



Carbon Reduction Plan

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1. INTRODUCTION

1.1 Context and purpose

Under the Paris Agreement, national governments have committed to limit temperature rise to well-below 2°C and pursue efforts to limit temperature rise to 1.5°C. Beyond 1.5°C, the world will increasingly experience dangerous climate impacts such as sea level rise, flooding and extreme heat.

The UK Government amended the Climate Change Act 2008 in 2019 by introducing a target of at least a 100% reduction in the net UK carbon account by 2050. As part of this net zero target, the UK Government are looking to their supply chain's and are making it mandatory for government suppliers who are bidding for large contracts to provide a Carbon Reduction Plan (CRP) detailing their commitment to achieving net zero by 2050 and how they plan to reach this target.

Blatchford are actively taking steps to reduce carbon emissions to support the UK Government's net zero target. The below CRP underpins Blatchford's commitment to sustainable development and carbon reduction.

1.2 Appointment

Ramboll UK Limited ("Ramboll") was instructed by Blatchford Limited to support the creation of their CRP and undertake an assessment of Blatchford's greenhouse gas (GHG) emissions resulting from business operations for the years 2019 and 2024. This report has been completed in line with the UK Government's Procurement Policy Note (PPN) 06/21: Taking account of Carbon Reduction Plans in the procurement of major government contracts.

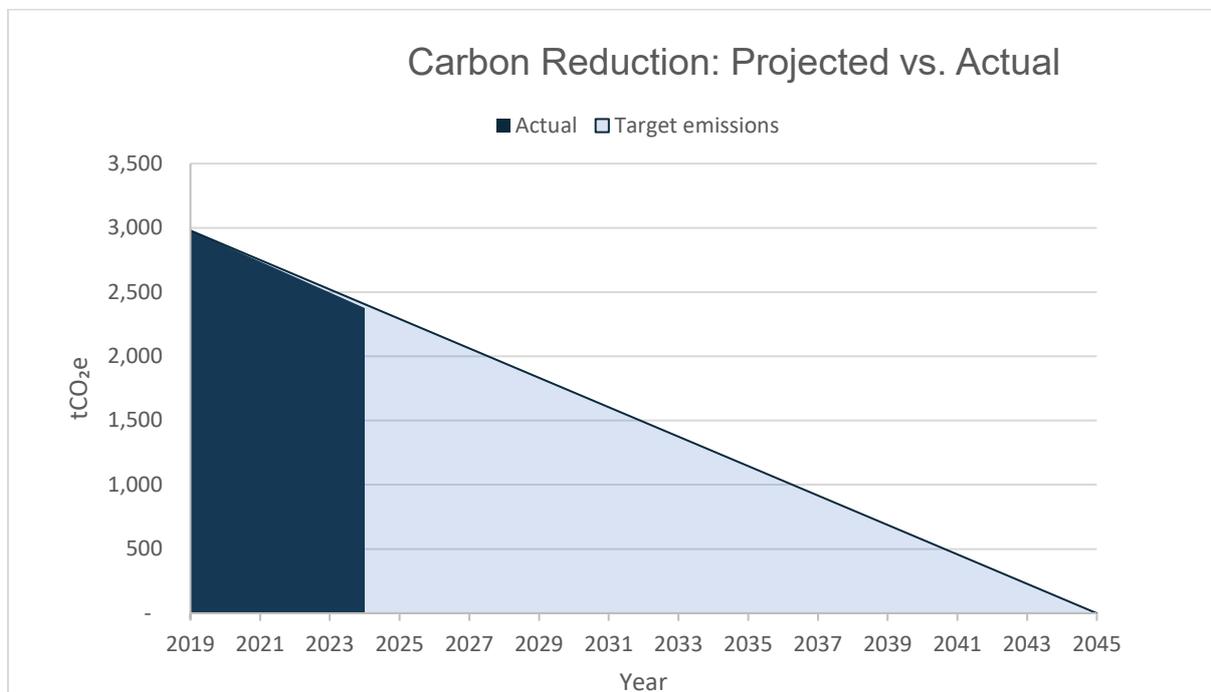
2. COMMITMENT TO ACHIEVING NET ZERO

Blatchford is committed to protecting the environment by demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products, and services. In particular, we recognise the importance of decarbonising our business and we have set an ambitious goal for Blatchford’s operations to achieve net zero by 2045. Our strategy for our operations to achieve net zero carbon emissions is based on actions detailed in our Carbon Neutral Policy. Examples of these actions include:

