



CARBON REDUCTION PLAN

The Healthcare 21 Group incorporates the following companies:

Registered Company Name	Registered Country	Emissions(tCO2e) 2025
Healthcare 21 (UK) Ltd	Great Britain	Scope 1 – 250.47
Aquilant Ltd		
Aquilant Endoscopy Ltd		
Xograph Healthcare Ltd		
O’Flynn Innovation Ltd		
Aquilant Northern Ireland Ltd	Northern Ireland	Scope 1 – 58.34
Tools for Living (Ireland) Ltd, trading as Healthcare 21 NI		Scope 2 – 81.68 Scope 3 – 5,035.49
Primacy Healthcare 21 Ltd	Ireland	Scope 1 – 1 601.58
Aquilant Medical (ROI) Ltd		
Aquilant Scientific (ROI) Ltd		
Xograph Healthcare (Ireland) Ltd		
O’Flynn Medical Ltd		

Please note that while the Carbon Reduction Plan is currently only a requirement in UK, we have included our Ireland companies in our emissions calculations as these companies may also be under contract to the NHS in England, Scotland, Wales and Northern Ireland and therefore have included all entities in our Evergreen submissions.

Please also note that the inclusion of the Ireland companies is from 2023 reporting year only and this is the reason for the significant increase in emissions between reporting years 2022 & 2023.

Publication date: 25th March 2026

Commitment to achieving Net Zero

Healthcare 21 is committed to achieving Net Zero emissions by 2045.

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.

Baseline Year: 2022	
Additional Details relating to the Baseline Emissions calculations	
Our baseline included only four Group companies: Healthcare 21 (UK) Ltd, Aquilant Ltd, Aquilant Endoscopy Ltd, and Xograph Healthcare Ltd.	
EMISSIONS	TOTAL (tCO_{2e})
Scope 1	246.8356
Scope 2	199.1786
Scope 3 (Included Sources)	181.0145 – Waste generated in operations & Business travel
Total Emissions	626.3717

Emissions Reporting (Group)

Reporting year	2023 Emissions (tCO _{2e})	2024 Emissions (tCO _{2e})	2025 Emissions (tCO _{2e})
Scope 1	926.2	1,894.71	1910.39
Scope 2	502.0	567.89	1195.49
Scope 3 (Included Sources)	852.6 - Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel & Downstream Transportation and Distribution	106,750.27 – Purchased Good & Services, Capital Goods, Fuel & Energy Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business travel, Employee Commuting, Upstream Leased Assets, Downstream Transportation and Distribution, Processing of Sold Products, Use of Sold Products, End of Life Treatment of Sold Products, Downstream Lease Assets, Franchises, Investments	96,763.52 – Purchased Good & Services, Capital Goods, Fuel & Energy Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business travel, Employee Commuting, Upstream Leased Assets, Downstream Transportation and Distribution, Processing of Sold Products, Use of Sold Products, End of Life Treatment of Sold Products, Downstream Lease Assets, Franchises, Investments
Total Emissions	2,280.7	109,212.87	99,869.42



Changes to reporting method

In 2023, we expanded reporting to include all Healthcare 21 Group companies across the UK, Northern Ireland, and Ireland. We also broadened Scope 3 to include additional categories—Upstream transportation and distribution, Waste generated in operations, Business travel, and Downstream transportation and distribution—compared to 2022, which covered only Waste generated in operations and Business travel. This expansion resulted in higher reported emissions.

In 2024, AddLife updated its Scope 1, 2, and 3 methods, expanding scope and revising emissions factors. All Scope 3 categories have been reviewed and included as applicable. Upstream emissions use a spend-based approach, while downstream emissions are based on product lifetime energy use, considering sales, usage, lifespan, markets, and electricity grids. This identified Purchased Goods and Services as the largest Scope 3 contributor. Scope 2 Purchased Electricity for Primacy Healthcare 21 was estimated for one site.

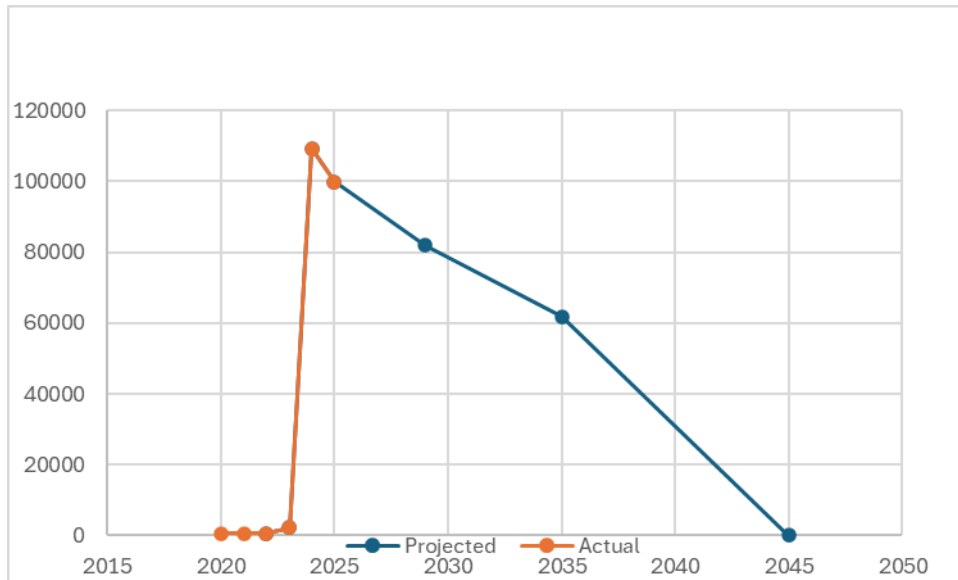
In 2025, Upstream Transportation and Distribution and Downstream Transportation and Distribution included both spend-based and third party reporting methodology for calculation. Scope 2 Purchased Electricity for Primacy Healthcare 21 included data from electricity provider instead of estimation. This resulted in an increase year on year. The report excludes one site in Aquilant Northern Ireland Limited due to amalgamation of two sites.

