

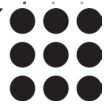
Environmental Policy

Version – V2.1

Introduction

Chromis UK Ltd is committed to reducing its environmental impact and embedding sustainable business practices throughout our operations. Our Environmental Management System (EMS) is aligned to **ISO 14001:2015+A1:2024** and reflects our support for national environmental priorities including the **NHS Net Zero Roadmap, PPN 06/21**, and relevant **UK environmental legislation**. This policy outlines our environmental commitments, responsibilities, and approach to continual improvement. It is reviewed annually and updated to reflect changes in operations, regulation, and strategic direction.

.



Policy Statement

Chromis UK Ltd is dedicated to:

- 1. Preventing pollution and minimising environmental impact from our operations
- 2. Complying with all applicable environmental legislation, regulatory frameworks, and industry standards
- 3. Reducing carbon emissions across Scope 1, 2 & 3 through energy efficiency, logistics improvements, and product - lifecycle design
- 4. Minimising waste generation and increasing recycling across all sites
- 5. Sourcing sustainable materials and working with environmentally responsible suppliers
- 6. Promoting employee awareness, training, and engagement on environmental responsibility
- 7. Ensuring continuous improvement through formal monitoring, review, and reporting

This policy is fully endorsed by senior leadership and directly supports the strategic direction of Chromis UK Ltd.

2. Scope

This policy applies to all aspects of our operations, including:

- Energy consumption & efficiency
- Waste management & recycling
- Supply chain sustainability
- Transport emissions & logistics

Compliance with environmental regulations

Scope 3 emissions reporting is currently limited to NHS-relevant categories and does not include capital goods, leased assets, or end-user product emissions at this stage

3. Environmental Commitments

We are dedicated to:

- Achieving **Net Zero emissions by 2045** across Scope 1, 2 & 3.
- Minimizing **energy consumption** through efficiency improvements and renewable energy adoption.
- Reducing **waste generation** and improving recycling rates.
- Engaging **suppliers** to encourage sustainable procurement and logistics.
- Regularly **auditing and reviewing** our environmental performance.

4. Energy Efficiency & Carbon Reduction

- We aim to reduce energy use by adopting **low-energy lighting, high-efficiency machinery, and renewable energy sources** where feasible.

Scope 1 and 2 emissions are tracked and reported annually. Scope 3 reporting currently covers a defined subset of categories in line with NHS procurement frameworks, including business travel, employee commuting, upstream and downstream transport, and waste. All emissions are calculated using ISO 14064-aligned methodologies and UK Government (BEIS 2024) conversion factors.

5. Waste Management & Circular Economy

- We have implemented **waste compactors** for **cardboard and plastic recycling**, reducing general waste collections from 3 bins per week to 1.
- Recycling processes are **monitored and improved**, ensuring compliance with UK Waste Regulations.
- We engage with **recycling partners** to divert waste from landfill.

6. Sustainable Procurement & Supply Chain

- We work closely with **suppliers** to reduce packaging waste and optimize deliveries.
- Bulk purchasing initiatives have been introduced to **reduce delivery frequency** and **minimize transport emissions**.
- We are developing improved **downstream logistics tracking** to enhance our **Scope 3 emissions reporting**.

7. Transport & Logistics Optimization

- Employee business travel emissions are tracked and reported.
- We are optimizing **logistics routes** to minimize transport emissions and reduce vehicle miles.
- NHS procurement requirements for **supplier waste collection** are under review to improve efficiency.

8. Compliance & Environmental Standards

- We ensure compliance with **ISO 14001, NHS sustainability frameworks, and UK environmental laws**.
- We collaborate with **independent auditors (Green Small Business)** to validate our carbon reduction initiatives.

9. Continuous Improvement & Innovation

- We have established a **quarterly review process** to track sustainability progress.
- Research into **alternative materials, low-carbon manufacturing, and circular economy practices** is ongoing.

10. Governance & Engagement

To ensure effective implementation and delivery of our environmental commitments, Chromis UK Ltd has adopted a structured governance approach:

A **detailed Environmental Action Plan** has been developed to support delivery of our EMS objectives and targets

Within the Action Plan:

Responsibility for each action is **assigned to a named individual**

Timescales are defined for completion of each activity

The Action Plan is **reviewed and updated quarterly** to reflect progress and changes in business priorities

The plan is subject to an **annual external review by independent environmental experts** (Green Small Business), to ensure transparency, accountability, and continuous improvement

Environmental responsibilities are embedded into roles at all levels of the organisation, and updates on environmental performance are regularly reviewed as part of management reporting.

11. Policy Review & Sign-Off

This Environmental Policy is reviewed **annually**, or sooner if required by changes in regulation, organisational structure, or environmental performance. Updates are coordinated by the Director and EMS Leads, and the policy is reapproved by senior leadership after each review cycle.

Signed on behalf of Chromis UK Ltd:



Mr. N C Jones
Director
Date: 21st March 2025