

ENVIRONMENTAL OBJECTIVES 2024-2025

The following measurable Environmental Objectives have been set for 2024 / 2025. All are compatible with the Environmental Policy and are based on the fiscal year:

1. **Implement facility-related environmental KPIs** to improve monitoring and drive environmental performance improvements (Hemel: electricity consumption and waste disposal incidents, FRC: electricity consumption, gas consumption and waste disposal incidents) – Q1.
2. **Launch 2 plastic-free products** (as per NPD and change control plans) – Q2/Q3
3. **Conduct Life Cycle Assessments** for selected Universal SKU – Q3
4. **Execute the Carbon Reduction Plan**
5. **Carbon accounting:** work towards meeting the future requirements of NHS Net Zero Supplier Roadmap and reaching NHS Evergreen Assessment maturity level 2.
 - 2027 roadmap milestone: expansion of carbon accounting from 5 mandatory subsets of scope 3 GHG emissions to all applicable sub-sets, i.e., inclusion of purchased goods and services, end of life of products, use of products (capital equipment). For FY2024-25 the objective is to map the key/most carbon-impactful goods and services provisions (e.g., manufacturing, IT data centres) and plan for accounting for the carbon emissions related to those provisions in FY26 & FY27 – Q4
 - 2028 roadmap milestone: determine product-specific carbon footprint: CW200 and CW200PF – Q4



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April 2024