



Environmental Sustainability Policy

Version Control

Reference Number ES001	Version 1.0	Status Final	Sponsor(s)/Author(s) P.Godbole
Document objectives: This policy sets out how Pioneer Healthcare Limited (PH) will manage environmental sustainability and net zero targets.			
Executive Lead: John McMullan			
Policy Owner: Liz Seaton, Head of Clinical services			
Intended Recipients: All clinical, allied healthcare staff, contractors and non clinical staff			
Approving Body		Board of Directors on 28 May 2026	
Review Date		May 2029	

The table below logs the history of the steps in development of the document.

Version	Date	Author	Comment
1.0	May 2026	P.Godbole	New policy

1. Policy Statement

Pioneer Healthcare Limited is committed to operating in an environmentally responsible and sustainable manner. We recognise the impact that healthcare services and business activities can have on the environment and support the ambitions of the NHS to reduce carbon emissions, improve sustainability, and protect public health for future generations.

We are committed to embedding sustainable practices into our operations, decision-making, and service delivery wherever reasonably practicable, while continuing to provide safe, effective, and high-quality healthcare services.

Pioneer Healthcare Limited supports the NHS ambition to achieve net zero emissions by 2040 for emissions directly under NHS control and by 2045 for emissions influenced through supply chains and procurement activities. Pioneer will seek to contribute proportionately to these objectives through its own operations and partnerships.

2. Purpose

The purpose of this policy is to:

- Promote environmental sustainability across Pioneer Healthcare Limited;
- Support the NHS commitment to achieving Net Zero carbon emissions;
- Reduce avoidable waste and unnecessary resource consumption;
- Encourage responsible procurement and operational practices;
- Ensure sustainability considerations form part of continuous organisational improvement.

3. Scope

This policy applies to:

- All employees, contractors, consultants, and temporary workers;
- All operational and administrative activities undertaken by Pioneer Healthcare Limited;
- Any third parties working on behalf of the organisation where relevant.

4. Our Commitments

Pioneer Healthcare Limited is committed to:

4.1 Reducing Environmental Impact

We will seek to minimise the environmental impact of our activities through responsible use of energy, water, materials, and other resources.

4.2 Waste Reduction and Recycling

We will promote waste reduction practices and encourage reuse and recycling wherever appropriate and safe to do so.

4.3 Sustainable Travel

Pioneer will:

- encourage virtual meetings where appropriate;
- minimise unnecessary travel;
- promote efficient scheduling of clinical sessions;
- encourage car sharing and public transport where practical;
- reduce duplicate journeys through service planning.

4.4 Sustainable Procurement

Where reasonably practicable, we will consider environmental sustainability within procurement and supplier selection processes.

4.5 Digital and Efficient Working

We will support digital systems and paper-light working practices to reduce unnecessary printing, storage, and transportation impacts.

4.6 Sustainable Clinical services

Pioneer will seek to:

- minimise waste in theatres and clinics;
- reduce avoidable use of single-use items where clinically appropriate;
- support appropriate stock management;
- reduce unnecessary investigations and repeat appointments;
- support evidence-based pathways which minimise environmental impact whilst maintaining patient safety.

4.7 Compliance

We will comply with relevant environmental legislation, regulations, and applicable NHS sustainability expectations relevant to our services.

4.8 Staff Awareness

We will encourage staff awareness of environmental sustainability and promote responsible workplace behaviours.

4.9 Continuous Improvement

We will periodically review our environmental practices and seek opportunities for ongoing improvement aligned with organisational growth and operational needs.

5. Responsibilities

Directors and Senior Management

Senior management are responsible for supporting implementation of this policy and ensuring sustainability considerations are incorporated into operational planning where appropriate.

Role	Responsibility
Board of Directors	Strategic oversight
CEO	Executive accountability
Medical Director	Clinical sustainability leadership
Head of Clinical Services	Operational delivery
Service Managers	Local implementation
Staff and Contractors	Compliance with policy

Employees and Workers

All staff are expected to support environmentally responsible practices and contribute to reducing unnecessary waste and resource use in day-to-day activities.

6. Environmental Objectives 2026-2029

- Reduce paper consumption by 25%.
- Increase digital documentation and signatures.
- Reduce unnecessary travel through remote meetings.
- Include sustainability considerations in all procurement exercises over £10,000.
- Include sustainability within annual Board reporting.

7. Social Value Alignment

Pioneer recognises the relationship between environmental sustainability, social value and health inequalities and will seek opportunities to improve all three through service delivery and procurement decisions.

8. Monitoring and Review

This policy will be reviewed periodically to ensure it remains appropriate, effective, and aligned with organisational requirements and evolving NHS sustainability expectations and environmental legislation. The Executive Board will receive an annual Environmental Sustainability Report summarising progress against objectives, improvement actions and opportunities for further reduction in environmental impact.

As organisational maturity develops, Pioneer will explore proportionate approaches to measuring and reporting its organisational carbon footprint and associated emissions.

9. Related Policies

This policy should be read alongside other Pioneer Healthcare Limited governance, quality, health and safety, and operational policies where applicable.

8. References and Associated Guidance

Pioneer Healthcare Limited has considered the following guidance, frameworks, and legislation in the development of this policy:

1. NHS England – *Delivering a Net Zero NHS*
2. NHS England – *Greener NHS Programme*
3. Department of Health and Social Care – Sustainability and environmental policy guidance
4. UK Government – *Environment Act 2021*
5. UK Government – UK Net Zero Strategy
6. Health and Safety Executive – Waste management and environmental good practice guidance
7. Care Quality Commission – Well-led governance and sustainable operational practice expectations
8. NHS Supply Chain – Sustainable procurement principles
9. International Organization for Standardization – Environmental management principles
10. United Nations – Relevant sustainability and climate objectives