

Environmental and carbon reduction policy

Introduction

The environment in which we work and live is undergoing unprecedented changes, driven by factors such as population growth, the depletion of finite resources, and greenhouse gas emissions from human activities. These changes manifest in various ways, including climate change and pollution, which disproportionately affect the poorest and most vulnerable communities globally. Recently, we have also experienced extreme weather conditions closer to home.

As global temperatures rise due to increasing greenhouse gas concentrations in the atmosphere, pollution and waste generation continue to challenge our world. Brit Locums is dedicated to minimising the environmental impact of our operations and actively mitigating climate change and its adverse effects.

We are fully committed to complying with all relevant environmental legislation in every jurisdiction where we operate. We also pledge to transparently share our environmental achievements with all stakeholders, both within and outside the organisation.

Brit Locums is an employment business specialising in providing temporary staff to health services across the UK, including the NHS. As a service-oriented company rather than a goods provider, transportation and distribution of goods do not significantly impact our carbon footprint. However, as part of our commitment to addressing climate change and achieving the UK government's target of net zero emissions by 2050, Brit Locums Ltd are committed to reducing our carbon footprint in line with the latest guidance from the Department for Business, Energy & Industrial Strategy (BEIS).

Policy Statement

Brit Locums acknowledges the overwhelming scientific consensus that climate change is a reality, primarily driven by human activity. In response, we are committed to taking proactive steps to reduce our carbon emissions. This approach is not only environmentally responsible but also economically prudent.

Purpose and Aim

Our aim is to embed environmental responsibility into our daily operations, continuously seeking ways to enhance our environmental performance. We are committed to reducing waste and lowering our carbon emissions from heat, power, and travel. Brit Locums will ensure full compliance with all environmental, legal, and regulatory requirements as stipulated by UK law and best practices.

Scope

The goal of this policy is to manage Brit Locums environmental impact through the following objectives:

- **Pollution Reduction:** Minimise our contribution to pollution by reducing carbon emissions and waste, while promoting recycling, reusing, and reducing wherever possible.
- **Environmental Impact Assessment:** Evaluate the environmental impact of our operations and partnerships and implement strategies to mitigate any adverse effects.
- **Sustainable Procurement:** Incorporate environmental criteria into our procurement processes, ensuring that suppliers meet a minimum environmental standard.
- **Environmental Awareness:** Foster environmental awareness among all stakeholders, including during the induction of new staff and volunteers.

Emissions Reduction Strategies

We will realise these objectives through the following actions:

- **Office Operations:** Optimise the operation of our office spaces to reduce emissions through efficient control of heat and power.
- **Waste Reduction:** Minimise waste associated with packaging for purchased goods.
- **Recycling:** Implement comprehensive recycling practices for materials such as paper and cardboard.
- **Staff Induction:** Ensure that our induction process for new employees includes comprehensive information about this policy and our environmental commitments.
- **Ongoing Education:** Continuously educate and guide colleagues to act in accordance with this policy.
- **Technology Adoption:** Expand the use of new technologies to facilitate sustainable practices, particularly in reducing travel through increased reliance on video conferencing.

Responsibilities

Every member of our team is responsible for adhering to this policy and supporting our efforts to reduce our environmental footprint.

Management and leadership teams have a particular responsibility to implement this policy within their areas of influence, ensuring that environmental considerations are integrated into the planning and execution of our operations and services.

Compliance with Laws and Regulations

Brit Locums will operate in full compliance with all applicable environmental laws and regulations in the UK. We will also align with the environmental and carbon reduction policies and initiatives of our commissioners, where applicable.

Brit Locums Ltd will monitor progress against these targets regularly, with an annual review of our emissions footprint and reduction strategies. This will involve:

- Annual carbon footprint assessments.
- Regular updates to stakeholders on progress towards targets.
- Continuous review of new technologies and practices to further reduce emissions.

Future Commitments

As technologies and methodologies for carbon reduction continue to evolve, Brit Locums Ltd commits to reviewing and updating this plan regularly to incorporate best practices and emerging opportunities for further emissions reductions.

Review and Maintenance

This policy was last reviewed in May 2024. The next scheduled review is in May 2026; however, it will be updated sooner if necessary to reflect new developments or requirements.

Approved by:

Sheik A Al Hasan
Director



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