Carbon Reduction Plan For Promedics

Publish date: March 2026

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Our Commitment

Promedics is committed to achieving Net Zero emissions by 2045.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with guidance published by the Science Based Target Initiative (SBTi). Targets can be 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 also 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 our scope 1 emissions by 48% from a 2022 baseline by 2030.
- Reduce our location-based* scope 2 emissions by 48% from a 2022 baseline by 2030.
- Reduce our market-based* scope 2 emissions to zero by 2030.
- Reduce our scope 3 emissions by 42% from a 2023 baseline by 2030.

Our long-term targets:

- Reduce our total scope 1, location-based scope 2 and scope 3 emissions by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

Emissions covered by our targets:

- 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.

*Purchased electricity can be measured in two ways: the location-based method reflects the average emissions intensity of grids on which energy consumption occurs, whilst the market-based method reflects emissions from the electricity that companies have purposefully chosen (or their lack of choice). A market-based method, therefore, takes into account the purchase of electricity via verified renewable energy tariffs. We will report and set targets based on both methods, but our market-based results will be used in the final reporting.

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Our Carbon Footprint

Baseline Emissions

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

We have set our baseline year for scope 1 and 2 emissions as the 1st of January 2022 to the 31st of December 2022, and our base year for scope 3 emissions as the 1st of January 2023 to the 31st of December 2023.

Base Year: 2022 / 2023	
In 2022, we measured all scope 1 and 2 emissions, and in 2023, we measured all scope 1, scope 2 and scope 3 emissions, using the operational control approach for both years. The figures below represent our base emissions for each scope; these figures are not all from the same year, hence, there is no total given.	
Emissions	**Total (tonnes CO_2e)**
Scope 1 (2022)	163.1
Scope 2 (2022)	Location-based: 41.3 Market-based: 41.3
Scope 3 (2023)	6,376.7

Carbon Intensity Metrics

Base Year: 2022 / 2023	**Scope 1 & 2 - 2022**	**Scope 3 - 2023**
Tonnes of CO_2e per Employee	1.6	60.7
Tonnes of CO_2e per £m of Revenue	11.5	329.1

Carbon intensity metrics are calculated using total market-based results.

Current Emissions

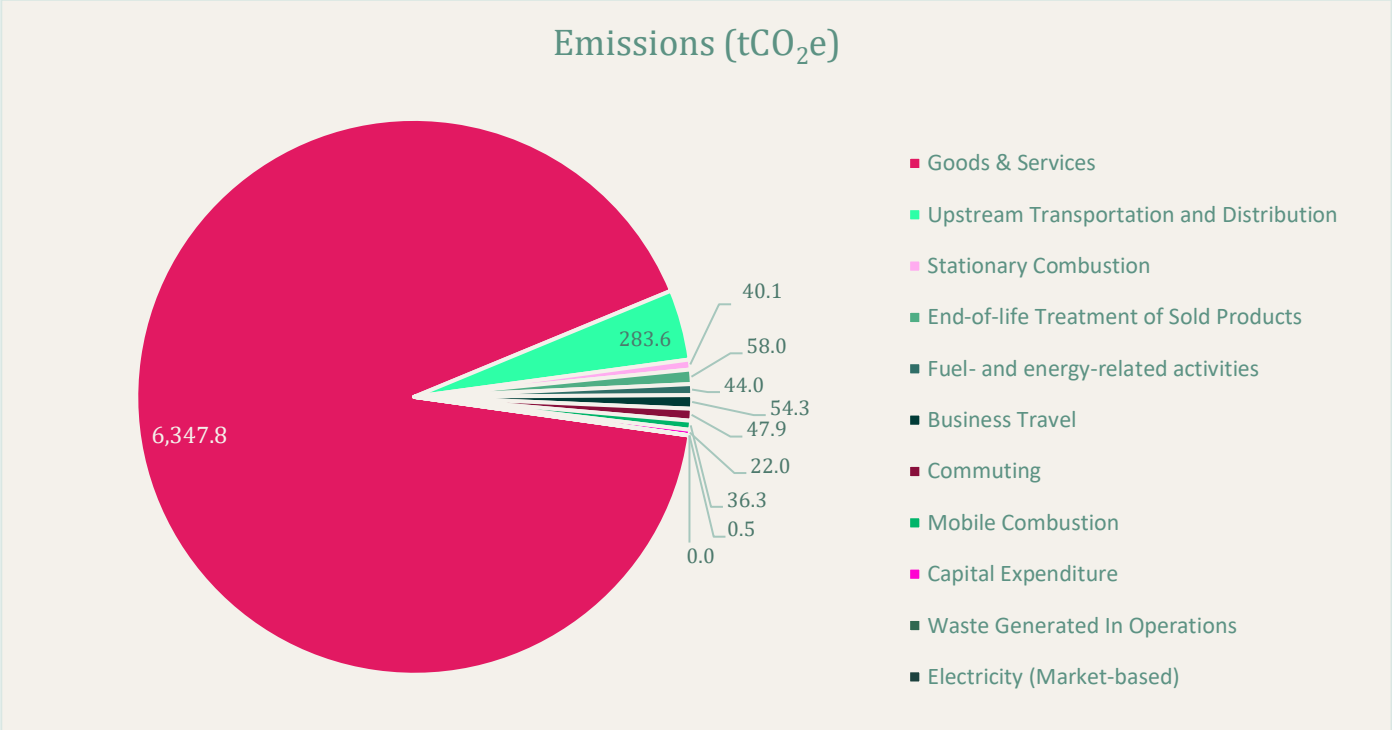
Reporting Year: 2025	
All scope 1, scope 2 and scope 3 emissions were measured using the operational control approach.	
Emissions	**Total (tonnes CO_2e)**
Scope 1	52.8
Scope 2	Location-based: 33.8 Market-based: 0.0
Scope 3	6,788.7
Total Emissions	**Location-based: 6875.4** **Market-based: 6841.5**

