

iM Med Ltd Carbon Reduction Plan

Supplier name: iM Med Ltd

Publication date: September 2024 (Updated March 2026)

Commitment to achieving Net Zero

iM Med Ltd is committed to achieving Net Zero by 2050. In October 2025, iM Med Ltd was formally certified as a Carbon Neutral Business by Carbon Neutral Britain, following an independent assessment of our 2024/25 emissions in accordance with ISO 14064 and GHG Protocol Emissions Standard principles.

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: 2023/24
Additional Details relating to the Baseline Emissions calculations.
<p>The reporting period 1 July 2023 – 30 June 2024 marks iM Med Ltd's first comprehensive Greenhouse Gas (GHG) inventory, a requirement for compliance with PPN 06/21. Prior to this, iM Med had not established a baseline for emissions. As a result, the emissions recorded in that reporting year are considered our baseline.</p> <p>iM Med worked with Carbon Neutral Britain to determine our baseline emissions, to be able to report accurately and correctly.</p> <p>We have provided data for emissions calculations using the following criteria:</p> <p>Scope 1 emissions include activities owned or controlled by our organisation that release emissions straight into the atmosphere. Our Scope 1 emissions calculation includes emissions from owned vehicles and total annual mains gas usage.</p> <p>Scope 2 emissions include indirect emissions being released into the atmosphere associated with our consumption of purchased electricity, including electrical vehicle usage.</p> <p>Scope 3 emissions include emissions that are a consequence of our actions, which occur at sources which we do not own or control. We have provided data for emissions calculations on business travel in non-company owned vehicles, emissions produced by staff working from home, other travel, staff commuting and waste disposal.</p>



Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	114.78 tCO₂e
Scope 2	17.66 tCO₂e
Scope 3 (Included Sources)	245.63 tCO₂e
Total Emissions	378.07 tCO₂e

Current Emissions Reporting

Reporting Year: 2024/25 (1 July 2024 – 30 June 2025)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	96.20 tCO₂e
Scope 2	15.52 tCO₂e
Scope 3 (Included Sources)	243.03 tCO₂e
Total Emissions	354.75 tCO₂e (-6% vs baseline)

iM Med Ltd has achieved a 6% overall reduction in emissions compared to the 2023/24 baseline year — equivalent to a reduction of 23.32 tCO₂e. The required annual reduction to remain on track for the 2030 target is 26.99 tCO₂e (7.14%). Further accelerated reduction is therefore required.

Emissions Intensity Ratios 2024/25	
GHG Emissions per FTE	5.29 tCO ₂ e
GHG Emissions per £1m Revenue	25.83 tCO ₂ e

Emissions Reduction Targets

To maintain our momentum towards Net Zero, we have set a Net Zero goal for the year 2050. Our plan involves a consistent, absolute reduction in emissions from our baseline year, aiming for net zero emissions. These targets are subject to revision as we initiate new projects.

In order to achieve a 50% reduction in emissions by 2030, iM Med Ltd is required to reduce its emissions by 189.03 tCO₂e from the Baseline (first year) assessment by 2030.

This will require a reduction of 7.14% (26.99 tCO₂e) per year from the Baseline (first year) assessment of the organisation. A further reduction of 2.50% (9.45 tCO₂e) each year is then required in order to achieve Net Zero.

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

- Committed to Carbon Neutral status — certified by Carbon Neutral Britain (October 2025)
- iM Med Ltd to be Net Zero by 2050



Year-on-Year Performance by Source

Following the Baseline (first year) assessment of the organisation, iM Med Ltd has achieved a 6% reduction in overall emissions in year two. A year-on-year analysis highlights the following three largest avoidable emission sources:

Emission Source	2023/24 (tCO ₂ e)	2024/25 (tCO ₂ e)	Change
Business Travel (non-company vehicles)	116.97	117.71	+1%
Company Owned/Leased Vehicles	113.92	94.90	-17%
Inbound Deliveries	17.30	18.57	+7%

Company vehicle emissions have reduced significantly (-17%), reflecting the ongoing transition of the fleet to electric and hybrid vehicles and the actions taken since the baseline. Business travel emissions have marginally increased (+1%) and inbound deliveries have risen 7% — both now priority areas for targeted action.

Carbon Reduction Strategy

Although some emission reductions will require technological and third-party improvements, we will focus on the three largest emissions sources in order to make the most impactful and quickest reduction in emissions possible.

