



G&N

Griffiths and Neilson Ltd. Carbon Reduction Plan 2024

Supplier name: Griffiths and Neilson Ltd (G&N Medical).

Publication date: 22nd March 2024

Commitment to achieving Net Zero
G&N Medical is committed to achieving Net Zero emissions by 2045
CRP URL: www.gandn.com/sustainability



Baseline emissions footprint

Baseline year:

December 2019 – November 2020

Additional details relating to the baseline emissions calculations:

Our 2019 data includes a more limited set of Scope 3 emissions. Waste generated is included from 2021/22 when our supplier began recording weights collected. Employee commuting only included from 2022/23 as data was not collected prior to 2022 and changing employee and working patterns make the data inapplicable to previous years. Data reported is for UK emissions only.

Baseline year emissions:

EMISSIONS		TOTAL (tCO ₂ e)
Scope 1		5.16
Scope 2		9.28
Scope 3 sources included		73.25
	4. Upstream transportation and distribution	32.86
	5. Waste generated in operations	0.00
	6. Business travel	40.39
	7. Employee commuting	0.00
	9. Downstream transportation and distribution	0.00
Total emissions:		87.69



Current emissions reporting

Reporting year:

December 2022 – November 2023

Current emissions:

EMISSIONS		TOTAL (tCO ₂ e)
Scope 1		0.79
Scope 2		1.59
Scope 3 sources included		45.33
	4. Upstream transportation and distribution	14.47
	5. Waste generated in operations	1.23
	6. Business travel	13.93
	7. Employee commuting	15.70
	9. Downstream transportation and distribution	0.00
Total emissions		47.71

Griffiths and Nielsen Ltd,
Stane Street, Slinfold, Horsham, West Sussex, RH13 0GN
Office: +44 (0) 1403 799190
www.gandn.com | www.fitlegs.com

Registered in England and Wales No. 1201146
VAT Registration No. GB193742832



Commentary on reporting methods:

To effectively address carbon emissions across our operations, we've implemented a meticulous approach allocating emissions from shared resources to the unique revenue ratios of Griffiths and Nielsen Ltd, and G&N Laboratory Ltd. We've segmented our data for Scope 1, 2, and 3 emissions, with a notable exclusion of business travel data, which is allocated directly to the respective company.

For upstream emissions, we've transitioned to utilising real-world data provided by trusted third-party sources wherever available. This enables us to accurately assess our environmental impact and make informed decisions.

To refine our assessment of Scope 2 emissions, we've introduced a systematic process involving meter readings over a four-month period. By extrapolating these readings, we generate a comprehensive yearly estimate. Moving forward, we're committed to enhancing our data collection by obtaining monthly meter readings, ensuring precise measurement of kilowatt-hour (KWH) usage and eliminating the need for predictions or extrapolations.

Furthermore, we've refined our approach to commuting emissions to more accurately reflect the travel patterns of employees working under both companies. In this regard, we've allocated commuting data based on a 75:25 revenue ratio corresponding to each company, ensuring fairness and accuracy in our assessments.



Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- We are targeting the achievement of zero emissions in the Scope 1 and Scope 2 categories by 2028.
- We are targeting a reduction of 25% in our included Scope 3 emissions in the next 4 years from our 2022 levels.
- We project that carbon emissions will decrease over the next four years to 36 tCO₂e by November 2027. This is a reduction of 28%.

Summary of Targets

Scope 1 and Scope 2 emissions

- **Target:** Achieve zero emissions by 2028.
- **Progress:** Significant reductions have been made, with a reduction of 84.69% in Scope 1 emissions and 82.87% in Scope 2 emissions from baseline levels.

Scope 3 emissions

- **Target:** Reduce included Scope 3 emissions by 25% from 2022 levels within the next 4 years.
- **Progress:** Currently, there has been a reduction of 38.12% in Scope 3 emissions. Additional work will focus on increasing use of specific rather than emissions factor based data to ensure this reduction is robust.

Total carbon emissions

- **Target:** Projected decrease in carbon emissions to 36 tCO₂e by November 2027, indicating a reduction of 28% from 2022 levels.
- **Progress:** The current total tCO₂e stands at 47.71 tCO₂e, reflecting a notable reduction from baseline levels.

Overall, while substantial progress has been made in reducing Scope 1, Scope 2 and Scope 3 emissions. Continued focus on implementing sustainability initiatives and enhancing efficiency will be crucial in meeting these objectives and advancing toward our zero-emission goals by 2028.



Carbon reduction projects

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 8.36 tCO₂e, a 9.5% reduction against the 2019 baseline and the measures will be in effect when performing the contract.

- Switching warehouse lighting to LEDs
- Investing in on-line training resources for HCPs to reduce business travel
- A campaign to promote the use of virtual meetings, where suitable

In addition we have completed the following initiatives that sit outside the subset of Scope 3 emissions reported.

- Removing single use plastic from the unit of use for Fitlegs AES and redesigning packaging to reduce paper use – 9.6tCO₂e p.a.
- Installing equipment to convert waste cardboard into box fill material to eliminate the use of plastic bubble wrap – 5tCO₂e p.a
- Implemented an ISO 14001:2015 Environmental Management System.

In the future we hope to implement further measures such as:

- Installing Solar PV in our warehouse.
- Eliminating all single use plastic from product packaging.
- Reduce Paper usage in the office by optimising invoice processing



Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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 signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:

Giles Griffiths, CEO
22nd March 2024