



Environmental and Sustainability Policy

December 2024

Environmental and Sustainability Policy

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6 SUMMARY

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1 Introduction

1.1 Policy statement

This policy establishes environmental planning and sustainability standards for The De Parys Group.

Sustainable healthcare in the NHS is driven through legislative requirements, mandatory requirements, international guidance, UK Guidance and health specific requirements.

NHS England's values and goals to create a sustainable health and care system works within the available environmental and social resources, protecting and improving health both now and for future generations. This means working to reduce carbon emissions, minimising waste and pollution, making the best use of scarce resources, building resilience to a changing climate and nurturing community strengths and assets.

Policy and standards alluded to throughout this policy have been extracted from:

- Public Health England – [Sustainable Development Management Plan](#)
- Health and Safety Executive (HSE) – [Safe Management of Healthcare Waste](#)
- NHSE – [How to Produce a Green Plan: A three-year strategy towards net zero](#) dated June 2021

1.2 Status

The organisation aims to design and implement policies and procedures that meet the diverse needs of our service and workforce, ensuring that none are placed at a disadvantage over others, in accordance with the [Equality Act 2010](#). Consideration has been given to the impact this policy might have regarding the individual protected characteristics of those to whom it applies.

This document and any procedures contained within it are non-contractual and may be modified or withdrawn at any time. For the avoidance of doubt, it does not form part of your contract of employment.

2 Green Plans

2.1 Overview

Updated in July 2022, the Greener NHS National Programme strategy, [Delivering a 'net zero' NHS](#), highlights that left unabated climate change will disrupt care with poor environmental health and will contribute to an increase of major diseases including cardiac problems, asthma and cancer.



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The report set out trajectories and actions for the entire NHS to reach net zero carbon emissions by 2040 for the emissions it controls directly and 2045 for those it can influence (such as those embedded within the supply chain).

To support the co-ordination of carbon reduction efforts across the NHS and the translation of this national strategy to the local level, the [2022/23 NHS Standard Contract](#) sets out the requirement for organisations to develop a Green Plan to detail their approaches to reducing their emissions in line with the national trajectories.

Given the pivotal role that integrated care systems (ICSs) will play, this has been expanded to include the expectation that each system develops its own Green Plan based on the strategies of its member organisations.

It describes the opportunities available to reduce the environmental impacts, improve the natural environment, increase readiness for changing times and climates and strengthen social cohesion.

Having replaced the previous Sustainable Development Management Plans (SDMP) in 2020, the new suite of Green Plans is expected to match the increased net zero ambition and renewed delivery focus with three clear outcomes³:

- Ensure every NHS organisation is supporting the NHS-wide ambition to become the world's first healthcare system to reach net zero carbon emissions
- Prioritise interventions that simultaneously improve patient care and community wellbeing while tackling climate change and broader sustainability issues
- Support organisations to plan and make prudent capital investments while increasing efficiencies

2.2 Developing a Green Plan

Green plans provide a structured way for each ICS to set out the carbon reduction initiatives that are already underway and their plans for the subsequent years.

A three-year timeframe should allow Green Plans to strike an appropriate balance between immediate carbon reductions in some areas alongside the strategic development of capability in others. In all cases, Green Plans should reflect national priorities by aligning with the plans, actions and timescales laid out in Delivering a net zero National Health Service³.

³ [Greener NHS](#)



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Every ICS is expected to have a Green Plan approved by that organisation's governing body by 31 March 2022. These ICS strategies should summarise the Green Plans of relevant member organisations while also commenting on system-wide priorities and co-ordination. They should also focus on the integration of trust Green Plans with the efforts of primary care, local authorities and other local care partners.

In developing a Green Plan, each organisation should:

- Review progress since the organisation's last Green Plan (or equivalent) to determine what facets have worked well and which need renewed focus or a different approach
- Consider the national targets (and interim 80% carbon reduction goals) for the NHS carbon footprint and carbon footprint plus as well as learning from organisations that are already aiming to exceed these ambitions
- Engage widely with internal stakeholders and key partner organisations to inform sustainability priorities and identify areas for productive collaboration
- Develop and refine SMART (specific, measurable, achievable, relevant, and time-bound) actions focused on early efforts to directly reduce carbon emissions
- Develop systems and processes to measure and report on progress against plans and commitments, annually

To further support developing a Green Plan, RCGP have created a [Green Impact for Health Toolkit](#) webpage that includes links to more information, webinars, resources and practical tool. Furthermore, the webpage also has a [video clip](#) to explain the Green Impact for Health Toolkit.

