same. Our approach to environmental sustainability is a key part of helping fight the climate emergency locally.

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## Context

Anatomical Concepts UK Ltd was founded to improve the lives of individuals following a catastrophic incident, illness or injury.

Our vision, mission and purpose are only meaningful if they are delivered sustainably.

Although we have been working to identify and reduce the negative environmental impacts of our business, we recognise that we need to significantly increase our efforts and further mainstream and embed sustainability across all our functions. This document provides an overarching framework coordinating and integrating the environmental and sustainability components of all our operational and strategic policies.

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## Scope

We recognise that there are three inter-related environmental crises driven by human action. These are:

- Climate change primarily caused by emission of carbon
- Habitat loss and bio-diversity degradation
- Pollution

We will increase our efforts to address Anatomical Concepts UK Ltd's contribution to each of these factors, but also to mitigate against their emerging consequences.

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## Approach

We will increase our efforts to coordinate and integrate environmental and sustainability factors across all operational and strategic policies and ensure these are deeply embedded in our organisational culture. We will focus on factors within our control, work in partnership with environmental and sustainability organisations and specialists and seek to influence others.

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## Focus

Our policy has two main areas of focus. These are:

- Environmental – we will limit the negative environmental impacts of our business with a particular focus on reduction carbon emissions, reducing pollution and protecting and enhancing the environment.
- Sustainability – we will mainstream sustainable practice across all of our business functions.

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## Policy Commitments

Our specific policy commitments are to:

1. Reduce carbon emissions and increase energy efficiency across our premises, products and service delivery.
2. Raise awareness and encourage and enable environmental sustainability and incorporate this into our core activities and service planning for staff via internal communication and training.
3. Promote sustainable and active travel.
4. Reduce waste, implement circular principles and dispose of waste responsibly.
5. Focus on sustainable procurement, namely working with suppliers and partners to address climate impact and promote the circular economy.

Specifically, we will:

- a) Apply whole life costing when considering and reviewing new or existing products, and include this in contract evaluation criteria where appropriate.
- b) Promote and adopt circular economy approach to re-use, repair and re-cycling of goods and materials.
- c) Continue to work with Zero Waste Scotland to obtain expert advice and training for relevant staff
- d) Ensure sustainability is considered when entering into partnership agreements.
- e) Report Scope 1 and 2 emissions as part of Quarterly and Annual planning
- f) Develop capacity and readiness to report Scope 3 emissions, and provide necessary data in customers/supplier agreement reviews.

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## Action Plan

These policy commitments necessitate the development of an action plan with the following key features – this will be a priority for Anatomical Concepts during 2023/4:

- specific, measurable, achievable and realistic approaches to meeting commitments;
- clear outcome and impact measurements based on a robust baseline and targets; and
- reviewing and reporting progress annually.

It is recommended that the Action Plan will use the United Nations Sustainable Development Goals and measurement of direct and indirect emissions using the Greenhouse Gas Protocol or other appropriate measures.

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## Related Policies

The following policies are recognised as being contributory to the success of our environmental and sustainability policy and, if not already set for review, will be updated as part of the development of the above action plan.

- Travel Policy
- Company Car Policy
- Reselling Medical Devices
- Homeworking Policy
- Procurement Policy