



AURELIA® GLOVES

A SUPERMAX HEALTHCARE BRAND

QMS	Supermax Healthcare Ltd	Document No:	PO-04
Title:	NET ZERO & Environmental Policy	Revision No:	4.0
Date Issued:	10/11/2025	Page No:	1 of 7

Signature of the Managing Director:

Commitment to Environmental Sustainability

Supermax Healthcare Ltd recognizes the urgent need to address the environmental crisis, as the impact of climate change poses significant risks to human health, ecosystems, and the global economy. As part of our commitment to sustainability, Supermax Healthcare Ltd is fully dedicated to reducing our environmental impact, achieving Net Zero, and adhering to the requirements of ISO 14001.

Our environmental commitment involves active participation in reducing the environmental impact of our operations, supply chain, and products. We aim to create a sustainable business model that supports the well-being of future generations, addresses climate change, and aligns with the goals of the Paris Agreement.

The Scope of the business

Supermax Healthcare Limited is legal manufacturer and importer of gloves and provides import and storage of examination and industrial gloves.

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 is communicated to the Supply Chain and all interested parties. The Scope of this policy applies to all activities of Supermax Healthcare Ltd. And is taking into consideration all needs and expectations from internal and external interested parties.

We are committed to setting environmental objectives that support our commitment to protection of the environment, including prevention of pollution and are appropriate to the nature, scale and environmental impacts of our activities, products, and services. The objectives are established, communicated. Measured and reviewed at least annually or when changes to the business and system occur. Furthermore, we are committed to complying with all relevant environmental legislation, regulations and other environmental requirements.

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.



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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 / Departmental Heads and /or Project Leaders 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. Departmental Heads are responsible for identifying their aspects and impacts and set the SMART objectives.

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.

Any KPI and/or projects that are required by the business to achieve NET ZERO and ISO 14001 should be lead, controlled and maintained and reported back to the business by Departmental Heads.

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.



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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.

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



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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.
- 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 Environmental Performance Monitoring and Reporting

- We will regularly monitor ,measure, and report on our environmental performance. This includes:
- Tracking our energy consumption ,water usage, waste generation and carbon emissions to evaluate our progress against set targets.
- Reporting annually on our environmental performance, including progress towards achieving Net Zero and ISO14001 objectives.
- Publishing environmental performance data to stakeholders, customers and interested parties ensuring transparency and accountability.



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

Pledge signed by Senior Management / Departmental Heads

We are committed to setting environmental objectives that support our commitment to protection of the environment, including prevention of pollution and are appropriate to the nature, scale and environmental impacts of our activities, products, and services. The objectives are established, communicated. Measured and reviewed regularly and communicated to the business. Furthermore, we are committed to complying with all relevant environmental legislation, regulations and other environmental requirements and fully the policies, procedures and the spirit of those in decision making.

Title	Name	Date	Signate
Managing Director	Jonathan Judge	8/12/25	
Operations Manager	Rachel McManamon	3/12/25	
QA/RA & Technical Manager	Daniel Todd	24/11/25	
Sales Director	Jamie McLaughlin	05/12/25	
Purchasing Manager	Krissy Mills	03/12/25	
Marketing Manager	Jak Cater	01/12/2025	
Financial Controller	Dan Pinfold	01/12/2025	



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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
4.0	The scope extended and pledge added	304	10/11/2025	LK/MC

