



Sustainability Policy

Health Academy Limited recognises that a healthy environment is fundamental to prosperity and wellbeing of our communities in the UK and internationally.

As an organisation we have a responsibility to ensure that actions we take do not negatively impact the environment, community or society as a whole. At Health Academy we believe that we must go further, and we believe that we must go beyond not having a negative impact and be proactive to have a positive impact.

We have developed this policy to recognise areas where we can make positive steps throughout our organisation.

Climate change

Health Academy recognises that we are in a climate emergency and pledges to be fully carbon neutral by 2030.

We have/will set out plans for immediate and long-term actions to reach this goal which include:

- Encourage staff switch off electrical equipment and unnecessary lights when not in use
- Encourage staff to close windows and external doors when heating is on
- Encourage staff to minimise the use of electric heaters and fans
- Introduce phased replacement of LED bulbs throughout any work environments
- When replacement of electrical equipment is required, products of maximum energy efficiency rating will be sourced
- Switch to 100% renewable energy tariffs for electricity in any Health Academy run buildings

Sustainable Travel

Health Academy will:

- Promote and support modern working practices, such as remote working, amongst staff and contractors
- Encourage staff and contractors to car-share, where possible, when a car journey must be made
- Promote and support the use of cycling, public footpaths and public transport
- Ensure any Health Academy vehicles are serviced and maintained to a high standard
- The use of electric powered vehicles will be pursued where this is a workable alternative

Waste & Recycling

Health Academy will:

- Keep waste to a minimum by preventing, reusing, recycling or recovering waste
- Ensure waste is sorted, stored and disposed of appropriately
- Cease use of single-use plastics where possible - due to nature of clinical consumables being designed as single use, we will reduce usage where possible
- Recycle all recyclable waste generated at Health Academy premises and events
- Promote and encourage recycling across our staff team and contractors both in a work environment and in home life
- Use recyclable, compostable and/or recycled products on Health Academy premises
- Reduce the production of non-recyclable resources such as laminated or plastic based publicity material
- Minimise the amount of printing and minimise the amount of waste paper
- Utilise electronic communications
- Minimise pollution and prevent where possible (including light, noise, solids, liquids and chemicals)

Responsible and sustainable procurement

Health Academy will:

- Source materials and services locally so long as the requirements for value for money and quality are met
- Ensure that catering produce, including tea/coffee in offices, is sourced from local, organic, fair trade (or other recognised certification schemes)
- Ensure that consumables used on Health Academy premises (such as cleaning products and inks) are eco-friendly
- Ensure that procurement of goods and services are weighted appropriately to encourage local suppliers thereby promoting the Circular Economy



Awareness & Partnerships

Health Academy will:

- Promote awareness of, and information about, environmental issues that our user base can have an impact on
- Ensure that all individuals involved in the organisation (including contractors) are aware of their responsibilities in implementing this sustainability policy
- Work with partners, where appropriate, to highlight our sustainability policy and encourage engagement with our policies

This policy has been approved & authorised by:

Neil Ramdhun & Euan Naismith

Date: 5th August 2022

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