Climate Adaption Plan



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Foreword

Climate change represents one of the defining challenges of our time, with far-reaching implications for organisations, communities and public services across England, Scotland, Wales and beyond. The increasing frequency and intensity of extreme weather events, alongside longer-term climatic changes, necessitate a proactive and strategic approach to building resilience.

This Climate Adaptation Plan is a significant milestone in Orthomotion's sustainability journey. It comprises a comprehensive assessment of the climate-related risks that may affect our people, operations and facilities, as well as the delivery of our organisational objectives. The Plan sets out a framework through which resilience can be strengthened and embedded across our activities and, in doing so, it complements our wider commitment to sustainability and decarbonisation. Adaptation and mitigation are essential not only to secure a sustainable future for Orthomotion but, in doing so, to preserve its unique contribution to the UK health services.

Climate adaptation is not a finite programme of work, but an ongoing process of learning, reflection and continuous improvement. This plan has therefore been developed to provide a strategic yet proportionate approach to adaptation, recognising that climate science, organisational priorities and the wider operating environment will continue to evolve over time.

The development of this plan has been informed by the expertise, insight and commitment of colleagues from across Orthomotion and across our client base. Their contributions have been instrumental in ensuring that the assessment of risks and proposed actions are both evidence-informed and reflective of the organisation's unique role within the supply chain.

By strengthening our understanding of climate-related risks and embedding adaptation within our governance, decision-making and operational arrangements, Orthomotion will be better positioned to navigate future challenges, safeguard organisational continuity and continue to fulfil its strategic purpose.

Tony Fennell

CEO
Orthomotion Medical Ltd



1. Executive Summary

This Climate Adaptation Plan sets out how Orthomotion will strengthen its resilience to the current and future impacts of climate change. While Orthomotion is a relatively small 3rd party logistics provider and distributor with a leased main building, no company cars or fleet of delivery vehicles. climate-related risks still present significant operational challenges that could affect staff wellbeing, business continuity, equipment delivery and organisational effectiveness.

Climate change is already affecting the UK through increasing temperatures, severe weather events/fluctuations, flooding and infrastructure disruption. For example, these impacts present direct risks to Orthomotion's operations, including temperature spikes within the building environment, disruption to transport and utilities, increased pressure on digital systems and workforce wellbeing.

The plan recognises that climate adaptation must sit alongside decarbonisation activity. While mitigation focuses on reducing emissions, adaptation focuses on ensuring that Orthomotion can continue to operate safely, effectively and sustainably under changing environmental conditions.

The approach aligns the growing national emphasis on organisational resilience and climate preparedness across the NHS.

Orthomotion's Climate Adaptation Plan is centred around strengthening resilience across five key themes:

- Building resilience and performance
- Workforce resilience and wellbeing
- Extreme weather preparedness
- Governance, capacity and partnerships
- Business continuity and incident response

An organisational Climate Risk Register has to be created to identified climate-related risks relevant to Orthomotion, including Temperature spikes, flooding, energy resilience, digital infrastructure disruption, travel disruption, equipment delivery, workforce wellbeing impacts.

To support delivery, governance arrangements have been established through a dedicated Climate Adaptation Task and Finish Group, with oversight provided through existing Orthomotion governance structures, including the Crisis Management and Business Continuity Project team and the Executive Team.

The plan also places strong emphasis on collaboration, staff engagement and continuous improvement. Orthomotion will continue working with clients & partners through the supply chain to ensure alignment with national priorities and shared learning throughout.

Overall, this plan provides a structured and evidence-based framework for embedding climate adaptation into Orthomotion's operations, governance and decision-making processes. By taking a proactive and proportionate approach, Orthomotion aims to strengthen organisational resilience, protect staff and clients, maintain continuity of business, and support long-term sustainability in an increasingly uncertain climate environment.

2. Introduction

Climate change is increasingly shaping the environment in which business operate, with wide-ranging consequences for health, wellbeing and economic stability. Around the world, rising temperatures, more frequent extreme weather events and environmental degradation are disrupting communities and placing pressure on critical systems. The healthcare sector sits at the centre of this challenge: it is both a significant contributor to global emissions and one of the sectors most exposed to the impacts of a changing climate. For Orthomotion, these impacts are directly relevant to the operation of the delivery of its core business functions. The environments we work in and digital infrastructure must remain reliable and fit for purpose, even as external conditions become more volatile.

