



**Sustainability Strategy:
Looking Forward Together and Keeping the planet cool**

Galtres Veterinary practice is built on strong core values that support our vision, shape our culture and reflect our priorities.



Respect for people and animals is one of our core values, so it's important to us that we grow our business without damaging the environment we all rely on, and while giving back to the communities we work in. In other words, that we grow and operate our business sustainably. One of the pillars of our business model is to develop our business in an efficient, sustainable and profitable way.



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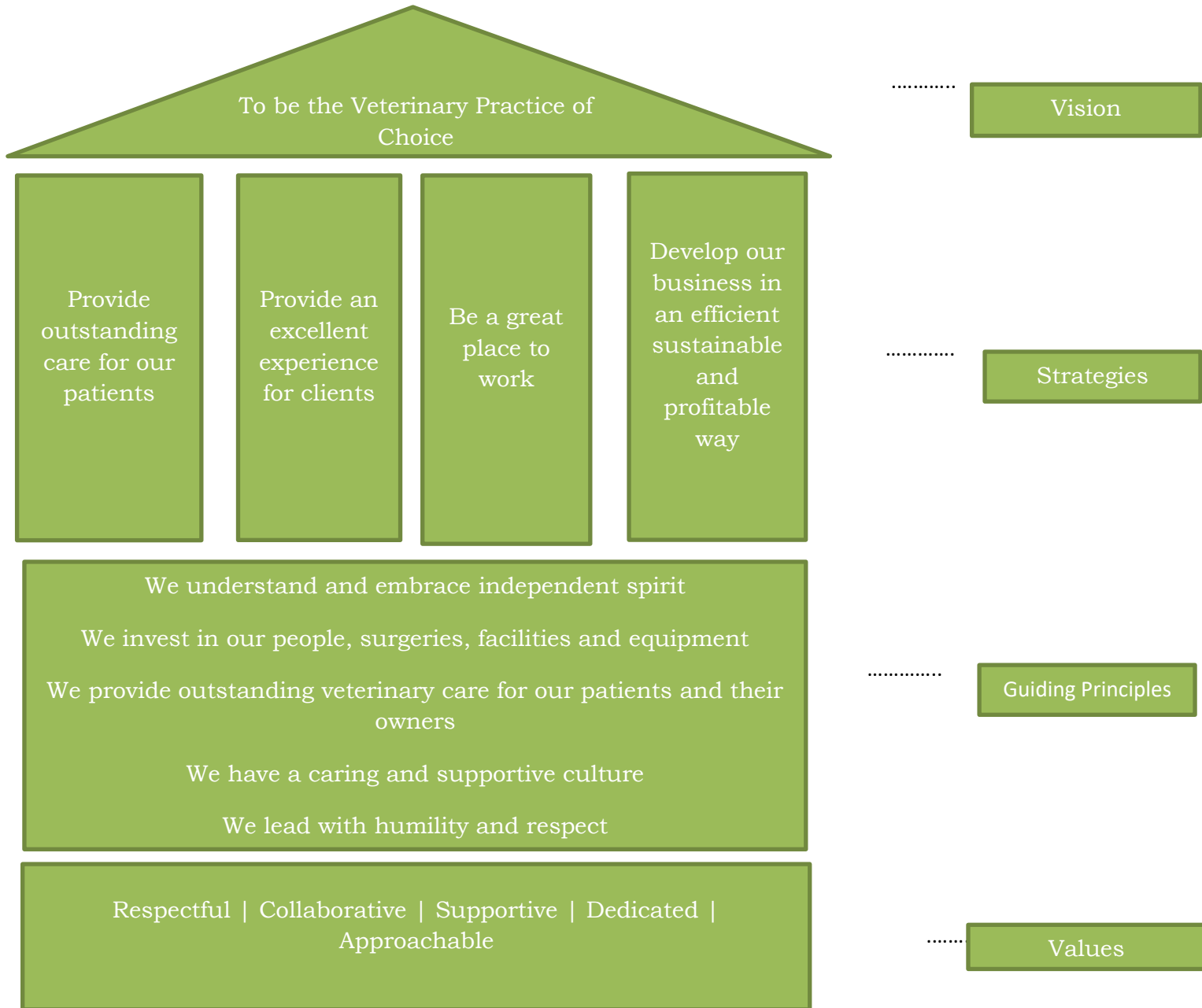


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Veterinary professionals have a vital role to play in the transition to a sustainable economy. This has been recognised by our colleagues in the sector: in response to a BVA survey in 2019, 89% of vets said they want to play a more active role in the UK's sustainability agenda; and Galtres have committed to increasing collaboration between veterinary and human health professionals and environmental organisations, in line with the One Health concept. The recently formed industry group VetSustain has demonstrated the dedication of veterinary professionals in this area.

