



ACCREDITATION REPORT

The George Veterinary Group

February 2026





Executive Summary

The George Vet Group (GVG) is a Wiltshire-based independent veterinary practice dedicated to providing high quality clinical care across equine, farm and small animal services. Operating across four sites, the organisation faces the typical challenges of a clinical environment, including the management of complex waste streams and the high energy demands required for 24-hour care and surgical facilities. GVG has successfully balanced the demands of a high-pressure clinical environment with a steadfast commitment to sustainability, ensuring that environmental responsibility remains a core pillar of the practice.

Sustainability is considered across all aspects of the organisation. GVG demonstrates efficient resource management, ensures low-flow anaesthesia training is available to the relevant staff, and has a well-embedded waste management system. A key strength is GVG's strong leadership and consistent communication with staff on sustainability; information is shared through multiple channels, ensuring that staff at all levels are kept informed and engaged. This multi-channel approach has helped build awareness, maintain momentum for initiatives, and foster a culture where sustainability is part of day-to-day operations. A headline achievement for GVG is a 23% reduction in the total carbon footprint from 2024 to 2025.

A key priority for the next twelve months should be the management of general waste, which saw a 35% increase (40% when normalised against FTE). GVG should focus on understanding the factors contributing to this increase and exploring appropriate actions to address it (e.g. through procurement decisions), potentially including staff engagement initiatives such as a short quiz or survey to identify behavioural barriers or operational challenges.

Highlights

- The Green Champion effectively applies their knowledge of veterinary sustainability to GVG's operations. This has resulted in a comprehensive Environmental Management System that successfully addresses industry-specific challenges and opportunities.
- GVG uses normalised data to make performance comparisons more accurate. This shows reductions across key areas when data is normalised, including isoflurane (-11%), gas (-13%), clinical waste (-3%), business travel (-8%), and in the overall carbon footprint emissions (-20%).

Improvements

- Consider developing an infographic or roadmap outlining the practice's journey towards net zero. Sharing this with the team, for example as a poster or internal visual resource, may help communicate priorities more clearly and could help strengthen engagement and awareness of long-term goals.
- GVG should review its data more frequently, ideally monthly across all resources. When reviewing data each month, ensure any anomalies are noted, and, where possible, identify the cause, and whether there any additional actions are required to manage that resource.



Score

Investors in the Environment is pleased to confirm that, having recently completed the audit process, **George Veterinary Group** has achieved the **Green** level accreditation with a score of **88%**.



To achieve Green level accreditation, an organisation is required to demonstrate continual improvement through the implementation of their Environmental Management System, working towards a minimum 2% efficiency improvement year-on-year. At Green level, the organisation is focusing on driving wider sustainability development throughout and is starting to consider their value chain with the implementation of sustainable procurement practices, and associated carbon emissions.



About the audit

The Investors in the Environment (iE) accreditation requires an organisation to provide evidence that it has met a range of pre-defined criteria, set targets to reduce its environmental impact and taken action to improve its performance whilst enhancing the community in which it operates. Evidence is presented at an annual audit and this report provides an evaluation of the organisation's performance as well as offers advice on the next steps for continued improvement.

The Investors in the Environment annual audit assesses five key areas of an organisation's Environmental Management System (EMS). These areas include:

- Environmental policy
- Resource management and monitoring
- Progress against targets
- Action planning including social/ environmental projects
- Communication

The purpose of the audit is to evaluate the organisation's EMS and make suggestions relating to its performance. Future opportunities and risks to the organisation's environmental practices may also be identified as a result.

The audit consisted of an examination of documentation evidence, and an interview with key personnel on 23/02/26.

Evidence submitted included:

- Updated EMS Reporting Pack
- Travel Plan
- Various resource measurement sheets
- Action Plan
- Environmental Policy
- Communication examples

Summary Results Table

Audit category	Score
Section 1 - Leadership and Governance (Policy)	90%
Section 2 - Resource Use, Data, & Monitoring	93%
Section 3 - Performance, Action, & Targets	80%
Section 4 - Carbon Management	93%
Section 5 - Waste Management & Materials	88%
Section 6 – Transport & Travel Planning	100%
Section 7 - Environmental & Social Projects	100%
Section 8 – Communication & Engagement	100%
Overall Score	88%



Audit Scoring

Each section of the organisation's Environmental Management System (EMS) is scored as detailed below. Full reference to scoring can be found separately in the organisation's audit sheet upon request, including auditor comments against specific criteria.