- monitoring and analysing energy consumption data for premises, processes, and vehicles to establish performance and identify trends and opportunities to further reduce consumption, achieve efficiency improvements and reporting of our carbon emissions
- improving the energy efficiency of our buildings, processes and IT systems and sourcing renewable energy where technically and commercially practicable
- minimise waste, promote recycling and the use of recycled products to help reduce the burden of landfill and therefore methane generation
- establishment and regular review of objectives and targets and publication of our performance against these objectives
- working with our supply chain to improve environmental performance
- advising and working with our clients to achieve aligned carbon neutral goals

We have not yet set interim emissions targets however, we will be looking into this in the near future as set out in our Carbon Neutral Policy. The interim targets will be vital for us to determine our decarbonisation road map and the target setting process will better inform the measures required to achieve our net zero target by 2045. The targets will be set in line with the reduction pathways for limiting global temperature rise to 1.5°C.

Our progress against Net Zero can be seen in the graph below:



3. METHODOLOGY

3.1 Reporting Period

The reporting period for this CRP is 1st January 2024 to 31st December 2024 and the baseline year is 1st January 2019 to 31st December 2019.

3.2 Organisational Boundaries

The operation control approach was taken to determine the organisational boundary. This therefore means that any site where Blatchford has full authority to introduce and implement its operating policies, has been included within the reporting boundary.

3.3 Quantification Methodology

This assessment is produced in accordance with the PPN 06/21 and the calculation methodology is in line with the GHG Reporting Protocol corporate standard. The scopes are defined as follows:

- Scope 1 – Direct emissions resulting from the primary combustion of fuels in organisation-controlled premises, vehicles and plant
- Scope 2 – Indirect emissions resulting from the consumption of purchased electricity that has been generated off-site and supplied by the national grid
- Scope 3 – Indirect emissions associated with the consequences of the activities of the organisation but controlled by another entity outside of the corporate structure

The conversion factors published by the UK Governments Department for Energy & Net Zero and Department of Environment, Food and Rural Affairs have been used for the purposes of the greenhouse gas (GHG) calculations, alongside the spend-based factors produced by the University of Leeds, on behalf of Department for Environment, Food & Rural Affairs (adjusted for inflation).

3.4 Inclusions

GHG emissions have been calculated for scopes 1, 2 and 3. The below sets out the sources of emissions that have been included in the inventory.

Scope 1 – Direct Combustible Fuels

- Emissions from combustion of gas (tCO₂e)
- Emissions from F-gases/refrigerants (tCO₂e)
- Emissions from combustion of fuel for transport purposes (tCO₂e)

Scope 2 – Indirect Combustible Fuels

- Emissions from purchased electricity, market based (tCO₂e)

Scope 3 – Other Indirect Emissions

- Emissions from business travel via rail, air and employee-owned vehicles (tCO₂e)
- Emissions from employee commuting (tCO₂e)
- Emissions from waste generation (tCO₂e)
- Emissions from upstream transport and distribution (tCO₂e)
- Emissions from downstream transport and distribution (tCO₂e)
- Emissions from fuel & energy-related activities (tCO₂e)

3.5 Justifications of exclusions

Blatchford are in the progress of obtaining data and engaging with the supply chain in order to quantify further sources within the scope 3 category. We have outlined these actions within our Carbon Neutral policy as we understand it is vital to understand our GHG footprint as a whole in order to reduce our emissions accordingly. We have now obtained data for the following categories: business travel, waste generation from operations, employee commuting, fuel and energy services, and upstream transportation and distribution. We have provided estimated data methodology for employee commuting and downstream transportation and distribution data, in

addition to using combined estimation/actual data for waste electricity, gas and waste generation from operations. We will continue to refine our data collection and methodology and focus on obtaining activity data where estimations have been made. Therefore, we are continuing to improve our data collection processes and data quality year on year.

3.6 Data Completeness and Verification

Blatchford Limited have reported on all UK sites that we have operational control, which was changed in 2022 and adjusted for in the 2019 baseline. The same operational control boundaries have been applied in this 2024 report. Of our clinics, it has been agreed and applied in 2019 and 2022 that only the Kettering and Derby clinics are included in our Scope 1 and Scope 2 emissions, as these are the clinics in which we have operational control.

Greenhouse gas emissions are primarily calculated from energy consumption records reported from verifiable primary evidence (invoices, meter readings and supplier statements). Where actual usage data is not available for UK sites, an estimated consumption is calculated using benchmark data.

