

Environmental Policy

Introduction

Medicare Insourcing Services Ltd is committed to protecting the environment, preventing pollution, and continuously improving environmental performance in accordance with the requirements of ISO 14001:2015.

As an office-based healthcare support organisation, we recognise our responsibility to manage the environmental impacts of our operations in a proportionate and effective manner.

We commit to:

- Fulfilling all applicable legal, regulatory, and other environmental requirements relevant to our operations.
- Continually improving our environmental management system (EMS) to enhance environmental performance.
- Preventing pollution and reducing environmental harm wherever practicable.
- Supporting the UK's transition toward net zero and achieving our organisational target of Net Zero by 2035, as detailed in our Carbon Reduction Plan.

This policy applies to all employees, contractors, suppliers, and stakeholders working on behalf of Medicare Insourcing Services Ltd.

Legal and Regulatory Compliance

Medicare Insourcing Services will comply with all relevant environmental legislation and applicable codes of practice, including but not limited to:

- Climate Change Act 2008 (as amended)
- Environment Act 2021
- Environmental Protection Act 1990
- Environmental Protection (Duty of Care) Regulations 1991
- Waste (England and Wales) Regulations 2011
- Control of Substances Hazardous to Health Regulations 2002
- Health and Safety at Work etc. Act 1974
- Waste Electrical and Electronic Equipment (WEEE) Regulations 2013

As an SME under the Companies Act 2006, Medicare Insourcing Services Ltd is not currently required to report energy and carbon information under the Streamlined Energy and Carbon Reporting (SECR) framework. However, we monitor and manage our environmental impacts in a proportionate manner and maintain a Carbon Reduction Plan that is compliant with NHS and Cabinet Office requirements, including PPN 06/21.

Environmental Impacts

Medicare Insourcing Services, Unit 17.1, The Leather Market, Weston Street, London, SE1 3ER

Last Review Date: December 2025

Next Review Due: December 2026

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Due to the nature of our activities, Medicare Insourcing Services presents a low environmental risk and does not fall within the scope of Integrated Pollution Prevention and Control (IPPC) regulations.

The most significant environmental aspects associated with our operations are:

- Energy consumption within office-based operations
- Carbon emissions associated with electricity use and business travel
- Waste generation, including paper, packaging, and electronic equipment
- Procurement-related environmental impacts
- Use and disposal of office consumables and equipment

Medicare Insourcing Services Ltd supports NHS diagnostic services by deploying self-employed contractors, operating through their own personal service companies (PSCs), to deliver services at NHS sites across the UK. Travel to and from NHS sites is arranged and managed by contractors and remains outside the organisation's direct operational control.

Scope 3 Emissions Boundary and Approach

In line with the Greenhouse Gas (GHG) Protocol and NHS procurement guidance, Medicare Insourcing Services Ltd applies a proportionate approach to Scope 3 emissions reporting that reflects the nature of its operating model and level of operational control.

The organisation's Scope 3 emissions primarily relate to:

- Business travel arranged and undertaken directly by the organisation
- Employee commuting, where data is available or can be reasonably estimated
- Waste generated from office-based operations
- Purchased goods and services associated with office activities

Contractors engaged via their own personal service companies (PSCs) remain responsible for their own travel arrangements and associated emissions. As such, contractor travel is not within Medicare Insourcing Services Ltd's direct operational control and is not treated as a direct operational emission source.

While direct control is limited, the organisation seeks to influence reduction of avoidable emissions through efficient service planning, use of local resources where practicable, and promotion of remote and digitally enabled diagnostic support.

The organisation's environmental aspects and impacts, including Scope 3 boundaries, are reviewed periodically through management review processes, informed by data and assumptions set out in the Carbon Reduction Plan.

Environmental Policy Principles

Environmental Policy

Medicare Insourcing Services is guided by the following principles:

- Preventing or minimising environmental harm where practicable
- Reducing energy consumption and associated carbon emissions
- Reducing, reusing, and recycling waste wherever possible
- Integrating environmental considerations into procurement and operational decision-making
- Promoting environmental awareness and responsible behaviours among staff

Environmental Risk Management

Medicare Insourcing Services has assessed the environmental risks associated with its activities and has implemented proportionate controls to manage those risks.

Environmental controls and procedures are reviewed periodically to ensure they remain appropriate, effective, and compliant with current legislation and best practice.

Carbon Reduction Commitment

In line with national climate objectives, Medicare Insourcing Services is committed to reducing its carbon emissions and supporting the UK's transition to a low-carbon economy.

