

PPN006/21 Compliant Carbon Reduction Plan

Organisation	Medicom SAS
Manufacturing (Europe)	Boulevard de la chanterie — Saint-Barthélemy-d'Anjou, France
Publication Date	28 July 2026
Version	1.0
Baseline Year	Financial Year 2023 (FY23)
Net Zero Target	2050 — Scope 1, 2 & full value chain (Paris Agreement aligned)
Approved by	President Europe, Medicom SAS

Net Zero Commitment

Medicom SAS commits to achieving Net Zero greenhouse gas emissions across its full operations and value chain (Scope 1, 2 and 3) by 2050, in alignment with the 1.5°C pathway of the Paris Agreement.

This document has been approved by the Board of Directors of Medicom SAS.

1. Executive Summary

Medicom SAS is a leading global manufacturer of personal protective equipment (PPE), medical consumables, and infection prevention products, operating across Europe, North America, and Asia-Pacific. With manufacturing facilities including the Medicom SAS plant in Saint-Barthélemy-d'Anjou, France — one of the largest surgical mask manufacturing sites in Europe — Medicom has both the scale and the responsibility to lead the transition to a low-carbon economy.

This Carbon Reduction Plan (CRP) has been prepared in accordance with the requirements of Procurement Policy Note PPN006/21, issued by Medicom SAS, and the associated guidance on 'Taking account of Carbon Reduction Plans in the procurement of major government contracts'. It sets out Medicom's current greenhouse gas emissions baseline, its Net Zero commitment, and the specific, measurable actions the company is taking to reduce its emissions.

Medicom's sustainability journey is underpinned by its EcoVadis Silver certification, its ISO 14001-aligned environmental management practices, and a board-level commitment to responsible business conduct. This plan formalises those commitments into a structured, time-bound roadmap aligned with the Paris Agreement and the UK Government's Net Zero ambitions.

Key Commitments at a Glance

- Net Zero Scope 1, 2 & 3 emissions by 2050 (Paris Agreement aligned)
- 45% reduction in absolute Scope 1 & 2 emissions by 2030 (vs FY23 baseline)
- 100% renewable electricity across European operations by 2027
- 30% Scope 3 reduction in supply chain by 2030
- Science Based Targets initiative (SBTi) validation sought by 2027

2. Organisational Details

2.1 Company Profile

Medicom SAS is the European holding entity of The Medicom Group Inc., headquartered in Montreal, Canada. Founded in 1988, Medicom is one of the world's largest manufacturers of single-use PPE products, including surgical masks, respirators, gloves, gowns, and disinfection products.

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d'Anjou Cedex - France

Tel : +33 (0)2.41.96.34.34 Fax : +33 (0)2.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

Parameter	Detail
Legal Entity	Medicom SAS
Headquarters	6 avenue de Provence, 75009 Paris, France
Manufacturing (Europe)	Boulevard de la Chanterie — Saint-Barthélemy-d'Anjou, France
Key Products (NHS)	Type IIR surgical masks, FFP2/FFP3 respirators
Markets Served	Europe, UK, North America, Asia-Pacific
Employees (Europe)	~800 FTE
Annual Turnover (Group)	> €500 million

2.2 Scope of this Plan

This Carbon Reduction Plan covers the greenhouse gas emissions arising from Medicom SAS's European operations, including the Medicom SAS manufacturing facility. Emissions are reported in accordance with the GHG Protocol Corporate Standard (2015 edition) and cover the Financial Year 2023 (FY23: January–December 2023) as the baseline year.

All six Kyoto greenhouse gases are included within the reporting boundary where material: CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆. All figures are expressed in tonnes of CO₂ equivalent (tCO₂e).

3. Commitment to Net Zero

Medicom SAS formally commits to achieving Net Zero greenhouse gas emissions. This commitment has been reviewed, endorsed, and approved at Board level and is embedded within the company's strategic sustainability framework.

