



# 2025 Impact Report

# Our Approach

**Health Partners Group specialises in the provision of comprehensive occupational health (OH), mental health and wellbeing services to clients covering all sectors across the UK and Ireland.**

We are proud to be a centre of clinical excellence, helping organisations take care of their people. We directly employ circa 650 clinicians including Consultant Physicians, OH Physicians, OH Advisors, OH Technicians, Mental Health Nurses, Physiotherapists, Psychiatrists, Psychologists, Counsellors, CBT Therapists, Wellbeing Physiologists, Ergonomists, Neurodiverse & Disability Specialists, and Hygienists. Combining their experience and expertise with detailed protocols and operational support ensures consistent quality focussed care.

We are committed to sustainability, seeing it as an ethical responsibility deeply embedded in the way we operate, mirroring our pursuit of excellence in the services we offer.

Our sustainability impact is guided by a fundamental obligation to do the right thing, ensuring that our corporate actions have positive impacts or, at the very least, minimal adverse effects on the environment and surrounding communities. This commitment is grounded in our belief that long-term success can only be achieved by balancing

our economic progress with social equity and environmental stewardship.

To drive this vision, we adopt an interdependent framework of Environmental, Social and Governance (ESG) principles, which serve as a cornerstone for assessing our impact and guiding our sustainable decision-making.

As a healthcare provider, our most significant influence lies in our social impact. By placing people at the heart of everything we do, we strive to create a positive difference in the lives of those we serve and those we employ.





# A Message From Our Founders

Our mission has always been to empower individuals to achieve their full potential.

At Health Partners that means considering every part of our business and its impact to ensure the work we're doing is not only helping people to be their best, but also to be positively impacting the UK and the planet. The health and wellbeing of those in our care depends on a stable environment, both economically and ecologically.

As we continue to grow, we keenly feel the responsibility to be bold in our sustainability strategy, keeping it at the heart of our processes and collaborating with our clients, to support their own strategies.

We're extremely proud of our commitment to sustainability and we're proud of our teams who make these results possible.

Andrew Noble  
Chief Executive Officer

Alasdair Emslie  
Chief Medical Officer

# Our Mission, Values & CORE Framework

At Health Partners, we are committed to advancing workplace healthcare to make a measurable difference to the quality of people's health and wellbeing. We combine expert advice and the highest-quality clinical care with smart systems to deliver impact-driven health programmes, tailored to clients' needs.

- ▶ Our services are comprehensive  
We offer a full portfolio of corporate health and wellbeing services, which we tailor to address our client's and their employees' needs.
- ▶ Our thinking is innovative  
We constantly develop new tools and ways of working, designed to address the health and wellbeing challenges that face those we support.
- ▶ Our commitment is total  
We have grown over the years by investing in our services, creating new ones and keeping in step with every client. We constantly explore new ways of working and make no compromises in the quality of our services.

The purpose of our service is that we are here to **help people be their best.**

Our **CORE values** define our approach to everything we do including our sustainability objectives.

## Caring

We take care of our clients and each other, listening, learning and respecting what matters most.

## One Team

We work as one team actively encouraging collaboration, idea generation and knowledge sharing.

## Relationships

We build trusted relationships, working together and supporting each other to achieve more.

## Excellence

We will always work hard to improve and maintain the high standards we set ourselves.

# At a Glance

- ▶ Reduction in emissions of 13.97% year on year, when our intensity ratio is taken into consideration.
- ▶ Reduced the emissions for Scope 1 by 7.5%, even with an increased fleet.
- ▶ Planted 1,984 trees to mitigate our emissions that cannot be reduced or removed.
- ▶ 97% of waste diverted from landfill at head office.
- ▶ Reduced our utilities usage and emissions at our three office hubs by 11% for electricity and 7.8% for gas.
- ▶ Recruited seven armed forces veterans into the teams.
- ▶ Trained 24 healthcare professionals to become occupational health specialists.
- ▶ Sponsored five nurses to undertake the OH degree.
- ▶ Undertook over 600,000 assessments.
- ▶ Donated £304,473 to charities this year through the Health Partners' Foundation.

An aerial photograph of a dense, lush green forest with many trees, serving as a background for the right side of the page.

# 13.97%

reduction in emissions year  
on year per employee

# 7.5%

reduction in Scope 1 emissions

# £304,473

donated to charities

# Our Stories

The Health Partners Group manage over 600,000 activities and interventions each year. Working with our clients and their employees, our clinicians, supported by our dedicated operational teams, provide practical, meaningful advice and support.

As a company we also care about those around us and the communities in which we live.

Each year, we highlight a selection of inspiring stories showcasing the incredible, life-changing assessments carried out by our team, as well as narratives from our Foundation's activities, to share the positive impact we've made.



