

Carbon Reduction Plan

Peacock Medical Group

Publication Date

19th June 2025

Introduction

Peacocks Medical Group recognise the importance of its environmental responsibilities and the need to transition to a low-carbon future.

This Carbon Reduction Plan sets out our commitment to measuring, managing, and significantly reducing our carbon emissions to ensure the least possible harm to our environment.

Whether we are thinking of how to travel to work, what cup to drink from, where we hold a meeting and the vast range of choices we make in our daily life, having sustainability underpinning every choice we make and every action we take must be integral to us delivering our vision, mission and strategic goals.

We have identified where we need to change our behaviour and prioritised the key areas we want to focus on over the next 12-months as detailed in our plan.

We recognise that many of the measures we plan to take to cut our carbon footprint will also enhance our operational efficiency, support sustainable growth, and demonstrate our climate responsibility.

Commitment to achieving Net Zero

Peacock Medical Group is committed to achieving Net Zero emissions by 2035.

We are committed to meeting our compliance, legal and regulatory obligations to protect the environment directly through our own initiatives, products and services and indirectly using our influence to affect the practices of others.

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.

Baseline Year: **January 2023 – December 2023**

Additional details relating to the baseline emissions calculations

Peacock Medical Group has adhered to PPN/0621, the Technical Standard For Completion Of Carbon Reduction Plans, when preparing data. As set out in the standard, our Scope 3 emissions include the following five categories.

- Upstream Transportation and Distribution
- Waste Generated In Operations
- Business Travel

Carbon Reduction Plan 2024

Publication Date

June 2025



- Employee Commuting
- Downstream Transportation and Distribution

In addition, to understand more about our carbon emissions and impact on the environment we have included:

- Hotel stays
- Water supply
- Transmission and distribution
- Well to tank

Greenhouse gases were calculated using UK Government conversion factors for 2023 and calculated according to the Environmental Reporting Guidelines.

Baseline Year Emissions

EMISSIONS	TOTAL (tCO ₂ e)																		
Scope 1	36.228																		
Scope 2	24.353																		
Scope 3	4,994.111 Our Scope 3 emissions breakdown is as follows: <table><tr><td>Downstream transportation and distribution</td><td>944.599</td></tr><tr><td>Waste generated in operations</td><td>26.026</td></tr><tr><td>Business travel</td><td>4.613</td></tr><tr><td>Employee commuting & Homeworking</td><td>221.094</td></tr><tr><td>Upstream transportation and distribution</td><td>2,798.524</td></tr><tr><td>Hotel Stays</td><td>16.141</td></tr><tr><td>Water Supply</td><td>0.957</td></tr><tr><td>Transmissions & Distribution</td><td>2.107</td></tr><tr><td>Well To Tank</td><td>980.050</td></tr></table>	Downstream transportation and distribution	944.599	Waste generated in operations	26.026	Business travel	4.613	Employee commuting & Homeworking	221.094	Upstream transportation and distribution	2,798.524	Hotel Stays	16.141	Water Supply	0.957	Transmissions & Distribution	2.107	Well To Tank	980.050
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Upstream transportation and distribution	2,798.524																		
Hotel Stays	16.141																		
Water Supply	0.957																		
Transmissions & Distribution	2.107																		
Well To Tank	980.050																		
Total Emissions	5,054.692																		

Baseline Emissions Reporting

Additional details relating to the emissions calculations

Scope 1 emissions are emissions from gas to heat Peacocks premises, and propane and petrol for machinery

Scope 2 emissions include emissions released into the atmosphere from our purchased electricity

Scope 3 emissions: Aligned to the guidance within the corporate value chain (scope 3) accounting and reporting standard, primary data was prioritised for use and where unavailable secondary and proxy data was used and where necessary extrapolated.

Upstream and downstream transportation and distribution has been calculated using miles in an average laden van or HGV of unknown fuel source.

