

## Carbon Policy

Synergy Health, an international service provider to healthcare markets and medical device manufacturers, recognises the risk of climate change and its possible effect upon the environment and planet. Synergy's carbon policy is part of its wider goal and ethos of achieving long term sustainability at the environmental and business levels.

The use of electricity, gas and fuel represent the most significant sources of carbon emissions in Synergy's business. Therefore we will implement and maintain an energy management system and actively develop energy efficiency throughout the group. Our priority is to reduce our carbon emissions, from all sources, each year in relation to the size of the business.

In order to ensure adoption of best practices in energy use and management the following actions have been identified for implementation in Synergy sites:

- Use utilities as efficiently as possible, and remove waste where possible.
- Collect, monitor, analyse and report energy consumption, and changes in consumption, across the business.
- Set realistic targets for improvements in energy utilisation and reduced consumption and integrate these into the Group's business plans.
- Maintain a working group to disseminate best practice across the business units.
- Allocate appropriate resources to identify and implement cost-effective energy saving measures
- Raise the energy awareness of staff through publicity, training and the supply of information.
- Ensure through innovation and design all appropriate energy efficiency measures are incorporated into new buildings and services and, where appropriate, are incorporated in the existing infrastructure.
- Reduce travel and fuel consumption by use of more efficient vehicles and appropriate technologies for meetings, such as video conferencing, webex, phone conferencing
- Comply with legislation relevant to the use of energy.

Synergy Health has set the following targets within its business:

- Reduce carbon emissions from electricity and gas by 20%, relative to 2008 levels by 2013.
- Source the most efficient energy rated equipment.
- Share best practice, technological development and operational changes across the business.
- Reduce the carbon impact of our products.

The carbon policy will be subject to review periodically, to ensure its continued suitability in response to changing group structure and objectives and national legislation in the countries in which Synergy operates. The carbon policy will be reviewed by the Carbon Management Group and approved and authorised by the Senior Executive Board.

Approved by:  \_\_\_\_\_

Position: Group CEO

Date: 26 Oct 2011