



G&N Laboratory Ltd. Carbon Reduction Plan 2025 (FY23/24)

Supplier name: G&N Laboratory Ltd.

Publication date: 20th May 2025

Commitment to achieving Net Zero

G&N Laboratory is committed to achieving Net Zero emissions by 2045.

CRP URL: <https://www.gandn.com/sustainability/>

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Baseline Emissions Footprint

Baseline Year: Dec 2019 – Nov 2020		
<p>Additional details relating to the Baseline Emissions calculations:</p> <p>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. In 2019/20 the company had no direct employees and so no business travel or commuting. Data reported is for UK emissions only.</p>		
Baseline year emissions:		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	0.69	
Scope 2	9.28	
Scope 3 (Included Sources)	4. Upstream transportation and distribution	9.49
	5. Waste Generated in Operations	0
	6. Business Travel	0
	7. Employee Commuting	0
	9. Downstream transportation and distribution	0
	Scope 3 Total	9.49
Total Emissions	19.46	



Current Emissions Reporting

Reporting Year: 2025 (FY23/24)		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	0.21	
Scope 2	0.96	
Scope 3 (Included Sources)	4. Upstream transportation and distribution	3.15
	5. Waste Generated in Operations	0.12
	6. Business Travel	2.25
	7. Employee Commuting	6.48
	9. Downstream transportation and distribution	0.00
	Scope 3 Total	12.00
Total Emissions	13.17	

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Commentary on Reporting Methods

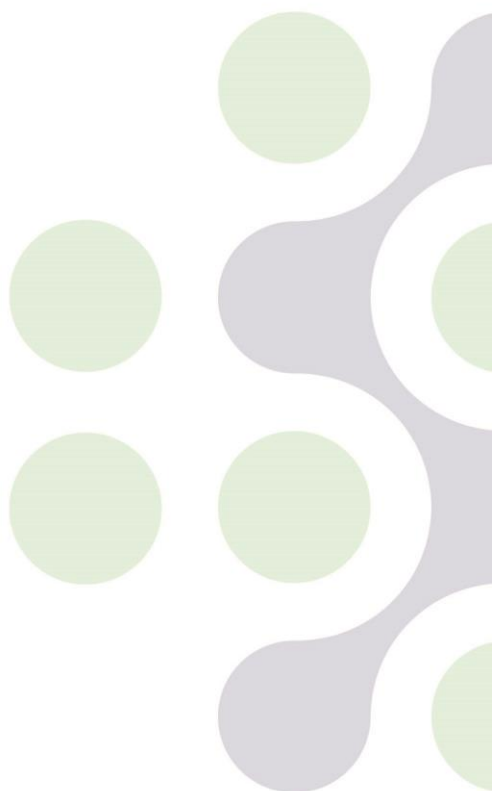
To effectively address carbon emissions across our operations, we've implemented a meticulous approach tailored to the unique revenue ratios of Griffiths and Nielsen Ltd, and G&N Laboratory Ltd. We've segmented our data for Scope 1, 2, and 3 emissions. For upstream emissions, we've transitioned to utilising 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 where we have enhanced 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.

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Emissions Reduction Targets

In order to continue our progress to achieving Net Zero the organisation has established clear carbon reduction targets as part of its ongoing sustainability and environmental management strategy.

For Scope 1 and Scope 2 emissions, the target is to achieve zero emissions by 2028 (FY26/27), reflecting a commitment to eliminating direct and purchased energy-related emissions.

For Scope 3 emissions, the organisation aims to achieve a 15% from baseline levels within the next three years, focusing on minimising emissions across the wider value chain.

The previously projected reduction in carbon emissions to 6.1 tCO₂e by November 2027 (FY26/27) is no longer considered achievable due to more accurate data collection. The revised projection using the new data estimates emissions at 11.16 tCO₂e by 2028 (FY26/28), representing a 34% reduction from 2023 (FY21/22) baseline levels.

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 69.57% in Scope 1 emissions and 89.66% in Scope 2 emissions from baseline levels.

Scope 3 Emissions:

- Target: Reduce Scope 3 emissions by 15% from baseline levels within the next 3 years.
- Progress: Although Scope 3 emissions increased by 83.35% in 2024 (FY22/23), this rise is primarily due to enhanced data accuracy and improved reporting methods. Ongoing reduction initiatives have contributed to a subsequent decrease, bringing emissions to 26.45% above baseline levels when compared to 2024 (FY22/23).

Total Carbon Emissions:

- Target: Projected decrease in carbon emissions to 11.16 tCO₂e by 2028 (FY26/27), indicating a reduction of 34% from 2023 (FY21/22) levels.
- Progress: The current total tCO₂e stands at 13.17 tCO₂e, reflecting a notable reduction from baseline levels.

Overall, there have been significant strides in reducing Scope 1 and Scope 2 emissions, with efforts ongoing to improve data accuracy and achieve the targeted reduction in Scope 3 emissions. The projected decrease in total carbon emissions demonstrates a commitment to sustainability goals, and continued focus on implementing efficiency measures will be essential in meeting these targets and advancing toward our scope 1 and 2 zero-emission objectives by 2028.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Since establishing our 2019 baseline, we have implemented or commenced a number of environmental management measures and sustainability projects. These initiatives as well as wider global efforts have resulted in the reduction of our total carbon emissions from 19.46 tCO₂e, at baseline, to 13.17 tCO₂e report in 2025 (FY23/24).

Implemented and Ongoing Measures:

- Transition to energy-efficient lighting: All warehouse lighting has been upgraded to LED systems. Office lighting is scheduled for LED replacement, with installation planned for Q1 2025.
- Investment in virtual training resources: We have expanded our marketing budget to enhance the availability and quality of online training materials for healthcare professionals, thereby reducing the need for business travel.
- Promotion of virtual collaboration: A company-wide initiative has been launched to encourage the use of virtual meetings where appropriate, reducing transport-related emissions.
- Employee engagement and behavioural change: Awareness has helped promote energy-saving habits, including switching off equipment when not in use, proper waste segregation, and minimisation of unnecessary printing.
- Transition to low-emission equipment: An electric forklift has been introduced to replace a gas-powered unit, supporting emissions reduction with the added benefit of an improvement in indoor air quality improvement.

Additional Initiatives Beyond Reported Scope 3 Emissions:

- Waste cardboard repurposing: Equipment has been installed to convert waste cardboard into protective packaging material, replacing plastic bubble wrap.
- Implementation of ISO 14001:2015: We have established and certified a formal Environmental Management System (EMS) in accordance with ISO 14001:2015 standards.
- Digital transformation: Office paper usage has been significantly reduced by automating invoice processing and transitioning to digital documentation, thereby reducing the need for paper and eliminating the need for hardcopy storage. Reduction of 38% achieved this year.
- Introduced a range of Sharps waste containers made from 95% recycled, wood pulp solid board. – This has a lower environmental impact compared to its plastic alternatives.

Potential Future Measures:

- Switch to green energy tariff.
- Installation of solar PV systems at our warehouse to support on-site renewable energy generation.
- Complete elimination of single-use plastics from all product packaging.
- Continued reduction in paper usage through further digital optimisation.
- Introduction of an employee salary sacrifice scheme to incentivise the adoption of low-emission vehicles.

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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

20th May 2025

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