Carbon Reduction Plan

For Marlux Medical

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Created by: Positive Planet

MARLUX MEDICAL

positive planet

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 remaining scope 3 categories by 2027 (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_2e)**
Scope 1	25.9
Scope 2*	Market-based: 15.9 Location-based: 15.9
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Upstream Transportation & Distribution - *Downstream Transportation & Distribution (none)* - Employee Commuting & Homeworking - Operational Waste & Water - *Leased Assets (Upstream & Downstream) (none)* - Franchises & Investments (none)	1,123.5
Total Emissions*	**Market-based: 1,165.2** **Location-based: 1,165.2**

Carbon Intensity Metrics

Current year: **2022-23**	Carbon intensity metric
Employees (tCO_2e per FTE)	64.7

*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.

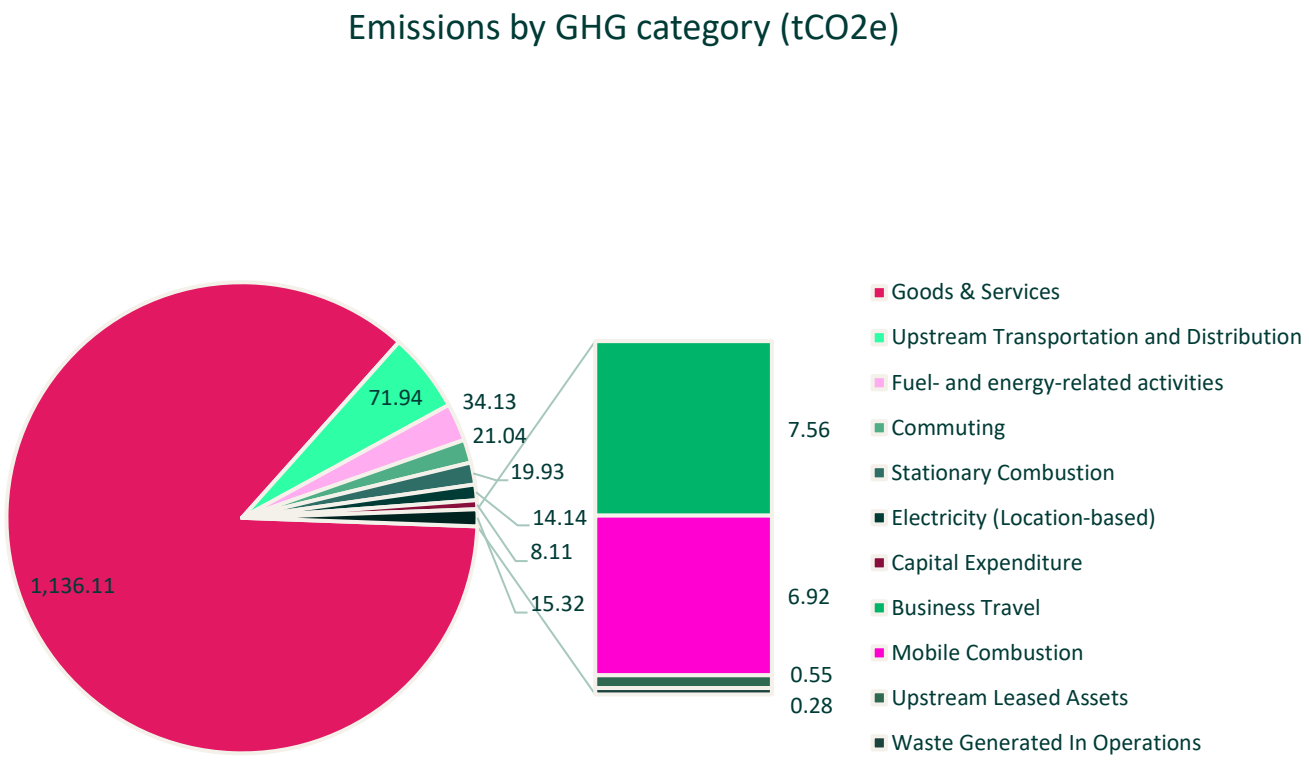
Current Emissions Reporting 2025-2026

Current Reporting Year: 1st April 2025 – 31st March 2026	
Emissions	**Total (tonnes CO_2e)**
Scope 1	26.9
Scope 2*	Market-based: 0.0 Location-based: 14.1
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream & Downstream) - Employee Commuting & Homeworking - Operational Waste & Water	1,279.7
Total Emissions*	**Market-based: 1306.6** **Location-based: 1320.7**

Carbon Intensity Metrics

Current year: 2025-2026	Carbon intensity metric
Employees (tCO_2e per FTE)	81.4

Carbon Emissions Breakdown 2025-2026



Of the measured categories, Goods and Services accounts for the largest share of emissions, with a total of 1,136.11 tCO_2e. This category includes emissions from a variety of physical goods and materials and services required to run our businesses, such as office space management, insurance and employee training. The majority of these emissions (1073tCO_2e) are as a result of the materials purchased for making our products and packaging. The largest hotspots in Goods and Services were emissions associated with services of head office and consultancy fees, which were 24.7 tCO_2e. The other largest emissions were from rent, service charges, and hot desks, with 15.0 tCO_2e.

