

CARBON REDUCTION PLAN 2025/2026



COMMITMENT TO ACHIEVING NET ZERO

CJ Medical Ltd. is committed to achieving Net Zero greenhouse gas emissions no later than 2045, in line with UK Government Net Zero targets and Science Based Target principles

CJ Medical Ltd. Founded in 2000, CJ Medical is proud to be a family-run business built on the core values of transparency and honesty. As a small to medium-sized enterprise we remain committed to providing a personalised service and strive to support our local community. Our commitment to advancement drives us to develop state-of-the-art solutions that not only streamline procedures for surgeons but also result in improved outcomes, reduced complexities, and enhanced well-being for patients.

BASELINE YEAR 2024

The baseline year represents the first year for which CJ Medical Ltd. has established a complete, reliable, and decision-useful greenhouse gas emissions inventory. The 2024 calendar year (1 January 2024 – 31 December 2024) has been confirmed as the organisation's baseline year, reflecting the most comprehensive and robust dataset collected to date.

This baseline captures all material Scope 1, Scope 2, and relevant Scope 3 emission sources using a combination of activity-based and spend-based methodologies in line with the GHG Protocol and PPN 06/21 requirements. Earlier reporting periods contained partial or less mature data and are therefore not considered suitable baseline years.

The baseline year will remain fixed unless a material change occurs to organisational structure, operational boundaries, or calculation methodology that would require recalculation in accordance with GHG Protocol guidance.

REPORTING YEAR 1 JANUARY 2024 – 31 DECEMBER 2024

The 2024 reporting year represents the first year of performance tracking against CJ Medical Ltd.'s newly established baseline. Emissions have been calculated across Scope 1, Scope 2, and all material Scope 3 categories using UK Government conversion factors and methodologies aligned with the GHG Protocol Corporate and Scope 3 Standards.

Where high-quality activity data was available, this has been prioritised, including the use of LCA-informed and product-level data for selected supply-chain categories. Where activity data was unavailable or insufficiently robust, particularly within elements of Purchased Goods and Services, spend-based methods have been applied to ensure the footprint remains proportionate, transparent, and defensible.

This reporting year provides a consistent and credible foundation for tracking year-on-year emissions change and monitoring progress against this Carbon Reduction Plan, in line with **PPN 06/21** requirements.

Baseline Year: 2024	
Updated benchmark year with sufficient emissions data.	
Baseline: 2419.9 tCO₂e	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	21.7
Scope 2	9.2
Scope 3	2389.0
Total Emissions:	2419.9 tCO₂e

Current Emissions Reporting: 2025	
CJ Medical Ltd. is currently measuring emissions for this reporting year, JAN – DEC 2025	
Current: <i>Measuring</i>	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	<i>Measuring</i>
Scope 2	<i>Measuring</i>
Scope 3	<i>Measuring</i>
Total Emissions:	tCO₂e

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CJ Medical Ltd. have aligned their Carbon Reduction Plan with the principles of Science Based Targets and UK Net Zero guidance. CJ Medical Ltd. are working to mitigate identified emissions and to ensure that further emissions not already measured have a clear plan to support discovery and action.

CARBON REDUCTION TARGET STATEMENT

To support our Net Zero pathway, CJ Medical has adopted the following targets:

Target	Description
Short-term	30% reduction by 2032 (to 1693.9 tCO ₂ e)
Long-term	Net Zero by 2045 or sooner
Reporting	Annual Scope 1–3 Emissions reporting with supporting Product Carbon Footprints

COMPLETED CARBON REDUCTION INITIATIVES (PRIOR TO 2024)

Since 2023, CJ Medical Ltd. has implemented a range of completed carbon reduction and environmental management measures. The following environmental management measures and projects have been completed or implemented:

- **82% Electric Fleet**

Achieved by implementing an EV fleet policy and prioritising more sustainable fleet options.

- **Reduction in business travel**

Achieved by transitioning from face-to-face workshops to online workshops and remote engagement for both internal and external communications in 2022.

- **Operation from a BREEAM specification site in Truro, Cornwall**

Incorporating combined solar and grid power, LED lighting that operates on a motion sensor system, and timer-controlled heating.

- **Recruited a dedicated Sustainability Lead**

A Sustainability Lead was hired in April 2024 to be dedicated to the development of Carbon Reduction efforts for CJ Medical and further implement a green initiative throughout operations.

- **Product Carbon Footprints completed**

The introduction of Product Carbon Footprint reports for the products that have the biggest impact to CJ Medical's Carbon Emissions. These Product Carbon Footprints were then considered during the calculation of 2024's Carbon Footprint, increasing the accuracy of the data. This further supports the incorporation of Life Cycle Assessments (LCA's) throughout CJ Medical's Carbon Emission Reporting.

- **Implemented a stronger 'Green First' initiative into the supplier onboarding process**

A sustainability focused scoring system was implemented into the supplier onboarding process to be completed by the Sustainability Lead to ensure all parts of the Supply Chain are in-keeping with CJ Medical's Carbon Reduction Targets.

