Carbon Reduction Plan 2025		Peacocks SURGICAL & MEDICAL
Publication Date	**June 2026**	

Carbon Reduction Plan

Peacocks (Surgical and Medical Equipment) Ltd

Publication Date 23rd June 2026

Introduction

Peacocks SME is committed to reducing our carbon footprint and limiting the environmental impact of our operations. We recognise that sustainability is not a one-off initiative, but an ongoing responsibility that should influence the way we operate, make decisions and plan for the future.

This Carbon Reduction Plan sets out the practical steps we will take to reduce emissions, use resources more efficiently and promote more sustainable ways of working.

By taking action to reduce our carbon emissions, we can also improve operational efficiency, reduce unnecessary costs and increase our resilience to future energy and fuel price increases.

We are committed to making continuous improvements and ensuring that carbon reduction remains an important consideration across our business. Through this plan, Peacocks SME aims to make a positive and measurable contribution to environmental sustainability while supporting the long-term success and resilience of our organisation.

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

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_2e)
Scope 1	60.8417
Scope 2	0.6920
Scope 3	152.1472
	Our Scope 3 emissions breakdown is as follows:
Total Emissions	**213.6809**

Downstream transportation and distribution	74.3754
Waste generated in operations	0.3926
Business travel	20.4492
Employee commuting & Homeworking	3.1174
Upstream transportation and distribution	56.0636

Baseline 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. Gas is calculated as 10% of overall group usage.

Scope 2 emissions include emissions released into the atmosphere from our purchased electricity as well as charging of EV's off site. Electricity is calculated as 5% of overall group usage.

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 have 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

2024 Emissions

Current Year: January 2024 – December 2024

EMISSIONS	TOTAL (tCO_2e)
Scope 1	40.997
Scope 2	3.858
Scope 3	339.112

Our Scope 3 emissions breakdown is as follows:

Downstream transportation and distribution	165.024
Waste generated in operations	0.002
Business travel	40.438
Employee commuting & Homeworking	0.915
Upstream transportation and distribution	54.044
Hotel Stays	2.153
Material Use	0.028
Water Supply & Treatment	0.002
Transmissions & Distribution	0.341
Well To Tank	76.165

Total Emissions	**383.968**

Current Emissions Reporting

Additional details relating to the emissions calculations

Scope 1 emissions include missions from gas to heat Peacocks premises which is calculated as 10% of Peacocks PMG total use and fuel purchased for company cars. This is calculated using mileage in an average car of unknown fuel source

Scope 2 emissions include emissions released into the atmosphere from our purchased electricity. This is calculated as 5% of Peacocks PMG total use

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 an average laden van of unknown fuel source. Downstream mileage figures has been taken directly from DPD reports. Reports were for the last 6 months of the year. As deliveries are consistent, this figure was doubled.

Waste generated in operations has been calculated on the basis 60% of commercial refuse was sent for recycling and 40% sent to an ERF, in line with the national average

Business travel includes the grey fleet, ferry and domestic air travel.

Employee commuting has been calculated based on 2 employees commuting to work by car, both receiving 25 days holiday per annum plus Bank Holidays. Employees commuting by car has been calculated using miles in an average car of unknown fuel source.

Hotel stays includes stays in the UK

Material Use card and plastic packaging materials

Current Year Emissions

Current Year: January 2025 – December 2025

EMISSIONS	TOTAL (tCO_2e)
Scope 1	40.67
Scope 2	3.707
Scope 3	285.87

Our Scope 3 emissions breakdown is as follows:

Downstream transportation and distribution	163.154
Waste generated in operations	0.001
Business travel	1.222
Employee commuting & Homeworking	1.46
Upstream transportation and distribution	51.891
Hotel Stays	4.025
Material Use	0.048
Water Supply & Treatment	0.003

Transmissions & Distribution	0.328
Well To Tank	63.734

Total Emissions **330.243**

Current Emissions Reporting

Additional details relating to the emissions calculations

Scope 1 emissions include missions from gas to heat Peacocks premises which is calculated as 10% of Peacocks PMG total use and fuel purchased for company cars. This is calculated using mileage in an average car of unknown fuel source

Scope 2 emissions include emissions released into the atmosphere from our purchased electricity. This is calculated as 5% of Peacocks PMG total use

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 an average laden van of unknown fuel source. Downstream mileage figures has been taken directly from DPD reports

Waste generated in operations has been calculated on the basis 60% of commercial refuse was sent for recycling and 40% sent to an ERF, in line with the national average

Business travel includes ferry and air travel.

Employee commuting has been calculated based on 2 employees commuting to work by car, both receiving 25 days holiday per annum plus Bank Holidays. Employees commuting by car has been calculated using miles in an average car of unknown fuel source.

Hotel stays includes stays in the UK and Italy

Material Use card and plastic packaging materials

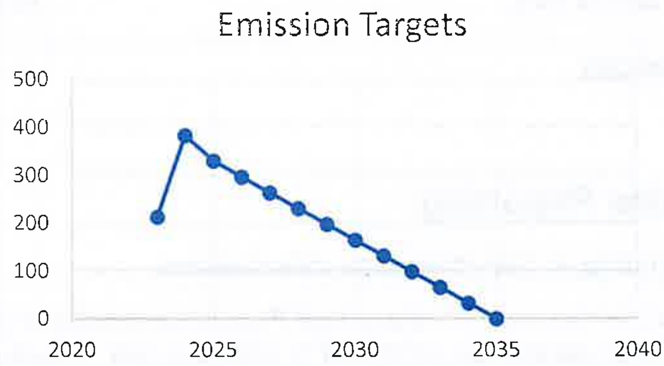
Emissions Reduction Targets

As part of our commitment to continual improvement, we have expanded the scope of our carbon reporting to include five additional Scope 3 emission categories. This has provided a more comprehensive assessment of emissions across our value chain and has resulted in the reporting of emissions that were not included within the baseline year footprint. Consequently, comparisons with the baseline year should take account of this expanded reporting boundary.

In 2025, reported emissions decreased by approximately 14.0% compared with 2024, despite the continued inclusion of the expanded Scope 3 categories. This indicates positive progress in reducing our emissions.

We project that Peacocks SME carbon emissions will decrease over the next five years to 165.143 tCO_2e by 2030. This a reduction of approx. 50%.

Our targets can be seen in the graph below:



Implemented Initiatives

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

- ISO:14001 certification
- Direct shipping to client to reduce emissions
- Bundling of products sold to reduce overall number of shipments
- Introduction of 5 additional scope 3 emission subsets for a more accurate calculation of our carbon footprint
- Improved data collection processes to ensure information used for emissions calculations is more accurate, consistent and reliable

Carbon Reduction Projects

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

- Investigate new work scheduling/planning practices to reduce business travel emissions
- Investigate the use of carbon neutral hauliers
- Review the company car policy with the aim to include more electric and hybrid vehicles in our fleet
- Educate employees on eco driving, (low emission driving behaviours)
- 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 unto our procurement policies
- Review percentage allocation of electricity, waste, gas and water to SME from PMG to ensure proportions remain fair and accurately reflect day to day operations
- 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 CO_2 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.

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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

Name, Position:

CEO/CFO Peacock Group

Date: 23rd June 2026