Carbon Intensity Metrics

Reporting Year: 2025	**Scope 1 & 2**	**Scope 3**
Tonnes of CO_2e per Employee	0.64	81.79
Tonnes of CO_2e per £m of Revenue	2.53	325.20

Carbon intensity metrics are calculated using total market-based results.

Carbon Emissions Breakdown



The graph above shows a breakdown of our total market-based emissions by GHG category in tCO_2e.

Goods & Services purchases are our largest source of emissions, contributing 6,347.8 tCO_2e to the footprint, or 93.5%. This includes emissions associated with purchases of physical goods as well as services, used to run our business and manufacture products. We also include emissions relating to goods for resale. Upstream Transportation and Distribution follows this at 283.6 tCO_2e, covering emissions from courier, freight, and third-party logistics services. Stationary Combustion accounts for 40.09 tCO_2e and includes emissions from gas use on-site.

Fuel- and Energy-Related Activities totalled 44.0 tCO_2e, representing upstream emissions associated with energy use*. Business Travel (54.3 tCO_2e) and Commuting (32.9 tCO_2e and home working 3.3 tCO_2e) cover emissions from staff travel for work and daily travel to and from the workplace, respectively. Mobile Combustion emissions, which are those resulting from company vehicles, added 12.78 tCO_2e, whilst those from Capital Expenditure amounted to 22.2 tCO_2e, representing the embedded carbon in long-term asset purchases. Lastly, Waste Generated in Operations contributed a small share of 0.5 tCO_2e, related to waste disposal and water use.

**Fuel- and Energy-Related Activities emissions 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.*

Base Year vs Current Year Emissions Comparison

	2022	2023	2025	vs 22 (%)	vs 23 (%)
Scope 1 Total	164.9	160.3	52.9	-67.9	-67.0
Stationary Combustion	121.8	119.4	40.1	-67.1	-66.4
Mobile Combustion	43.1	40.9	12.8	-70.3	-68.7
Scope 2					
Electricity (Location-based)	41.7	50.5	33.9	-18.7	-32.9
Electricity (Market-based)	41.7	17.9	0.0	-100	-100
Scope 3 Total		6,376.7	6788.70		+6.5
Goods & Services		5,944.5	6,347.8		+6.8
Capital Expenditure		2.5	22.2		+788
Fuel- and energy-related activities		57.2	44.0		-23.1
Upstream Transportation and Distribution		254.5	283.6		+11.4
Waste Generated In Operations		0.7	0.5		-28.6
Business Travel		17.3	54.3		+213.9
Commuting		39.7	36.3		-8.6
Location-based	206.6	6,587.4	6875.4		+4.4
Market-based	206.6	6,554.8	6841.5		+4.4

Scope 1 and 2

Our Stationary Combustion emissions have decreased by 67% since our base year, and 66% since the previous year. This is due to a significant reduction in gas use, achieved by switching to electric heating in our warehouse and providing staff with warmer uniforms. We have also seen a reduction in our Mobile Combustion emissions of 70% since the base year and 69% since the previous year. This can be attributed to our replacement of internal combustion engine (ICE) vehicles with electric alternatives, with more replacements planned this year. Our scope 2 emissions for market based are 0 tCO2e which reflects the 100% renewable energy tariff.

Scope 3

Our total scope 3 emissions have increased by 6.5% since the base year which is 2023. This increase is primarily driven by higher emissions for goods and services reflecting the increased spend this year by 10%. There has also been an increase in Capital Goods and services emissions, and this is due to the improved allocation of capital spending compared to last year.