Recent years have demonstrated that the UK is already experiencing the effects of climate change. Temperatures exceeded 40°C for the first time on record in July 2022, reaching 40.3°C, highlighting the growing intensity of heatwaves (Met Office, 2024)., alongside repeated severe storm events that have disrupted buildings, transport and essential services. These events highlight the growing risk to organisational, including overheating in buildings, flood damage, power interruptions and reduced our ability to maintain service levels to our clients & customers.

It is therefore no longer sufficient to focus solely on reducing emissions. Organisations must also adapt to the conditions that are already emerging. Climate-related hazards such as heatwaves, heavy rainfall, flooding and storms present direct challenges to Orthomotion's physical facilities and its ability to carry out its daily operations. Overheating can affect the usability of offices, while extreme weather may disrupt travel & distribution, affecting delivery of urgent loan sets. In addition, damage to infrastructure or interruptions to utilities such as water and electricity could affect business continuity.

Looking ahead, the UK is expected to experience warmer, wetter or drier summers and milder, wetter winters. This will likely increase the frequency of overheating in buildings during summer months, alongside a greater risk of water scarcity. In contrast, wetter winters may bring a higher likelihood of flooding, storm damage and disruption to transport networks, all of which can affect Orthomotion ability to delivery equipment on time.

Understanding these risks is an important step in strengthening organisational resilience. By considering how climate change affects its buildings, infrastructure and delivery models, Orthomotion can take proactive steps to ensure that its facilities remain safe, accessible and effective for staff, clients and customers, both now and in the future.

2.1 What is Climate Adaptation?

Climate adaptation refers to the actions organisations take to reduce vulnerability and improve resilience to current/expected climate impacts. It is about reducing risk, strengthening resilience and ensuring that essential functions can continue under a range of future conditions. For Orthomotion, this means understanding how climate change could affect its buildings, workforce and the delivery network, then taking practical steps to manage those risks.

In practice, adaptation involves anticipating how climate hazards such as heatwaves, flooding and storms may disrupt working environments and delivery networks. This may include making buildings more resilient to temperature extremes, ensuring work can continue during periods of disruption, and adapting ways of working to maintain safe and effective operations. It also means using data and evidence to identify emerging risks early and respond proactively.

It is important to distinguish adaptation from mitigation. While mitigation focuses on reducing emissions, adaptation focuses on managing climate impacts. Many actions support both, for example, improving building insulation can reduce energy use while also helping regulate indoor temperatures during extreme weather. Both approaches are essential. Embedding adaptation alongside mitigation will help ensure that Orthomotion's facilities, operations and delivery network remain resilient and sustainable in the years ahead.

2.2 Why must we adapt?

Climate change is already influencing how organisations operate, with increasing disruption from extreme weather and changing environmental conditions. These changes are affecting buildings, infrastructure and day-to-day activities, and are expected to continue over time.

For Orthomotion, this creates practical challenges for its facilities, staff and the delivery network. Conditions such as high temperatures, heavy rainfall and storms can affect the usability of buildings, disrupt access to sites and impact the continuity of planned work. Overheating in offices and can reduce comfort and productivity, while severe weather can interrupt delivery networks, utilities and digital systems.

Climate change also has wider implications for health and wellbeing, which can influence staff. Workplaces settings are particularly exposed to disruption, highlighting the importance of ensuring they remain safe, accessible and fit for purpose under changing conditions.

At the same time, there are opportunities to improve working environments through adaptation. Measures such as improving building conditions, supporting flexible ways of working and enhancing access to outdoor and green spaces can contribute to both resilience and wellbeing.

Historically, weather-related issues may have been addressed as isolated incidents. However, as these events become more common, a reactive approach is no longer sufficient. Embedding adaptation into routine planning and operations will enable Orthomotion to better anticipate risks, reduce disruption and maintain continuity.

Taking a proactive approach will help ensure that Orthomotion's facilities, workforce and delivery network remain resilient, supporting safe, consistent and effective support in a changing climate.

3. Policy Context

The policy and legislative landscape in the UK sets a clear expectation that public sector organisations take action on climate change, both in reducing emissions and preparing for its impacts. As part of the support function of the NHS we feel we too need to ensure we are adequately prepared.

