



PAM Group

PAM Group Ltd

Environmental & Sustainability Policy HP 014

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Document Change Control

Version	Date	Author	Approver	Change Detail
1 - 2	01/02/2025	Cameron Jackson	People Director	Previous Archived Policies
3	01/04/2026	Lisa Morley	People Director	Updated Policy Template Updated definitions References added into legislation Consolidation of Corporate Social Responsibility into this document

Policy Owner: People Team

Review Frequency: Annually, or a full policy review could be triggered after legislation changes, or significant changes in case law or guidance.

Next Scheduled Review: April 2027

Approved by: Liz Partington, People Director

Distribution: Internal

For any queries regarding this policy, please contact the policy owner.

1. Policy Statement

The PAM Group acknowledges its responsibility to act sustainably across all its functions and recognises its role as an exemplar of responsible practice within the healthcare sector.

PAM Group is committed to managing its activities and estates in a manner that promotes environmental sustainability, prevents pollution, conserves natural resources, enhances biodiversity, and supports the UK's transition to a low carbon economy, in accordance with applicable environmental, social and governance legislation and best practice.

This policy outlines the measures the Group will take to embed sustainability into all Group functions and details how this policy will be communicated to colleagues, clients, suppliers and other stakeholders.

2. Policy Aims and Objectives

PAM Group aims to:

- Be recognised as an example of good practice for environmental sustainability within the healthcare sector.
- Meet and, where reasonably practicable, exceed the requirements of all relevant UK environmental legislation, including but not limited to the Environment Act 2021, Climate Change Act 2008 and Environmental Protection Act 1990.
- Promote environmental and social responsibility across its operations and supply chain.
- Work towards alignment with the UK net zero target (2050) and a 1.5°C climate pathway through the reduction of greenhouse gas emissions.
- Set and monitor measurable sustainability objectives to protect the environment for current and future generations.

Responsibility for resourcing and implementation of this policy rests with the PAM Group Management Team. Cooperation with this policy is a condition of employment, partnership and supply.

3. Scope, legislation & Standard Commitment

This policy applies to all colleagues permanent or temporary of PAM Group and includes any agency, or visiting professionals employed to provide services on our behalf.

PAM Group commits to compliance with relevant UK legislation and recognised standards, including:

- Environment Act 2021
- Climate Change Act 2008
- Environmental Protection Act 1990 (Waste Duty of Care)
- Streamlined Energy and Carbon Reporting (SECR) Regulations
- Energy Savings Opportunity Scheme (ESOS) Regulations
- Modern Slavery Act 2015
- ISO 45001, ISO 9001 and ISO 14001, supported by a continuous improvement culture

3.1 Carbon & Energy Management

PAM Group will:

- Develop and maintain a Carbon Management Plan with defined reduction targets.
- Comply with SECR and ESOS requirements where in scope, ensuring accurate reporting of energy use and emissions.
- Improve energy efficiency across estates and services.
- Increase the use of low carbon technologies and renewable energy where feasible.

3.2 Biodiversity & Natural Environment

PAM Group recognises the importance of protecting and enhancing biodiversity and will:

- Consider biodiversity impacts in estate management and development decisions.
- Support initiatives that enhance biodiversity on or near PAM Group sites where practicable.
- Align practices with the principles of the Environment Act 2021 and emerging biodiversity best practice.

3.3 Waste & Resource Management

PAM Group will:

- Apply the waste hierarchy: prevention, reuse, recycling, recovery, disposal.

- Comply with its statutory Duty of Care under the Environmental Protection Act 1990, ensuring waste is handled, stored and disposed of safely and lawfully.
- Measure, monitor and seek to reduce waste, including working toward zero waste to landfill where achievable.

3.4 Ethical Supply Chains & Modern Slavery

PAM Group is committed to respecting human rights and ethical business practices and will:

- Not tolerate modern slavery, forced labour or human trafficking in any form.
- Undertake proportionate due diligence within its supply chains to identify and mitigate modern slavery risks.
- Publish a Modern Slavery Statement where required under Section 54 of the Modern Slavery Act 2015 and review this annually.

3.5 Governance & Reporting

This policy and the Group’s environmental and social value performance will be:

- Monitored by the Director of Social Value.
- Reviewed at least annually.
- Reported to the Group Board on an annual basis.

4. Organisational Responsibilities

This policy and our Social Value plans will be monitored by Our Director of Social Value our performance and goals will be reported to our Group Board annually.

Definitions & Acronyms

Term	Definition
ESG	Environmental, Social and Governance – a framework used to assess an organisation’s performance in sustainability and ethical impact areas.
Net Zero	Achieving a balance between the greenhouse gas emissions produced and those removed from the atmosphere, in line with the UK target for 2050.
Carbon Footprint	The total greenhouse gas emissions caused directly and indirectly by an organisation, activity, or product, expressed as tonnes of CO ₂ equivalent (tCO ₂ e).

Greenhouse Gases (GHGs)	Gases that trap heat in the atmosphere, including carbon dioxide (CO ₂), methane (CH ₄), and nitrous oxide (N ₂ O).
SECR	Streamlined Energy and Carbon Reporting – UK regulatory framework requiring eligible organisations to report on energy use, carbon emissions, and energy efficiency measures.
ESOS	Energy Savings Opportunity Scheme – a mandatory UK energy assessment scheme for large organisations to identify energy-saving opportunities.
Supply Chain	The network of organisations, people, and activities involved in providing products or services, including environmental and ethical impacts.
Carbon Management Plan	A documented strategy outlining how an organisation measures, manages, and reduces its carbon emissions over time.

Related Documents & Policies

Reference	Location