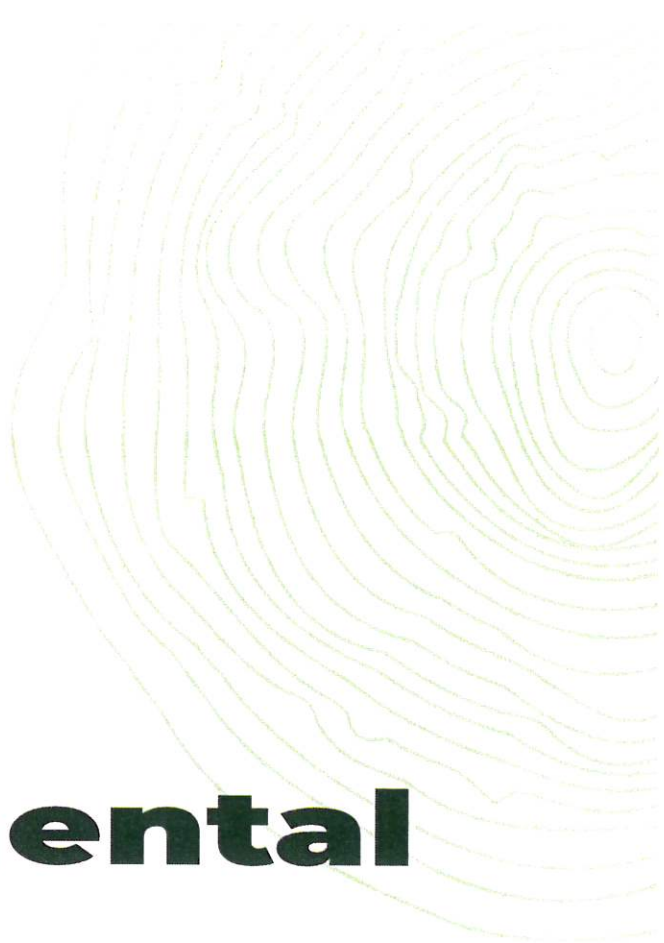


**INVESTORS
IN THE
ENVIRONMENT**



Environmental

Policy



Environmental Policy

Paragon Veterinary Group is a privately owned veterinary practice which provides small animal, farm, and equine care and advanced breeding services. At Paragon our veterinary teams provide outstanding client care and are always striving for clinical excellence. Our staff works with our practice values in mind; achievement, taking responsibility, teamwork, integrity, clinical excellence, client care and sustainability. We acknowledge that our operations have an impact on the environment and as such feel an obligation to do what is in our power to mitigate this impact. We have identified our key environmental aspects that contribute our environmental and carbon footprint:

- Transport emissions
- Consumption of electricity, gas, water, and other fuels
- Use of anaesthetic gases
- Waste generation
- Use of raw materials, including prescribed medicines
- Procured goods and services with their own environmental impact

Paragon is committed to reducing its environmental impact through a journey of continual improvement by working through the Investors in the Environment (iE) accreditation scheme and the RCVS PSS Environmental Sustainability accreditation.

Our commitment to the environment and doing what we can to reduce our impact has seen us set out our sustainability plan, launched in 2020.

Our environmental commitment can be demonstrated in our established objectives and goals below:

- Commitment to net zero carbon emissions target by 2030 in alignment with corporate sustainability policies, by at least our scope 1 and 2 emissions
- Compliance with all applicable environmental regulations
- Monitoring our key resource usage and implementing conservation techniques to achieve our environmental targets
- Continue to improve our waste and recycling policy and sustainable procurement policy
- Working to further reduce our use of anaesthetic gases
- Minimising unsustainable transport
- Working with suppliers to ensure they acknowledge and decrease the environmental impact of their products and transportation
- Supporting the dedicated 16 (including 1 VetSalus employee) members of the Green Group with their sustainable actions at all practices
- Striving to keep our staff and clients engaged and informed on our sustainability plan
- Continue to enhance local biodiversity and green spaces, including woodland creation and hedgerow planting

We will continue to improve our environmental management system by working to the iE criteria and RCVS PSS Environmental Sustainability, considering any changes in legislation, our organisation, and other factors. We will convey this policy to all our employees ensuring that they are provided with training to increase awareness of environmental matters.

Laura Binnie is our Sustainability Champion and has designated responsibility for the day-to-day implementation of this policy.

Paragon Veterinary Group will make this policy available when requested to interested parties including members of the public, including making a copy available on Paragon's website on their dedicated sustainability page.

Signed: 

Name: BRUCE RICHARDS

Position: Clinical Director / Managing Director / Senior Manager

Date: 4/6/25

