

## Carbon reduction plan

**Nordic Pharma UK**

**Date: 23<sup>rd</sup> February 2026**

### Commitment to achieving Net Zero

Nordic Pharma UK is committed to achieving Net Zero emissions by 2045.

### Baseline emissions footprint

#### Baseline year emissions footprint (rebased)

Baseline year: 2023		
Emissions		TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	<b>Total</b>	<b>0.00</b>
<b>Scope 2</b>	<b>Total</b>	<b>4.28</b>
	Electricity (location-based)	4.28
	Electricity (market-based)	0.00
<b>Scope 3</b>	<b>Total</b>	<b>213.94</b>
	<b>1. Purchased goods and services</b>	<b>1.77</b>
	Business Services (Travel and Tour Operators)	1.77
	<b>3. Upstream emissions from purchased fuel &amp; energy</b>	<b>1.40</b>
	Electricity (location-based WTT, T&D)	1.40
	Electricity (market-based WTT, T&D)	0.36
	<b>4. Upstream transportation and distribution</b>	<b>94.37</b>
	Freight: Upstream: Third party	94.37
	<b>5. Waste generated in operations</b>	<b>0.07</b>
	Waste Paper	0.00
	Waste: Refuse	0.07
	<b>6. Business travel</b>	<b>93.48</b>
	Business Travel: Air	46.17
	Business Travel: Rail	1.35
	Business Travel: Road	38.34
	Hotel Stay	7.62
	<b>7. Employee commuting</b>	<b>22.85</b>
	Employee Commuting: Rail	0.04
	Employee Commuting: Road	17.93
	Home Working	4.88
<b>Total emissions</b>	Location-based	<b>218.22</b>
	Market-based	212.90

**Current emissions footprint**

**Current year emissions footprint**

Current year: 2024		
Emissions		TOTAL (tCO <sub>2</sub> e)
<b>Scope 1</b>	<b>Total</b>	<b>0.00</b>
<b>Scope 2</b>	<b>Total</b>	<b>4.28</b>
	Electricity (location-based)	4.28
	Electricity (market-based)	0.00
<b>Scope 3</b>	<b>Total</b>	<b>199.36</b>
	<b>1. Purchased goods and services</b>	<b>11.63</b>
	Business Services (Travel and Tour Operators)	11.63
	<b>3. Upstream emissions from purchased fuel &amp; energy</b>	<b>1.41</b>
	Electricity (location-based WTT, T&D)	1.41
	Electricity (market-based WTT, T&D)	0.36
	<b>4. Upstream transportation and distribution</b>	<b>108.62</b>
	Freight: Upstream: Third party	108.62
	<b>5. Waste generated in operations</b>	<b>0.04</b>
	Waste Paper	0.00
	Waste Electrical Items	0.00
	Waste: Refuse	0.04
	<b>6. Business travel</b>	<b>61.03</b>
	Business Travel: Air	24.09
	Business Travel: Rail	0.27
Business Travel: Road	30.49	
Hotel Stay	6.19	
<b>7. Employee commuting</b>	<b>16.63</b>	
Employee Commuting: Rail	0.21	
Employee Commuting: Road	11.35	
Home Working	5.06	
<b>Total emissions</b>	Location-based	<b>203.64</b>
	Market-based	<b>198.31</b>

Remarks on calculations:

- The data collection process aimed to identify and measure all scope 1 and 2 emissions sources and scope 3 categories relevant to the organisation’s context and goals.
- All calculations are based on 2023 and 2024 consumption and [2023 UK Gov GHG emissions factors](#) and [2024 UK Gov GHG emissions factors](#) where available.
- The [Compare Your Footprint platform](#) was used to calculate relevant Scope 3 categories where only spend data was available.
- Primary consumption data has not been available for electricity use in the office due to a meter discrepancy. An estimate of electricity consumption was previously calculated based on government-published commercial average and occupied square meterage.

- In the current year, meter data from a similar-sized tenant in the same building was located and the building electricity supplier was confirmed as Ecotricity. It has been decided to use this figure as a basis for estimation for both 2023 and 2024 electricity consumption pending accurate meter readings.
- Market-based emissions have now been included for the both baseline and current years.
- A hire car mileage figure for 2023 was corrected on review of the rental agreements.
- Freight figures have been adjusted due to inclusion of newly provided Group TPI invoice figures for both years.
- An appropriate emissions factor was agreed for a number of travel report spend line items for the baseline and current year.
- There was a minor adjustment to 2023 waste shredded paper consumption due to a corrected volume to weight density figure.
- Due to these adjustments, the total baseline year emissions footprint has been adjusted from 160.18 tCO<sub>2e</sub> to 218.22 tCO<sub>2e</sub>.