Medicare Insourcing Services Ltd is committed to achieving Net Zero carbon emissions by 2035, in line with its published Carbon Reduction Plan and NHS Net Zero ambitions. This commitment covers emissions arising from our office-based operations and business activities and is delivered through proportionate, achievable measures appropriate to the size and nature of the organisation.

Our approach focuses on realistic and proportionate measures, including:

- Monitoring electricity consumption within office premises
- Reducing unnecessary energy use through efficient equipment management
- Encouraging staff to adopt energy-conscious working practices
- Reviewing business travel arrangements to minimise avoidable emissions

Sustainable Procurement

Environmental considerations are integrated into procurement decisions where practicable and appropriate. This includes:

- Preference for recycled or sustainably sourced products
- Avoiding unnecessary purchases and single-use items where alternatives exist
- Considering supplier environmental credentials for significant purchases

Waste Management

Medicare Insourcing Services is committed to minimising waste generation and ensuring the responsible disposal of unavoidable waste.

Arrangements include:

- Recycling of paper, cardboard, plastics, metals, glass, and printer cartridges

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- Use of authorised waste carriers, managed by the landlord (Workspace)
- Responsible disposal of waste electrical and electronic equipment (WEEE) in accordance with legislation, with records retained where applicable
- Reuse or donation of furniture and equipment where feasible

Roles, Responsibilities and Monitoring

Overall responsibility for environmental management rests with the CCO. Responsibilities include:

- Overseeing delivery of the Carbon Reduction Plan and ensuring alignment between environmental policy commitments and NHS procurement requirements
- Maintaining and reviewing this Environmental Policy
- Periodic review of environmental risks and impacts
- Monitoring energy use where data is available
- Reviewing procurement practices from an environmental perspective
- Ensuring appropriate waste and recycling arrangements are in place
- Promoting environmental awareness among staff

Environmental objectives and actions are reviewed as part of wider management processes.

Communication and Compliance

This policy is communicated to all employees and is made available to relevant stakeholders upon request.

Employees are expected to comply with this policy and associated procedures. Failure to do so may be addressed through appropriate management action.

We seek to align with the environmental and sustainability policies of our healthcare clients and partners wherever practicable.

Review

This Environmental Policy is reviewed annually, or sooner if required due to legislative changes, organisational changes, or other relevant circumstances.

Policy–Carbon Reduction Plan Consistency Statement

This Environmental Policy is aligned with and supported by the Medicare Insourcing Services Ltd Carbon Reduction Plan and should be read in conjunction with that document.

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Environmental Management Programme (EMP)

Purpose

The Environmental Management Programme provides a proportionate framework for identifying, monitoring, and managing the environmental impacts of Medicare Insourcing Services.

Scope

The programme applies to all office-based activities and supporting business operations.

Key Environmental Areas and Controls

Energy Use

- Monitor electricity usage through landlord-provided data and utility information
- Promote energy-efficient behaviours (e.g. switching off equipment when not in use)
- Use energy-efficient lighting and IT equipment where practicable

Carbon Emissions

- Focus on emissions arising from electricity consumption and business travel
- Minimise unnecessary travel and encourage remote meetings where appropriate

Waste Management

- Segregation and recycling of office waste streams
- Use of authorised waste contractors via the landlord
- Responsible disposal of WEEE

Procurement

- Consider environmental factors when purchasing office supplies and equipment
- Avoid unnecessary or wasteful purchasing

Monitoring and Review

Environmental aspects are reviewed periodically through:

- Management review discussions
- Energy and waste monitoring
- Procurement review activities

Findings and improvement actions are recorded where appropriate and reviewed by the CCO.

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Carbon Reduction Summary

Organisational Context

Medicare Insourcing Services is a small, office-based organisation with no direct clinical service delivery and a low environmental risk profile.

Emissions Scope

Our primary sources of carbon emissions are:

- Electricity consumption within office premises
- Limited business travel

We do not operate vehicle fleets or energy-intensive processes.

Current Controls

- Office-based operations with low energy demand
- Landlord-managed waste and recycling services
- Use of standard office IT and equipment
- Remote working and virtual meetings used where appropriate

Reduction Measures in Place

- Encouraging staff to switch off equipment when not in use
- Use of energy-efficient lighting and devices
- Reducing paper use through digital working practices
- Minimising unnecessary travel

Forward Actions

- Continue monitoring energy use where data is available
- Reinforce energy-conscious behaviours through staff communication
- Review procurement choices for environmental considerations

Commitment

Medicare Insourcing Services is committed to continual, proportionate reduction of its carbon emissions and to supporting the UK's Net Zero ambitions in a manner aligned with the scale and nature of its operations.