



Carbon Reduction Plan For Marlux Medical

Publish date: November 2025

Created by: Jessica Baker



Our Commitment

Marlux Medical is committed to achieving Net Zero emissions by 2038.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are defined as “science-based” when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2026 (Downstream emissions).

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2038.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation’s value chain, including emissions from upstream and downstream activities.

Our Carbon Footprint

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. We have chosen to set our baseline year as 1 April 2022 – 31 March 2023.

Baseline Reporting Year: 2022-23	
Emissions	Total (tonnes CO ₂ e)
Scope 1	25.9
Scope 2*	Market-based: 15.9 Location-based: 15.9
Scope 3 including: <ul style="list-style-type: none">- Purchased Goods & Services- Capital Goods- Fuel & Energy Related Services- Business Travel- Upstream Transportation & Distribution- <i>Downstream Transportation & Distribution (none)</i>- Employee Commuting & Homeworking- Operational Waste & Water- <i>Leased Assets (Upstream & Downstream) (none)</i>- Franchises & Investments (none)	1,123.5
Total Emissions*	Market-based: 1,165.2 Location-based: 1,165.2

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.

Carbon Intensity Metrics

Current year: 2022-23	Carbon intensity metric
Employees (tCO ₂ e per FTE)	64.7

Emissions Reporting 2023/2024

Current Reporting Year: 2023 - 2024	
Emissions	Total (tonnes CO ₂ e)
Scope 1	29.3
Scope 2*	Market-based: 0.0 Location-based: 14.7
Scope 3 including: <ul style="list-style-type: none">- Purchased Goods & Services- Capital Goods- Fuel & Energy Related Services- Business Travel- Transportation & Distribution (Upstream & Downstream)- Employee Commuting & Homeworking- Operational Waste & Water	811.7
Total Emissions*	Market-based: 841.0 Location-based: 855.7

