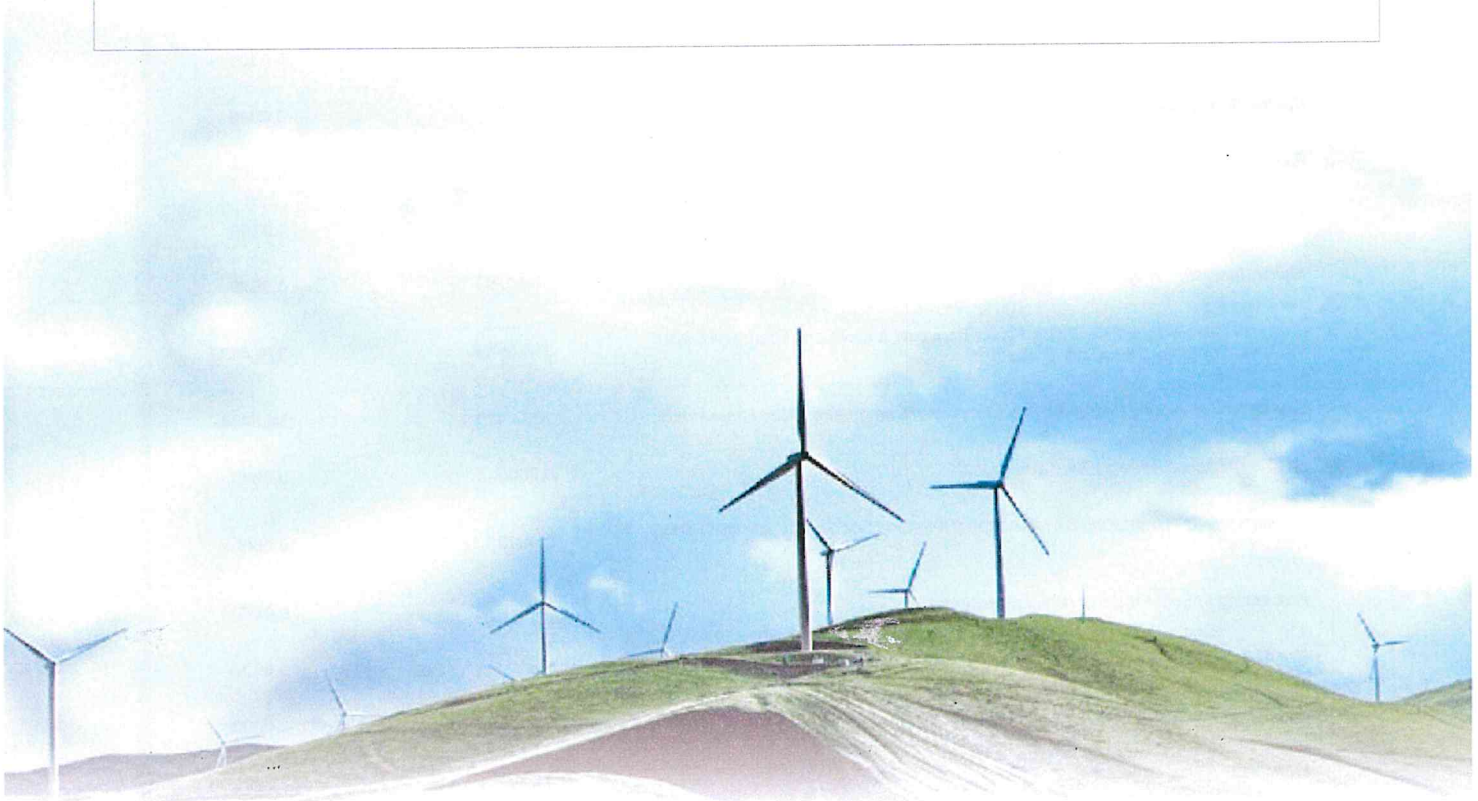


# Carbon Reduction Plan

## Probo Medical Uk

Probo Medical Uk is committed to achieving net zero emissions by 2045.



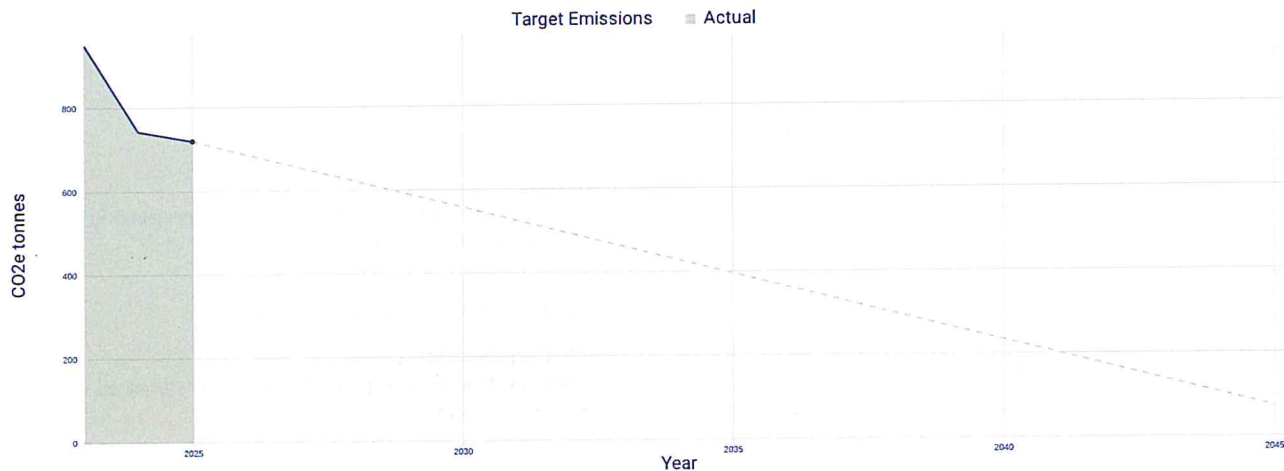
## Baseline Emissions Footprint vs Current Emissions Footprint

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, 2023 (tonnes CO2e)	Current Emissions, 2025 (tonnes CO2e)
<b>Scope 1</b>	<b>337.3274</b>	<b>233.8923</b>
<i>Energy Purchased (Sites, Other Emissions)**</i>	0.0000	21.0149
<i>Company Cars (Company Cars, Other Emissions)</i>	145.6845	28.1006
<i>Delivery Vehicles (Delivery Vehicles, Other Emissions)</i>	191.6429	184.7768
<i>Air Conditioning / Refrigerants (Other Emissions)</i>	0.0000	0.0000
<b>Scope 2</b>	<b>74.7283</b>	<b>48.7630</b>
<i>Electricity (Sites, Other Emissions)**</i>	74.7283	48.7630
<b>Scope 3</b>	<b>536.3976</b>	<b>435.8409</b>
<i>Purchased Goods and Services (Sites, Other Emissions)**</i>	0.0300	0.0300
<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>	81.0720	1.3109
<i>Waste Generated in Operations (Waste Disposal, Other Emissions)</i>	31.6975	0.5079
<i>Business Travel (Hotels, Air Travel, Public Transport &amp; Hire Cars, Employee Owned Vehicles, Company Cars, Other Emissions)</i>	314.1535	379.4437
<i>Employee Commuting (Home Working, Employee Commuting, Other Emissions)</i>	109.4445	54.5484
<i>Upstream Leased Assets (Other Emissions)</i>	0.0000	0.0000
<i>Downstream Transportation &amp; Distribution (Freighting Goods (Downstream), Other Emissions)</i>	0.0000	0.0000
<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>948.4532</b>	<b>718.4962</b>
** Generated from renewable sources	74,728.2652	48,762.9690
* 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 94.8453 by 2045 this is a reduction of 90%



