

# Carbon Reduction Plan for Dekomed

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# Our Commitment

**Dekomed 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 the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are 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 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:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce our location-based\* scope 2 emissions by 42% by 2030.
3. Reduce our market-based\* scope 2 emissions by 100% by 2030.
4. Reduce Scope 3 emissions by 42% by 2030.

## Our long-term targets:

- Reduce our total emissions (scope 1, 2 and 3) by at least 90% by 2050.
- 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 emissions are measured in two ways; the location-based method and the market-based method. can be measured in two ways. The location-based method considers the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method also considers the emissions intensity of the tariff and suppliers the reporting organisation has specifically chosen. The market-based method can therefore take into account purchases of renewable energy via a tariff. We have chosen to set targets based on both of these methods.

# Our Carbon Footprint

## Baseline 6: Current 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 chosen to set our baseline year as the 1<sup>st</sup> of April 2025 to the 31<sup>st</sup> of March 2026.

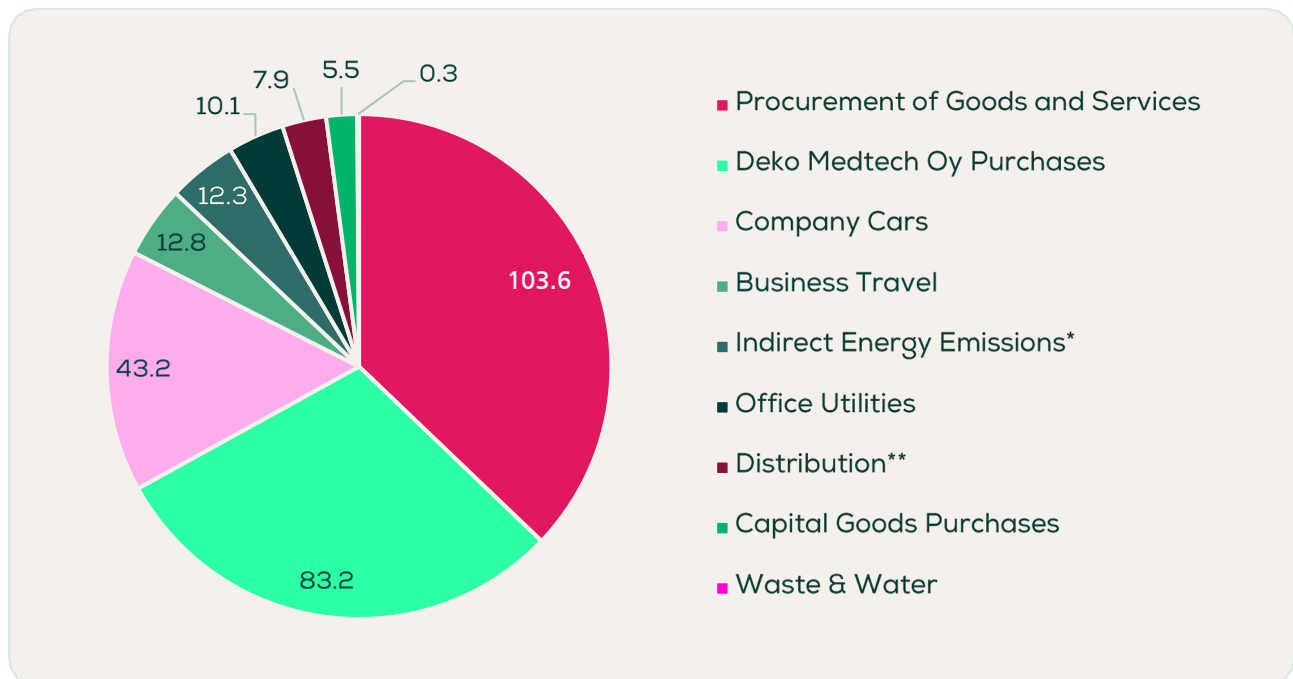
BASELINE 6 CURRENT YEAR: 2025	
Allscope 1, scope 2 and 3 emissions were measured using the operational control approach. We have not measured the downstream impact of the goods that we distribute on behalf of Deko Medtech Oy, but have included the upstream emissions associated with the production of these goods.	
EMISSIONS	TOTAL (Tonnes CO <sub>2</sub> e)
Scope 1	<b>49.9</b>
Scope 2	Market-based: 3.4 Location-based: 1.8
Scope 3	225.6
<b>Total Emissions</b>	<b>Market-based: 278.9</b> <b>Location-based: 277.3</b>

