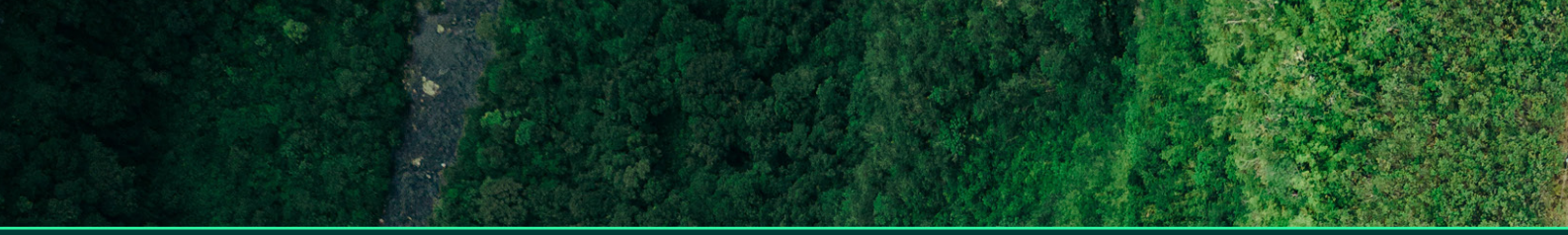

Carbon Reduction Plan

For PFE Medical

Publish date: March 2026

Created by: Positive Planet

PFE MEDICAL

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Contents

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Net Zero Commitment

PFE Medical is committed to achieving Net Zero emissions by 2040.

What does Net Zero mean in practice?

To achieve Net Zero, organisations should be aiming to reduce greenhouse gas (GHG) emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, PFE Medical will need to reduce our absolute emissions by 90% from the base year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the base year) as well as long-term targets.

Long-Term Targets

- Reduce our total market-based emissions (Scope 1, 2, and 3) by at least 90% by 2040.
- Neutralise any residual emissions using verified carbon offsets.

Near-Term Targets

- Reduce Scope 1 and 2 emissions to zero by 2030.
- To procure 100% renewable electricity by 2027.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all Scope 3 categories by 2027.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

GHG Emissions Footprint

Base Year GHG Emissions

Base year emissions are a record of the greenhouse gases that have been produced in the past and prior to the introduction of any strategies to reduce emissions. Base year emissions are the reference point against which emissions reduction can be measured. PFE Medical's base year covers August 2022 – July 2023.

Base Year: 2022 - 2023	
All Scope 1, Scope 2. and relevant upstream and downstream Scope 3 emissions were measured using the operational control approach. Our base year emissions were remeasured alongside our FYE 2025 measurement to reflect changes in methodology.	
Emission Scopes	**Total (tonnes CO_2e)**
Scope 1	3.7
Scope 2*	*Market-based:* 24.0 *Location-based:* 19.3
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel- & Energy-Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream)	899.0
Total Emissions*	***Market-based:* 926.7** ***Location-based:* 922.0**

Our total emissions equate to a Carbon Intensity Metric of **25.7 tCO2e per full-time equivalent (FTE)** based on 36 FTEs during the measurement period (using market-based emissions).

*Purchased electricity can be measured in two ways, A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. PFE Medical has chosen to use a market-based approach for Net Zero targets.

Current GHG Emissions

The current reporting period covers 2024 - 2025. Emissions are a reflection of current company activity as well as any reduction initiatives which have been implemented since the base year reporting period.