Overall, the policy context reinforces the need for climate considerations to be embedded within routine planning and operational activity. For Orthomotion, this means integrating both mitigation and adaptation into its core functions to ensure long-term sustainability, resilience and continuity.

4. Aims and Objectives

The overarching aim of Orthomotion's Climate Adaptation Plan is to strengthen organisational resilience to the current and future impacts of climate change, ensuring that our functions, programmes and ways of working remain effective, responsive and sustainable.

This will be achieved through coordinated action across Orthomotion, embedding climate adaptation within our internal systems, processes and decision-making. A central element of this work is the development of a Climate Risk Register, which identifies, assesses and prioritises risks relevant to Orthomotion, including those relating to workforce, digital infrastructure and organisational operations. The approach has been informed by the methodology set out through the Health and Social Care Climate Emergency National Programme, ensuring a structured and evidence-based approach to strengthening climate resilience across the business. The Strategy recognises health and wellbeing as a cross-cutting theme and promotes a 'One Health' approach, acknowledging the interdependencies between people, animals, ecosystems and wider determinants of health.

The Register provides a foundation for understanding and managing climate risks within Orthomotion, enabling targeted and proportionate action. Climate adaptation will be integrated into planning and delivery processes, supported by strengthened organisational awareness and alignment with existing resilience and risk management arrangements.

This approach provides a clear framework for strengthening resilience within Orthomotion, ensuring the organisation can continue to operate effectively in the face of a changing climate.

5. Our Approach to Climate Adaptation

5.1 Organisational Context

Orthomotion is a relatively small 3rd party logistics parent and distributor of medical products, operating from a leased main office and warehouse building in an industrial estate, within an area that is not recognised as flood risk area. Additionally with no vehicle fleet (company cars or delivery transport vehicles). As such, its direct operational exposure to climate-related risks is very low.

However, climate adaptation remains an important consideration for Orthomotion. The organisation must ensure the resilience of its facilities, maintain business continuity during extreme weather events, and safeguard the health, safety, and wellbeing of its staff in the face of increasing environmental pressures.

While Orthomotion's physical footprint is small, it still has a role in embedding climate adaptation within its core functions. This includes integrating relevant considerations into organisational planning, decision-making, and ways of working, ensuring that the organisation can continue to operate effectively under changing conditions.

Orthomotion's approach to climate adaptation therefore focuses on managing risks within its own operations, while making proportionate use of its influence in staff training where appropriate.

5.2 Governance

This Climate Adaptation Plan will be governed through existing Orthomotion structures, ensuring clear accountability, oversight, and integration with wider organisational priorities.

The whole team at Orthomotion have been actively engaged in the development of the Climate Adaption Plan, and asked to contributing their insights to start and then will continue throughout the process. Their input has and will help ensure that workforce perspectives, wellbeing, and equality considerations are fully reflected. This collaborative approach aligns with UNISON's Year of Green Activity campaign, reinforcing our shared commitment to climate action. We will continue to work in partnership with all staff as the Plan is implemented and reviewed. A dedicated Climate Adaptation Task and Finish Group, with representation from across key areas of the organisation, has been established to identify risks associated with climate adaptation, to determine actions that are proportionate and relevant to Orthomotion's operational context and to develop this plan fully.

Once this is completed , the Task and Finish Group will be replaced by a smaller Climate Adaptation Working Group that will be responsible for implementing the plan by coordinating actions, monitoring progress against agreed objectives, escalating issues and risks and reporting on progress to the Crisis Management and Business Continuity Project Board.

Oversight will be provided through the CEO. Regular progress updates will be reported to the CEO to enable strategic oversight, support decision-making, and ensure alignment with organisational priorities.

Formal assurance for the delivery, effectiveness and continuous improvement of this Climate Adaptation Plan will be provided through the established governance and reporting arrangements. The CEO will provide strategic oversight and assurance that robust climate adaptation and organisational resilience arrangements are in place across Orthomotion, aligned to corporate priorities, statutory responsibilities and wider organisational risk management processes.

The CEO will oversee implementation of the Plan through regular monitoring of progress, performance, risks, dependencies and emerging climate-related threats, ensuring appropriate scrutiny, challenge and accountability. This will include review of delivery against agreed actions and outcomes, consideration of lessons learned and opportunities for continuous improvement, and escalation of significant risks or issues to the CEO where appropriate.

