

Environmental Policy

Scope

This policy applies to all Medica employees & contractors and covers the activities in our primary buildings.

Policy Statement

Medica actively considers its environmental footprint and the impact that our decisions may have on the environment and particularly climate change. As a technology and services focused Group with most of our staff and contractors either working from home or employed in one office location, we believe our own footprint is relatively small. Medica is committed to ensuring that our operational processes and employees and contractors perform their duties in a way which minimises emissions and environmental impact.

Principles

Medica has developed a foundation of environmental and sustainability principles encouraging us to:

Operate in such a way that minimises paper usage

We will use technologies to reduce the use of paper documents and where possible implement paperless processes & solutions.

Minimise travel impact on the environment

We will employ policy, process and technology solutions (e.g. remote working, video and telephone conferencing) to enable employees and contractors to work from where they are based and reduce travel. When employees have the requirement to travel, we will encourage the use of greener travel via public transport, cycle-to-work or car sharing.

Ensure paper, plastic and cardboard waste is appropriately recycled

We will employ and make available recycling facilities for the disposal of paper, plastic and cardboard waste. Confidential paper waste will either be shredded on site or disposed of in secure confidential waste bins.

Ensure items are disposed of in a manner which minimises environmental damage

We will reduce technology waste by repurposing equipment where possible to increase overall lifespan. Technology equipment that can no longer be used will be disposed of through the use of sustainable and environmentally friendly methods whenever possible.

Comply with environmental laws, codes of practice and appropriate standards

We will ensure our processes and operations take into consideration applicable laws and codes of practice.

Report annually on our progress and environmental impact

We will publish environmental updates in line with our ESG framework, at least annually as part of our annual report of accounts or other publication where required.

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