

Teasdale Healthcare Equipment Ltd

Environmental & Sustainability Policy

Compliance, Resource Efficiency & Waste Management Framework

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1. Policy Purpose and Scope

Teasdale Healthcare Equipment Ltd., acknowledges its responsibility to safeguard the environment, prevent pollution, and continuously reduce the ecological footprint of our operations. We are committed to achieving sustainable growth while complying with or exceeding all applicable environmental regulations.

This policy applies to all operations, business premises, employees, contractors, and supply chain partners associated with Teasdale Healthcare Equipment Ltd.

2. Our Legal & Regulatory Commitments

We actively monitor and ensure compliance with modern UK environmental laws, including standard updates regarding waste and resource handling:

- Digital Waste Tracking: Fully aligning with the UK digital waste tracking framework to ensure all waste transfers are recorded, audited, and submitted digitally to national databases within specified timeframes.
- Simpler Recycling Rules: Actively enforcing strict segregation of recyclable streams (such as dry recyclables and food waste) on all company premises.
- Plastic Packaging Tax (PPT): Maximizing recycled material content in all packaging used, ensuring compliance with the UK Plastic Packaging Tax (targeting at least 30% recycled plastics).
- Anti-Greenwashing Compliance: Ensuring that all environmental, sustainability, and carbon reduction claims made by [Company Name] are clear, precise, fully substantiated, and compliant with the CMA's Green Claims Code.

3. Operational Waste & Resource Management

To minimize resource consumption and waste, we enforce the waste hierarchy (Reduce, Reuse, Recycle, Recover, Dispose) across all operations:

- **Source Segregation:** All workplace premises must provide separated bins for food waste, plastics, paper/cardboard, and metals. Employees are required to sort waste at the source.
- **Circular Economy:** We prioritize reusable or recyclable office equipment, consumables, and packaging to eliminate single-use plastics.
- **E-Waste & IT Disposal:** All redundant IT hardware and electrical equipment must be recycled or repurposed through licensed, WEEE-compliant electronic waste partners.

4. Energy Efficiency & Carbon Footprint Reduction

We strive to reduce our energy, water, and fuel consumption to lower our greenhouse gas (GHG) emissions:

- **Office Energy:** Implementing energy-efficient lighting (LEDs), automatic sensor controls, and smart heating systems. All electronics must be powered down when not in use.
- **Sustainable Travel:** Encouraging the use of digital meetings to reduce business travel, promoting cycling-to-work schemes, and introducing EV-charging infrastructure at our premises.
- **Green Energy:** Procuring 100% of our energy requirements from verified renewable sources where lease agreements allow.

5. Sustainable Procurement & Supply Chain

We recognize that a significant portion of our environmental impact is nested within our supply chain. We commit to:

- **Supplier Standards:** Evaluating suppliers based on their environmental performance, waste management practices, and carbon footprints.
- **Recycled Materials:** Mandating that cardboard and plastic packaging purchased for our operations have high recycled content.
- **Local Sourcing:** Prioritizing local, ethically produced goods and services where feasible to minimize transport-related carbon emissions.

6. Employee Engagement, Training, and Responsibility

Achieving our sustainability goals requires the active participation of our entire workforce:

- **Induction and Training:** Incorporating environmental awareness into employee onboarding and providing regular training on waste segregation and energy saving.
- **Environmental Champions:** Supporting a staff-led 'Green Committee' to identify new sustainability initiatives and monitor office compliance.
- **Continuous Improvement:** Establishing anonymous channels for employees to suggest waste-reduction or energy-efficiency improvements.

7. Audit and Reporting

To ensure accountability and transparency, we will:

- Conduct annual internal audits of our waste disposal processes, energy consumption metrics, and supply chain commitments.
- Maintain detailed digital records of all commercial waste transfers.
- Update this policy annually to ensure ongoing alignment with environmental regulations and corporate performance targets.