



Carbon Reduction Plan

Supplier name: **MEDLINE INDUSTRIES LIMITED**

Publication date: **31 MARCH 2025**

Commitment to Achieving Net Zero

Medline Industries Ltd (and references to “Medline”, “we”, “us”, “our” and similar shall refer to Medline Industries Ltd) is committed to achieving Net Zero emissions by 2050.

In the first phase of our long-term decarbonisation plan we have set intermediate 2030 carbon reduction goals covering our Scope 1 and Scope 2 greenhouse gas emissions, as well as a subset of our Scope 3 emissions.

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: 2022

Additional details relating to the baseline emissions calculations.

While we have historically measured our Scope 1 and Scope 2 emissions in the UK, there was no prior measurement and reporting of Scope 3 emissions before 2022. The year 2022 was therefore chosen as our base year in order to ensure full alignment and comprehensive reporting across Scope 1, 2 and 3 emissions.

The applicable baseline year is Medline’s 2022 financial year, which spanned the 12 months from 01 January to 31 December 2022.

The greenhouse gas inventory was compiled in accordance with the WRI/WBCSD Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (1) (the Corporate Standard) (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015), and Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines.

Scope 1 emissions were calculated using emissions factors from The Climate Registry – 2021 General Reporting Protocol. Scope 2 location-based emissions were calculated using emissions factors from 2021 publication of the International Energy Agency. Market-based emissions for Scope 2 were calculated using utility-specific emissions factors. Global warming potentials (GWPs) are from the fifth assessment report (AR5) issued by the Intergovernmental Panel on Climate Change (AR5).

Scope 3 emissions were calculated using emissions factors from the UK Department of Environment, Food, and Rural Affairs (DEFRA) – 2021 Guidelines and the Comprehensive Environmental Data Archive (CEDA, 2023). Transport-related emissions within Scope 3 were calculated directly from energy consumption (determined depending on vehicle type and fuel), and align with the GHG Protocol.

Baseline year emissions:

EMISSIONS	TOTAL (tCO₂e)
Scope 1	1.21
Scope 2	11.42
Scope 3 Five sub-categories required by the NHS: <ul style="list-style-type: none"> • Upstream transport and distribution • Downstream transport and distribution • Employee commuting • Business travel • Waste generated in operations 	683.91
Total Emissions	696.54

Upcoming reporting change regarding our baseline:

In our 2023 Carbon Reduction Plan disclosure, the baseline year was adjusted to remove Scope 1 and Scope 2 data from entities out of scope but had not been adjusted to reflect changes to Scope 3 data. We intend to re-baseline as part of our 2025 reporting, and we expect to adjust our Scope 3 data accordingly. At that time, the 25% reduction target for Scope 3 emissions by 2030 will also be re-forecast.

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0*
Scope 2	11.85*
Scope 3 Five sub-categories required by the NHS: <ul style="list-style-type: none"> • Upstream transport and distribution • Downstream transport and distribution • Employee commuting • Business travel • Waste generated in operations 	320.26*
Total Emissions	332.11*

*Reporting Adjustment:

Our 2024 reporting reflects adjustments to exclude data that was included in previous years but is out of scope for Medline Industries Ltd., and thus out of scope of this report. These adjustments impact the following areas:

- Scope 1 and Scope 2 data, which previously included certain out-of-scope gas and electricity consumption;
- Scope 3 upstream transportation data, which previously included certain out-of-scope inbound shipments;
- Scope 3 downstream transportation data, which previously included certain out-of-scope shipments to customers. Based on our adjustment, these shipments are now classified as upstream transportation.

The 2024 emission reporting was conducted using a combined methodology that integrates the **UK Government Emissions Conversion Factors** and the Watershed data platform. For the UK Emissions Conversion Factors, emissions are calculated using the formula: *Emissions = Activity Data × Conversion Factor*. And Watershed pulls together the most relevant carbon emissions factors for all scopes of emissions.

