

# Carbon Reduction Plan

## Medfac UK Ltd

Medfac UK Ltd is committed to achieving net zero emissions by 2045.



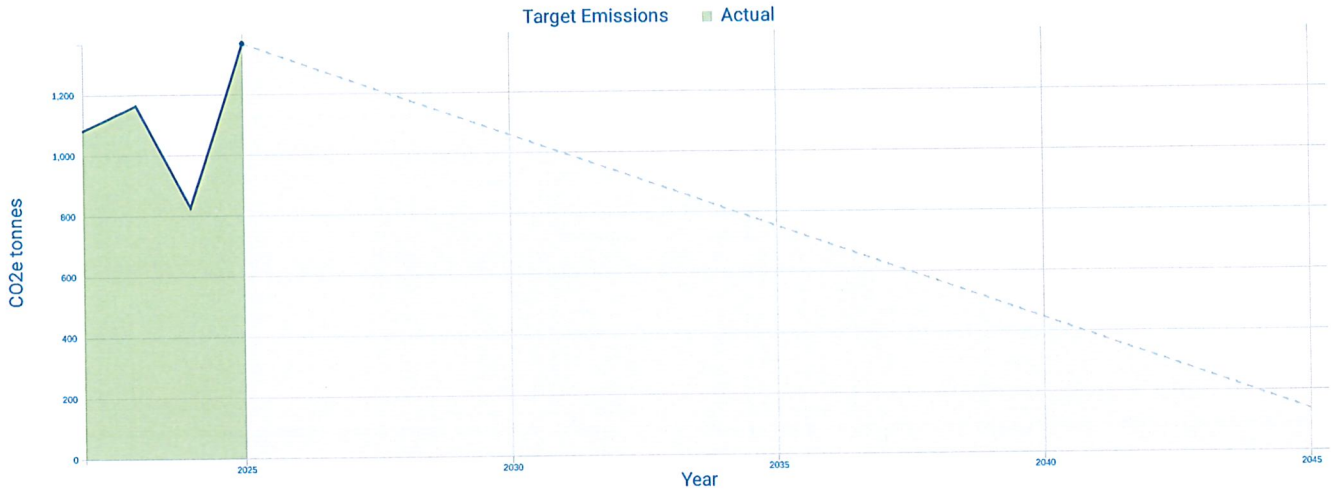
## Baseline Emissions Footprint vs Current Emissions Footprint

Baseline emissions are a record of the greenhouse gasses that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Emission Scope	Baseline Emissions, 2022 (tonnes CO2e)	Current Emissions, 2025 (tonnes CO2e)
<b>Scope 1</b>	<b>137.7356</b>	<b>154.9982</b>
<i>Energy Purchased (Sites, Other Emissions)**</i>	97.4144	108.1514
<i>Company Cars (Company Cars, Other Emissions)</i>	37.8092	41.1478
<i>Delivery Vehicles (Delivery Vehicles, Other Emissions)</i>	2.5120	5.6990
<i>Air Conditioning / Refrigerants (Other Emissions)</i>	0.0000	0.0000
<b>Scope 2</b>	<b>54.9681</b>	<b>57.1014</b>
<i>Electricity (Sites, Other Emissions)**</i>	54.9681	57.1014
<b>Scope 3</b>	<b>887.4464</b>	<b>1,154.3310</b>
<i>Purchased Goods and Services (Sites, Other Emissions)**</i>	0.0000	0.0000
<i>Capital Goods (Other Emissions)</i>	0.0000	0.0000
<i>Fuel &amp; Energy Related Activities (Other Emissions)</i>	0.0000	0.0000
<i>Upstream Transportation &amp; Distribution (Freighting Goods (Upstream), Other Emissions)</i>	763.7670	0.0000
<i>Waste Generated in Operations (Waste Disposal, Other Emissions)</i>	0.1518	37.8083
<i>Business Travel (Hotels, Air Travel, Public Transport &amp; Hire Cars, Employee Owned Vehicles, Company Cars, Other Emissions)</i>	52.5449	72.7295
<i>Employee Commuting (Home Working, Employee Commuting, Other Emissions)</i>	70.9828	75.2286
<i>Upstream Leased Assets (Other Emissions)</i>	0.0000	0.0000
<i>Downstream Transportation &amp; Distribution (Freighting Goods (Downstream), Other Emissions)</i>	0.0000	968.5646
<i>Processing of Sold Products (Other Emissions)</i>	0.0000	0.0000
<i>Use of Sold Products (Other Emissions)</i>	0.0000	0.0000
<i>End of Life Treatment of Sold Products (Other Emissions)</i>	0.0000	0.0000
<i>Franchises (Other Emissions)</i>	0.0000	0.0000
<i>Investments (Other Emissions)</i>	0.0000	0.0000
<b>Total</b>	<b>1,080.1501</b>	<b>1,366.4307</b>
** Generated from renewable sources	0.0000	2,912.7887
* includes WTT		

