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DJO UK LTD

PPN 006

Carbon Reduction Plan

Reporting period: 1st January 2025 – 31st December 2025

Produced with Carbonology® Ltd.
Version: 2.0
Created by: Joe Leggett

carbonology

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Document Control			
Version	**Date**	**Details of Changes**	**Person(s) Making Changes**
1.0	18/09/26	○ Initial document created using the 2024 Carbon Reduction Plan. ○ Updated to reflect latest PPN terminology. ○ General formatting updated.	Joe Leggett
2.0	23/09/26	○ Baseline year details revised following reporting boundary changes. ○ Emissions results updated for the latest reporting period. ○ Net Zero pathway, assumptions and estimates, and annual production forecasts reviewed and updated. ○ General formatting amendments made throughout the document.	Joe Leggett

Supplier name: DJO UK Ltd.

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Executive Summary

This Carbon Reduction Plan has been produced in response to Procurement Policy Note (PPN) 006, which specifies how DJO UK Ltd should have a plan to manage greenhouse gas (GHG) emissions and have a commitment to Net Zero emissions by 2050 in order to bid for Government contracts.

DJO UK Ltd are committed to supporting Government Net Zero targets by 2050 and are taking all reasonable steps to achieve this before 2050. DJO UK Ltd is committed to implementing this Carbon Reduction Plan and providing a wide range of carbon reduction initiatives in the delivery of contracts.

Emissions have been quantified following the PPN 006 Technical Standard and ISO 14064-1:2019. This Carbon Reduction Plan reports on emissions between 1st January 2025 – 31st December 2025. The base year has been updated from 2022 to 2025 to reflect an expansion of the reporting boundaries to include a greater proportion of emissions from our supply chain, including purchased goods and services. Consequently, Scope 3 emissions have increased substantially compared to 2024, resulting in a significant increase in total location-based emissions. This increase is solely attributable to the expansion of reporting boundaries and improved coverage of supply chain emissions, rather than any significant operational change or increase in underlying emissions-generating activities.

Total location-based emissions for the reporting period were 7,588.30 tCO_2e. Location-based emissions are calculated using average grid emission factors, which account for a mix of energy sources. Below is a summary of emissions (tCO_2e) from 2024 and 2025.

Scope	2024	2025
1	0.06	1.05
2 (Location-based)	20.88	9.86
3	199.53	7,577.38
Total (Location-based)	220.47	7,588.30

A GHG Inventory has been created as part of this project. This will be used to continually monitor GHG emissions, utilities and business travel.

We are developing company car policies and targets to decarbonise our fleet, starting with no new cars over 2.0L to be purchased, hybrid only from 2027, and entirely EV from 2036. As of 2024, no company cars were in operation. We also utilise hybrid working and virtual meetings to eliminate some travel altogether. We currently have EV charging points installed at our offices, with plans to increase capacity in the near future.

We have installed solar PV panels and a battery storage system in our warehouse, significantly reducing our reliance on electricity from the National Grid. In addition, LED sensor lighting has been installed throughout the warehouse to reduce energy consumption.

We also re-use as much packing material as possible to cut down on single-use items and overall waste consumption. Any void-fill that comes into our warehouse from deliveries is also re-used.

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Introduction

This Carbon Reduction Plan has been prepared in line with Procurement Policy Note (PPN) 006 guidance to support the UK Government's commitment to a 100% reduction of greenhouse gas (GHG) emissions (compared to 1990 levels) in the UK by 2050. This is also referred to as the 'Net Zero' target.

In line with PPN 006 guidance, DJO UK Ltd has taken steps to understand its environmental impact and carbon footprint relevant to the delivery of contracts as specified in the Public Contracts Regulations 2015.

DJO UK Ltd is committed to the following initiatives:

- Making an organisational commitment to reducing emissions over time to achieve Net Zero before 2050
- Annually quantifying and declaring emissions of GHGs defined within the Kyoto Protocol; carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulphur hexafluoride (SF_6) and nitrogen trifluoride (NF_3), where relevant
- Developing a Carbon Reduction Plan in line with PPN 006 Technical Standard for Completion of Carbon Reduction Plans outlining environmental management measures that will be applied in the performance of relevant contracts and wider business operations
- The Carbon Reduction Plan will be supported and signed off by top management (or equivalent) within the organisation

Carbon reduction initiatives detailed in this report will be in effect during the delivery of relevant contracts unless stated otherwise. This document will be continually updated to reflect the progress of carbon reduction initiatives.

This Carbon Reduction Plan has been prepared in collaboration with leading sustainability experts Carbonology® Ltd and is based on the UK Government Template. Carbonology® Ltd will be working with DJO UK Ltd moving forward to support carbon reduction targets and monitoring of environmental performance.

This is DJO UK Ltd's fourth Carbon Reduction Plan, building on their commitment to annually review and re-quantify emissions every 12 months to meet Government requirements of the reporting period of a Carbon Reduction Plan being less than 12 months from the date of commencement of the procurement of a contract. If the reporting period is more than 12 months from the date of commencement of the procurement, DJO UK Ltd will provide a justifiable reason as to why this has occurred.

