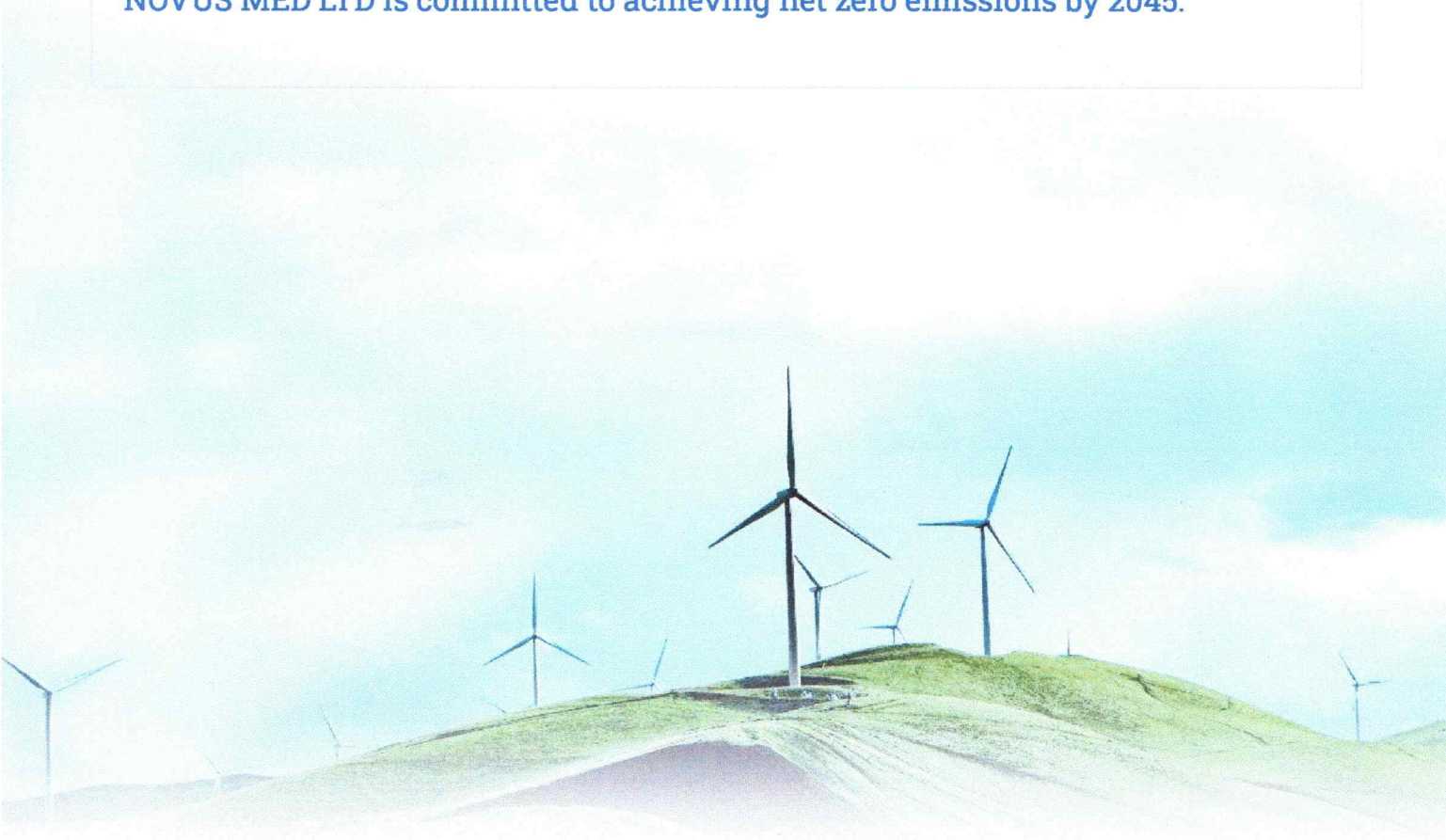


# Carbon Reduction Plan

## NOVUS MED LTD

NOVUS MED LTD is committed to achieving net zero emissions by 2045.



