

Carbon Reduction Plan

Supplier name: Medtronic Limited

Publication date: 06/04/2023

URL: <https://www.medtronic.com/uk-en/our-impact/protecting-our-planet.html>



Commitment to achieving Net Zero

Medtronic Limited is committed to achieving Net Zero emissions by 2045.

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: 2018	
Additional details relating to the Baseline Emissions calculations: Medtronic Limited operate 1 premises in the UK, employs 794 people and uses a field-based fleet of 406 vehicles to carry out sales and marketing activity. Medtronic PLC is the ultimate parent of Medtronic Limited and is responsible for operations, including distribution of products from Europe to the end user location. At present, Medtronic PLC use a 3PL provider to distribute products and do not have a baseline for those emissions specific to the UK. Therefore, the baseline and current emissions reporting omits them.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	2830.4tCo2e (vehicle emissions from 406 company cars travelling 10,296,368 miles)
Scope 2	133.9tCo2e (692,358 kwh electricity)
Scope 3 (Included Sources)	Upstream transportation and distribution - Medtronic Limited do not currently report upstream transportation and distribution emissions given our business operations are confined to sales & marketing activity ²

	<p>Waste generated in operations</p> <ul style="list-style-type: none"> - 0.22tCo2e (10,325kg of incinerated waste) - 0.09tCo2e (4,464kg of recycled waste) <p>Business travel</p> <ul style="list-style-type: none"> - 1,796tCo2e generated through air travel¹ - 32tCo2e generated through hotel stays¹ - 1tCo2e generated through rail travel¹ - 11tCo2e generated through taxi/mileage in hired vehicles¹ - 8.7tCo2e generated through business mileage in employee-owned cars (31,596 miles) <p>Employee commuting</p> <ul style="list-style-type: none"> - 343.7tCo2e generated through commuting to and from business premises (1,250,280 miles) <p>Downstream transportation and distribution</p> <ul style="list-style-type: none"> - Medtronic Limited do not currently report downstream transportation and distribution emissions given our business operations are confined to sales & marketing activity² <p style="text-align: right;">¹ Co2 calculations provided by AMEX Travel.</p> <p>² Upstream & downstream transportation and distribution emissions are contained within the disclosures of Medtronic PLC. Medtronic Limited's business operations are confined to sales & marketing activity, so the upstream activity associated with products bought and consumed by this operation generates a carbon footprint that is thought to be immaterial but will be addressed in a future project as listed. The responsibility for downstream transportation and distribution reporting is planned to pass to Medtronic Limited from 2025 where more detailed reporting of this scope 3 emission can commence.</p>
Total Emissions	5,157.01tCo2e

Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	817.3tCo2e (vehicle emissions from 171 company cars travelling 2,991,790 miles)
Scope 2	119.28tCo2e (616,840 kwh Electricity)

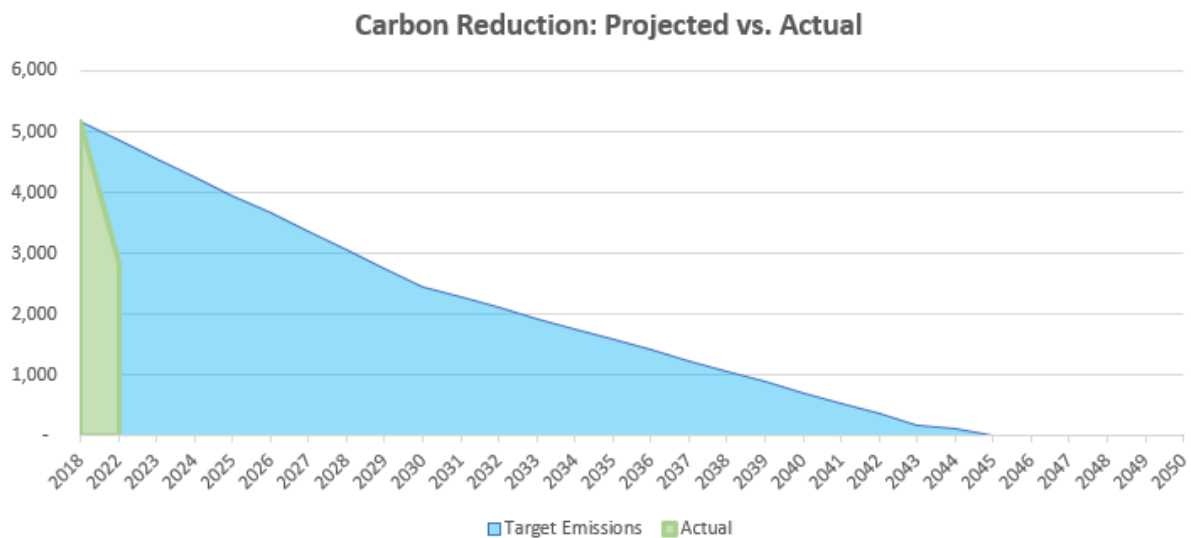
Scope 3 (Included Sources)	<p>Upstream transportation and distribution</p> <ul style="list-style-type: none"> - Medtronic Limited do not currently report upstream transportation and distribution emissions given our business operations are confined to sales & marketing activity² <p>Waste generated in operations</p> <ul style="list-style-type: none"> - 0.07tCo2e (3,522 kg of incinerated waste) - 0.03tCo2e (1,636 kg of recycled waste) <p>Business travel</p> <ul style="list-style-type: none"> - 964tCo2 generated through air travel¹ - 47tCo2e generated through hotel stays¹ - 7tCo2e generated through rail travel¹ - 11tCo2e generated through taxi/mileage in hired vehicles¹ - 740.08tCo2e generated through business mileage in employee-owned cars (2,691,979 miles) <p>Employee commuting</p> <ul style="list-style-type: none"> - 141.7tCo2e generated through commuting to and from business premises (515,292 miles) <p>Downstream transportation and distribution</p> <ul style="list-style-type: none"> - Medtronic Limited do not currently report downstream transportation and distribution emissions given our business operations are confined to sales & marketing activity² <p style="text-align: right;">¹ Co2 calculations provided by AMEX Travel.</p> <p>² Upstream & downstream transportation and distribution emissions are contained within the disclosures of Medtronic PLC. Medtronic Limited's business operations are confined to sales & marketing activity, so the upstream activity associated with products bought and consumed by this operation generates a carbon footprint that is thought to be immaterial but will be addressed in a future project as listed. The responsibility for downstream transportation and distribution reporting is planned to pass to Medtronic Limited from 2025 where more detailed reporting of this scope 3 emission can commence.</p>
Total Emissions	2,847.46tCo2e