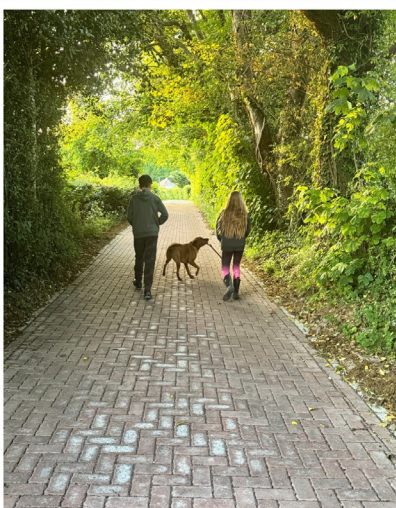
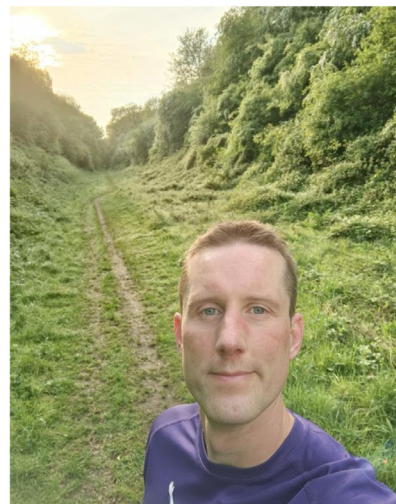
# Occupational Health: A Vital Role in Early Sepsis Detection

Case Manager, Lewis, came through our Health Partners Academy programme for nurses who wish to pursue a career in Occupational Health. Lewis was facilitating an employee's return-to-work appointment for a well-known national delivery provider and recognised signs that were suggestive of serious post-operative infection and encouraged the employee to attend A&E immediately. Eleven days later the employee was booked in for another occupational health assessment and affirmed Lewis' concerns – he had been diagnosed with early onset sepsis and been given Intravenous Antibiotics (IVAB's) and placed on the emergency surgical list.

The individual stated he would have ignored his symptoms, which would have allowed the sepsis to progress. In advising him to attend A&E immediately, Lewis may have saved the individual from a serious lifetime disability or even saved his life.

Lewis told his team and managers "it's just what we do", highlighting the important role of occupational health in employees' lives. This example is exactly why our teams treat every appointment as a complete assessment.





## £53,000 Raised for Charity Through '100 Miles in May'

In May, Health Partners Group colleagues, from avid runners to those seeking motivation to push their limits, took on the challenge of completing 100 miles by tracking their step count throughout the month. By the end of the challenge, they raised an impressive £53,000 for charity.

Throughout the month, inspiring stories were shared, including motivational tips from our own marathon runners, articles on cardiovascular health and guides like 'Step your Way into Wellbeing'. Weekly photo updates showcased adventures in parks, beaches and mountains, with many colleagues discovering shared routes or local connections while photos of canine companions added much joy to the community of participants.

Over 100 participants completed the challenge, with the Health Partners Foundation donating £53,000 to charities supporting education, underprivileged children and women in economically challenged countries, alongside staff-nominated causes such as 'Love Brum', a charity focusing on positive change initiatives in Birmingham; Evalina a children's charity in London; Esmond Street charity based in Glasgow; and Growing Hope in Maidstone.

# Extending Our Wellbeing Initiatives into the Community

Each year one of our engineering and manufacturing clients bring their site together for a day of activities involving not only the employees but also their wider families. With a large workforce this is a huge event.

Over 10,000 employees attended this year, bringing with them partners and children for a day of interactive pursuits. Our on-site health and wellbeing team found it a great opportunity to collaborate with the client, engage in existing health campaigns and promote health initiatives including health screening and coaching. By creating fun and absorbing fitness challenges for all the family, with prizes and a range of educational material from nutrition to restful sleep tips for both adults and children to take away, the team supported the wellbeing of the local community and raised the profile of positive health. Within just one day of promoting the initiatives on-site, the team filled up their diaries for the foreseeable future with employees keen to undergo a full health screening assessment and take control of their wellbeing.





## Occupational Health: Uncovering Serious Condition Behind Back Pain

Physiotherapist, Gerry, was providing physiotherapy for an employee on site at a prestigious manufacturing location. The employee was referred for a back injury. Unfortunately, Gerry found that the course of physiotherapy did not see the expected results and the employee was still experiencing significant pain, leading him to determine it was unlikely related to muscle pain. Gerry encouraged the employee to visit his GP and explain physiotherapy had not been successful. After visiting the GP and receiving medical tests, bowel cancer was identified as the cause of the back pain. Further testing showed it had thankfully not spread beyond the bowel, immediate surgery therefore took place and the cancer was removed. The employee was extremely grateful, stating Gerry's actions ensured that the cancer was caught sooner than it potentially would have been and providing him with the best possible chance of recovery.

Gerry was nominated by the client for their Recognition Programme and won their plant-wide award.

# Tree Nation

**“Trees bring biodiversity. Biodiversity brings ecological stability. Ecological stability brings climate resilience. Climate resilience is good for all lifeforms.”**

**– Tree Nation**

In 2024, Tree Nation planted over 5.3 million trees across 52 projects worldwide, offsetting 361,306 tonnes of CO2 and other emissions and reforesting 39,890 hectares of land.

Health Partners have managed a forest through Tree Nation since 2020 across various projects in Africa and one in South America. This year we planted 1,984 larger trees across projects in East Africa to mitigate our impact and ensure a social and economic benefit to the communities impacted too. In total we have planted 12,590 trees mitigating over 1,200 tonnes of CO2. Our ‘forest’ can be seen on the Tree Nation website alongside stories from each project including the socio-economic impacts of the projects too.