## Carbon Reduction: Projected vs Actual

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease over the next years to 108.0150 by 2045 this is a reduction of 90%



## Information About our Organisation

At the end of December 2024 we acquired the assets and trading rights of John Florence Ltd. Their figures were incorporated into the 2025 report and largely explain the increase in emissions. In addition, our underlying growth was very positive and this was supported by additional staff, also having a consequential impact on our total CO2 emissions.

## Additional Details About our Emissions and Targets

Year	Comments
2025	Our company sales revenue growth in 2025 was 18.1% over 2024 and 57% increase in growth over 2023. During this time our staff levels have increased by 29% over 2024 and 40% increase in staff over 2023. In summary between 2023 and 2025 (this reporting year), revenue has grown by 57%, staff by 40% and CO2 emissions by only 17.5%. Therefore the actions we have taken have resulted in the average CO2 emissions falling per member of staff by 16.3% during this time period.
2024	This was a successful year in reducing the environmental footprint of the business down to 826.6 tonnes CO2e cw 1,162.8 tonnes CO2e in 2023. This was a reduction of 29%. This was largely due to significant increase in consolidating customer orders, significantly reducing total volume of shipments. Other improvements were the reduction in overseas travel and increase in home working. Medfac UK Ltd employee numbers grew by 12% and total sales grew by 33% in 2024 cw 2023. Average tonnes CO2e per person reduced from 10.57 in 2023 to 6.72 in 2024. The ratio of tonnes CO2e to revenue reduced from 0.14 in 2023 to 0.075 in 2024. Please note, Medfac UK Ltd acquired the assets of the John Florence business at the end of December 2024. Their figures for 2024 are not incorporated into the above but will be included in the 2025 statement. This will invariably lead to an increase in the total tonnes CO2e figure for 2025.

## Carbon Reduction Projects

The following environmental management measures and projects are currently in progress or have been completed since the 2022 baseline.

### Actions In Progress

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#### 80% of New Fleet Lease Cars to be electric in 2026

**Target Completion Date:** 31/12/2026

**Objective**

The impact of BIK changes in hybrid cars in Tax Year 2028/29 will be used to encourage pure electric car uptake instead of hybrid cars. In addition information regarding the fuel cost vs electric vehicle savings will be promoted.

**Target**

80% of all new car leases to be fully electric by the end of 2026

**Action, Improvement or Control**

Information sheet with BIK information, Fuel Costs vs electric vehicle savings and BIK calculations to be sent to each individual renewing company car in 2026 to assist with their decision making.

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#### Carbon Offsetting

**Target Completion Date:** 31/12/2026

**Objective**

Identify and implement carbon offsetting opportunities to reduce impact of our emissions. This will include 'Plant a Tree' type initiatives.

**Target**

<To offset a % of the company carbon emissions in 2026

**Action, Improvement or Control**

To find independently verified carbon credits and select a provider for the organisation

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#### Solar Panel Introduction

**Target Completion Date:** 31/12/2026

**Objective**

Add Solar Panels to Wellingborough site.

**Target**

To reduce electricity usage within the Wellingborough Site

**Action, Improvement or Control**

Look at costings for introduction of Solar Panels at Wellingborough site

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### Completed Actions

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### Add electric cars into fleet

Completion Date: 31/03/2025  
Estimated Carbon Reduction: 0.0000

**Objective**  
To reduce environmental impact of car fleet by adding in fully electric cars.

**Target**

**Action, Improvement or Control**  
Review lease options as cars come up for renewal

**Impact:**  
Added 6 electric cars to the car fleet.

### Incorporate environmental strategies into John Florence (new business)

Completion Date: 31/12/2025  
Estimated Carbon Reduction: 0.0000

**Objective**  
Audit, review and implement activities on JF site to maximise environmental improvements eg lighting, heating, transportation of goods, etc

**Target**

**Action, Improvement or Control**  
Audit activities on JF site to maximise environmental improvements .  
Obtain readings from 2024 to provide base level.

