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Environmental Sustainability Policy

Table of contents

1. About this policy	2
2. Who is responsible for this policy?	2
3. Who does this policy apply to?	2
4. Environmental sustainability statement.....	2
5. The natural environment and our assets.....	3
6. Sustainable travel.....	4
7. Waste and recycling.....	4
8. Sustainable procurement.....	4
9 Information technology and sustainability	5
10 Training and staff involvement.....	5

1. About this policy

1.1. This Environmental Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

1.2. Avonvale Veterinary Practice Ltd is committed to managing its activities to promote environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution and bring about continual improvement in our environmental performance.

1.3. The aim of this Environmental Sustainability Policy is to integrate a philosophy of environmental sustainability into all of the organisation's activities and to establish and promote sound environmental practice in our operations. We will achieve this by:

- a. Informing staff and stakeholders of our commitment to the environment and sustainability.
- b. Supporting the implementation of environmental actions within our organisation.

2. Who is responsible for this policy?

2.1. This policy is owned by the Practice Manager. It was adopted on 11th August 2025 and will be reviewed regularly. Changes may be made at any time based on guidance or amended organisational priorities.

2.2. Line managers have day-to-day responsibility for this policy and you should refer any questions about this policy to them in the first instance.

2.3. Suggestions for changes or additions to this policy are welcome and should be reported to the Practice Manager.

3. Who does this policy apply to?

3.1. This policy covers all employees.

3.2. This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

4. Environmental sustainability statement

4.1. The earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of Avonvale Veterinary Practice Ltd's mission.

4.1. Avonvale Veterinary Practice Ltd respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems. We acknowledge the specific impacts of our business on the natural environment, and our responsibility as a good corporate citizen to ensure a natural environment that is sustainable.

4.2. Avonvale Veterinary Practice Ltd commits to the following principles and practices:

- a. Managing our environmental performance and working towards targets set to reduce adverse impacts.
- b. Complying with all relevant international, national, state and local environmental policy, practices, regulations and legislation, and industry-specific best practice.
- c. Reducing the consumption of natural resources in daily operations, including water, paper and energy.
- d. Maximising the recycling of resources.
- e. Disposing of all waste appropriately, and minimising waste sent to non-recyclable disposal sites.
- f. Committing to the principles of preventing pollution to the environment and continual improvement in our environmental management.
- g. Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
- h. Where possible, encouraging suppliers to meet the highest standards of environmental performance.
- i. Communicating this policy to all employees.
- j. Reviewing this policy regularly and measuring targets and performance as part of that review.

5. The natural environment and our assets

5.1. Avonvale Veterinary Practice Ltd commits to increasing opportunities for nature to thrive on the assets we own, lease or manage. This includes land, water and air which we have a financial interest in, own, lease, or otherwise manage.

5.2. We are committed to biodiversity, and will work to ensure our actions on the assets we own or manage do not have a detrimental impact on the natural environment and will support biodiversity.

5.3. We will achieve this by:

- a. Protecting and enhancing the quality and extent of the natural environment in the assets we own, lease or manage.
- b. Supporting the conservation of trees, hedgerows, ponds, streams, coastal habitats and other aspects of the natural environment.
- c. Managing our assets and those adjacent, such as public rights of way, coastal areas, play areas, playing fields and verges, in a manner that protects and increases biodiversity.
- d. Introducing environmental growth opportunities and activities wherever we can on our assets.
- e. Controlling the use of chemicals and pesticides on the assets we own, lease or manage.

5.4. We encourage the efficient use of water on all assets we own, lease or manage.

5.5. We will ensure staff and other users of our buildings are aware of how to reduce the use of water, and reuse water wherever possible.

6. Sustainable travel

6.1. We encourage the use of digital meetings wherever possible.

6.2. We support the use of electric and other ultra-low emissions vehicles and aim to move our fleet to more environmentally friendly vehicles in the future, if practical.

7. Waste and recycling

7.1. Avonvale Veterinary Practice Ltd commits to keeping waste to an absolute minimum by preventing, reusing, recycling or recovering waste wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all of our locations.

7.2. We aspire to be a zero-waste organisation. We will achieve this by:

- a. Phasing out the use of single-use plastics where possible.
- b. Recycling 100% of recyclable material.
- c. Reducing the use of non-recyclable material and offsetting where this is not possible.
- d. Promoting and encourage recycling by all staff.
- e. Using recyclable, compostable and/or recycled products on our premises.
- f. Reducing the production of non-recyclable resources such as laminated or plastic based publicity material.
- g. Minimise the amount of printing and the amount of wastepaper.
- h. Using electronic communication as our primary method of communication and use an opt-in scheme for paper-based communication.
- i. Minimising pollution and preventing it wherever possible, including light, noise, solids, liquids and chemicals.

8. Sustainable procurement

8.1. We aspire to reduce our carbon footprint throughout our supply chain. We commit to the principles of making a concerted effort in all our procurement decisions to reduce the distance travelled between source and destination.

8.2. We commit to timely procurement and encourage less environmentally damaging ways for international procurement needs. When these decisions are made in a timely manner, overland or overseas shipping can be used instead of flights, which reduces the carbon footprint of the procurement spend compared to aviation.

8.3. We will meet the objectives of sustainable procurement by:

- a. Sourcing materials and services locally and seasonally if possible.
- b. Ensure all consumables such as cleaning materials and inks are eco-friendly where possible.
- c. Encourage suppliers to document their sustainability policies and report their measures.

9. Information technology and sustainability

10.1. We will work towards the use of certified sustainable PCs, laptops, monitors, mobile devices, network and server hardware.

10.2. Where possible, we will source IT equipment from recycled sources.

10.3. Non-standard IT equipment will not be used unless there is an unavoidable technical requirement precluding this. Non sustainable equipment or equipment with low energy efficiency will only be used where there is no alternative.

10.4. All equipment must be disposed of correctly through an approved e-waste recycling contractor. No IT equipment should be sent to landfill or thrown out.

10.5. We will make available the use of applications and systems to reduce the need for printing paper and reduce the use of personal printers where they are not required.

10. Training and staff involvement

11.1. We encourage collaboration and involvement of all staff in our environmental sustainability efforts. Staff involvement is critical to ensuring the adoption of this policy and in our efforts to tackle climate change.