Full details of how this Carbon Reduction Plan meets the requirements are specified within the Guidance on adopting and applying the PPN 006 – Selection Criteria and can be found in the *Annex.*

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Background to DJO UK Ltd

DJO UK Ltd is the UK entity of Enovis, a medical technology company specialising in developing innovation-driven clinical solutions that fuel active lifestyles. We provide orthopaedic products and services to both patients and healthcare professionals "to get and keep people moving."

We do this by delivering mobility and performance care, surgical intervention, and post-operative rehabilitation services to provide the opportunity of better patient treatment and subsequent healthier lifestyles. This continuous innovation has poised Enovis to become one of the world's leading medical technology companies.

Commitment to Achieving Net Zero

DJO UK Ltd is committed to achieving Net Zero emissions for UK operations by 2050 at the latest and is implementing measures to achieve this goal as early as practically possible. This will be achieved via our Carbon Reduction Plan to reduce emissions relative to the baseline period (1st January 2025 – 31st December 2025).

Environmental management measures outlined in our Carbon Reduction Plan will be in effect and utilised during the delivery of relevant public sector contracts to help the UK meet its overall Net Zero targets.

Emissions have been quantified following ISO 14064-1:2019 and compiled in a GHG Inventory, with sources sub-divided into Scope 1, 2 and 3 as defined in the GHG Protocol. UK emission conversion factors from DEFRA have been used to calculate and convert activity data to tCO_2e and other relevant GHGs.

Boundaries

Organisational and reporting boundaries have been defined in alignment with ISO 14064-1:2019. Any significant changes to these boundaries will be disclosed to maintain transparency in reporting our GHG performance.

Organisational Boundaries

This Carbon Reduction Plan covers the facilities occupied by DJO UK Ltd throughout the 2025 reporting period, located in Guildford, Surrey. In line with ISO 14064-1:2019, the control approach has been applied, covering all facilities and activities over which DJO UK Ltd has operational control. A review of the base year will be conducted if significant changes to our organisational boundaries occur.

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Emissions are categorised at the facility level and subdivided where data allows. Our organisational boundaries cover DJO UK Ltd's office and warehouse operations in Guildford. The office is used for administrative activities, while the warehouse is used for the distribution and processing of clients' goods. The total headcount is 15 staff, with a small proportion of staff working on a hybrid basis.

It is important to note that, towards the end of the 2024 reporting period, DJO UK Ltd relocated from 1A Guildford Business Park Road, Guildford, GU2 8XG, to a new location in Guildford. This was a relocation of the existing operations and did not result in a significant change to the activities, operations or operational control covered by the organisational boundaries. The 2025 reporting boundary therefore reflects the new site.

Office:

- 1000 & 2000 Cathedral Hill Surrey, England Guildford GU2 7YL

Warehouse

- 2 Station View, Guildford GU2 7YB

Reporting Boundaries

We have collected detailed data to enable accurate and comprehensive GHG quantification to meet PPN 006 requirements. As specified in PPN 006 Technical Guidance, the required emission sources have been reported on in this document.

For the 2025 reporting period, the reporting boundaries have been expanded to include emissions associated with capital goods and purchased goods and services. The inclusion of these additional Scope 3 emission sources has significantly increased the completeness and overall profile of reported emissions and has therefore resulted in the base year being updated from 2022 to 2025.

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Direct and indirect GHG emissions categorisation Summary (From ISO14064-1 Annex B)	Scope	Included
Category 1: Direct GHG emissions and removals	1	**Included** ○ Stationary combustion of gas ○ Fugitive emissions from HVAC [1]systems
Category 2: Indirect GHG emissions from imported energy	2	**Included** ○ Purchased electricity generation (location)
Category 3: Indirect GHG emissions from transportation	3	**Included** ○ Business travel (grey fleet, rail & air) ○ Commuting ○ Upstream transportation and distribution ○ Downstream transportation and distribution
Category 4: Indirect GHG emissions from services used by the organisation	3	**Included** ○ Waste generated from operations ○ Water supply ○ Water treatment ○ Fuel & energy related activities ([2]WTT & [3]T&D) ○ Purchased goods & services ○ Capital goods
Category 6: Indirect GHG emissions from other sources	3	**Included** ○ Homeworking

1 -No fugitive emissions were detected within the reporting boundaries.

2 - WTT refers to the emissions associated with the extraction, production, processing and transportation of fuels and energy before consumption. WTT emissions have been calculated for stationary combustion of gas, company vehicles, purchased electricity, WTT T&D, grey fleet, air travel and rail travel.

3 - T&D refers to Scope 3 emissions associated with grid losses (the energy loss that occurs in getting the electricity from the power plant to the organisations that purchase it). This is proportional to kWh consumption.