2.3 Structure of a Green Plan

The shape and structure of a [Green Plan](#) will vary by organisation depending on local context, work delivered to date and local priorities. The examples shown overleaf should not necessarily be considered exhaustive.

- **Introduction** – including number of employees, key services provided, size, configuration, geography and any other pertinent background information to set the context.
- **Organisational vision** – the organisation's vision and priorities for carbon reduction and sustainable development reflecting on which environmental, financial and social issues are most important, what specific improvements would most benefit local communities, staff and the organisation and which specific actions and initiatives will the organisation prioritise over the next three years to lay strong foundations for the longer-term net zero strategy.



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- **Areas of focus** – should align to the main drivers of change and sources of carbon emissions across the NHS.
 - **Workforce and system leadership** – setting out the approach to engaging and developing the workforce and system partners in defining and delivering carbon reduction initiatives and broader sustainability goals.
 - **Sustainable models of care** – embedding net zero principles across all services is critical. This may include care closer to home, default preferences for lower-carbon interventions and reducing unwarranted variations in care delivery and outcomes that result in unnecessary increases in carbon emissions.
 - **Digital transformation** – focusing on ways to harness existing digital technology and systems to streamline service delivery and supporting functions including the use of telemedicine to deliver some care remotely and using digital systems to reduce the use of paper records, printing and postage.
 - **Travel and transport** – outlining plans to reduce carbon emissions arising from the travel and transport associated with the organisation including increasing levels of public transport, investing in ultra-low emission and zero-emission vehicles for owned and lease vehicles and maximising efficiencies in the transport of goods and services commissioned by the organisation such as patient transport, courier services and deliveries.
 - **Estates and facilities** – including reducing carbon emissions by improving energy efficiency and reducing energy usage, decarbonising heating and hot water systems, waste reduction and building design and refurbishments.
 - **Medicines** – identifying the key opportunities to reduce the carbon emissions related to the organisation’s prescribing and use of medicines and medicinal products including medicines optimisation, reducing waste, responsible capture or disposal of waste medicines and considering lower carbon alternative medicines.

The 2021/22 NHS Standard Contract set out inhalers and anaesthetic gases as two key areas for prompt action in this area and so every Green Plan should cover these two areas of focus.

- **Supply chain and procurement** – the NHS supply chain accounts for approximately 62% of total carbon emissions and is a clear priority area for focus in every Green Plan. Consideration should be given to how organisations may use their individual or collective purchasing power and decisions to reduce carbon embedded in their supply chains.



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Examples may include reducing the use of clinical and non-clinical single-use plastic items, reusing or reprocessing equipment (such as walking aids) where appropriate and considering lower carbon alternative supplies such as recycled paper.

- **Food and Nutrition** – consideration of ways to reduce overall food waste and ensuring provision of healthier, locally sourced fruit and vegetables
- **Adaptation** – provision of a summary of the organisation’s plans to mitigate the risks or effects of climate change and severe weather conditions on its business and functions.

This may include plans to mitigate the effects of flooding or heatwaves on the organisation’s infrastructure, patients and staff.

3 Developing a net zero NHS

3.1 Overview

The [Greener NHS plans](#) advised that identifying a route to net zero emissions for a complex system is particularly challenging. The targets set are as ambitious as possible, while remaining realistic, and are supported by immediate action and a commitment to continuous monitoring, evaluation, and innovation.

The aim is to be the world’s first net zero national health service.

Areas of focus:

- **Models of care**

The NHS Long Term Plan (LTP) sets out a commitment to deliver care in new ways for the 21st century. This must also include a focus on reducing carbon emissions and will involve using environmental impact as an additional factor in care design.

Other principles that improve quality of care and patient experience can also help to decarbonise care pathways:

- Optimising the location of care
- Earlier and quicker detection, diagnosis, and treatment
- Embedding the best clinical practice
- Treating for the long-term
- Digital technology

Carbon savings will come from reduced presentations in A&E, primary care and outpatients, reduced staff and patient mileage, fewer pharmaceuticals prescribed and less intensive procedures.



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A net zero framework will be developed to help to consider and evaluate the carbon reductions associated with new models of care.