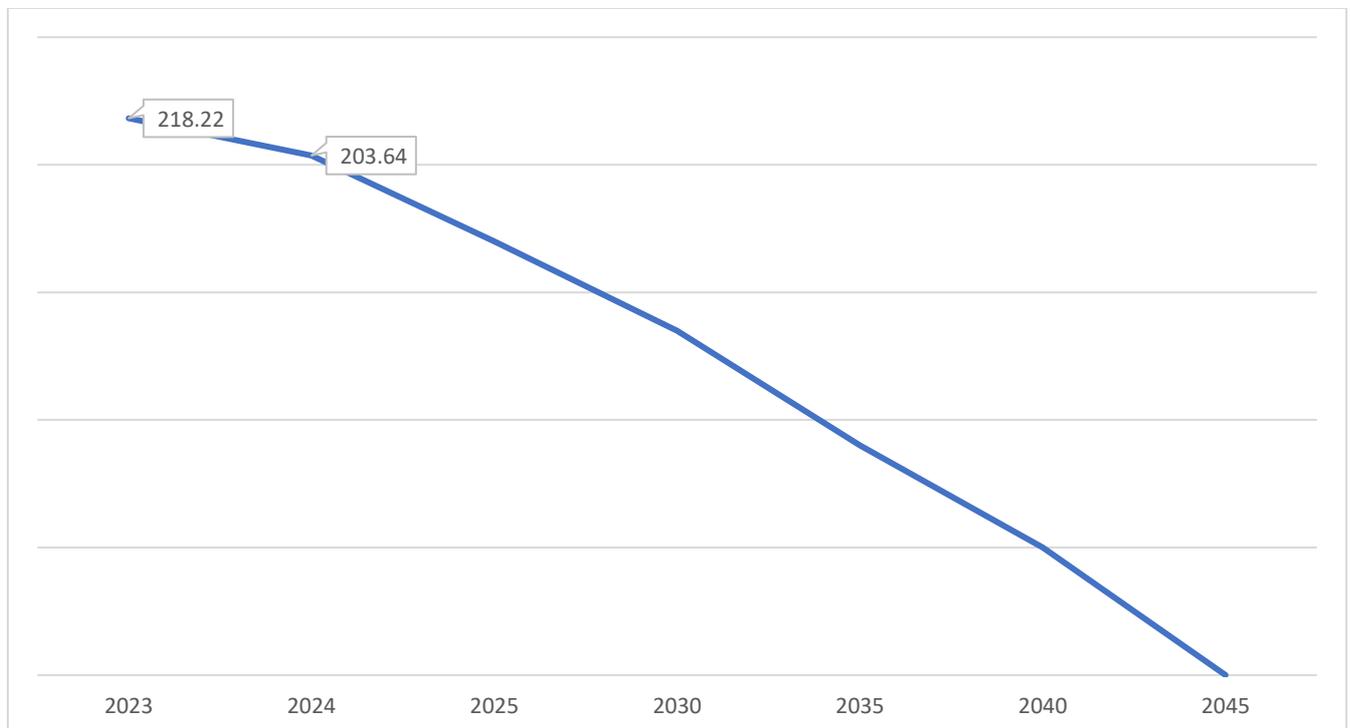
### Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction target.