Carbon Intensity Metrics

Current year: 2023-2024	Carbon intensity metric
Employees (tCO ₂ e per FTE)	47.7

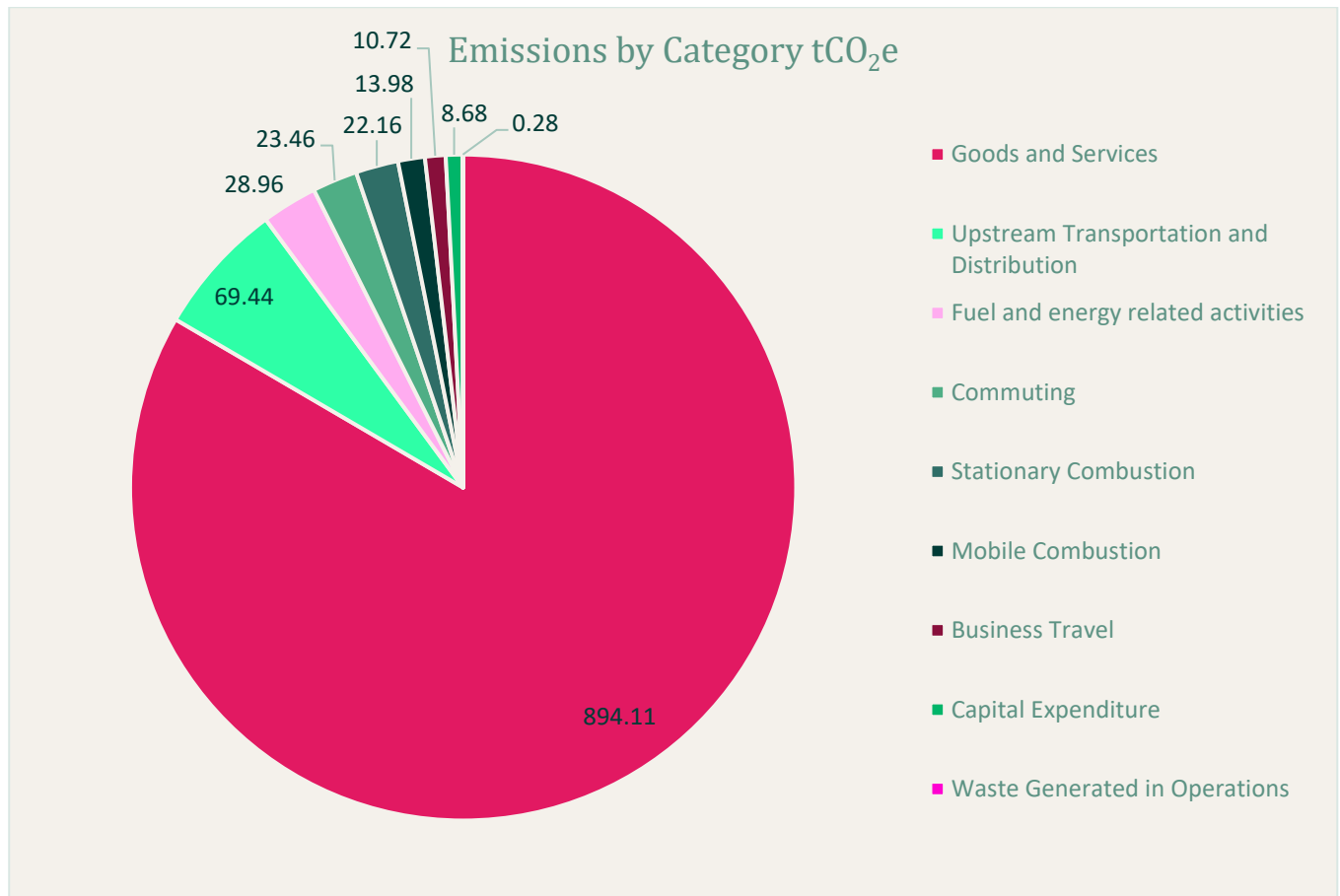
Current Emissions Reporting 2024-2025

Current Reporting Year: 1 st April 2024 – 31 st March 2025	
Emissions	Total (tonnes CO ₂ e)
Scope 1	36.1
Scope 2*	Market-based: 0.0 Location-based: 15.5
Scope 3 including: <ul style="list-style-type: none"> - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water 	1,035.6
Total Emissions*	Market-based: 1071.8 Location-based: 1087.2

Carbon Intensity Metrics

Current year: 2024-2025	Carbon intensity metric
Employees (tCO ₂ e per FTE)	59.2

Carbon Emissions Breakdown 2024-2025



Of the measured categories, Goods and Services accounts for the largest share of emissions, with a total of 894.11 tCO₂e. This category includes emissions from a variety of physical goods and services required to run our businesses, such as office space management, insurance and employee training. The largest hotspots in Goods and Services were emissions associated with services of head office and consultancy fees which was 31.6 tCO₂e. and the other largest emissions were from rent, service charges and hot desks. 15.2 tCO₂e.

The second largest category is Upstream Transportation and Distribution, responsible for 69.44 tCO₂e and these are emissions from mileage from transportation vans and courier services.

The third largest emissions were from Fuel and Energy-Related Activities 28.96 tCO₂e these are those that occur upstream of energy use. In the other energy use categories e.g. business travel and employee commuting, we are accounting for the generation of electricity used or the combustion of fuels used. However, these calculations do not consider the other emissions that occur e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.

Measurement Results 2024-2025		
By Scope	tonnes	% of total
Scope 1	36.1	3
Scope 2 (<i>Location-based</i>)	15.5	-
Scope 2 (<i>Market-based</i>)	0.0	0
Scope 3	1035.6	97
By Category		
Office Utilities	22.2	2
Company Cars	14.0	1
Business Travel	10.7	1
Employee Commuting	23.5	2
Procurement	902.8	84
Distribution	69.4	6
Waste	0.3	0
Indirect Energy Emissions	29.0	3
Location-based	1087.2	-
Market-based	1071.8	-