- **Introduction of Circular Economy principles**

Repairs of a product line has been added to the services offered by CJ Medical to encourage customers to repair damaged products instead of disposing of the products. Repairing instead of Disposing will reduce waste generated by products, supporting both CJ Medical's and customer's Carbon Footprints.

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PLANNED CARBON REDUCTION INITIATIVES

Based on the findings of the 2024 Carbon Footprint, CJ Medical Ltd.'s Carbon Reduction Strategy focuses on emissions sources where the organisation has the greatest influence and where reductions will deliver the most material impact. As Scope 3 Emissions represent the majority of the company's footprint, priority is placed on supply-chain engagement, improved data quality, and procurement-led interventions, alongside continued operational efficiencies.

1. Supply Chain Engagement and Data Improvement

CJ Medical Ltd. will continue to strengthen engagement with key suppliers to improve the quality, granularity, and consistency of emissions data whilst reducing the emissions within the supply chain. This includes increased use of activity-based and product-level data, alignment with supplier Product Carbon Footprints (where available), and clearer categorisation of purchased goods. Improved data maturity will enable more targeted and effective reduction actions over time. CJ Medical will continue to produce Product Carbon Footprints to increase the accuracy of the data used in every stage of the Life Cycle Assessment.

2. Low-Carbon Procurement and Purchasing Decisions

Procurement processes will increasingly consider carbon alongside cost, quality, and performance. This includes prioritising lower-carbon medical products and materials where clinically and commercially viable, encouraging suppliers with credible carbon reduction plans, and embedding sustainability principles within purchasing decisions and supplier selection. Supplier relationships will be prioritised to support them with implementing their own carbon reduction initiatives.

3. Capital Goods and Equipment Optimisation

CJ Medical Ltd. will seek to reduce emissions associated with capital goods by extending asset lifespans, prioritising repair and reuse where possible, and considering embodied carbon when procuring new equipment. Opportunities to select lower-carbon alternatives and optimise specification will be explored as part of ongoing operational planning. A Carbon Footprint initiative will be developed with the assistance of a third-party Carbon Accounting Business, which will be annually reviewed and changed as required to abide by regulations.

4. Transport and Logistics Efficiency

Emissions from upstream and downstream transport will be addressed through improved logistics planning, consolidation of deliveries, and engagement with logistics providers to explore lower-carbon transport options where feasible. This includes reviewing freight modes, routing efficiency, and opportunities to reduce unnecessary transport movements across the supply chain.

5. Continued Transition to Low-Emission Vehicles

The company will continue its transition towards a fully electric or low-emission vehicle fleet, subject to operational suitability and charging infrastructure availability. Fleet efficiency, vehicle utilisation, and driver behaviour will be reviewed to support ongoing reductions in Scope 1 emissions.

6. Business Travel and Working Practices

CJ Medical Ltd. will maintain and refine hybrid and remote working practices to limit business travel where in-person attendance is not essential. Where travel is required, lower-emission options will be prioritised, and travel demand will be reviewed as part of broader efficiency planning.

7. Energy Efficiency and Operational Control

Operational energy use will continue to be monitored and optimised through efficient building management, lighting, and heating controls. Opportunities to further reduce energy demand and increase the proportion of renewable electricity will be assessed as part of ongoing facilities management. CJ Medical will prioritise 'Green Energy' suppliers and transition to a 100% renewable energy contract.

8. Carbon Offsetting as a Supplementary Measure

High-quality carbon offsetting and nature-based solutions may be used **only for residual emissions that cannot yet be eliminated**, and always as a supplementary measure alongside direct emissions reduction actions. Offsetting will not replace priority efforts to reduce emissions within CJ Medical Ltd.'s operations and supply chain.

CJ Medical Ltd.'s Carbon Reduction Strategy focuses on addressing emissions where it has the greatest influence and where reductions will have the most material impact. The 2024 Carbon Footprint shows that the majority of emissions arise from **Purchased Goods and Services**, followed by **Capital Goods, Business Travel, Upstream Transport & Distribution, Downstream Transport & Distribution** and **Company Vehicles**, with smaller contributions from travel-related sources.

As a result, CJ Medical Ltd.'s approach prioritises **supply-chain engagement and data quality**, alongside continued improvements in business travel, fleet efficiency and employee commuting. Operational emissions are addressed through practical, proportionate actions that support business growth while progressively reducing emissions intensity.

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ACTIONABLE CARBON REDUCTION PLAN

The actions outlined below are indicative and will be reviewed annually to reflect improved data quality, supplier engagement outcomes, and evolving business priorities.

