

Freeway Medical Corporate Circular Economy Policy

Introduction

At Freeway Medical, a trading name of Chromis UK Limited, we are committed to sustainable and responsible business practices. Recognising the environmental and social impact of our operations, we embrace Circular Economy principles in the design, manufacturing, and end-of-life management of our medical furniture products. This Circular Economy Policy outlines our dedication to creating a closed-loop system that minimises waste, promotes product longevity, and contributes to a more sustainable healthcare industry.



I. Sustainable Business Practices

Energy Efficiency and Waste Reduction

- 1. Implementation of Energy-Efficient Technologies:**
 - Invest in energy-efficient equipment and technologies within the manufacturing process to minimize energy consumption and reduce the company's carbon footprint.
- 2. Waste Minimization and Recycling Programs:**
 - Establish waste reduction measures and recycling programs within the facility to minimize environmental impact. This includes proper disposal of scrap metal and the promotion of recycling initiatives among employees.

II. Employee Well-being and Development

Employee Engagement and Training

- 3. Employee Wellness Programs:**
 - Introduce wellness programs to support the physical and mental well-being of employees. This could include fitness challenges, mental health workshops, and access to counselling services.
- 4. Training and Skill Development:**
 - Provide ongoing training opportunities for employees to enhance their skills and promote professional development. This includes technical training, leadership development, and access to relevant certifications.

Diversity and Inclusion

- 5. Diversity and Inclusion Initiatives:**
 - Promote a culture of diversity and inclusion within the workplace. Implement policies and practices that ensure equal opportunities for all employees, fostering an inclusive and supportive environment.

III. Community Engagement

Local Community Support

- 6. Community Investment:**
 - Invest in the local community by supporting local charities, schools, and community projects. This could involve financial contributions, volunteer programs, or partnerships with local organizations.
- 7. Community Events and Open Days:**
 - Host community events or open days to engage with residents, showcase the company's operations, and foster positive relationships with the local community.

IV. Ethical Supply Chain Management

Responsible Sourcing

- 8. Supplier Code of Conduct:**
 - Establish a supplier code of conduct that outlines ethical expectations for suppliers, including fair labour practices and responsible sourcing of materials.
- 9. Supply Chain Audits:**
 - Conduct regular audits of the supply chain to ensure compliance with ethical standards. This includes evaluating suppliers' labour conditions and environmental practices.

V. Product Responsibility

Quality and Safety

- 10. Product Safety Assurance:**
 - Implement stringent quality control measures to ensure the safety and reliability of medical furniture products. Adhere to industry standards and certifications for healthcare equipment.
- 11. Sustainable Product Design:**
 - Explore sustainable design options for medical furniture, considering the life cycle of products, recyclability, and environmentally friendly materials.

VI. Transparency and Reporting

Stakeholder Communication

- 12. Sustainability Reporting:**
 - Commit to regular sustainability reporting, disclosing information on emissions, energy consumption, and social impact. This transparent communication helps build trust with stakeholders and demonstrates accountability.
- 13. Stakeholder Engagement Sessions:**
 - Organize stakeholder engagement sessions to gather feedback, understand expectations, and communicate the company's commitment to social and environmental responsibility.

VII. Climate Action and Carbon Reduction

Carbon Neutrality Commitment

14. Carbon Reduction Targets:

- Set clear targets for reducing carbon emissions, with a focus on energy efficiency, renewable energy adoption, and operational practices that contribute to a lower carbon footprint.

15. Renewable Energy Adoption:

- Increase the percentage of renewable energy sourced for company operations, moving towards a goal of 100% renewable energy by 2025. Explore partnerships with renewable energy providers or on-site renewable energy installations.

VIII. Continuous Monitoring and Improvement

Key Performance Indicators (KPIs)

16. Establishment of KPIs:

- Define key performance indicators to measure the success of various initiatives. Regularly monitor and evaluate progress to identify areas for improvement and adjust strategies accordingly.

17. Continuous Improvement Culture:

- Foster a culture of continuous improvement by encouraging employees to suggest and implement innovative ideas that contribute to the company's social and environmental goals.

IX. Collaboration and Certification

Industry Collaboration

18. Partnerships and Collaborations:

- Collaborate with industry peers, local businesses, and relevant organizations to share best practices, stay informed about emerging sustainability trends, and collectively address challenges.

19. Certifications and Recognition:

- Pursue relevant certifications such as ISO 14001 for environmental management to showcase the company's commitment to sustainable practices. Seek recognition from industry awards and certifications.

X. Philanthropy and Charitable Contributions

20. Charitable Donations:

- Allocate a portion of profits for charitable donations to support healthcare-related causes or organizations addressing medical needs within the community.

21. Employee Volunteering Programs:

- Establish employee volunteering programs that allow staff to contribute to charitable causes during working hours. This strengthens the company's ties with the community and empowers employees to make a positive impact.

Conclusion

Freeway Medical, trading as Chromis UK Limited, is dedicated to creating a positive social and environmental impact through its Corporate Social Value Program. By integrating sustainability into its core operations, promoting employee well-being, engaging with the local community, and fostering ethical practices throughout the supply chain, the company aims to set a benchmark for responsible and socially conscious business in the sheet steel industry. This program, tailored to the company's size and resources, reflects Freeway Medical's commitment to long-term sustainability and making a meaningful contribution to the well-being of society.