Upstream transportation refers to goods inwards from international locations via road, air, and sea. Downstream transportation occurs within the UK via road and a small amount of sea travel when goods cross into Ireland and Northern Ireland.

Significance Policy

DJO UK Ltd considers its significant emission sources to be:

- Those required under mandatory reporting such as with PPN 006.
- Those with accessible activity data, enabling emissions quantification.
- Those that produce the largest quantities of tCO_2e.
- Those with the potential to achieve the greatest emissions reductions.

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GHG Emissions

Quantification Methodology

$$tCO_2e = \frac{activity\ data\ x\ emission\ factor}{1000}$$

DJO UK Ltd have converted all available activity data to GHG emissions where it has been practical to do so. No data have been intentionally excluded.

Emissions Summary

The following table presents emissions results in tCO_2e for each Scope and source in 2024 and 2025. Percentage changes should be considered alongside absolute emissions values, as relatively small changes in low-emission sources can result in disproportionately large percentage movements. The significant increase in total Scope 3 and total location-based emissions is due to the inclusion of purchased goods and services within the reporting boundary for the first time and is not directly comparable with the prior year.

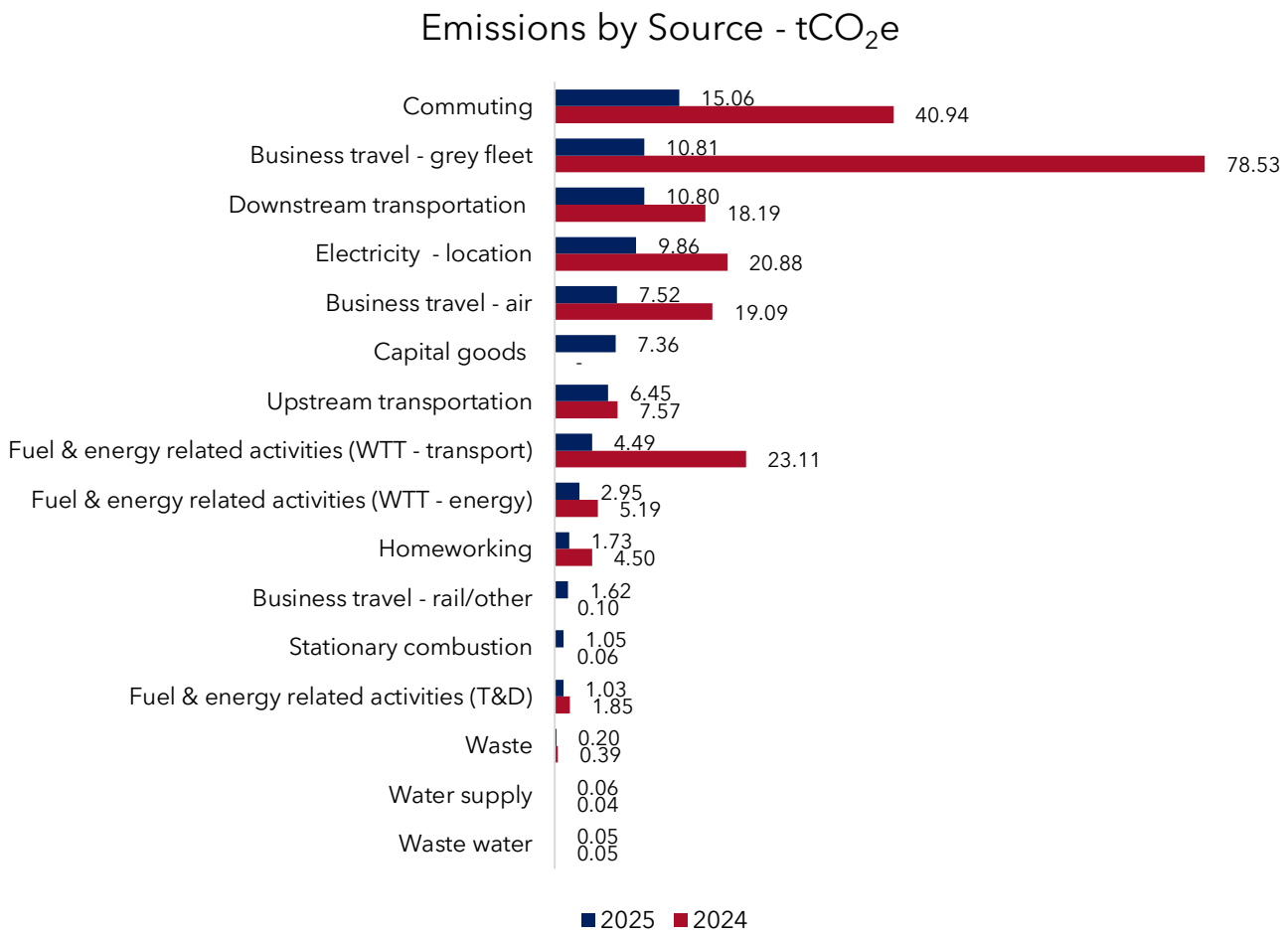
Emissions Summary (tCO_2e)				
Scope	**Source**	**2024**	**2025**	**% Change**
1	Gas	0.06	1.05	+1,650.00
	Company vehicles	-	-	-
2	Purchased electricity (location-based)	20.88	9.86	-52.78
Total Scope 1 & 2		**20.94**	**10.91**	**-47.90**
3	Purchased goods and services	-	7,507.24	-
	Water supply	0.04	0.06	+50.00
	Capital goods	-	7.36	-
	FERA (T&D)	1.85	1.03	-44.32
	FERA (WTT - energy)	5.19	2.95	-43.16
	FERA (WTT - transport)	23.11	4.49	-80.57
	Upstream transportation	7.57	6.45	-14.80
	Waste	0.39	0.20	-48.72
	Waste water	0.05	0.05	-
	Business travel - grey fleet	78.53	10.81	-86.23
	Business travel - air	19.09	7.52	-60.61
	Business travel - rail	0.10	1.62	+1,520.00
	Commuting	40.94	15.06	-63.21
	Homeworking	4.50	1.73	-61.56
	Downstream transportation	18.19	10.80	-40.63
Total Scope 3		**199.53**	**7,577.38**	**+3,697.61**
Total Emissions (location-based)		**220.47**	**7,588.30**	**+3,341.87**

