

## Carbon Reduction Plan

Supplier name: Interact Medical Ltd

Publication date: 05/01/2026

### Commitment to achieving Net Zero

Interact Medical is committed to achieving Net Zero emissions by 2050. Interact Medical are committed to demonstrating high standards of environmental responsibility to ensure minimalisation of associated environmental impacts.

### Baseline Emissions Footprint

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

|   |  |
|---|--|
| <b>Baseline Year:2021</b>   |  |
| <b>Additional Details relating to the Baseline Emissions calculations.</b>  |  |
| For 2021, the global Covid-19 pandemic meant that almost all of our staff worked from home for the entire year. The next reporting year of 2022 will also show a slight change, but we believe that 2023 data will be more accurate in how our emissions reduction journey will continue. |  |
| <b>Baseline year emissions: 2021</b>  |  |
| <b>EMISSIONS</b>  | <b>TOTAL (tCO<sub>2</sub>e)</b>  |
| <b>Scope 1</b>  | Company Facilities: we are tenants in buildings managed by the Government Property Agency, this data will be reported by the GPA in their annual reports and will be excluded from this to avoid double reporting.<br><br>Company Vehicles: we do not have any company vehicles, so there are no emissions from this category included in our emissions data.` |
| <b>Scope 2</b>  | 8.77   |
| <b>Scope 3<br/>(Included Sources)</b>   | 26.8   |
| <b>Total Emissions</b>  | 35.57  |

#### Current Emissions Reporting

| Reporting Year: 2022 based on 73m turnover |  |
|--|--|
| EMISSIONS                                  | TOTAL (tCO <sub>2</sub> e)   |
| Scope 1                                    | <p>Company Facilities: we are tenants in buildings managed by the Government Property Agency, this data will be reported by the GPA in their annual reports and will be excluded from this to avoid double reporting.</p> <p>Company Vehicles: we do not have any company vehicles, so there are no emissions from this category included in our emissions data.</p> |
| Scope 2                                    | 17.4   |
| Scope 3<br>(Included Sources)              | 64.40  |
| Total Emissions                            | 81.80  |

| Reporting Year: 2023 based on 83m turnover |  |
|--|--|
| EMISSIONS                                  | TOTAL (tCO <sub>2</sub> e)   |
| Scope 1                                    | <p>Company Facilities: we are tenants in buildings managed by the Government Property Agency, this data will be reported by the GPA in their annual reports and will be excluded from this to avoid double reporting.</p> <p>Company Vehicles: we do not have any company vehicles, so there are no emissions from this category included in our emissions data.</p> |
| Scope 2                                    | 16.1   |
| Scope 3<br>(Included Sources)              | 61.5   |
| Total Emissions                            | 77.60  |

| Reporting Year: 2024 based on 86m turnover |   |
|--|---|
| EMISSIONS                                  | TOTAL (tCO <sub>2</sub> e)  |
| Scope 1                                    | Company Facilities: we are tenants in buildings managed by the Government Property Agency, this data will be reported by the GPA in their annual reports and will be excluded from this to avoid double reporting.<br>Company Vehicles: we do not have any company vehicles, so there are no emissions from this category included in our emissions data. |
| Scope 2                                    | 15.3  |
| Scope 3<br>(Included Sources)              | 46.8<br><br>Hotels -0.4<br>Rail trail - 0.1<br>Bus Journeys - 0.6<br>Employee commuting – 38.08<br>Business journeys - 5.1<br>Waste Generated in operations – 2.02  |
| Total Emissions                            | 62.07   |

| Reporting Year: 2025 based on 63m turnover |   |
|--|---|
| EMISSIONS                                  | TOTAL (tCO <sub>2</sub> e)  |
| Scope 1                                    | Company Facilities: we are tenants in buildings managed by the Government Property Agency, this data will be reported by the GPA in their annual reports and will be excluded from this to avoid double reporting.<br>Company Vehicles: we do not have any company vehicles, so there are no emissions from this category included in our emissions data. |
| Scope 2                                    | 17.4  |
| Scope 3<br>(Included Sources)              | 34.7<br><br>Hotels -0.4<br>Rail trail - 0.1<br>Bus Journeys - 0.6<br>Employee commuting – 30.6<br>Business journeys - 5.1<br>Waste Generated in operations – 3.42   |
| Total Emissions                            | 55.52   |

\*The Scope 3 emissions categories reported confirm to the GHG Protocol Corporate Value Chain (Scope3) standard and include all the mandatory PPN 006 categories. As a recruitment business we do not have any up or down stream transportation and distribution\*

### Emissions reduction targets

To continue our progress to achieving Net Zero, Interact Medical has set science-based targets (SBTs) to reduce emissions. We have adopted the following company-wide carbon reduction targets that apply to all our operations,

We are committed to reducing absolute Scope 1 and Scope 2 emissions by 30% by 2026 from a 2021 base year.

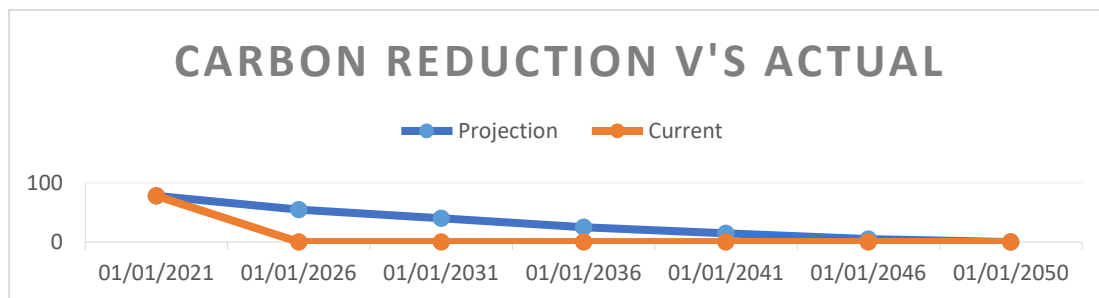
Interact Medical is committed to reducing absolute Scope 3 GHG by 25% by 2026 from our base year.

We will compensate for all our emissions including those from travel, by investing in carbon-reduction projects certified to international standards. As part of our ISO4001 certification we have improvement place to reduce the amount of carbon we produce.

Our impacts and aspects register has shown that our travel and electricity costs are our largest contributors to carbon.

In order to reduce our impact on the environment we have put in place adjustments to reduce travel. When possible, we use teams for meetings and public transport for any trips required. Additionally, as a recruitment firm we look to attract local workers which again reduces the travel required and our carbon footprint.

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



### Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2021 baseline.

- Ride to Work Scheme
- Car Sharing incentives for staff
- Desk Phone replacement
- Monitoring the management of waste
- Hold more teams / web-based meetings to eradicate the need to travel to the office.
- Sponsoring Carbon Reduction Projects.
- Carbon Off setting Projects

The Carbon emission reduction achieved by these schemes equate to 9.07 tCO<sub>2</sub>, a 12% reduction and the measures will remain in effect. In addition, 65tCO<sub>2</sub> were offset via Carbon off setting projects.

**In the future we hope to implement further measures in line with our contracts such as:**

- Plant Trees to offset our emissions
- Increase the carpool system in place and promote public transport further.
- Electric Vehicles or modes of transportation
- Improved cycle to work Scheme

**Declaration and Sign Off**

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 (or equivalent management body).

Signed on behalf of the Supplier:



Name: Danny Richards

Title: Managing Director

Date: 05/01/2026