## Baseline Emissions Footprint vs Current Emissions Footprint

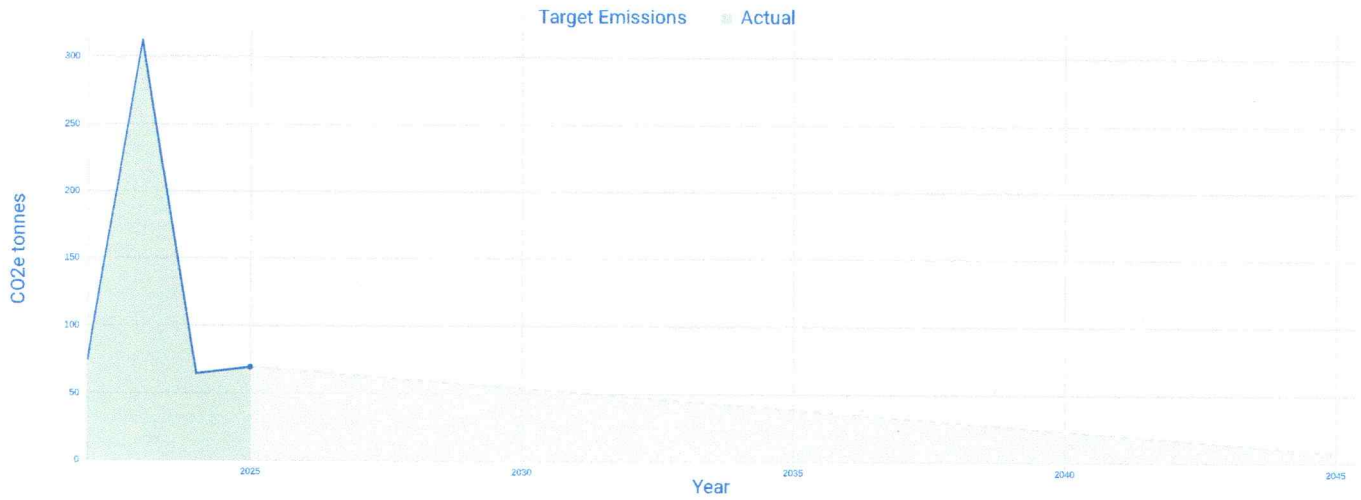
Baseline emissions are a record of the greenhouse gasses that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Emission Scope	Baseline Emissions, 2022 (tonnes CO2e)	Current Emissions, 2025 (tonnes CO2e)
<b>Scope 1</b>	<b>3.9301</b>	<b>4.1038</b>
<i>Energy Purchased (Sites, Other Emissions)**</i>	2.2121	3.8773
<i>Company Cars (Company Cars, Other Emissions)</i>	1.7181	0.2265
<i>Delivery Vehicles (Delivery Vehicles, Other Emissions)</i>	0.0000	0.0000
<i>Air Conditioning / Refrigerants (Other Emissions)</i>	0.0000	0.0000
<b>Scope 2</b>	<b>0.3278</b>	<b>0.4937</b>
<i>Electricity (Sites, Other Emissions)**</i>	0.3278	0.4937
<b>Scope 3</b>	<b>70.0080</b>	<b>64.7052</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>	50.3196	9.7731
<i>Waste Generated in Operations (Waste Disposal, Other Emissions)</i>	0.0000	0.0006
<i>Business Travel (Hotels, Air Travel, Public Transport &amp; Hire Cars, Employee Owned Vehicles, Company Cars, Other Emissions)</i>	18.5696	39.4763
<i>Employee Commuting (Home Working, Employee Commuting, Other Emissions)</i>	1.1189	4.1962
<i>Upstream Leased Assets (Other Emissions)</i>	0.0000	0.0000
<i>Downstream Transportation &amp; Distribution (Freighting Goods (Downstream), Other Emissions)</i>	0.0000	11.2590
<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>74.2659</b>	<b>69.3026</b>
** Generated from renewable sources	0.0000	0.0000

\* 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 7.4266 by 2045 this is a reduction of 90%.