Carbon Reduction

Our Net Zero targets

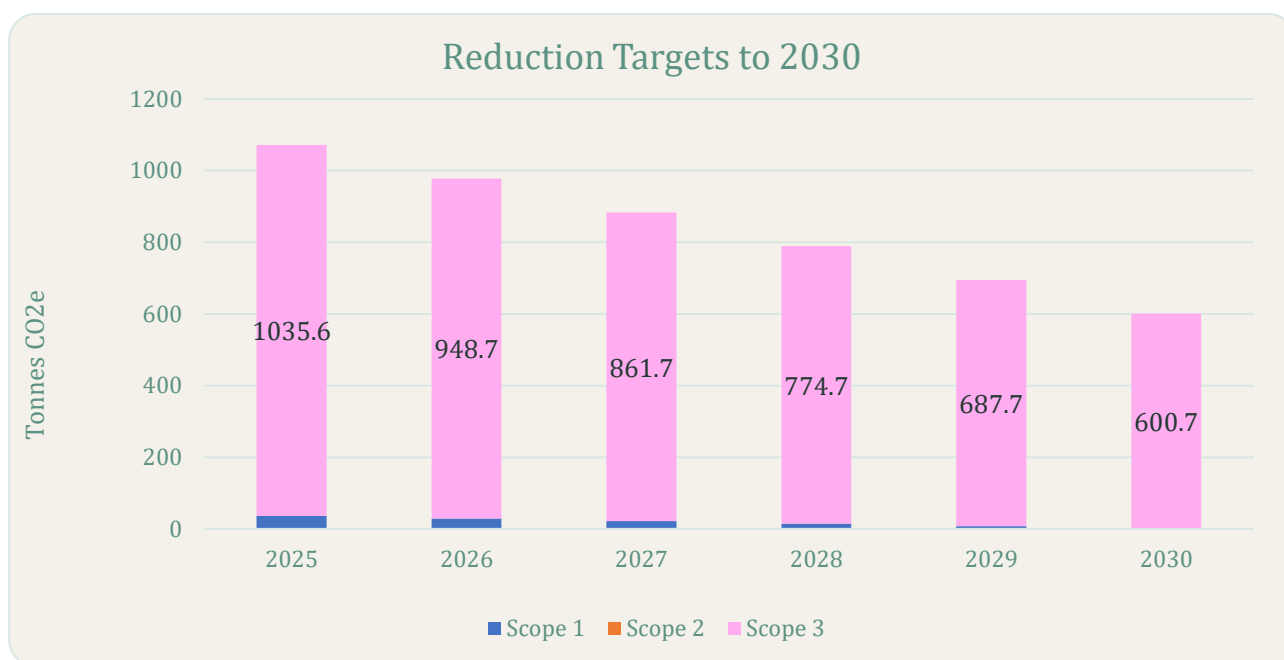
Marlux Medical is committed to achieving Net Zero by 2038. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all scope 3 categories by 2026. (downstream)

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2038.
- Neutralise any residual emissions using verified carbon offsets.



The graph above shows our total market-based emissions targets to 2030 based on baseline emissions. To achieve a linear reduction, we would need to reduce our scope 1 emissions by 20% each year and a scope 3 of 18%. This would be a scope 1 reduction of 0.9 tCO₂e, a market-based scope 2 reduction of 0.8 and a scope 3 reduction of 18.0 tCO₂e each year. Marlux Medical are already on a 100% renewable energy, which means their market-based scope 2 emissions will be zero.

Progress

Emissions	Total Carbon Footprint (tonnes CO ₂ e)		% Change
	Baseline year: 2022-2023	Current year: 2024-2025	
Scope 1	25.9	36.1	+39%
Scope 2 (market based)	15.9	0.0	-100%
Scope 3	1,123.5	1,035.6	-8%
Total emissions	1,165.2	1071.8	-8%