The CEO will also ensure that appropriate governance, controls, reporting mechanisms, organisational capability and cross-directorate engagement are in place to support effective delivery of the Plan and strengthen Orthomotion's preparedness and resilience to the impacts of climate change.

The plan will be reviewed on a regular basis to ensure it remains up to date, reflects emerging risks, and responds to any changes in organisational priorities or the wider operating environment.

5.3 Internal Communication and Engagement

Effective internal communication and engagement is essential to the successful delivery of this Climate Adaptation Plan. Orthomotion will take a clear and proportionate approach, ensuring that staff understand what climate adaptation means in practice and how it relates to their roles.

A dedicated communications and engagement plan is in place to support delivery. This will ensure that key messages, updates on progress, and any changes to ways of working are communicated consistently through established internal channels, maintaining accessibility and transparency.

Orthomotion will provide opportunities for staff to feedback and contribute to this plan on an ongoing basis, as it is implemented and reviewed. This will help ensure that actions remain realistic, relevant, and embedded into day-to-day working practices.

Overall, the approach will aim to build a shared understanding of climate adaptation across the organisation, supporting a culture where resilience is part of how Orthomotion operates.

5.4 External Collaboration and System Working

Orthomotion recognises the importance of aligning its approach to climate adaptation with wider activity across our client / customer base. To support this, Orthomotion will share this plan with our clients / customers and encourage them to also adopt such plans.

By taking this collaborative approach, we hope that it helps ensure that organisational adaptation plans are aligned, complementary, and collectively contribute to a coherent response across our business sector. It also provides a forum for sharing learning, identifying common challenges, and promoting consistency in how adaptation is understood and implemented across the sector.

Through its involvement in this group, Orthomotion will continue to work closely with partners / contribute to shared approaches where appropriate and ensure its own adaptation planning remains aligned with the direction of the wider group.

6. Risk Assessment

6.1 Overview of Climate Risks for Orthomotion

These risks align with the UK Climate Change Risk Assessment (CCRA4) and reflect both direct climate impacts and cascading effects across health, infrastructure, workforce, facilities, digital systems and supply chains. Initial summary of points as below :

1.	**Staff health and wellbeing -** including heat-related illness, poor air quality, climate-sensitive disease, medication risks and increased mental health pressures.
2.	**Functional suitability of facilities and property -** including overheating, flooding, water ingress, coastal change and wider infrastructure resilience.
3.	**Access to sites and services -** disruption to transport, travel and digital connectivity affecting access to healthcare facilities for deliveries & collections.
4.	**Access to equipment, products and services** – supply chain disruption, shortages and cost pressures affecting equipment and essential supplies.
5.	**Business continuity pressures** - increased operational demand during extreme weather events and workforce disruption.
6.	**Critical infrastructure and utilities** - climate impacts affecting energy, water, fuel and digital systems.
7.	**Medical equipment and sterile systems** - temperature and humidity impacts on medical devices and or there storage.
8.	**Knowledge, data, skills and capacity for adaptation** - the need to strengthen climate awareness, workforce capability and adaptation planning.
9.	**Financing exposure -** increasing costs to meet the adaptation measures.
10.	**Population health and inequalities -** climate change is expected to worsen existing health inequalities and disproportionately affect vulnerable populations.

6.2 Key Risks for Orthomotion

An initial assessment of climate-related risks has been undertaken to understand Orthomotion's current and emerging risks and to inform the adaptation actions. This assessment draws on engagement with relevant internal team, review of existing organisational risks and business continuity arrangements, consideration of potential local climate-related incidents affecting Orthomotion, national and regional climate risk evidence. Identified risks were captured within a climate adaptation risk register and scored in line with Orthomotion's risk assessment methodology.

The Orthomotion Climate Change Risk Assessment has focused on organisational resilience, workforce wellbeing, facilities resilience and business continuity arrangements. Risks were identified through discussions with leads across sustainability, facilities, workforce and business continuity,

and refined through wider engagement across Orthomotion. Existing controls, policies and mitigation measures were also considered as part of the assessment process.