The second largest category is Upstream Transportation and Distribution, responsible for 71.94 tCO_2e; these are emissions from HGV, van, air freight and sea cargo transportation services.

The third largest emissions were from Fuel and Energy -Related Activities (34.1 tCO_2e), which 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. But 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 2025-2026		
By Scope	tonnes	% of total
Scope 1	26.9	2
Scope 2 (*Location-based*)	14.1	-
Scope 2 (*Market-based*)	0.0	0
Scope 3	1279.7	98
By Category		
Office Utilities	20.5	2
Company Cars	6.9	1
Business Travel	7.6	1
Employee Commuting	21.0	2
Procurement	1144.2	88
Distribution	71.9	6
Waste	0.3	0
Indirect Energy Emissions	34.1	3
Location-based	1320.7	-
Market-based	1306.6	-

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Carbon Reduction

Our Net Zero targets

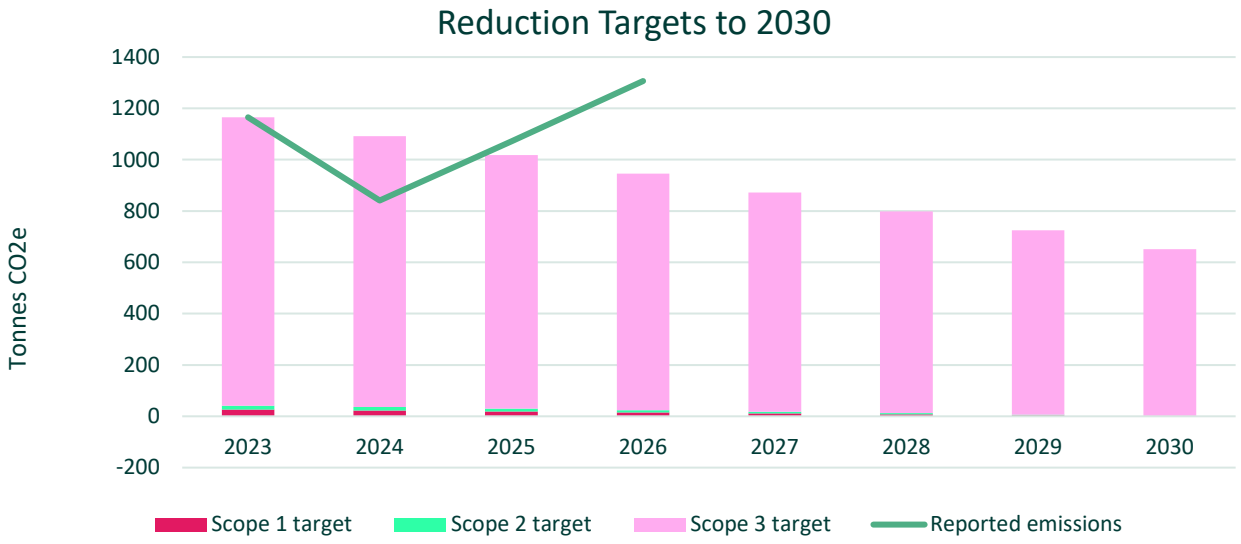
Marlux Medical is committed to achieving Net Zero by 2038. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year. To keep us on track, we have also set the following near-term targets to 2030.

Our near-term targets:

- Reduce scope 1 and 2 emissions to zero by 2030.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all remaining scope 3 categories by 2027 (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 tCO_2e, a market-based scope 2 reduction of 0.8, and a scope 3 reduction of 18.0 tCO_2e each year. Marlux Medical are already on a 100% renewable energy, which means our market-based scope 2 emissions will be zero.

The main reason for an increase in emissions in 2026 is a higher quantity of materials purchased, which have high emissions associated with them. Some of these materials are made from recycled content, which has reduced their impact, however it is Marlux Medical's largest emissions category overall.

Progress

Emissions	Total Carbon Footprint (tonnes CO_2e)		% Change
	Baseline year: 2022-2023	Current year: 2025-2026	
Scope 1	25.9	26.9	+4%
Scope 2 (market based)	15.9	0.0	-100%
Scope 3	1,123.5	1279.7	+14%
Total emissions	**1,165.2**	**1306.6**	**+12%**

While emissions reductions have been seen in scope 1 (-25%), scope 2 (-9% location-based), capital goods (-8%), business travel (-29%) and commuting (-11%) since the 2024/25 reporting year, emissions have increased since the base year. This is mainly driven by business growth and higher materials use of high emissions factor sources, such as plastic.