Fail	<p>0 Points: A failing score means that this criterion has not been met nor is any progress demonstrated.</p> <p><i>No progress or commitment has been made in this area.</i></p>
Action Needed	<p>1 point: Action is needed to improve and should be considered in alignment with the auditor's comments and an appropriate timeline. These will be discussed during quarterly support calls to help improve.</p> <p><i>The organisation is considering developing this area, but no formal process has been established or meaningful progress has not been made.</i></p>
Pass / Compliant	<p>2 points: The criteria have been met, though there may also be suggestions to improve.</p> <p><i>The organisation is beginning or improving this area, is broadly compliant with the iiE criteria, and may be showing processes that support improvements.</i></p>
Outstanding	<p>3 points: This criterion has been exceeded as measured against the basic iiE criteria and may demonstrate a significant improvement since the previous year or may highlight best practice.</p> <p><i>The organisation is succeeding with supportive target achievement and may be leading or supporting others in their sector or influence to achieve improvements.</i></p>

Leadership & Governance (Environmental Policy)



90%

The process of developing an environmental policy includes a review of the environmental aspects of an organisation and the impacts these have on the wider environment. This should consider material use and consumption, energy use, water management, waste minimisation, etc.

The policy is the main driver for environmental performance improvements and needs to be led by the Senior Leadership Team (SLT). It should be reviewed annually, alongside environmental performance updates.

In time, wider strategies and long-term objectives should be considered by the organisation and used to inform the commitments outlined in the policy. The policy should be communicated to staff and made available for all to review, both internally and publicly.

Strengths

- The Green Champion effectively applies their knowledge of veterinary sustainability to GVG's operations. This has resulted in a comprehensive

Environmental Management System that successfully addresses industry-specific challenges and opportunities, for example, soil health, antibiotic resistance awareness, and regenerative agriculture.

- Senior management is actively engaged in the sustainability journey, with the Clinical Director serving as a member of the Green Group. Sustainability is now a standing agenda item at monthly Senior Management Team (SMT) meetings, ensuring the Green Champion has the consistent support and resources needed to drive initiatives forward.
- Sustainability is integrated into the staff induction process. The induction materials clearly outline the organisation’s environmental commitments and current initiatives, ensuring new employees are aligned with GVG’s sustainability goals from their first day.
- More advanced sustainability training, including Carbon Literacy, is available for interested staff. This has helped to build a more knowledgeable team that actively contributes to GVG’s environmental goals.

Actions for review

- A review table could be added to the environmental policy to keep track of any changes.
- Consider formalising the procurement policy to outline the processes currently in place and to provide a clear framework for choosing suppliers that align with GVG’s environmental commitments.
- GVG could further strengthen team involvement by utilising the [Stickerbook](#) platform for ongoing engagement. Formalising sustainability as part of staff ‘s professional development would also help ensure that environmental knowledge continues to grow across the practice and help make ‘green learning’ a formal part of career growth.
- A compliance obligation register is recommended for GVG, which will allow for monitoring and updating of legal requirements, as well as stakeholder requirements placed upon the organisation – for example, net zero, any volunteer or sector accreditations, etc.
 - iiE membership includes access to the [Croner-i](#) Environment Lite platform, which will help GVG to remain up to date with the latest legal developments.

Resource Use & Data Monitoring



93%

Resource use and data monitoring is pivotal for any organisation to ensure good management of performance. Within this section of the EMS, an organisation is required to develop robust data recording procedures and set a process for data revision that aligns with general performance reviews – which could be monthly, quarterly, or even half yearly, depending on the measured resource and planned activity.

To support the monitoring of data, a review of operations and processes across the organisation needs to be carried out to understand how and why resources are used and where opportunities for improvement exist.

As part of resource management, prioritisation is key, to ensure activities and resources focused on efficiency gains are deployed in areas which can have the biggest impact.