Formal Net Zero Declaration

"Medicom SAS commits to achieving Net Zero greenhouse gas emissions across its full operations and value chain — Scope 1, Scope 2, and Scope 3 — by 2050, consistent with limiting global warming to 1.5°C above pre-industrial levels in line with the Paris Agreement. We will publish annual progress updates, report transparently on our emissions trajectory, and hold ourselves accountable to this commitment through independent verification."

President Europe, Medicom SAS — July 2026

This commitment is consistent with the Science Based Targets initiative (SBTi) 1.5°C framework and the UK Government's Net Zero by 2050 target. Medicom will seek formal SBTi validation of its targets in FY2027, and will publish interim milestones to demonstrate credible progress toward its 2050 ambition.

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d'Anjou Cedex

Tel : 02.41.96.34.34 Fax : 02.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

4. Baseline Emissions Inventory

Medicom's baseline greenhouse gas emissions have been measured and verified for Financial Year 2023 (FY23). The inventory has been prepared using the GHG Protocol Corporate Standard, applying the operational control boundary approach. Emission factors are sourced from the UK Government DEFRA Conversion Factors 2023 (for UK-relevant activities) and the International Energy Agency (IEA) 2023 for continental European electricity grids.

4.1 Scope 1 Emissions — Direct Emissions

Scope 1 covers direct GHG emissions from sources owned or controlled by Medicom, including combustion of natural gas for heating and manufacturing processes, fuel combustion in company-owned vehicles, and any fugitive emissions from refrigerant systems on-site.

Emission Source	FY23 (tCO ₂ e)	% of Scope 1
Natural gas combustion (manufacturing)	68	50%
Natural gas combustion (heating / HVAC)	32	24%
Company fleet (diesel/petrol vehicles)	22	16%
Fugitive emissions (refrigerants)	14	10%
Total Scope 1	136	100%

4.2 Scope 2 Emissions — Indirect Energy

Scope 2 covers indirect GHG emissions from the generation of purchased electricity, steam, heat, or cooling consumed by Medicom. Figures are reported on a location-based basis (using national average grid emission factors) and on a market-based basis (reflecting contractual instruments such as Guarantees of Origin).

Method	FY23 (tCO ₂ e)	Notes
Location-based (national grid average)	890	French grid: 51 gCO ₂ e/kWh (RTE 2023)
Market-based (Guarantees of Origin)	420	Partial GoO coverage achieved in FY23

The significant difference between location-based and market-based Scope 2 reflects France's low-carbon electricity grid (predominantly nuclear and renewables). Medicom will transition to 100% renewable electricity sourcing under GoO certificates by 2027, which will substantially reduce market-based Scope 2 to near zero.

4.3 Scope 3 Emissions — Value Chain

Scope 3 covers all indirect GHG emissions across Medicom's value chain not captured in Scope 1 or 2. The following categories have been assessed using the GHG Protocol Scope 3 Standard and spend-based and activity-based methods where data is available.

Scope 3 Category	FY23 (tCO ₂ e)	Methodology
Cat. 1 — Purchased goods & services	18,400	Spend-based / supplier data
Cat. 4 — Upstream transportation & distribution	2,100	Activity-based (tonne-km)
Cat. 12 — End-of-life treatment of products	980	Waste-type method
Cat. 6 — Business travel	310	Spend-based
Cat. 7 — Employee commuting	180	Survey-based
Other material categories	1,430	Spend-based estimate
Total Scope 3 (estimated)	23,400	

4.4 Total Emissions Summary

Scope	FY23 Baseline (tCO ₂ e)	% of Total
Scope 1 — Direct	136	0.6%
Scope 2 — Indirect Energy (market-based)	420	1.7%
Scope 3 — Value Chain	23,400	97.7%
Total (market-based)	23,956	100%

The dominance of Scope 3 emissions is typical for a manufacturing company whose primary emission sources lie within the supply chain (raw materials, polymer resins, packaging) and logistics. This underlines the importance of supplier engagement and material substitution as primary levers for decarbonisation.

5. Reduction Targets

Medicom's reduction targets are expressed in absolute terms against the FY23 baseline and are consistent with the 1.5°C pathway recommended by the Intergovernmental Panel on Climate Change (IPCC). All targets have been approved at Board level and will be progressively strengthened as the decarbonisation pathway matures.

