

# Carbon Reduction Plan

Supplier name: Medtronic Limited

Publication date: 04/04/2025

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 in alignment with Medtronic PLC as the Global entity.

Please see our Global Decarbonisation Roadmap:

<https://www.medtronic.com/content/dam/medtronic-wide/public/brand-corporate-assets/resources/decarbonization-roadmap.pdf>

## Baseline Emissions Footprint

**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 (tCO <sub>2</sub> e)
<b>Scope 1</b>	2830.4tCO <sub>2</sub> e (vehicle emissions from 406 company cars travelling 10,296,368 miles)
<b>Scope 2</b>	133.9 tCO <sub>2</sub> e (692,358 kwh electricity)
<b>Scope 3</b> (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 <sup>2</sup>

	<p>Waste generated in operations</p> <ul style="list-style-type: none"> <li>- 0.22 tCO<sub>2</sub>e (10,325kg of incinerated waste)</li> <li>- 0.09 tCO<sub>2</sub>e (4,464kg of recycled waste)</li> </ul> <p>Business travel</p> <ul style="list-style-type: none"> <li>- 1,796 tCO<sub>2</sub>e generated through air travel<sup>1</sup></li> <li>- 32 tCO<sub>2</sub>e generated through hotel stays<sup>1</sup></li> <li>- 1 tCO<sub>2</sub>e generated through rail travel<sup>1</sup></li> <li>- 11 tCO<sub>2</sub>e generated through taxi/mileage in hired vehicles<sup>1</sup></li> <li>- 8.7 tCO<sub>2</sub>e generated through business mileage in employee-owned cars (31,596 miles)</li> </ul> <p>Employee commuting</p> <ul style="list-style-type: none"> <li>- 343.7 tCO<sub>2</sub>e generated through commuting to and from business premises (1,250,280 miles)</li> </ul> <p>Downstream transportation and distribution</p> <ul style="list-style-type: none"> <li>- Medtronic Limited do not currently report downstream transportation and distribution emissions given our business operations are confined to sales &amp; marketing activity<sup>2</sup></li> </ul> <p>Total Scope 3: 2192.71 tCO<sub>2</sub>e</p> <p><sup>1</sup> Co2 calculations provided by AMEX Travel.</p> <p><sup>2</sup> Upstream &amp; downstream transportation and distribution emissions are contained within the disclosures of Medtronic PLC. Medtronic Limited's business operations are confined to sales &amp; 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>
<b>Total Emissions</b>	5,157.01 tCO <sub>2</sub> e

## Current Emissions Reporting

<b>Reporting Year:</b> 2024	
<b>Additional details relating to the Reporting Year Emissions calculations:</b> <p>Medtronic Limited operate 1 premises in the UK, employs 989 people and uses a field-based fleet of 259 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.</p>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	320.73 tCO <sub>2</sub> e (vehicle emissions from 128 company cars travelling 1,200, 217 miles)
<b>Scope 2</b>	<ul style="list-style-type: none"> <li>- 86.78 tCO<sub>2</sub>e (419,210 kwh Electricity)</li> <li>- 37.50 tCO<sub>2</sub>e (operation of 90 company-owned Electric vehicles travelling 534,596 miles)</li> </ul> <p>Total Scope 2: 124.28 tCO<sub>2</sub>e</p>
<b>Scope 3</b> (Included Sources)	<p>Upstream transportation and distribution</p> <ul style="list-style-type: none"> <li>- Medtronic Limited do not currently report upstream transportation and distribution emissions given our business operations are confined to sales &amp; marketing activity<sup>2</sup></li> </ul> <p>Waste generated in operations</p> <ul style="list-style-type: none"> <li>- 0.07 tCO<sub>2</sub>e (10,243 kg of incinerated waste)</li> <li>- 0.01 tCO<sub>2</sub>e (1,948 kg of recycled waste)</li> </ul> <p>Business travel</p> <ul style="list-style-type: none"> <li>- 1,449.24 tCO<sub>2</sub>e generated through air travel<sup>1</sup></li> <li>- 81.94 tCO<sub>2</sub>e generated through hotel stays<sup>1</sup></li> <li>- 5.22 tCO<sub>2</sub>e generated through rail travel<sup>1</sup></li> <li>- 9.76 tCO<sub>2</sub>e generated through taxi/mileage in hired vehicles<sup>1</sup></li> <li>- 690.12 tCO<sub>2</sub>e generated through business mileage in employee-owned cars (2,563,173 miles)</li> </ul> <p>Employee commuting</p>