Growing sustainably is the right thing to do for people, animals and the planet, and it's also good for our business. As the effects of anthropogenic climate change and environmental degradation become increasingly apparent, so does the importance of mitigation and adaptation, to ensure we're resilient and can thrive in spite of these risks. Diets, consumer preferences and the regulatory landscape are shifting rapidly, and we need to be able to look ahead and adapt to these changes. The recent Covid-19 crisis has further highlighted the importance of resilience and adaptability for businesses, as well as the vital importance of the natural world to our wellbeing. By embracing sustainability as part of our business model we're setting ourselves up for success. As well as becoming more resilient to environmental, economic and social risks, we're also meeting the expectations of our colleagues and clients who choose us for our integrity and commitment to ethical business. Public attention to the ways in which businesses treat their employees, how they interact with society, and how they impact on the environment has never been higher.

In this strategy we share our vision for sustainability at Galtres Veterinary Practice, set out the targets we've set ourselves for the next five years, and describe the actions we'll take to make sure we achieve them.



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Our vision for sustainability

A clear vision for the future is vital to the success of a sustainability strategy. Almost every aspect of what we do is relevant in some way, so it's important to have clear outcomes and targets in mind to ensure we stay on track and make effective progress. A clear vision also helps us to articulate what we're doing and why, and to encourage and inspire colleagues to make the changes needed for success.

Our sustainability vision:

- Our core environmental impacts are Climate Change, Waste Management and Responsible Pharmaceutical and Chemical Stewardship. We acknowledge that our operations have an effect on the environment and our ambition is to continually improve by;
- Accessing sustainability-focused forums and training
- Monitoring key resources such as electricity, gas, water, anaesthetic gases and transport, and setting reduction targets e.g We use led lights, oxygen generator, Hybrid cars, motion sensors, turn computers off on a night, turn light off when not in a room, buy locally, make sure our supplies are using recyclable materials, white boards to use instead of paper, use emails for invoicing, plants in the offices to create a good environment, and a safe way for clients to bring back unused medication or out of date medication.
- Calculating a Scope 1, 2 and partial Scope 3 carbon footprint, and setting an annual reduction target
- Using sustainability performance metrics to drive change
- Supporting sustainable transport options and healthy lifestyles for our Associates
- Carrying out One Health projects
- Improved resource management including sustainable procurement choices and waste management plans
- Providing our clients support on responsible preventative care strategies
- We understand the environmental and social risks to our business, and take effective action to mitigate them
- We use resources efficiently, saving money and minimising our impacts on the environment
- We recycle throughout the practice, items such as soft plastics, hard plastics, paper, cans and we use re-usable drapes and gowns to help the environment.



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Headline targets – our five year plan We have set ourselves targets for 2028 to help track our progress, and to take us further along the path to our vision for sustainability at Galtres Veterinary Practice. We'll review these targets annually to ensure they remain relevant to our business and to the wider world, and report on our progress against them.

- This strategy and the associated action plan are reviewed and updated annually.
- We have established a regular review process for environmental and social risks, and included mitigating actions in updates to the sustainability strategy and action plan.
- Environmental and social risks are included in the company risk register.
- We divert 90% of our waste from landfill.
- We hope to reduce our energy consumption by 20%
- We have developed environmental and human rights KPIs and engaged with all our tier 1 suppliers to ensure they meet them.
- We have implemented additional measures to reduce the escape of anaesthetic greenhouse gases.
- All colleagues have access to Galtres sustainability resources
- All our employees will receive training on sustainability
- We have implemented at least three ways to reward or incentivise colleagues for positive environmental or social actions.
- We know the carbon footprint of Galtres and have set carbon reduction targets for 2028 and 2032.
- Our practice is on a renewable energy tariffs.



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We aim to care for people, their pets and our profession. Galtres Veterinary Surgery was formed in 1992 and has stayed as an independent practice, which we are very proud of. Therefore we can offer our clients continuity, friendly faces and a family feeling while caring for their pets. We provide 24hours cover at our practice meaning our clients won't need to travel or see a vet they haven't seen before. We have 2 full time vet surgeons and 4 part time veterinary surgeons, along with 2 RVN. This allows us to maintain the very highest standards in patient care and client service.

“We are committed to a sustainable future and to improving the social, economic and environmental wellbeing of the community and Veterinary profession. We are dedicated to environmental improvements that foster a sustainable future and lead to social and economic improvements in the community we do business.”



‘Save the planet’