- **Workforce**

Mobilising, informing and upskilling staff to drive and implement the interventions needed to support a Greener NHS.

The Greener NHS team is also working with Regional Senior Responsible Officers in each of the seven NHS England and NHS Improvement regions on the delivery of the net zero commitments.

The workforce will be vital to delivering the net zero ambitions. Close working within different levels of the system to spread and scale the things that the team knows work and will embed this commitment in guiding policy and documentation.

- **Medicines**

Medicines account for about 25% of emissions within the NHS in England. A small number of medicines account for a substantial proportion of these emissions, particularly anaesthetic gases and nitrous oxide which account for around 2% of NHS emissions, and inhalers which account for around 3%.

The NHS is working with patients, clinicians, and industry to reduce emissions by reducing waste, ensuring that the right medicines are available for patients and enabling shared, informed decision making.

- **Estates and facilities**

The NHS estate and its supporting facilities services – including primary care, trust estates and private finance initiatives – comprises 15% of the total carbon emissions profile (NHS Carbon Footprint Plus). Delivering a net zero health service will require work to ensure new buildings are net zero compatible as well as ensuring improvements are made to the existing estate.

For the existing estate, a wide range of interventions including air conditioning and cooling, building fabric, LED lighting, space heating, ventilation and hot water could all be rolled out to further reduce carbon emissions.

- **Travel and transport**

Approximately 3.5% (9.5 billion miles) of all road travel in England relates to patients, visitors, staff, and suppliers to the NHS, contributing to around 14% of the system's total emissions.



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The travel and transport workstream of Greener NHS is implementing a range of interventions to reduce carbon emissions from travel relating to patients, visitors, staff, and suppliers to the NHS. This includes transitioning the NHS transport fleet to zero-emission vehicles, reducing unnecessary journeys and enabling healthier, active forms of travel such as cycling and walking.

The NHS has committed to having a zero emission non-emergency patient transport fleet by 2035, one of the recommendations set out in the report of the Non-Emergency Patient Transport Review¹, published on 2 August 2021.

- **Supply chain**

The NHS uses products from more than 80,000 suppliers, encompassing medical equipment, food, business, and office goods. The non-medicines supply chain makes up 42% of the NHS Carbon Footprint Plus. While the NHS does not control these emissions directly, it can use its considerable purchasing power to influence change.

Reducing emissions from the supply chain can be done in a range of different ways:

- More efficient use of supplies
- Low-carbon substitutions and product innovation
- Ensuring suppliers are decarbonising their own processes

- **Food and nutrition**

It is estimated that food and catering services in the NHS account for approximately 6% the NHS Carbon Footprint Plus. A healthy balanced diet with reduced processed foods high in sugar, salt and fats is also a low-carbon diet.

The Greener NHS programme is working closely with the Hospital Food Review and the new National Review of NHS Food Standards. Collaboration with NHS catering leads, dieticians and suppliers will help to provide healthier, locally sourced food to patients, staff and visitors while cutting emissions related to agriculture, transport, storage, and food waste across the supply chain and on the NHS estate.

4 Sustainable Development Management Plan (SDMP)

4.1 Overview

On a global scale, the Intergovernmental Panel on Climate Change has provided evidence of the scientific, technical, and socio-economic aspects of climate change.

¹ www.england.nhs.uk



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In October 2018, it published a special report on the impacts of global warming of 1.5 °C above pre-industrial levels stating the importance of remaining below this level within the next 12 years.

The PHE document titled [Sustainable Development Management Plan 2020/2025](#) advises that the UN Sustainable Development Goals set out the worldwide plan to build a better world for people and our planet by 2030.

These include:

1 No poverty	10 Reduced inequalities
2 Zero hunger	11 Sustainable cities and communities
3 Good health and wellbeing	12 Responsible consumption and production
4 Quality education	13 Climate action
5 Gender equality	14 Life below water
6 Clean water and sanitation	15 Life on land
7 Affordable and clean energy	16 Peace, justice, and strong institutions
8 Decent work and economic growth	17 Partnerships for the goals
9 Industry, innovation, and infrastructure	

The UK Government has set ambitious targets for carbon reduction through the [Climate Change Act 2008 \(2050 Target Amendment\) Order 2019](#) reinforced further via the [2020 NHS Long Term Plan and Carbon Budgets](#) to help to mitigate against the effects of climate change.

