

Carbon Reduction Plan

Net Zero Commitment

Globus Group, consisting of Globus Shetland Ltd, Alpha Solway Ltd, and Visionlab, is dedicated to achieving Net Zero emissions in Scope 1 and 2 by 2035 and Scope 3 by 2045. Our commitment extends beyond carbon neutrality, aiming to minimise our environmental impact across our entire supply chain and to actively contribute to the United Nations Sustainable Development goals.

Baseline Emissions Footprint

The table below displays the greenhouse gas emissions for the baseline year (June 2023 – May 2024) and the reporting year (June 2024 – May 2025). Baseline emissions represent the historical volume of the 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 both the Climate Action and Low Carbon Development (Amendment) Act 2021 and the NHS Carbon reduction plan (PPN 06/21).

We have enhanced our measurement approach and expanded the scope of emissions recorded. This carbon reduction plan is the first to include a complete accounting of all relevant Scope 3 emissions for both the baseline and reporting years.

Baseline year: June 2023 – May 2024	
Emissions	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

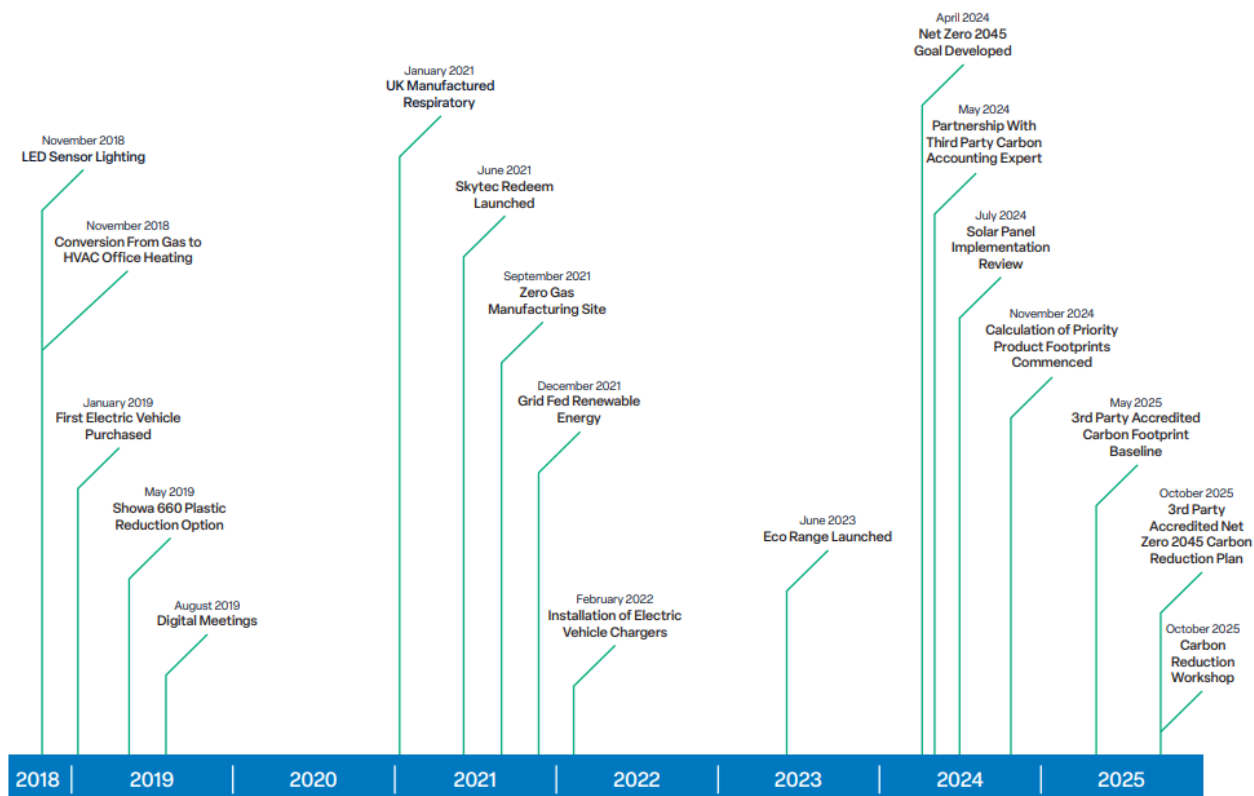
Reporting year: June 2024 – May 2025	
Emissions	tCO ₂ e
Scope 1	142.37
Scope 2	54.50
Scope 3	Scope 3 total = 21616.23
	Purchased goods and services = 14939.68
	Capital goods = 845.17
	Fuel and energy related activities = 398.09
	Upstream transportation and distribution = 1797.75
	Waste disposal = 5.49
	Business travel = 3486.14
	Employee commuting = 39.68
	Downstream transportation and distribution = 68.79
	End-of-life treatment of sold goods = 35.44
Total emissions	21813.09

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.

Completed emissions reduction 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, as well as future projects.



Key projects

Green 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 planned ban on the sale of fossil fuel vehicles by 2035, we aim for our company car fleet to become fully electric by 2035. These actions will help lower commuting-related 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 partners 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 Net Zero plans, with many of our courier partners already switching to electric powered vehicles.

Sustainable product range

The Skytec Eco range is an eco-friendlier hand protection range made from recycled plastic bottles. Each high-performance pair of gloves are made from the equivalent of one or more recycled plastic bottles (rPET). The eco calculator on our website demonstrates the plastic and water savings from switching to these environmentally friendly alternatives.

Planned emissions reduction projects

Product level mapping and responsible sourcing

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 our key 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.

By tracking product-level emissions, we have increased engagement with Globus Group Tier 1 & 2 suppliers to enhance supply chain transparency. We are committed to eliminating harmful practises in our supply chain and have been working with our suppliers to ensure they are all compliant with EU deforestation regulations, Persistent Organic Pollutants regulation and REACH chemicals regulation. Additionally, we have policies on Conflict Minerals and the environment, reinforcing our commitment to ensuring biodiversity protection, pollution prevention and avoiding the use of conflict minerals.

Product 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 seek to maximise the use of recycled materials in production by minimising the use of raw materials and waste. Additionally, we are continuing to invest and explore recycling partnerships, such as funding PhD research at Herriot Watt University to develop a recycling solution for nitrile plastics.

Waste reduction and recycling

Key products in our range are Recycled Claim Standard (RCS) certified and use paper wrap and cardboard to minimise single use plastic waste. We partner with Synergy Compliance Ltd, who established one of the key Packaging Waste schemes, to ensure that we are operating in line with our legal obligations. 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 investigating smart manufacturing technologies and sustainable materials to help optimise energy use and minimise waste.

Responsibilities and training

In 2021, Globus Group appointed a team dedicated to achieving Net Zero. This has now developed into a larger ESG team with environmental stakeholders from all departments, who all took part in a collaborative decarbonisation workshop in October 2025. We have had training sessions for all employees, including in-depth training for key stakeholders, and will continue to invest time and resources into sufficient training and workshops.

Certification

Globus Shetland Ltd and Alpha Solway Ltd are in the process of obtaining ISO14001:2015. This will be fully operational in 2026.

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.

Name ANDREW MORRIS

Signature ANDREW MORRIS

Date 8 OCTOBER 2025