

# Environmental Policy

Author: Philip Gallagher

Version: 1.0

Created: July 2024

Updated:

Classification: COMMERCIAL IN CONFIDENCE

## Confidentiality / Document control

This document contains information that is confidential to System C Healthcare Ltd (System C) and is submitted by System C in order for the potential customer to use it solely for the purposes of evaluating System C's proposal and it must not be used for any other purpose nor disclosed to any other party, either whole or in part, without the prior written consent of System C except as follows. The potential customer may permit those of its employees, advisors and agents having a need to know the contents of this proposal, to have access to such of the contents as are strictly necessary, but the potential customer shall ensure that such employees, advisors and agents are bound to it by an obligation, in similar term, to keep it confidential. The potential customer's acceptance of these obligations shall be indicated by the customer's use of any of the information contained in this document.

System C acknowledges that the potential customer may be bound by the Freedom of Information Act 2000 (FOIA). In such a case System C considers that the contents of this document are confidential and exempt from disclosure pursuant to section 41 of the FOIA. The potential customer should consult System C before making any disclosure of information relating to System C under the FOIA. System C's pricing information, methodologies, solutions, as well as reference to System C clients and their projects are always considered by System C to be exempt from disclosure by virtue of section 41 and 43 of the FOIA, whether indicated or not.

Product Information: Any descriptions of future functionality reflect current product direction, are for informational purposes only and do not constitute a commitment to provide specific functionality. Timing and availability remain at System C's discretion and are subject to change and applicable regulatory approvals.

© Copyright 2024, System C Healthcare Ltd

## Document control

Name	Role	Date	Comment
Philip Gallagher	Author	May 2024	New policy
ESG Committee	Contributor	11 June 2024	Reviewed and approved
Jon Harston	Reviewer	1 July 2024	Amendments requested
Marketing	Reviewer	18 July 2024	Amendments made and document reformatted

## Amendment record

Issue status	Version	Date	Actioned by	Description
Draft	Vo.1	11 June 2024	Philip Gallagher	Internal copies for review & authorisation
Draft	Vo.2	04 July 2024	ESG Committee	Internal copies for review & authorisation
Draft	Vo.3	18 July 2024	Marketing	Internal copies for review & authorisation
Final	V1.0	22 July 2024	CEO & CFO	SMT approval

## Purpose

Protecting the environment is important for our future and the community. As a provider of Healthcare, Social Care and Education solutions in the UK and internationally, we recognise our responsibility to demonstrate sustainable leadership practices.

We are committed to improving our environmental performance and reducing the impact of System C on the environment. We believe in growing sustainably and making environmental care a part of our company culture.

This policy applies to all System C employees, contractors, partners and suppliers.

## Policy Objectives

- Reduce our carbon footprint and environmental impact.
- Encourage sustainable practices among our staff, partners, and suppliers.
- Comply with all relevant environmental laws and regulations.

## Our Commitment

This policy guides our environmental sustainability efforts at System C. It is part of our new employee onboarding process, helping everyone contribute to positive change. We commit to:

- Adhering to all relevant environmental laws and regulations.
- Adopting the [Science Based Targets](#) initiative (SBTi) Net-Zero standard.
- Sharing our environmental goals and performance publicly through a variety of channels including SBTi, Carbon Reduction Plan (CRP), the Energy Savings Opportunity Scheme (ESOS), the System C Annual Report and Financial Statement, and our website.
- Communicating our environmental efforts and raising environmental awareness among staff, customers, and stakeholders.
- Promoting flexible working conditions through remote and hybrid working principles.
- Working towards Net-Zero Carbon emissions.
- Reducing waste and increasing recycling, reusing, and repurposing.
- Managing energy and water use and aiming for 100% renewable electricity in our offices.
- Avoiding the use of environmentally harmful substances and processes.
- Incorporating sustainable building practices in our projects.
- Promoting sustainable transport options like walking, public transport, car-sharing, and cycling.
- Encouraging our suppliers and contractors to support our environmental policy by introducing a Sustainable Procurement Policy and Supplier Code of Conduct.
- Including environmental considerations in our policies and procedures.
- Collaborating with customers to support environmental projects and social value commitments.

The System C Environmental, Social & Governance (ESG) Committee will review this policy regularly to ensure it supports our strategy.

This Environmental Policy shows our commitment to environmental sustainability. By following this policy, we aim to support a sustainable, low carbon economy and reduce the environmental impact of our operations.



**Nick Wilson, Chief Executive Officer**  
01/08/2024