

Carbon Neutrality Plan

Commitment to achieving Net Zero

Richardson Healthcare is committed to achieving Net Zero greenhouse gas emissions by 2050. Our approach aligns with internationally recognised standards, including ISO 14068-1, and focuses on the measurement, management, and reduction of emissions across:

- Direct emissions
- Energy indirect emissions
- Indirect emissions (value chain)

Given the nature of our operations, the majority of our carbon footprint arises from indirect emissions, particularly transportation and distribution. As such, our strategy prioritises supply chain optimisation and logistics efficiency.

Baseline Emissions Footprint

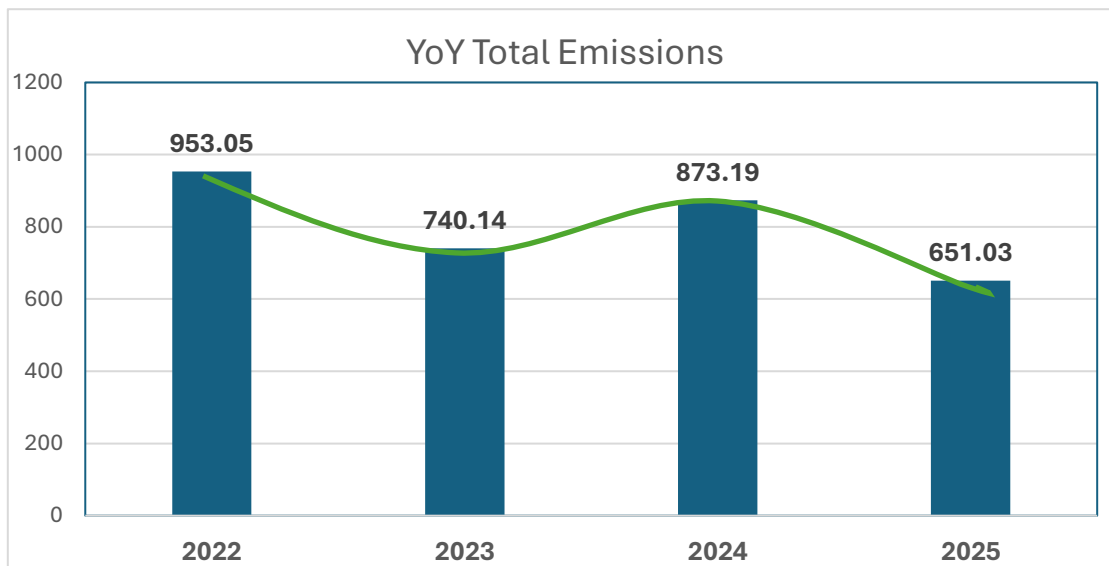
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2022 (First Reporting Year)	
Additional Details Relating to the Baseline Emissions Calculations.	
Our first emissions reporting year is 2022 and it is compliant with the GHG Protocol. The Protocol has enabled us to investigate and understand our company’s most carbon emitting activities. We used the GHG inventory to analyse our emissions and have empowered each of our departments to develop and implement their own carbon reduction strategies.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Direct	Refrigeration Unit: 0 tCO ₂ e
Energy Indirect	Purchased electricity: 6.7 tCO ₂ e
Indirect	Business travel: 9.1 tCO ₂ e Employee commuting: 7.93 tCO ₂ e Upstream transportation and distribution: 596.74 tCO ₂ e Downstream transportation and distribution: 326.67 tCO ₂ e Waste Generated: 5.3 tCO ₂ e Transmission and Distribution: 0.61 tCO ₂ e
Total Emissions	953.05 tCO ₂ e

Reporting Year: 2023 (Second reporting year)	
EMISSIONS	TOTAL (tCO₂e)
Direct	Refrigeration Unit: 0 tCO₂e
Energy Indirect	Purchased Electricity: 7.6 tCO₂e
Indirect	Transmission and Distribution: 0.73 tCO₂e Business Travel: 10.5 tCO₂e Employee Commuting: 7.52 tCO₂e Upstream Transportation and Distribution: 397.71 tCO₂e Downstream Transportation and Distribution: 314.55 tCO₂e Waste Generated: 1.53 tCO₂e
Total Emissions	740.14 tCO₂e

Reporting Year: 2024 (Third reporting year)	
EMISSIONS	TOTAL (tCO₂e)
Direct	Refrigeration Unit: 0 tCO₂e
Energy Indirect	Purchased Electricity: 6.33 tCO₂e
Indirect	Business Travel: 6.60 tCO₂e Employee Commuting: 7.00 tCO₂e Upstream Transportation and Distribution: 548.40 tCO₂e Downstream Transportation and Distribution: 303.98 tCO₂e Waste Generated: 0.19 tCO₂e Transmission and Distribution: 0.56 tCO₂e Hotel Stay: 0.13 tCO₂e
Total Emissions	873.19 tCO₂e