tree-nation



## 12,590 trees planted



46%

### MADAGASCAR

Eden Reforestation Projects  
5,812 trees

21%

### KENYA

Bore  
2,604 trees

14%

### BURKINA FASO

Agroforestry to Stop the Desert  
1,795 trees

9%

### TANZANIA

Forest Gardens - Simiyu Region  
1,195 trees

6%

### UGANDA

Preservation of Mt. Elgon Ecosystem  
805 trees

2%

### PERU

Protect Amazonian Biodiversity  
260 trees

1%

### TANZANIA

Plant to Stop Poverty  
119 trees

## 13.77 hectares reforested



43%

### BURKINA FASO

Agroforestry to Stop the Desert  
6.0 hectares

25%

### KENYA

Bore  
3.5 hectares

14%

### MADAGASCAR

Eden Reforestation Projects  
1.9 hectares

9%

### TANZANIA

Forest Gardens - Simiyu Region  
1.2 hectares

6%

### UGANDA

Preservation of Mt. Elgon Ecosystem  
0.805 hectares

2%

### PERU

Protect Amazonian Biodiversity  
0.260 hectares

1%

### TANZANIA

Plant to Stop Poverty  
0.119 hectares

## 1202.1 tonnes of CO<sub>2</sub> captured



40%

### KENYA

Bore  
476.46 tonnes

21%

### MADAGASCAR

Eden Reforestation Projects  
247.56 tonnes

16%

### BURKINA FASO

Agroforestry to Stop the Desert  
192.98 tonnes

13%

### UGANDA

Preservation of Mt. Elgon Ecosystem  
155.50 tonnes

5%

### TANZANIA

Forest Gardens - Simiyu Region  
59.75 tonnes

4%

### PERU

Protect Amazonian Biodiversity  
52.00 tonnes

1%

### TANZANIA

Plant to Stop Poverty  
17.85 tonnes

# Life Changing Neurodivergent Workplace Coaching

Assistant Psychologist Nathan recently delivered five transformative coaching sessions for an employee working for a UK Government Agency, leaving a profound and lasting impact. Following the sessions, the employee expressed their gratitude in a heartfelt email to Nathan's manager, detailing the remarkable changes they had experienced:

"When I started with Nathan I felt very reserved. I struggled a lot within my workplace and my day-to-day life. I am extremely shocked to say that after five sessions his coaching has made a massive impact on me. I used to take betablockers for anxiety but I don't anymore, I now use breathing methods that he has taught me. I used to fail my quality control checks within my workplace which obviously made me feel awful, I can actually say that I have passed them all this month and this was also during a transition onto another government system that we use (this would have been a massive struggle for me). My concentration levels are great and I really feel like a different person."

The employee commended Nathan's professional yet approachable manner, noting how his relatable style and shared experiences had fostered trust and understanding. They highlighted the positive effects not only on their professional performance but also on their personal life and relationships. Emphasising the value of workplace neurodiversity coaching, they concluded "I just felt the need to write you this email after the life-changing experience I have had."

“My concentration levels are great and I really feel like a different person.”



# Transforming Lives Through Fitness in Scotland's Lowest Life Expectancy Area

One of our head clinicians, Alli, is making a remarkable difference in one of Scotland's most disadvantaged areas, where life expectancy is among the lowest in the country. As an accomplished marathon runner and a regular at her local running club, she saw an opportunity to inspire change and improve the health of her community.

Alli has been supporting her coach who launched a beginners' running club in the local area and the response has been incredible. The group, made up predominantly of young women and mothers juggling countless responsibilities, has flourished under her guidance. Week after week, she runs alongside them, sharing her renowned enthusiasm, encouragement and expert tips from years of ultra-marathon experience.

The focus goes beyond just running. Together, they've worked on health, nutrition, building fitness and achieving the ambitious milestone of completing the Great Scottish Run, Glasgow 10K. Now, they're pushing themselves to improve speed and endurance. The incredible initiative is transforming fitness levels, improving mental wellbeing and offering the community a chance to take control of their health and future.



# Health Partners Foundation Supports 1MoreChild Charity

The Health Partners Foundation began supporting 1 More Child in 2025, a charity supporting over 250 vulnerable children in Jinja, Uganda, to reach their full potential. Here is just one of their stories of success from the year.

After losing his father at a young age, Angolle was raised by his mother, who faced immense challenges in providing for their family. With the support of 1MoreChild, he was able to pursue his education and seize new opportunities.

Now, Angolle has achieved a significant milestone, graduating with a bachelor's degree in business administration from Makerere University, Kampala, one of Uganda's most prestigious institutions, his journey is a powerful testament to how education transforms lives.



**“We all extend our heartfelt gratitude to donors, friends, well-wishers, and partners... who make such incredible journeys possible.”**



Makerere University, Kampala

# UN Sustainability Development Goals

As an organisation Health Partners is committed to advancing the United Nations Sustainable Development Goals (SDGs). We are pleased to report on our contributions and progress towards the following key goals.

3 GOOD HEALTH  
AND WELL-BEING



## GOOD HEALTH AND WELLBEING (SDG 3)

*Our raison d'être*

Promoting health and wellbeing is central to our mission and purpose. Our efforts remain focused on delivering impactful services and initiatives that improve the physical and mental health of our clients' employees and the communities we serve.

4 QUALITY  
EDUCATION



## QUALITY EDUCATION (SDG 4)

*Sponsorship and lifelong learning*

In support of lifelong learning and professional development, we have sponsored nurses to pursue degree-level qualifications, continued to develop our apprenticeship programme and supported healthcare professionals to train as occupational health case managers through our Health Partners Academy. These initiatives not only enhance the skills and career prospects of these individuals but also contributes to the wider goal of strengthening the healthcare workforce in the UK.

5 GENDER  
EQUALITY



## GENDER EQUALITY (SDG 5)

*Gender pay improvements*

We have made significant strides towards gender equality by addressing the gender pay gap within our organisation. Increasing our median average, we have also increased the number of women in the upper percentile to 61% and can confirm that women now make up 69% of our management teams.



