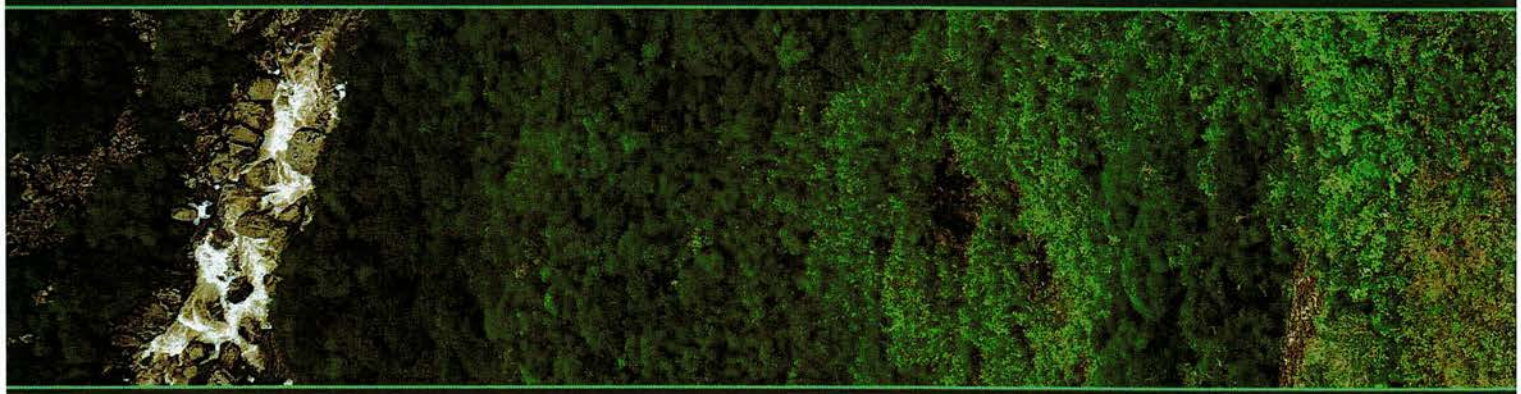
Carbon Reduction Plan

For Delta Surgical



positive planet

Our Commitment

Delta Surgical is committed to achieving Net Zero emissions by 2050.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce 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, we will need to reduce our absolute emissions by 90% from our baseline year.

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

Our near-term targets:

- Reduce scope 1 and 2 emissions to by 42% by 2030.
- To procure 80% renewable electricity by 2030 and 100% by 2035.
- Reduce Scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

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.

Our Baseline Carbon Footprint

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases 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. We have chosen to set our baseline year as January - December 2023.

Baseline Year: 2023	
The current reporting year (January - December 2023) is the first year that we have measured and reported our carbon footprint and will serve as the baseline year for future measurements.	
Emissions	Total (tonnes CO_2e)
Scope 1	22.5
Scope 2*	Market-based: 11.1 Location-based: 3.8
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste - Water	3120
Total Emissions*	**Market-based: 3146.4** **Location-based: 3153.7**

*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. We have chosen to base our Net Zero target on a market-based methodology.

Baseline year: 2023	Carbon intensity metric (tonnes CO_2e / unit)
Employees	112.4
Turnover (£)	343.2

Based upon 28 employees, and a £9.17 million turnover during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Our Current Carbon Footprint