Emissions reduction targets

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

We project that our carbon emissions will decrease by 35% over the next five years and by 60% 5 years after that, a saving of 3,050tCO₂e by 2032.

Progress against these targets can be seen in the graph below. Medtronic Limited commit to providing updates to our current emissions annually.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2018 baseline. The carbon emission reduction achieved by these schemes equate to 2,309.55tCO₂e, a 55% reduction against the 2018 baseline and the measures will be in effect when performing the contract:

- Through our Tenancy Agreement with Croxley Park, Medtronic Limited source 100% renewable energy for use in our UK Head Quarters.
- Rainwater is additionally harvested.
- LED/PIR lighting controls have been installed.
- All projectors/audio visual equipment are default set to turn off if not used for 15 minutes.
- IT infrastructure has been reconfigured to utilize a single air conditioning unit.
- Waste generated through operations is collected, sorted, and where possible, recyclable items are extracted before incineration. ZERO waste goes to landfill.
- Electric Vehicles are now offered to employees opting for a company car. <2% of Medtronic's company car fleet is currently electric.
- The carbon emissions generated by business travel have been added to our travel booking tool. Employees are encouraged to use this information to minimize the carbon emissions of their journey.
- A policy for remote/hybrid working has been introduced.

In the future we hope to implement further measures such as:

- Upgrading telephony in support of further adopting remote/hybrid working:
 - Zoom Phone application deployed to replace the majority of landlines.
 - Five9 system will be deployed for contact centres. <https://www.five9.com/contact-center-services>
 - Inclusion of OWLs in meeting rooms. <https://owllabs.co.uk/about/>
- Multi-Functional Devices (MFDs) such as printers and scanners will be reduced in number and upgraded to more energy efficient models.
- Data storage (domain) retirements will take place.
- Waste generated through operations that is currently incinerated will be targeted for upgrade to recyclables:
 - Adoption of recycled/recyclable paper cups
 - Process changes to move from “wet signatures” to “digital signatures”
- The Global Travel and Entertainment policy will be updated to govern the type of meetings that are permitted face to face. Where travel is unavoidable, e.g. video conferencing or other technology does not meet need, employees will be expected to consolidate appointments to minimise travel.
- Petrol and diesel company cars will be removed as an option for employees by 2026.
- A salary sacrifice scheme for employees choosing to operate an Electric Vehicle will be launched in 2023/24.
- Responsibility for downstream transportation and distribution reporting is planned to pass to Medtronic Limited from 2025.
- During 2023/24, an evaluation of purchases made to support Medtronic Limited's sales operations will be carried out, with an objective of establishing an estimate of the associated upstream transportation and distribution carbon footprint.

In addition to the above are the activities of Medtronic Limited's ultimate parent, Medtronic PLC. Please find a link to Medtronic PLC's Environmental, Social, and Governance Strategy <https://www.medtronic.com/us-en/our-impact/esg.html> .

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), who for the avoidance of doubt, are obligated to deliver the Environmental, Social, and Governance Strategy of Medtronic PLC.

Signed on behalf of the Supplier:

A handwritten signature in black ink, appearing to read 'Mark Elsey', with a horizontal line drawn underneath the name.

Mark Elsey
Chief Financial Officer
Date: 06th April 2023

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