## DECENT WORK & ECONOMIC GROWTH (SDG 8)

### *Organisational growth*

Our commitment to economic growth is reflected in our own performance, with a 22.28% increase in turnover in the past year and employing a further 130 people (an increase of 13.7% in our headcount year on year). This achievement is underpinned by our commitment to creating decent work opportunities and supporting economic resilience within our operations and beyond.



## CLIMATE ACTION (SDG 13)

### *Emissions intensity reduction*

As part of our climate action strategy, we have achieved a year-on-year reduction in emissions per headcount (across all 3 Scopes measured), reduced our absolute emissions from our energy usage over the last year (Scope 2) and improved our efficiencies with the mobile medical units (Scope 1). This reflects our ongoing efforts to minimise our environmental footprint through sustainable practices and innovative solutions.



## LIFE ON LAND (SDG 15)

### *Tree planting initiative to mitigate deforestation*

In our effort to preserve and restore terrestrial ecosystems, we have planted an additional 1,984 trees this year in Kenya, Tanzania and Uganda. This initiative contributes to reforestation, biodiversity conservation and the mitigation of climate change impacts.

**We remain committed to the UN SDGs, embedding these principles into our governance and operations as we continue to work towards a more sustainable and equitable future.**



# Social Impact

**Our aim remains to advance workplace healthcare to make a positive and measurable difference to the quality of people's health and wellbeing.**

## OUR SERVICE IMPACT

We are committed to empowering individuals to lead healthier lives through targeted health education, advice and initiatives. By providing accessible, evidence-based information and resources, including individual advice and insightful management information on trends and areas of risk in an organisation, alongside our monthly 'Your Health' magazine, educational posters, weekly insight articles and 'Breakfast Briefing' webinars, we aim to support healthier lifestyle choices and improve the overall wellbeing of our clients' employees, as well as our own teams.

Our clinical advice and expertise enable us to deliver practical and effective guidance on employees' fitness for work, develop tailored rehabilitation programmes to facilitate recovery and recommend adjustments to support their continued economic activity. The enhancement and recent growth of our specialists such as the Neurodiversity, Physiotherapy, Psychological and Disability teams mean we can support those who may otherwise be excluded or limited in the workplace to develop and thrive. We also implement comprehensive wellbeing initiatives, provide mental health treatment and therapy, and advise on measures to minimise workplace risks. Last year we undertook over 600,000 assessments and interventions.

The impact of our occupational health programmes, however, goes beyond supporting just individual employees. These initiatives, combined with insightful data, play a vital role in helping employers achieve their health and wellbeing objectives; reducing workplace risks, minimising absenteeism and presenteeism costs, boosting productivity and contributing to the overall wellbeing of the wider communities to which these individuals and employers belong by ensuring their health and economic resilience.

The development and roll out of our GP/Treatment services at various client sites has also reduced the strain on local practices and ensured employees can get advice, treatment and prescriptions quickly and easily. At one of our largest clinics, our GP and nurse treatment team had 11,418 private appointments last year which released the equivalent of 285 days of GP appointments in the local area back to the community.



## OUR COMMITMENT TO EQUITY

We fully respect and uphold the fundamental rights of individuals, as enshrined in the UNs International Declaration of Human Rights. Our policies and practices are designed to ensure that every individual is treated with dignity, fairness and respect, and we continuously strive to create an environment where human rights are protected and promoted.

Equity, diversity and inclusion are at the heart of our organisation. We are committed to fostering not only equality, but also equity, creating an environment where everyone feels valued, respected and empowered to contribute. We actively champion the benefits of diversity, recognising the strength it brings to our organisation and the positive impact it has on innovation, decision-making and overall success. We are a Disability Confident Employer and are committed to the Inclusive Employers Standard too.

This year's Gender Pay reporting has shown an improvement with our median now reflecting a ratio of £1.04 for women compared to £1.00 for men. Females make up 73% of our workforce and 69% of our management team. Through regular pay reviews, transparent reporting and targeted initiatives, we are ensuring equal pay for equal work, promoting fairness and inclusivity across all levels of our operations. We still have improvements to make, including to our mean ratio, but the achievements of the last year have made a positive impact in our organisation and our team.

Health Partners will not abide any compulsory work practices in our supply chain and continue to be committed to ethical labour practices and have a zero-tolerance approach to any form of forced or compulsory labour, child labour or modern slavery. See the Ethical Governance section for more details on our activities in the last year.

## CARING FOR OUR TEAM

The psychological, as well as physical, safety of our teams are of paramount importance. We are committed to maintaining a safe, healthy and secure workplace for all our employees whether working on a client site, remotely or in one of our mobile units. Through robust health and safety policies, regular training and ongoing risk assessments, we ensure that every individual has the opportunity to work in an environment that is safe and where their wellbeing is prioritised.

We regularly have wellbeing initiatives to support our staff throughout the year, with over 30 mental health first aiders available and a Colleague Network Group designed to encourage open communication channels and networks of support throughout the organisation.

We believe in fair pay for fair work and are committed to paying at least the living wage to all our employees. This reflects our dedication to supporting the financial wellbeing of our workforce and ensuring that everyone who contributes to our organisation can achieve a decent standard of living.

We are proud to support the Armed Forces community and are a signatory of the Armed Forces Covenant. Through this commitment, we strive to ensure that those who have served in the Armed Forces can find meaningful employment when they choose to leave. In the last year we have recruited seven armed forces veterans.

