





AURELIA® GLOVES

A SUPERMAX HEALTHCARE BRAND

QMS Supermax Healthcare Ltd Document No: PO-04

Title: NET ZERO & Environmental Policy Revision No: 3.0

Date Issued: 26th May 2023 Page No: 1 of 6

Signature of the Group QA, RA & Technical Manager:  26/05/2023	Signature of the Managing Director:  26/5/2023
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Environment Crisis

Science has shown the potential for huge detrimental impact to the Environment, unless urgent action is taken to mitigate this. Supermax, like many businesses has a duty to mitigate its business operations to contribute in the response to this crisis.

More intense storms and floods, more frequent extreme heatwaves, and the spread of infectious disease from climate change threaten to undermine health and safety of the human race. Action on climate change will affect this, and it will also bring direct improvements for public health and health equity.

The NHS estimate that "reaching our country's ambitions under the Paris Climate Change Agreement could see over 5,700 lives saved every year from improved air quality, 38,000 lives saved every year from a more physically active population and over 100,000 lives saved every year from healthier diets." This will have a direct impact on lives.

The impact on human health will be considerable if action is not taken. Examples being the change in weather causing higher energy use to heat or cool houses, with poorer families most impacted. The health impact of energy poverty on those people is significant.

Black, Asian and minority ethnic groups are disproportionately affected by Air Pollution, and Women and Children are most at risk of developing health conditions as a result of Air Pollution.

Environmental Policy

Supermax Healthcare Ltd has committed to NET ZERO and ISO 14001, and as such aims to reduce the environmental impact of its operations, and is committed to off-setting any remaining that cannot be eliminated, substituted, or reduced.

Supermax Healthcare Ltd places a very high priority on ensuring that the company conducts business to a high level of ethics and environmental standards. The Responsibility for these improvements falls on everyone working for Supermax Healthcare Ltd as well as suppliers and services under control or influence of Supermax Healthcare Ltd.

The Scope of this policy applies to the Supermax Healthcare Ltd business, staff and communications to the Supply Chain.

Furthermore, we are committed to preventing pollution and to complying with all relevant environmental legislation, regulations and other environmental requirements.



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We will regularly evaluate the environmental impact of our activities, products and services using risk management, among other systems and we will take action to continually improve our environmental performance.

It is our policy to achieve the following objectives:

- Achieve NET ZERO targets for Scope 1 (Fuel, Gas), 2 (Energy, Operations) and 3 (Supply Chain), to appropriate deadlines.
- Achieve ISO 14001 accredited Environmental Management System.
- Minimise the use of energy, water and natural resources by measuring and setting reduction targets.
- Minimise waste through prevention, re-use and recycling where possible.
- Dispose of waste safely and legally.
- Avoid the use of hazardous materials, where practical Work with environmentally responsible suppliers
- Prevent environmental damage and minimise nuisance factors such as noise and air pollution.
- We will define environmental objectives, targets and improvement actions that are related to this policy and to our significant environmental aspects.
- We will regularly evaluate progress.
- We are committed to providing relevant environmental training and promoting environmental awareness to employees and, where appropriate, to suppliers and to communicating our environmental performance.
- We will implement processes to prevent environmental non-conformities and to ensure that we are prepared to deal with potential environmental emergencies.
- This policy will be regularly reviewed and updated to take account of organisational priorities and changes, environmental legislation and best practice.

Sustainable Procurement is a process whereby organisations meet their needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits to society and the economy, whilst minimising damage to the environment.

The business recognises it has a vital role in furthering sustainable development, through its procurement of goods and services. Procurement decisions have a major socio-economic and environmental implication, both locally and globally, now and for future generations. The business will therefore strive to :

1.1 Achieve “Buy in”

The business recognises that if targets for NET ZERO and ISO 14001 are to be maintained and accomplished by the business, it will take the buy in of all staff. To achieve this all staff will be provided with training and awareness, which all staff should prioritise and make the appropriate changes to their working practices towards to achieve NET ZERO and ISO 14001.

The business also recognises that it has an influence over Suppliers and Services that are under direct or indirect control of the business. As such there will be expectations placed on minimum performance levels expected.

1.2 Managing Director

The Group Managing Director has set the tone for the business to follow NET ZERO and ISO 14001 policies and principles to ensure that the impacts of business operations is Eliminated, Substituted or Reduced.



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1.3 Senior Management Team

The Senior Management Team are responsible for ensuring that the activities under their control, and their teams follow the principles of NET ZERO and ISO 14001 set by the business. Any KPI or projects that are required by the business to achieve NET ZERO and ISO 14001 should be maintained and reported back to the business.

All defined environmental objectives, targets and improvement actions related to departmental activities must be regularly reviewed, and reviews and progress recorded based on SMART Objectives and Plan Do Check Act (PDCA) principles.

Decision making by Managers and Leaders should include Environmental considerations as a priority in addition to Cost, Quality, Ethical and Safety considerations.

