

Sustainability Strategy

What is Sustainable Development?

Sustainable development is a pattern of resource use that aims to meet human needs while preserving the environment so that these needs can be met not only in the present, but in the indefinite future. The goal of sustainable development is to meet the needs of today without compromising the ability of future generations to meet their needs.

Drivers

The sustainability agenda is set out in an extensive range of national and international legislation, policies, and guidance.

UK Environmental Legislation

The UK has a robust set of environmental laws and regulations, all of which are designed to reduce the environmental impacts associated with the operations undertaken by organisations throughout the UK.

Pharman Ltd (PM) recognises the importance of good corporate citizenship and of maintaining social, ethical, and environmental high standards. PM is continuously changing to ensure it improves performance to both mitigate, and adapt to, the effects of climate change.

PM recognises that virtually all its activities impact on the natural environment at a local or global level. PM accepts its moral and corporate responsibility to reduce those impacts and is committed to review and continually strive to improve its overall environmental and sustainability performance as part of a continual improvement process.

Organisational Structure Roles and Responsibilities

The Chairman is ultimately responsible for achieving the sustainability objectives of PM, ensuring that the necessary resources are made available to achieve this.

Laws and Ethical Standards

PM complies with all laws applicable to its business. PM adheres to the principles of the United Nations' Global Compact, UN Declaration of Human Rights as well as the 1998 International Labour Organisation's "Declaration on Fundamental Principles and Rights at Work" in accordance with national law and practice.

Managing and Improving PM's Environmental Impact

Guiding Principles

- To comply with, and exceed where practicable, all applicable legislation, regulations, and codes of practice.
- To integrate sustainability considerations into all our business decisions
- To ensure that all staff are fully aware of our Sustainability Strategy and are committed to implementing and improving it.
- To minimize the impact on sustainability of all office and transportation activities.
- To make clients and partners aware of our Sustainability Strategy and encourage them to adopt sound sustainable management practices.

Practical Steps Taken by PM

Travel and Meetings

- Encourage walking, cycling and/or the use of public transport to attend meetings, site visits etc, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive.
- Reduced the need for our staff to travel to work by fully supporting home working.
- Reduced the need for PM staff to travel to meetings and elsewhere by facilitating the use of technology, where alternatives are available and practical, such as using teleconferencing, video conferencing.
- Offer virtual attendance at training events to reduce travel for delegates.
- Exploring the use of technology for hosting training events with total virtual attendance.
- Plan efficient timing of meetings/training events to avoid multiple trips by PM staff.
- These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients and partners.

Resources

- Use of the PM website has minimised communication using traditional methods: <https://www.pharman.co.uk/>
- Minimized the use of paper and other office consumables, for example by double-siding all paper used, use of e-mail and identifying all opportunities to reduce waste, including postage and packing, with its associated environmental impact, across most areas of our communication.
- Moved towards all training documentation being supplied in electronic format and encouraging delegates to bring these to events on a device rather than printing. Items are added to the PM website using dedicated areas for delegates pre and post events.



Pharmacy Management

Progress through partnership

- The two PM Journals moved to electronic versions several years ago and are available on the PM website after publication:
<https://www.pharman.co.uk/journals/?/journals>
- Major events now use technology, rather than paper, e.g. for agendas, to guide delegates to workshop sessions, collecting evaluation data.
- Use of recyclable sheets at training events for activities rather than flipchart paper.
- Purchase recycled stationery where possible.
- As far as possible, arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.
- Purchase fair-trade and/or organic beverages when running events. Ensure quantities ordered reflect a reduction in possible food wastage.
- Only use venues/hotels for PM events with a good, proven environmental ethic, ensuring these are close to public transport.

Associated PM Policies to support this Sustainability Strategy

[Anti-bribery and corruption policy](#)

[Code of business ethics](#)

[Corporate and social responsibility policy](#)

[Equality and Diversity Policy](#)

[Modern Slavery Policy and Statement](#)

[Privacy Policy](#)

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