

Carbon Reduction Plan

Net Zero Commitment

Globus Group, consisting of Globus Shetland Ltd, Alpha Solway Ltd, and Visionlab, is committed to achieving Net Zero greenhouse gas emissions in Scope 1 and 2 by 2035 and Scope 3 by 2045. We are dedicated to reducing emissions across our operations and supply chain through improved data accuracy, carbon reduction initiatives, and collaboration with suppliers, customers and employees, supporting our purpose of protecting people and nature.

Baseline Emissions Footprint

The table below displays the greenhouse gas emissions for the baseline year (June 2023 – May 2024) and the reporting year (June 2025 – May 2026). Baseline emissions represent the volume of greenhouse gases produced in the past and prior to the introduction of any emissions reduction strategies. Baseline emissions are the reference point against which emissions reductions can be measured.

Globus Group have partnered with a third-party expert to measure and report our Scope 1, 2 and 3 emissions in accordance with the GHG protocol methodology, with verification under ISO 14064-3 standards. This rigorous process has provided full transparency of our supply chain, complying with the Climate Action and Low Carbon Development (Amendment) Act 2021 and the NHS Carbon reduction plan (PPN 06/21).

During the 25/26 reporting year, we improved the accuracy of our emissions by using primary data for electricity consumption, upstream transportation, business travel, and employee commuting. We have also seen increased emissions driven by business growth. We will continue to improve our data collection and reporting methodologies to enhance the accuracy of our carbon footprint.

Baseline year: June 2023 – May 2024	
	tCO ₂ e
Scope 1	184.04
Scope 2	94.99
Scope 3	Scope 3 total = 21561.75
	Purchased goods and services = 16219.94
	Capital goods = 202.40
	Fuel and energy related activities = 297.05
	Upstream transportation and distribution = 1292.12
	Waste disposal = 3.10
	Business travel = 3324.81
	Employee commuting = 41.55
	Downstream transportation and distribution = 66.46
	End-of-life treatment of sold goods = 114.30
Total emissions	21840.77

Reporting year: June 2025 – May 2026	
	tCO ₂ e
Scope 1	174
Scope 2	92.75
Scope 3	Scope 3 total = 30157.14
	Purchased goods and services = 26461.15
	Capital goods = 1007.88
	Fuel and energy related activities = 65.95
	Upstream transportation and distribution = 1553.31
	Waste disposal = 12.47
	Business travel = 779.36
	Employee commuting = 100.86
	Downstream transportation and distribution = 136.22
	End-of-life treatment of sold goods = 39.94
Total emissions	30423.89

