

**INVESTORS  
IN THE  
ENVIRONMENT**



# **Environmental Policy Template**

## **Stony Lane Laboratories Ltd t/a Crowshall Veterinary Services**

**2025**



## Environmental Policy

Stony Lane Laboratories Ltd t/a Crowshall Veterinary Services is a business guided by strong principles, with a consistent focus on championing the production of healthy and sustainable food while promoting outstanding animal health and welfare.

We have never shied away from tackling challenges encountered by the veterinary and agricultural sectors, whether it be through our responsible use of antibiotics or our progressive attitude to mental health support for both staff and clients alike; with the ever-growing evidence for imminent climate crisis we intend to act now to ensure the sustainability of our services.

We are working with Investors in the Environment (IIE), an external environmental accreditation provider, to build upon the previous successes of obtaining and maintaining Green level sustainability accreditation.

This is a process which involves stringent and ongoing auditing to assure we meet our reduction and offsetting targets. We will make this, our company policy, and any other relevant information and progress available to all our own staff, as well as other interested parties, via our practice website.

Some of the actions already taken by Crowshall Veterinary Services include:

- Appointment of in-house “sustainability champions”, Duncan Gaskin, Rachel Gooding, Emma Youngs and Sophie Barnard, to monitor resource usage and drive forward the sustainability agenda of the business.
- Involvement of senior management (business directors: Phil Hammond, Ian Lowery, Sally Hutton and Henry Lamb & technical director Nicky Davis) within the Green Group alongside the above listed “sustainability champions” to ensure engagement with the delivery of the business sustainability agenda.
- Route planning for all business mileage (vet visits and deliveries) to optimise driving efficiency.
- Reduction in single-use plastic in our post-mortem facilities, as well as in our microbiology and Campylobacter laboratories.
- Significant reductions in waste generation, reduced waste transport mileage, and improved streamlining of waste.
- Fostering a “sustainable culture” where all members of the practice have a measurable role to play in the practice sustainability agenda, and whose participation is actively encouraged.
- Energy-efficient heat inverters employed in all site buildings.
- Measurement of resource usage in order to target and accurately monitor reductions.
- Significant reduction in paper usage (step 1 in our goal to become completely paperless) and the provision of bins which allow recycling (instead of incineration) of our confidential waste.
- Strict adherence to all relevant environmental legislation.
- Installation of EV chargers and beginning the transition to a green vehicle fleet.

In our position as a practice which supplies services to the poultry industry, we are proud of our clients and the sector they work in; poultry production has been shown to be the most sustainable form of terrestrial animal agriculture, and one which provides the consumer with affordable access to healthy protein.

There is always room for improvement, however, and we hope that Crowshall can help to push towards an even more sustainable future, one in which a flourishing rural economy continues to exist for all of us and for generations to come.

As we continue to improve the sustainability of the practice, there are other steps we intend to take as soon as practicable, always adhering to environmental legislation.

Our ongoing commitment to reducing our environmental impact is expanded upon below where our policy aims are outlined.

Some key targets include:

- Full transition away from heating oil by 2030
- Half of the veterinary vehicle fleet to be fully electric by 2035
- Carbon neutrality by 2050
- Net-zero footprint by 2075

Policy aims are described in detail for each branch of the practice in our Crowshall sustainability action plans, for example:

- **Electricity:** We are committed to reducing electricity usage on site as much as possible, and to source our energy from green providers. We monitor electricity usage monthly and will be closely assessing use over time. Monthly data will be used to target the appliances and lighting most responsible for energy usage; this data will be reviewed every 6 months. Tariff reviews will be performed annually, with green credentials being assessed as part of this process. Use of energy efficient lighting will be investigated. The prospect of on-site energy generation will be reviewed annually. Alternative supplies, for example solar technology, will be investigated for feasibility.
- **Oil:** usage will also be monitored monthly, and assessments of resource reduction will be performed every 6 months. Alternative heating methods to be researched and assessed on an annual basis, with electrical supply to site recognised as a limiting factor. Electrical usage may increase as oil usage decreases, but an overall environmental net gain likely to be achieved in the process.
- **Business mileage:** we recognise the commitment of the UK government to phase out new petrol and diesel vehicles by 2030. We closely monitor the market for suitable new hybrid or electric vehicles for our farm vet and delivery fleet; as of January 2025, 4 of the veterinary cars will be plug-in hybrid (PHEV) or self-charging hybrid vehicles, and 1 car fully electric. EV charger infrastructure, including 2x 22kW chargers, is now in place on site – we will continue to assess feasibility of expanding this further on an annual basis. Staff lift-sharing, cycle to work schemes, and home working will all be considered and encouraged where appropriate. This can be reviewed through the staff appraisal system every 6 months.
- **Waste:** We will continue to regularly contact and work with our waste contractors to ensure all of our waste streams are disposed of to a high environmental standard. Within the business, we commit to streamlining waste as much as possible through monitoring of

anatomical, laboratory, paper and other wastes with a review of this data performed annually.

We will continue to improve our overall environmental management system through annual reviews and updates, taking into account any changes within legislation, our organisation, and other factors. We will convey this policy to all our employees and ensure they are provided with proper training to increase awareness of environmental matters.

**The Green Group, members listed above,** includes our Sustainability Champions who have designated responsibility for the day-to-day implementation of this policy across the different business teams/departments (veterinary, administration, laboratory, dispensary).

**Stony Lane Laboratories Ltd t/a Crowshall Veterinary Services** will make this policy available when requested to interested parties including members of the public, including making a copy available on the Crowshall Veterinary Services website.

Signed:



Henry Thomas Lamb BVetMed MRCVS

Date: 08/01/2025

Position: **Director**

