

Carbon Reduction Plan

Supplier name: Medtronic Limited

Publication date : 28/03/2024

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: 2018	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	2830.4tCO ₂ e (vehicle emissions from 406 company cars travelling 10,296,368 miles)
Scope 2	133.9 tCO ₂ e (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"> - 0.22 tCO₂e (10,325kg of incinerated waste) - 0.09 tCO₂e (4,464kg of recycled waste) <p>Business travel</p> <ul style="list-style-type: none"> - 1,796 tCO₂e generated through air travel¹ - 32 tCO₂e generated through hotel stays¹ - 1 tCO₂e generated through rail travel¹ - 11 tCO₂e generated through taxi/mileage in hired vehicles¹ - 8.7 tCO₂e generated through business mileage in employee-owned cars (31,596 miles) <p>Employee commuting</p> <ul style="list-style-type: none"> - 343.7 tCO₂e 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>Total Scope 3: 2192.71 tCO₂e</p> <p style="text-align: right;">¹ Co2 calculations provided by AMEX Travel.</p> <p style="text-align: right;">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	5,157.01 tCO ₂ e

Current Emissions Reporting

Reporting Year: 2023

Additional details relating to the Reporting Year Emissions calculations:

Medtronic Limited operate 1 premises in the UK, employs 938 people and uses a field-based fleet of 212 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.

EMISSIONS	TOTAL (tCO₂e)
Scope 1	399.11 tCO ₂ e (vehicle emissions from 176 company cars travelling 1,482,100 miles)
Scope 2	<ul style="list-style-type: none"> - 116.32 tCO₂e (561,646 kwh Electricity) - 8.15 tCO₂e (operation of 36 company-owned Electric vehicles travelling 100,396 miles) <p>Total Scope 2: 124.47 tCO₂e</p>
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"> - 0.11tCO₂e (5155 kg of incinerated waste) - 0.04 tCO₂e (1845 kg of recycled waste) <p>Business travel</p> <ul style="list-style-type: none"> - 1521 tCO₂e generated through air travel¹ - 183.8 tCO₂e generated through hotel stays¹ - 6.7 tCO₂e generated through rail travel¹ - 14.9 tCO₂e generated through taxi/mileage in hired vehicles¹ - 715.89 tCO₂e generated through business mileage in employee-owned cars (2,651,170 miles) <p>Employee commuting</p> <ul style="list-style-type: none"> - 140.97 tCO₂e generated through commuting to and from business premises (525,668 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

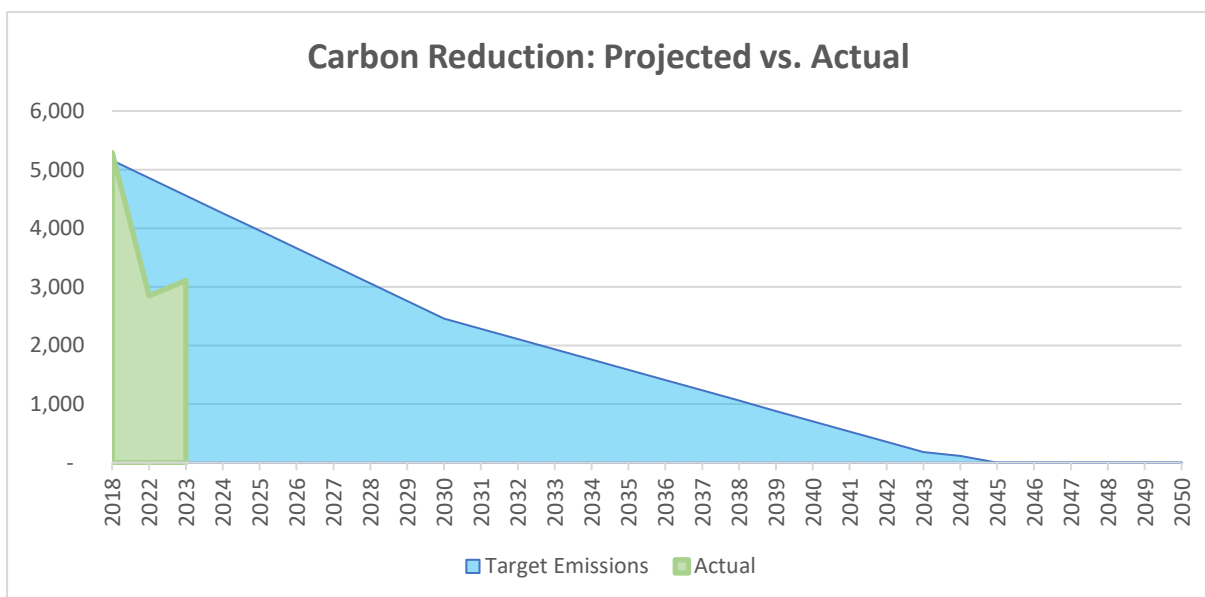
	<p>Total Scope 3: 2583.41 tCO₂e</p> <p>¹ Co2 calculations provided by AMEX Travel.</p> <p>² Upstream & downstream transportation and distribution emissions are contained within the disclosures of Medtronic PLC. Medtronic Limited's business operations are confined to sales & marketing activity, so the 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	3,106.99 tCO ₂ e

