



# HEALTHBRIDGE OCCUPATIONAL HEALTH SUSTAINABILITY POLICY

## 1. ENVIRONMENTAL COMMITMENTS

We minimise ecological impact through **verifiable actions**:

| Area                 | Target                                          | Progress Tracking                   |
|----------------------|-------------------------------------------------|-------------------------------------|
| Paperless Operations | 99% digital (1% paper only if legally required) | Quarterly audit of paper use        |
| Energy Efficiency    | 100% renewable energy for UK-hosted servers     | Annual provider certification check |
| Waste Reduction      | Zero single-use plastics in offices             | Monthly staff compliance reports    |

**Key Actions:**

Paper forms require **manual override approval** (logged for audits).

## 2. REMOTE WORK ADVANTAGE

| Initiative                   | Carbon Impact                                         | Validation Method                   |
|------------------------------|-------------------------------------------------------|-------------------------------------|
| Remote consultations         | Saves ~150kg CO <sub>2</sub> e per employee annually* | Annual carbon footprint calculation |
| Green tech (Microsoft Teams) | 30% more energy-efficient than Zoom**                 | Vendor sustainability reports       |



**Notes:**

- \*\*Based on 250 avoided commutes/year (10-mile avg).
- \*\*Microsoft 2023 Sustainability Report.\*

**3. SUSTAINABLE PROCUREMENT**

| Category           | Requirement                                | Verification                  |
|--------------------|--------------------------------------------|-------------------------------|
| IT Hardware        | 80% refurbished/recycled by 2026           | Supplier purchase records     |
| Office Supplies    | 100% FSC-certified or recycled             | Quarterly inventory checks    |
| Clinical Suppliers | Preference for ISO 14001-certified vendors | Annual supplier questionnaire |

**Exceptions:** Only if no sustainable alternative meets clinical safety standards.

**4. CONTINUOUS IMPROVEMENT**

**Annual Review:**

- Energy/paper use metrics (shared transparently on website).
- Carbon offset program evaluation (e.g., Ecologi partnership).

**Staff Engagement:**

- Monthly "Green Ideas" forum (top suggestion implemented quarterly).
- Sustainability KPIs in staff appraisals from 2026.



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5. VERSION CONTROL

| Version | Date         | Changes Made          | Approved By       |
|---------|--------------|-----------------------|-------------------|
| 1.0     | 30/07/2025   | Initial policy draft. | Dr. James Stanley |
| 1.1     | [DD/MM/YYYY] |                       |                   |

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