Strengths

- The Green Champion demonstrates a strong understanding of resource use and has identified where further reductions may be achieved. Data is collected and checked each month.

Actions for review

- GVG should review its data more frequently, ideally monthly. When reviewing data each month, ensure any unusual spikes are noted, and look to identify, where possible, the cause, and whether there is any action needed to mitigate and prevent from reoccurring.

Performance, Action & Targets



80%

Setting targets provides an opportunity to measure performance against planned activities. Where performance is falling short of achieving targets, future or underway activity or project plans can be refined to ensure set out goals are achieved.

Targets can be set against activity metrics to analyse how annual changes to business activity have affected performance, with the aim to always improve efficiency where absolute reductions are not achievable.

Clear, relevant and well managed action plans should record intended activities and support the review of performance, with the aim to achieving the set targets.

Strengths

- GVG uses normalised data to make performance comparisons more accurate. This shows reductions across key areas, including isoflurane (-11%), gas (-13%), clinical waste (-3%), business travel (-8%), carbon footprint emissions (-20%).

Actions for review

- When analysing performance for each resource, consider which actions were most effective, what challenges arose, and how these will be addressed. Use these insights to update the action plan, ensuring it reflects new priorities and drives ongoing improvements. Analysis should be done at least half yearly, ideally quarterly.
- When updating the action plan, ensure updates and outcomes are dated to provide a clear timeline of progress.
- GVG should consider organising its action plan by resource. Categorising actions in this way would help focus efforts on individual targets and provide a more organised overview of the practice's environmental goals.

- Consider utilising a free project management tool such as [Trello](#) to support the action planning process. A visual tool could make it easier to assign tasks, set deadlines, and monitor the practice's sustainability progress in real time.

Carbon Management



93%

With increased focus on working towards Net Zero and the importance of Climate Action, carbon management is a key element of the iiE accreditation process. Organisations are required to calculate their footprint starting at buildings level (energy consumed within the buildings), then water, travel, and finally including additional aspects of business activity, such as waste, etc.

Carbon Management provides an opportunity for an organisation to consider which resources or operations need to be prioritised to decarbonise as quickly as possible, in line with Climate Science. The output from a carbon footprint calculation should be used to inform these decisions, which is another reason data capture and accurate data reporting is necessary.

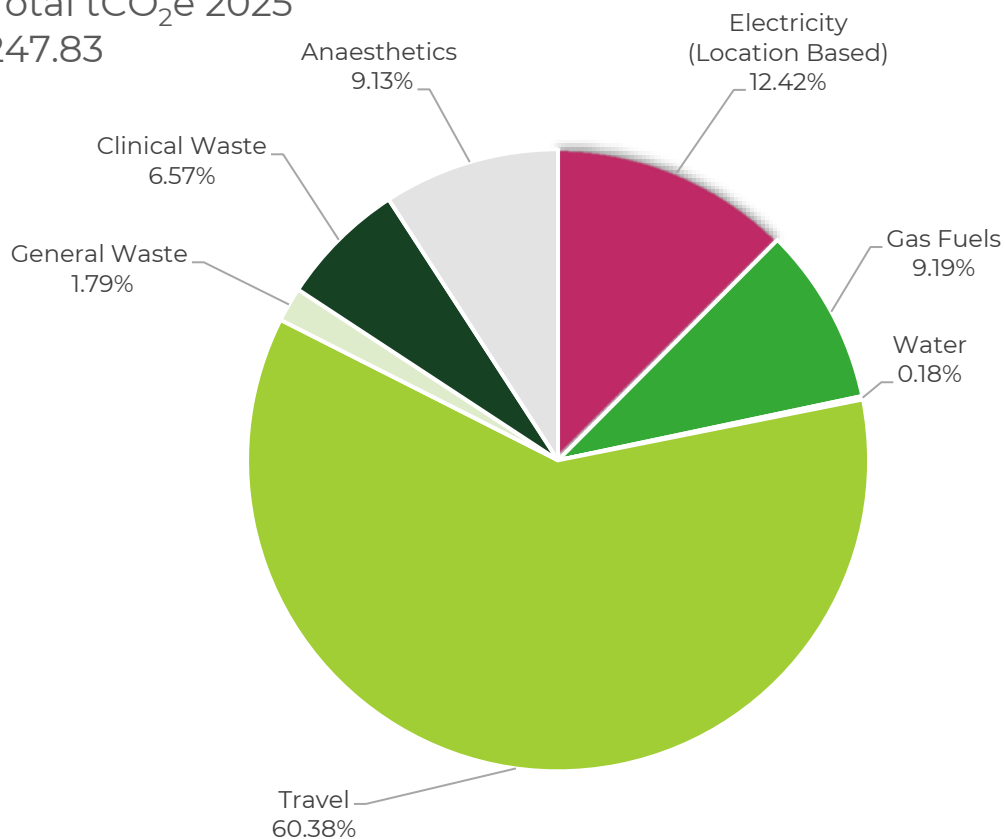
In accordance with the [GHG Protocol](#), iiE encourages the dual reporting of an organisation's carbon footprint, which results in the provision of two outputs for those organisations on a renewable energy tariff, a 'location-based' and a 'market-based' carbon footprint.