FERA = Fuel & energy related activities

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Stationary combustion emissions increased during the reporting period as a result of higher natural gas consumption. Conversely, Scope 2 purchased electricity emissions decreased, reflecting a reduction in electricity consumption, with a substantial proportion of demand being met through renewable electricity generated by the warehouse solar PV installation. Across Scope 3, most comparable emission sources decreased compared with 2024, including business travel, commuting, homeworking, and both upstream and downstream transportation and distribution activities. While rail travel emissions increased, the change represents a relatively small quantity of emissions in absolute terms.

At an overall level, comparison of total emissions between 2024 and 2025 is limited by the inclusion of purchased goods and services within the reporting boundary for the first time in 2025. This has significantly increased reported Scope 3 emissions and consequently total location-based emissions. While this reduces the usefulness of a direct year-on-year comparison, the expanded reporting boundary provides a more complete representation of the organisation's carbon footprint and will support more meaningful comparisons in future reporting periods.



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Baseline Emissions Footprint

Baseline emissions represent the greenhouse gas (GHG) emissions produced prior to the introduction of strategies to reduce emissions. The baseline provides a reference point against which future emissions and reductions can be measured.

The baseline period for the quantification of GHG emissions is 1st January 2025 - 31st December 2025. 2022 was previously used as the baseline year. The baseline has been updated to 2025 following an increase in the organisation's reporting boundaries, including the addition of purchased goods and services and capital goods. The expanded reporting boundary means that the 2025 emissions inventory provides a more comprehensive representation of the organisation's GHG emissions and therefore provides a more appropriate basis for measuring future emissions reductions.

2025 is the fourth year in which an in-depth analysis of the organisation's GHG emissions has been conducted and will serve as the base year going forward, subject to any future base year review. All future reporting periods will follow the calendar year format unless otherwise specified.

Baseline and Current Reporting Year: 2025

Baseline Year: 2025 (1st January – 31st December)	
Additional Details relating to the Baseline Emissions calculations.	
2025 represents the fourth year of GHG emissions quantification and has been adopted as the new baseline year. Although 2022 was previously used as the baseline, the organisation's reporting boundaries have since expanded to include additional emissions sources, particularly Purchased Goods and Services and Capital Goods. Consequently, the 2025 inventory provides a more complete representation of the organisation's GHG inventory and forms a more appropriate basis for tracking future emissions performance and reductions.	
Baseline Year Emissions:	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	**1.05**
Scope 2 (location-based)	**9.86**
Scope 3 (Included Sources) ○ Category 1: Purchased goods and services: **7,507.30** ○ Category 2: Capital goods: **7.36** ○ Category 3: Fuel and energy related activities: **8.47** ○ Category 4: Upstream transportation and distribution: **6.45** ○ Category 5: Waste generated in operations: **0.25** ○ Category 6: Business travel: **19.95** ○ Category 7: Employee commuting: **16.79** ○ Category 9: Downstream transportation and distribution: **10.80**	**7,577.38**
Total Emissions (location-based)	**7,588.30**

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Previous Reporting Year: 2022

An additional table has been included for reference, mirroring the PPN 006 template. This includes all sources in the previous table.

