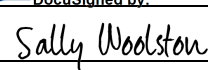
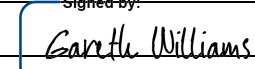




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1. Purpose and Scope

Bionical Health (“Bionical”) recognises and accepts its responsibility to minimise, wherever possible, its impact on the environment and to comply with all statutory environmental requirements.

Bionical wishes to promote, amongst its staff, sub-contractors and customers an understanding of environmental issues.

Through properly developed and executed practices, Bionical seeks to sustain and improve its own environment and contribute to the protection of the local, national and global environments.

Bionical is committed to making a positive impact through our environmental sustainability performance.

To enhance environmental and sustainability awareness among its staff and sub-contractors:

- in the procurement of resources
- by provision of information, instruction and training.

To minimise;

- the consumption of resources
- the production of waste
- harmful emissions to air, land and water

Consideration will be given to the substitution of polluting substances with “greener” alternatives wherever possible.

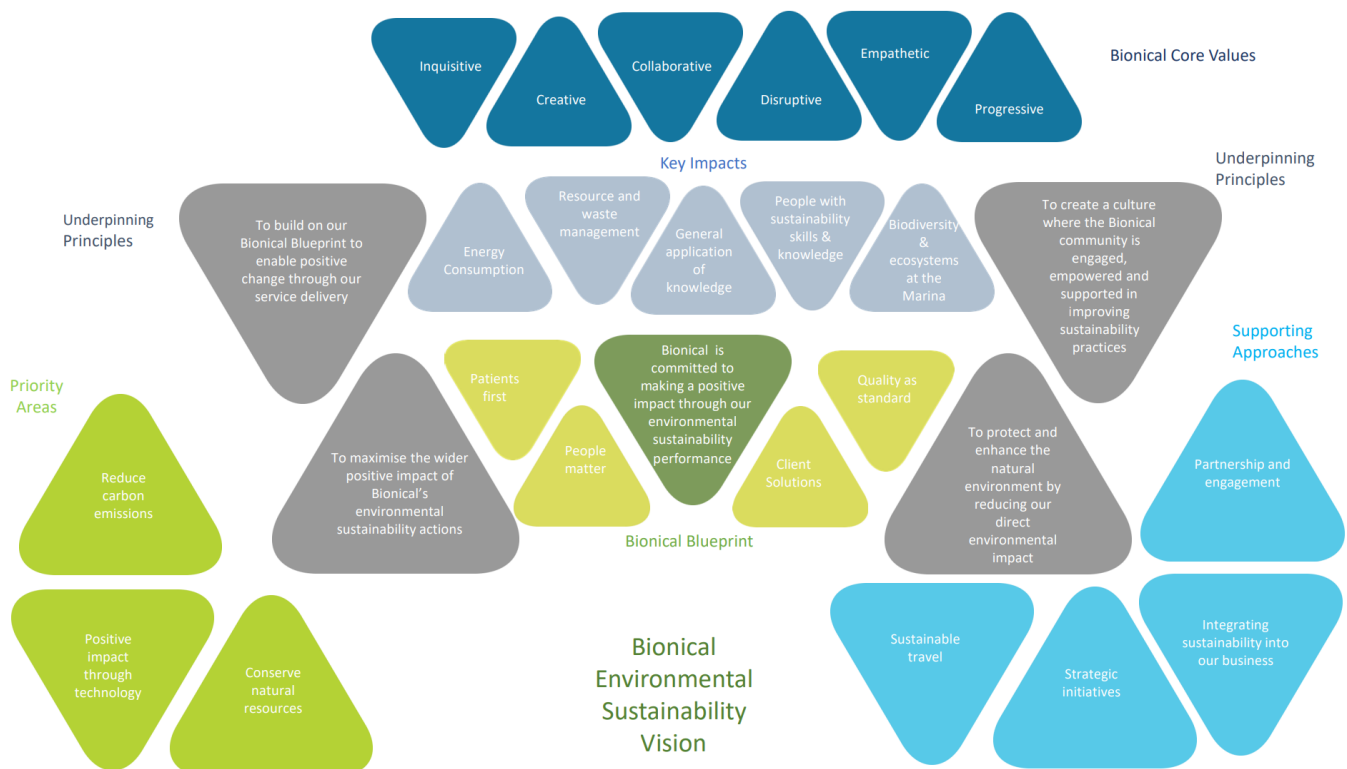
This document is designed to provide an overview of Bionical’s vision and policy covering Environmental issues.