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d'Anjou Cedex

Tel : 02.41.96.34.34 Fax : 02.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

5.1 Near-Term Targets (2025–2030)

Target	Scope	Baseline	Target Year	Reduction
45% reduction in Scope 1 & 2	1 + 2	556 tCO ₂ e (FY23)	2030	–250 tCO ₂ e
100% renewable electricity	2	420 tCO ₂ e (FY23)	2027	–420 tCO ₂ e
30% reduction in Scope 3	3	23,400 tCO ₂ e (FY23)	2030	–7,020 tCO ₂ e
Fleet electrification (50%)	1	22 tCO ₂ e (FY23)	2028	–11 tCO ₂ e

5.2 Long-Term Targets (2030–2050)

Target	Scope	Target Year	Ambition Level
Net Zero Scope 1 & 2	1 + 2	2050	Paris Agreement aligned
Net Zero full value chain	1 + 2 + 3	2050	Paris Agreement aligned
100% circular packaging	3 Cat.1	2040	Material circularity
Supplier Net Zero engagement (80%)	3 Cat.1	2045	Supply chain leadership

6. Carbon Reduction Actions

The following actions have been identified and committed to by Medicom SAS. Each action is assigned an owner, a target completion date, and expected carbon impact. Progress against these actions will be reviewed annually by the Medicom Sustainability Committee and reported publicly.

6.1 Energy & Scope 2 Decarbonisation

Action 1 — Transition to 100% Renewable Electricity

Medicom will source 100% of its European electricity requirements through Power Purchase Agreements (PPAs) and/or Guarantees of Origin (GoO) certificates by Q4 2027. This action will reduce market-based Scope 2 emissions from 420 tCO₂e to near zero.

Owner: Site Director, Medicom SAS

Target: Q4 2027

Expected Impact: –420 tCO₂e/year (Scope 2)

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d’Anjou Cedex

Tel : 02.41.96.34.34 Fax : 02.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

Action 2 — On-Site Solar PV Installation

Medicom will install photovoltaic solar panels on the Medicom SAS manufacturing facility rooftop (Phase 1: 1 MWp capacity) by 2027, with a Phase 2 expansion targeting 2 MWp by 2029. This will generate on-site clean electricity and reduce grid dependency.

Owner: Site Director, Medicom SAS

Target: Phase 1: Q2 2027 | Phase 2: Q2 2029

Expected Impact: -85 tCO₂e/year (Scope 2, location-based)

Action 3 — Energy Efficiency Programme

A structured energy efficiency programme will be implemented across all European manufacturing sites, including LED lighting replacement, compressed air system optimisation, heat recovery systems on manufacturing lines, and Building Management System (BMS) upgrades.

Owner: HSE Manager

Target: Rolling programme 2025–2035

Expected Impact: -40 tCO₂e/year (combined Scope 1 & 2)

6.2 Fleet & Logistics Decarbonisation

Action 4 — Fleet Electrification

Medicom will electrify 50% of its company vehicle fleet by 2030 and target 100% electrification by 2040. The transition will prioritise high-mileage vehicles. EV charging infrastructure will be installed at all major European sites by 2027.

Owner: Head of Procurement

Target: 50% by 2030 | 100% by 2040

Expected Impact: -18 tCO₂e/year (Scope 1)

Action 5 — Logistics Optimisation & Modal Shift

Medicom will work with its 3PL logistics partners to shift a minimum of 20% of European intra-continental freight from road to rail by 2030. Route optimisation software will be deployed to reduce empty miles. Air freight will be replaced by sea freight for non-urgent inter-continental shipments, targeting a 40% reduction in air freight tCO₂e by 2028.

Owner: Supply Chain Manager

Target: 2028–2030

Expected Impact: -320 tCO₂e/year (Scope 3, Cat. 4)

6.3 Supply Chain & Scope 3

Action 6 — Supplier Decarbonisation Programme

Medicom will engage its top 20 suppliers (representing >70% of Scope 3 Category 1 spend) to collect primary emissions data, set joint reduction targets, and require a credible Carbon Reduction Plan from each strategic supplier by 2028. Suppliers unable to demonstrate progress will be subject to sourcing review.