	<ul style="list-style-type: none"> <li>- 138.8 tCO<sub>2</sub>e generated through commuting to and from business premises (640,069 miles)</li> </ul> <p>Downstream transportation and distribution</p> <ul style="list-style-type: none"> <li>- Medtronic Limited do not currently report downstream transportation and distribution emissions given our business operations are confined to sales &amp; marketing activity<sup>2</sup></li> </ul> <p>Total Scope 3: 2236.28 tCO<sub>2</sub>e</p> <p><sup>1</sup> Co2 calculations provided by AMEX Travel.</p> <p><sup>2</sup> Upstream &amp; downstream transportation and distribution emissions are contained within the disclosures of Medtronic PLC. Medtronic Limited's business operations are confined to sales &amp; 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>
<b>Total Emissions</b>	2820.17 tCO <sub>2</sub> e

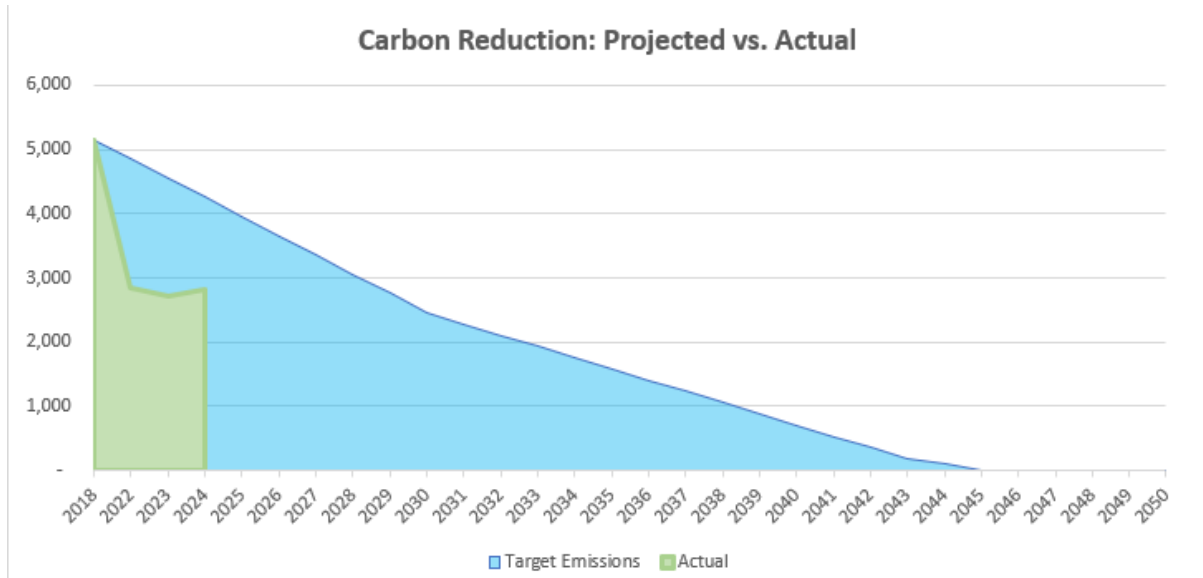
## Emissions reduction targets

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. Medtronic Limited's goals are in alignment with Medtronic PLC

To achieve the ambition, there is a Global [Decarbonisation Roadmap](#) and Medtronic 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). Medtronic PLC will submit targets to SBTi for validation and approval in FY25.