The three largest emission sources are:

Business Travel — 117.71 tCO₂e (33% of total emissions)

Business travel remains the single largest emission source. Immediate reduction can occur from improved efficiency in journeys undertaken. If journeys can be avoided (facilitating meetings via video call), routes can be shortened, and ride sharing can occur — small but incremental improvements can be made over time. Wherever possible, other travel methods (in particular flights) should be avoided. Where car travel is required, lower-emission and electric vehicles should be used. Train travel should be prioritised over flights for domestic and European journeys.

Company Owned/Leased Vehicles — 94.90 tCO₂e (27% of total emissions)

Immediate reduction in vehicle emissions can occur from improved efficiency in journeys undertaken. Switching vehicles to hybrid and/or electric vehicles will continue to have the most significant impact. The fleet transition from diesel to electric and hybrid is ongoing; a 17% reduction has been achieved in year two. Fuel usage tracking, regular maintenance and driver efficiency training will further reduce emissions. Additional EV charging infrastructure at the office and staff homes continues to support this transition.

Inbound Deliveries — 18.57 tCO₂e (5% of total emissions)

Inbound deliveries have increased 7% and are now a priority source. Emissions can be reduced by sourcing goods from suppliers closer to our operational facilities, using fully-loaded vehicles, consolidating orders into large batch sizes, and — where international shipments are required — preferring sea freight over air freight.

Staff Commuting — 17.27 tCO₂e (5% of total emissions)

Although no longer in the top three, staff commuting remains a monitored source. Emissions can be reduced by encouraging ride sharing, walking and cycling to work wherever possible. Only 17% of staff regularly commute to our central office location. Financial incentives such as Cycle to Work schemes and electric vehicle allowances will be explored.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental measures and projects have been implemented since the 2024 baseline:

Transportation and Logistics

- Remote working is encouraged. Only 17% of staff regularly commute to our central office location.
- Telecommunication and virtual meetings are promoted to reduce travel-related emissions.
- Engineer recruitment considers typical journey length to service locations – and wherever possible is limited to a maximum of 2 hours.
- Use of public transport is encouraged, particularly within London, wherever practically possible.
- The Fleet of Company Cars has migrated from a predominantly diesel-fuelled fleet to one containing fully electric and hybrid cars. Electric chargers have been installed at the iM Med office, and at staff homes to promote this.

Energy Management

- Office lighting is now LED lighting.
- The forklift used in the warehouse is fully electric.

Waste Management

- iM Med has well established recycling procedures for paper products, cardboard, fluorescent tubes (albeit replaced by LED) and toner cartridges. Other items which are not produced in sufficient quantities to warrant a regular recycling scheme are arranged on a campaign basis – this includes metals and glass.
- Recycling bins installed into all office areas, to better promote paper recycling by employees.
- WEEE disposed of appropriately through certified waste handling organisations.

Customer Collaboration

- Implementation of Customer Portal to reduce requirement for paper-based reports. Customers can access e-versions of reports. Initial roll out in 2024 across 20 sites.

Supplier Engagement & Sustainable Procurement

- We procure goods in a way to minimise transport, such as sourcing locally (GB) where possible and using large batch sizes to reduce number of repeat visits by suppliers.

Carbon Offsetting

In October 2025, iM Med Ltd offset its total carbon footprint through Carbon Neutral Britain's Woodland Fund, using internationally certified offsetting projects verified via Verra (VCS), Gold Standard (VER) and United Nations (CER) mechanisms. Projects supported include:

- Project 2154: Blue Carbon Mangrove Restoration (Pakistan)
- Project 3859: Orinoco River Basin Conservation & Reforestation (Colombia)
- Project 3029: Wind Power in Maharashtra (India)
- Project 3889: Community Forest Programmes & Education (Tanzania)

In future we hope to implement further measures including:

Monitoring & Reporting

- Regularly monitor and report on progress on carbon reduction targets set.
- Reports published to website, promoting full transparency.



- Annually review and update policy to reflect on emissions, current and future improvements.
- Track emissions intensity ratios (tCO₂e per FTE and per £1m revenue) in addition to absolute emissions.

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.

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

For and on behalf of iM Med Ltd.

Gordon Ledingham

Managing Director

Date: March 2026

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

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

³ <https://ghgprotocol.org/standard/scope-3-standard>