Carbon Emissions Breakdown

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Year 1 appointed Positive Planet to support with calculating baseline carbon footprint and reduction recommendations.	2024	1,2,3
Created a Group Green Team (together with Summit Medical) to lead initiatives. This team has been made up of members from different departments to support the roll out of initiatives and management of data, this includes sharing and collaborating throughout the organisations.	2024	1,2,3
Made all our sold privacy curtains recyclable and removed all plastic packaging. We also introduced 80% recycled cardboard boxes.	2021-2022	3
Switched all our manufacturing to within the UK, which has reduced our manufacturing footprint by 19%. In addition, all our suppliers (apart from one critical supplier) is also based in the UK, and as the other supplier is based in Europe, we have managed to reduce our long-haul manufacturing shipping to zero.	2022	3
Launched curtains with 50% recycled content in March 2023. As using recycled content is considerably lower emissions than virgin material, next year's carbon footprint measurement should show this impact. We are also currently working towards producing hooks from recycled curtains, which will further build upon our sustainable manufacturing achievements.	2023	3
Mandated driver-efficiency training for company van users, which would have the effect of reducing van fuel use.	2022	1
Has an informal policy of encouraging car-sharing where possible when doing business travel, as well as commuting.	2023	3

Created a space in our internal comms chat for environmental positive conversations for our Green Team, as well as talking about sustainability quarterly in our newsletter.	2024	3
<p>Started offering three recycling programmes to customers. Each of these are done differently in order to fit each customer segment's needs best (e.g. collected by Marlux, mailed back by the customer, etc).</p> <p>These have helped reduce waste, ensuring they either get recycled (if not soiled) or reprocessed to use as recycled manufacturing material.</p>	2022	3
<p>ISO 9001 and ISO 14001 certification. As part of this management system, the organisation has put the following initiatives into place:</p> <p>This may include environmental management measures such as certification schemes like ISO14001 or PAS 2060, signing up to SBTi or specific measures you have taken such as;</p> <ul style="list-style-type: none"> - the adoption of LED/PIR lighting controls - changes to policy resulting in a reduction in company travel and flights - the partial hybridisation of the company fleet - implementing a work from home policy 	<p>1995 (ISO 9001)</p> <p>2022 (ISO 14001)</p>	1,2,3
The Marketing and Commercial Account Manager has completed Environmental Training this year.	2025	1,2,3
There is a cycle to work scheme in place and an EV salary Sacrifice Scheme for employees.	2025	3
All company vehicles have now been switched to either hybrid or electric.	2024	2,3
We have procured a 100% renewable energy tariff for our office, and this means our market-based scope 2 emissions are now at zero.	2023	2

Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Reduction Plans – Scope 1 & Scope 2				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	Ask the landlord to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.	2026	Low	Stationary Combustion
2	<p>As our site is an industrial one, explore annual solutions to heat the site more efficiently and using low-carbon options. Explore the feasibility of installing heat pumps on site, with the goal to eventually remove onsite stationary combustion (gas) heating.</p> <p>If the UK Grid is 100% powered by renewable energy before this point, your Scope 2 location-based (and market-based) electricity emissions will already be zero. You would still need to consider gas emissions unless removed (or better technology is available).</p>	2030	High	Stationary Combustion
3	<p>Total location-based electricity emissions (National Grid energy mix) are still 15.5 tCO₂e so there is an opportunity to reduce energy use.</p> <p>We will implement behaviour change initiatives within the workplace for reduction of emissions, including clear messaging for turning off lights, monitors, computers, and other electrical appliances where appropriate. We will assign roles and responsibilities to Green Team members.</p> <p>High-level monitoring of energy use is key to understanding further pinch points.</p>	2030	100% (location based)	Purchased Electricity

4	<p>Conduct a review of company vehicles to outline a two-phase strategy for company van electrification, beginning with hybrid and ending with a fully electrified fleet:</p> <ul style="list-style-type: none"> - switch remaining fossil-fuel van to hybrid - determine a timeframe for hybridisation of this vehicle and commit to this. <p>Although we would have liked to directly to switch to electric vehicles, the fact that our vehicles will be used in areas with limited charging infrastructure makes use of EVs infeasible at the present time.</p> <p>Therefore, once extensive public charging infrastructure is in place in our service areas, we shall then convert our fleet to electric. We shall examine the feasibility of this yearly.</p>	2030	100%	Mobile Combustion Purchased Electricity (EVs)
---	---	------	------	---

