

This document applies to Specialist Homecare Group and all Brands that it operates.

Our Environmental Sustainability Pledge

At Specialist Home Care Group (SHG), we are committed to safeguarding the future of our planet through responsible, sustainable practices in everything we do.

We recognise that environmental responsibility is both a legal obligation and a moral imperative. As such, we pledge to:

- **Continuously reduce our environmental impact** by embracing sustainable development and environmentally sensitive practices.
- **Ensure full compliance** with all relevant environmental legislation and guidance.
- **Invest in modern, energy-efficient systems** across our services, including heating, lighting, and water usage.
- **Reduce waste at its source**, and wherever possible, reuse, repurpose or recycle materials in line with best practice and regulation.
- **Go paperless or near paperless** by actively transitioning to digital processes and reducing our reliance on printed materials across all departments. This is a key part of our strategy to lower our resource usage and improve efficiency.
- **Encourage sustainable travel and transport** by supporting the use of public transport, low-emission vehicles, cycling, and walking.
- **Work only with suppliers and contractors** who demonstrate a commitment to sustainable sourcing, ethical packaging, and environmentally conscious operations.

As part of this ongoing journey, we regularly review our environmental practices, collaborate with local authorities and partners, and support our staff in making greener choices at work and beyond.

Together, we are building a cleaner, greener future — one action at a time.

David Hatton,

Chief Operating Officer, Specialist Homecare Group