Emissions Reduction Targets

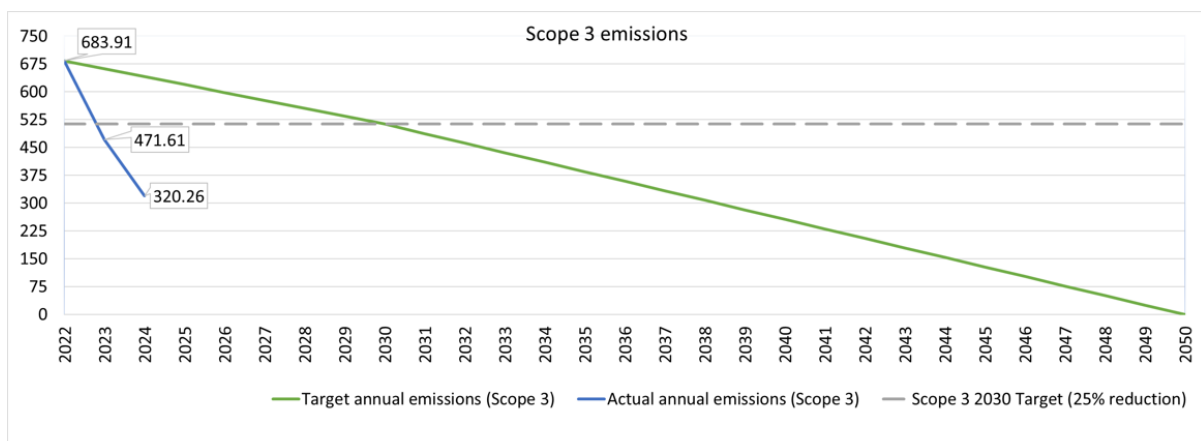
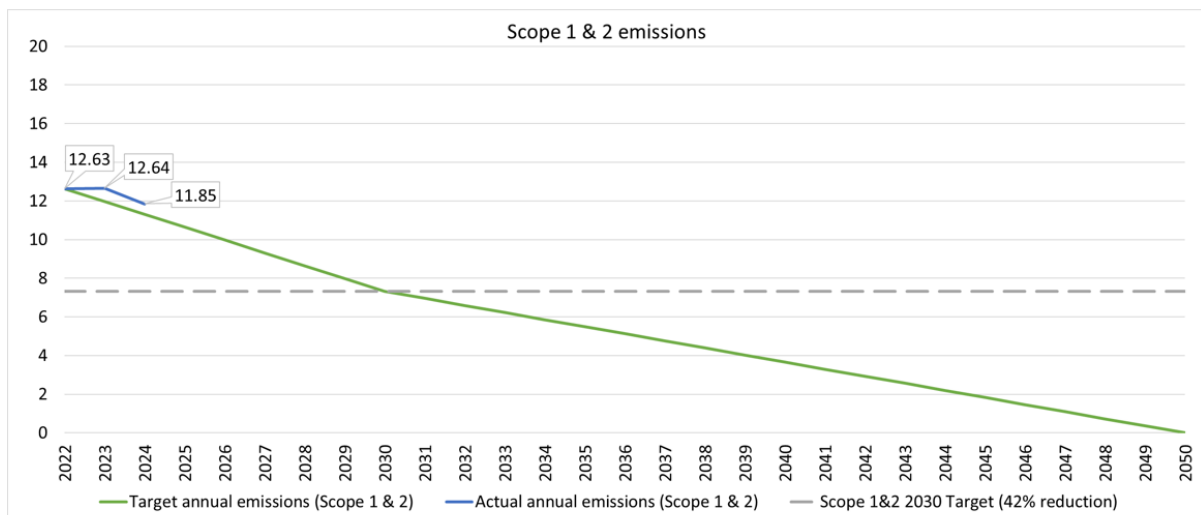
In order to continue our long-term progress towards achieving Net Zero by 2050, we have adopted short-term 2030 carbon reduction targets.

As noted above, we will be re-baselining for our 2025 report, at which time we will have revised projections for decreases in our Scope 1, Scope 2, and Scope 3 tCO₂e emissions.

By 2030, our goal remains to achieve an absolute reduction of 42% by for **Scope 1 and Scope 2** emissions and an absolute reduction of 25% for **Scope 3** emissions.

	Base year is 2022	Current reporting year is 2024*	Target year is 2030	% reduction by target year (2030)
Scope 1 emissions (tCO₂e)	1.2	0	0.70	42%
Scope 2 emissions (tCO₂e)	11.4	11.85	6.62	42%
Scope 1+2 emissions (tCO ₂ e)	12.63	11.85	7.33	42%
Scope 3 emissions (tCO₂e) <i>Five sub-categories required by the NHS in 2024</i>	683.91	320.26	512.93	25%

***Reporting Adjustment:** Please refer to our note on adjustments above.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

In 2024, Medline continued investing in industry-leading carbon accounting software and received support from *Watershed*. This has enabled us to easily identify opportunities to progress our carbon reduction plan for not only Medline Industries Ltd but our parent organisation. Initiatives that have been undertaken:

- Sustainability awareness training for Medline Industries Ltd;
- Sustainability engagement exercise and questions with transportation and distribution partners;
- Energy supplier review for Medline office;
- Integration of Life Cycle Assessment (LCA) insights into Medline's broader carbon reduction strategy.

Regarding future carbon reduction initiatives, Medline Industries Ltd is exploring potential environmental management measures and projects for future implementation in order to help us achieve our emission reduction targets. Options we are examining include, but are not limited to:

- Increase annual sustainability awareness campaign;
- Reviewing our existing contracts with electricity and natural gas providers to increase the proportion of energy from renewable sources;
- Purchasing renewable energy credits to cover scope 1 & 2 emissions.

Once finalised, the selected environmental management measures will be applied when fulfilling our contractual obligations.

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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>

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:

JOCHEN HEIN

SENIOR VICE PRESIDENT SALES EUROPE

Jochen Hein
Jochen Hein (Mar 31, 2025 11:11 GMT+2)

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Date: 31 MARCH 2025