

ENVIRONMENTAL POLICY

Net Zero Policy

Oxylitre Holdings Limited

2045

Net zero

30%

Cut in emissions by 2035, against our 2025/26 baseline

2040

All actions in this policy complete

98%

Of our active suppliers are UK based (2025/26)

1 Purpose and Scope

In June 2019 the UK Government committed to reducing the UK's net greenhouse gas emissions by 100% by 2050, compared with 1990 levels. Net zero means adding no more greenhouse gases to the atmosphere than the amount removed from it. Milestones towards a net zero economy are now set down in UK law.

This policy sets out Oxylitre Holdings Limited's commitment to reach net zero by 2045, to help limit global warming to levels that are safer for the world's population. It applies to all staff, premises, vehicles, processes and suppliers of Oxylitre Holdings Limited.

2 Policy Statement

As a small to medium sized business we are at an early stage of our transition to net zero. Oxylitre Holdings Limited is committed to reaching net zero by 2045 and aims to complete implementation of all actions in this policy by 2040, ten years ahead of the national target. Our strategy is to work towards carbon neutrality, and that process has begun. We will reduce our emissions by 30% by 2035 against our 2025/26 baseline year, as an interim step towards net zero.

3 Framework

We work to a three-part framework:

- **Awareness and engagement:** demonstrating awareness of the carbon agenda, treating emission reduction as a priority and setting targets for the future.
- **Knowledge and capabilities:** measuring our carbon emissions impact and growing our net zero capabilities, for example by researching low-carbon products, training staff and seeking advice on low-carbon solutions.
- **Physical actions:** taking tangible steps to reduce emissions and planning further, more extensive actions.

4 Actions Already Taken

Recycling and waste reduction

- Paper and cardboard are recycled in separate managed bins. Unnecessary printing is discouraged as we move towards a paperless office.
- Plastic grip seal and bubble bags used in packaging are fully recyclable.
- Electrical and electronic waste is disposed of in line with WEEE guidelines.
- Metals such as brass, copper, aluminium and steel from decommissioned products are stripped down, separated and recycled.
- Staff are encouraged and trained to use the recycling bins provided.

Supply chain

- In 2025/26, 98% of our active suppliers are UK based, and 84% of our spend on materials and components is with suppliers within a 70-mile radius of our site.

5 Staff Responsibilities

All staff are expected to:

- Use energy efficiently, including heaters, machinery and office supplies.
- Question whether product packaging is necessary and, where it is, ensure it is reusable, recyclable or biodegradable.
- Separate and transport stored waste materials correctly.
- Walk, cycle or use public transport where practicable. A safe, lockable cycle bay and change and wash facilities are to be provided.

6 Planned Actions and Timescales

The following actions are planned, with timescales counted from the date of issue of this policy. Energy efficiency of premises and equipment offers the greatest potential for a business of our size. Recycling is already established, but further actions such as lower-carbon transport and distribution and working with the supply chain are still to be embedded.

TARGET YEAR	ACTION	TIMESCALE (YEARS)
2027	Introduce digital meetings as an alternative to face-to-face	1
2027	Install a smart meter	1
2028	Supplier chain surveys to assess readiness	2
2029	Introduce waste reduction, recycling, upcycling or circular design initiatives	3
2029	Switch to a green or renewable energy supplier	3

TARGET YEAR	ACTION	TIMESCALE (YEARS)
2034	Purchase more energy-efficient office or IT equipment	8
2036	Look at achieving ISO 14001 (environmental management systems) certification	10
2040	Business vehicles: switch to low emission, hybrid or electric vehicles	14

Further commitments:

- Use electricity from renewable sources.
- Move to low-emission company vehicles, reducing environmental impact and cost.
- Make the supply chain greener by using suppliers who are lowering their own emissions, and by buying and designing products that take less energy to make, transport and use.

7 Measurement and Reporting

We will measure and report our carbon emissions so that progress can be demonstrated, including to NHS and other public sector customers. Our Carbon Reduction Plan follows the UK Government PPN 006 (formerly PPN 06/21) template and technical standard. We will:

- Use the financial year 2025/26 (01/04/2025 to 31/03/2026) as our baseline year and report baseline and current emissions in tonnes of CO₂e.
- Report all Scope 1 and Scope 2 emissions, and the following Scope 3 categories: upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and downstream transportation and distribution.
- Work towards reporting all Scope 3 emissions, in line with NHS Net Zero Supplier Roadmap milestones.
- Record the environmental management measures in place, as set out in section 4. No environmental management certification is currently held, but environmental measures are still being implemented. We will look at achieving ISO 14001 (environmental management systems) certification within the next ten years.
- Update the plan at least annually, have it approved by a director or the board, and publish it on our website.

8 Review

This policy, our emissions data and progress against the actions above will be reviewed at least annually by management, and updated as information, services and technology become available.

Tony Bell

APPROVED BY

Signed copy held on file

SIGNATURE

27/05/2026

DATE