A Sustainable Development Management Plan forms a key part of the organisation's strategy to ensure services remain fit for purpose now and in the future. It should outline plans to target actions to make a positive difference environmentally, socially, and financially to create an organisation that supports the wellbeing of staff, patients, and wider community.

To do this, The De Parys Group plans to:

- Reduce unrenewable resources such as fossil fuels and heavy metals
- Reduce dependency on substances that persist in nature
- Reduce the destruction of nature
- Ensure we are not stopping people meeting their needs



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The process of developing a plan should involve discussions with key stakeholders as well as engaging with the wider staff. This is important to ensure that the plan reflects the needs and motivation of the organisation and empowers staff to contribute and embed sustainability within their work.

5 Meeting the requirements of a SDMP

5.1 A sustainable approach

The PHE document titled [Sustainable, Resilient, Healthy People and Places](#) advises that helping to create sustainable, resilient, healthy places and people needs to be approached both by enabling the positives and by reducing the negatives allowing virtuous cycles to constantly improve outcomes.

5.2 Why is it important?

The Sustainable Development Management Plan 2015-2020 advises that sustainability matters because it addresses, or contributes to, wider NHS commitments and goals such as quality improvement, resource efficiency and preventative health strategies.

5.3 Adapting to climate change

The government's latest Climate Change Risk Assessment lays out the risks of climate change to the UK which are extreme heat, flooding, drought, pests, and diseases. Even if we meet the ambitious Climate Change Act's targets for reducing carbon emissions, we need to plan adaptation strategies to be a resilient organisation to a changing climate. This is due to temperatures already above preindustrial levels and time lags in the climate system.

At The De Parys Group, we are committed to the following:

- Achieving Net Zero greenhouse gas emissions by 2050, covering Scope 1, Scope 2 and relevant Scope 3 emissions.

5.4 Managing carbon and greenhouse gases

The [US Environmental Protection Agency](#) advises that greenhouse gases (GHG) produced by human activities have caused an overall warming influence on the Earth's climate. The largest contributor to warming has been carbon dioxide.

As a socially responsible organisation, The De Parys Group, recognises the need to reduce carbon emissions and to contribute to the national effort to tackle climate change.

The De Parys Group is committed to the following:



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- Set targets in line with the [Climate Change Act 2008](#) and NHS Carbon Reduction Strategy 2009² for the complete carbon footprint
- Work to influence staff, visitors, and patients in reducing their individual carbon footprints through behaviour change campaigns
- Decarbonise our electricity supply by moving towards a green energy supplier and increasing the provision of on-site renewables

By reducing our emissions of greenhouse gases, the organisation can reduce the magnitude of climate change. This can be achieved through the use of more efficient and low carbon technologies or changing behaviours and the way things are done. Whilst it is important to tackle carbon emissions, as health organisations it is important to also prepare for an already changing climate. Heatwaves will increase in regularity and are known to increase mortality rates significantly with the elderly and people with pre-existing illnesses being at most risk.

Climate change will also increase the risk of river and coastal flooding. The direct effects on human health, such as drowning, are expected to be rare in the UK due to effective emergency services and expanding flood defences. However, preparation for increased flooding will be necessary to minimise such risk. Flooding will also increase the risk of an outbreak of infectious diseases. In addition, flooding is known to have an important impact on the mental health of communities due to the negative impact that it can have on their livelihoods and property.

Extreme weather events also have the potential to disrupt supply chains to healthcare services which can subsequently have a negative impact on provision to communities. This may include a lack of access to essential medicines and equipment and the potential disruption of utilities supplies.

The associated health risks include a rise in:

- Cardiovascular diseases
- Respiratory illnesses
- Infectious diseases

A single tonne of carbon (CO₂e) is equivalent to the following:

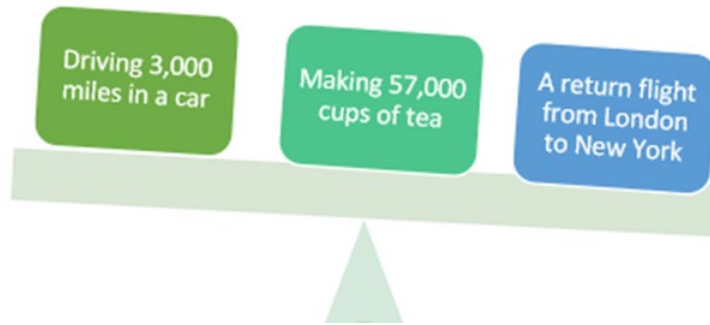
² [NHS Carbon Reduction Strategy 2009](#)



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5.5 Biodiversity and water

Biodiversity is the variety of fauna and flora in an ecosystem or the community for instance. Water and biodiversity have strong links. Water, as a resource, is essential for life. It is vital to our way of living, essential for agricultural production as well as in maintaining the natural ecosystems upon which we, and all life, depend.