Previous Reporting Year: 2022 (1st January – 31st December)	
Additional Details Relating to Emissions Calculations.	
This is the first year DJO UK Ltd have quantified organisational emissions to this level of detail. 2022 serves as the base year to compare future reporting periods against. Scope 3 categories refer to GHG Protocol as referenced in PPN 006 guidance. Category 7 includes emissions from employee commuting and homeworking.	
Baseline Year Emissions:	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	**21.90**
Scope 2 (location-based)	**22.83**
Scope 3 (Included Sources) ○ Category: Purchased goods and services (water supply): **0.05** ○ Category 3: Fuel and energy related activities (T&D): **2.09** ○ Category 4: Upstream transportation and distribution: **69.52** ○ Category 5: Waste generated in operations: **1.36** ○ Category 6: Business travel: **80.89** ○ Category 7: Employee commuting: **12.51** ○ Category 9: Downstream transportation and distribution: **35.94**	**202.35**
Total Emissions (location-based)	**247.08**

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Previous Reporting Year: 2023

Previous Reporting Year: 2023 (1st January – 31st December)	
Additional Details Relating to Emissions Calculations.	
This is the second year that DJO UK Ltd have quantified organisational emissions. There have been no changes to the reporting or organisational boundaries since the base year. Scope 3 categories refer to GHG Protocol as referenced in PPN 006 guidance. Category 7 includes emissions from employee commuting and homeworking.	
Previous Year's Emissions:	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	**0.57**
Scope 2 (location-based)	**20.49**
Scope 3 (Included Sources) ○ Category 1: Purchased goods and services: **0.08** ○ Category 3: Fuel and energy related activities: **1.77** ○ Category 4: Upstream transportation and distribution: **87.40** ○ Category 5: Waste generated in operations: **1.37** ○ Category 6: Business travel: **83.52** ○ Category 7: Commuting: **27.07** ○ Category 9: Downstream transportation and distribution: **37.41**	**238.62**
Total Emissions (location-based)	**259.68**

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Previous Reporting Year: 2024

Current Reporting Year: 2024 (1st January – 31st December)	
Additional Details Relating to Emissions Calculations.	
This is the third year DJO UK Ltd have quantified organisational emissions. There were changes to the organisational boundaries, with a relocation to a new office site nearby in Guildford. However, as the move occurred at the end of the reporting period, the reporting boundaries have not changed for the purpose of emissions reporting. Updates to the reporting boundaries include the removal of company vehicles and the inclusion of additional Scope 3 sources, such as Well-to-Tank (WTT) and rail travel. Scope 3 categories are defined in accordance with the GHG Protocol, as referenced in the PPN 006 guidance. Category 7 includes emissions from employee commuting and homeworking.	
Current Reporting Year Emissions:	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	**0.06**
Scope 2 (location-based)	**20.88**
Scope 3 (Included Sources) ○ Category 1: Purchased goods and services: **0.04** ○ Category 3: Fuel and energy related activities: **30.14** ○ Category 4: Upstream transportation and distribution: **7.57** ○ Category 5: Waste generated in operations: **0.44** ○ Category 6: Business travel: **97.71** ○ Category 7: Commuting: **45.44** ○ Category 9: Downstream transportation and distribution: **18.19**	**199.53**
Total Emissions (location-based)	**220.47**

Assumptions and Estimates

Emissions were calculated using DEFRA conversion factors. A conservative approach was taken in all instances where an assumption or estimate was required. Overall, few estimates were required as accurate and current data were provided. Overall uncertainty of results was judged to be low due to the provision of detailed activity data.

Utilities

Activity data were provided from monthly meter readings for gas, electricity and water. Activity data were then multiplied by the corresponding emission conversion factors for gas, electricity, water supply and wastewater.

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Business Travel

Business travel included grey fleet, air travel and rail travel.

No estimates or assumptions were required for grey fleet, as complete data for the year were available from expense claims which provided mileage travelled by each employee. Distances were converted to kilometres before applying the appropriate conversion factors.

For flights and rail travel, route details were provided. Distances were manually identified for each journey and relevant conversion factors were applied. For air travel, conversion factors appropriate to the flight haul type were used.

Well-to-Tank

Well-to-Tank (WTT) emissions from energy were calculated for Scope 1 gas combustion, Scope 2 electricity generation and transmission & distribution (T&D). WTT emissions from transportation were also quantified, including grey fleet, air travel and all other forms of business travel. Appropriate WTT conversion factors specific for each emissions source were applied.

Commuting and Homeworking

Commuting and homeworking data were collected from a staff survey. This requested information on working habits to estimate the number of commuting and homeworking days per week, and a typical commuting distance in the reporting period.

Total commuting distance per year was calculated based on responses. Annual leave and bank holidays were also accounted for to avoid over reporting emissions. A key assumption applied is that all staff have the same amount of annual leave, as it was not possible to account for annual leave on an individual basis. Appropriate conversion factors were then applied for each response depending on the specified mode of transport.

A relatively small number of staff work from home. Emissions were calculated by estimating the total number of hours spent homeworking based on survey responses, assuming a standard 40-hour work week. Conversion factors for homeworking were applied, assuming that heating is used by staff for 5 months of the year.