Please find a link to Medtronic PLC's Impact Reporting: <https://www.medtronic.com/us-en/our-impact/esg.html> .

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

Medtronic Limited aims to reduce our carbon emissions through the following carbon reduction activities and projects in the UK:

Scope 1	<ul style="list-style-type: none"> <li>A salary sacrifice scheme for employees choosing to operate an Electric Vehicle (EV) launched in 2024.</li> <li>Petrol and diesel company cars will be removed as an option for employees by 2030.</li> <li>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.</li> <li>Actively promote low emission travel and socialise the above policy through our Environmental Action Group (EAG).</li> </ul>
Scope 2	<ul style="list-style-type: none"> <li>Educational sessions will be delivered to support awareness of our Electric Vehicle (EV) offering including practical examples of transitioning to an EV.</li> <li>Educational sessions will be delivered to support awareness of how employees can reduce their electricity consumption to support energy efficiency management programs.</li> </ul>
Scope 3 4. Upstream transportation and distribution	<ul style="list-style-type: none"> <li>During 2025, an evaluation of data aligned to our global data will be assessed for Medtronic Limited's sales operations, with an objective of establishing an estimate of the associated upstream transportation and distribution carbon footprint.</li> </ul>

	<ul style="list-style-type: none"> <li>• Working with our customers to reduce the number of express overnight deliveries. We have introduced a policy to move from 24 to 48-hour shipment as standard. This will reduce airfreight and enable us to optimise shipping routes and use lower emissions transportation modes such as road and rail freight.</li> <li>• By improving inventory management practices, we aim to decrease the number of logistics deliveries to our customers locations.</li> <li>• Engaging with our transportation and distribution service providers to find collaborative ways to reduce our scope 3 emissions.</li> </ul>
Scope 3 5. Waste generated in operations	<ul style="list-style-type: none"> <li>• Waste generated through operations that is currently incinerated will be targeted for upgrade to recyclables: <ul style="list-style-type: none"> <li>○ Adoption of recycled/recyclable paper cups.</li> <li>○ Assigning people their own cups for Office Based employees.</li> <li>○ Food composting waste stream has been implemented in the Office and will be composted on the business park.</li> <li>○ Adjusted waste streams to encourage more recycling and better segregation of waste.</li> <li>○ Awareness campaigns to support education on waste streams.</li> <li>○ Partner with <a href="#">Reyooz</a> to identify end of life alternatives for any disused and unwanted furniture in the Office.</li> </ul> </li> <li>• Identify water usage consumption initiatives, run campaigns to switch off taps and use water wisely.</li> </ul>
Scope 3 6. Business Travel	<ul style="list-style-type: none"> <li>• Promotion of low carbon emission travel options in our travel booking system and through the EAG. <ul style="list-style-type: none"> <li>○ Understand change behaviour barriers in adopting low carbon travel for business.</li> </ul> </li> </ul>
Scope 3 7. Employee Commuting	<ul style="list-style-type: none"> <li>• Where circumstances allow, continued support for remote and hybrid work modes for our employees and online training programmes. This reduces the number of journeys and associated emissions by employees to and from the office site.</li> <li>• Engagement with employees to collect data on their transportation behaviour and identification of opportunities to promote the use of low carbon emission transportation modes in the future.</li> <li>• Where possible, installation of EV chargers at our office</li> </ul>
Scope 3 9. Downstream transportation and distribution	<ul style="list-style-type: none"> <li>• Responsibility for downstream transportation and distribution reporting is planned to pass to Medtronic Limited from 2035 in line with our corporate reporting.</li> </ul>

## 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:



Burcu Alkis  
Finance Director, Medtronic UKI  
Date: 7<sup>th</sup> April 25

**Medtronic**  
Engineering the extraordinary