The combination of a decreasing rainfall, an increasing population and an increasing commercial demand is placing pressure upon this vital resource.

At The De Parys Group, we are committed to the following:

- Ensuring efficient use of water by measuring and monitoring its usage
- Incorporating water efficiency into the design of building refurbishments
- Ensuring that there is a quick operational response to leaks
- Minimising the ecological impact of any development on the site and supporting the opportunities for the improvement of local biodiversity
- Raising awareness of staff to the environmental and financial impacts of water use
- Encouraging staff not to waste water and turn taps off when not in use

NHS Property Services outlines the wider NHS pledge to become more water efficient [here](#) and further guidance on how to conserve water can be found at the Conserve Energy Future webpage [here](#)

5.6 Energy

Building energy use contributes to a considerable percentage of the total health and care system carbon footprint and offers many opportunities for carbon savings and efficiency.



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Measures can be taken on both demand and supply. Energy prices are set to rise well above inflation for years to come so there is a strong business case to invest in energy efficiency measures.

- **Demand led measures**

This means reducing consumption by addressing energy wastage or using more energy efficient technology. These measures can tackle the energy used for space and hot water heating, ventilation, air-conditioning, lighting, and powering equipment.

In practice, this can mean improving building insulation, using efficient lighting (such as LED) or optimising controls on heating systems.

- **Supply led measures**

Another way to reduce carbon emissions is to use cleaner energy sources. For instance, natural gas has a much lower carbon footprint per kWh when compared to electricity or other fossil fuels.

Combined Heat & Power (CHP) takes advantage of this by producing electricity while using the heat losses for heating, a process 30% more efficient than using grid electricity.

Finally, renewable energy sources, such as wind, solar and anaerobic digestion, have extremely low carbon emissions.

At The De Parys Group, we are committed to the following:

- Maximising the efficiency of our operations to ensure that our energy consumption is minimised
- Monitoring energy use and implementing energy/carbon saving targets to improve performance
- Promoting responsible energy use through staff awareness projects and training
- Implementing energy efficiency measures into the design of building refurbishments and new buildings developments
- Rationalising our estate to ensure buildings are used to their maximum efficiency

At The De Parys Group we have already acted upon the following initiatives:

Engaged with our staff to encourage energy saving behaviours through a *'Switch It Off campaign.'*



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- Replaced traditional lighting for energy efficient LED versions in several our rooms
- Ensured that boilers, air conditioning systems have service plans commensurate with the recommended guidance
- Considered the use of alternative fuels
- Ensured that all roof spaces are appropriately lagged and considered utilising suitable roof space for the installation of solar panels to generate onsite energy

5.7 Using resources sustainably, waste and recycling

The UK-wide policies on waste are built on an EU concept known as the waste hierarchy³.

The waste hierarchy requires anyone managing waste to consider firstly prevention, preparing for reuse and recycling followed by other methods of recovery, for example energy recovery and, lastly, disposal⁴.

Prevention, preparing for reuse and recycling should be given priority in any waste legislation and policy.

Disposing of waste means throwing away potentially valuable resources since the raw materials and energy used in making the items are lost. See below the waste hierarchy template from gov.uk that defines optimum waste management choices.

Preventing the generation of waste in the first instance is best. Once waste is generated, segregation is key to allow the recovery of resources, energy, or materials.

Recycling has 1/10th of the carbon footprint of landfilling waste and can also generate cost savings. Clinical waste is most commonly incinerated but more sustainable treatments are emerging.