Upstream and Downstream Transportation

An in-depth analysis of upstream and downstream transportation has been performed, with emissions calculated on a tonne.km basis. Detailed data from internal shipping records were used to complete calculations. As DJO UK Ltd keep a record of every shipment, including product type, weight, point of origin, journey details, and end destination of the customer, calculations could be completed for the entire supply chain with low uncertainty.

For both upstream and downstream transportation, the first step was to calculate the distance that goods travelled. Detailed records of routes are kept, so minimal assumptions had to be made when

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looking at journeys. For upstream transportation, goods are sourced from Germany, France, USA, Mexico, Tunisia, Switzerland and Vietnam. Goods are driven from factories, loaded onto container ships or freight flights, which then travel to the UK. Container ships dock at Southampton, Felixstowe, and London Gateway. A small number of goods by weight are transported via freight flight which land at Gatwick airport.

Goods are then driven to DJO UK Ltd Guildford site for processing and delivered to customers via diesel vans.

Assumptions were made based on best judgement where exact routes were not available. Due to the very large dataset, it was not possible to manually calculate distances for 100% of shipments. To estimate emissions where distances could not be calculated, an extrapolation was performed. With emissions already calculated for a portion of the data, the results were used to calculate an average emission figure per kilogram of freight. This rate was then applied to the remaining weight of goods to estimate the associated emissions.

Waste

Waste emissions were quantified based on waste data provided for the reporting period, including the weight of different waste types.

The weight of each waste type was used to calculate emissions by applying the appropriate DEFRA conversion factor for each waste stream. Complete waste data was available for the reporting period, so no estimates or assumptions were required.

Purchased Goods and Services

Data on the total spend on purchased goods and services was provided and categorised. Each category was associated with a corresponding DEFRA industry average emission factor. The factors used were from 2023, and inflation rates from the Bank of England were applied.

Capital Goods

Capital goods emissions were quantified based on data provided for IT equipment purchased during the reporting period, including laptops, mobile phones, tablets, monitors and desktop PCs. Lifecycle emission factors were applied to the relevant equipment types to calculate the emissions associated with their production. The use phase of the equipment was excluded from the calculation to avoid double counting, as emissions associated with electricity consumption during use are accounted for separately within Scope 2 based on the assumption that the equipment is powered by on-site electricity.

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Carbon Reduction Initiatives

Reduction Targets and Forecasts

Below is a summary of our reduction targets and forecasted results. In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

Our key reduction targets:

