



## Carbon reduction plan

Nordic Pharma UK  
 Date: 15 November 2024

### Commitment to achieving Net Zero

Nordic Pharma UK is committed to achieving Net Zero emissions by 2045.

### Baseline emissions footprint

#### Baseline year / current year emissions footprint

Baseline year: 2023		
Emissions		TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	<b>Total</b>	<b>0</b>
<b>Scope 2</b>	<b>Total</b>	<b>12.873</b>
	Electricity (location-based)	12.873
<b>Scope 3</b>	<b>Total</b>	<b>147.311</b>
	Business Travel: Air	46.171
	Business Travel: Rail	1.35
	Business Travel: Road	38.007
	Electricity (WTT, T&D)	4.214
	Employee Commuting: Rail	0.041
	Employee Commuting: Road	17.927
	Freight: Upstream: Third party	27.044
	Home Working	4.882
	Hotel Stay	7.617
Waste paper	0.001	
Waste: Refuse	0.057	
<b>Total emissions</b>		<b>160.184</b>

#### Remarks on calculations:

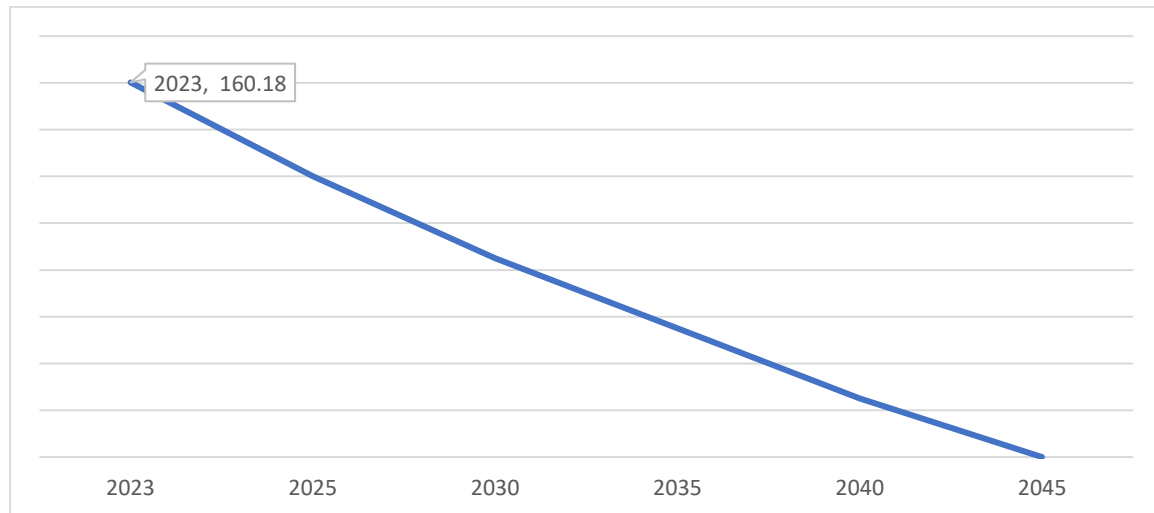
- The data collection process aimed to identify and measure all scope 1 and 2 emissions sources and scope 3 categories relevant to the organisation’s context and goals.
- All calculations are based on 2023 consumption and [2023 UK Gov GHG emissions factors](#) where available.
- The [Compare Your Footprint platform](#) was used to calculate relevant Scope 3 categories where only spend data was available.
- Primary consumption data for the reporting period was not available for electricity use in the office due to a meter discrepancy. An estimate of electricity consumption was calculated based on government-published commercial average and occupied square meterage.

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction target.

- 100% by 2045

Progress against these targets can be seen in the graph below:



## Carbon reduction projects

### Current carbon reduction initiatives

We currently have a number of environmentally conscious initiatives in place at our UK office to reduce energy consumption and shift to lower carbon energy sources. These include the following:

- In 2024 we introduced the UK government Cycle to Work Scheme.
- In 2024 we introduced an electric car scheme for employees that allows employees to lease an electric car through a salary sacrifice scheme that offers cost savings.
- Our employees work an average two days per week from home, reducing commuting emissions.
- Our office benefits from motion-sensored lighting, ensuring lighting use only when needed.
- Recycling in the office is encouraged with waste separation at collection points.
- We have transitioned from using two data servers to cloud storage to streamline energy use.
- We have reduced the number of printers in the office from four to one and encourage the use of Adobe Sign and Adobe Pro to reduce the need to print and sign documents
- We foster an environmentally conscious culture through employee engagement and education, encouraging initiatives such as favouring wearing jumpers over increasing heating in winter months and using re-usable cups to reduce single use plastics.

## Planned carbon reduction initiatives

From the current baseline year we plan to implement the following changes to our systems and processes in order to improve environmental management and reduce our carbon footprint:

Initiative	Achievement by
<b>Freight: Upstream</b> We will engage with warehouse and distribution partners to understand and document current sustainability initiatives and opportunities to lower emissions.	2025
<b>Freight: Upstream</b> We will assess stock delivery frequency for opportunities to optimise the number of shipments required to ensure emissions reductions can be achieved as the business grows.	2030
<b>Business Travel: Air</b> We will reduce business air travel emissions by 10% by introducing a policy encouraging train as the preferred mode of transport and the choice of lower emissions flight options where available.	2030
<b>Business Travel: Road</b> We will reduce business road travel emissions by 15% by introducing a policy encouraging travel by train, use of electric cars, and carpooling as the preferred methods of transport for all employees excluding KAMs (Sales Team).	2030
<b>Business Travel: Road</b> We will assess the feasibility of introducing electric vehicles for all KAMs' (Sales Team) road travel.	2045
<b>Electricity</b> We will engage with our landlord to discuss the procurement of renewable energy such as through a green energy supplier or solar panel installation. Future premises considerations will include requirements for renewable energy sourcing.	2030

## Declaration


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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of Nordic Pharma UK:



Charlotte WATCHORN (Nov 26, 2024 10:30 GMT)

Date:

26/11/2024