Emissions Reduction targets

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 to 81,909.65 tCO₂e by 2030. This is a reduction of 25% from 2024 baseline. We aim to reduce Scope 1 & 2 Emissions by 10% by 2027.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

While the Sustainable Business Strategy encompasses a holistic view of sustainability under the 3 main pillars, Carbon Emission Reduction is a key focus under the Sustainable Solutions pillar.

Tools/Processes Used to Gather Data:

- Healthcare 21 has a robust Environmental Sustainability Policy and Sustainable Business Strategy (available on request), managed by a dedicated lead.
- Our strategy commits to preventing pollution, improving environmental performance, and assessing environmental impacts.
- We report progress monthly to the Board and keep employees informed, while working with suppliers and customers to reduce waste, promote reuse, and cut emissions across the supply chain.
- We use the Position Green platform to track greenhouse gas emissions, enabling us to implement and verify carbon reduction actions.
- We are also enhancing our supplier assessment process to include climate impact, responsible sourcing, and environmental practices.

The following environmental management measures and projects have been completed or implemented since the 2022 baseline:

Energy Efficiency

- Upgrade to LED lighting
- Installation of solar panels at two sites in Ireland
- Regular review of energy providers to avail of 100% renewable energy where feasible

Transport

- Implementation of Green Car Policy & installation of electric car chargers points at sites
- Smart logistics and customer order consolidation
- Where electric vehicles are not feasible due to lack of infrastructure, HVO will be utilized as a diesel alternative where possible

Customer Engagement

- Utilization of online customer training platform

Waste Minimization

- ISO14001 Environmental Management System Standard in place
- Member of WEEE Compliance Scheme & Packaging Compliance Scheme
- Significant reduction in plastic packaging
- Ongoing monitoring of plastic packaging waste in line with Plastic Packaging Tax
- Environmental disposal of product packaging, wooden pallet, cardboard etc. through approved contractors
- All offices operate on a paperless basis in all circumstances except where absolutely necessary to print

Circular Economy

- Provide full asset management of medical products from the point of purchase to end of life of products including disposal with registered recycling contractors
- Our Decontamination & Recycling Facility recycles in excess of 55,000 medical devices for customers per annum in addition to the provision of collections/deliveries, service, repair, decontamination storage and asset management
- Provision of an online asset tracking platform facilitating complete traceability of full life cycle service records and enabling ease of requisition by the customer of all products and services available
- WEEE take-back scheme available

Supplier Management

- Key Suppliers assessed against ESG criteria using Ecovadis platform, sustainability and ESG criteria included in supplier selection and procurement processes

Biodiversity

- Ireland sites are business supporters of All Ireland Pollinator Plan

While we will continue to implement and enhance all initiatives listed above, Healthcare 21 will also introduce the following focus areas in the future to assist in achieving our Net Zero target:

Energy Efficiency

- Install energy usage monitoring to monitor on ongoing basis high energy usage (e.g. equipment and utilities)
- Implement feasible energy efficient solutions at all sites on a phased basis

Company Transport – road, air & rail

- Continuation of Green Car Policy and replacement of greener vehicles where feasible

Waste Minimisation

- Continue to review opportunities to reduce waste across the organization through effective recycling, donations, reusage etc.
- Annual submission of Packaging and quarterly Plastic Packaging Tax Declaration
- Work with suppliers to reduce carbon footprint of products supplied
- Increase awareness and appreciation of biodiversity and ecosystems services among employees
- Improve biodiversity at all company sites where possible i.e., wildflower areas, less mowing, Bee/Insect Hotel, Pollinator friendly plants & shrubs

Sustainable Logistics

- Actively engage with customers & suppliers to review options of consolidating incoming and outgoing deliveries to reduce unnecessary transportation
- Optimise transport routes for all inbound & outbound deliveries
- Reduce unnecessary packaging on Healthcare 21 outbound deliveries

Sustainable Procurement

- Work with Logistics Team to ensure Purchasing frequency and volumes to optimise shipping routes and lower CO2 emissions
- Liaise with suppliers to reduce packaging where possible

This Carbon Reduction Plan has been published on our company website and available to view at <https://healthcare21.eu/carbon-reduction-plan/>

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



Nathan Pettitt
Group Chair and Chief Executive Officer
Healthcare 21 Group

19th March 2026