Climate-related risks have been identified, covering facilities resilience, infrastructure, workforce wellbeing, operational continuity, digital systems, transport disruption, utilities, supply chains and commissioned education and training delivery. A summary is provided below:

1. **Heating, ventilation and cooling (HVAC) systems resilience** - HVAC systems may reduce the ability to manage heating, cooling and energy efficiency, increasing operational disruption and carbon emissions.
2. **Organisational sustainability and engagement** - insufficient staff, stakeholder or partner engagement may limit delivery of sustainability and decarbonisation objectives.
3. **Maintenance and contractor delays** - extreme weather events may increase demand on contractors, reducing capacity for urgent repairs and maintenance.
4. **Climate adaptation and leased facilities limitations** - reliance on the building owner may limit Orthomotion's ability to implement adaptation measures and improve resilience.
5. **Adverse weather impacts on buildings and grounds** - increasing storms, flooding and severe weather may damage the building and surrounding infrastructure, disrupting business operations and affecting staff wellbeing.
6. **Building overheating** - rising temperatures and ineffective cooling systems may create unsafe or uncomfortable working environment.
7. **Flooding and infrastructure disruption** - river, surface water or groundwater flooding may disrupt utilities, access and business continuity.
8. **Decarbonisation delivery capacity** - limited organisational capacity and resources may delay implementation of adaptation and decarbonisation actions.
9. **Loss of access to buildings** - biohazards, fire, flooding or contamination incidents may prevent access to offices / warehouse and disrupt service delivery.
10. **Energy resilience and affordability** - increasing energy demand and rising costs may affect heating, operational resilience and financial sustainability.
11. **Water scarcity and drought** - drought conditions and reduced water availability may impact welfare facilities, water quality and building operations.
12. **Waste management disruption** - adverse weather may interrupt waste collection services, creating hygiene and storage risks.
13. **IT and digital infrastructure risks** - flooding, overheating or power disruption may affect networks and digital systems.
14. **Workforce wellbeing and climate impacts** - staff personally affected by climate events may experience reduced wellbeing, productivity and ability to work effectively.
15. **Building fabric deterioration** - climate impacts may reduce the performance of the building fabric and indoor environmental quality.

16. **Infrastructure network failures** - disruption to energy, water, transport or IT networks may have cascading impacts on business continuity.
17. **Climate adaptation skills and training** - insufficient inclusion of climate adaptation within education and training may reduce workforce preparedness and resilience.
18. **Regional power outages** - severe weather-related power cuts may disrupt essential systems and remote working capability.
19. **Poor air quality** - deteriorating indoor or outdoor air quality may negatively affect staff health, wellbeing and productivity.
20. **Travel disruption for staff** - flooding or severe weather may prevent staff travel to from work and our couriers ability to collect and deliver.
21. **Surface infrastructure and subsidence risks** - climate-related subsidence may damage infrastructure and create safety risks around the site.
22. **Partner and commissioned service disruption** - climate impacts affecting clients & contractors may disrupt delivery / collection medical devises & / or materials.
23. **Environmental contamination incidents** - contamination or pollution events may impact health and safety, operations and organisational reputation.
24. **Moisture, damp and mould risks** - changing precipitation patterns and poor ventilation may increase damp, mould and indoor environmental risks.

It is important to recognise the cascading nature of climate-related risks, where multiple impacts occurring simultaneously may place significant pressure on Orthomotion's operations, workforce and partner organisations. Many of these risks are shared across the wider healthcare sector.

Alongside the identified risks, opportunities were also acknowledged, including improving workplace wellbeing and environmental quality, increasing climate adaptation knowledge across the workforce, enhancing collaboration with partners, and improving facilities efficiency to support resilience and decarbonisation objectives.

Orthomotion will continue to review and update identified risks annually as evidence, national guidance and organisational priorities develop.

7. Adaptation Actions

The adaptation actions for Orthomotion have been developed in response to the climate risk assessment and are structured across five key adaptation themes. These themes reflect the primary areas where climate-related impacts are most likely to affect Orthomotion's operations, facilities, workforce, and service continuity.