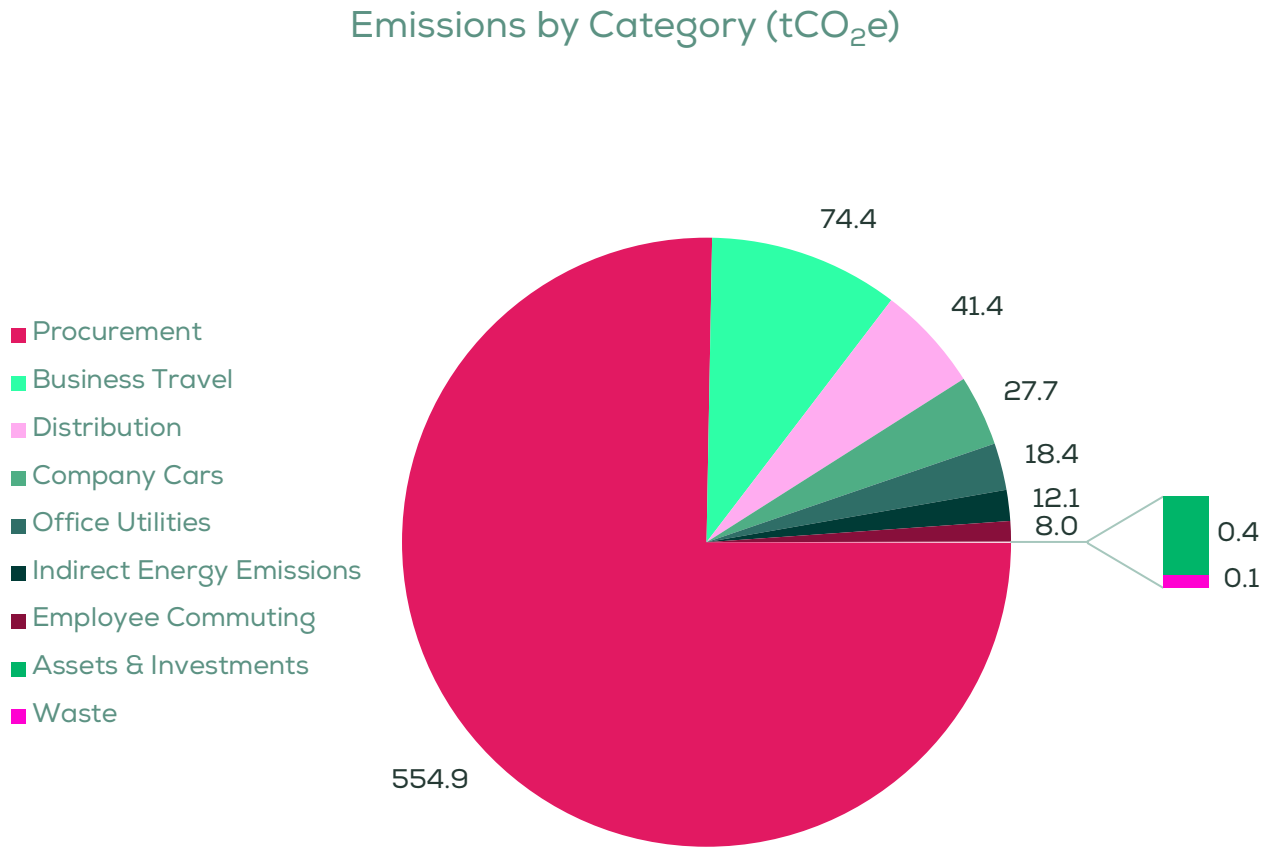
Current Reporting Year: 2024 - 2025	
All Scope 1, Scope 2, and relevant upstream and downstream Scope 3 emissions were measured using the operational control approach.	
Emission Scopes	**Total (tonnes CO_2e)**
Scope 1	33.1
Scope 2*	*Market-based:* 12.9 *Location-based:* 8.6
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel- & Energy-Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream)	691.3
Total Emissions*	***Market-based:* 737.4** ***Location-based:* 733.0**

Our total emissions equate to a Carbon Intensity Metric of **25.1 tCO2e per full-time equivalent (FTE)** based on 29.4 FTEs during the measurement period (using market-based emissions).=

*Purchased electricity can be measured in two ways, A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack

of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. PFE Medical has chosen to use a market-based approach for Net Zero targets.

Current GHG Emissions Breakdown



Current Measurement Results

For 2024 – 2025:

By Scope	Tonnes	% of Total
Scope 1	33.1	4
Scope 2 (*Location-based*)	8.6	-
Scope 2 (*Market-based*)	12.9	2
Scope 3	691.3	94

By Source	Tonnes	% of Total
Direct	33.1	4
Upstream	692.7	94
Downstream	11.5	2

By Category	Tonnes	% of Total
Office Utilities	18.4	2
Company Cars	27.7	4
Business Travel	74.4	10
Employee Commuting	8.0	1
Procurement	554.9	75
Distribution	41.4	6
Waste	0.1	0
Indirect Energy Emissions	12.1	2
Assets & Investments	0.4	0