The 'location-based' method reflects the impact of electricity drawn from the grid, using the UK grid's average emission factor, regardless of the tariff to which an organisation has signed up.

The 'market-based' method uses an emission factor which is either specific to the electricity tariff to which the reporting organisation has signed up, or a generic 'UK renewable energy' factor, which allows electricity from renewables or low carbon sources to be reported with lower emissions than those generated through the burning of fossil fuels. An energy provider should be able to provide the emission factor for any of its tariffs.

Any electricity purchased and distributed through the National Grid is generated from a variety of sources and will always have a carbon footprint as a result. Location-based reporting demonstrates the organisation's awareness of the overall impact Grid sourced electricity contributes towards climate change. Direct carbon reduction using location-based reporting can only be achieved through the installation of solar or other renewable technologies. However, the market-based reporting provides an opportunity to demonstrate an organisation's commitment to support the reduction of emissions through its purchasing decisions.

Total tCO₂e 2025 247.83



GVG's carbon footprint for 2025 is 247.83 tCO₂e. It includes electricity, gas, water, anesthetic gas, travel, clinical waste and general waste for January – December 2025.

Strengths

- GVG's carbon footprint has decreased by 23% from 2024 to 2025. This total includes a 5% reduction in Scope 1, a 1% reduction in Scope 2, and a 17% reduction in Scope 3 emissions. The improvement across all three scopes shows how GVG is considering all areas of its carbon impact.

Actions for review

- Consider developing an infographic or roadmap outlining the practice's journey towards net zero. Sharing this with the team, for example as a poster or internal visual resource, may help communicate priorities more clearly and could help strengthen engagement and awareness of long-term goals.

Waste Management & Materials



88%

Organisations are required to review and improve upon waste management. This should start with how waste is managed on site and ultimately disposed of to ensure the correct processes are followed.

From Silver level onwards, thought should be given to procurement and how waste is generated on site, from the materials purchased that end up in the waste stream, through to the activities on site that create waste.

Finally, circular economy concepts and thinking should be introduced, with the waste hierarchy leading to decision making, opting for elimination as the priority, followed by choosing products that can be reused or repaired.

Strengths

- Waste processes are well understood across the practice, with a clear recycling structure and multiple streams of segregation in place where possible. Signage, staff education, and good communication support waste management efforts at GVG.
 - Waste audits are used to track performance and spot opportunities for improvement.
- There has been a 6% reduction in clinical waste, highlighting GVG's improved disposal and segregation practices.

Actions for review

- While clinical waste has decreased by 6%, general waste and recycling volumes have risen by 35% (40% when normalised) and 60% (66% when normalised) respectively. GVG should focus on understanding the factors contributing to this increase and exploring appropriate actions to address it (e.g. through procurement decisions), potentially including staff engagement initiatives such as a short quiz or survey to identify behavioural barriers or operational challenges. The sharp increase in recycling may indicate that staff are more actively separating waste, but the simultaneous rise in general waste suggests that overall waste minimisation efforts should be reviewed.

Transport & Travel Planning



100%

A travel plan must consider the travel needs for an organisation, including access, availability of public services, and safety of travel where relevant. Travel is the single largest contributor to UK Greenhouse Gas Emissions, and can be a challenging area to manage, given the need for transport within any operation.

