



ENVIRONMENTAL SUSTAINABILITY GROUP POLICY

OVERVIEW

Healthcare 21 (hereinafter referred to as the “Company”) recognises that businesses can have a negative impact on the environment. As part of the AddLife Group, sustainability is a central part of our vision to improve people’s life by being a leading value-creating provider in life sciences.

Human health and well-being are intimately linked to our Sustainable Business Strategy. The Company believes that improvement in the quality of the environment is not a once off activity but rather a journey towards embedding environmentally sound business practices throughout our organisation and developing a commitment to sustainability within our people.

PURPOSE

The Company is committed to optimising opportunities to reduce the impact of its activities and business practices at every level throughout our supply chain. The Company is dedicated to promoting awareness and decisions that contribute to achieving environmentally sustainable development. It aims to reflect the commitment to delivering sustainability in its business practices and through its values and policies. The Company recognises this to be a continuous process of improvement rather than a steady-state and seeks to improve its performance, and that of its suppliers, over time.

SCOPE

The policy applies to all employees and Company facilities

POLICY

The Company will ensure it:

- continues to comply with or exceed applicable legal requirements and other compliance obligations that relate to the environmental aspects of our activities, products and services
- maintains and enhances an environmental management programme for continual improvement by establishing objectives, including regular evaluation and verification of environmental performance
- employs and implements a regularly reviewed Sustainable Business Strategy
- assesses our carbon footprint by reviewing Scope 1, 2 & 3 emissions in line with the Green House Gases Protocol Corporate Standards
- integrates the consideration of internal and external environmental concerns and impacts into all its decision making, business strategies and activities
- uses energy responsibly and efficiently
- protects the environment and prevents pollution through emission minimization, monitoring and control
- promotes environmental awareness among its employees and encourages all work in an environmentally responsible manner to ensure that personnel working for and on our behalf, are aware of this policy and individual obligations



- trains, educates and informs employees about environmental awareness that may affect their work
- reduces waste through re-use and recycling and by purchasing recycled, recyclable or re-furnished products and materials where these alternatives are available, economical and suitable
- promotes efficient use of materials and resources throughout its facility including water, electricity, raw materials and other resources, particularly those that are non-renewable
- avoids unnecessary use of hazardous materials and products, seeks substitutions when feasible, and takes all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of
- purchases and uses environmentally responsible products accordingly
- where required by legislation or where significant health, safety or environmental hazards exist, develops and maintains appropriate emergency and spill response programmes
- monitors and works to reduce its contribution to environmental emissions from travel undertaken for business purposes
- works collaboratively with our suppliers, customers and third parties to consider the life cycle impacts of their activities, products and services
- strives to continually improve its environmental performance and minimise the social impact and damage of activities by periodically reviewing our environmental policy in light of our current and planned future activities

A handwritten signature in black ink, appearing to read 'N. Pettitt', positioned above a horizontal line.

Nathan Pettitt
CEO