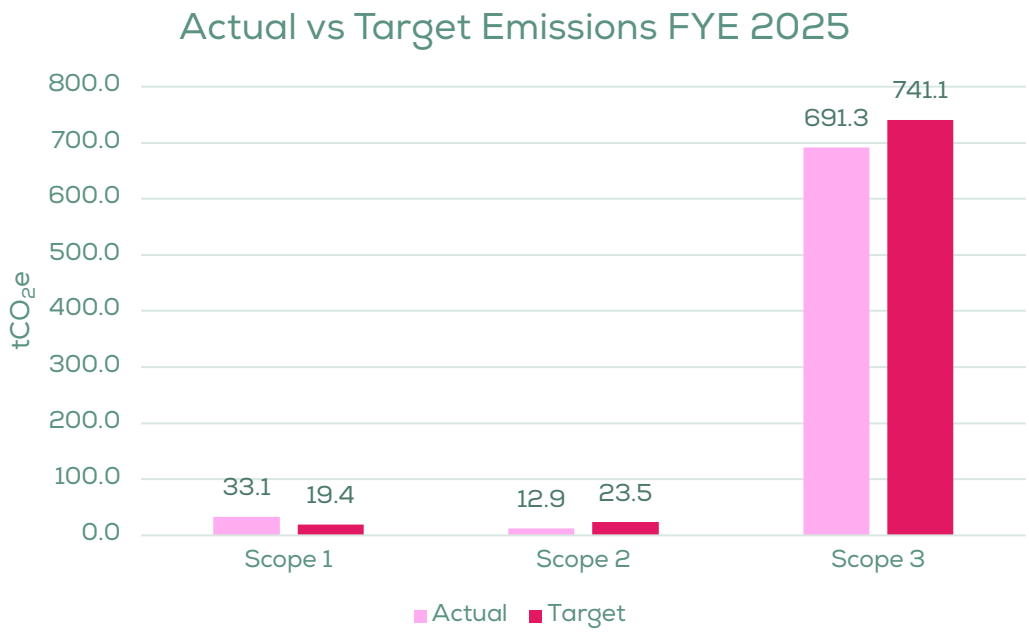
Total	Tonnes	% of Total
Location-based	733.0	-
Market-based	**737.4**	**100%**

Carbon Reduction Planning

Year-on-Year Progress

Emission Scopes	Absolute Carbon Emissions (tonnes CO_2e)			% Change vs Base Year	% Change vs FYE 2024
	Base Year: FYE 2023	FYE 2024	Current Year: FYE 2025		
Scope 1	3.7	23.2	33.1	796%	43%
Scope 2 *(Market-based)*	24.0	26.0	12.9	-46%	-50%
Scope 3	899.0	797.4	691.3	-23%	-13%
Total emissions	**926.7**	**846.7**	**737.4**	**-20%**	**-13%**

Emissions by:	Carbon Intensity Metrics			% Change vs Base Year	% Change vs FYE 2024
	Base Year: FYE 2023	FYE 2024	Current Year: FYE 2025		
Employees (tCO_2e per FTE)	25.7	24.5	25.1	-2%	2%



PFE Medical did not achieve their Scope 1 target but surpassed both their Scope 2 and 3 targets. The increase in Scope 1 emissions from the previous measurement period can largely be explained by the top up of refrigerant gas in PFE Medical's air conditioning units. A top up indicates an escape of refrigerant gases which often have very high global warming potentials and thus translate into significant tCO_2e figures. Going forwards, further Scope 1 emissions can be achieved by reducing the consumption of on-site gas and diesel in fleet vehicles. Specific recommendations are discussed below.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented:

Activity	Completion Date	Scope
ISO 13485 and ISO 14001 certification. As part of this management system, the organisation has put the following initiatives into place: - The adoption of LED/PIR lighting controls; - Changes to policy resulting in a reduction in company travel and flights; - Partial electrification of the company fleet.	2004 (ISO13485) 2010 (ISO14001)	1,2,3
Committed to measuring the carbon footprint of business activities year-on-year to gain an understanding of hotspots so as to make efficient and direct improvements to reduce these emissions. Year 1: appointed Positive Planet to support with calculating base year carbon footprint and reduction recommendations.	2023	1,2,3
Created a Green Team to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data – this includes sharing and collaborating throughout the organisation.	2023	1,2,3
Updated the company's Environmental Policy, reaffirming PFE Medical's recognition of the importance of enhancing the company's environmental performance, conforming to compliance obligations, and prevention of emergency situations and pollution.	2023	1,2,3
Updated the company's Social Value Statement, underlining PFE Medical's commitment to: - Measuring the company's carbon footprint year-on-year and implementing measures to reduce emissions; - Using resources efficiently to reduce waste; - Actively reducing sources of air and noise pollution within the local community; - Sustainable and ethical procurement.	2024	1,2,3

Implemented/encouraged low-cost energy saving measures/behaviour change initiatives such as: - Reduction of boiler temperature and overall use where possible; - Installation of sensor lighting; - Clear messaging/signage to turn off lights/monitors/computers etc. - Paperless policy.	2025	1,2,3
Replaced one of the company's diesel vans with a commercial hybrid vehicle.	2026	1,2
The Green Team are scheduled to deliver training – *Becoming Carbon Literate – Your Guide to Net Zero* – to the wider company.	2026	1,2,3