Owner: Head of Procurement & Sustainability

Target: Top 20 suppliers engaged by Q4 2027

Expected Impact: -4,200 tCO₂e/year (Scope 3, Cat. 1) by 2030

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d'Anjou Cedex

Tel : 02.41.96.34.34 Fax : 02.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

Action 7 — Sustainable Materials & Packaging

Medicom will substitute virgin polymers with recycled or bio-based alternatives in product packaging, targeting a 30% reduction in virgin polymer use by 2030. Packaging weight will be reduced through redesign and right-sizing initiatives.

Owner: VP R&D and Innovation

Target: 30% virgin polymer reduction by 2030

Expected Impact: -1,800 tCO₂e/year (Scope 3, Cat. 1) by 2030

Action 8 — Product Carbon Footprint Labelling

By 2029, Medicom will publish product carbon footprints (PCF) for its top 10 NHS product lines using EN ISO 14067 methodology. This will enable NHS procurement teams to make informed low-carbon choices and will drive internal competition between product lines to reduce embedded carbon.

Owner: VP Marketing & Sustainability

Target: 2029

Expected Impact: Transparency enabler — indirect reduction driver

6.4 Residual Emissions

Medicom acknowledges that a proportion of residual emissions — particularly in hard-to-abate Scope 3 categories — may persist beyond 2040. Medicom commits to addressing these residual emissions through high-quality, science-aligned carbon removal credits only (e.g. direct air capture, enhanced weathering, or certified nature-based solutions with permanent removal attributes), and only as a last resort after exhausting all feasible abatement options.

Medicom will NOT use carbon offsets to meet its near-term 2030 Scope 1 & 2 reduction targets.

7. Progress Measurement & Governance

7.1 Governance Structure

Medicom's sustainability governance framework ensures board-level accountability for climate commitments:

Body	Role	Frequency
Board of Directors	Approve Net Zero strategy and CRP — ultimate accountability	Annual
President Europe	Executive sponsor of Net Zero programme	Ongoing
Sustainability Committee	Oversee CRP delivery — monitor KPIs — approve actions	Quarterly
VP Operations	Operational delivery of energy and manufacturing actions	Monthly
Head of Procurement	Supplier engagement and fleet programme	Monthly
Internal Auditor	Verify emissions data and CRP progress	Annual

7.2 Measurement & Reporting

Medicom will measure and report its GHG emissions on an annual basis, with results published publicly on the Medicom website (medicom-eu.com) by 31 July each year for the preceding financial year.

- Annual GHG inventory: Scope 1, 2 and 3, prepared by qualified environmental consultant
- Third-party limited assurance on Scope 1 and 2 data from FY2025 onwards
- Progress against CRP actions reviewed quarterly by the Sustainability Committee
- Board receives annual CRP progress report
- CDP Climate disclosure submitted annually from 2026
- EcoVadis assessment renewal — target Gold rating by 2028

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d'Anjou Cedex

Tel : 02.41.96.34.34 Fax : 02.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

7.3 Historical Emissions & Trajectory

Medicom began its formal emissions measurement programme in FY2023 (baseline year). The table below shows reported actuals and the committed reduction pathway toward Net Zero 2050:

Year	Scope 1 (tCO ₂ e)	Scope 2 Market-Based (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
FY2023 (Baseline)	136	420	23,400	23,956
FY2024 (Reported)	128	395	22,800	23,323
FY2025 (Reported)	118	340	21,600	22,058
FY2030 (Target)	75	0	16,380	16,455
FY2040 (Target)	30	0	9,000	9,030
FY2050 (Net Zero)	0	0	~0	~0

Note: FY2024 and FY2025 figures represent reported actuals. FY2030, FY2040 and FY2050 are committed targets. All figures are subject to methodological consistency checks and annual review.

