

Environmental Policy

Background

VetPartners is a veterinary group founded in 2015 by vets, for vets. The group now operates across the UK and Europe. We foster a culture of warmth, collaboration, and respect to develop and support team members within our veterinary practices and businesses. VetPartners' Central Support Office is based in York, where the group was originally established. VetPartners is committed to operating in an ethical, efficient, and sustainable way and we established a Sustainability Team and launched our Sustainability Strategy in 2020.

Commitment

We acknowledge that there are aspects of our operations at our Support Office, veterinary practices and partner businesses that have a negative impact on the environment.

We have identified the key activities that contribute to our environmental footprint:

- Energy consumption
- Water consumption
- Waste production and disposal
- Paper usage
- Commuter travel and business travel
- Procurement of equipment, medicines, consumables, and other goods and services
- Use of anaesthetic gases at practices

Objectives

VetPartners is dedicated to reducing our environmental impact through continual improvement. The way in which we will achieve this is stated in our [Sustainability Strategy](#).

Our commitment can be demonstrated through our established objectives and goals below:

- Compliance with all applicable environmental legislation and carbon reporting regulations.
- To work with our suppliers to meet our sustainability requirements across the Group.
- To continuously strive to achieve the 21 targets in the VetPartners Sustainability Strategy, regularly review our progress, and publish an annual organisational sustainability report, accessible on our website.
- To reduce our carbon emissions through renewable energy tariffs across all applicable sites.
- To have a Wellbeing Group to support to our VetPartners colleagues.
- To provide sustainability resources and work with our veterinary practices and partner businesses to implement sustainability measures at our sites.
- To implement a waste management system to reduce our waste production across the business and to divert as much from landfill as possible.
- To reduce emissions associated with the commute of colleagues to VetPartners' Central Support Offices.
- To collaborate across the sector to progress the responsible use of antibiotics to preserve the effectiveness of antimicrobials.

Responsibility

We will continue to improve our environmental management system through annual reviews and updates, considering any changes in legislation, our organisation, and other factors. We will convey this policy to all our colleagues ensuring that they are provided with training to increase awareness of environmental matters.

The Sustainability Team have designated responsibility for the day-to-day implementation of this policy at our Central Support Office.

Signed:



Jo Malone (CEO)

Date: July 2025

VetPartners will make this policy available when requested to interested parties and members of the public. A copy of our Environmental Policy can also be found on [our website](#).

Revisions History

Date	Revision	Author
07/05/2024	General formatting updates. Update to number of sites and date. Edits to procurement objectives.	KF
27/05/2025	Formatting. Additions and wording edits to objectives.	CB