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, and previously reported projects, equate to 2,184.91tCO₂e, a 41% reduction against the 2018 baseline and the measures will be in effect when performing the contract:

- Data storage domain retirements have taken place, local storage has moved to the cloud (OneDrive).
- Multi-Function Devices have reduced office printers from 9 to 6.
- OWLs have been included in meeting rooms in support of virtual meetings.
<https://owllabs.co.uk/about/>
- The percentage of Electric vehicles in the company's fleet increased from <2% to 17%.
- Our use of paper has been reduced through the utilization of DocuSign and online document lifecycle management systems.
- We have additionally created an Employee Environmental Action Group (EAG) to educate and empower employees to adopt sustainable practices in their daily work routines.

Future measures to support our Carbon Reduction milestones include:

Scope 1	<ul style="list-style-type: none"> • A salary sacrifice scheme for employees choosing to operate an Electric Vehicle will be launched in 2024. • Petrol and diesel company cars will be removed as an option for employees by 2026. • 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. • Actively incentivise low emission travel and socialise the above policy through our (EAG).
Scope 2	<ul style="list-style-type: none"> • Office Rightsizing. To include: <ul style="list-style-type: none"> ○ Lighting upgrades ○ Desk space reconfiguration reducing monitor requirements by 50% ○ Implementation of the virtual connected roadmap to support hybrid working. ○ Five9 system will be deployed for contact centres. https://www.five9.com/contact-center-services • Educational sessions will be delivered to support awareness of how employees can reduce their electricity consumption to support energy efficiency improvements.

Scope 3	<ul style="list-style-type: none"> • During 2024, 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. • Waste generated through operations that is currently incinerated will be targeted for upgrade to recyclables: <ul style="list-style-type: none"> ○ Adoption of recycled/recyclable paper cups. ○ Food composting waste stream to be implemented. ○ Adjusted waste streams to encourage more recycling. ○ Awareness campaigns to support education on waste streams. • Identify water usage consumption initiatives and baseline current usage. • Promotion of low carbon emission travel options in our travel booking system and through the EAG. <ul style="list-style-type: none"> ○ Understand change behaviour barriers in adopting low carbon travel for business. • Responsibility for downstream transportation and distribution reporting is planned to pass to Medtronic Limited from 2025.
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In addition to the above are the activities of Medtronic Limited's ultimate parent, Medtronic PLC. To address the climate crisis, Medtronic have a goal of becoming carbon neutral in our operations by fiscal year 2030; and reduce carbon emissions to net zero in our operations, supply chain, and logistics by fiscal year 2045.

To achieve the ambition, we created a [Decarbonisation Roadmap](#) and will pursue setting carbon emission reduction targets across scopes 1, 2, and 3. In fiscal year 2023, we committed to set near-term science-based emissions reduction targets and long-term net-zero targets for validation by the Science-Based Targets Initiative (SBTi).

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 that reads "Mark Elsey". The signature is written in a cursive style and is underlined.

Mark Elsey
Chief Financial Officer
Date: 27/03/24

Medtronic
Engineering the extraordinary