

## Sustainability Statement for Seven Steps Healthcare Limited

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Sustainability is deeply ingrained in our mission and daily operations. As a provider of social healthcare services, we recognise the critical importance of balancing our operational needs with environmental stewardship, social responsibility, and economic sustainability. Our commitment extends beyond mere compliance; we are dedicated to integrating sustainable practices into every facet of our organisational culture.

Guided by our ambition to achieve Net Zero emissions by 2050, we strive to deliver exceptional care to our clients while safeguarding the environment for future generations. We understand that the health of our planet is intrinsically linked to the well-being of the communities we serve.

### Our Commitment to Sustainability

We are acutely aware of the environmental and social impacts of our operations, including energy consumption, carbon emissions, waste management, transportation, and procurement. Sustainability is not just a goal for us—it is an integral part of how we deliver care and support to our clients.

### Key Areas of Focus and Initiatives

#### 1. Carbon Emission Reductions

- **Comprehensive Carbon Reduction Plan:** We have established a detailed Carbon Reduction Plan aligned with the Greenhouse Gas Protocol and the UK Government's environmental reporting standards. This plan serves as a roadmap for systematically reducing our carbon footprint.
- **Ambitious Reduction Targets:** By implementing measures such as transitioning to electric vehicles, purchasing renewable energy, and enhancing energy efficiency, we are on track to reduce emissions by 65% from our 2024 baseline by 2029.

#### 2. Energy Efficiency

- **Energy-Saving Technologies:** We have installed LED lighting throughout our offices and implemented energy-saving protocols, including automatic power-off settings for computers and other equipment when not in use.

- **Optimising IT Systems:** Future initiatives include optimising our IT infrastructure to further reduce energy consumption, contributing to our overall sustainability goals.
- **Renewable Energy Exploration:** We are conducting feasibility studies for onsite renewable energy installations, such as solar panels, to harness clean energy and reduce reliance on non-renewable sources.

### 3. Sustainable Operations

- **Reducing Single-Use Plastics:** Central to our procurement strategy is the reduction of single-use plastics. We are transitioning to reusable and low-carbon products wherever possible.
- **Sustainability Assessments in Decision-Making:** Our business decisions incorporate sustainability assessments to ensure economic, social, and environmental factors are considered holistically.
- **Responsible Procurement:** We prioritise suppliers who share our commitment to sustainability, fostering a supply chain that supports our environmental goals.

### 4. Eco-Friendly Transportation

- **Staff Travel Policies:** We encourage staff to utilise public transport, carpooling, and video conferencing to minimise unnecessary travel and reduce our collective carbon footprint.
- **Transition to Zero-Emission Vehicles:** Plans are underway to adopt zero-emission vehicles for company use, reflecting our dedication to reducing transportation-related emissions.
- **Promoting Low-Carbon Commuting:** We support and promote low-carbon commuting options for employees, including cycling schemes and incentives for using public transport.

### 5. Waste Management

- **Active Recycling Programmes:** We actively promote recycling within our offices, ensuring recyclable materials are properly segregated and processed.

- **Waste Minimisation:** Through staff education and optimised resource usage, we aim to minimise waste generation across all operations.
- **Compliance with Environmental Regulations:** Our waste disposal practices fully comply with environmental regulations, ensuring minimal impact on the environment.

## 6. Staff and Stakeholder Engagement

- **Employee Education and Participation:** We educate our employees about sustainable practices and encourage participation in initiatives that contribute to our sustainability goals, fostering a culture of environmental responsibility.
- **Supplier Collaboration:** We encourage suppliers to report their carbon footprint data and engage in sustainability practices, promoting a collaborative approach to environmental stewardship.

## 7. Future Initiatives

- **Enhanced Energy Efficiency:** We plan to achieve further reductions in energy usage through improved insulation and optimised heating and cooling systems within our facilities.
- **Expansion of Renewable Energy Use:** Increasing our use of renewable energy remains a priority, and we will continue to explore innovative solutions to reduce our environmental impact.
- **Continuous Improvement:** We are committed to the ongoing evaluation and enhancement of sustainability practices across all aspects of the organisation.

## Our Path to Net Zero

Our ambition to achieve Net Zero emissions by 2050 is a cornerstone of our sustainability strategy. We recognise that reaching this goal requires dedication, innovation, and the collective effort of our entire organisation. By setting clear targets and implementing practical measures, we are actively contributing to the global effort against climate change.

At Seven Steps Healthcare Limited, we believe that sustainable practices are integral to providing high-quality social healthcare services. Our commitment to sustainability not only contributes to the well-being of the planet but also enhances the quality of care we provide to our clients.

We are proud to lead by example in promoting a sustainable, inclusive, and environmentally responsible approach to healthcare. As we move forward, we remain dedicated to making meaningful progress towards our sustainability goals, ensuring that our operations positively impact the environment and the communities we serve.

We believe these efforts create long-term value for our employees, clients, and stakeholders. By integrating sustainability into our core operations, we are building a resilient organisation that is prepared to meet the challenges of the future.

### **Commitment to the Future**

Sustainability is a journey, and at Seven Steps Healthcare Limited, we are committed to continuous improvement. We will keep engaging with our staff, clients, suppliers, and the wider community to foster a collaborative effort in environmental stewardship. Together, we can create a healthier, more sustainable future for all.

Should you require further details about our sustainability initiatives or how we are working towards our Net Zero goal, please do not hesitate to contact us. We are committed to transparency and are eager to share more about our dedication to sustainability in social healthcare.



Victor Zano  
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