³ [Dept of Environment, Food and Rural Affairs - Waste Hierarchy Guidance](#)

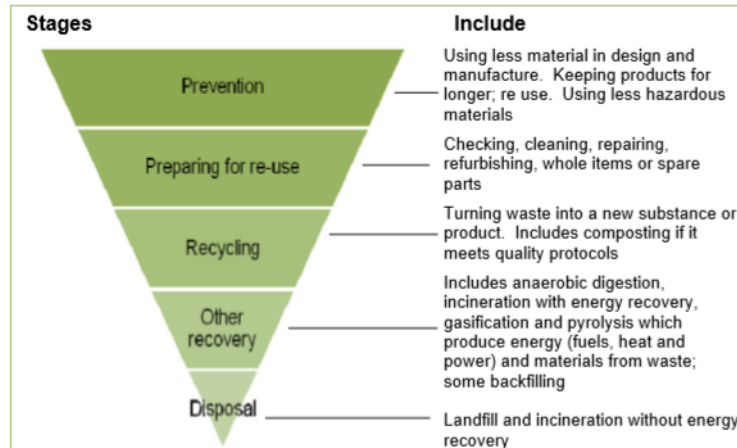
⁴ [Environment Law](#)



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If waste production cannot be avoided, the segregation of waste streams is paramount to allow effective recovery and recycling treatments.

At The De Parys Group, we are committed to the following:

- Using the waste hierarchy at all times
- Aiming for 'zero landfill'
- Using local waste management solutions when possible
- Monitoring, reporting, and setting targets for our management of waste
- Minimising the creation of waste
- Ensuring we have robust systems for recycling wherever possible

At The De Parys Group we have:

- Embedded sustainability principles and environmental considerations in the selection criteria and specifications of our waste management contracts
- Implemented and reviewed our [Infection Prevention Control Policy](#)
- Raised an IPC statement as per the [Infection Prevention and Control \(IPC\) Annual Statement](#).
- Promoted mandatory clinical waste training for all our staff
- Segregated and recycled [batteries](#), electrical and electronic items, and printer cartridges and in accordance with [The Waste Electrical and Electronic Equipment Regulations 2013](#)
- Arranged a confidential waste collection service that is removed from the organisation by ShredPro. They will collect any shredding and waste within the



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confidential waste bins as per the [Confidentiality Policy](#). All waste is signed for and receipts retained

- Put in place processes for general and other waste such as non-confidential office or food waste. These are to be segregated and placed into the relevant bins, dependent on whether recycling or non-recycling

At The De Parys Group we will:

- Further develop our work on clinical waste segregation
- Consider waste prevention and minimisation measures such as the possibility of using reusable sharps containers
- Consider the use of hand dryers over paper towels where appropriate
- Consider the whole-life cycle of a product, including its final disposal, in our decision-making process for the standardisation of clinical and non-clinical products, most particularly when choosing disposable products over reusable alternatives
- Where possible, take all measures to ensure that appropriate recycling occurs

For further reading, refer to the [Waste Management Policy](#).

5.8 Procurement and resources

Procurement is the term used to describe the buying of goods and services

The NHS procures a tremendous number of resources, such as pharmaceutical drugs, medical devices, office supplies etc., and it is estimated that up to 60% of the NHS carbon footprint is linked to procurement.

- **What is sustainable procurement?**

Sustainable procurement can be defined as “a process whereby organisations meet their needs for goods, services, works and utilities in a way that achieves value for money on a whole life cost basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment.”

Sustainable procurement is not limited to environmental considerations alone (e.g., carbon, waste, and water). It also covers social and economic impacts from procurement actions such as encouraging increased participation from small and medium sized enterprises (SMEs) in procurements.

There is a consensus that small firms may be able to offer better value for money and innovation and therefore public procurement should look to remove the barriers that they may face in competing for public sector contracts.



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There is a general misconception that sustainability and value for money are in conflict. On the contrary, sustainability is about achieving value for money whilst realising environmental, social, and economic objectives and the two are rarely in conflict when the whole life cycle is considered.

- **Achieving sustainable procurement**

The De Parys Group is committed to achieving value for money and delivering economic, environmental, and social benefits through sustainable procurement activities. Our ambition is to ensure that sustainable procurement is being consistently undertaken in practice across the organisation. Through encouraging staff, suppliers, and contractors to follow more sustainable procurement practices, this can be achieved.

As part of an improved procurement process that questions the need to spend, cuts out waste and seeks innovative solutions, procurement will reduce rather than add to organisation spending costs in both the short and long term.

