Carbon Reduction Plan

Supplier name: Rayner Surgical Group Limited

Publication date: 11 September 2026

Commitment to achieving Net Zero

Rayner surgical Group limited (‘**Rayner**’) is committed to achieving Net Zero emissions by 2050.

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: 2021	
Additional Details relating to the Baseline Emissions calculations.	
These baseline emissions are for FY2021 (1st January to 31st December).	
Baseline year emissions: 2021	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**763**
Scope 2	**1077**
Scope 3 (Included Sources)	**23,926** **(Purchased Goods & Services, Capital goods, Fuel and energy, Business travel, Employee commuting, End-of-life treatment of sold products, Waste, Upstream T&D and Downstream T&D)**
Total Emissions	**25,109**

Current Emissions Reporting

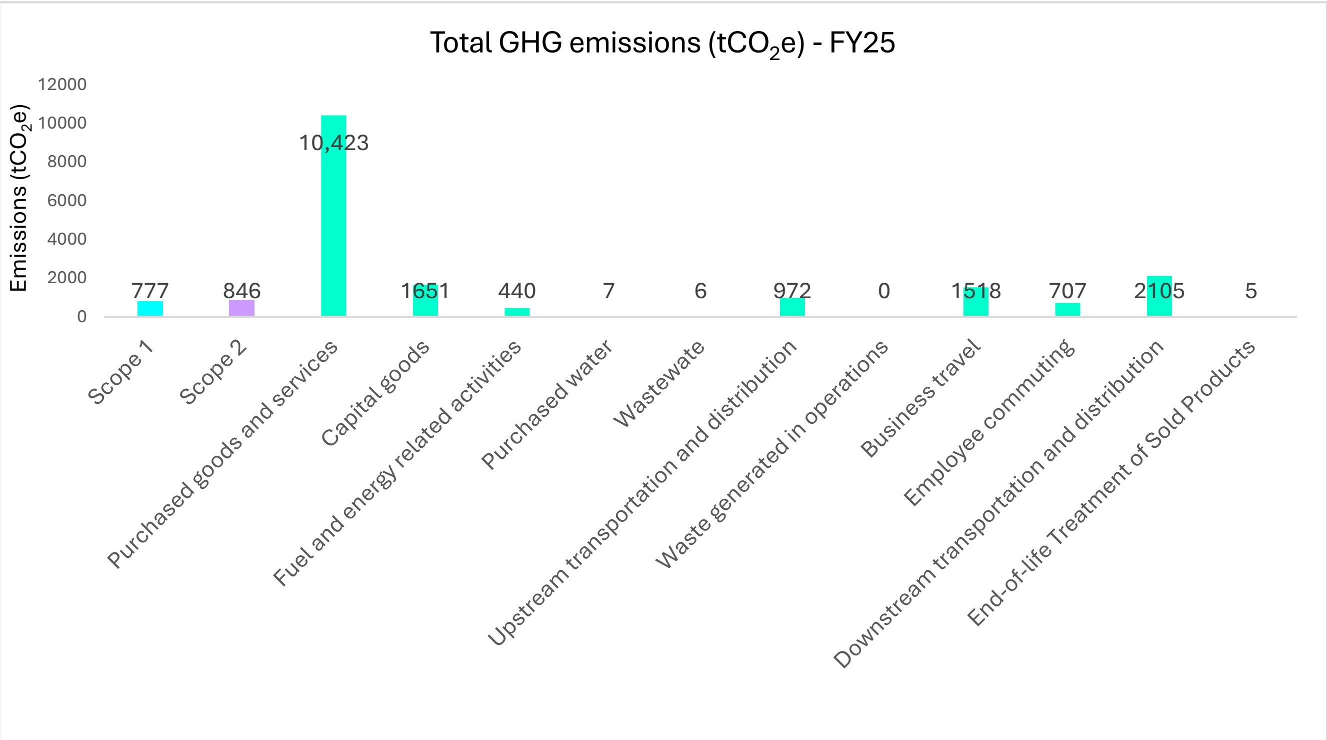
Reporting Year: 2025	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**777**
Scope 2	**846**
Scope 3 **(Included Sources)**	**17,834**
Total Emissions	**19,456**

Emissions reduction targets

Rayner committed to achieving net zero emissions by 2050. This includes Scope 1, 2, and 3 emissions, purchased goods and services, business travel, employee commuting, end-of-life of sold products, transport and distribution, and waste.

To ensure substantial progress, we will implement interim targets and align them with the goals of the future target initiative.

Current position which demonstrates progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2021 baseline.

Environmental Management Measures and Projects
Since the 2021 baseline, Rayner has implemented several environmental management measures and projects. These initiatives will continue to yield benefits during contract performance.

Environmental

- Quality meetings of an ESG committee, tasked with oversight of environmental initiative and driving continued improvement for the business. Members of the ESG include the most senior management of the Group.
- Reduced greenhouse gas emissions and committed to yearly surveys.
- Achieved an 83% reduction in single-use plastic consumption through a packaging change.
- Saved over 30 tonnes of paper annually by implementing electronic IFUs.
- Reduced waste in production processes, resulting in a circa 10% yield improvement.
- Utilised natural, sustainable, and reusable materials for congress booths.
- Provided sales teams with tablet devices to reduce printed product literature.
- Organised a Global Step Challenge to encourage carbon footprint reduction, increased activity, and improved health.
- Over 60% of facility lighting has been upgraded to energy-efficient LED systems, and Passive Infrared Sensors (PIRs) were installed to optimise energy use and reduce electricity consumption.
- Utility infrastructure of Worthing HQ was upgraded with more efficient boilers to provide reliable, energy-efficient heating.
- A new logistics hub was established with high environmental standards (EPC 'A' Rated; BREEAM 'Excellent' Rating) to streamline the supply chain.

Social Responsibility

- Committed to pay equity and conducts annual reviews.
- Partnered with local and sight-related charities.
- Offered a life skills allowance to encourage employee learning outside of work.
- Provided workshops and resources for employee mental health and wellbeing.
- Implemented policies to prevent modern slavery and human trafficking.
- An annual survey is conducted to gather employee feedback and create actionable plans to improve workplace culture and engagement.
- Five beehives have been established to support bee populations, which are vital for food production and ecosystem health.

Governance

- Completed an EcoVadis survey and established a program to analyse results and implement best practices.
- Fostered a strong governance environment with a top-level commitment to compliance.
- Conducted annual cybersecurity reviews with continuous improvement measures.
- Enforced adherence to Rayner's Values and Code of Business Conduct for both customers and suppliers.

- The company is an active participant in the United Nations Global Compact, aligning its strategies and operations with its ten principles on human rights, labour, environment, and anti-corruption.
- All compliance policies and procedures undergo systematic bi-annual reviews to incorporate regulatory changes, industry best practices, and lessons learned.

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 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 (or equivalent management body).

Signed on behalf of the Supplier:

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Date: 11 September 2026