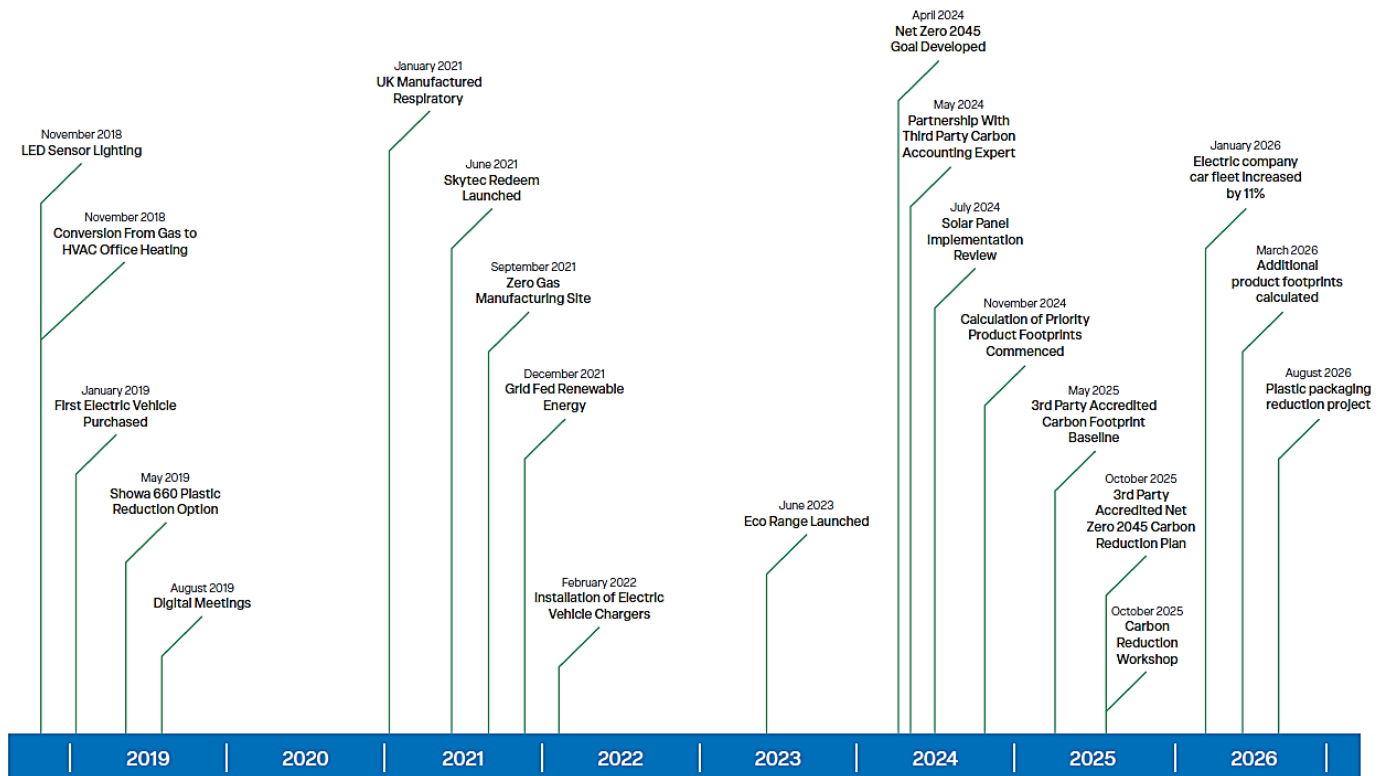
Emissions reduction targets

Globus Group is committed to becoming Net Zero in Scope 1 and 2 by 2035 and Scope 3 by 2045. To achieve this, we will pursue a linear reduction in emissions from our baseline levels to Net Zero 2045. These reductions will be achieved through carbon reduction projects implemented throughout our operations. An ESG team is committed to overseeing all projects and tracking progress against our goals at monthly management meetings.

Carbon reduction projects

Completed projects

We have taken some pivotal steps to reduce emissions. The **Carbon saving timeline** below displays the steps taken to mitigate our emissions across our UK sites so far.



Renewable energy

A significant environmental management measure taken has been the removal of fossil fuel powered electricity from all our UK sites by moving to 100% renewable energy tariffs. We will continue to explore methods to improve energy efficiency and phase out all fossil fuel emissions associated with our sites by 2035.

Electric car fleet

We have installed electric vehicle charging points to encourage the use of electric cars. In line with the UK's proposed ban on the sale of fossil fuel vehicles by 2035, we aim for our company car fleet to become fully electric by 2035 and are already making progress towards this by increasing our fully electric car fleet by 11% since 2025. This will help to reduce our Scope 1 emissions and support our employees in reducing their personal carbon footprint.

Manufacturing and shipping

Globus Group are investing in European manufacturing, reducing reliance on international shipping. We pledge to partner with logistics companies with Net Zero plans and increasingly seek to adopt more sustainable methods of shipping where available. The majority of our BAU containers are transported via rail, significantly reducing our inbound transportation emissions, with the container rail terminal located just 1 mile from the warehouse. For outbound transport, we partner with couriers with credible Net Zero plans, with many of our last-mile courier partners already using electric powered vehicles.

