



Environmental Policy

Calder Vets, part of Linnaeus Veterinary Limited, offers a range of high-quality small animal veterinary services via a network of clinics and one central hospital in West and South Yorkshire.

At Calder, our teams work hard to provide friendly, knowledgeable support to pet owners, while maintaining the very highest levels of patient care and client service.

We acknowledge that our operations have an effect on the environment and have identified key areas that contribute our environmental and carbon footprint:

- **Consumption of electricity, gas, water, and other fuels**
- **Use of anaesthetic gases**
- **Waste generation**
- **Transport emissions**
- **Use of raw materials, including materials and medications**
- **Procured goods and services with their own environmental impact**

Calder Vets is committed to reducing their environmental impact through a journey of continual improvement by working through the Investors in the Environment accreditation scheme.

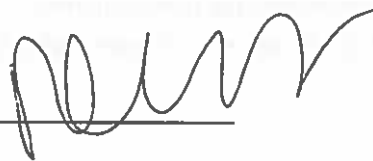
Our environmental commitment can be demonstrated in our established objectives and goals below:

- Commitment to net zero carbon emissions target by 2040 in alignment with Mars Sustainable in a Generation and Linnaeus sustainability policies
- Compliance with all applicable environmental regulations and public/customer expectations
- Monitoring our key resource usage and implementing conservation techniques to achieve our environmental targets
- Implement a waste/recycling policy and sustainable procurement policy
- Minimising unsustainable transport use
- Take part in One Health sustainability project with our staff
- Working with suppliers to ensure they acknowledge and decrease the environmental impact of their products and transportation
- Publishing and distribution of an annual organisational sustainability report

We will continue to improve our environmental management system by working to the Investors in the Environment (iE) criteria, considering any changes in legislation, our organisation, and other factors. We will convey this policy to all our employees ensuring that they are provided with training to increase awareness of environmental matters. Anna Gaughan, our sustainability Lead has designated responsibility for the day-to-day implementation of this policy. Environmental Sustainability (EnSus) leads will be nominated for each operating cluster within our business.

Calder Vets will make this policy available when requested to interested parties including members of the public, including making a copy available on the group' website.

Rachael McGregor



Clinical Director of Calder Vets

Date: 19th November 2020