Future Carbon Reduction Initiatives

Based on the current measurement, Positive Planet recommends the following actions to begin addressing and reducing emissions:

Scope 1 & Scope 2 Reduction Initiatives					
No.	**Activity**	**Target Date**	**Cost**	**Impact**	**Category**
1	Procure a 100% renewable electricity tariff. This change will reduce **market-based** emissions (from chosen tariff) from the site to 0 tCO_2e at the conclusion of the current contract which expires in 2030. PFE Medical will engage with the current supplier to establish whether switching to a 100% renewable tariff within the current contract period is possible.	2026-2030	Low	High	Purchased Electricity
2	Total **location-based** electricity emissions (National Grid energy mix) are still 8.6 tCO_2e so there is an opportunity to reduce energy use. Consider implementing behaviour change initiatives within the workplace to encourage emissions reductions such as including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. Assign roles and responsibilities to Green Team members. High-level monitoring of energy use is key to understanding further pinch points.	Ongoing	Low	Medium	Purchased Electricity

3	Implement further energy efficiency measures to reduce the overall amount of electricity consumed. Examples of further reduction measures include: - Installing timers on sockets/equipment; - Reviewing and renewing inefficient equipment (when at end of life) and actively considering the energy efficiency of equipment when new purchases are required (i.e. laptops, fridges, dishwashers). Invite all colleagues to openly explore challenges and barriers to collaboratively find solutions for reduction.	Ongoing	Medium	Medium	Purchased Electricity
4	To completely reduce market- and location-based energy emissions to zero, investigate the feasibility of installing on-site renewable energy generation technologies such as solar PV panels, solar heating, heat pumps (following an energy audit to assess feasibility and payback periods), to generate 100% of heating and energy demand. The UK Government's Boiler Upgrade Scheme can provide financial assistance towards the replacement of on-site stationary combustion (gas) heating with more efficient, low-carbon systems. *N.B. PFE Medical have investigated the feasibility of installing on-site solar PV however no government grants are available at the time of writing, so it is not currently considered financially viable. PFE Medical are committed to re-assessing this should applicable grants become available in future years.*	2030	High	High	Stationary Combustion Purchased Electricity

5	In order to address emissions from the fleet, a review of company vehicles to outline a strategy for beginning or further expanding fleet electrification is required.
	
	Key considerations for the strategy include:
	- Determining if fleet size can be reduced through optimising logistics or outsourcing to providers with robust electrification infrastructure;
	- Determining which vehicles to electrify first, dependent on:
	  o which vehicles are used most;
	  o which vehicles are most polluting; and
	  o which vehicles are closest to end of life.
	- Identifying solutions for the electrification of different vehicles;
	- Assessing if the timeframe for vehicle electrification aligns with the pace of Scope 1 reduction targets.
		Ongoing	No Cost	Enabler	Mobile Combustion

6	Implement the fleet electrification strategy as outlined above. The UK Government's Plug-in Van and Truck Grant is available to help bridge the price gap between the cost of ultra-low emission vans and diesel vans. *Please note the grant's closing date is 31st March 2026.*	2026 - 2030	High	High	Mobile Combustion
7	Consider other low-cost actions to further reduce existing fleet emissions:	Ongoing	Low	Low	Mobile Combustion Purchased Electricity (EVs)

	- Regularly reviewing vehicles to ensure operation at maximum efficiency i.e. ensuring tyres are at optimal pressure and wheels are correctly aligned; - Consider ways to reduce overall vehicle use such as consolidating trips or implementing remote working policies; - Consider driving-efficiency training for company car users; - Prioritise EV charge points that source 100% renewable electricity when charging off-site.				
8	Regularly inspect and maintain A/C equipment to detect and prevent leaks of greenhouse gases. Upgrade seals and gaskets in equipment to reduce the risk of fugitive emissions. If feasible, replace aging equipment with newer, low-emission models and/or consider the use of low-emission or zero-emission refrigerants in HVAC and refrigeration systems.	Ongoing	Low	Medium	Fugitive Emissions