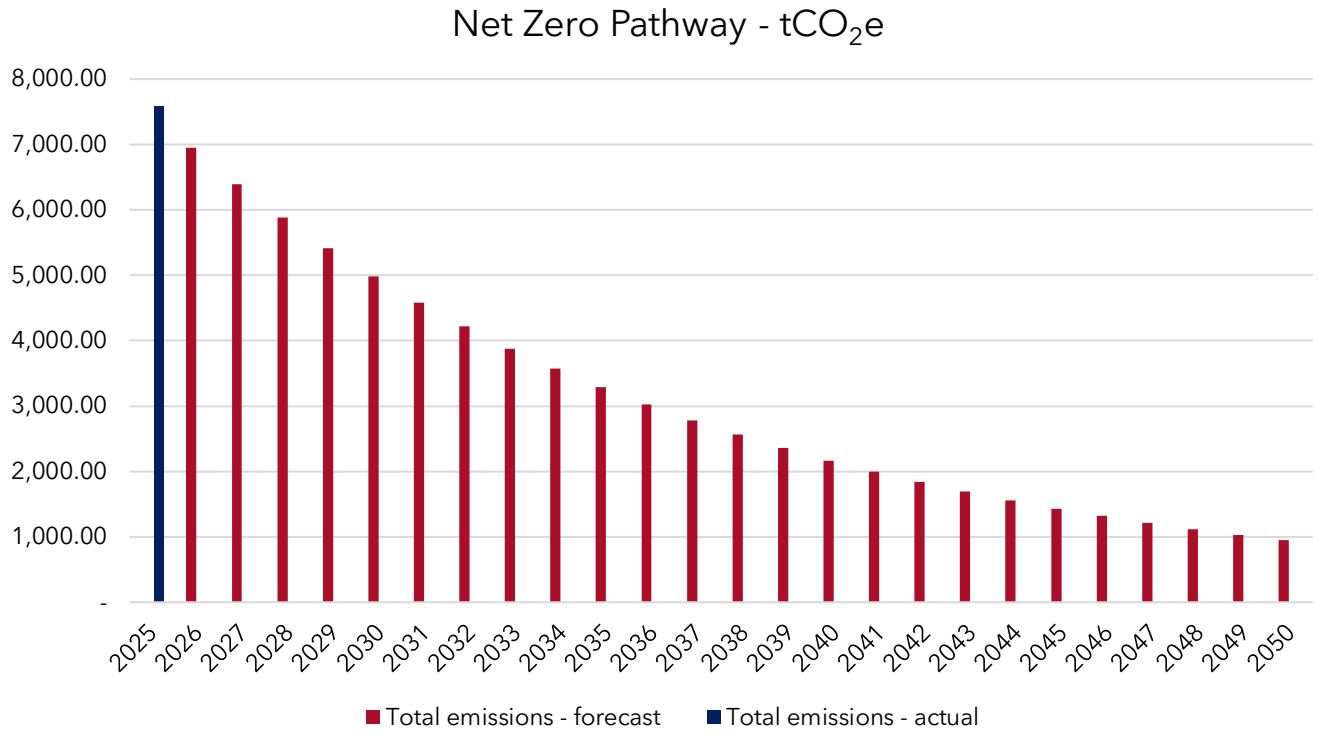
Targets set against the 2025 base year

- **Reduce electricity emissions by 12% each year**
  - 4.66 tCO_2e saving by 2030
- **Grey fleet emissions to reduce by 8% per year, with all grey fleet to be EV by 2040 (staff supported with necessary charging infrastructure and capacity)**
  - 3.69 tCO_2e saving by 2030
- **Reduce emissions from flights by 5% each year**
  - 1.70 tCO_2e saving by 2030
- **Reduce emissions from upstream and downstream transportation by 3% each year**
  - 2.44 tCO_2e saving by 2030
- **Reduce emissions from purchased goods & services by 8% each year**
  - 2,559.36 tCO_2e saving by 2030

Based on these targets, we project that carbon emissions will decrease over the next five years to 4,980.84 tCO_2e by 2030. This is a reduction of 34.36% from the 2025 base year.

Forecasted progress against these targets is detailed in the graph below:

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We have set a target for upstream and downstream transportation to help benchmark our performance. Reductions in this area will be dependent on the decarbonisation of the shipping and aviation industry.

Our key areas of focus over the next few years are phasing out gas heating in our warehouse, improving overall energy efficiency and decarbonising business travel in company cars and grey fleet.

Currently, no company vehicles are in use, and none were operated during the 2024 reporting period. This reflects our success to date in eliminating company cars. However, policies are in place to ensure that any future company vehicles will be hybrid by 2027 and fully electric by 2034. To support office staff in transitioning to EVs, we have installed charging points at our Guildford office. Our sales team also continues to make strong use of public transport.

To reduce overall business travel we prioritise virtual meetings with customers and other stakeholders where possible.

To minimise packaging waste, we re-use as much packaging material as possible. We currently receive around 100 boxes per week from international orders which are then re-used for shipping out to end users. Any void fill that comes in with deliveries is also re-used for customer orders.

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Summary Of Initiatives

Below is a summary of carbon reduction initiatives that have been completed and will be in effect during the delivery of contracts:

- Emissions Monitoring System created to track GHG performance
- Staff trained on energy efficient practices
- Energy review of lighting
- Company car policy is to phase out diesel cars and switch to hybrids by 2027, no new cars over 2.0L will be purchased
- EV charging points at our office
- Hybrid working to reduce the need for business travel and commuting
- Virtual meetings used at national and international scales to reduce the need for flights
- No 'premium' classes used for flights under 8 hours
- High uptake of public transport for business travel
- Staff provided with training on waste management to maximise recycling rates in office and warehouse
- Zero waste sent to landfill
- Phased out the use of gas for heating in our warehouse
- Warehouse LPG forklift replaced by an electric forklift
- Installation of solar PV panels and a battery storage system in our warehouse
- LED sensor lighting installed in the warehouse to reduce energy consumption
- New office space sourced in line with BREEAM standards

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

- Increased EV charging points to meet staff demand and support full EV transition
- Procuring 100% of purchased electricity from renewable sources
- Collating orders to limit shipment frequency
- Selecting sustainable transportation providers where possible, and prioritising those that use electric vans

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Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 Protocol Corporate Standard[i] and use the appropriate Government emission conversion factors for greenhouse gas company reporting[ii].

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[iii].

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:

Signed by:
Mark Duff
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Enovis P&R General Manager UK&I

Date: 3/11/2026

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Annex

Table 1. Features a Carbon Reduction Plan must contain as specified in Guidance on adopting and applying the PPN 006 – Selection Criteria