2. Affected Employees and Responsibilities

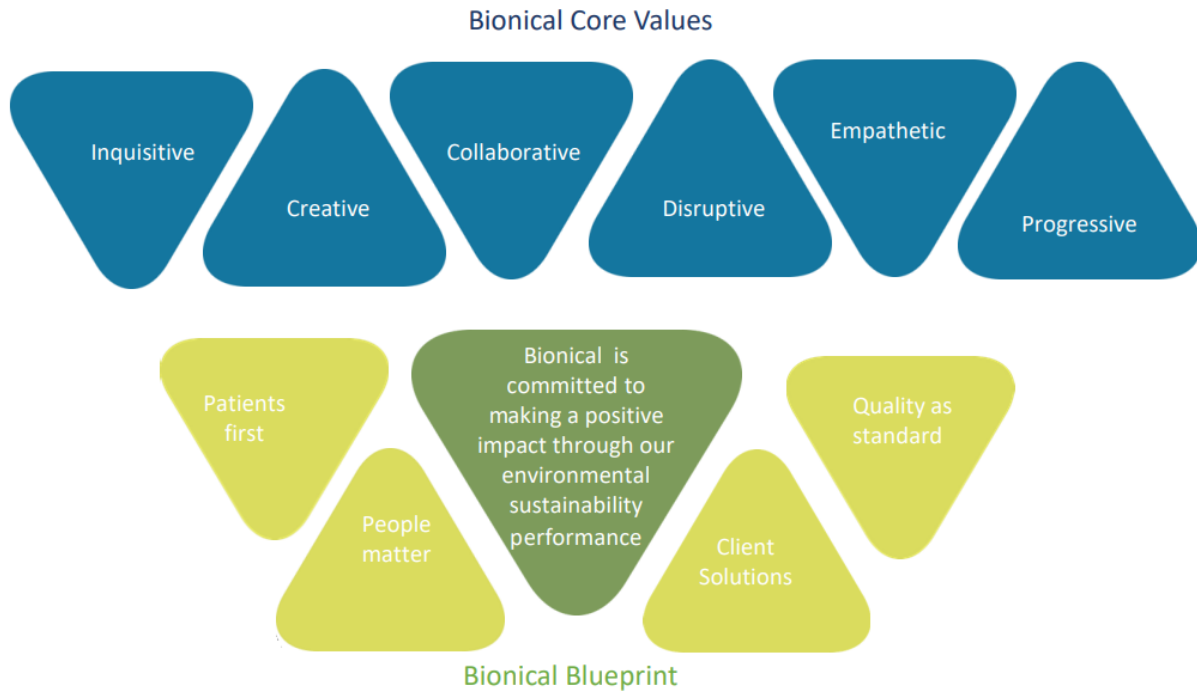
All permanent and temporary workers including external contractors working for Bionical Health either in a full or part time basis who are based in the UK.

3. Bionical Health Environmental Sustainability Vision

To support our environmental and sustainability policy, Bionical created an "Environmental Sustainability Vision Roadmap".

