

## Environmental Sustainability Policy

Sustainability is integral to every aspect of our business. We're always looking to the future, making sure that our services and sites continue to be environmentally, financially and technologically sustainable.

Vetspeed Ltd is committed to creating environmental, societal and resource solutions that move us closer to an ecological transformation. We are the environmental partner helping our customers achieve sustainability targets, developing low carbon and closed-loop solutions as part of the circular economy.

Our ambition is to achieve ecological transformation by placing ecology at the forefront of our processes, solutions and our mindset. In addition to compliance with statutory and other requirements, we strive to work collaboratively with other industry leaders, colleagues, customers & our supply chain to maximise the positive impact of our activities on the environment and minimise the potential for pollution and environmental impact.

We pursue our commitment to environmental sustainability by:

- adopting strategic partnerships and using our expertise to deliver innovative solutions to fight climate change.
- demonstrating sustainability best practice on our own sites and within our services;
- driving behaviours to adapt to and mitigate climate change;
- being resource efficient, including reduced energy consumption and local energy production
- undertaking environmental risk assessments of all appropriate activities, and to specify and implement control measures in order to reduce or eliminate environmental risks;
- setting industry leading environmental standards for each different operational activity within Vetspeed;
- promoting good environmental performance across the business including monitoring, measuring and seeking ways to reduce and manage our carbon footprint as well as saving natural resources;
- providing adequate funding and resources that contribute towards industry leading environmental performance, including the appointment of trained and technically competent professionals;
- improving our environmental performance by investing in training, awareness, systems, tools and audit programmes; monitoring performance & progress against objectives.

Our objectives for 2023:

Embedding an active risk culture

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- continue our visible leadership programme, directors & managers actively engaging with our operational teams;
- continue our risk based audit programme, supporting our managers to actively identify and reduce all risks.

#### Caring for the Environment

- decarbonising clients' assets, as well as our own;
- enhancing biodiversity through continued awareness, site based improvements and biodiversity training.

#### Developing our People

- develop our teams through our Operational Excellence programme in partnership with CIWM;
- complete the transition from Operator Competency (CoTC) to Competent Management System (CMS).

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

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