**Impact:**  
Reduced electricity costs at Lewes site by 10%

### Generation of General Office Waste

Completion Date: 31/12/2024  
Estimated Carbon Reduction: 0.0000

**Objective**  
To reduce total amount of waste

**Target**

**Action, Improvement or Control**  
Recycling posters Recycling bins/facilities available Eliminate single use items Reduce - reuse - recycle policy

**Impact:**  
Decreased office waste by 60% by high focus on recycling

### Achieve ISO14001 accreditation in 2024

Completion Date: 30/04/2024  
Estimated Carbon Reduction: 0.0000

**Objective**  
Add ISO 14001 to ISO 13485 Quality Standards

**Target**

**Action, Improvement or Control**  
Work with consultants to write policies and processes to achieve goal

**Impact:**  
Company focus on emissions and clear action plans to support activities

## Promotion of environmentally friendly products

Completion Date: 31/12/2024  
Estimated Carbon Reduction: 0.0000

### Objective

To reduce environmental impact by encouraging our customers to switch to more sustainable product usage

### Target

### Action, Improvement or Control

Expand the Thermoplastic off cuts recycling scheme Promote the environmental benefits of x-lite splinting material.

### Impact:

Grew sales of X Lite by 30% in 2024 and collected over 500kg of offcuts

## Transportation - Receiving and delivery of goods

Completion Date: 31/12/2024  
Estimated Carbon Reduction: 0.0000

### Objective

Use the lowest impact transport method available

### Target

### Action, Improvement or Control

To request environmental policies from delivery companies used.  
Encourage and incentivise customers to bulk buy and order efficiently  
Change to lower emissions transportation options eg couriers who use electric vehicles, use shipping not air freight

### Impact:

Partly achieved by consolidating deliveries to larger customers. This has significantly reduced our emissions.

## Increase sales of environmentally advantageous products

Completion Date: 24/12/2025  
Estimated Carbon Reduction: 0.0000

### Objective

Increase sales of X Lite cotton-based materials into hospitals, vets etc

### Target

### Action, Improvement or Control

Sales increased through marketing and sales activity, workshops, etc.

### Impact:

Achieved 6% growth in X Lite brands. This achieves a reduction in plastic usage by splinting professionals in the broader environment.

## Electricity - Lighting and general use

Completion Date: 31/12/2024  
Estimated Carbon Reduction: 0.0000

### Objective

To reduce the amount of energy used by the organisation in relation to lighting and general office use

### Target

### Action, Improvement or Control

Posters reminding to turn off lights, computers and other electrical items up in office. Timers on lights in bathrooms and other appropriate spaces  
Change all lighting to energy saving alternatives Replace high energy rated appliances with lower energy rated versions Motion sensors for lighting in hallways and other appropriate areas

### Impact:

Achieved all actions listed - light bulbs, PIRs, etc

## Product Packaging

**Completion Date:** 31/01/2024  
**Estimated Carbon Reduction:** 0.0000

### Objective

To reduce the amount of product packaging going to landfill

### Target

#### Action, Improvement or Control

Only purchase recycled packaging Reuse all packaging that comes into the office where possible.

### Impact:

All delivery packaging - bags and boxes - are from non-plastic or renewable resources. Regular clinic deliveries in re-use tote boxes.

## Car Fleet Emissions

**Completion Date:** 31/12/2024  
**Estimated Carbon Reduction:** 0.0000

### Objective

To reduce the average overall CO2 emissions of the company car fleet

### Target

#### Action, Improvement or Control

Educate employees on maintenance of their vehicles and raise awareness on fuel efficiency. New fleet vehicles leased from 01/01/2023 to be hybrid or fully electric and to have emissions no greater than 120g/km.

### Impact:

All new cars are hybrid. Overall mileage not decreased due to business growth and additional heads.

## 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 <sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting <sup>2</sup>.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and 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 <sup>3</sup>.

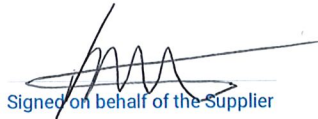
This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).



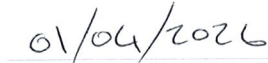
Name



Job Title



Signed on behalf of the Supplier



Date

*The methodology used to calculate the organisation's greenhouse gas emissions in this report is based on:  
<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>*

*1. <https://ghgprotocol.org/corporate-standard>*

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

*3. <https://ghgprotocol.org/standards/scope-3-standard>*