Reporting Year: 2025 (Current Reporting Year)	
EMISSIONS	TOTAL (tCO₂e)
Direct	Refrigeration Unit: 0 tCO₂e
Energy Indirect	Purchased Electricity: 5.44 tCO₂e
Indirect	Transmission and Distribution: 0.57 tCO₂e Business Travel: 17.70 tCO₂e Employee Commuting: 4.56 tCO₂e Upstream Transportation and Distribution: 362.76 tCO₂e Downstream Transportation and Distribution: 259.72 tCO₂e Waste Generated: 0.05 tCO₂e Hotel Stay: 0.24 tCO₂e
Total Emissions	651.03 tCO₂e



Actions Taken:

Direct emissions remained at zero for the fourth consecutive year. F-Gas system testing confirmed no leaks across all units, and no remedial actions were required.

Purchased Electricity - emissions decreased by 14%, supported by the introduction of monthly meter readings, improving data accuracy and energy management.

Indirect emissions declined across multiple categories, including employee commuting, transportation, and waste.

Employee Commuting - emissions fell by 54%, driven by workforce changes and continued flexible working practices, reducing onsite attendance.

Upstream Transportation and Distribution - emissions were reduced through improved forecasting, demand-led procurement, and more efficient inventory management. Enhanced planning and shipment consolidation led to a 36% reduction in total containers, including a 51% decrease in inbound shipments.

Downstream Transportation and Distribution - emissions decreased by 17% following the relocation of the warehouse to a more central location. Additional efficiencies were achieved through revised delivery schedules, order consolidation, and collaboration with customers using electric vehicle fleets.

Waste Generated - Waste generation fell significantly compared to 2024 due to improved management practices. In 2025, only commercial office waste required reporting, with no product incineration needed. Better forecasting and inventory control also helped reduce excess stock and overall waste.

Key Changes in Reporting Year

Business travel emissions increased compared to 2024, driven by sales team expansion and greater travel for training, onboarding, and customer engagement. This reflects business growth rather than a long-term shift. Travel remains a small share of total emissions, and future reductions will focus on better planning, trip consolidation, and increased use of virtual meetings.

Carbon Reduction Projects:

- Successfully launched a redesign on packaging for one of our highest-selling products, featuring a more sustainable “green” design made from recyclable materials and designed for reuse.
- Achieved independent verification of our carbon data in line with ISO standards, strengthening the accuracy and credibility of our emissions reporting.
- Delivered measurable emission reductions across key areas of our indirect (Scope 3) footprint, including both upstream and downstream activities.
- Collaborating with a major Integrated Care Board (ICB) to audit packaging usage, waste, and sustainability performance, with the aim of developing long-term, environmentally responsible improvements.

Planned Actions for 2026

To build on the emission reductions achieved to date, we will implement the following targeted actions during 2026. These actions prioritise the continued reduction of indirect emissions, particularly within transportation and distribution, while also strengthening controls around business travel.

Area	Objective	Key Actions	Intended Outcome
Upstream Transportation and Distribution	Reduce emissions from inbound logistics and supply chain activity	Advanced demand forecasting to better align procurement with actual demand	Reduced upstream emissions through minimised transport activity and improved logistics efficiency
		Shipment optimisation through order consolidation and reduced shipment frequency	
		Supplier engagement to explore lower-carbon transport options	
Downstream Transportation and Distribution	Improve efficiency and reduce emissions from product distribution	Enhanced delivery scheduling to increase order consolidation	Ongoing reduction in downstream emissions and improved distribution efficiency
		Adoption of low-emission and electric vehicle carriers	
		Customer collaboration to reduce high-frequency, low-volume deliveries	
Business Travel	Manage and reduce emissions from employee travel while supporting business growth	Introduction of a sustainable travel policy prioritising lower-carbon options	Controlled and reduced travel emissions, balancing operational needs with environmental responsibility
		Implementation of a travel hierarchy (virtual first, travel when necessary)	
		Journey consolidation to reduce overall travel frequency	
		Modal shift towards lower-emission transport (e.g. rail over car where practical)	

Supporting Actions

In addition to the targeted measures above, we will:

- Continue improving the accuracy and transparency of emissions data
- Expand the integration of sustainability considerations into operational decision-making
- Identify further opportunities to reduce waste and improve resource efficiency

Declaration and Sign Off

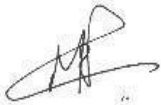
This Carbon Neutrality Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Direct and Energy Indirect emissions have been reported in accordance with SECR requirements, and the required subset of Indirect emissions have been reported in accordance with the published reporting standard for Carbon Neutrality Plans and the Corporate Value Chain (Indirect) Standard.

This Carbon Neutrality Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed:

A handwritten signature in black ink, appearing to be "MP" with a flourish, written over a faint, illegible background.

08/04/2026
Mayur Patel
Managing Director