Key adaptation themes:

A. Building resilience and performance
B. Workforce resilience and wellbeing
C. Extreme weather preparedness
D. Governance, capacity and partnerships
E. Business continuity and incident response

To support implementation and provide a clear indication of delivery timescales, all actions have been categorised according to the anticipated delivery timescale:

- ST (Short Term): Actions to be completed within the next 1-2 years.
- MT (Medium Term): Actions planned for delivery within 3-5 years.
- LT (Long Term): Actions anticipated to be delivered beyond 5 years.
- Ongoing: Continuous activities that form part of routine organisational activity and require regular review or maintenance.

Actions relating to the following items have been prioritised in this, Orthomotion's first adaptation plan:

- heat and flooding
- staff resilience and wellbeing
- the existing HVAC system
- Electrical & Telecoms connections
- cross-references with organisational risk registers and business continuity plans

7.1. Action Plan by Risk Theme

A. Building resilience and performance

This theme focuses on maintaining and improving the resilience of building systems, particularly in relation to overheating risk, air quality, and energy performance.

HVAC system *Actions focus on the current system, but the aim is to replace this with a more reliable and energy-efficient system that will support decarbonisation and adaptation initiatives*			
A.1	Improve monitoring and reporting of energy use, logging and reviewing incidents when the building is too hot or too cold for working conditions and any remedial actions that can be taken.	Ongoing	Priority
A.2	Consider implementing interim mitigation measures (e.g. window film, blinds, portable cooling, natural ventilation) to reduce overheating risk and protect occupant comfort.	ST	Priority
A.3	Escalate risks where inefficiency or overheating threatens operational resilience or progress towards net-zero commitments.	Ongoing	Priority
Air quality and moisture risks			
A.4	Commission a building survey to assess ventilation performance, indoor air quality and moisture risks.	ST	Priority
A.5	Undertake air quality monitoring and review sickness absence data for emerging trends of increases in respiratory illness. This would include during periods of hot weather when pollen counts may be high and air quality poor.	MT	Priority
A.6	Review relevant guidance and regulatory expectations to inform proportionate controls and response.	ST	Priority
Performance of building fabric			
A.7	Develop a flood action plan as an appendix to the Crisis Management and Business Continuity Plan.	MT	Priority

B. Workforce resilience and wellbeing

This theme addresses the impact of climate risks on staff wellbeing and working conditions. Workforce resilience is critical to ensuring that Orthomotion can continue to operate effectively in a changing climate. B.3 will encompass consideration of options to support the physical and psychological wellbeing of staff particularly during adverse weather events.

Overheating and comfort			
B.1	Apply public health guidance and internal controls to protect staff and users during periods of extreme heat.	ST	Priority
B.2	Use temporary adjustments (e.g. flexible working, remote delivery, altered room usage) where environmental conditions cannot be adequately controlled.	Ongoing	Priority
B.3	Undertake cost–benefit analysis of adaptation options to inform future decisions.	MT/LT	Priority
Staff travel disruption			
B.4	Maintain clear and timely communications to staff during severe weather events.	Ongoing	Priority
B.5	Use business continuity arrangements to support remote working and maintain critical services.	Ongoing	Priority

C. Extreme Weather Preparedness

This theme focuses on strengthening preparedness and proactive management of weather-related disruption.

Adverse weather impacts			
C.1	Develop an adverse weather plan covering heat, heavy rain, flooding, snow, ice and high winds.	ST	Priority
C.2	Identify building and car park vulnerabilities and assess preventative maintenance or contractual options to reduce disruption and cost.	ST	
C.3	Continue regular monitoring of Met Office warnings and local intelligence to trigger early action.	Ongoing	Priority

C.4	Consider early warning mechanisms and how out of hours monitoring of adverse weather can be undertaken and how staff will be informed.	ST	Priority
C.5	Produce a briefing paper setting out risks, mitigations and investment options for consideration by Executives.	MT	
IT infrastructure			
C.6	Monitor temperatures in the Offices & warehouse.	Ongoing	Priority

D. Governance, Capacity and Partnerships

This theme ensures that adaptation activity is appropriately prioritised, resourced, and embedded within organisational governance structures.

