

SUSTAINABILITY POLICY

Clinical Psychology & Employee Wellbeing Practice

1. Purpose

At the Origami Group we are committed to operating in a socially and environmentally responsible way. As a provider of clinical psychotherapy and employee wellbeing services, we recognise our role in promoting sustainable practices that support the health of our clients, community, staff, and the planet.

2. Scope

This policy applies to all staff, contractors, associates, and volunteers working on behalf of the Origami Group in any capacity and at all locations, including remote work settings.

3. Our Commitment

We aim to integrate sustainability into all aspects of our operations by:

- Minimising our environmental impact.
- Promoting wellbeing through sustainable workplace practices.
- Supporting ethical and responsible procurement.
- Raising awareness among staff, clients, and partners.

4. Environmental Responsibility

We are committed to reducing our environmental footprint through the following actions:

4.1 Energy and Resource Use

- Use energy-efficient lighting, heating, and appliances.
- Ensure electronic devices are switched off or in energy-saving mode when not in use.
- Prioritise cloud-based systems to reduce printing and paper use.

4.2 Waste Management

- Minimise waste through digital-first practices.
- Recycle paper, plastics, and electronics where local facilities permit.
- Avoid single-use plastics wherever possible.

4.3 Sustainable Transport

- Encourage staff to use public transport, cycle, or work remotely when practical.
- Use virtual appointments to reduce travel where clinically appropriate.

5. Procurement and Materials

- Work with suppliers who align with sustainable and ethical practices.
- Choose office supplies, furniture, and products that are recyclable, non-toxic, or made from sustainable materials.
- Prefer local suppliers to reduce carbon emissions and support community economies.

6. Workplace Wellbeing and Inclusion

- Foster a supportive, inclusive, and psychologically safe working environment.
- Provide flexible work options to reduce commuting and support work-life balance.
- Encourage mental health-friendly and burnout-preventive practices.

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7. Digital and Clinical Sustainability

- Use secure, paperless practice management systems for clinical records and billing.
- Offer remote sessions via secure video platforms to reduce travel and emissions.
- Select digital tools and hosting providers that prioritise data protection and low energy consumption.

8. Staff Engagement and Awareness

- Train staff and associates on sustainability goals and practices.
- Encourage team participation in green initiatives and continuous improvement.
- Share updates and seek input on sustainable changes to our practice.

9. Monitoring and Review

- This policy will be reviewed annually or in response to changes in environmental regulations, practice needs, or stakeholder feedback.
- Progress will be tracked through internal audits and updates to operational procedures.

Policy Version: 1.0

Approved by: Amy Stoddard-Ajayi

Role: CEO and Founder

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