Any Non-Conformities, CAPA, audit results, records, or other routine systems required should be attended to, rectified and responded to in good time by the appropriate Manager.

1.4 Senior Manager Responsible

The Group QA, RA & Technical Manager is responsible for the implementation, maintenance and monitoring of Environmental Policies and business Environmental Management Systems (EMS) to effectively roll out to the business, and for reporting results to the business.

The Group QA, RA & Technical Manager requires support from other Senior Leaders and staff within the business, and has been empowered to request this as appropriate.

The Group QA, RA & Technical Manager sits on the Senior Leadership Team, and directly feeds back Environmental issues and improvements on a routine basis.

The business strategy for Environmental Standards, NET ZERO and ISO 14001 will be communicated to the Senior Leadership team, to staff, and through the supply chain and on our internet site.

1.5 NET ZERO

Net Zero is defined as "setting targets and implementing changes to ensure that the business carbon impact is reduced to a net zero level". It means reducing the environmental impact of its operations as far as practicably possible, then off-setting any remaining impact. This differs from "Carbon Neutral" in that the reduction, elimination or substitution of Environmental impacts are considered before any off setting.

Business sustainability is a critical part of our future, as we look to improve our carbon impact. This will also be critical to many of our key customers, who have similar obligations such as the NHS.

In the UK, the government has set a legal framework to this to encourage change, in conjunction with other legislation such as the 2008 Climate Change Act, and implement the Paris Climate Change Agreement. In the EU, similar legislation has been set to help achieve NET ZERO climate targets.



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1.6 ISO 14001

- This is a method of the business implementing the necessary systems to embed, monitor and maintain environmental responsibility into the business, and is necessary to achieving NET ZERO.

1.7 Empowerment of High Performing & Trained staff

- Train and encourage internal business team to adopt more environmentally friendly alternative practices and routines.
- Communicate the sustainable environmental policy to all staff, suppliers and stakeholders.
- Retain qualified and competent staff engaged with Environmental issues.

1.8 Brand Value

- Seek to boost the business' brand value by sharing Environmentally Sustainable business achievements with Customers, Suppliers and stakeholders.
- Uphold the brand value by ensuring business is conducted with sustainability in mind.

1.9 Suppliers

- The business will seek to communicate Environmentally Sustainable policies in the supply chain, encouraging suppliers to seek their own Environmental Continuous Improvement strategy.
- The business will take Environmental impact into account when choosing suppliers or products.
- The business will influence suppliers to work towards achieving a NET ZERO supply chain.
- Waste arising from our products, services or operations will be taken into account when managing suppliers.

1.10 Sustainable product offerings

- Consider the Environmental and Ethical impact of product purchases.
- Ensure that where appropriate, goods and services environmental and ethical credentials are, as far as legally practicable considered in the product and supplier evaluation process and that ethical and environmental criteria are used in the award of contracts.
- Ensure that consideration is given to suppliers who submit offers for environmentally friendly alternatives.
- Specify, wherever possible and practicable, the use of environmentally friendly goods and services

1.11 Operations

- The business will train and communicate on NET ZERO, ISO 14001 and Environmental Sustainability to raise awareness and drive the NET ZERO and ISO 14001 agenda.
- The Business Operations will be managed to achieve a NET ZERO for the business in the UK and Ireland, and to maintain systems effective for ISO 14001.



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- Environmental Sustainability will

1.12 Resource Management

- Manage the business' environmental impact by focusing on resource efficiency, demand management and waste reduction. Note that this may also yield cost savings.

1.13 Waste

- The business will ensure legal compliance with Waste obligations.
- Furthermore, the business will look for opportunities to reduce waste, whether that is on site, or as a result of our product, packaging or pallet deliveries.

1.14 Non-Conformities and Corrective Measures

- As an integrated system, it is the policy of the business that Environmental Non-Conformities should be handled using the QA-07 Non-Conformance Procedure, and QA-08 CAPA (Corrective & Preventative Actions) processes as appropriate. All responsible personnel are expected to follow these processes as appropriate.

1.15 Annual Reporting

- The business is committed to producing an annual report of NET ZERO, business sustainability, including our commitment to raising Environmental standards.

1.16 Environmental Management System

- In order to manage our environmental impact, the business is committed to ensuring that management systems are in place which enable this policy to be applied in practice:
 - Tier 1 Policies
 - Tier 2 Procedures
 - Tier 3 Forms and templates
 - Objectives, KPI and plans to reduce environmental impact, monitored using the Balanced Score Card



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- Risk Management system
- CAPA, Corrective and Preventative Actions
- Business Continuity Plan
- Handling of hazardous spillages policy

2.0 REVISION HISTORY

Revision No.	Summary of change	Change Control No:	Date:	By:
1.0	New Policy	N/A	30/06/2021	DT
2.0	Update to clarify person responsible for Environmental Sustainability Management system.	048	24/08/2021	DT
3.0	Incorporation of NET ZERO	145	26/05/2023	DT