By investing in training and development programmes across all our staff, we empower individuals with the skills and knowledge needed to grow and thrive within our organisation. In the last twelve months we have sponsored a further five nurses to undertake OH degrees, trained 24 new clinicians through our

Health Partners Academy to become occupational health case managers, and 171 managers and team leaders have been enrolled in management training programmes.

Our apprenticeship programme reflects our commitment to nurturing talent and providing pathways for career development. By offering structured learning and hands-on experience, we support individuals in building their skills and gaining valuable qualifications, helping to create a future-ready workforce.

## CARING FOR OUR COMMUNITIES

We believe in the power of partnership and are proud to work with SME businesses and charities as our business partners and clients. These collaborations allow us to support the growth and resilience of local economies throughout the UK and Ireland. Currently more than 80% of our business partners fall under the SME threshold.

We are committed to purchasing fair trade, ethically, locally sourced and environmentally sustainable products and services, wherever possible. This ensures that our procurement practices align with our values and support responsible supply chains.

We prioritise local recruitment for on-site contracts and even when services are delivered remotely we actively recruit across the UK, rather than only focussing around our office hubs.

Our team has also supported local initiatives close to their hearts, with many employees taking part in voluntary work and charitable fundraising events. Our '100 Miles in May' campaign allowed charities local to some of our employee participants

to receive a share of the funds raised. Benefiting charities were based in cities such as Glasgow, Maidstone, London and Birmingham. Our teams have also been involved in beach litter clearing, supporting drop-in centres for vulnerable adults, volunteering with the elderly, supporting disabled children with horse riding and encouraging individuals to get healthy through initiating running clubs in local areas.



# Environmental Stewardship

Health Partners are committed to the principles of environmental stewardship, which encompass the responsible and sustainable management of natural resources and ecosystems. We recognise the interconnected nature of our operations with the environment, which drives our commitment to informed decision-making and strategic planning to safeguard and preserve our surroundings.

We have embedded our Environmental Management Systems (EMS), which is accredited to ISO14001, across all areas of our operations, including our head office and client sites. This framework underpins our approach to risk, work processes, procurement practices and operational models, ensuring that environmental considerations guide our interactions with clients, their employees and the communities in which we operate.

A key focus has been the continued dual challenge of managing and reducing carbon emissions while achieving financial growth. To address this, we measure our emissions against an intensity ratio, using headcount growth as the defined metric. In 2024, while absolute emissions overall increased slightly, emissions per employee decreased by 13.97% year-on-year, and overall, across all scopes measured fell from 548 KGs per employee in 2017 to 271 KGs per employee in 2024, a significant reduction of 50.55% compared to the baseline year.



The continued adoption of remote services and hybrid working models has been instrumental in reducing our commuter travel emissions too. We actively encourage the use of virtual platforms rather than face to face meetings and have developed further technological and operational solutions to reduce our footprint, further contributing to the reduction of Scope 3 business travel emissions, although this scope has seen a small absolute increase in the last year overall, because our turnover has grown by over 20%.

At our offices we monitor our resource consumption for heating and energy (Scope 2). We continue to lease space in multi tenancy buildings which means the data is based upon extrapolated figures rather than actual utilisation, and we have limited influence on what is purchased, but reductions have still been achieved through awareness activities of our own staff.

Minimising pollution, reducing waste and diverting materials from landfill remain an annual objective for Health Partners. Through focused efforts on recycling, reusing products, proactive awareness communications with our teams and collaborating with our waste management partners, we ensured that less than 3% of our waste in 2024 was sent to landfill from head office. Our business partner has confirmed we saved 504 Kgs of CO2 emissions with our shredding and recycling of paper at head office too. Non-recyclable waste is directed, where possible, to energy recovery programmes too, further reducing our environmental impact and improving the circular economy.

Adhering to all environmental legislation is imperative to Health Partners, and we remain vigilant in monitoring and complying with any changes that arise from global climate initiatives, such as the COP meetings, United Nations reports and the further changes to legislation.

To underscore our commitment to environmental stewardship, we have retained our ISO14001 certification and additionally hold other accreditations such as Achilles UVDB, Sedex and Building Confidence, some of which are industry specific, and encompass requirements for environmental sustainability. All also contain requirements to consider climate change impact within our environment. These accreditations demonstrate our endeavours in sustainable practises and responsible stewardship and act as verification of the data and objectives achieved.



# Climate Emissions Metrics

Scope 1, 2 and 3 emissions are categories used to measure greenhouse gas emissions.

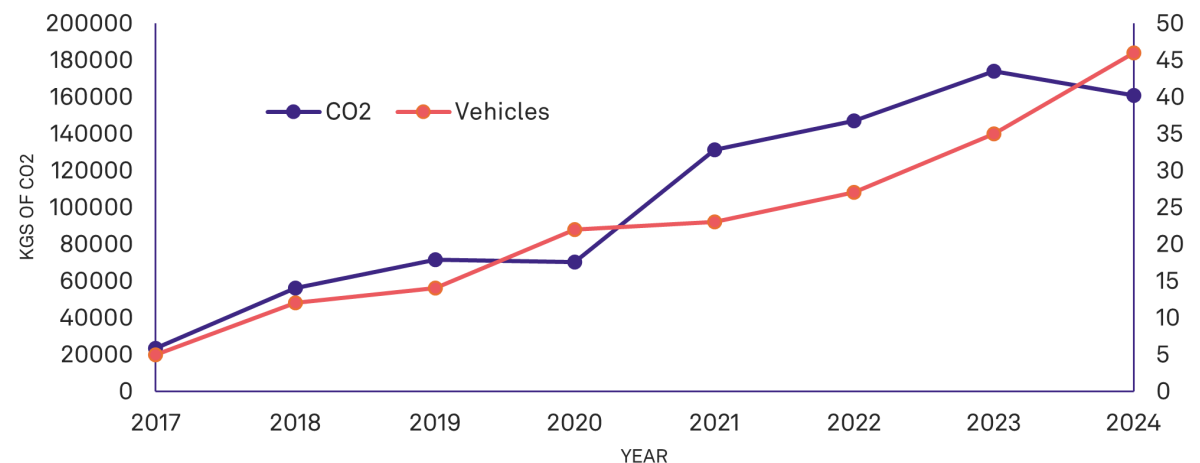
Scope 1 covers direct emissions from owned or controlled sources such as fleet vehicles, Scope 2 includes indirect emissions from purchased energy, and Scope 3 encompasses other emissions including business travel, waste and emissions across the value chain.