Scope 3 Reduction Initiatives					
No.	**Activity**	**Target Date**	**Cost**	**Impact**	**Category**
1	The current emissions inventory does not cover all Scope 3 categories as these are not required under PPN 006 reporting. Currently the largest missing categories are: - Processing of Sold Products; - Use of Sold Products; - End-of-Life Treatment of Sold Products. As a supplier into the NHS, PFE Medical is required to measure and report all relevant emissions categories from April 2027. Commit to measuring the remaining downstream Scope 3 categories. Once these are measured, a full picture of PFE Medical's carbon impact will be realised and reduction activities targeted at these categories will be able to be created.	2026	No Cost	Medium	Remaining Downstream Categories
2	Develop a Sustainable Procurement Policy with the twin goals of: 1. Being able to assess and prioritise the sustainability credentials of suppliers; and 2. Enabling the collection of data from suppliers on an annual basis in an effective way.	2026 - 2028	No Cost	Enabler	Purchased Goods & Services

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	Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2040. Possible mechanisms to do so could include: - Engaging suppliers by sharing this Carbon Reduction Plan and communicating net zero targets, and asking for suppliers' information in return; - Introducing/increasing sustainability weighting in tender processes/contracts; - Adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; - Increasing supplier monitoring/reporting requirements including provision of supplier-specific data; - Partnering with sustainable suppliers and vendors for events and other business requirements. This action will embed sustainability considerations into the procurement process and enable suppliers with lower organisational carbon footprints, lower embodied carbon of products, or a demonstrated commitment to Net Zero to be prioritised, as part of a phased approach. **Taking action here is essential, as over half of measured emissions sit within the supply chain.**				
3	Commit to a sustainability audit of existing suppliers. Initially the top 20% of suppliers (identified by spend and/or carbon intensity) will be engaged with to request further information regarding emissions reporting, Net Zero targets and sustainability ambitions.	2026 - 2028	Low	High	Purchased Goods & Services

	This data collection will support the reduction journey by: - Improving the accuracy of carbon footprint measurements through collecting supplier-specific data; - Allowing the positive impacts from reduction actions to be captured; - Identifying business risks in the supply chain; and - Encouraging supply chain integration towards Net Zero. Plan to increase the proportion of suppliers engaged year-on-year to capture at least 50% of annual spend/procurement emissions by 2028.				
4	Review goods transportation suppliers in line with the Sustainable Procurement Policy, to determine their decarbonisation efforts and collect primary emissions data. Of the company's suppliers, DHL have been known to provide supplier-specific emissions reports. Consider developing and implementing a Sustainable Distribution Policy to lower the environmental impact of the transportation and distribution of goods. Utilise the Low Emissions Distribution Hierarchy when considering distribution providers and routes, where appropriate: - Rail freight; - Road transportation; - Air transportation.	2026-2030	No Cost	Medium	Upstream Distribution Downstream Distribution
5	Develop and implement a Sustainable Travel Policy to lower the environmental impact of choices when travelling, staying in hotels	2026-2030	Low	Enabler	Business Travel Commuting

	and commuting. Colleagues will be encouraged to utilise the low emissions travel hierarchy and opt for active travel where appropriate: - Digital communication; - Walking and cycling; - Public and shared transport; - EVs (car sharing/clubs, then individual use); - ICE (internal combustion engine) vehicles (car sharing/clubs, then individual use); - Air travel. Other policy points to consider alongside this hierarchy include: - Make virtual meetings the default for interactions that do not require physical presence; - Assessing the need for in-person business meetings and reviewing where trips can be consolidated/coordinated amongst employees; - Reducing fossil-fuel based travel, especially air travel, is a priority. Where air travel is unavoidable, opt for economy class to reduce emissions per passenger; - Ensure the sustainable commitments of hotels are considered when booking employee stays; - Any vehicle hired by the company should be battery electric (BEV) as a priority, followed by plug-in hybrid and hybrid. Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.				

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6	For packaging waste, liaise with key suppliers to see whether they can ship with the minimal amount of packaging needed to secure the product. Where packaging remains necessary, engage with suppliers to shift to recycled/recyclable materials for packaging as part of the Sustainable Procurement Policy.	Ongoing	No Cost	Medium	Waste
7	Consider providing sustainability training for employees, such as Carbon Literacy Training or Couch to Carbon Zero training, to increase engagement and skills across the team. This can be done in phases, starting with the Green Team and leadership, and then rolling out to the wider employee base (including new starters). Certified learners typically reduce emissions by 5-15%, with 50% of these reductions typically relating to the workplace. Businesses that engage with Carbon Literacy Training can also get certified as Carbon Literate Organisations which may bring commercial benefits. Role-specific Net Zero training can also be considered to encourage action from key areas of the organisation.	2026-2030	Medium	Enabler	All Categories

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and approved by the Executive Team at PFE Medical.

Signed on behalf of PFE Medical:

Name: ROB HARTLEY

Position: DIRECTOR

Date: 2nd March 2026

1 https://ghgprotocol.org/corporate-standard

2 https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting