



Net Zero and Carbon Reduction Policy

Version Control

Reference Number NZ1	Version 1.0	Status Final	Sponsor(s)/Author(s) N Salkeld
Document objectives: Sets out PH's policy on achieving net zero targets and our carbon reduction strategy			
Intended Recipients: All staff			
Training/Resource Implications: Induction training, awareness of policy folder			
Approving Body and Date first approved		Executive Board – ratified 28 May 2026	
Next Review Date		May 2027	

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. Introduction

Climate change is recognised as one of the greatest threats to public health globally. Healthcare services contribute significantly to carbon emissions through energy consumption, travel, procurement activities, clinical supplies and waste generation.

Pioneer Healthcare Limited recognises its responsibility to minimise its environmental impact whilst continuing to deliver safe, effective and high-quality healthcare services to NHS patients and partner organisations.

This policy supports the ambitions of the NHS to achieve net zero carbon emissions and aligns with the wider UK Government commitment under the Climate Change Act 2008 to achieve national net zero greenhouse gas emissions by 2050.

Pioneer Healthcare Limited is committed to supporting the NHS Net Zero ambition and embedding environmental sustainability within all aspects of service delivery. The organisation has achieved **Evergreen Sustainable Supplier Assessment Level 2 compliance**, demonstrating that it has established governance arrangements, policies and processes to manage and improve environmental sustainability performance across its operations and supply chain.

2. Purpose

The purpose of this policy is to:

- Establish Pioneer's commitment to reducing greenhouse gas emissions.
- Support the NHS Net Zero agenda.
- Embed sustainability into clinical and corporate decision making.
- Reduce waste and unnecessary resource consumption.
- Promote sustainable healthcare delivery.
- Encourage environmental responsibility throughout the organisation.

3. Scope

This policy applies to:

- Executive Directors
- Employees
- Contractors
- Consultants
- Temporary staff
- Agency workers
- Suppliers and subcontractors acting on behalf of Pioneer Healthcare Limited.

The policy covers all services delivered by Pioneer including:

- NHS insourcing services
- NHS outsourcing contracts
- Community and diagnostic services
- Any future independent healthcare services.

4. Definitions

Net Zero

Achieving a balance between greenhouse gas emissions produced and emissions removed from the atmosphere.

Carbon Footprint

The total amount of greenhouse gas emissions directly or indirectly generated by organisational activities.

Sustainability

Meeting current needs without compromising the ability of future generations to meet their own needs.

5. Policy Statement

Pioneer Healthcare Limited is committed to:

- Supporting the NHS ambition to become the world's first net zero national health system.
- Reducing carbon emissions associated with service delivery.
- Embedding sustainability within business planning and procurement decisions.
- Working collaboratively with NHS partners to reduce environmental impact.
- Supporting innovation and digital transformation that reduce carbon emissions.
- Encouraging environmentally responsible behaviour amongst staff and contractors.

6. Strategic Objectives

Pioneer will:

1. Measure and understand its carbon footprint.
2. Reduce emissions associated with travel and transport.
3. Reduce waste generation.
4. Improve sustainable procurement practices.
5. Support low carbon clinical pathways.
6. Promote remote and digital working where appropriate.
7. Encourage supplier engagement with net zero ambitions.
8. Monitor progress through annual reporting.

7. Governance and Responsibilities

Board of Directors

The Board is responsible for:

- Approving this policy.
- Providing strategic oversight.

- Monitoring progress against objectives.

Chief Executive Officer

The CEO has executive responsibility for implementation and monitoring.

Service Managers

Managers are responsible for:

- Promoting sustainable practices.
- Supporting local initiatives.
- Identifying opportunities for carbon reduction.

Employees and Contractors

All staff are expected to:

- Minimise waste.
- Reduce unnecessary travel.
- Support recycling initiatives.
- Use resources responsibly.

8. Carbon Reduction Priorities

Pioneer will prioritise carbon reductions through:

Clinical Service Delivery

- Reducing avoidable patient journeys.
- Delivering care closer to home where appropriate.
- Supporting same-day pathways.

Business Operations

- Reducing paper consumption.
- Increasing electronic document management.
- Minimising printing.

Procurement

- Purchasing environmentally sustainable products where feasible.
- Considering whole-life environmental impact during procurement decisions.

9. Sustainable Clinical Delivery

Pioneer will seek to:

- Reduce unnecessary outpatient visits.
- Utilise virtual consultations where clinically appropriate.

- Support day-case surgery pathways.
- Reduce duplication of investigations.
- Support evidence-based clinical pathways.

The NHS recognises that prevention, early intervention and streamlined patient pathways reduce both emissions and healthcare costs.

10. Procurement and Supply Chain

Pioneer will:

- Engage suppliers regarding their sustainability credentials.
- Encourage suppliers to develop carbon reduction plans.
- Consider environmental impacts during tender evaluations.
- Support NHS procurement standards.

The NHS Net Zero strategy identifies procurement and supply chains as major contributors to healthcare emissions and highlights supplier engagement as a key priority.

11. Travel and Transport

Pioneer will seek to reduce emissions arising from travel through:

- Increased use of virtual meetings.
- Remote clinical consultations where appropriate.
- Encouraging public transport usage.
- Encouraging car sharing arrangements.
- Supporting home working arrangements where operationally appropriate.

12. Digital Transformation

Pioneer recognises digital technology as a significant enabler of carbon reduction.

The organisation will:

- Promote paperless systems.
- Support electronic patient records.
- Use secure digital communications.
- Encourage remote working and virtual meetings.
- Support digital clinical pathways.

The NHS identifies digitally enabled care models as a major opportunity for reducing travel-related emissions and supporting net zero ambitions.

13. Waste Management

Pioneer will:

- Apply the principles of Reduce, Reuse and Recycle.
- Minimise single-use products where clinically appropriate.

- Ensure appropriate segregation of clinical and domestic waste.
- Support local recycling schemes within partner organisations.

14. Staff Engagement and Training

Pioneer will:

- Raise awareness of environmental sustainability.
- Encourage staff suggestions for improvement.
- Promote environmentally responsible behaviour.
- Include sustainability considerations within organisational communications.

15. Monitoring and Reporting

Pioneer will monitor:

- Business travel mileage.
- Paper consumption.
- Waste generation.
- Digital service utilisation.
- Supplier sustainability performance.

Progress will be reported annually to the Executive Team and Board of Directors.

16. Equality Impact Assessment

This policy has been screened and found to have no adverse impact on any protected group under the Equality Act 2010.

17. Related Documents

- Environmental Sustainability Policy
- Social Value Policy
- Procurement Policy
- Clinical Governance Policy
- Information Governance Policy
- Travel and Expenses Policy

18. References

- NHS England — *Delivering a Net Zero National Health Service* (2020).
- Climate Change Act 2008.
- Health and Care Act 2022.
- NHS England Greener NHS Programme.

Appendix A – Pioneer Healthcare Limited Carbon Reduction Plan (2026–2035)

1. Purpose

Pioneer Healthcare Limited is committed to supporting the NHS ambition to achieve Net Zero and recognises the important role independent healthcare providers play in reducing the environmental impact of healthcare delivery.

As an organisation delivering predominantly mobile, insourced and outsourced clinical services, Pioneer's largest sources of emissions are likely to arise from:

- Staff and contractor travel
- Procurement and supply chain activities
- Clinical consumables and equipment
- Waste generation
- Digital infrastructure and office operations

This Carbon Reduction Plan sets out the actions Pioneer will take to minimise these emissions and monitor progress over time.

2. Carbon Reduction Commitments

Area	Baseline Position (2026)	Target	Target Date
Business travel emissions	Baseline to be established	Reduce emissions by 20%	2030
Virtual meetings	Hybrid working established	80% of internal meetings virtual where appropriate	2028
Paper usage	Predominantly electronic systems	Reduce paper consumption by 90%	2028
Procurement	Sustainability considered informally	Sustainability criteria included in procurement decisions	2027
Supplier engagement	No formal requirement	Major suppliers to have Carbon Reduction Plans	2030
Clinical waste	Managed through host NHS organisations	Reduce avoidable waste generation by 10%	2030
Digital service delivery	Remote governance meetings established	Increase digital consultations and meetings by 25%	2028

Area	Baseline Position (2026)	Target	Target Date
Staff awareness	Ad hoc sustainability awareness	Annual sustainability communication programme	2027

3. Key Carbon Reduction Initiatives

Travel and Transport

Pioneer will:

- Promote virtual meetings as the default option where appropriate.
- Encourage car sharing for clinical teams working at the same location.
- Support the use of public transport where practical.
- Minimise unnecessary journeys through improved workforce planning.

Sustainable Clinical Delivery

Pioneer will:

- Support same-day pathways and reduced hospital stay where clinically appropriate.
- Promote streamlined patient pathways that avoid unnecessary appointments or investigations.
- Support digital patient engagement and remote follow-up where clinically appropriate.

Procurement and Supply Chain

Pioneer will:

- Consider environmental sustainability within procurement decisions.
- Encourage suppliers to publish Carbon Reduction Plans.
- Work with NHS partners to support reusable products and reduced packaging.

Digital Transformation

Pioneer will:

- Continue the transition to paperless governance systems.
- Increase the use of secure electronic records and communications.
- Reduce printing and paper storage requirements.

Waste Management

Pioneer will:

- Apply the principles of Reduce, Reuse and Recycle.
- Support host organisations' recycling programmes.

- Minimise single-use items where clinically appropriate and safe.

4. Governance and Monitoring

The Executive Team will review progress against this Carbon Reduction Plan annually.

Progress will be reported to the Board through the annual Quality and Sustainability Report and will include:

- Business travel metrics.
- Paper consumption trends.
- Supplier sustainability performance.
- Progress against stated targets.

The Carbon Reduction Plan will be reviewed annually and updated in line with NHS England guidance and the Greener NHS programme.

5. Long-Term Ambition

Pioneer Healthcare Limited aims to support the wider NHS ambition of achieving Net Zero emissions and will continue to identify opportunities to reduce its environmental impact while maintaining safe, effective and high-quality patient care.