3.7 Assumptions, Estimations and Uncertainties

Assumptions, estimations and uncertainties within the GHG assertion are detailed below:

- Ramboll has completed a high-level verification exercise on the energy consumption data supplied by Blatchford and a sample of source data was reviewed against the reported figures.
- If electricity or natural gas data (i.e. invoices, meter readings) are not available for a site, then 2022 data has been used as a proxy. This includes electricity for Wella, and natural gas for Wella and Lister.
- The average employee commute was estimated to be 5 days manufacturing, 2 days across offices – and therefore a 3 day average was applied.
- F-gas assumptions and estimations have been applied, using the F-gas cited on Blatchford's paperwork and industry benchmarks for annual leakage rates.
- An intensity metric for emissions from waste was created per waste stream and applied to sites under operational control without data.
- Business travel data was created from a combination of 2022 proxied rail and air travel, in combination with 2024 business company travel in cars.
- Upstream transportation and distribution has been estimated by using 2024 Downstream transportation and distribution as a proxy.

4. GREENHOUSE GAS EMISSIONS

4.1 Emissions Footprint

GHG emissions associated with Blatchford’s operations during baseline year 2019 and reporting year 2024 have been calculated and are detailed in Table 1 below. Figure 1 represents the breakdown of emission sources per scope. To note, the 2019 baseline has been adjusted to account for newly available data and an adjusted organisational boundary. The amended categories include combustion of gas, electricity and commuting, and the new categories include emissions from refrigerants, business travel via employee-owned vehicles, employee commuting, waste, downstream transport and distribution and fuel and energy-related activities. In this report, the 2019 baseline has been further refined to incorporate market-based calculations, ensuring comparability from 2024 onwards. It also includes updated estimates for upstream transportation and distribution, as well as employee commuting.

Emission Source	Baseline 2019 (tCO ₂ e)	2024 (tCO ₂ e)
Scope 1		
Emissions from combustion of gas	192	159
Emissions from refrigerants	4	46
Emissions from combustion of fuel for transport purposes	135	84
Scope 2		
Emissions from purchased electricity (market based)	796	0
Scope 3		
Emissions from business travel via rail	1	1
Emissions from business travel via air	235	151
Emissions from business travel via employee-owned vehicles	192	38
Emissions from employee commuting	1,147	1,399
Emissions from waste generation	2	2
Emissions from upstream transport and distribution	39	148
Emissions from downstream transport and distribution	39	148
Emissions from fuel & energy-related activities	197	202
Total	2,979	2,376