## SCOPE 1

In 2024, Scope 1 travel emissions from our Medical Mobile Unit (MMU) vehicles totalled 160,771 KGs of CO<sub>2</sub>. Despite an increase in the number of units in operation, total emissions decreased by 7.5% across the fleet for 2024 and saw a reduction per unit for the second year running. This was achieved through strategic locational planning, expanding the geographical spread of units (and thus reducing the travel time per unit), newer models purchased being more efficient, and training our team to improve their driving skills and fuel efficiency. This reduction has also ensured we have met our ESOS objectives too.

While we continue to explore the feasibility of transitioning to hybrid or electric vehicles, challenges remain. The additional weight of electric batteries, coupled with the specialised equipment requirements of the vehicles, pose logistical constraints. Furthermore, the limited availability of charging points in key client locations presents another barrier to immediate adoption as our clients are spread throughout the country, not just in major cities where charge points are more plentiful.



## SCOPE 2

At each of our offices, we closely monitor resource consumption for heating and energy. Although we occupy multi-tenancy buildings, so have no control over our utilities and rely on extrapolated data to estimate usage for Scope 2, we have successfully reduced utilities consumption year-on-year.

Where emissions were generated through gas and electricity use, we partnered with Tree Nation to implement reforestation programmes, neutralising our carbon footprint, specifically planting sixty-two larger trees in the Bore project in Kenya in August 2025 to mitigate the energy used in the previous year.

Our gas-related CO2 emissions were determined to be 5,669 KGs of CO2 and 6,770 KGs of CO2 for electricity related emissions in 2024, reflecting a decrease since 2023 of 7.76% and 11.62% respectively across the three offices.

## SCOPE 3

Using tools such as the ICAO software, we calculated our flight mileage emissions to be 23,178 KGs of CO2, and our total direct business mileage emissions amounted to 96,490 KGs of CO2 for 2024, for our direct Scope 3 data.

Our driver training is available to all staff, including those who undertake business travel (rather than vocational drivers) to assist them in also reducing their impact by increasing their fuel efficiency through effective measures.

Waste generated at head office is also measured, albeit as an extrapolated figure for a sizeable percentage of it, as we shared

facilities with two other tenants. In 2024 1.599 tonnes of waste was recycled and/or diverted from landfill from head office, equating to a 97% overall diverted rate.

Working with our new IT equipment provisioning partner we have made indirect savings in energy emissions of the equivalent of 156,000 KGs of CO2 and reduced potential landfill by 16 M3, through the reuse or recycling of IT equipment. In total 324 MWH were saved with re-use and 23 MWH were saved by recycling. The partner has also ensured that all kit has a high energy star rating which not only reduces the costs associated with powering the equipment but also reduces emissions over the life of their use too.

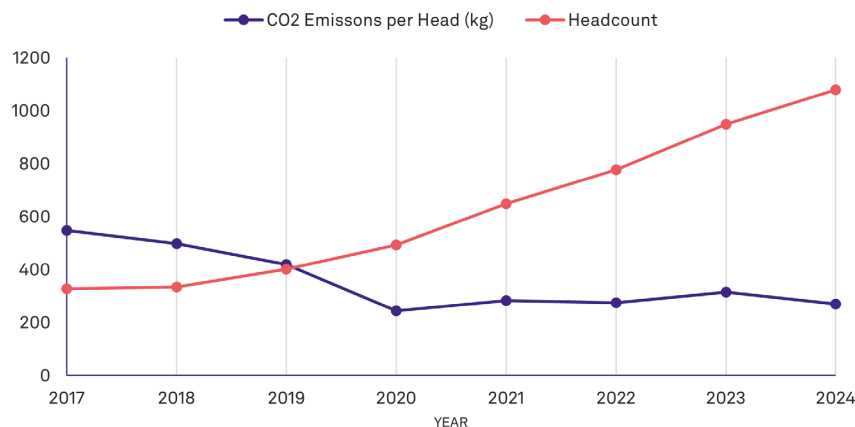


## EMISSIONS PER EMPLOYEE

In total we generated 292,878 KGs of CO2 for the Scopes 1, 2 and 3 that we measure. While there was a minor increase in absolute emissions for our direct Scope 3 categories between 2023 and 2024, we did have reductions in Scope 1 and 2, and per headcount (our intensity ratio) across all measured scopes over the same period we saw a reduction of 13.97%. This equated to a reduction from 315 KGs of CO2 to 271 KGs of CO2 per employee.

These emissions have been alleviated with our work with Tree Nation. In total we have planted a further 1984 trees across Ugandan, Tanzanian and Kenyan projects this year. We always try to plant larger trees at least every other year to ensure the mitigation occurs more quickly and the trees have a greater likelihood of flourishing.

