

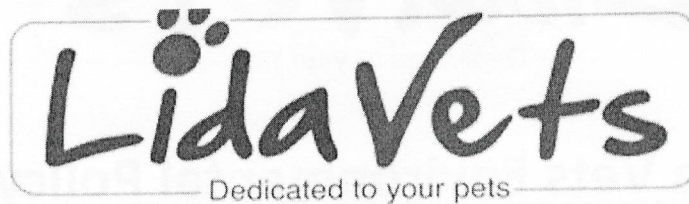
Lida Vets Environmental Policy

Lida Vets is a small animal veterinary practice. At Lida vets we are always striving to meet customer expectations by implementing policies that reduce waste and use manufacturers and materials which conform to ISO 9001 Standards and the Good Manufacturing Practices. We acknowledge that our operations have an effect on the environment in terms of the use of materials, emissions to air and water, and waste generation.

Our managements commitment to the environment has allowed us to implement strategies which provide a safe and healthy work environment for our employees, while guaranteeing quality service to our clients and patients. Our business is strengthened by protecting the safety, health and environment of our employees, our customers, and the people of our community.

Lida vets is committed to reducing our impacts on the environment and we currently hold a Silver level accreditation with the iie scheme. In the next twelve months we aim to maintain our silver level. This will be achieved through our established objectives and goals set out below:

- Compliance with all applicable standards, laws, requirements, regulations, and public/ customer expectations.
- Implementing water and energy conservation techniques.
- Introducing a waste management protocol.
- Recycling and re-using materials when possible.
- Creating a travel plan for our colleagues.
- Join a new energy contract utilising renewable energy sources.
- Designing out waste through service and good procurement and in future projects.
- Perform and distribute an annual organisational sustainability audit and report.
- Working with suppliers to ensure they acknowledge and decrease the environmental impact of their products and transportation.



- Introduce a more formal induction to our sustainability goals and action plans for all new colleagues.
- Reduce our anaesthetic gas (Isoflurane) usage through the Linnaeus 'we go for lower flow campaign'.
- Encourage sustainable prescribing through the Linnaeus 'pharmaceutical stewardship programme'.

We will continue to improve our environmental management system through bi-annual reviews and updates, taking into account any changes within legislation, our organisation, and other factors. We will convey this policy to all our employees and make certain that they are provided with proper training to increase awareness of environmental matters.

Kerry Kerr has a designated responsibility for the day-to-day implementation of this policy with support from the Lida vets green group members Jacob Sen and Monisha Kowshik, and the Linnaeus sustainability group.

Lida vets will make this policy available when requested to interested parties including members of the public. A copy will also be made available on the Lida vets' website.

Signed:

A handwritten signature in black ink, appearing to read 'Ilan Lay', is written over a horizontal line.

Ilan Lay

Dated: 12/10/2023

Position: Clinical Director