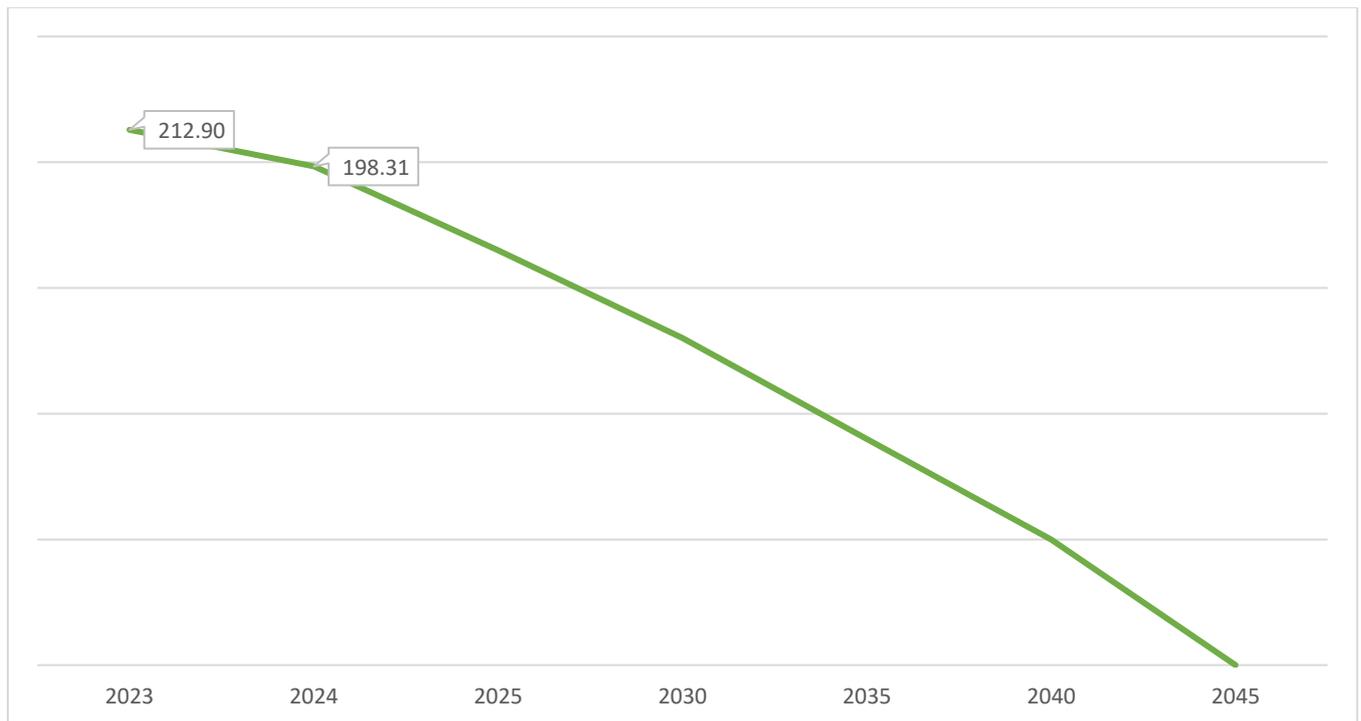
- 100% by 2045

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

#### Location-based emissions



## Market-based emissions



## Carbon reduction projects

### Current carbon reduction initiatives

We currently have a number of environmentally conscious initiatives in place at our UK office to reduce energy consumption and shift to lower carbon energy sources. These include the following:

- In 2024 we introduced the UK government Cycle to Work Scheme.
- In 2024 we introduced an electric car scheme for employees that allows employees to lease an electric car through a salary sacrifice scheme that offers cost savings.
- Our employees work an average two days per week from home, reducing commuting emissions.
- Our office benefits from motion-sensored lighting, ensuring lighting use only when needed.
- Recycling in the office is encouraged with waste separation at collection points.
- We have transitioned from using two data servers to cloud storage to streamline energy use.
- We have reduced the number of printers in the office from four to one and encourage the use of Adobe Sign and Adobe Pro to reduce the need to print and sign documents
- We foster an environmentally conscious culture through employee engagement and education, encouraging initiatives such as favouring wearing jumpers over increasing heating in winter months and using re-usable cups to reduce single use plastics.
- In 2025, solar panels were installed by building management.
- Our premises are supplied with 100% renewable electricity, meaning we have met the electricity-related reduction target set in our previous report.

## Planned carbon reduction initiatives

From the current baseline year, we plan to implement the following changes to our systems and processes in order to improve environmental management and reduce our carbon footprint:

Initiative	Achievement by
<p><b>Freight: Upstream</b> We will engage with warehouse and distribution partners to understand and document current sustainability initiatives and opportunities to lower emissions.</p> <p><i>This target has been extended to 2027, as our focus in 2025 was on consolidating our supply chain, enabling us to concentrate more effectively on specific distributors moving forward.</i></p>	2027
<p><b>Freight: Upstream</b> Will engage with distribution partners to provide more detailed information on logistic providers e.g. vehicle sizes and fuel type.</p>	2027
<p><b>Freight: Upstream</b> We will assess stock delivery frequency for opportunities to optimise the number of shipments required to ensure emissions reductions can be achieved as the business grows.</p>	2030
<p><b>Business Travel: Air</b> We will reduce business air travel emissions by 10% by introducing a policy encouraging train as the preferred mode of transport and the choice of lower emissions flight options where available.</p>	2030
<p><b>Business Travel: Road</b> We will reduce business road travel emissions by 15% by introducing a policy encouraging travel by train, use of electric cars, and carpooling as the preferred methods of transport for all employees excluding KAMs (field employees).</p>	2030
<p><b>Business Travel: Road</b> We will assess the feasibility of introducing electric vehicles for all KAMs' (field employees) road travel.</p>	2045

## Declaration

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.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of Nordic Pharma UK:



[Charlotte WATCHORN \(Feb 23, 2026 16:40:18 GMT\)](#)

Date: 23/02/2026