

# Environmental, Social & Governance Policy

April 2025

---

<b>Author:</b>	Wendy Dickie-Clark
<b>Policy Date:</b>	March 2025
<b>Version:</b>	Version 3.0

Switchboard: 0208 6498 006 E: [info@hcml.co.uk](mailto:info@hcml.co.uk) W: [hcml.co.uk](http://hcml.co.uk)

Health & Care Management Ltd, Melrose House, Dingwall Road, Croydon, CR0 2NE  
Registered in England and Wales - No. 4702271



# Table of Contents

<b>1</b>	<b>Policy Statement .....</b>	<b>2</b>
<b>2</b>	<b>Scope of ESG Policy.....</b>	<b>3</b>
2.1	Environmental Responsibility .....	3
2.2	Social Responsibility .....	3
2.3	Governance & Ethical Standards .....	3
<b>3</b>	<b>ESG Implementation and Reporting .....</b>	<b>4</b>
<b>4</b>	<b>Review and Reporting.....</b>	<b>5</b>
<b>5</b>	<b>Commitment Statement .....</b>	<b>6</b>
<b>6</b>	<b>Associated Documents, Policies &amp; Procedures .....</b>	<b>7</b>

# 1 Policy Statement

HCML are committed to environmental sustainability and fulfilling our corporate responsibilities. Our approach to achieving net zero and improving our emission footprint is comprehensive and aligned with the industry standards and best practices. Culturally, these principles are applied across our core business through company values (innovative, dedicated, ethical, adaptable & supportive), policies and objectives.

## Governance

The Chief Executive Officer has overall and final responsibility for effectively executing ESG strategies and ensuring their integration across HCML.

The Senior Leadership Team (SLT) are wholly accountable to the CEO for the implementation and monitoring of the policy, within the area of their specified responsibility.

Managing Directors, Business Unit Heads, Line and Team Managers are responsible for overseeing staff within their business units/teams and are therefore responsible for ensuring that this policy is put into practice.

Employees are expected to comply with all aspects of this policy, as well as other HCML policies and procedures. Failure to do so may result in disciplinary actions.

## Legal and Regulatory Framework

HCML are committed to complying with all relevant legislation and regulatory frameworks regarding ESG:

 Companies Act 2006

We will ensure appropriate records are kept substantiating our legal obligations.

## Monitor and Review

This policy will be reviewed annually or more regularly in the event of significant changes in legislation, guidelines, operational controls, or when incidents expose weaknesses in the policy that require addressing.

## 2 Scope of ESG Policy

HCML is committed to fostering a sustainable, inclusive, and ethical business model that supports our employees, clients, and communities while minimising our environmental impact. This Environmental, Social and Governance (ESG) Policy outlines our commitment to responsible business practices, ensuring long-term success and positive impact.

This policy applies to all HCML employees and workers.

### 2.1 Environmental Responsibility

We recognise our responsibility to reduce our environmental footprint and promote sustainability. Our environmental commitments include:

- 🕒 **Carbon Reduction:** Implementing energy-efficient operations, reducing waste, and transitioning to low-carbon solutions in transport and service delivery.
- 🕒 **Sustainable Procurement:** Sourcing environmentally friendly supplies and working with vendors who demonstrate strong environmental credentials.
- 🕒 **Waste Management:** Encouraging recycling, responsible disposal of medical and hazardous waste, and minimising single-use plastics.
- 🕒 **Digital Innovation:** Reducing paper usage and energy consumption by enhancing digital service delivery where feasible.

### 2.2 Social Responsibility

As a provider of health and wellbeing services, we are committed to promoting health, wellbeing, and inclusivity for our employees, clients, and the wider community through:

- 🕒 **Employee Wellbeing:** Ensuring a safe, inclusive, and supportive work environment, offering mental health support, training, and flexible working arrangements.
- 🕒 **Diversity and Inclusion:** Upholding policies that promote diversity, equality, and inclusion in recruitment, training, and career development.
- 🕒 **Community Engagement:** Supporting public health initiatives, engaging in charitable activities, and collaborating with local communities to improve workplace health and safety standards.
- 🕒 **Client Commitment:** Providing high-quality, ethical, and evidence-based services to enhance workplace wellbeing and productivity.

### 2.3 Governance & Ethical Standards

We maintain strong governance structures to ensure ethical decision-making, compliance, and accountability through:

- 🕒 **Regulatory Compliance:** Adhering to all relevant UK laws, regulations, and industry standards, including GDPR and health and safety legislation.
- 🕒 **Ethical Business Conduct:** Implementing anti-corruption, whistleblowing, and conflict-of-interest policies to uphold transparency and integrity.
- 🕒 **Data Protection:** Ensuring the security and confidentiality of client and employee data in line with GDPR and best practices.
- 🕒 **Stakeholder Engagement:** Communicating ESG commitments transparently with employees, clients, investors, and other stakeholders.

### 3 ESG Implementation and Reporting

HCML will continuously review and improve its ESG performance by:

- 🔗 Setting measurable ESG targets and regularly reporting on progress.
- 🔗 Conducting internal audits and seeking third-party assessments where applicable.
- 🔗 Providing ESG training and raising awareness among employees and partners.
- 🔗 Engaging stakeholders to gather feedback and enhance ESG initiatives.

## 4 Review and Reporting

This ESG policy will be reviewed annually to ensure its continued relevance and effectiveness. Progress will be documented and communicated through internal reports and external disclosures where appropriate.

## 5 Commitment Statement

At HCML we believe that embedding ESG principles into our operations strengthens our business resilience, benefits our stakeholders, and contributes to a more sustainable and ethical future. We are committed to upholding this policy in all aspects of our work.

## 6 Associated Documents, Policies & Procedures

Documents, policies, and procedures associated with this policy include:

- 🔗 [Corporate Social Responsibility \(CSR\) Policy](#)
- 🔗 [Employee Handbook](#)
- 🔗 [Health and Wellbeing Policy](#)
- 🔗 [Health & Safety Policy](#)
- 🔗 [Modern Slavery Statement](#)
- 🔗 [Recruitment & Selection Policy & Procedures](#)
- 🔗 [Supplier Management Policy](#)
- 🔗 [Whistleblowing Policy](#)