

ENVIRONMENTAL, HEALTH AND SAFETY POLICY

Symbios Health Controlled Document

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| Reference number | POL116 |
| Version | 1 |
| Date ratified | 14.04.2026 |
| Due for review | 14.04.2028 |
| Review period | 2 years unless a need for review has been identified |
| Committee/individual responsible | Company Director Symbios Health |
| Target audience | All Symbios Staff, all existing and new clients |
| It is the responsibility of the Administration team to ensure this document is updated in a timely manner, controlled, shared via teams and shared with our existing and/or interested clients. | |
| Uncontrolled Document if Copied or Printed | |

Implementation plan

| Group | Objective | Method | Lead | Target Start | Target End | Resources |
|--------------------------------|--|-------------------------------------|---------------------------------|--------------|------------|---|
| All employees | Employees to read and understand this policy. | Policy available on Symbios S-drive | Clinical Lead, Company Director | April 2026 | May 2026 | Employees to attend Teams meeting. Reference to S-drive. |
| Existing and Potential Clients | When requested share with existing and potential clients | Electronically | Operations Manager. | N/A | N/A | Operations manager to share when requested as part of our contract renewals process and/or new enquiries, and/or wherever deemed appropriate. |

Amendments

| Version | Changes | Date |
|---------|---------|------|
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SYMBIOS HEALTH
Empowering Healthy Working

1. Policy Mission Statement

Symbios Health is committed to keeping employees safe and wherever possible, protecting natural resources and implementing sustainable business practices.

While the nature of our business somewhat limits the actions we can take, we can encourage our clients to engage in sustainable business practices.

2. Company Vision and Promise

We promise to reduce the amount of waste going to landfill by minimising the amount of waste produced.

We are very aware of the need to conserve resources, and as such we promise to carefully plan our clinics, rotate stock and purchase the required amount thereby reducing the likelihood of waste.

3. Protecting Natural Resources

Our main strategy is to encourage our clients to move from paper to our electronic systems thereby conserving natural resources.

Any paper we do buy is made from recycled products.

We promise to minimise our mileage by carefully scheduling routine clinics.

We responsibly reuse, recycle, and dispose of electronic waste.

Clinical waste is disposed of via a registered waste carrier.

We ensure our equipment is energy efficient.

4. Health and Safety

We ensure our equipment is safe to use and up to date by scheduling annual servicing and calibration.


Our employees run their clinics on our client's premises, a client's health and safety policy and/or procedures are requested when a service level agreement is set up and shared with our employees before a clinic starts.



We protect our employees and those around us by placing used sharps into sharps bins which are then responsibly disposed of via a registered waste carrier.

5. Linked Documentation

POL110 Waste Policy

6. Review and Authorisation

| REVIEWED BY and Role | SIGNATURE | DATE |
|----------------------|---|------------|
| Deborah Wassell |  | 14.04.2026 |

| AUTHORISED BY | SIGNATURE | DATE |
|--------------------------------------|--|------------|
| Dr Oliver Cooper |  | 14.04.2026 |
| Symbios Health Director | | |
| Deborah Wassell |  | 14.04.2026 |
| Author - Head of Governance/ISO Lead | | |

7. Quality Impact Assessment/Employee/Client

| | | Yes/No | Comments |
|----|--|--------|----------|
| 1. | Does the policy/guidance affect one group less or more favourably than another on the basis of: | | |
| | Race | No | |
| | Ethnic origins (including gypsies and travellers) | No | |
| | Nationality | No | |
| | Gender | No | |
| | Culture | No | |
| | Religion or belief | No | |
| | Sexual orientation including lesbian, gay and bisexual people | No | |
| | Age | No | |
| | Disability - learning disabilities, physical disability, sensory impairment and mental health problems | No | |
| 2. | Is there any evidence that some groups are affected differently? | No | |
| 3. | If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable? | n/a | |
| 4. | Is the impact of the policy/guidance likely to be negative? | No | |
| 5. | If so, can the impact be avoided? | n/a | |
| 6. | What alternatives are there to achieving the policy/guidance without the impact? | n/a | |
| 7. | Can we reduce the impact by taking different action? | n/a | |