

## Carbon Reduction Plan and Sustainability Policy

<b>Document owner</b>	Practice Manager / Operations and Governance Lead
<b>Approved by</b>	Director / Senior Leadership Team
<b>Effective date</b>	14/06/2026
<b>Next review date</b>	14/06/2027
<b>Review frequency</b>	Annual, or sooner if legislation, NHS guidance, contract requirements or operational arrangements change

### 1. Introduction

Atrom Mindcare recognises that healthcare services have an important role in reducing environmental impact and supporting the transition to a low-carbon health and care system. This Carbon Reduction Plan and Sustainability Policy sets out our commitment to reducing avoidable carbon emissions, improving sustainable working practices and supporting NHS net zero expectations where relevant to our services, contracts and supply chain.

### 2. Scope

This policy applies to Atrom Mindcare's operations, staff, contractors, suppliers and any third parties involved in delivering services on behalf of the organisation. It is particularly relevant to NHS Right to Choose, private mental health services, remote working arrangements and supplier management. The policy covers:

- Energy use and digital infrastructure
- Waste minimisation and responsible disposal
- Sustainable procurement and supplier due diligence
- Travel, remote working and virtual care delivery
- Patient care delivery

- Staff engagement and training

### 3. Policy Objectives

Atrom Mindcare's objectives are to:

- Support the NHS ambition to reach net zero for directly controlled emissions by 2040 and emissions influenced through the supply chain by 2045, where applicable to our commissioned services.
- Reduce avoidable energy use through remote working, efficient digital systems and responsible use of devices.
- Embed sustainability considerations into procurement, including supplier environmental commitments, carbon reduction plans where applicable, and proportionate review of high-impact suppliers.
- Minimise Waste: Reduce waste through improved recycling, responsible disposal of clinical and non-clinical waste, and reducing single-use plastics.
- Promote low-carbon delivery models, including virtual appointments where clinically appropriate and reduced unnecessary travel.
- Enhance Green Spaces: Where possible, promote biodiversity and support the health and well-being of staff and patients by maintaining green spaces within our premises.

### 4. Commitments

Atrom Mindcare commits to:

- Monitoring and reporting: Maintain proportionate records of carbon reduction and sustainability activity, including remote working, digital care delivery, procurement decisions and supplier commitments.
- Continuous improvement: Review operational processes annually and identify realistic opportunities to reduce environmental impact.
- Staff engagement: Encourage staff to adopt sustainable working practices, including minimising printing, using secure digital workflows, switching off equipment when not in use and reducing unnecessary travel.
- Partnership working: Engage with commissioners, ICBs, NHS partners and suppliers to support reasonable and proportionate sustainability requirements.

- Compliance: Keep this policy aligned with applicable environmental legislation, NHS sustainability expectations, the Greener NHS programme, procurement requirements and relevant contractual obligations.

#### 5. Roles and Responsibilities

- Directors / Senior Leadership Team: Accountable for approving this policy, setting organisational expectations and ensuring sustainability is considered in strategic decisions.

- Practice Manager / Operations and Governance Lead: Responsible for maintaining this policy, coordinating annual review, recording progress and escalating any sustainability risks or contract requirements.

- All staff and contractors: Responsible for following sustainable working practices, reducing avoidable waste and travel, and using digital systems appropriately and securely.

#### 6. Carbon Reduction and Sustainability Action Plan

Area	Action	Monitoring evidence
Remote and hybrid working	Continue to use remote working and virtual meetings where appropriate to reduce travel-related emissions.	Meeting arrangements, staff working arrangements and travel records where available.
Digital care delivery	Use virtual appointments where clinically appropriate and acceptable to patients, while maintaining quality and safety.	Appointment modality data and clinical governance review.
Printing and paper use	Minimise printing and use secure digital records, templates and patient communications wherever appropriate.	Operational audits and staff reminders.
Procurement	Consider supplier sustainability commitments, carbon reduction plans and responsible sourcing for relevant contracts.	Supplier due diligence records and contract review notes.

Technology and equipment	Encourage energy-efficient device use and responsible disposal or recycling of equipment where applicable.	IT asset records and disposal evidence.
Staff awareness	Promote sustainable working behaviours through induction, updates and internal communications.	Training records, policy acknowledgement and staff communications.

### 7. Monitoring and Evaluation

This policy will be reviewed annually, or sooner if there are significant changes to NHS procurement requirements, environmental legislation, service delivery arrangements or contractual obligations. Monitoring will be proportionate to the size and nature of Atrom Mindcare's services and may include review of procurement decisions, travel requirements, virtual appointment use, digital processes, staff awareness and supplier sustainability information.

### 8. Review Date

This policy will be reviewed annually. The next scheduled review date is **14/06/2027**.

### 9. Version Control

Version	Date	Author / owner	Summary of changes	Approved by	Next review
1.0	20/10/2024	Amrish Gupta, CEO	Original policy created.	Director / Senior Leadership Team	20/10/2025
2.0	14/06/2026	Practice Manager / Operations and Governance Lead	Policy reviewed and updated. Added document control, clarified scope, strengthened NHS net zero alignment, added responsibilities, action plan, monitoring arrangements and version control.	Director / Senior Leadership Team	14/06/2027