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 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 as standard. We also introduced 80% recycled cardboard boxes.	2021-2022	3
We operate a hybrid UK-preferential origin manufacturing model, with all but two critical suppliers based in the UK, reducing our manufacturing footprint.	2026	3
Launched curtains with 50% recycled content in March 2023. As using recycled content is considerably lower emissions than virgin material, future carbon footprint measurements 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
We have 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 in all regular team meetings.	2024	3
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). These have helped reduce waste, ensuring they either get recycled (if not soiled) or reprocessed to use as recycled manufacturing material.	2022	3
ISO 9001 and ISO 14001 certification. As part of this management system, the organisation has put the following initiatives into place: - the adoption of LED/PIR lighting controls - changes to policy resulting in a reduction in company travel and flights - implementing a work from home policy - the partial hybridisation of the company fleet	1995 (ISO 9001) 2022 (ISO 14001)	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 cars 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
From 2026, our Environmental Policy outlines our commitment to sustainable Travel, Distribution, and Procurement practices. All new suppliers, and existing suppliers on periodic review, are required to evidence their sustainability credentials, which are evaluated within our purchasing decisions.	2026	3
We have partnered with select distributors to expand our Return & Recycle programme, which we anticipate will increase the volume of recovered recyclable PP waste year-on-year.	2026	3

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Future Carbon Reduction Plans

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

Activity No.	Activity	Target Date	Category
1	Ask the landlord to consider low-cost options such as reducing the boiler temperature and adding heat & solar control reflective window sheets.	2027 - 2030	Stationary Combustion
2	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. The Boiler Upgrade Scheme provides grants for heat pump installation which can be explored. If the UK Grid is 100% powered by renewable energy before this point, our Scope 2 location-based (and market-based) electricity emissions will already be zero. We would still need to consider gas emissions unless removed (or better technology is available).	2030	Stationary Combustion
3	Total **location-based** electricity emissions (National Grid energy mix) are still 14.1 tCO_2e so there is an opportunity to reduce energy use. We will continue to 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. High-level monitoring of energy use is key to understanding further pinch points.	2030	Purchased Electricity

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4	**Marlux Medical conduct reviews on company vehicles to contribute to a fleet transition strategy.** This includes a two-phase strategy for company van electrification, beginning with hybrid and ending with a fully electrified fleet: - switch remaining fossil-fuel van to hybrid - determine a timeframe for hybridisation of this vehicle and commit to this. 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. 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.	2030	Mobile Combustion Purchased Electricity (EVs)

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

Activity No.	Activity	Target Date	Category
1	**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. Currently, the largest missing categories are Processing and End-of-life 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.	2027	Product emissions
2	**This year's measurement has seen significant improvements in data quality, especially for courier use and business travel. Further data quality improvements can be implemented for next year.** For business travel we will gather start and end locations for trains so that mileage can be calculated. Provide an Asset List for any electrical item purchased in the reporting year (if relevant) with the model, make and manufacturer.	2027	Business Travel Transportation and Distribution
3	**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.	2027 - 2030	Commuting & Homeworking Business Travel
4	**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	2027 - 2028	Purchased Goods and Services

	curtains, as technologies to use recycled plastic in manufacturing is continually improving. To align with NHS Net Zero targets, we will also prepare for the 2028 PCF reporting requirements.		
5	**In addition to the commitments outlined in our Environmental Policy, 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. Where feasible on the basis of cost and quality, we will prioritise suppliers with lower carbon footprints as part of our phased approach to encourage supply chain integration towards Net Zero. For curtain materials, this may include buying recycled (or at least partially recycled) materials, which tend to be lower carbon. This may also involve purchasing second hand/refurbished (furniture, IT equipment, machinery) and extending the lifespan of purchased items. Develop and monitor procurement policy for all new suppliers to align to Net Zero goals.	2027 - 2030	Purchased Goods & Services
6	**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. Request emissions specific reports from couriers for the next measurement. Develop and implement a Sustainable Distribution Policy to lower the environmental impact of transportation and distribution of goods. Utilise the Low Emissions Distribution Hierarchy when considering distribution providers and routes, where appropriate: - rail freight	2027	Upstream Distribution

	- road transportation - air transportation		
7	**In addition to the commitments outlined in our Environmental Policy, 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 support active travel and low emission travel options where appropriate. Monitor and consider alternatives to air-based travel, especially domestic, 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. Utilise the emissions travel hierarchy: - Digital communication - Walking and cycling - Public and shared transport - EV's and car sharing/clubs - ICE vehicles and car sharing/clubs - Air travel Explore option to implement EV charging points at the office – see workplace EV charging government grant (only available until 31/03/2027)	2027	Business Travel Commuting
8	**Consider creative ways to engage and support the workforce to influence change.** Examples include setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year), extra holiday days for low emission travel choice, bonuses, subsidised travel, equal mileage payments for diesel/petrol/EVs/cycling.	2027	Business Travel Commuting
9	Ongoing supply chain review to **procure a 100% renewable energy tariff for the electricity supply at the storage unit.**	2026-2030	Upstream leased assets
10	Engage and educate customer base to **increase adoption of 50% recycled-content curtain products**, delivering year-on-year carbon savings.	2027-2030	Product Emissions

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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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: 30-10-2026

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

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