



PAM Group tackles environmental and social issues

PAM Group's ESG leader, Cameron Jackson, and people director, Liz Partington, look back at a year of solid progress on tackling environmental and social issues.



Total carbon emissions are down 40%

A big success story for this year is the reduction in total carbon emissions. "It would take over 9,000 trees ten years to absorb the amount of carbon reductions now achieved by PAM Group," explains Cameron Jackson, PAM Group's recently appointed ESG leader, when describing some of the key highlights from PAM's latest ESG Report.

Aptly called 'doing the right thing for people and planet' the report highlights include a reduction in PAM Group's total carbon emissions (tCO₂e) of more than 40%, which equates to 140 less flights from London to New York every year.

"As well as changing how energy is consumed within PAM Group's buildings, so that 70% of our energy consumption is now totally renewable, we've also been looking at scope 3 emissions generated within our wider supply chain," adds Cameron. "That led to the introduction of an Electric Vehicle salary sacrifice scheme, to allow employees to use tax savings to reduce the cost of owning a green car.

The scheme has been very well received by employees, especially younger employees, who really value greener and cheaper energy options. They're also excited about new ideas our IT team are putting into action on ways to reuse broken technology equipment, which has been traditionally very hard to recycle," says Liz X, PAM Group's director of People.

Supporting health and nutrition in the community

When it comes to support people in the community, PAM Group has been focused on expanding its overall commitment to facilitating better health. “For most people, poor health doesn’t just happen,” explains Cameron. “It’s the cumulative effect of years of inadequate nutrition and lack of exercise.”

As an occupational health provider committed to helping people stay in work, it’s no surprise that a big part of PAM Group’s ESG strategy is therefore to help people to eat well and stay active. “Better health will add so much to individuals, their families and reduce pressure on the NHS,” says Liz, “We’re delighted to have formed a partnership with the Trussell Trust, a charity delivering 3 million food parcels a year. As well as fundraising for the trust, all employees are also given 1.5 days paid leave to volunteer for the charity.”

PAM Group has also launched a youth sports sponsorship initiative, committed to empowering a generation of individuals to prioritise their wellbeing from a young age. “The benefits of physical activity in youth include long-term physical and mental health benefits, so we’re delighted to be sponsoring three youth rugby and football clubs. Including two girls’ clubs to help address the challenges girls’ sports clubs face in attracting funding.”

Gym equipment donated to support children excluded from mainstream school in the West Midlands, is also helping to improve the prospects of 11–16-year-olds. “We’ve had very positive feedback that learning to use the gym is helping to boost the self-esteem of children who were struggling to deal with a situation at home or in school,” explains Liz.


Supporting employees to thrive

As well as supporting people in the community, PAM Group has also been supporting its own people with an enhanced employee benefits package. “As well as providing an 8% pension, free mental health counselling and help to reduce the cost of healthcare, we’ve also introduced income protection, free access to a private GP and perks to help reduce the cost of living, with discounts on groceries, days out and summer holidays,” says Liz. Cameron adds, “We’ve also had a big EDI push

on menopause, by setting up a new working group to make it easier for women with menopause symptoms to remain in work. Plus enhanced our commitment to making the reasonable adjustments needed to support people who are neurodiverse or have a health condition to stay in work.”

“We also increased our commitment to training and development by introducing ten apprenticeships, T-Level work placements and extra investment in PAM Academy,” which allows existing employees to access courses, speakers and training to move into new areas and go for promotions,” said Liz. “That’s on top of giving all employees an hour of protected time away from clients each day, for uninterrupted CPD learning.”

“It helps that our board members are passionate about learning and development and putting the ‘S’ into ESG,” says Cameron. “When you have that passion at a leadership level it helps you to achieve things. Even if an idea has seemed too ambitious, we’ve always been given the go-ahead to start the journey. I’m looking forward to what next year will bring.”



Want to find out more?

Our latest ESG report looks at how we’re making PAM Group more environmentally friendly and socially impactful, while continuing to sustain the highest levels of clinical governance.

[Read the ESG report](#)