People & Facilities Management team capacity			
D.1	Recognise and monitor potential capacity issues in the People & Facilities Management team.	Ongoing	Priority
D.2	Prioritise climate adaptation actions based on risk severity, legal duties and health and safety considerations.	ST	Priority
D.3	Escalate residual risks to senior leadership where delays are unavoidable.	Ongoing	
Landlord and lease engagement			
D.4	Orthomotion's future at present site and establish clear timescales for lease review / extension and negotiations.	ST	Priority
D.5	Ensure climate adaptation and decarbonisation requirements are prioritised in lease discussions	ST	Priority
D.6	Strengthen engagement with the landlord, including escalation, to enable delivery of agreed adaptation actions and in relation to crisis management.	ST	Priority
Staff support for sustainability measures			

D.7	Implement the annual Sustainability Communications and Engagement Plan and ensure training is available to support staff on an ongoing basis.	Ongoing	
Training			
D.8	Build requirements for climate adaptation plans as part of wider sustainability plans into staff training plans	LT	
D.9	Strengthen climate adaptation literacy across Orthomotion.	MT/LT & ongoing	
Finance			
D.10	Consider unaffordable energy bills as a new risk to the Business Continuity and Crisis Management Risk Register.	MT	

E. Business continuity and incident response

This theme focuses on maintaining operational continuity during environmental disruptions.

Loss of building access			
E.1	Highlight the importance of maintaining and regularly testing business continuity arrangements supporting remote working in relation to adaptation to the Crisis Management and Business Continuity Project Board.	ST	Priority
E.2	Assess and manage individual access, equipment and contractor needs during prolonged incidents.	MT	
E.3	Determine channels of communication to be used in emergencies when dealing with utilities and other infrastructure networks.	ST	Priority
E.4	Ensure actions E.1 to E.3 are incorporated into local business continuity plans as appropriate.	ST/MT	Priority
Environmental or contamination incidents			

E.5	Develop an environmental incident response plan with specialist advice.	MT	
E.6	Consolidate public health guidance and ensure alignment with the Business Continuity Policy.	ST	
E.7	Ensure clear escalation routes to protect health, safety, operations and reputation.	ST	
E.8	Develop a water resilience (conservation and prioritisation) plan.	MT	
E.9	Ensure actions E.5 to E.8 are incorporated into local business continuity plans as appropriate.	ST/MT	Priority
Working with contracted suppliers			
E.10	Develop contingency plans with contracted suppliers in case of increased demand due to extreme weather events affecting multiple users of services in the local area.	ST/MT	Priority
E.11	Consider onsite implications for waste if waste management suppliers are unable to fulfil their duties during periods of adverse weather.	ST/MT	Priority

7.2 Lease and Implication for Adaptation

Orthomotion has just recently agreed a 5-year lease contract on the office & warehouse facilities. This also has a provision to extend built in.

8. Delivery and Implementation

8.1 Roles and Responsibilities

Name and Title	Role	Responsibilities
Tony Fennell CEO	Executive Sponsor	Provide executive leadership and oversight for the Climate Adaptation Plan. Champion climate adaptation across Orthomotion, ensure alignment with organisational priorities, and provide assurance to the Executive Team and Board on progress, risks and outcomes.
Tony Fennell CEO	Project Sponsor	Provide strategic direction and sponsorship for the Climate Adaptation Plan. Support delivery of agreed objectives, and ensure alignment with business planning, risk management and organisational resilience activities.
Tony Fennell CEO	Project Manager	Lead the development, implementation and review of the Climate Adaptation Plan. Coordinate delivery of actions, monitor progress against objectives,

		manage governance and reporting arrangements, facilitate stakeholder engagement, and prepare updates and recommendations for relevant governance groups.
Lynsey Marshall Quality Coordinator	Project Support	Provide specialist sustainability expertise and advice. Support the identification and delivery of adaptation actions, contribute to monitoring and reporting, and ensure alignment with wider sustainability and decarbonisation initiatives.
Glen Weight Customer Service Manager	Project Administration	Provide administrative and project support, including meeting coordination, maintenance of project documentation, action tracking, record management and support for reporting requirements.
Climate Adaptation Task and Finish Group	Delivery Group	Support the development, implementation and review of the Climate Adaptation Plan. Contribute expertise and knowledge relating to climate risks and adaptation opportunities, support delivery of actions within their areas of responsibility, and allocate sufficient time and resources to agreed actions.
Crisis Management and Business Continuity Project Board	Governance and Assurance	Provide governance, oversight and assurance for the Climate Adaptation Plan. Monitor progress against actions, review climate-related risks and issues, consider recommendations for change, and ensure that climate adapt ation remains a standing agenda item.
Adaptation Collaboration Group	Collaboration and Knowledge Sharing	Provide a forum for collaboration, information sharing and learning across our clients / customers on climate adaptation. Support the identification of good practice, emerging risks and opportunities, contribute to the development of consistent approaches where appropriate and facilitate coordination.