## Information About our Organisation

### Additional Details About our Emissions and Targets

Year	Comments
2025	From 2024 Global flights and hotel stays have been included. From 2025 more accurate Downstream Freight CO2 reporting was available from the Courier. Downstream Freight emissions have been re-stated accordingly for both 2024 and 2025.
2024	2024 - we are including Global flights and hotel stays. 2025 - re-stated Downstream Freight emissions following improved reporting from Courier.
2023	Water supply and treatment - unable to collect data from landlord Delivery Vehicles - none owned by organisation We have included working from home calculations and Hotel/ Air travel for all trips to include outside of UK, this provides a more complete calculation of our company activities.
2022	Water supply and treatment - unable to collect data from landlord Air travel - none in 2022 Delivery Vehicles - none owned by organisation We have included hotels and working from home calculations to provide a more complete calculation of our company activities.

## 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

#### Car Fleet Emissions

**Target Completion Date:** 31/12/2027

**Objective**

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

**Target**

To reduce the carbon emissions proportionately by 2027

**Action, Improvement or Control**

Educate employees on maintenance of their vehicles and raise awareness on fuel efficiency. To consider 100% electric upon the renewal of car lease. Use data to continually adjust strategies and improve outcomes. 2022 Data 17.8201 tonne Co2e 2023 Data 22.4578 tonne Co2e 2024 Data tonne Co2e Recruiting new staff within specific Sales Regions to reduce mileage travelled by staff out of area.

#### Outgoing Product Packaging

**Target Completion Date:** 31/12/2027

**Objective**

To proportionately reduce the amount of product packaging going to landfill

**Target**

<90% of packaging purchased to be made from recycled materials and responsibly sourced by 2027.> <90% of packaging coming into warehouse to be reused or recycled by 2027> 100% of packaging tracked by end of 2027

**Action, Improvement or Control**

Evaluate your current suppliers to determine the percentage of recycled and responsibly sourced materials they use. Update supplier contracts to include requirements for recycled and responsibly sourced materials Only purchase recycled packaging. Conduct regular audits of suppliers to ensure compliance with responsible sourcing and recycling standards. Pre-Inflated Air Pillows made of biodegradable material used as loose fill in the parcels we send out. Any other packaging used is recycled from deliveries received - includes plastic wrap, loose fill and cardboard boxes. Cardboard boxes are purchased from Kite Packaging and contain recycled material, to look at sourcing 100% recycled by 2027. Train employees on sustainable packaging practices and the importance of reducing packaging waste.

## Incoming product packaging

**Target Completion Date:** 31/12/2027

### Objective

To proportionately reduce the amount of product packaging going to landfill

### Target

<90% of incoming packaging to be made from recycled materials by 2027.>  
100% of packaging tracked by end of 2027

### Action, Improvement or Control

Clearly communicate your sustainability goals to all suppliers. Explain the target and the timeline, emphasising the importance of using recycled materials. 100% of suppliers informed by end of 2027. Develop and share guidelines that detail your requirements for recycled packaging material - Identify top 50% of suppliers by sustainability by 2027. Assess current suppliers to determine their capability and willingness to meet Novus sustainability goals. Identify and prioritise suppliers who already use recycled materials or show a strong commitment to sustainability. Include specific clauses in supplier contracts that mandate the use of recycled materials in packaging - 100% by end of 2027. Conduct regular audits of suppliers to ensure compliance with recycled material requirements - regular audits starting 2027.