Our Fuel- and Energy-Related emissions have decreased by 23%, this is a result of the change in energy use across the footprint (reduction in gas, fuel and electricity usage vs increase in Business Travel and Commuting activity). Upstream Transportation and Distribution emissions have increased by 11% and this also includes emission data from DPD.

Our Business Travel emissions increased between the two periods by 214%. Our use of, and therefore the emissions associated with, most modes of transport and hotels increased, and this was submitted as spend data this year instead of activity data. Our Commuting emissions have decreased this year by 9% and this reflects improvements of data quality this year with a higher employee commuting response rate. Overall waste emissions have also decreased by 29% since the base year.

Carbon Emissions Intensity

Our emissions have decreased across all scopes 1 and 2 in terms of FTE intensity (tCO_2e per FTE) and revenue intensity (tCO_2e per £m in revenue), compared to the 2022 based year. Scope 1 and 2 emissions per employee decreased from 1.5 to 0.64 $tC0_2e$ which emissions per £m revenue decreased from 11.5 to 2.53

For Scope 3 using 2023 as a base year, emissions intensity has increased on a per employee basis from 60.7 to 81.8 tCO2e per FTE. However, emissions per £m revenue have decreased from 329.1 to 325.2 per £m indicating that emissions have grown in line with revenue.

Our Targets

Our near-term targets:

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- Reduce our market-based* scope 2 emissions to zero by 2030.

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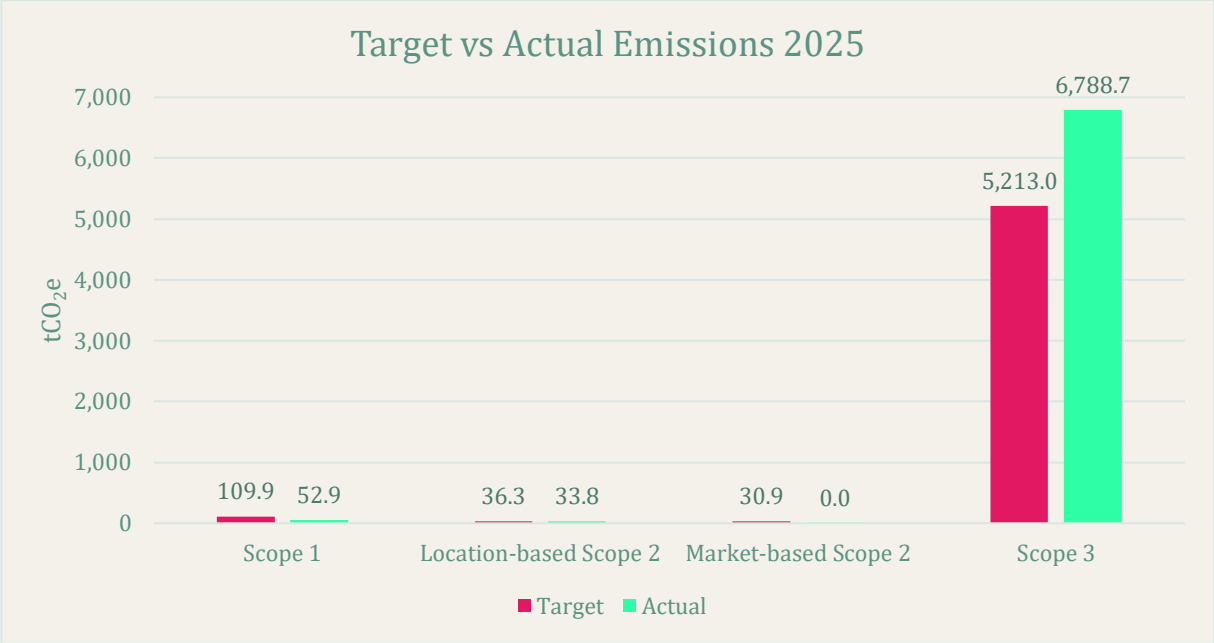
- Reduce our scope 3 emissions by 42% from a 2023 baseline by 2030.

Our long-term targets:

- Reduce our total scope 1, location-based scope 2 and scope 3 emissions by at least 90% by 2045.
- Neutralise any residual emissions using verified carbon offsets.

Progress



We have reduced scope 1 emissions by 68% since our base year in 2022. We are also on track with our location-based scope 2 target; emissions have been reduced by 19% against a target of 12%. We are also on track to meet our market-based scope 2 target as this is 0 tco2e and reflects the 100% renewable energy tariff. However, Scope 3 emissions have increased by 6.5% compared to the 2023 based year against a target reduction of 6%. This is going to be an ongoing focus for our next reporting period.