8.2 Resources and Capacity

Orthomotion will seek to maximise the use of existing resources, expertise and governance arrangements to deliver adaptation actions efficiently and effectively. Delivery will be supported through a defined project structure comprising an Executive Sponsor, Project Sponsor, Project Manager, Project Support and Project Administration resource, alongside a dedicated Climate Adaptation Task and Finish Group and oversight from the Crisis Management and Business Continuity Project Board.

Resource requirements are expected to be manageable within existing capacity for the majority of actions. Resource requirements will be reviewed regularly throughout implementation and escalated through appropriate governance routes where additional support or capacity is identified as necessary.

The Climate Adaptation Task and Finish Group will provide operational oversight through quarterly meetings of approximately 30-45 minutes. Strategic oversight and assurance will be provided through the Crisis Management and Busine ss Continuity Project Board, which meets quarterly for approximately 45 minutes to monitor progress, risks, dependencies and resource requirements. Together, these arrangements will ensure that adaptation actions remain proportionate, deliverable and aligned with organisational priorities throughout implementation.

9. Measuring, Monitoring and Reporting

9.1 Performance Indicators

Progress against the Climate Adaptation Action Plan will be monitored through the following performance indicators:

- RAG (Red, Amber, Green) ratings for all actions.
- Number and percentage of actions completed against the total number of actions within the plan.
- Number and percentage of priority actions completed against the total number of priority actions identified within the plan.

Priority actions will be reviewed annually and may be updated to reflect changes in organisational priorities, emerging climate risks, and available resources.

9.2 Monitoring Processes

The Adaptation Working Group will oversee delivery of the Climate Adaptation Action Plan, coordinate activity across teams, and monitor progress against agreed actions.

Progress updates will be managed through existing governance arrangements, with any proposed changes to actions, timescales, responsibilities, or priorities considered through a formal change management process and reported to the Crisis Management and Business Continuity Project Board.

Quarterly communications will be provided to key stakeholders, including action owners, senior managers, and relevant teams, to share progress, highlight emerging risks, and identify opportunities for collaboration.

An annual update will be communicated to all staff to raise awareness of climate adaptation activity, celebrate achievements, and maintain organisational engagement with adaptation planning.

9.3 Reporting Mechanisms

Quarterly highlight reports will be submitted to the Crisis Management and Business Continuity Project Board summarising overall progress, performance against key indicators, completed actions, emerging risks, and any significant issues requiring escalation.

Regular updates will also take place at the Health and Safety Committee meetings to ensure alignment between the committee actions and Climate Adaptation.

An annual review of the Climate Adaptation Action Plan will be undertaken to assess progress, update priorities where necessary, and ensure the plan remains aligned with organisational objectives and evolving climate risks.

10. Review and Continuous Improvement

Orthomotion will maintain a process of regular review and continuous improvement to ensure that its Climate Adaptation Plan remains relevant, evidence-based and responsive to emerging climate risks and opportunities.

An annual review at the year end, with annual updates provided to the Orthomotion Executive Team, Orthomotion Board and through Orthomotion's Annual Report, will be undertaken to assess progress against planned actions, review key climate-related risks and opportunities, and identify priorities for the forthcoming year.

In addition, a periodic review of the Climate Adaptation Plan will be undertaken in relation to:

- latest research, developments and trends relating to climate change adaptation, resilience and the health and care sector;
- guidance from the H&SC Climate Emergency National Programme/Adaptation Accelerator programme and other relevant national policies, frameworks and expectations;
- significant organisational, operational or environmental changes that may affect Orthomotion's climate resilience.

Where reviews identify opportunities to strengthen the Plan, improve organisational resilience or respond to emerging risks, recommendations for changes will be developed and presented to the Orthomotion Crisis Management and Business Continuity Project Board on a case-by-case basis for consideration.

This approach will support a cycle of continuous improvement, ensuring that Orthomotion's adaptation activities remain proportionate, effective and aligned with national and organisational priorities.

References

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