## Information About our Organisation

### Additional Details About our Emissions and Targets

Year	Comments
2024	To be accurately comparable to our 2023 report, this has been calculated and measured by the amount of scope 1, 2 & 3 emissions produced by employee or by £ 1m turnover. In 2024, the company employees numbered approximately 110 on average. In 2024, the company turnover was approximately £25.5m. This would mean that our Scope 1 Emissions were approximately 1.95 tCO2e per employee. Our Scope 1 Emissions are equivalent to 8.43 tCO2e per £1m turnover. This would mean that our Scope 2 Emissions were approximately 0.43 tCO2e per employee. Our Scope 2 Emissions are equivalent to 1.88 tCO2e per £1m turnover. This would mean that our Total Scope 3 Emissions were approximately 4.34 tCO2e per employee. Our Scope 3 Emissions are Equivalent to 18.73 tCO2e per £1m turnover.
2023	Probo Medical Ltd is a company growing quickly, mainly by aquisition. For this reason a more usable and meaningful number would be the amount of scope 1, 2 & 3 emissions produced by employee or by £ 1m turnover. In 2023 the company employees numbered approximately 110 on average In 2023 the company turnover was approximately £ 22m This would mean that our Scope 1 Emissions were approximately 3.07 tCO2e per employee. Our scope 1 emissions are equivalent to 15.33 tCO2e per £ 1m turnover. This would mean that our Scope 2 Emissions were approximately 0.68 tCO2e per employee. Our scope 2 emissions are equivalent to 3.40 tCO2e per £ 1m turnover. This would mean that our Total Scope 3 Emissions were approximately 4.88 tCO2e per employee. Our scope 3 emissions are equivalent to 24.38 tCO2e per £ 1m turnover.

## Carbon Reduction Projects

The following environmental management measures and projects are currently in progress or have been completed since the 2023 baseline.

### Actions In Progress

#### Generation of General Office Waste

**Target Completion Date:** 31/12/2026

**Objective**

To reduce total amount of waste by introducing more recycling bins and encouraging staff to segregate waste.

**Target**

Reduction of 10% in General Waste for 2026

**Action, Improvement or Control**

Recycling posters Recycling bins/facilities available Eliminate single use items Reduce - reuse - recycle policy

#### Business Mileage (private vehicle)

**Target Completion Date:** 31/12/2026

**Objective**

To calculate the business mileage done by employees and reduce

**Target**

To reduce business mileage by 5% by 01/01/2027

**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.

### Completed Actions

#### Transportation - Receiving and delivery of goods

**Completion Date:** 31/12/2024

**Estimated Carbon Reduction:** 0.0000

**Objective**

Speak with our third party couriers to ascertain what we can do to reduce how much carbon we use through them, perhaps by only using electric collection vehicles?

**Target**

**Action, Improvement or Control**

To request environmental policies from delivery companies used. Encourage and incentivise customers to bulk buy and order efficiently Change to lower emissions transportation options eg couriers who use electric vehicles, use shipping not air freight

**Impact:**

We have noticed a significant decrease in our carbon emissions for Transportation and Distribution.

## Reduction of Employee Commuting Emissions

**Completion Date:** 31/12/2024

**Estimated Carbon Reduction:** 0.0000

### Objective

Look at the possibility of introducing a car share initiative to staff to reduce the amount of commuter mileage accrued by the company

### Target

### Action, Improvement or Control

Explore opportunities for car sharing

### Impact:

There was not much uptake on the car sharing initiative, however due to an increase in walking to work and staff working from home, commuting emissions has a reduction of approximately 38.5%

## Electricity - Lighting and general use

**Completion Date:** 31/12/2024

**Estimated Carbon Reduction:** 0.0000

### Objective

To reduce the amount of energy used by the organisation in relation to lighting and general office use. We already subscribe to 100% renewable electricity.

### Target

### Action, Improvement or Control

Posters reminding to turn off lights, computers and other electrical items in the main offices. Timers on lights in bathrooms and other appropriate spaces. Change all lighting to energy saving alternatives with PIR sensors where applicable. Replace high energy rated appliances with lower energy rated versions. Motion sensors for lighting in hallways and other appropriate areas.

### Impact:

As a Company we have been actively encouraging staff to turn off lights and electrical equipment when not in use, and to be mindful with the heating and air con. We have also been implementing lower energy rated appliances throughout the workplace.