The plan should aim to remove barriers for individuals to choose active / shared transport over single car occupancy, and then to consider electrification of vehicles over internal combustion engines.

Surveys are a useful tool to engage with individuals around travel habits and to support identification and implementation of barrier removals, to improve good travel habits.

Strengths

- A detailed Travel Plan is in place, outlining a range of initiatives to support sustainable travel at GVG.
- Business travel has reduced by 11%, reflecting a successful effort to minimise car journeys and reduce the practice's overall environmental impact.
 - Webfleet telematics (logistics software) is used for efficient logistics planning.

Actions for review

- As discussed during the audit, installing on-site charging points would further support GVG's transition to electric vehicles (EVs) and help reduce business travel emissions. Green Energy Switch could provide support and facilitate this process.
 - For more information or to discuss your requirements, please contact commercial@greenenergyswitch.co.uk
 - You can find further details on their services [here](#).
 - A case study is linked [here](#) for your review, showcasing how similar organisations have successfully implemented charging infrastructure.

Environmental & Social Projects



100%

All organisations need to consider their corporate responsibility, both for social, community and wellbeing impacts, and for environmental impacts through biodiversity or conservation efforts.

This section requires organisations to undertake a range of projects that not only aim to achieve impacts, but to also encourage individual participation and engagement – to raise conversation and encourage individuals to consider what they can do outside of the organisation as well.

It is strongly encouraged that organisations undertake projects in all three areas, Resource Efficiency, Biodiversity / Conservation, and Social / Community.

Strengths

- GVG has undertaken various environmental and social projects this year, some of which include a farmer mental health fundraiser (£1000 raised), a chilli growing competition, food bank donations, staff well-being campaign, and a family 'fun'draiser (£144.18 raised).

Communication & Engagement



100%

The scheme requires that active and engaged communication happens at all levels, as sustainability cannot only happen within the Senior Team or only happen at ground level but requires a collaborative approach. Regular and consistent communication and engagement is therefore pivotal to ensuring objectives are achieved.

In addition, regular reporting is necessary to highlight the success of activities and improvements achieved. These should be produced both for the SLT, but also for wider staff to celebrate success and recognise efforts they have made through participation.

In time, reports should be made available publicly alongside the environmental policy to further demonstrate the commitment and celebrate the achievements of the organisation.

Strengths

- GVG maintains regular and varied communication channels to keep staff informed on environmental matters. The use of monthly newsletters, posters, emails, and interactive quizzes ensures that sustainability messages remain engaging and reach all members of the team through different formats.
- Regular Green Team meetings are held on a quarterly basis, at a minimum. Detailed meeting minutes and actions are recorded and retained for each meeting.
- GVG provides a comprehensive overview of its green initiatives through a dedicated sustainability page on its website. This includes key documents such as the sustainability report, environmental policy, and waste management processes, which ensures that the practice's approach to sustainability is publicly accessible and clearly communicated to clients and the wider community.

Actions for review

- To encourage colleagues to utilise their volunteering days, consider increasing awareness of the entitlement, promoting available opportunities internally, and sharing examples of colleague participation to demonstrate impact.
- Consider utilising [a staff survey](#) to establish a baseline of current sustainability awareness. This can provide GVG with measurable data on staff perceptions, making it easier to track how internal engagement evolves over the coming years.

Next steps

To continue to develop sustainability within the organisation, the business should consider and prioritise the following next steps below.

- GVG could further strengthen team involvement by utilising the [Stickerbook](#) platform for ongoing engagement. Formalising sustainability as part of staff's professional development would also help ensure that environmental knowledge



continues to grow across the practice and help make 'green learning' a formal part of career growth.

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- When analysing performance for each resource, consider which actions were most effective, what challenges arose, and how these will be addressed. Use these insights to update the action plan, ensuring it reflects new priorities and drives ongoing improvements. Analysis should be done at least half yearly, ideally quarterly.
 - When updating the action plan, ensure updates and outcomes are dated to provide a clear timeline of progress.
- Consider formalising the procurement policy to outline the processes currently in place and to provide a clear framework for choosing suppliers that align with GVG's environmental commitments.



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