Table 1: Summary of Absolute GHG Emissions

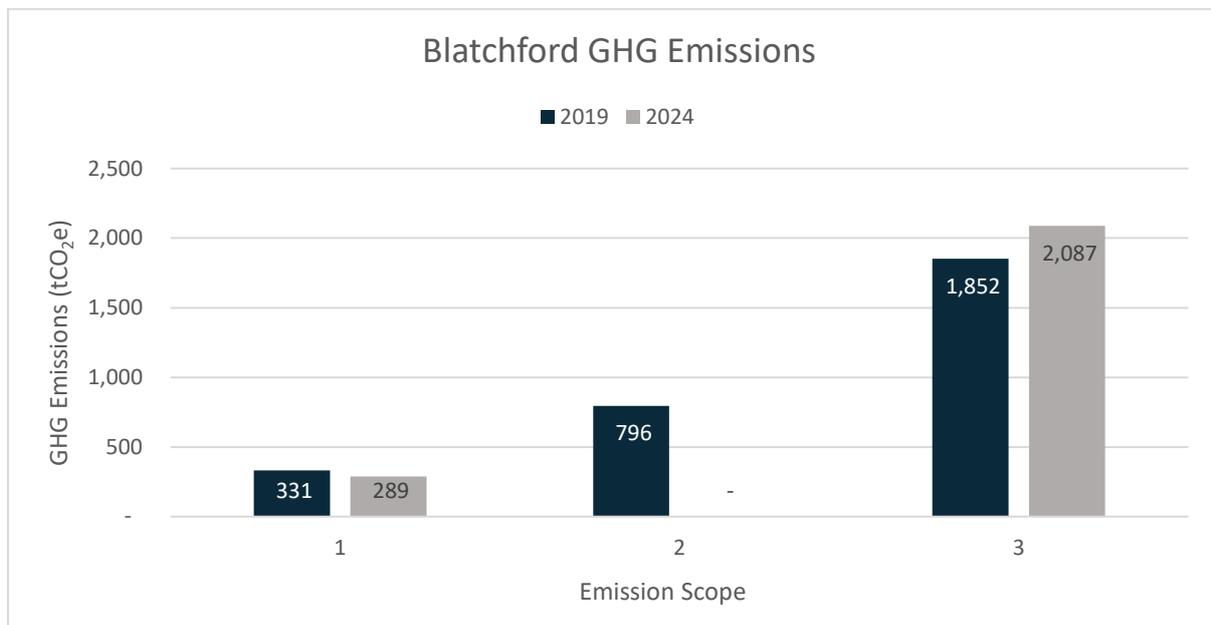


Figure 1: GHG Emissions per scope

In 2024, scope 3 emissions accounted for the largest proportion of the total GHG footprint at 88%. Scope 2 emissions represented 0% of the total emissions and scope 1 emissions are currently accounting for 12%. The proportion of the scope 3 emissions will likely increase as more scope 3 data is available in the future.

Compared to the baseline year 2019, total emissions in 2022 have decreased by 20%. This decrease can be attributed to two main factors:

- The implementation of multiple energy efficiency projects (Scope 1 and 2)
- Blatchford now procure renewable electricity for the sites within the operational boundary (Scope 2)

5. CARBON REDUCTION PROJECTS

Blatchford continuously work to reduce the energy consumed by the company and improve energy efficiency. The following environmental management measures and projects have been completed, or implementation has commenced since the 2019 baseline. The carbon emission reductions achieved by these schemes have not yet been calculated, however, we look to quantify these savings in future years as this will be paramount for monitoring our progress against interim targets and our main goal of achieving net zero by 2050. The below measures will be in effect when performing the contract.

5.1 Completed Environmental Management Measures and Projects

The below list outlines the measures and projects that have been completed.

No	Emission Reduction Opportunity	Action	Completion Date
1	Building Facilities- Energy Reduction	Lister Road- QC room fully insulated	2020
2	Building Facilities- Energy Reduction	Wella Road- gas heating boiler upgrade	2020
3	Travel- Energy Reduction	Bond Close- Installed additional electric car charging points	2020
4	Building Facilities- Energy Reduction	Bond Close- Warehouse high bay lights replaced with LED	2020
5	Building Facilities- Energy Reduction	Lister Road- Heat reflecting paint applied on Lister building roof	2021
6	Building Facilities- Energy Reduction	Sheffield (Unit 30)- envelope air tightness test – no loss of heat or cooling Passed	2020
7	Building Facilities- Energy Reduction	Sheffield (Unit 11)- LEV systems upgraded with a more efficient one	2020
8	Building Facilities- Energy Reduction	Lister Road- PIR's installed in numerous offices	2020
9	Building Facilities- Energy Reduction	Wella Road- PIR's installed in numerous offices	2020
10	Building Facilities- Energy Reduction	Sheffield (Unit 11 & 30)- PIR's installed in numerous offices	2020
11	Building Facilities- Energy Reduction	Sheffield (Unit 30)- High bay lights replaced with LED	2020
12	Building Facilities- Energy Reduction	Sheffield (Unit 30)- LEV system upgraded with a more efficient one	2020
13	Building Facilities- Energy Reduction	Sheffield (Unit 11)- High bay lights replaced with LED	2020
14	Building Facilities- Energy Reduction	Lister & Wella Road- TRVs in water systems	2019
15	Building Facilities- Energy Reduction	Bond Close- TRVs installed in water systems	2019
16	Staff Training and Engagement	Blatchford- General environmental awareness training via 'MyLearning' portal. Content covers energy/waste/water reductions and impacts on climate	2020
17	Building Facilities- Energy Reduction	Blatchford- Where applicable, all HVAC systems taken offline during COVID and buildings/areas unoccupied	2020