Headcount vs Emissions Per Head



# Ethical Governance

**Our ethos of clinical excellence and Governance is enhanced by the complementary sustainability framework that supports ethical decision-making, accountability and transparency across all levels of our organisation, and acts as a bedrock for our services.**

This section provides an overview of our governance management system that includes practices, policies and compliance efforts, demonstrating our commitment to fostering trust with all parties and delivering long-term value.

The framework is designed to ensure effective oversight, strategic alignment, and compliance with applicable laws and regulations. It integrates the ESG principles into our broader corporate governance structure to drive sustainable business practices.

Our Leadership team is responsible for overseeing our ESG strategy and ensuring its alignment with the organisation's goals. ESG implementation is led by the Governance Director, who works closely with internal teams to embed sustainable principles into our operations, promote our activities and commitments, monitor our impact and compile appropriate reports as required.



## ENSURING COMPLIANCE

We conduct our business in accordance with all pertinent UK law, and are guided by additional standards including but not limited to the:

- ▶ Ten Principles of the UN Global Compact.
- ▶ Principles concerning fundamental rights set out in the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.
- ▶ UN Guiding Principles on Business and Human Rights.
- ▶ International Bill of Human Rights.
- ▶ Ethical Guidelines dictated by our Governing bodies such as the Faculty of Occupational Medicine and the General Medical Council.

These principals are assured, evidenced and verified by our many accreditations including ISO9001 and SEQOHS.

We have robust Governance policies to guide our organisation's actions. These include:

- ▶ **Business Ethics and Social Impact Policy** - a comprehensive policy that outlines our commitment to integrity, ethical behaviour, and compliance with all applicable laws and includes our raising concerns (whistleblowing) protocol – a confidential channel to report unethical or illegal conduct.
- ▶ **Employee Handbook** which reiterates our code of conduct requirements.
- ▶ **Financial Crime Policy** which takes a zero-tolerance approach to bribery, fraud and corruption, with measures to prevent, detect and address any violations.
- ▶ **Data Privacy and Cybersecurity Policies** which ensure the safeguarding, confidentiality, availability and security of data in compliance with GDPR, and other regulatory frameworks.
- ▶ **Business Partner procedures** which define how we will work with our partners (suppliers) including the necessary due

diligence required to approve them.

- ▶ **Health and Safety policy and management systems** designed to ensure we protect those who work for us and those we work with, whether they are our clients, their employees or partners.

**Our Legal Register** ensures we maintain an accurate and up to date log of all legislation and statutes that apply to our operations and confirms the controls and protocols in place to meet them.

## MANAGING RISK

We have integrated sustainability into our risk management framework to ensure that environmental, social and governance risks are systematically identified, assessed, removed or mitigated.

These Governance risks are managed through internal controls, regular audits and continuous monitoring. Our approach also includes regular training and communication for employees, and Leadership on regulatory compliance and ethical practices. Both internal and external audits conducted annually ensure compliance with ESG-related laws and regulations.

In the last year we have enhanced our Financial risk register in line with the ECCTA requirements, developed our Modern Slavery risk register further and enriched our Business Partner risk tools to work towards best practice standards across our 'value chain'.

We can confirm that no conflicts of interest were identified or reported during the past year. Employees and board members are required to disclose any personal or professional interests that could potentially influence their decision-making or compromise their impartiality, ensuring that risks are promptly addressed. Additionally, our Governance team conducts periodic reviews to ensure compliance and to reinforce the importance of accountability and integrity.

## FINANCIAL PROBITY

Health Partners is committed to maintaining high standards of integrity and ethical conduct across all our operations. During the reporting period there were no incidents of bribery, fraud or corruption identified within the organisation. This reflects the strength and effectiveness of our risk analysis, controls and our anti-corruption and bribery policies, which are designed to ensure compliance with all applicable laws and regulations while fostering a culture of transparency and accountability. These policies apply to all employees, emphasising a zero tolerance for unethical behaviour.

To support compliance, employees are required to complete mandatory Preventing Bribery and Fraud Awareness & Prevention training courses, which are regularly updated to reflect emerging risks and regulatory changes including the recent ECCTA requirements. Compliance is monitored through a combination of regular audits, risk analysis and control, and management information reports, allowing us to identify and address potential vulnerabilities proactively. By embedding these practices into our governance framework, we continue to mitigate corruption and fraud risks and uphold our reputation as a trusted and ethical organisation.

## PRIVACY AND CYBER RESILIENCE

We recognise the importance of protecting data and have a proactive approach to cybersecurity and data privacy.

Protecting data from unauthorised access, use or disclosure, disruption and modification consistently is an essential strategic pillar in our organisation's information security and privacy risk profiles, as well as a contractual obligation with all our clients.

All staff are required to complete mandatory training in data protection and information security. We have policies, technical measures and protocols to protect the information in our care and this is regularly audited, monitored and reported on to the Leadership team. Data Privacy Impact Assessments are undertaken at least annually, and we have maintained our ISO27001, Cyber Essentials and Cyber Essentials Plus certifications this year, with regular PEN tests and audits undertaken by clients and other third parties to ensure adherence to our strict protocols.

## BUILDING A CULTURE OF SAFETY

Health Partners endeavours to maintain the highest standards of occupational health and safety across all aspects of our operations. Our Occupational Health and Safety Management System (OHSMS) provides a robust framework for systematically managing health and safety risks, ensuring that we operate with integrity while identifying and addressing both risks and opportunities. We are pleased to report that we successfully retained our ISO 45001 certification this year, a testament to the effectiveness of our approach and our commitment to continuous improvement. This certification underscores our adherence to international best practices, providing reassurance to our employees, clients, their staff and our partners that health and safety remains a priority.

