



Environmental Policy

The George Veterinary Group is a business which provides first opinion veterinary care to all species. At The George we aim to provide the highest standards of veterinary provision to the animals under our care and to ensure that our clients' needs and expectations are met. We acknowledge that our operations have an effect on the environment in terms of the use of raw materials, emissions to air and water, and waste generation.

Our management have signalled their commitment to reduce our impact on the environment through participation in the IIE scheme. They have listened to employee feedback and facilitated the creation of a Sustainability Group, improved recycling provision and started on the journey of quantifying our environmental footprint in order to identify areas with the most scope for improvement. Our business is strengthened by protecting the safety, health and environment of our employees, our customers, and the people of the communities in which we do business.

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

- Compliance with all applicable standards, laws, requirements, regulations and public/customer expectations
- Implementing water and energy conservation techniques
- Recycling and reusing materials when possible and reducing waste through improved service and goods procurement
- Commitment to sustainable growth by retaining Investors in the Environment Green accreditation in 2026, targeting a 2% reduction in our resource use.
- Publishing and distribution of an annual organisational sustainability report
- Minimising unsustainable transport use while recognising that ambulatory work is a core part of the business and will remain a significant part of our environmental footprint.
- Working with suppliers to ensure they acknowledge and decrease the environmental impact of their products and transportation
- Communicating with clients to ensure that they are aware of the steps we are taking to reduce our environmental footprint and to signpost them to resources which may help reduce their own footprint
- Communicating with employees to help them reduce their own environmental footprint both at work and at home

- Providing training for employees to further their own sustainability knowledge, for example through the Carbon Literacy Training for Veterinary Professionals provided by Vet Sustain
- Integrating sustainability into quality improvement, through recording and audit of antibiotic use in all species, efforts to minimise parasiticide use in all species with proactive risk-based prescribing and measuring anaesthetic use.
- Acknowledging our influence in the wider society, through our communication with clients and suppliers, and ensuring that we use this influence positively to create wider change through a ripple effect.
- Working with farmers to help them invest in sustainable farming practices. This is arguably the area in which we are placed to have the most positive influence as trusted advisers to a sector which is acknowledged to be critically important for our environmental health.

We will continue to improve our environmental management system through annual reviews and updates, taking into account any changes within legislation, our organisation, and other factors. We will convey this policy to all our employees and make certain that they are provided with proper training to increase awareness of environmental matters.

Ed Bailey has a designated responsibility for the day-to-day implementation of this policy.

The George Veterinary Group will make this policy available when requested to interested parties including members of the public, including making a copy available on the practice website.

Signed:

A handwritten signature in blue ink, appearing to read 'Miles Russell'.

Miles Russell
Director

Date: November 2025