

# Environmental Policy (2025–2030)

Last review June 2025

Next interim review due June 2026

Policy Owner: Kat Donegan, Associate Director of Business Development & Growth



## Scope

This Environmental Policy sets out OneMedical Group's commitment to managing its environmental impact, reducing carbon emissions, and supporting the NHS's ambition to become the world's first Net Zero health service.

Like any other company, OneMedical Group's activities have an impact on the Environment. Be that through the products we buy and use within our services and how they are disposed of, to the way we travel, heat and light our offices.

In 2024 we achieved the ISO 14001 (Environmental Management System) accreditation which reinforces our ambition to measure and monitor what we use, understand the provenance of anything we procure, are compliant to relevant legislation and continuously strive to improve.

The OneMedical Group Environmental Policy covers all activities undertaken by OneMedicare and OneMedical Property; including directly employed colleagues, contractors, and partners involved in the delivery of services across OneMedical Group premises and services.



**Rachel Beverley-Stevenson**  
Co-Founder & Chief Executive  
Officer  
June 2025




## Our Commitments

- Complying with all relevant environmental legislation, regulations, and NHS standards and obligations
- Protection of the environment, prevention and minimising pollution, carbon emissions, and waste generation
- Efficient use of energy, water, and resources
- Promoting biodiversity across our sites
- Incorporating sustainability into procurement decisions and service delivery
- Raising awareness and training staff on environmental responsibilities
- Monitoring, reporting, and improving environmental performance





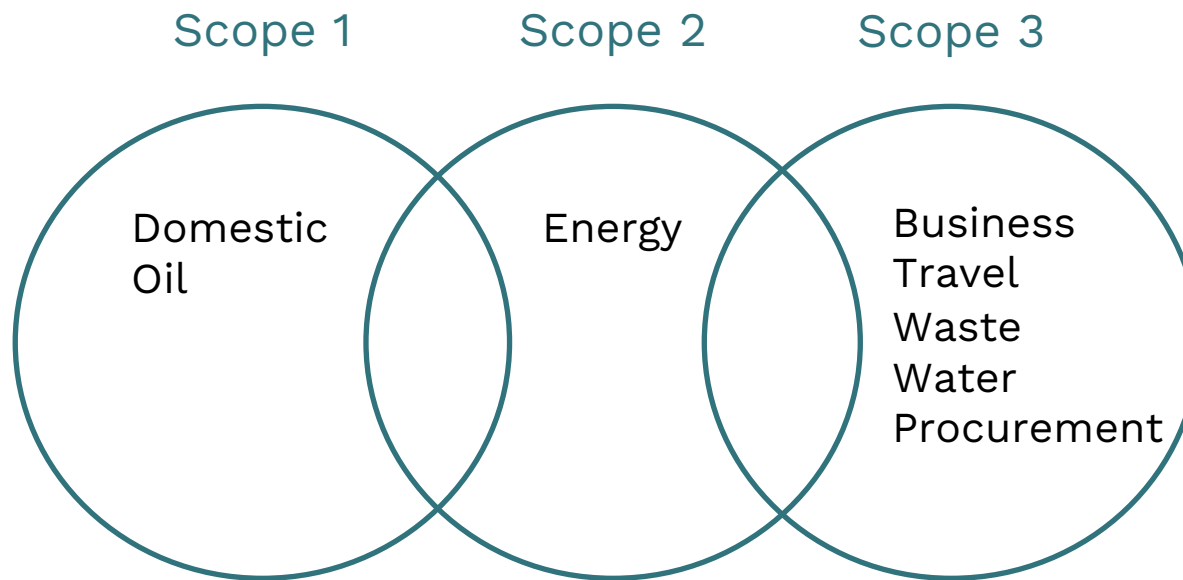
## Our key environmental objectives for 2025-2030 include:

- Reducing Scope 1, 2, and 3 carbon emissions in line with NHS targets (80% reduction by 2036–2039; Net Zero by 2040/2045). Reducing our carbon footprint by 10% year-on-year (for the next five years).
  - Increasing energy efficiency across all buildings.
  - Reducing single-use plastics (NHS Plastic Pledge, 5% less single-use plastic 5% year-on-year for the next five years) and encouraging circular resource use. Increasing our use of environmentally friendly goods (e.g., Pee in a Pot)
  - Promoting sustainable active travel for staff and patients; reducing our business mileage by 5% year-on-year for the next ten years.
  - Improving waste segregation and increasing recycling rates.
  - Supporting green spaces and biodiversity projects (on NHS land and wider).
  - Reviewing our supply chain through the environmental lens to ensure we are procuring from like-minded responsible businesses with environmentally-friendly products, services, and ways of working.
  - Education programme for employees, patients and partners so that we all aware of the day-to-day factors which contribute to our carbon footprint and that negatively and positively affect the environment.
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## Measuring our impact

In line with A Greener NHS' requirements for suppliers to manage their impacts, we have identified our greenhouse gas (GHGP) emitting processes and procedures. These sit within GHGP Scopes 1 to 3. We currently have no Scope 1 impacts.

Initially and in line with our Environmental Action Plan, we will focus on managing, monitoring, and reducing the following:





## Responsibilities

- *Board / Executive team*: Provide leadership and ensure environmental issues are embedded in strategic planning
- *Property team (OMP)*: Manage energy, water, waste, and building performance
- *Sustainability Lead and Group*: Develop and oversee implementation
- *All Colleagues*: Individual Green Champions on site; report risks and opportunities

**Monitoring and Review:** We will review our progress annually with the Board of Directors and publish a report annually on our company website.

Our Environmental Action Plan provides more details on when and how we will widen the reach of the Scopes that we measure, monitor, and report on.



# Get in touch

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