## Employee owned vehicles emissions - scope 3

**Target Completion Date:** 31/12/2027

### Objective

To reduce the emissions by employee owned vehicles

### Target

To proportionately reduce the emissions of employee owned vehicles by 2027.

### Action, Improvement or Control

Increase number of virtual meetings. Encourage car sharing. Increase use of public transport. Educate employees on maintenance of their vehicles and raise awareness on fuel efficiency. Hire cars to be sized appropriately to the task.

## Transportation - Receiving and delivery of goods

**Target Completion Date:** 31/12/2027

### Objective

Use the lowest impact transport method available

### Target

Proportionally reduce Co2 emissions by 2027

### Action, Improvement or Control

Evaluate current transportation usage in 2024 by Q1 2025. To request environmental policies from delivery companies used by the end of 2025. Encourage and incentivise customers to bulk buy and order efficiently. Develop partnerships with eco-friendly logistics providers by the end of 2027. Larger storage unit to be part of the business action plan - this will allow the organisation to bulk buy and use less air freight and more sea by the end of 2025.

## Expand the scope of the emissions calculated

Target Completion Date: 31/12/2027

### Objective

Capture more accurately all relevant emissions data to reflect all of the organisation's activities

### Target

To include all relevant scope 3 categories and extend boundary from UK to global

### Action, Improvement or Control

Revise data-collection protocols to capture finer metrics, involve and engage all relevant suppliers and activities across the 15 categories

## Supplier Standards

Target Completion Date: 31/12/2027

### Objective

Enhance Supplier Performance

### Target

Sustainable Sourcing: Encourage suppliers to adopt sustainable and environmentally friendly practices.

### Action, Improvement or Control

Develop a Supplier Code of Conduct: Outline specific sustainability and carbon reduction requirements that suppliers must adhere to. Sustainable Packaging: Choose suppliers that offer sustainable packaging solutions, such as reusable, recyclable, or biodegradable materials Ensure that all of our suppliers have Corporate Social Responsibility Policies. Ensure that we have shared and exchanged policy information to all of our suppliers. Introduce Supplier code of conduct which incorporates the Environment. When selecting a supplier choose locally first. Map process to track this. Work with suppliers to understand their own emissions, educate and encourage them to set their own carbon reductions targets.

## Completed Actions

### Use of Paper

Completion Date: 09/09/2024

Estimated Carbon Reduction: 0.0050

### Objective

To reduce the overall use of paper

### Target

### Action, Improvement or Control

Implement paperless office practices Move to Digital invoicing Discourage habit of printing off emails Encourage double sided printing - set printer default

### Impact:

Recyclable paper purchased where possible and only print when required.

## Use of Recycled Paper

**Completion Date:** 09/09/2024  
**Estimated Carbon Reduction:** 0.0000

**Objective**

To replace paper used with recycled paper

**Target**

**Action, Improvement or Control**

Only purchase recycled paper wherever possible. Add a comment on customer letters that this is a company initiative.

**Impact:**

Purchase recycled paper as first option and print only when required.

## Electricity - Lighting and general use

**Completion Date:** 09/09/2024  
**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:**

Currently unable to track the usage due to shared unit

## The use of Electricity and Gas

**Completion Date:** 23/03/2026  
**Estimated Carbon Reduction:** 0.0000

**Objective**

Maintain consumption of electricity and gas usage

**Target**

**Action, Improvement or Control**

Establish baseline usage, identify key areas for improvement, and implement initial energy-saving measures. Energy-efficient LED lights and install motion sensors to reduce unnecessary usage, discussion with the landlord by mid 2026. Encourage the use of energy-efficient office equipment and implement power management settings on all devices. Educate employees on energy-saving practices, such as turning off lights and equipment when not in use. Speak to the landlord to understand if they Purchase green energy from renewable sources to offset electricity usage.

**Impact:**

There are no further improvements to be made at this time in this area.

## 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).

Tim Martin

Name

MD

Job Title



Signed on behalf of the Supplier

30/3/26

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>