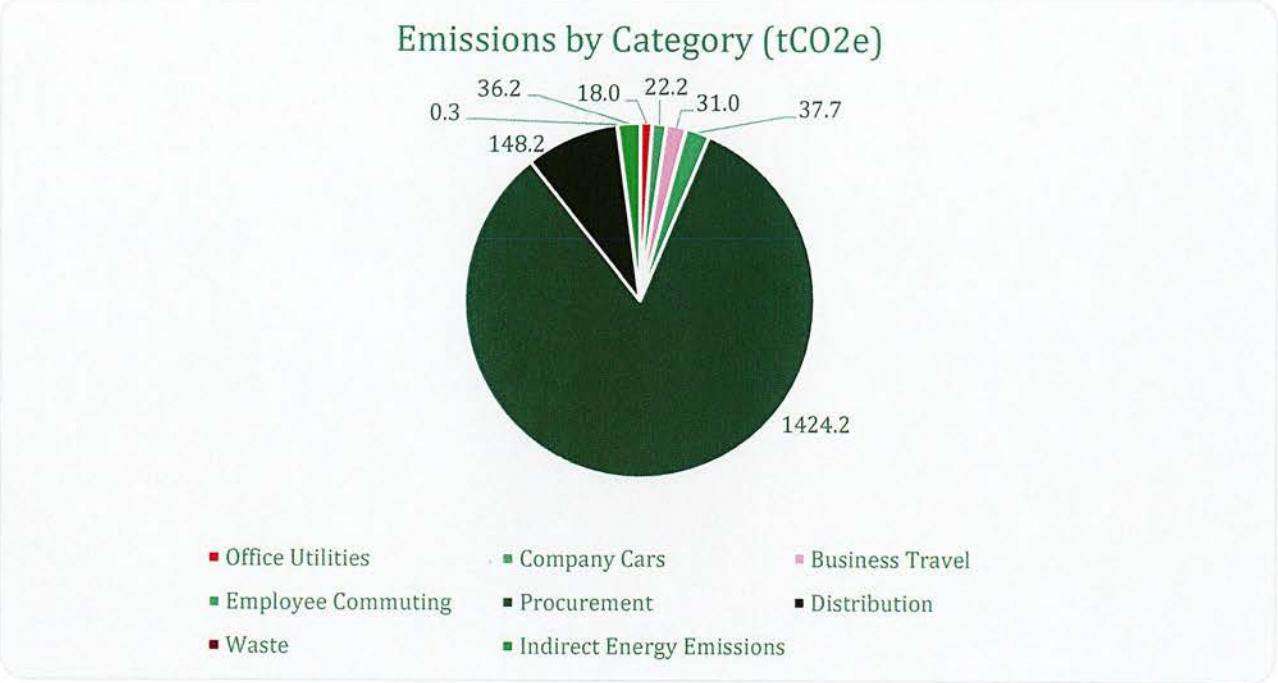
Current Reporting Year: 2024 (January - December 2024)	
Emissions	**Total (tonnes CO_2e)**
Scope 1	36.6
Scope 2*	Market-based: 3.6 Location-based: 20.6
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) - Product (Processing, Use, End of Life Treatment) - Franchises & Investments	1667.6
Total Emissions*	**Market-based: 1717.8** **Location-based: 1734.8**

Carbon Intensity Metrics

Current year: 2024	Carbon Intensity Metric (tonnes CO_2e / unit)
Employees	63.6
Turnover (£)	140.01

Based upon 27 employees, and a £12.268 million turnover during the measurement period. We are using market-based emissions to calculate our intensity metrics.

Carbon Emissions Breakdown



Progress

Emissions	Total Carbon Footprint (tonnes CO_2e)		% Change
	Baseline year: 2023	Current year: 2024	
Scope 1	22.5	36.6	+62.66
Scope 2	3.8	3.6	-5.26
Scope 3	3120	1667.6	-46.54
Total emissions	**3146.4**	**1717.8**	**-45.40**

Emissions	Carbon Intensity Metric (tonnes CO_2e / unit)		% CHANGE
	Baseline year: 2023	Current year: 2024	
Employees	112.4	63.6	-43.41
Turnover	343.2	140.01	-59.20

Completed Carbon Reduction Initiatives

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

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline 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
Liaise with key suppliers to see whether they can ship with the minimal amount of packaging needed to secure the product. Build out a packaging policy and hierarchy of choice for choosing materials.	Ongoing	3
Procured and Installed a modern, highly efficient, and fully modulating natural gas-fired warm air heating solution for our warehouse. Some of the benefits Include: • ErP 2021 Compliant - by the latest eco-design directive (aim is to reduce negative environmental impact throughout the product life cycle) • Hydrogen Blend Ready - Designed to blend up to 30% hydrogen with natural gas should this hybrid fuel become readily available throughout the UK's existing gas network. • Modulating pre-mix burner and fans to reduce energy consumption.	Complete 2025	2
Procured a 100% renewable electricity tariff. This change was made to reduce market-base emissions from the office to 0 tCO2e.	Complete 2025	
Utilise office air conditioning unit to heat the office areas, to replace gas central heating.	Complete 2024	1

<table>
<tr><td>Procured a green power gas tariff supporting renewable energy and reducing reliance on fossil fuels.</td><td>Complete 2024</td><td>1</td></tr>
<tr><td>Install lighting PIR's in office and warehouse areas so that lights only turn on when needed, saving electricity by preventing unnecessary use.</td><td>Partially complete 2024 - some areas still ongoing due for completion 2025</td><td>1</td></tr>
<tr><td>Moved 82% of our car fleet to hybrid and electric to lower emissions.