## Carbon Intensity Metrics

METRIC	CARBON INTENSITY
Tonnes of CO <sub>2</sub> e per Employee	31.0
Kilograms of CO <sub>2</sub> e per £1 of Revenue	0.211

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

## Carbon Emissions Breakdown



\*Indirect energy emissions are those that occur upstream of energy use. In the other energy use categories e.g. sheltered scheme utilities, business travel etc, 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.

\*\*Distribution includes emissions only of logistics and transportation organised and paid for by us. The transportation of goods organised by Deko Medtech Oy is currently covered by the emissions in the 'Deko Medtech Oy Purchases' category as these emissions are being measured using spend. Once we collect more detailed information, we will be able to separately estimate the transportation emissions.

There were no employee commuting or homeworking emissions to report as the majority of staff work on the road, travelling in company vehicles and do not spend any time working from home. The remaining staff work from the office but also travel in company vehicles, meaning all commute emissions are captured in scope 1.

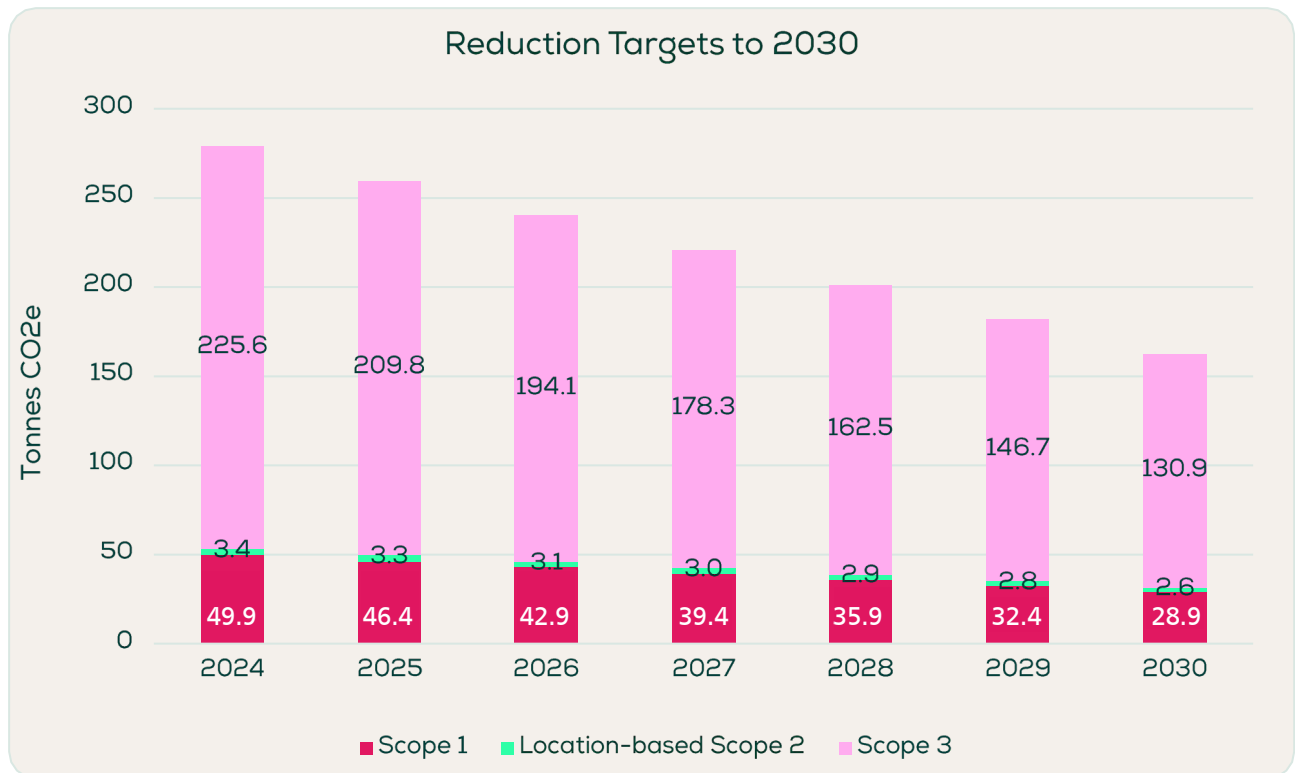
# Carbon Reduction

## Our targets

We are committed to achieving Net Zero by 2045. We have also set some near-term targets, against which we will track our progress to 2030:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce our location-based\* scope 2 emissions by 42% by 2030.
3. Reduce our market-based\* scope 2 emissions by 100% by 2030.
4. Reduce Scope 3 emissions by 42% by 2030.

The below graph shows our targeted reductions to 2030 in relation to targets 1, 2 and 4. Target 2 will involve switching to a renewable energy tariff and is not expected to happen at a single point in time as opposed to being an incremental decrease. To reach our scope 1, location-based scope 2 and scope 3 target, we will be aiming to reduce emissions by 7% annually.



## Progress

There have been no previous measurements against which progress can be reported.

## Completed Carbon Reduction Initiatives

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

ACTIVITY	COMPLETION DATE	SCOPE
Measure the carbon impact of activities year-on-year and use results to create annual carbon reduction plans.	2026	1. 2 S 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
1	Switch to a 100% renewable energy tariff. reducing market-based scope 2 emissions to zero.	2026	Purchased Electricity
2	Explore potential measures (e.g. switching lighting to LEDs. drought proofing. improving insulation) to improve the EPC rating of the office building. Each increase in EPC rating can reduce energy emissions by around 30-40%. Enlist the support of an energy auditor if larger projects are required.	2026	Stationary Combustion. Purchased Electricity
3	Replace diesel and petrol company vehicles with electric alternatives at the end of life/lease. Switch all vehicles to electric alternatives by 2030. To reduce emissions in the meantime, we will aim to reduce idling time and optimise route planning.	2030	Mobile Combustion
4	Review our current procurement process and improve our ability to assess the sustainability credentials of new and current suppliers. To reduce our	2026	Administrative Costs. Capital Goods

	<p>emissions, we will need to work with suppliers who are also working to reduce the emissions of the products and services we purchase from them. We will prioritise suppliers who have set emissions reduction targets, and those who can provide emissions data. We will first review our current process and consider ways to incorporate the above for the assessment of new suppliers, and then collect data from current suppliers using a survey.</p> <p>As a priority, we will organise a meeting to discuss sustainability with Deko Medtech Oy as our largest supplier.</p> <p>This action also applies to our logistics and transportation suppliers.</p>		
5	<p>Keep an asset list to improve the capital goods calculation. Currently, capital goods emissions are being calculated using spend, but PCF data is widely available from many IT manufacturers, and is becoming increasingly available from vehicle manufacturers. PCF data could be used instead if a list of purchased goods, including, make, model, cost etc., is provided.</p>	2026	Capital Goods
6	<p>Develop a staff engagement program including the provision of Carbon Literacy training (or similar) for all current and new staff members. On average, certified learners reduce their carbon footprint by 10-15% following the training.</p>	2026	All scopes and categories
7	<p>Work with relevant team members to get systems in place for the collection of high-quality data for use in the footprint throughout the year. We will aim to provide; mode and distance for business travel, country and number of nights for hotel stays, weight for waste and m3 for</p>	Ongoing	Mobile Combustion, Waste, Business Travel, Commuting

	<p>water. Activities 4 and 5 will also allow us to improve the data quality of the purchased goods and services and capital goods categories.</p>		
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# Declaration & 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 published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

Scope 1 and Scope 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<sup>3</sup>.

This Carbon Management Plan has been reviewed and approved by the Dekomed Executive Team.

## Signed on behalf of Dekomed:

Damien Bowden

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**Name:** Damien Bowden  
**Position:** Managing Director  
**Date:** 1 June 2026

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>

<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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