Upstream transportation and distribution has been calculated on the basis that all deliveries have delivered to Benfield, and not been supplied direct to customers. Deliveries from suppliers have been calculated from the head office address that the supplier is registered at to our Benfield premises.

Waste generated in operations has been calculated on the basis plaster, cardboard and dry mixed recycling as open loop recycling with general waste going to landfill.

Business travel includes rail and air travel.

Employee commuting has been calculated based on 168 employees commuting to work, all receiving 5.6 weeks holiday per annum plus Bank Holidays, calculated pro rata. Employees commuting by car has been calculated using miles in an average car of unknown fuel source.

Current Year: January 2024 – December 2024

Current Year Emissions

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	85.108	
Scope 2	5.415	
Scope 3	3714.967	
	Our Scope 3 emissions breakdown is as follows:	
	Downstream transportation and distribution	140.348
	Waste generated in operations	25.954
	Business travel	6.671
	Employee commuting & Homeworking	219.765
	Upstream transportation and distribution	2585.016
	Hotel Stays	0.716

Carbon Reduction Plan 2024

Publication Date

June 2025



	Water Supply	0.007
	Transmissions & Distribution	0.468
	Well To Tank	736.020
Total Emissions	3805.491	

Current Emissions Reporting

Additional details relating to the emissions calculations

Scope 1 emissions are emissions from gas to heat Peacocks premises as well as propane and petrol for machinery

Scope 2 emissions include emissions released into the atmosphere from our purchased electricity

Scope 3 emissions: Aligned to the guidance within the corporate value chain (scope 3) accounting and reporting standard, primary data was prioritised for use and where unavailable secondary and proxy data was used and where necessary extrapolated.

Upstream and downstream transportation and distribution has been calculated using tonne.km in an average laden van or HGV of unknown fuel source.

Upstream transportation and distribution has been calculated on the basis that all deliveries have delivered to Benfield, and not been supplied direct to customers. Deliveries from suppliers have been calculated from the head office address that the supplier is registered at to our Benfield premises.

Waste generated in operations has been calculated on the basis plaster, cardboard and mixed dry recycling is open loop recycling with general waste going to landfill.

Business travel includes taxi, rail and air travel.

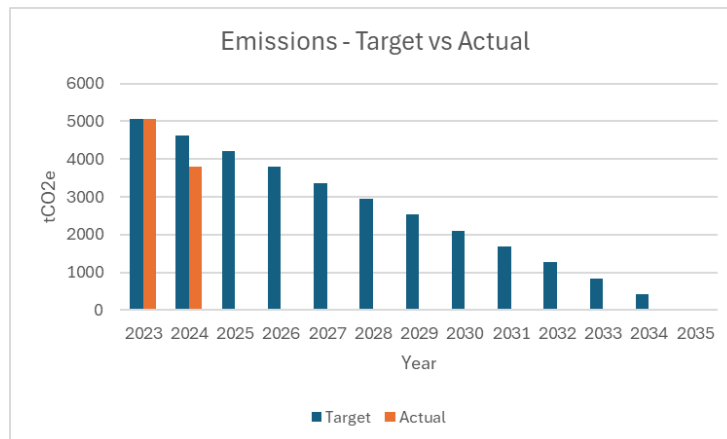
Employee commuting has been calculated based on 168 employees commuting to work, all receiving 5.6 weeks holiday per annum plus Bank Holidays, calculated pro rata. Employees commuting by car has been calculated using miles in an average car of unknown fuel source.

Emissions Reduction Targets

To continue our progress to achieving Net Zero, we have adopted the below carbon reduction targets.

We intend to reduce our carbon emissions over the next five years to 2948.442 tCO₂e by 2028. This is a reduction of approximately 42%.

We are currently 827.951 tCO₂e ahead of target, as shown on the graph below. To date we have reduced our emissions by approximately 24%



Implemented Initiatives

The following environmental management measures and projects have been completed or implemented to date:

- ISO 14001 certification
- Staff Environmental Awareness training
- Installation of LED lighting throughout the site
- Automatic LED sensor lighting installed in toilets and corridors
- Energy conservation training for personnel
- Introduction of daily shut down checklist to ensure appliances are turned off
- Energy conservation now included in induction
- Installation of low energy halogen ovens

Carbon Reduction Projects

To aid our journey to Net Zero, Peacocks Medical Group aim to implement the following measures

Energy

- Switch to renewable energy contracts with our gas and electricity suppliers
- Introduce quarterly energy audits to explore opportunities to minimise energy consumption
- Introduce policy to ensure all new purchases of electronics and appliances are of the highest energy-rating

Freighting Goods

- Investigate the implications of bulk purchasing to reduce upstream transportation emissions
- Investigate direct shipping to customers and bundling of goods to reduce downstream transportation emissions.
- Investigate the use of carbon neutral hauliers

Business Travel

- Promote cycling and use of public transport for daily commute and business meetings

Carbon Reduction Plan 2024

Publication Date

June 2025



- Educate employees on eco driving, (low emission driving behaviours)

Waste

- Promote the purchase of goods that do not use single-use packaging
- Ensure effective recycling and waste management practices through increased employee education

Sustainability

- Align our environmental objectives with the UN's Sustainable Development Goals
- Empower and motivate our employees to help us deliver net zero
- Embed carbon awareness into our procurement policies
- Carbon offsetting is a way to compensate our emissions by funding an equivalent carbon dioxide saving elsewhere. Carbon offsetting is used to balance out our emissions from our everyday actions by helping to pay for emission savings in other parts of the world. We understand that offsetting plays a vital role in combating climate change, but if done in isolation it is not the solution. Therefore, when we have reduced our CO2 emissions as much as possible, we will offset the remaining unavoidable emissions. This includes ensuring that any offsets are Verified Carbon Standard (VCS), Gold Standard VERs or Kyoto compliant.

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 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.

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

Signed on behalf of Peacocks Medical Group

Name: David Stevens

A handwritten signature in black ink, appearing to be "David Stevens", written over a horizontal line.

Position: Chief Executive Officer & Group CFO

Date: 24/6/25

Introduction

Peacocks SME recognise how important it is to be committed to reducing our carbon emissions, and understanding the impact we have on the environment in everything we do.

This Carbon Reduction Plan sets out how we will improve the way in which we use our resources to ensure the least harm to our environment.

Whether we are thinking of how to travel to work, what cup to drink from, where we hold a meeting and the vast range of choices we make in our daily life, having sustainability underpinning every choice we make and every action we take must be integral to us delivering our vision, mission and strategic goals.

We have identified where we need to change our behaviour and prioritised the key areas we want to focus on over the next 12-months as detailed in our plan.

We also recognise that many of the measures we plan to take to cut our carbon footprint will also help the us operate more efficiently, cut costs and go some way to protecting us from the inevitable future increases to fuel and energy costs.

Commitment to achieving Net Zero

Peacocks SME Ltd is committed to achieving Net Zero emissions by 2035.

We are committed to meeting our compliance, legal and regulatory obligations to protect the environment directly through our own initiatives, products and services and indirectly using our influence to affect the practices of others.

Baseline Emissions Footprint

Our current reporting year, 2023, will be our baseline year.

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.

Baseline Year: January 2023 – December 2023

Additional details relating to the baseline emissions calculations

Peacocks SME has adhered to PPN/0621, the Technical Standard For Completion Of Carbon Reduction Plans, when preparing data. As set out in the standard, our Scope 3 emissions include the following five categories.

- **Upstream Transportation and Distribution**
- **Waste Generated In Operations**
- **Business Travel**
- **Employee Commuting**
- **Downstream Transportation and Distribution**

Greenhouse gases were calculated using UK Government conversion factors for 2023 and calculated according to the Environmental Reporting Guidelines.

Baseline Year Emissions

EMISSIONS	TOTAL (tCO ₂ e)										
Scope 1	60.8417										
Scope 2	0.6920										
Scope 3	152.1472 Our scope 3 emissions breakdown is as follows: <table> <tr> <td>Upstream transportation and distribution</td><td>56.0636</td></tr> <tr> <td>Waste generated in operations</td><td>0.3926</td></tr> <tr> <td>Business travel</td><td>20.4492</td></tr> <tr> <td>Employee commuting</td><td>3.1174</td></tr> <tr> <td>Downstream transportation and distribution</td><td>74.3754</td></tr> </table>	Upstream transportation and distribution	56.0636	Waste generated in operations	0.3926	Business travel	20.4492	Employee commuting	3.1174	Downstream transportation and distribution	74.3754
Upstream transportation and distribution	56.0636										
Waste generated in operations	0.3926										
Business travel	20.4492										
Employee commuting	3.1174										
Downstream transportation and distribution	74.3754										
Total Emissions	213.6809										

Current Emissions reporting

Additional details relating to the emissions calculations

Scope 1 emissions include emissions from fuels for company vehicles and machinery, propane, and gas to heat Peacocks SME site.

Scope 2 emissions include emissions released into the atmosphere from our purchased electricity as well as charging of EVs off site.

Scope 3 emissions: Aligned to the guidance within the corporate value chain scope 3 accounting and reporting standard, primary data was prioritised for use and where unavailable secondary and proxy data was used and where necessary extrapolated.

Upstream and downstream transportation and distribution has been calculated using miles in an average van of unknown fuel source

Waste generated in operations has been calculated on a percentage basis for the total amount of waste for both Peacocks SME and PMG

Business travel has been calculated to include:

- Air travel
- Rail travel
- Ferry travel as a car passenger

Employee commuting has been calculated on the basis of:

- 3 employees commuting to work. All other employees have company vehicles
- Commuting employees all receiving 25 days holiday per annum plus Bank Holidays

Implemented Initiatives

During our baseline year, Peacocks SME implemented the following initiatives to reduce carbon emissions

Direct Shipping

In order to reduce downstream emissions, Peacocks SME have where possible, shipped product direct from the manufacturer to its clients.

In total 361 shipments were sent direct, saving a total of approx. 81055.5 downstream transportation miles. This figure is based on the average Peacocks SME parcel shipping distance which is 224.5 miles

Whilst upstream emissions were still created in the shipping of these products, by sending direct, they were considerably less.

See diagrams below

Traditional Peacocks SME Shipping Method



Direct Shipping To Client



Benfield Business Park, Benfield Road, Newcastle Upon Tyne, NE6 4NQ

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Registered in England No. 560985 & VAT Number. 755998065



Shipping product from a Denbigh based supplier would incur 218.1 transportation miles. Peacocks SME sending this parcel onward to a Droitwich based client would incur another 235.5 transportation miles. By sending product direct from the Denbigh supplier the distance is 98.3 miles saving a total of 355.3 transportation miles.

The above example of shipping product direct has resulted in an approximate 77.5% reduction in the combined total of up and downstream transportation miles.

Across 361 deliveries, direct shipping will have resulted in a significant reduction in our transportation related carbon emissions.

Bundling Of Products Sold

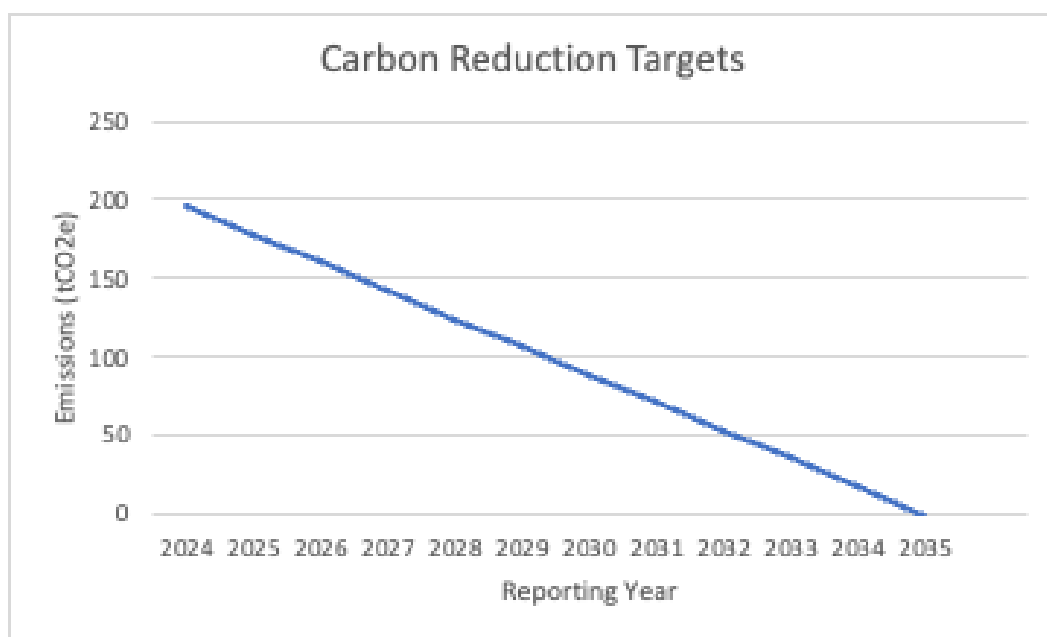
In order to reduce downstream emissions, Peacocks SME have where possible, bundled products together to reduce the overall number of shipments sent out.

Analysis of our couriers shipping data has shown that by shipping out products together, Peacocks SME have managed to save approx. 62704.10 transportation miles. Assuming these goods were delivered by an average van, a total of 23.25 tonnes of carbon has been saved.

Emissions Reduction Targets

We project that Peacocks SME carbon emissions will decrease over the next five years to 124.67 tCO₂e by 2028. This a reduction of approx. 42%.

Our targets can be seen in the graph below:



Carbon Reduction Projects

To aid our journey to Net Zero, Peacocks SME hope to implement the following measures:

- Look to expand our direct shipping initiative to include more products to more clients
- Investigate the implications of bulk purchasing to reduce upstream transportation emissions
- Increase education and opportunity to engage our workforce in environmentally focused training and awareness. This includes in our induction and development programmes.
- Undertake energy and carbon related communication and engagement activities to ensure the buy-in of all our employees.
- Purchase reusable mugs and water bottles for all employees to eliminate single use coffee cup and water bottle waste.
- Investigate new work scheduling/planning practices to reduce business travel emissions.
- Review the company car policy with the aim to include more electric and hybrid vehicles in our fleet.
- Have our Environmental Management System ISO 14001:2015 certified during this reporting year
- Align our environmental objectives with the UN's Sustainable Development Goals.
- Review our waste emissions in detail to understand where reductions can be made. This includes collecting data related to the specific weights of waste being collected.
- Carbon offsetting is a way to compensate our emissions by funding an equivalent carbon dioxide saving elsewhere. Carbon offsetting is used to balance out our emissions from our everyday actions by helping to pay for emission savings in other parts of the world. We understand that offsetting plays a vital role in combating climate change, but if done in isolation it is not the solution. Therefore, when we have reduced our CO2 emissions as much as possible, we will offset the remaining unavoidable emissions. This includes ensuring that any offsets are Verified Carbon Standard (VCS), Gold Standard VERs or Kyoto compliant.
- Introduce data collection methods to calculate our emissions for the additional ten Scope 3 emissions not currently included in the PPN 06/21 subset for a more accurate calculation of our carbon footprint.

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 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.

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

Signed on behalf of Peacocks SME



David Stevens
Group Managing Director