

CARBON REDUCTION POLICY

At SJSRM, we recognise our responsibility to address climate change and are committed to reducing our carbon footprint. This policy outlines our approach to minimising carbon emissions across our operations, including our physio clinics, and our supply chain.

PURPOSE OF THIS POLICY

1.1 The purpose of this policy is to establish SJSRM's commitment to reducing our carbon footprint and to outline the steps we will take to achieve this. We aim to integrate sustainable practices into our business operations and promote environmental responsibility among our employees, suppliers, and partners.

1.2 As a company, we are dedicated to acting in an environmentally responsible manner and to implementing and promoting effective systems and controls to reduce our carbon emissions.

COMMITMENT TO CARBON REDUCTION

2.1 SJSRM is committed to reducing our carbon emissions in line with national and international targets. We will continually review and improve our practices to achieve this goal.

2.2 We aim to be transparent about our carbon reduction efforts and will regularly report on our progress. We expect the same high standards from our suppliers and partners and will work collaboratively to promote sustainable practices throughout our supply chain.

STEPS FOR CARBON REDUCTION

3.1 To reduce our carbon footprint, we will implement the following measures:

- Conduct regular carbon footprint assessments to identify the main sources of our emissions and track our progress.
- Implement energy-efficient practices across all our physio clinics, including the use of energy-efficient lighting, heating, and cooling systems.
- Promote the use of renewable energy sources wherever possible.

- Reduce waste by implementing robust recycling programmes and promoting the use of reusable materials.
- Encourage the use of digital communication and reduce reliance on paper-based systems.
- Implement sustainable travel policies, including promoting the use of public transport, carpooling, and the use of electric vehicles.

3.2 We will work closely with our suppliers to ensure they also adopt sustainable practices. This includes:

- Engaging with suppliers to convey our Carbon Reduction Policy and understand the measures they are taking to reduce their carbon footprint.
- Including sustainability criteria in our supplier selection and evaluation processes.
- Collaborating with suppliers to identify opportunities for reducing emissions throughout our supply chain.

RESPONSIBILITY FOR THE POLICY

4.1 The ultimate responsibility for the implementation of this policy rests with the company's leadership. The Board of Directors of SJSRM has overall responsibility for ensuring this policy is implemented effectively and complies with our legal and ethical obligations.

4.2 Managers at all levels are responsible for ensuring that employees understand and comply with this policy and are provided with adequate training on carbon reduction practices.

ACTIONS TO REPORT ENVIRONMENTAL CONCERNS

5.1 Internal employees are encouraged to raise any concerns about environmental practices associated with the company or our suppliers through their line manager.

5.2 External stakeholders, including members of the public and partners, should write in confidence to the HR Department to raise any concerns, issues, or suggestions regarding our environmental practices.

5.3 We aim to foster an open environment and will support anyone who raises genuine concerns in good faith under this policy. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting genuine environmental concerns.

BREACHES OF THIS POLICY

6.1 If an issue is identified with a supplier regarding their carbon reduction practices, we will work with them to develop a corrective action plan and resolve any issues within an agreed-upon timeframe.

6.2 We reserve the right to terminate our relationship with individuals and organisations in our supply chain if they fail to adhere to this policy.

COMMUNICATION AND AWARENESS OF THIS POLICY

7.1 Our commitment to carbon reduction must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship and reinforced as necessary.

REVIEW

8.1 This Carbon Reduction Policy will be reviewed by the Company's Board of Directors and HR Department regularly (at least annually) and may be updated as required to reflect new initiatives and changes in legislation. Our progress will be reported annually to ensure transparency and accountability.