



## HRW SOP 22 Environment, Energy and Climate Change Policy

**Purpose:** At Healthcare Research Worldwide Ltd, we recognize our responsibility to protect the environment and contribute to a sustainable future. At HRW we care deeply about Accessing Reality. The reality is that Climate Change is here and now and requires urgent action. As an office-based organization with several locations across the UK and in the USA, we are committed to minimizing our ecological footprint. Our key focus areas include energy use, waste generation, and business travel.

**Scope:** This SOP applies to all employees and contractors of HRW. Responsibility for implementation of this policy rests with the SLG (Senior Leadership Group). The policy will be reviewed and updated on at least an annual basis

### HRW is committed to:

- Reducing scope 1 and 2 GHG emissions
- Measuring and reducing scope 3 emissions
- Recycling materials wherever feasible, including in all offices
- Monitoring staff travel and commuting

### Our commitment will be achieved through specific targets:

- HRW commits to reduce scope 1 and scope 2 GHG emissions by 42% by 2030 (from a 2022 baseline)
- As 96% of our emissions come from our supply chain, HRW are committed to implement a sustainable procurement policy and process by the end of 2026
- Ensure 100% of staff receive sustainability training to reduce emissions regarding, travel and commuting, waste and recycling

### Allocation of responsibility

A dedicated sustainability team has been appointed by management. At each business location a dedicated staff member will oversee the implementation of this policy.

### Our Pledge:

We are committed to fostering a culture of environmental responsibility and continuously improving. By working together, we can make a positive difference for our planet.

**Definitions:** None

**References:** None

**Approval:** Jeanette Kaye, Deputy Global Managing Director

**Approver signature:**

Jeanette Kaye

09-Sep-2025 | 4:47 PM BST

*Jeanette Kaye*

CONTROLLED DOCUMENT HRW SOP 22 Environment, Energy and Climate Change Policy.  
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Date \_\_\_\_\_

**Prepared by:** Lorna Kirman, Senior Director

**Change log:** summary of changes

<b>Revision number</b>	<b>Effective date</b>	<b>Reason for change</b>
<b>First version</b>	<b>4th June 2024</b>	Management Decision to Implement
<b>Second version</b>	<b>30<sup>th</sup> October 2025</b>	<b>Introduction of specific measures</b>

**Review date:** Next review December 2026