	Requirement	DJO UK Ltd Response
1	Carbon Reduction Plan submitted which; confirms the supplier's commitment to achieving Net Zero by 2050	DJO UK Ltd is committed to achieving Net Zero by 2050 at the latest but is aiming to achieve this before the 2050 deadline. DJO UK Ltd are committed to going beyond passive reductions presented by the market. DJO UK Ltd is committed to liaising with its transportation providers to reduce emissions and will seek alternative suppliers to support Net Zero goals if required. DJO UK Ltd is committed to implementing this Carbon Reduction Plan as part of its business operations and quantifying emissions annually to gauge its success. The aims of this CRP will be integrated to DJO UK Ltd's Environmental Policy.
2	Carbon Reduction Plan submitted which contains emissions reported for all required Scopes (in accordance with the required methodology),	DJO UK Ltd has quantified and reported on 100% of Scope 1 and 2 emissions. Minimal estimates and assumptions were required. All required Scope 3 categories as specified in PPN 006 requirements have been quantified and reported. Upstream and downstream transportation calculated to high level of detail following DEFRA guidance on a tonne.km basis.
3	Carbon Reduction Plan submitted which details environmental management and carbon reduction measures in effect during the delivery of the contract	This Carbon Reduction Plan outlines numerous environmental management and carbon reduction measures. Quantitative targets have been set based on milestones. These targets will be reviewed each year. All reduction initiatives will be in effect during the delivery of contracts unless specified otherwise.
4	Reporting period falls no more than 12 months prior to the date of commencement of the procurement	2025 reporting periods included, thus making it valid until the end of 2026. Emissions for 2026 onwards will be quantified and included in future Carbon Reduction Plans. Updates will be reflected in this document.
5	Carbon Reduction Plan not submitted	This Carbon Reduction Plan, or a summary version of it, will be submitted upon request for relevant contracts. If this Carbon Reduction Plan requires updates or amendments as a result of reasonable feedback from tendering processes, they will be made in time for submission deadlines.
6	Carbon Reduction Plan fails to confirm supplier's commitment to achieving Net Zero by 2050	See row 1. DJO UK Ltd are committed to Net Zero targets but acknowledge that the business has limited control over some Scope 3 sources.

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		Reasonable and achievable targets have been set to account for a lack of control over upstream and downstream transportation.
7	Emissions in the Carbon Reduction Plan are not reported for any Scopes or only for some Scopes without explanation why	100% of Scope 1 and Scope 2 emissions quantified and reported. Required Scope 3 sources included. DJO UK Ltd have voluntarily reported some additional Scope 3 sources to present full company emission from available data. Where quantification has been possible, no emissions have been intentionally excluded. Conservative estimates have been performed in some cases. No Scope 1 fugitive emissions occurred within organisational boundaries.
8	Emissions in the Carbon Reduction Plan not reported for any Scopes or only for some Scopes, but supplier provides an acceptable explanation why	See row 7
9	Reporting period is more than 12 months from the date of commencement of the procurement	See row 5
10	Reporting period is more than 12 months from the date of commencement of the procurement, **but provides an acceptable explanation why**	See row 5 If reporting period for contracts exceeds allowable time period, an acceptable explanation will be provided. DJO UK Ltd have adopted a new system for monitoring emissions. This will be continually updated to enable full visibility of emissions on a monthly basis for many sources.
11	Supplier **fails to detail the environmental management measures in effect**, including certification schemes or specific carbon reduction measures that will be in effect during the performance of the contract	Environmental management measures are detailed in the main body of this Carbon Reduction Plan, including those that have been completed and will be utilised in the delivery of contracts. Planned future initiatives are referenced and are not based off speculative technologies.

Table 2. Scope 3 emissions, table adapted from Technical standard for Completion of Carbon Reduction Plans. Full details of category descriptions can be found within this link. Scope 3 emissions are defined in the GHG Protocol.

Scope 3 Category	Minimum Boundary	Justification for Inclusion/Exclusion
4. Upstream transportation and distribution	The scope 1 and scope 2 emissions of transportation and distribution providers that occur during use of vehicles and facilities (e.g., from energy use) Optional:	**Included** A detailed analysis of upstream and downstream transportation has been included. Results reported on tonne.km

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	The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure	basis for both UK and international transportation.
5. Waste generated in operations	The scope 1 and scope 2 emissions of waste management suppliers that occur during disposal or treatment Optional: Emissions from transportation of waste	**Included** Solid and liquid waste disposal included. Wastewater estimated to 95% of water supply by volume.
6. Business travel	The scope 1 and scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use) Optional: The life cycle emissions associated with manufacturing vehicles or infrastructure	**Included** Business travel via rail, road and air included. Distance data collected from expense claims by staff on an individual basis. Company vehicle use reported separately in Scope 1.
7. Employee commuting	The scope 1 and scope 2 emissions of employees and transportation providers that occur during use of vehicles (e.g., from energy use) Optional: Emissions from employee teleworking	**Included** Commuting and homeworking emissions calculated based off results from an electronic survey sent to all staff. Homeworking calculations based off total estimated home working hours over the year. Annual leave and bank holiday accounted for in calculations.
9. Downstream transportation and distribution	The scope 1 and scope 2 emissions of transportation providers, distributors, and retailers that occur during use of vehicles and facilities (e.g., from energy use) Optional: The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure	**Included** A detailed analysis of upstream and downstream transportation has been included. Results reported on tonne.km basis. Downstream transportation refers to goods sent from Guildford to customers in the UK and Ireland.

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DJO UK Ltd

Produced in collaboration with Carbonology® Ltd

[i] https://ghgprotocol.org/corporate-standard
[ii] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[iii] https://ghgprotocol.org/standards/scope-3-standard