Sustainable product range

The Skytec Eco range is an eco-friendlier hand protection range made from recycled plastic bottles. The eco calculator on our website demonstrates the plastic and water savings from switching to these environmentally friendly alternatives. We have also calculated the carbon footprints of several respiratory protection, head protection and hand protection products. Through this exercise, we have gained greater visibility of our emission hotspots, helping us and our suppliers to build a targeted carbon reduction plan.

Future emissions reduction projects

Product level emissions

We are dedicated to minimising our environmental impact across our portfolio of products. In partnership with a third-party expert, we are in the process of mapping and calculating the cradle-to-grave emissions of additional products. We will work collaboratively with our end-to-end supply chain to ensure that emission hotspots are identified, and SMART (specific,

measurable, achievable, relevant, timebound) actions are taken to reduce them. We are also exploring digital platforms to enhance data sharing with our customers.

Product and packaging circularity

Globus Group is committed to sourcing raw materials from suppliers with Net Zero 2050 plans and we prioritise partnerships with suppliers holding recognised environmental and quality certifications. We are working closely with our suppliers to increase the use of recycled materials across our product range and packaging, reducing reliance on virgin resources and supporting a more circular economy. Several of our key products are certified to the Recycled Claim Standard (RCS) and Global Recycled Standard (GRS), and we have transitioned 90% of our Skytec product range from polybags to recyclable paper wraps since 2022 to minimise single-use plastic. Lastly, we partner with Synergy Compliance Ltd, who established one of the key Packaging Waste schemes, to ensure that we are operating in line with the Extended Producer Responsibility Scheme.

Responsible sourcing

We have increased our engagement with Globus Group Tier 1 & 2 suppliers to enhance supply chain transparency and are committed to eliminating harmful practises in our supply chain. We have developed our Supplier Evaluation Questionnaire and undertaken a comprehensive review to include additional requirements on Modern Slavery, Environmental, Anti-Bribery & Corruption and Sanctions. Working closely with our suppliers, we maintain compliance with all relevant regulations, including the EU Packaging and Packaging Waste Regulation (PPWR), EU Deforestation Regulation (EUDR), Persistent Organic Pollutants Regulation (POP) and REACH Regulation. Additionally, we have created policies and procedures on Conflict Minerals, EU Packaging Waste, and the environment, to support our commitment to biodiversity protection.

Waste reduction and recycling

We are exploring opportunities, such as take back schemes and recycling partnerships with our customers, to support recycling and reduce waste. We anticipate major technological shifts in the PPE industry. Emerging biodegradable and recyclable materials offer potential opportunities to improve product circularity, while carbon accounting tools and digital platforms will enhance traceability and transparency. Additionally, we are exploring smart manufacturing technologies and sustainable materials to help optimise energy use and minimise waste. We are also continuing to invest and explore recycling partnerships and take-back schemes, such as funding PhD research at Herriot Watt University to develop a recycling solution for nitrile plastics.

Engagement, training and continuous improvement

Globus Group has an ESG team dedicated to achieving Net Zero, with colleagues across all departments taking part in a collaborative decarbonisation workshop in October 2025, and a product and packaging circularity workshop in August 2026. Employees receive training annually on environmental policies and procedures, and in-depth training is provided to key stakeholders. We will continue to invest time and resources into sufficient training and workshops.

Certifications

Globus Group has a Labour Standards Assurance System (LSAS) in place which is independently audited on an annual basis.

We operate an Environmental Management System aligned with ISO14001:2015 and this will be certified in 2027.

Declaration and Sign Off

This Carbon Reduction Plan is aligned to PPN 06/21 guidelines and reporting standards for Carbon Reduction Plans. The applied methodology to collect, calculate and report our emissions is in line with the Greenhouse Gas Protocol and the BEIS Environmental Reporting Guidelines and has used the UK Government emission conversion factors.

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 report has been reviewed and signed off by the Group Chief Financial Officer for Globus Group.

Signature: ANDREW MORRIS

Date: 07/10/2026