8. Supporting Evidence & Certifications

Medicom's carbon reduction commitments are supported by a range of external certifications, audits, and assessments that demonstrate the credibility of this plan:

Evidence	Details	Status
EcoVadis Rating	Silver medal — Sustainability assessment covering Environment, Labour, Ethics, Procurement	Active 2025
ISO 14001	Environmental Management System certification — Medicom SAS manufacturing site	Certified
ISO 9001	Quality Management System — aligned with product stewardship	Certified
ISO 13485	Medical Device QMS — ensures responsible product lifecycle management	Certified
Bilan Carbone®	French ADEME-aligned carbon footprint assessment (FY23 baseline)	Completed FY23
B-Reputation ESG Report	Third-party ESG assessment — Medicom Group	2024
MSAT Assessment	NHS Modern Slavery Assessment Tool — 80% score	Completed 2026

9. Board Declaration & Sign-Off

This Carbon Reduction Plan has been reviewed and approved by the Board of Directors of Medicom SAS. The Board confirms that:

- The information contained in this Carbon Reduction Plan is accurate and complete to the best of the Board's knowledge
- The GHG emissions data has been prepared in accordance with the GHG Protocol Corporate Standard
- The Net Zero target of 2050 and all reduction actions are genuine commitments that the company intends to achieve
- This plan will be updated at least annually and published on the Medicom website
- Medicom SAS meets the eligibility requirements for PPN006/21 compliance

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d'Anjou Cedex

Tel : 02.41.96.34.34 Fax : 02.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

Authorised Signatory

Name: Sandrine ENGELS

Position: Président Europe, Medicom SAS

Date: 28 July 2026

Signature:



This document is published on behalf of Medicom SAS at medicom-eu.com/sustainability and is valid from the date of signature above. For enquiries regarding this Carbon Reduction Plan, please contact: sdubois@medicom.com.

Appendix A — Glossary & Methodology Notes

A.1 Glossary

Term	Definition
GHG	Greenhouse Gas — any gas that traps heat in the atmosphere (CO ₂ , CH ₄ , N ₂ O, F-gases)
tCO ₂ e	Tonnes of CO ₂ equivalent — standard unit for expressing GHG emissions
Scope 1	Direct GHG emissions from sources owned or controlled by the reporting organisation
Scope 2	Indirect emissions from purchased electricity, steam, heat or cooling
Scope 3	All other indirect emissions across the value chain (upstream and downstream)
Net Zero	A state in which GHG emissions are balanced by removals from the atmosphere
PPN006/21	UK Government Procurement Policy Note — Taking account of Carbon Reduction Plans
GoO	Guarantee of Origin — certificate confirming electricity generated from renewable sources
SBTi	Science Based Targets initiative — independent body validating corporate climate targets
GHG Protocol	World Resources Institute standard for measuring and managing GHG emissions

MEDICOM SAS

Boulevard de la Chanterie – BP 10059 – 49181 Saint Barthélemy d’Anjou Cedex

Tel : 02.41.96.34.34 Fax : 02.41.96.34.53

SAS au capital de 1 214 000 € - RCS ANGERS 523 019 354 – Siret : 52301935400035 – Code APE 1395Z - TVA intra FR42523019354

A.2 Methodology Notes

- Emission factors: UK DEFRA Conversion Factors 2023; IEA Emission Factors 2023; RTE French Grid Factor 2023 (51 gCO₂e/kWh)
- GWP values: IPCC 6th Assessment Report (AR6) 100-year global warming potentials
- Organisational boundary: Operational control approach (GHG Protocol)
- Scope 3 Categories assessed: 1, 4, 6, 7, 12 (material categories only per GHG Protocol Scope 3 Standard)
- Data quality: Scope 1 & 2 — metered/invoice data; Scope 3 — spend-based and activity-based where available
- Verification: Scope 1 & 2 data subject to third-party limited assurance from FY2025 onward

A.3 Contact Information

Sustainability Enquiries: sdubois@medicom.com

Procurement Contact: salesupport.pro.eu@medicom.com

Published at: medicom-eu.com/sustainability

CRP Version: 1.0 — July 2026

© Medicom SAS 2026. All rights reserved. This document may be reproduced for procurement evaluation purposes with attribution.