No	Emission Reduction Opportunity	Action	Completion Date
18	Building Facilities- Energy Reduction	Blatchford- Review of building Energy Performance Certificates (EPC)	2021
19	Operational/Process- Energy Reduction	Lister Road & Wella Road- Motors and drives replaced with variable speeds where possible	2020
20	Travel- Energy Reduction	Blatchford- Significant reduction in business travel (internal and international)	2022
21	Env. Management and Compliance	Blatchford- ESOS Phase 2 reporting	2019
22	Env. Management and Compliance	Sheffield- ISO 14001 Initial Certification	2020
23	Env. Management and Compliance	Basingstoke- ISO 14001 continuing assessment	2021
24	Building Facilities- Energy Reduction	Lister Road- office fluorescent tube lighting replacement with LED	2022
25	Building Facilities- Energy Reduction	Wella Road- office fluorescent tube lighting replacement with LED	2022
26	Building Facilities- Energy Reduction	Sheffield (Unit 11)- office fluorescent tube lighting replacement with LED	2022
27	Building Facilities- Energy Reduction	Sheffield (Unit 30)- office fluorescent tube lighting replacement with LED	2022
28	Building Facilities- Energy Reduction	Sheffield (Unit 11)- Production/Factory fluorescent tube lighting replacement with LED	2022
29	Travel- Energy Reduction	Wella Road- Installation of Water Jet Cutting machine. Remove the need to outsource work and shipping impacts	2021
30	Travel – Energy Reduction	Installation of EV charging points at Bond Road.	2023
31	Building Facilities- Energy Reduction	Lister Road- FMU and FPU factory area fluorescent tube lighting replacement with LED	2024
32	Building Facilities- Energy Reduction	Bond Close- office fluorescent tube lighting replacement with LED	2024
33	Building Facilities – Energy Reduction	Green Energy – a procurement plan for the purchase of green energy is in place from September 2023. This has been completed across all sites in 2024.	2024
34	Env. Management and Compliance	USA - Implementation of ISO-14001	2024
35	Travel – Energy Reduction	Installation of EV charging points at Lister Road.	2024

5.2 Existing Environmental Management Measures and Projects

The below list outlines the measures and projects where implementation has been initiated, but not yet completed.

No	Emission Reduction Opportunity	Action	Completion Date
1	Building Facilities – Energy Reduction	Building a new facility for manufacturing.	2025

5.3 Future Environmental Management Measures and Projects

The below table outlines the emission reduction opportunities that have been identified and implementation has not yet commenced.

No	Emission Reduction Opportunity	Action
1	Building Facilities- Energy Reduction	Lister Road- Replace all air compressors with more efficient, variable speed units
2	Building Facilities- Energy Reduction	Wella Road- Replace all air compressors with more efficient, variable speed units
3	Building Facilities- Energy Reduction	Lister Road- Install solar panels on roof
4	Building Facilities- Energy Reduction	Lister Road- Replace the HVAC system with improved energy efficient units
5	Building Facilities- Energy Reduction	Wella Road- Replace the HVAC system with improved energy efficient units
6	Building Facilities- Energy Reduction	Lister Road- Insulate ceilings for thermal efficiency (summer and winter)
7	Building Facilities- Energy Reduction	Wella Road- Insulate ceilings for thermal efficiency (summer and winter)
8	Building Facilities- Energy Reduction	Sheffield (Unit 11 & 30)- Install Solar panels on both Atlas Way buildings
9	Building Facilities- Energy Reduction	Sheffield (Unit 11 & 30)- Replace the HVAC system with improved energy efficient units
10	Building Facilities- Energy Reduction	Sheffield (Unit 11 & 30)- Replace all air compressors with more efficient, variable speed units
11	Building Facilities- Energy Reduction	Sheffield (Unit 11)- Air tighten building for improved thermal efficiency
12	Travel- Energy Reduction	Blatchford- Replace Blatchford pool cars with fully electric vehicles
13	Travel- Energy Reduction	Blatchford- Consolidation of shipments to EU and US through UPS Courier
14	Travel- Energy Reduction	Blatchford- Improve data reporting on vehicle usage (couriers, Blatchford Fleet and Grey Fleet)
15	Env. Management and Compliance	Blatchford- ESOS Phase 3 reporting and identification of energy reduction opportunities
16	Staff Training and Engagement	Blatchford- Increase awareness utilising Intranet and communicate performance data, campaigns, events and updates on sustainability
17	Operational/Process- Energy Reduction	Lister and Wella Road- Improve energy monitoring and targeting and sub-metering on machines
18	Building Facilities – Energy Reduction	Install more EV chargers at the new facility.
19	Building Facilities – Energy Reduction	Remove gas from the manufacturing sites.
20	Building Facilities – Energy Reduction	Install ASHP for heating and cooling at manufacturing sites.

No	Emission Reduction Opportunity	Action
21	Env. Management and Compliance	Audit Lister and Bond Close sites in one audit for supply chain carbon compliance.

6. DECLARATION AND SIGN OFF

This Carbon Reduction 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 publishing reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emissions conversion factors for greenhouse gas company reporting.

Scope 1 and 2 emissions have been reported in accordance with SECR requirements, and the required subset of 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 signed off by the board of directors (or equivalent management body).

Signed on behalf of Blatchford Limited:



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Name: Zoe Stephens

Job Title: HR Director

Date: July 2025