During the reporting period, we recorded only one reportable incident involving an absence from work in excess of three days. This represents a strong safety performance, reflecting the effectiveness of our risk management protocols and our proactive approach to preventing workplace incidents. Apart from this single event, there were no other incidents of note, and our accident /incident ratio for the year was less than 0.1%.

## MITIGATING FORCED LABOUR AND EXPLOITATION

Over the past year, we have made further strides in mitigating modern slavery risks across our operations and supply chains. Central to these efforts has been the enhancement of our due diligence processes, ensuring greater scrutiny of our business partners and further development of our risk register. We have in place a comprehensive supplier code of conduct, outlining clear expectations regarding labour rights, ethical practices and compliance with modern slavery legislation. This has been supported by regular due diligence audits.

Additionally, we have mandatory training programmes for all employees, equipping them with the knowledge to identify potential safeguarding or red flags and respond effectively to potential risks through our Raising Concerns protocol.

Over the reporting period, we have developed a more robust risk assessment tool, enabling us to evaluate and address potential vulnerabilities. Furthermore, we are actively engaging with our business partners to promote transparency, encouraging them to cascade ethical standards throughout their own supply chains, where they have them.

While our risk is lower than many organisations, we cannot categorically state that there is no risk at all of slavery, so we must remain vigilant. Our annual modern slavery statement is available on our website and we have completed the Government's register. By fostering a company-wide culture of vigilance and accountability, we aim to reduce our risk as far as possible.



## PARTNERING WITH OUR PARTNERS

Managing our business partners is key to ensuring not only service continuity and excellence for our clients and their employees, but also assurance for ourselves that we are working with organisations that share our values. We undertake detailed due diligence on all our partners (suppliers) assessing their legal compliance, environmental protocols, social impact, risk and place specific emphasis on privacy and security for those that manage client data. We also check them against universal sanctions lists and review their financial integrity too. This due diligence continues to be conducted on a regular basis.

Our Code of Conduct and contracts require our partners to comply with ethical business practices, human rights standards, data protection, health and safety and environmental regulations.

With the increased threat of cyber-attacks, our due diligence standards have been enhanced further during the last twelve months, and detailed AI diligence has been added to the audit documentation to ensure we monitor the impact and security of the use of these systems by any partners too.

As we continue to grow and demands from regulatory bodies, clients and ourselves increase, the foundations upon which we build all our services become even more important to the stability of the company and the impact we have.





**At Health Partners, our dedication to people, health and wellbeing extends far beyond our colleagues, clients and their employees.**

**Since its establishment in 2021, the Health Partners Foundation has proudly donated each year to charities and organisations focused on health, education and transformative initiatives that improve lives and empower individuals to reach their full potential.**

Between January and October 2025 alone, the Health Partners Foundation contributed over £304,400 to a diverse range of charities. These included organisations within the local communities of our employees, UK-wide causes and initiatives supporting disadvantaged communities abroad.

From our much-loved Easter Pet Parades to Wear It Pink Day in support of Breast Cancer Now, and the inspiring '100 Miles in May' challenge, the success of these initiatives is a testament to the dedication and collaboration of our employees, even while working remotely. Through engaging internal communications, we foster excitement, build a sense of community, and unite our teams in celebration and purpose.

To find out more about the charities the Health Partners Foundation donates to and impact those donations have, see our 2025 Report.

# This year, Health Partners Foundation donations included several new charities, both within the UK and abroad.



**Project  
Ripple  
Effect**

**Project Ripple**  
Action-research project to improve river health and waterways.



**LoveBrum**  
Funding small projects improving Birmingham.



**ENABLE Glasgow**  
Esmond Street Support offers supported living for people with learning disabilities



**Growing Hope Maidstone**  
Free therapy and support for children with additional needs.



**Cystic Fibrosis Trust**  
Funding research and striving for effective treatment for cystic fibrosis.



**Hope House**  
Care for babies and children with life-threatening conditions under 18.



**Evelina  
London  
Children's  
Charity**

**Evelina London Children's Charity**  
Providing compassionate care in South London and the South East.



**THE ROYAL  
COUNTRYSIDE  
FUND**

**Royal Countryside Funding**  
Empowering rural communities and family farms.



**SSAFA**  
Supporting UK Armed Forces, veterans and their families.



**1moreChild**  
Empowering vulnerable children in Jinja, Uganda by meeting their basic needs.



**Extra Cover Sri Lanka**  
Supporting poor schoolchildren with essentials.



**Bridges for Music**  
Transforming young lives through music and education.



**CAMFED**  
Supporting girls into school in Tanzania.



**The Lotus Flower**  
Operating four women's centres in Kurdistan and Iraq.



**Smile Sri Lanka**  
Ensuring access to health, education, and recreation for children who need it.

# The Year Ahead

As Health Partners embarks on a new chapter on our journey, we recognise the challenges that lie ahead from a sustainability perspective. However, we are equally inspired by the incredible opportunities to create meaningful change; improving the lives of those we engage with and making a positive impact on the wider communities we serve in the years ahead. This next year will see the launch of our Social Values Board, a focus on our emissions and their verification and validation, and our objectives to leverage our Governance tools to assure our clients, our teams and members of the public of our commitment and impact.



Jac Crang  
Governance Director

