



## **Environmental, Social and Governance (ESG) Policy – ESG-001**

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Version: 1.0

### **1. Introduction**

#### **1.1 Purpose**

Medinet is committed to integrating Environmental, Social, and Governance (ESG) principles into every facet of our business and aligning to our corporate goals. By focusing on quality patient care, the well-being of our people, and a sustainable future, we aim to create lasting value for our stakeholders while contributing positively to society and the environment.

#### **1.2 Scope and Objectives**

This policy applies to all employees, suppliers, partners and business operations of Medinet. It outlines our overarching philosophy on ESG, providing a framework for decision-making and strategy development aligned with stakeholder priorities.

#### **1.3 Policy communication channels**

We utilise all available channels of communication to ensure ESG is embedded within the business. A well-communicated policy not only demonstrates our commitment to stakeholders but also builds trust, encourages engagement and drives positive change. In addition, it will support enhanced engagement of our supply chain.

### **2. ESG Focus Areas**

#### **2.1 Quality of Patient Care**

Our top priority is to ensure the highest standards of patient care while incorporating sustainable and ethical practices.

#### **2.2 Well-being of Patients and Employees**

We recognise that fostering a culture of well-being is essential to the success of our ESG objectives.

#### **2.3 Social engagement**

Engage with communities to build stronger relationships, influence, educate and ensure positive social impacts.

## 2.4 Climate Change

Medinet is committed to addressing climate change by reducing our environmental impact and fostering sustainable operations.

## 3. ESG Governance Framework

### 3.1 ESG Committee

The ESG Committee, led by cross-functional senior leaders, provides oversight and ensures alignment between our corporate and ESG priorities.

#### Responsibilities:

- Develop and guide ESG strategy in line with materiality priorities.
- Monitor progress and report to the Senior Leadership Team (SLT) and stakeholders.
- Advocate for ESG principles across all areas of the business.

### 3.2 Transparency and accountability

We are committed to:

- Publishing annual ESG updates highlighting achievements and challenges.
- Conducting regular reviews to ensure compliance with governance standards, and communicating the outcomes and measures required accordingly.
- Transparency and maintaining open lines of communication with all stakeholders.

### 3.3 ESG Policies

Our ESG policies reflect commitment to sustainable and ethical practices that positively impact our patients, employees, and the environment, whilst aligning with our corporate goals. These policies are guided by materiality priorities and are structured around our identified key areas.

## 4. Philosophy of well-being and Social Responsibility

### 4.1 Quality of patient care

- Maintain and enhance the quality and accessibility of care for all patients.
- Continuously improve operational efficiency to minimise gaps and waiting times.
- Innovate through technologies and practices that align with patient health outcomes and environmental stewardship.

#### **4.2 Well-being of patients and employees' principles**

- Support mental and physical health initiatives for both patients and employees.
- Partner with healthcare experts and leverage innovative practices to enhance the quality of care and employee support systems.

#### **4.3 Social engagement principles**

- Social responsibility at Medinet extends beyond well-being to include meaningful contributions to our communities and fostering ethical partnerships.
- Partner with local organisations to support community health, education and well-being initiatives.
- Encourage employee involvement in community engagement through volunteering and outreach programmes, this may include partnering with local organisations to support education, health and sustainability initiatives.
- Assess and address the social impacts of our business activities to ensure they align with our values and contribute to sustainable community development.
- Establish responsible supply chain practices that reflect our ESG values.
- Work with charities and engage Medinet staff into contribution campaigns.

#### **4.4 Environmental Stewardship principles**

- Enhance our environmental performance through proactive and innovative strategies.
- Calculate carbon footprint and commence a carbon footprint journey, involving all parts of the business.
- Improve energy efficiency across our facilities by transition to renewable energy sources.
- Minimize waste and implement sustainable waste management practices.
- Work with partners and suppliers to align with sustainability goals and reduce emissions
- Lead by example in reducing carbon emissions, improving energy efficiency, and adopting sustainable practices.
- Continuously improve our operations to align with NHS net-zero targets.
- Empower employees and contractors to champion environmental responsibility.

### **5. Commitment to Continuous Improvement**

Our current priorities outlined in this Policy, will shape our future initiatives.

We commit to revisiting this policy regularly to reflect evolving expectations, regulatory requirements, and business priorities. We will incorporate stakeholder feedback, industry best practices, and new innovations to ensure our ESG strategy remains effective and forward-thinking. Continuous monitoring and adaptation will enable us to achieve meaningful progress and uphold our commitments to sustainability and social responsibility.

#### **Annex 1. ESG Plan**

This Plan is a dynamic document, execution of which depends on resource availability, therefore will be placed on a shared Company folder undergoing monthly updates.

#### **Annex 2. ESG communications plan**

ESG communication plan will be placed on a shared Company folder undergoing monthly updates.