<table><tr><th>Car</th><th>Fuel type</th></tr><tr><td>1</td><td>Hybrid-Electric</td></tr><tr><td>2</td><td>Hybrid</td></tr><tr><td>3</td><td>Electric</td></tr><tr><td>4</td><td>Electric</td></tr><tr><td>5</td><td>Plug in Hybrid</td></tr><tr><td>6</td><td>Electric</td></tr><tr><td>7</td><td>Plug in Hybrid</td></tr><tr><td>8</td><td>Plug in Hybrid</td></tr><tr><td>9</td><td>Electric</td></tr><tr><td>10</td><td>Diesel</td></tr><tr><td>11</td><td>Petrol</td></tr></table></td><td>2024</td><td>3</td></tr>
<tr><td>Implemented a new waste management system. Our waste is now split Into the following categories to reduce the environmental Impact of waste:

• Mixed Paper and Card
• Plastics
• Food Tins and Drink Cans
• Food Waste and General Waste</td><td>2025</td><td>3</td></tr>
<tr><td>Reduced our use of paper - our operational procedures are fully paperless.</td><td>2024</td><td>3</td></tr>
<tr><td>Re-use boxes in our despatch process to reduce waste</td><td>2025</td><td>3</td></tr>
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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
1	Ask the management to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets. Consider planning for larger cost management (where appropriate) such as an efficient boiler system. Consider moving to premises without gas heating for 100% reduction is stationary combustion emissions.	2026	6%	Stationary Combustion
3	We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members. High-level monitoring of energy use is key to understanding further pinch points.	2026	20% (location-based)	Purchased Electricity
4	Implement energy efficiency measures to reduce the overall amount of electricity consumed at sites. Optimise operational procedures and implement energy management systems (such as ISO 14001). Examples of reduction measures include: - upgrading lighting and introducing more sensor lighting, and aligning sensor times to usage patterns (eg 3 minutes for corridors, 20 minutes for working spaces)	2030	10% (location-based)	Purchased Electricity

	- installing timers on sockets/equipment - reviewing and renewing inefficient equipment (when at end of life), and actively consider the energy efficiency of equipment when new purchases are required (eg laptops, fridges, dishwashers) Invite colleagues from different sites to openly explore challenges and barriers to collaboratively find solutions for reduction.			
5	Move the remaining 18% of our fleet which are still petrol and diesel engine, to hybrid or electric models. Determine if fleet size can be reduced by using active transport	2028	100%	Mobile Combustion Purchased Electricity (EVs)
6	Consider driver-efficiency training for company car users – this should demonstrate a reduction in total fuel/electricity use.	2024	10%	Mobile Combustion Purchased Electricity (EVs)

Based upon the above completed and planned initiatives, it is projected that Scope 1 & 2 carbon emissions will decrease to **23.3tCO_2e** by 2030 and **0 tCO_2e** by 2035.

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	**Activity**	**Target Date**	**% Reduction Target**	**Category**
1	Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, creating spaces for environmental positive conversations (internal comms, newsletters, slack, Teams etc), certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.	2026	2.5 - 7.5%	Commuting & Home Working Business Travel
2	Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms. Commit to a Sustainability Audit or Survey to request further information regarding credentials – Plan to send these to the top 10/20 suppliers by spend. This data collection will support reduction journey by gathering important data for year two measurement & encourage supply chain integration towards Net Zero. Complete this audit within two phases: 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach. This may also involve purchasing second hand/refurbished (furniture, IT equipment) and extending the lifespan of purchased items.	2025 - 2028	20%	Purchased Goods & Services

	Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.			
3	Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers. Prioritise purchasing from local suppliers to limit delivery mileage and packaging materials.	2025 - 2028	20%	Upstream Distribution Downstream Distribution Waste
4	Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work or car sharing opportunities. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Consider creative ways to engage and support the workforce to influence change. Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.	2028	15%	Business Travel Commuting

Based upon the above completed and planned initiatives, it is projected that (as a minimum) Scope 3 carbon emissions will further decrease over the next seven years from the current normalised measurement of 1677.6 tCO_2e to 973 tCO_2e by 2030. This is a **reduction of 42%** and will keep us on track to Net Zero.

Declaration and Sign Off

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].

This Carbon Management Plan has been reviewed and approved by Delta Surgical Executive Team.

Signed on behalf of Delta Surgical :

Name: ROBIN HUMBLE

Position: MD

Date: 05/06/25

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

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