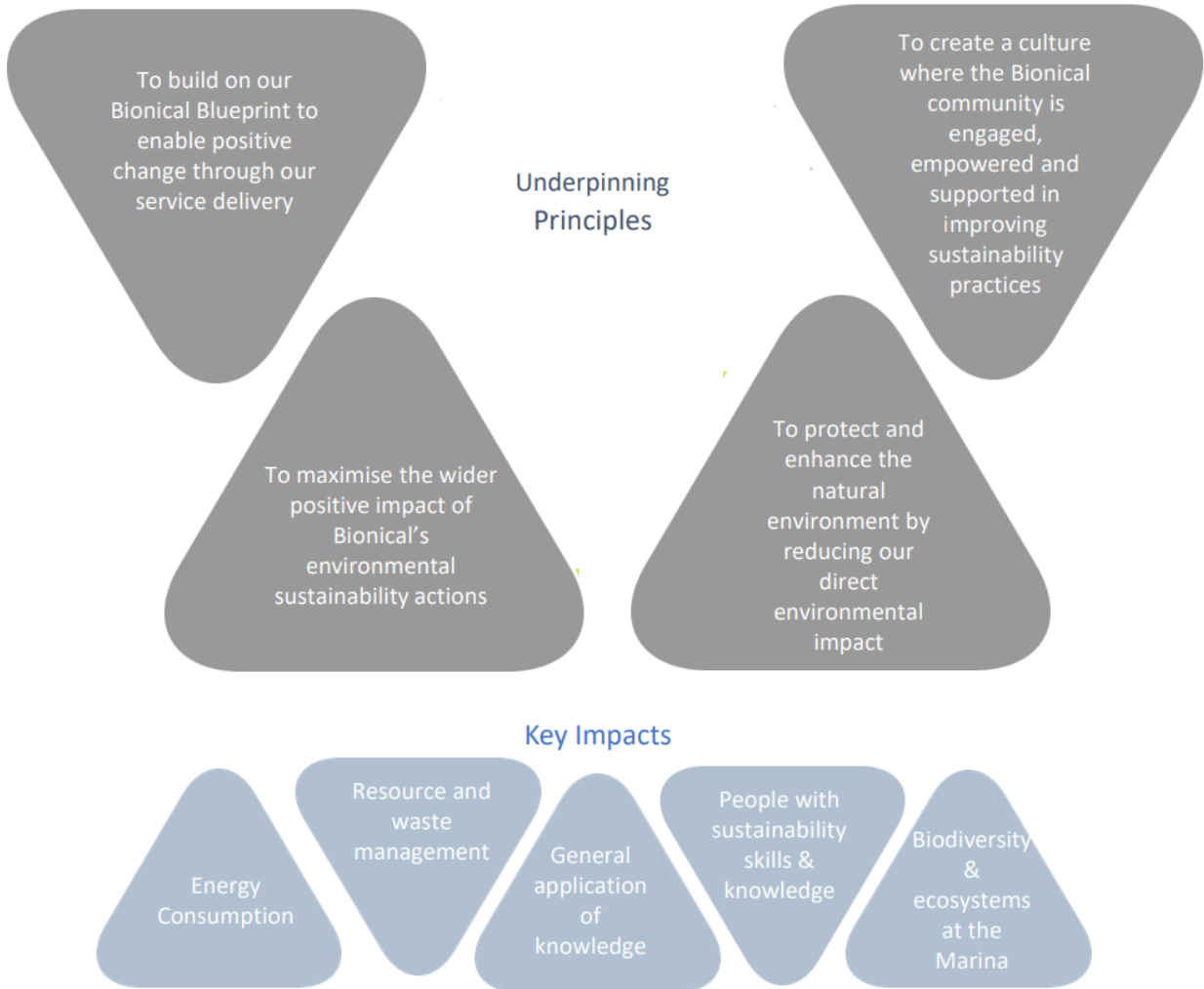


The basis for the roadmap were the following core Bionical Values:



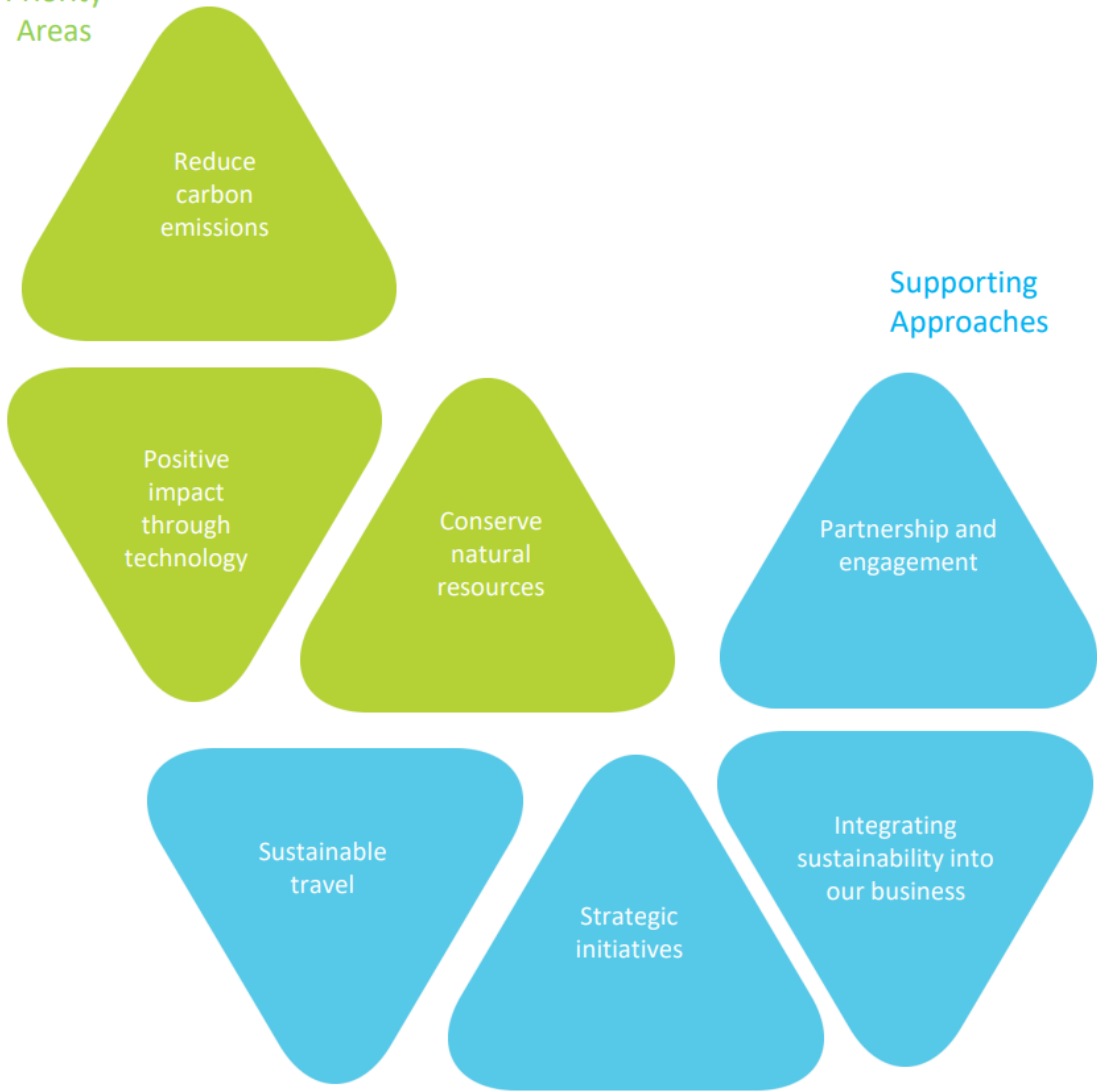
Using these core principles, we then looked at how these values should translate into an environmental and sustainability policy:

