



## Griffiths and Nielsen Ltd. Carbon Reduction Plan 2025 (FY23/24)

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

**Publication date:** 20<sup>th</sup> May 2025

### **Commitment to achieving Net Zero**

Griffiths and Nielsen 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. 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.</p>		
Baseline year emissions:		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	5.16	
Scope 2	9.28	
Scope 3 (Included Sources)	4. Upstream transportation and distribution	32.86
	5. Waste Generated in Operations	0
	6. Business Travel	40.39
	7. Employee Commuting	0
	9. Downstream transportation and distribution	0
	Scope 3 Total	73.25
Total Emissions	87.69	

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## Current Emissions Reporting

Reporting Year: 2025 (FY23/24)		
EMISSIONS	TOTAL (tCO <sub>2</sub> e)	
Scope 1	0.64	
Scope 2	2.89	
Scope 3 (Included Sources)	4. Upstream transportation and distribution	9.44
	5. Waste Generated in Operations	0.36
	6. Business Travel	6.75
	7. Employee Commuting	19.43
	9. Downstream transportation and distribution	0.00
	Scope 3 Total	35.98
Total Emissions	39.51	

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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% reduction from 2025 (FY23/24) levels within the next three years. This target reflects a continued commitment to minimising emissions across the broader value chain, following the early achievement of the previous Scope 3 objective.

Regarding total carbon emissions, the organisation has set a target to reduce emissions to 36 tCO<sub>2</sub>e by 2028 (FY26/27), supporting its broader net-zero objectives.

These targets underline the organisation's commitment to continuous improvement in carbon management and reducing its overall environmental impact.

## Summary of Targets

### Scope 1 and Scope 2 Emissions:

- Target: Achieve zero emissions by 2028 report (FY26/27).
- Progress: Significant reductions have been made, with a reduction of 87.60% in Scope 1 emissions and 68.86% in Scope 2 emissions from baseline levels.

### Scope 3 Emissions:

- Target: Reduce Scope 3 emissions by 15% from 2025 (FY23/24) levels within the next 3 years.
- Progress: Efforts are underway to achieve the targeted reduction.

### Total Carbon Emissions:

- Target: Projected decrease in total carbon emissions to 36 tCO<sub>2</sub>e by 2028 (FY26/27).
- Progress: The current total tCO<sub>2</sub>e stands at 39.51 tCO<sub>2</sub>e, reflecting a notable reduction from baseline levels.

Overall, G&N is actively progressing towards its carbon reduction targets and remains fully committed to achieve them. Significant steps have been taken to reduce emissions, with ongoing initiatives focusing on achieving zero Scope 1 and 2 emissions, reducing Scope 3 emissions by 15%, and reaching a total carbon footprint of 36 tCO<sub>2</sub>e by 2028 (FY26/27).



## 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 87.69 tCO<sub>2</sub>e, at baseline, to 39.51 tCO<sub>2</sub>e 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**

20<sup>th</sup> May 2025

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