We also aim to implement the further initiatives below to reduce Scope 3 emissions:

Reduction Plans – Scope 3				
Activity No.	Activity	Target Date	% Reduction Target	Category
1	<p>Commit to measuring the remaining downstream Scope 3 categories, meaning that year's carbon emissions measurement will be a full picture of Marlux's carbon impact.</p> <p>Currently, the largest missing category is Disposal of Sold Products, meaning that once these are measured, specific reduction activities targeted at these categories will be able to be created. Work with Positive Planet to collect data required for measuring downstream emissions.</p>	2026	5.7.5%	Product emissions
2	<p>Commit to improving the data quality next year.</p> <p>For business travel we will gather start and end locations for trains so that mileage can be calculated.</p> <p>For couriers we will try to obtain specific emission data.</p> <p>Provide an Asset list for any electrical item purchased in the reporting year with the model, make and manufacturer.</p>	2026	2.5 - 7.5%	Business Travel Transportation and Distribution
3	<p>Consider training and engagement for the Green Team, leadership, and the wider employee base. Including and not limited to, certified Carbon Literacy Training for all applicable to roll out to further workforce and share with externals where appropriate. On average, certified learners reduce their carbon footprints by 5-15%, of which ~50% are work-related.</p>	2027	2.5 - 7.5%	Commuting & Homeworking Business Travel
4	<p>Consider further options around attending our LCA workshop or our Product Sustainability Roadmap which will explore ways to use as much recycled plastic (or other low-carbon materials) as possible in manufacturing our</p>	2027	High	Purchased Goods and Services

	curtains, as technologies to use recycled plastic in manufacturing is continually improving.			
5	<p>Implement a Sustainable Procurement Policy. Encourage suppliers to adopt sustainable practices and improve their own carbon footprint through supplier engagement, procurement policies and contracts, and monitoring reporting mechanisms.</p> <p>Commit to a Sustainability Audit or edit existing supplier questionnaire to include further information regarding credentials – Plan to send these to the top 5/10 suppliers by spend. This data collection will support reduction journey by gathering important data for future measurement & encourage supply chain integration towards Net Zero.</p> <p>Complete this audit within two phases:</p> <ol style="list-style-type: none"> 1. Identify suppliers for engagement 2. Formulate and collect data (survey/scoring) <p>Once completed prioritise suppliers with lower carbon footprints as part of the above phased approach.</p> <p>For curtain materials, this may include buying recycled (or at least partially recycled) materials, which tend to be lower carbon.</p> <p>This may also involve purchasing second hand/refurbished (furniture, IT equipment, machinery) and extending the lifespan of purchased items.</p> <p>Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.</p>	2026	High	Purchased Goods & Services
6	<p>Review logistics partners/couriers and utilise the above Sustainable Procurement Policy. Work with providers to gather their emissions data, and/or switch to lower-carbon providers.</p>	2025	Medium-high	Upstream Distribution
7	<p>Develop and implement a Sustainable Travel Policy to support environmental impact of choices when travelling, staying in hotels and commuting. The priorities within this policy will</p>	2026	Medium-high	Business Travel Commuting

	<p>support active travel and low emission travel options where appropriate.</p> <p>Monitor and consider alternatives to air-based travel as a priority and commit to offering support to workforce with options for active travel schemes, such as bike to work. Formalise current informal car sharing policy as part of the Sustainable Travel Policy.</p> <p>Utilise the emissions travel hierarchy:</p> <ul style="list-style-type: none"> - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel 			
8	<p>Consider creative ways to engage and support the workforce to influence change.</p> <p>Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO₂e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.</p>	2026	Medium	Business Travel Commuting

Declaration and Sign Off

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.

This Carbon Management Plan has been reviewed and approved by Marlux Medical Executive Team.

Signed on behalf of Marlux Medical:



Name: Amy Pedreschi

Position: General Manager

Date: 17-12-2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>