- **Our sustainable procurement objectives**

Collaborating with stakeholders and suppliers, where relevant The De Parys Group will:

- Reduce carbon within contracts, reduce energy usage, fuel usage and waste
- Reduce other emissions that may be used in manufacturing/production
- Improve supply chain management including working with SMEs, the voluntary sector, and local suppliers
- Ensure that recruitment, education, and training are included in contracts

- **The three principles of sustainable development:**

- **Environmental**

Seeking to minimise any negative environmental impacts of goods and services purchased across their life cycle from raw material extraction to end of life.

- **Social**

Managing and monitoring supply chains to ensure that fair contract prices and terms are applied, and that ethical, human rights and employment standards are always met.



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o **Economic**

The economic principle relates not only to obtaining value for money from our contracts across the whole life of the product or service but also ensuring, as far as is possible under relevant procurement law, that local businesses, particularly SMEs can benefit from our procurement processes.

Through tackling all three principles of sustainable procurement in the procurement process, we aim to embed these so that they eventually become an integral part of all relevant contracts.

5.9 Workforce health and wellbeing

The health and wellbeing of the organisation's staff is an important corporate priority, supporting staff to be healthy and productive is fundamental to the organisation's ability to deliver corporate priorities and objectives.

The De Parys Group is committed to:

- Improving staff satisfaction levels, reducing sickness absence rates, and minimising work related stress
- Bringing together partners and members of the organisations who are committed to maintaining, enhancing, and protecting the health and wellbeing of staff. This includes support to both staff at work and those absent through ill health
- Providing and contributing to specialist training, guidance, and expert advice in a wide range of health-related subjects
- As Good Corporate Citizens, supporting local businesses, charitable causes and apprenticeships
- Valuing and respecting every person for who they are, be it staff or patients. This means promoting diversity and inclusion and eliminating bullying and harassment towards staff and between our staff

The De Parys Group will:

- Actively embed health and wellbeing into our culture and values
- Utilise tools such as a sickness planner and the Bradford Factor to actively manage sickness absences (See PI blog to support the reduction of sickness absences)⁵

⁵ [PI blog - retaining staff and reducing sick leave](#)



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- Continue to actively promote equality and diversity

5.10 Enabling sustainable travel and logistics

The organisation is committed to supporting the improvement of local congestion and pollution concerns as well as supporting our patient, staff and community's health and wellbeing.

Modes of transport and travel have a very wide range of different carbon footprints. Travel and transport encompass a range of activities from staff commuting to work, business travel, the transport of patients and the shipping of goods required for the organisation to function.

At The De Parys Group, we are committed to the following:

- Encouraging staff, patients, and visitors to walk, cycle, car share or use public transport whenever possible
- Providing appropriate bicycle storage facilities to encourage staff to adopt healthy modes of transportation
- Improving the energy efficiency of any organisation vehicles
- Minimising travel through the provision of healthcare in locations that are accessible to patients, staff and visitors and exploiting the potential of telehealth technologies

At The De Parys Group, we have:

- Promoted the [Cycle to Work scheme](#) for several years, encouraging staff to commute to work by bike

At The De Parys Group, we will:

- Actively encourage our staff to adopt more sustainable transport modes for commuting to work, such as walking, cycling, or using public transport
- Maximise the use of technology (such as audio, video, and web conferencing) to minimise the need for business travel
- Work with suppliers to optimise the logistics of shipping goods
- Explore the feasibility of purchasing/leasing low carbon practice vehicle technologies such as electric cars



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5.11 Built environment

The built and natural environment are major determinants of health and wellbeing. The design of the built environment and access to the natural spaces impacts on health and wellbeing.

When making improvements to our facilities, the organisation aims to ensure that we are designing the best possible environments to support good physical and mental health for our staff to work in whilst ensuring that they are sympathetic to the natural environment.

At The De Parys Group we are committed to the following:

- Establishing an appropriate estates strategy ensuring longer term performance, cost benefits will be considered, designed in, and measured across the asset's whole life cycle

6 Summary

At The De Parys Group, we are committed to sustainable development. As a guiding principle within our work, our goal is to meet the needs of the present without compromising the ability of future generations to meet their own needs and the concern for the environment is an integral and fundamental part of this commitment.

By challenging and adapting our operational processes, this organisation will always aim to reduce the impact on the environment.