Targets By Scope

Scope	Current Emissions (tCO ₂ e)	Predicted Reduction (tCO ₂ e)	Target reduction year	Remaining Emissions (tCO ₂ e)
Scope 1	21.7	15%	2030	18.4
Scope 2	9.2	15%	2030	7.82
Scope 3	2,389.0	15%	2030	2,030.7
Total (tCO₂e)	2419.9	15%	2030	2056.9

Other Short/Medium Targets: Next 24/48 months

Targets by Category	Current Emissions (tCO ₂ e)	Predicted Reduction (tCO ₂ e)	Target reduction year	Remaining Emissions (tCO ₂ e)
Purchase Goods & Services Medical Equipment (Spend Based)	1475.2	5%	2026	1,401.3
Upstream Transportation Consolidate orders and incorporate Rail/Sea Freight	40.3	5%	2026	38.3
Business Travel Emissions generated by Plane journeys	51.9	5%	2026	49.3
Company Vehicles Reduce reliance on diesel vehicles where operationally feasible by continuing with a phased transition to lower-emission vehicle technologies.	16.7	5%	2026	15.9
Total (tCO₂e)	1584.1	5%	2026	1,504.9

The action plan outlined in this document is intended to provide a strategic framework based on the information and circumstances available at the time of its creation. It is important to note that this plan is subject to change as new information, resources, and unforeseen variables may impact its implementation and outcomes. The effectiveness of this action plan is contingent upon the cooperation and coordination of all involved parties.

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ACTIONABLE CARBON REDUCTION PLAN

The actions outlined below are indicative and will be reviewed annually to reflect improved data quality, supplier engagement outcomes, and evolving business priorities.

Other Medium/Long Term Targets: 48-96 months

Target by Category	Current Emissions (tCO2e)	Predicted Reduction (tCO2e)	Target reduction by	Remaining Emissions (tCO2e)
Purchase Goods & Services - Improve supplier emissions data quality through increased Product Carbon Footprint Reports - Reduce emissions related to the production of goods and services by engaging with Key suppliers	2105.5	30%	2032	1,473.9
Transport & Distribution – Upstream & Downstream Engage customers and suppliers to streamline the ordering process - consolidating deliveries, reducing partial loads and minimising single box shipments.	78.2	30%	2032	54.7
Business Travel Reduce reliance on plane journeys for business travel.	51.98	30%	2032	36.4
Total (tCO2e)	2235.7	30%	2032	1565.0

Future Initiatives to Implement
Incorporate Circular Economy Principles - Work with suppliers to reduce the amount of waste generated per shipment and increasing the use of recycled materials used during production - Work with employees to increase the amount of waste that is recycled instead of being put into general waste
Transport & Distribution – Upstream & Downstream Engage customers and suppliers to streamline the ordering process - consolidating deliveries, reducing partial loads and minimising single box shipments.
Business Travel Reduce reliance on plane journeys for business travel, reducing overall use of Business Travel emissions by prioritising remote meetings where possible.

The action plan outlined in this document is intended to provide a strategic framework based on the information and circumstances available at the time of its creation. It is important to note that this plan is subject to change as new information, resources, and unforeseen variables may impact its implementation and outcomes. The effectiveness of this action plan is contingent upon the cooperation and coordination of all involved parties.

CARBON REDUCTION PLAN 2025

DECLARATION AND SIGN-OFF

Governance and Accountability

This Carbon Reduction Plan has been approved by our Board of Directors and will be subject to regular review, considering our operational challenges, performance, and emerging opportunities. Governance structures are in place to ensure climate change and carbon reduction are standing agenda items across a wide range of meetings and embedded into core business decision-making.

Leadership Commitment

We recognise that high-impact leadership is essential. Our directors and managers are expected to lead by example and ensure that all teams and business areas actively contribute to delivering the commitments in this plan. This visible leadership will drive the cultural and operational changes required to meet our targets.

Employee Engagement

Carbon reduction is a shared responsibility across the organisation. We will ensure fair consultation and representation when developing strategic plans, and all employees will be encouraged to take ownership of actions within their roles. Staff will be supported to identify opportunities, pursue initiatives, and collaborate with others to embed sustainable practices throughout our operations.

Sector Context

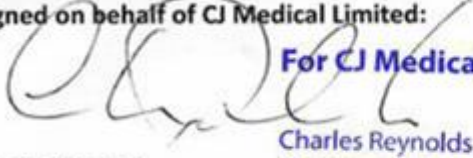
CJ Medicals Ltd operates within the medical and healthcare supply sector, which is characterised by complex supply chains, regulated production processes, and the distribution of essential medical products. Sector emissions are typically dominated by Scope 3 sources, reflecting the carbon intensity of purchased goods and logistics. Direct operational emissions are generally lower. CJ Medicals Ltd's emissions profile is consistent with this sector context and provides a credible baseline for ongoing emissions management and supplier engagement.

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 + associated guidance and reporting standards for Carbon Reduction Plans. It will be published on our website at: <https://www.cjmedical.com/environment>

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](#).

Scope 1, Scope 2 and Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon reduction plan has been reviewed and approved by the Managing Director.

Signed on behalf of CJ Medical Limited:

For CJ Medical Ltd
Charles Reynolds
Chairman & Managing Director

Charles Reynolds
Managing Director

Charles Reynolds
Managing Director
Date: 23/02/2026

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

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

<https://ghgprotocol.org/standards/scope-3-standard>