- Our underpinning environmental and sustainability principles
- Our key environmental and sustainability impacts



Finally, we identified priority areas and supporting approaches to help us achieve our environmental and sustainability principles.

Priority
Areas



This "Environmental Sustainability Vision Roadmap" allows us to create individual environmental and sustainability policies that are reviewed against and aligned with these principles and values. The next sections will refer to our specific environmental and sustainability policies and guidance.

4. Environmental and Sustainability Policy and Guidance

Over the next 12-18 months Bionical Health is committed to the following:

Bionical Health wishes to conserve energy and natural resources.

- It will endeavour to use the minimum quantities of energy possible in accordance with the safe and efficient operation of its lighting by using motion triggered sensors as a means of activation.
- It will continuously review its energy sources, energy forms, and energy efficiency with a view to causing least environmental impact.
- It will communicate to staff and contractors used on the premises, the means by which energy may be conserved
- It will carry out a programme of water conservation by observing for leakage in the office environment and eliminating excessive or unnecessary use by placing awareness signs requesting employees turn off taps and run the dishwasher once daily.
- It will address any leakage issues by reporting such problems to the landlord for immediate action.

Bionical Health wishes to mitigate the harmful effects of its traffic on the environment.

- When travelling to and from our premises and on Bionical business, all staff will be discouraged from the single occupancy use of private vehicles wherever possible.
- Bionical controlled vehicles (company cars and those who use their own cars for Bionical business use) will be operated in such a way as to minimise their impact on the environment. For field based staff this will be done by adopting an efficient staff scheduling system to reduce travel time and therefore reduce milage.
- With the initiation of hybrid working and utilising meetings technology, unnecessary journeys to head office or client/customer offices will reduce the carbon emissions generated by the use of cars and public transport.
- Bike racks have been installed at Bionical Health head office to promote the use of bikes as a means of transport to work.
- Bionical Health offers the 'cycle to work' scheme enabling staff to obtain bikes and E bikes at discounted price.

Waste Management and Recycling

Bionical Health wishes to conserve resources by minimising its generation of wastes.

- Bionical is an office space so generates only material appropriate for an office environment, however whenever possible waste shall be recycled, reclaimed, or reused. This includes the following items (this list is not exhaustive):
 - Printer cartridges
 - Paper
 - Plastic
 - Aluminium cans
 - Plastics
 - Cardboard
 - Office furniture
 - IT Equipment
- All waste disposal shall be carried out by registered waste carriers and removed to registered waste disposal sites.
- Water dispensers are provided in head office allowing staff access to water to reduce the amount of plastic bottled water purchased by staff.

Control of Substances Hazardous to Health

Bionical does not require routine use of substances hazardous to health however, if Bionical was in a position where the use of substances hazardous to health was needed then the following approach would be taken:

- Hazardous substance spillages will be immediately contained by the use of an inert substance and then correctly disposed of to prevent any damage to the environment.
- Any hazardous substance spillage of a significant amount will be immediately reported to the Local Water Authority if discharge into a sewer is likely.
- All hazardous substances and empty containers will be disposed of in an environmentally friendly manner by an approved method.

Environmental awareness of staff and contractors

Bionical wishes to promote the awareness of environmental matters amongst its staff and contractors located at Bionical offices and field based staff.

To do this it will:

- Support the implementation of an environmental policy
- Delegate environmental responsibilities to the Health and Safety Co-ordinator
- Provide staff with information and training in environmental matters.
- It will be enforced by managerial vigilance and shall be subject to regular auditing and review

5. Version History

Version	Date	Reason for Change	Date of Issue
1.0	16 th August 2024	New Document	23 rd August 2024