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Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Measure the carbon impacts of business activities year on year and use results to track progress against SBTi-aligned targets and create an annual carbon reduction plan.	2023	1, 2 & 3
Switch to a 100% renewable energy tariff.	2024	2
Switched 3 company cars (1 diesel and 2 diesel hybrids) to electric alternatives.	2024	1
Replaced 60 standard fluorescent light fittings in the warehouse with low-energy units.	2023	2
Replaced 70 standard fluorescent light fittings in the warehouse with low-energy units and installed motion sensors. Previously, lighting was constantly on from 07:00-18:00, and now lighting is “ON” max 20% and only in selected areas. Overall, we estimate usage is now less than 10% of the previous lighting setup in the warehouse.	2023	2
Production now occurs over a 4-day week as opposed to 5. We have also stopped overtime, which meant an additional 4.5 hours per week of heating and lighting.	2024	1 & 2
Lighting in admin offices (7 offices & corridor area) and toilets replaced with low energy units, and all have motion detectors to deactivate lights when the office is not in use.	2023	2
Installed a new energy-efficient condensing boiler to heat all offices (previously was an older, inefficient boiler).	2024	1
Consolidated production staff into one area and stopped using a large gas-powered roof-mounted space heater.	2024	2
Stopped using gas-powered heating in the distribution warehouse; we now use low-energy electric heaters and have provided staff with warmer uniforms.	2024	1
Four staff members have participated in Carbon Literacy training and have been certified as Carbon Literate.	2024	1, 2 & 3

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
Scope 1 & 2			
1	We have already stopped using gas heating in our warehouse, which had a large impact on our scope 1 emissions. We will now explore alternative solutions for gas heating in our office and create a basic decarbonisation plan for this part of our site.	2027	Stationary Combustion
2	We are committed to the electrification of our fleet. We have already switched many vehicles over and have committed to switching more over this year. We will conduct a review of company vehicles to outline a strategy for company vehicle electrification: - determine which vehicles to electrify first, dependent on which vehicles are used most, which vehicles are most polluting, and which vehicles are oldest. - determine a timeframe for vehicle electrification and commit to this.	2030	Mobile Combustion
3	As we move more towards electric vehicles, we are likely to see increased scope 2 emissions from vehicle charging. On-site charging is covered by a 100% renewable energy tariff, and this year, we collected information regarding the electricity supply of the top 2 networks used. Both of these networks were supplied with 100% renewable energy, which meant we were able to report zero market-based emissions for these kilowatt hours of charging. We will look into the other networks used and then prioritise networks we know are covered by 100% renewable energy generation/tariffs.	2026	Market-based Purchased Electricity
Scope 3			

4	For our next measurement we will aim to improve the quality of data provided for upstream transportation and distribution. This year, we included spend on air freight, road and sea. We had specific emissions reports from DPD. We will continue working with DPD and other large transportation and distribution suppliers to collect similar data where available. We will also aim to improve the quality of data for business travel and put in place a tracking system to collect mileage for train, or road travel.	2027	Upstream Transportation and Distribution Business Travel
5	The procurement of goods and services, particularly finished goods and production goods, is the largest contributing category to our total emissions. As part of our 2025 measurement, we sent out a survey to our largest suppliers asking if they had measured emissions and if they had Net Zero targets, implemented actions, etc. We were able to use emissions data for 4 suppliers in this period. Many of our suppliers reported that they were either not measuring emissions or that measurement was in progress. We will need to continue working with suppliers to collect emissions data so that we can improve the quality of our footprint and see reductions where our suppliers are working towards Net Zero. Next time we will host a supplier engagement session with our top suppliers to communicate required deliverables, timelines, and performance expectations.	2030	Purchased Goods and Services
6	We will review our current procurement processes and consider ways in which we can assess the sustainability of new and current suppliers in a way that will allow us to factor sustainability into procurement decisions. Following this, we will revise our procurement policy, embedding minimum requirements for suppliers in relation to sustainability (these will not necessarily be uncompromising for the time being, as many businesses are only just starting their sustainability journey, but they will allow us to start shifting our supplier chain in the right direction, where we have options).	2026	Purchased Goods and Services

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7	Liaise with key suppliers to achieve minimal packaging per product, and therefore minimum weight per shipment.	2026-2027	Upstream Transportation and Distribution
8	We will continue to work to embed sustainability into the company culture at Promedics. We consider providing some sort of sustainability training to staff members who have not yet participated in Carbon Literacy, we will look to build sustainability into job descriptions and performance management, and we will look to communicate our commitments externally (e.g. by creating a sustainability page, sharing our targets via social media, etc).	2026-2027	All scopes and categories

Declaration and Sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and reporting standard for Carbon Reduction Plans.

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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].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

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

Signed on behalf of Promedics:

Name: **Kevin Birt**

Position: **Managing Director**

Date: **30 March 2026**

[1] https://ghgprotocol.org/corporate-standard
[2] www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard