Carbon Reduction Plan

For idealMed

Publish date: February 2026

idealMed

positive planet

Company Details

Supplier Name: idealMed Ltd

Company Registration Number: 07368683

Our Commitment

idealMed is committed to achieving Net Zero emissions by 2045.

This aligns with the NHS's Net Zero supplier roadmap, which aims to achieve a Net Zero value chain by 2045. By aligning with this roadmap, idealMed will be able to set aligned reduction targets for categories that are already measured, as well as timeframes for the measurement of remaining categories as the emissions inventory is expanded in step with the milestones laid out by the NHS. idealMed already measures beyond the required categories for the current stage of the NHS roadmap.

What does Net Zero mean in practice?

To achieve Net Zero, idealMed 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, idealMed will need to reduce absolute scope 1 and 2 emissions by 90% from the base measurement and achieve scope 3 reductions equating to either 90% absolute reduction or 97% overall reduction for both physical and economic intensity metrics.

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.

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Our Emissions

Base Year Emissions

Base Year 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. Base year emissions are the reference point against which emissions reduction can be measured. The current reporting year (April – March 2024) will serve as the base year for idealMed.

Base Year: FYE 2024	
The base year measurement will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement may also be adjusted where a significant organisational change occurs which would cause a significant (+/- 5%) change in base emissions. Scope 2 Purchased Electricity includes emissions from property and two EVs. As renewable energy tariffs are purchased to supply idealMed's premises market-based emissions are solely reflective of EV charging activity.	
Category	Total (tCO_2e)
Scope 1	2.5
Scope 2*	Market-based: 1.1 *Location-based: 2.8*
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream) - Transportation & Distribution (Downstream) *(of which none)* - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) *(of which none)* - Franchises & Investments *(of which none)*	241.1

Total Emissions*	**Market-based: 244.7** *Location-based: 246.3*

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. Net Zero targets are based on a market-based methodology so that the impact of future Scope 2 reduction activities can be measured.

Intensity Metrics

Intensity Metric	Emissions (tCO_2e / metric)
Employees (per FTE)	11.1
Revenue (per £m)	38.7

Based upon 22 FTEs (full-time employee equivalents), and a £6.3 million revenue during the measurement period. A market-based methodology is being used to calculate our intensity metrics.

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Current Emissions Reporting

Base Year: FYE 2025	
The most recent measurement period aligns with the methodology applied in quantifying base year emissions. Scope 2 Purchased Electricity includes emissions from property and two EVs. As with the base year market-based emissions are reflective of company EV mileage, as office energy tariffs secure 100% renewable electricity. EV emissions have been estimated using base year data as no primary data was obtained for this reporting period.	
Category	Total (tCO_2e)
Scope 1	2.4
Scope 2*	Market-based: 1.1 *Location-based: 3.3*
Scope 3 including: - Purchased Goods & Services - Capital Goods - Fuel & Energy Related Services - Business Travel - Transportation & Distribution (Upstream) - Transportation & Distribution (Downstream) *(of which none)* - Employee Commuting & Homeworking - Operational Waste & Water - Leased Assets (Upstream & Downstream) *(of which none)* - Franchises & Investments *(of which none)*	342.4
Total Emissions*	**Market-based: 345.9** *Location-based: 348.1*

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. Net Zero targets are based on a market-based methodology so that the impact of future Scope 2 reduction activities can be measured.

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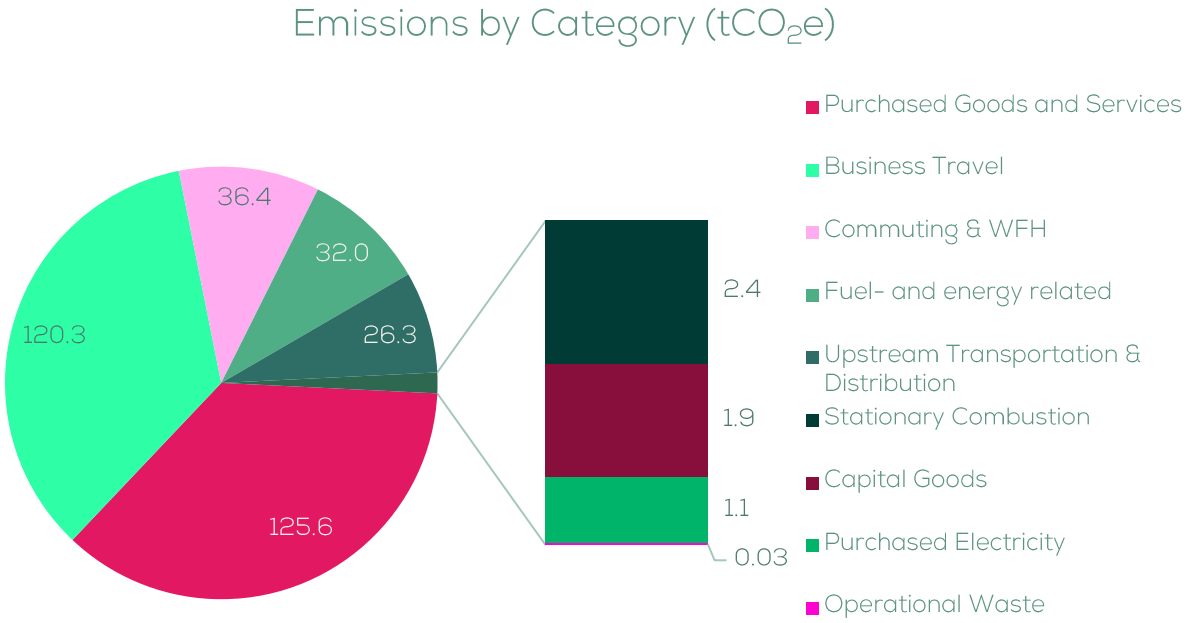
Intensity Metrics

Intensity Metric	Emissions (tCO_2e / metric)
Employees (per FTE)	12.4
Revenue (per £m)	44.3

Based upon 28 FTEs (full-time employee equivalents), and a £7.8 million revenue during the measurement period. A market-based methodology is being used to calculate our intensity metrics.

Current Emissions Breakdown



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Emissions Reduction

It is recommended that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from each point of review), as well as long-term targets.

Our near-term targets:

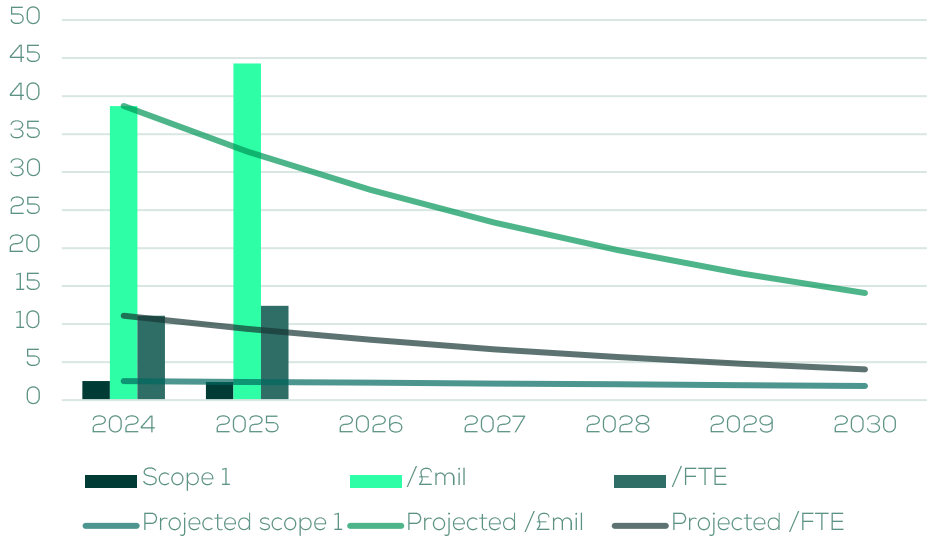
- Reduce scope 1 emissions by 25.7% by 2030, representative of the 4.3% linear annual reduction required to achieve Net Zero by 2045.
- Maintain the procurement of 100% renewable electricity to premises up to and beyond 2035.
- Reduce scope 3 intensity metrics by 63.6% by 2030, representative of 15.5% annual compound reduction required to achieve Net Zero by 2045.

Our long-term targets:

- Reduce scope 1 and market-based scope 2 emissions by at least 90% by 2050.
- Reduce scope 3 economic and physical intensity by 97% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Progress

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



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Completed Carbon Reduction Initiatives

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

Activity	Completion Date	Scope
Appointed a Net Zero Corporate Champion to lead on managing emissions tracking data and tackling emissions via the actions outlined below.	2023	1, 2, 3
Commit to measuring carbon footprint of business activities year on year to gain an understanding of pinch points and regularly be making efficient and direct improvements to reduce these emissions. Appointed Positive Planet to support with calculating base carbon footprint and reduction recommendations.	2024	1, 2, 3
idealMed's existing Environmental Policy outlines our managements commitment to: - Employ systems and procedures that ensure compliance with all relevant laws, regulations and other requirements relating to the environment. - Promote the use of a process approach and risk-based thinking. - Provide employee training to enhance environmental awareness of our staff; this ensures environmental issues are always considered. - Maintain an Integrated Management System that incorporates the Environmental Management System (EMS) in accordance with the latest requirements of BS EN ISO 14001 that is communicated to all staff. - Minimise the amount of waste to landfill through the adoption of the waste hierarchy: ELIMINATE, REDUCE, REUSE and RECYCLE. We are committed to continual improvement in our environmental performance through the implementation of our EMS and the establishment of measurable environmental objectives and targets, such as quantification of emissions.	2023	1, 2, 3

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Environmental Management Reviews occur annually, these include members of the leadership team from across the business and facilitate conversations around progress and plans to address idealMed's environmental impact.	2023 & onward	1, 2, 3
Car allowance policy offered to sales staff includes additional funding for those opting for electric or hybrid vehicles, encouraging a move away from internal combustion engine vehicles. At the time of writing the sales team includes 4 hybrid and 1 EV driver(s).	Intro. 2023 As at Feb 2026	3
The introduction of a business travel tracking system enabled with emissions reporting capabilities allows improved oversight and tracking of non-car travel.	2024	3
As part of idealMed's environmental management initiatives a review of lighting to identify opportunities for LED and sensor systems is scheduled.	2026	2, 3

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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	The establishment of a formalised Green Team made of members from different departments is the first step in addressing emissions across the business. While the annual Environmental Management Review already takes place a more frequent arrangement of staff from all levels of the organisation may be beneficial. Members of the Green Team will be tasked with key responsibilities such as contributing to and executing carbon reduction plans, managing data, providing information to colleagues and benefit from prioritisation for employee training. Provision of funding for the Green Team to facilitate increased knowledge and awareness of climate change and other environmental issues will also be considered as this will help drive the below actions forward.	2026	All
2	idealMed already offers mechanisms for employee engagement and contribution through newsletters, notice boards and suggestion boxes, however, engagement could be increased through more regular direct communication and encouragement to engage with the opportunities for conversation and suggestion. Discussions at the management review and within the Green Team (once established) will explore how we can drive further buy in across the company	*ongoing*	All

3	Encourage energy-saving behaviours among staff to reduce heating demand through implementing behaviour change initiatives within the workplace, such as turning thermostats /radiators down and not opening windows when the heating is on. Assigning roles and responsibilities to Green Team members will allow for high-level monitoring of energy use to understand savings and pinch points.	2026 & onward	Stationary Combustion
4	Establish timelines for the implementation of low-cost energy efficiency measures to reduce the overall amount of energy for heating consumed. Examples of reduction measures include: - Adding heat & solar control reflective window sheets. - Optimise boiler configuration to reduce gas consumption, such as reducing the boiler temperature and aligning heating patterns with working schedules. - Reviewing building operations to ensure efficient use of space and operational hours. - Investigate automation of building controls. Implementing a leak detection and repair program for boilers.	2027	Stationary Combustion
5	Following an energy audit, investigate the viability of larger cost investment for the replacement of gas heating systems with electric alternatives, including an electric boiler, heat pump or HVAC system. While considering gas replacement heat retention efficiency will also be considered, with options for the installation of insulation and upgrading window glazing / addressing drafts. Alternatively, where high-cost investment is not viable, encourage upgrading existing systems (e.g. to condensing boilers) to increase efficiency while actively exploring cost-effective replacements.	Audit 2027 Roll-out *TBC*	Stationary Combustion

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6	While market-based emissions from our premises are zero, due to the procurement of renewable energy contracts, we will continue to actively encourage energy-saving behaviours among staff to reduce electricity demand. This will include implementing behaviour change initiatives within the workplace, including clear messaging for turning off lights, monitors, computers and other electrical appliances where appropriate. This will address location-based emissions and help to reduce National Grid energy demand.	2026 & onward	Purchased Electricity
7	Scope 2 market-based emissions are solely derived from company owned Battery Electric Vehicles (BEVs). Working to improve oversight of the proportion of home/roadside charging will allow us to factor purchased renewable energy into emissions calculations, by identifying where the procurement of renewable home energy tariffs is already or could be implemented.	2026	Purchased Electricity
8	For the FYE 2025 reporting period historic vehicle mileage data was applied in place of primary data. Moving forward obtaining vehicle mileage data for the relevant reporting period will be required to ensure the accuracy of emissions figures.	2026	Purchased Electricity

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9	As a growing business there is potential we will outgrow our current premises, with this in mind we will factor the below into any decisions around new office spaces as and when this becomes relevant to our organisation. Electricity: - Does the landlord/management company procurement 100% renewable energy. Or, where utilities are arranged independently, can idealMed procure a 100% renewable tariff to supply the space? - Is the building fitted with on-site renewable energy generation technologies to reduce costs and reliance on the National Grid? - Is the building/managing agent ISO 14001 accredited or have similar credentials around environmental management? Heating - Avoid buildings with gas heating systems as a priority. - Is there opportunity to move into a property which benefits from a district heating programme? - Opt for buildings fitted with alternative solutions such as heat pumps, electric space heaters or electric derived air conditioning systems (ensuring these are well maintained to avoid any F-gas leaks).	n/a	Stationary Combustion, Purchased Electricity

Based upon the above completed and planned initiatives, it is projected that scope 1 & 2 emissions will decrease to 1.9 tCO_2e by 2030, keeping us on track to achieve our 2045 goal.

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We also aim to implement the further initiatives below to reduce scope 3 emissions:

Activity No.	Activity	Target Date	Category
1	Commit to measuring downstream scope 3 categories and working toward product carbon footprinting. Aiming to align with the NHS Supplier Roadmap's targets for disclosure.	Downstream 2027 Product 2028	Downstream Leased Assets Product emissions Franchises Investments
2	Develop a Sustainable Procurement Policy with the twin goals of being able to assess the sustainability credentials of suppliers and collect data from suppliers on an annual basis in an effective way.	2026	Purchased Goods & Services
3	Existing and new suppliers will be engaged with to ensure alignment with sustainability goals and target of Net Zero by 2045. Possible mechanisms to do so could include: - engaging suppliers by sharing this Carbon Reduction Plan and communicating Net Zero targets, and asking for suppliers' information in return; - introducing sustainability weighting in tender processes; - adding sustainability criteria to all purchasing decisions, focusing on lifespan and efficiency; - increasing supplier monitoring/reporting requirements including provision of supplier-specific data; In future, where existing suppliers show resistance to collaboration, alternative suppliers with demonstrable decarbonisation strategies may also be explored. Taking action here is essential, as over half of measured emissions sit within the supply chain.	2027 & onward	Purchased Goods & Services

4	Third-party freight services emissions are currently being measured using spend data, which is deemed low-quality. We will work to improve data by working with distribution providers to collect either primary emissions data for idealMed's activities, or data around the mode of transport (e.g. size and type of fuel/engine), weights and distances packages travel. This will facilitate increasingly accurate measurement of emissions allowing identification of hotspots, tracking and attribution of suppliers' own fleet decarbonisation achievements.	2026	Transportation & Distribution
5	Currently spend with international freight providers does not allow for granular tracking of mode of transport. Working with providers as outlined above will facilitate this and support the development of a Sustainable Distribution Policy. This will aim to lower the environmental impact of transportation and distribution of goods by outlining priorities for the utilisation of the Low Emissions Distribution Hierarchy when considering distribution providers and routes: - sea freight - rail freight - road transportation - air transportation	2027	Transportation & Distribution
6	Develop and implement a Sustainable Travel Policy to lower the environmental impact of choices when travelling, staying in hotels and commuting. Colleagues will be encouraged to utilise the low emissions travel hierarchy and opt for active travel where appropriate: - Digital communication - Walking and cycling - Public and shared transport - EVs (car sharing/clubs, then individual use) - ICE (internal combustion engine) vehicles (car sharing/clubs, then individual use) - Air travel	2027	Business Travel

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7	Consider creative ways to engage and support the workforce to influence change. As part of this, assign roles to the Green Team to gather information from colleagues on the barriers they face to sustainable travel, and consider schemes and incentives that may support employees to overcome these barriers. Examples include: - setting an internal organisation carbon credit scheme (limit that to a number of tCO_2e per year) - extra holiday days/bonuses/subsidised travel for low emission travel choices - consider setting (individual) annual limits of business travel / setting a carbon budget for teams who travel - equal mileage payments for diesel/petrol/EVs/cycling - salary sacrifice schemes to encourage the adoption of EVs - car sharing clubs	2027 & onward	Business Travel

Based upon the above completed and planned initiatives, it is projected that (as a minimum) scope 3 emissions intensities will decrease from the base measurement of 11.1 tCO_2e/FTE and 38.7 tCO_2e/£m to 4.0 tCO_2e/FTE and 14.1 tCO_2e/£m respectively by 2030.

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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 [1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting [2] .

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 [3].

This Carbon Reduction Plan has been reviewed and signed off by the idealMed's Executive Team.

Signed on behalf of idealMed:

Name: Becky Jones

Position: Quality Engineer & Net Zero Corporate Champion

Date: 19-Feb-2026

1 https://ghgprotocol.org/corporate-standard

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

3 https://ghgprotocol.org/standards/scope-3-standard