

Carbon Reduction Plan

Supplier name: Urgo Limited

Publication date: 30/03/2026

Commitment to achieving Net Zero

Urgo 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: 2022 calendar year (1st January 2022 – 31st December 2022)	
Additional Details relating to the Baseline Emissions calculations.	
Urgo Limited had not previously assessed or reported on emissions therefore our Baseline data is our first reporting period.	
Baseline year emissions: 2022 calendar year (1st January 2022 – 31st December 2022)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	429.07
Scope 2	234.01
Scope 3 (Included Sources)	518.90 This figure includes the following sources: <ul style="list-style-type: none"> • Upstream transportation and distribution • Waste generated in operations • Business Travel • Employee Commuting • Downstream transportation and distribution
Total Emissions	1181.98

Current Emissions Reporting

Reporting Year: 2025 calendar year (1 st January 2025 – 31 st December 2025)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	295.72
Scope 2	272.65
Scope 3 (Included Sources)	422.52 This figure includes the following sources: <ul style="list-style-type: none"> • Upstream transportation and distribution • Waste generated in operations • Business Travel • Employee Commuting • Downstream transportation and distribution
Total Emissions	990.88

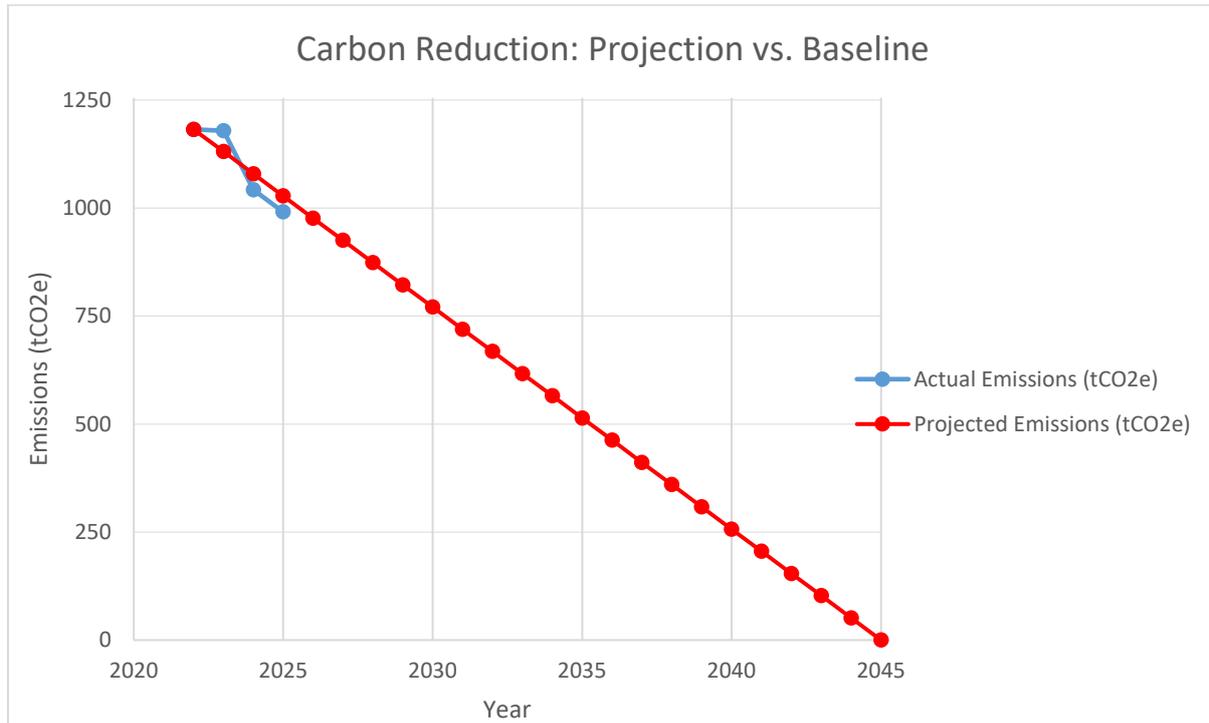
Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets in addition to those previously reported:

- New production equipment to reduce emissions produced by electricity consumption by 18% per year.

We commit to reducing our total yearly emissions by 15% over the next 5.

Forecasted 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 prior to the 2025 Emissions reporting and these measures will be in effect when performing the contract:

- The 2023 appointment of a Senior Leadership Team member responsible for achieving our net zero strategy in the UK&I.
- The establishment of a UK&I net zero project group to lead the company on our green plan to become net zero by 2045.
- Installation of new production equipment to reduce energy consumption in 2023, 2024 and 2025.
- Targeting waste reduction in all production processes in 2026 through continuous improvement activities.
- Implemented a BMS system to measure our energy consumption per area allowing us to measure and identify reduction opportunities.
- Continue to meet the requirements of ISO14001.
- We have engaged an external contractor WeCount to validate our carbon footprint, support the development of our CRP using ACT step by step methodology whilst aligning with the corporate sustainability reporting directive.
- Implemented our digital hub to enable easier access to digital materials and support a reduction in paper use.
- Continued expansion in use of EV within field sales teams/our fleet and provided EV chargers at Shepshed site for use of all site visitors, employees, contractors and customers.
- Continue to promote the use of the cycle to work scheme and have a safe bike store to promote this initiative.
- Confirmed the recyclability of the plastic used for the bandage components.

- Our standard stock compression hosiery product packaging is now plastic free
- Appointment of the Business Improvement Officer who will contribute to reducing carbon footprint within the production facility.
- Continuing our Global training programme on Life Cycle Analysis of Products.
- Launched a digital company newsletter to engage our office, industry and field-based teams on what we are doing and what impact individuals can make.
- We utilise DPD couriers operating electric and hybrid vans to ensure lower-emission deliveries.
- Optimised trailer loading by consolidating orders, reducing delivery frequency and trailer utilisation by around 33%, resulting in lower distribution emissions.
- We operate a fully electric forklift fleet that requires just one charge per week and features automatic shutdown to reduce unnecessary energy use.
- Launched Green Champions to promote, engage and involve our office and Industry Teams on our Net Zero sustainable strategy.

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

- Moving to plastic free packaging for Made To Measure Hosiery.
- Continue to reduce distribution emissions through logistics planning to ensure more efficient product transportation to distributors.
- Work with suppliers to understand their own emissions and encourage them to set their own carbon reductions targets.
- Continue to review paper usage from ourselves and in conjunction with our customers to support a 5% reduction on current use.
- Exploring potential installation of Solar Panels to generate sustainable energy in 2026
- Sourcing sustainable packaging for UK manufactured products
- Provide employees with tools to enable them to calculate their own carbon emissions when working and then find ways to reduce this.
- Review, assess and improve processes, tools and systems for carbon emission data collection.
- Continue work on supporting field sales teams/our fleet to transition to EV.
- Expansion of carbon neutral transport partners for distribution.
- Continue to review the Life Cycle Analysis of our Advanced Wound Care and Compression products.
- Align with our global counterparts to look at the global impact of our products.
- Reduce the number of promotional items involving plastic.
- Promotion of effective recycling of our product packaging through digital media and field promotion.
- Explore recycling of production waste from bandage and hosiery manufacture with commercial waste services, alongside industry waste reduction.
- Review ways of offsetting business travel.
- Repurposing IT equipment.
- Donating by-products to local Scrap Store (ECO HUB) for use by local community groups

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 (or equivalent management body).

Signed on behalf of the Supplier:



Gavin Ashton, Regional Director – UK & Ireland

Date: 30.03.26

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

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

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

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