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. This policy provides a framework for setting, reviewing and achieving environmental objectives and targets.

SCOPE

This policy applies to all employees and to all activities, products and services under the operational control or influence of the Company.

POLICY

The Company will ensure it:

- continues to comply with all applicable legal and other environmental requirements related to its activities, products and services
- maintains and continually improve its environmental management system by setting objectives and regularly monitoring, measuring and evaluating performance
- implement and review its Sustainable Business Strategy, including assessing Scope 1, 2 and 3 emissions in line with the Green House Gases Protocol Corporate Standards
- integrates environmental consideration into decision-making, business strategy and operations
- protect the environment through pollution prevention, efficient energy and resource use, and reduction of emissions, waste and environmental impacts
- uses energy responsibly and efficiently
- promote environmental awareness and provide appropriate training to employees and those working on its behalf
- minimise waste through reduction, reuse and recycling, and promote responsible procurement of sustainable products and materials where applicable

- manage environmental risks by minimising the use of hazardous materials and maintaining appropriate emergency and spill response arrangements
- reduces environmental impacts associated with business travel where practicable
- works collaboratively with our suppliers, customers and third parties to consider the life cycle impacts of their activities, products and services
- reviews this policy periodically to ensure ongoing suitability and continual improvement
- communicate this policy to all relevant persons and make it available to interested parties
- ensure senior management accountability for the environmental management system and provision of necessary resources



Nathan Pettitt
Chair of HC21 Group & Chief Executive Officer