

Environmental, Social and Governance (ESG) Report

MEDITRADE UK

INTRODUCTION

The significance of Social Value lies in prompting us to reflect on our actions, assess their contribution to society, and contemplate their potential impact on future generations. It encourages us to be more socially conscious. In Meditrade UK, we recognize that businesses are integral parts of the communities in which they operate and that their success is inherently tied to the well-being of these communities.

Throughout the publication of our Environmental, Social and Governance (ESG) Report, Meditrade UK positions itself as a responsible corporate citizen committed to proactively contributing to the betterment of society by driving sustainable development, promoting inclusivity, and minimizing negative externalities.

Our dedication extends throughout the entirety of our operational chain, from the selection of our supply chain partners, extending to the distributors of our products, and involving all employees, whether directly or indirectly affiliated with our organization and business activities.

All individuals performing services for or on behalf of Meditrade UK, including full- and part-time employees, directors, agency staff/contractors, and those employed by subsidiary companies, are subject to our values and policies. We are committed to aligning our efforts with the broader goal of creating lasting value for all stakeholders involved.

Contents

Contents	3
ENVIRONMENTAL	4
FIGHTING CLIMATE CHANGE.....	4
ENVIRONMENTAL CERTIFICATION	4
CARBON REDUCTION PLAN.....	4
AIR POLLUTION.....	5
WASTE AND CIRCULAR ECONOMY	5
FUTURE INITIATIVES.....	5
SOCIAL	6
TACKLING ECONOMIC INEQUALITY	6
EMPLOYMENT AS AN ECONOMIC AND HEALTH INTERVENTION	6
EMPLOYEE HEALTH, SAFETY AND WELLBEING	6
LIVING WAGES	6
CAREER PROGRESSION	6
DIVERSITY, EQUITY AND INCLUSION	7
GOVERNANCE	8
ANTI-MODERN SLAVERY	8
SUPPLIER EVALUATION	8
DATA PROTECTION	9
REFERENCES	9

ENVIRONMENTAL

FIGHTING CLIMATE CHANGE

Climate change presents significant challenges that require a collective effort to address and pave the way for a greener future. At Meditrade UK, we recognize the urgency of this global issue and are fully committed to combating climate change. Environmental consciousness is deeply ingrained in our company values, driving us to take proactive steps towards sustainability.

Since 2021, we have tracked our carbon emissions profile, with continuous improvements in methodologies and data accuracy. In 2025, we implemented enhanced monthly and quarterly monitoring protocols. Our commitment extends beyond tracking; we actively implement initiatives to reduce our carbon footprint. We have achieved Science Based Targets initiative (SBTi) verification, reinforcing our rigorous approach to emissions reduction and transparency.

ENVIRONMENTAL CERTIFICATION

We maintain **ISO 14001 Environmental Management System certification** (achieved in 2023), which validates our effective environmental management practices and commitment to continuous improvement.

We also hold **ISO 14064-1:2018 Carbon Footprint Verification Certification** for all our sites. This certification supports accurate and transparent greenhouse gas (GHG) emissions quantification and reporting in line with international best practices.

Through these certifications, Meditrade UK reaffirms its commitment to environmental sustainability and corporate social responsibility. We are dedicated to minimizing our environmental footprint, fostering a culture of environmental stewardship, and contributing to a more sustainable future for generations to come.

CARBON REDUCTION PLAN

The publication of our annual Carbon Reduction Plan represents a key milestone for Meditrade UK. With the 2026 edition, we have now completed three consecutive years of comprehensive greenhouse gas (GHG) emissions tracking. This ongoing process underscores our strong commitment to transparency and accountability in environmental management.

We will continue to publish an updated Carbon Reduction Plan each year. This ensures all stakeholders — including suppliers, employees, customers, and investors — have clear visibility of our emissions profile and the actions we are taking to reduce them.

Meditrade UK is committed to achieving Net Zero by 2045. To drive meaningful progress, we have adopted the following science-based carbon reduction targets (verified under the Science Based targets initiative – SBTi):

- We commit to reducing absolute Scope 1 and Scope 2 GHG emissions by 2035.
- We project that total greenhouse gas emissions will decrease to 362.77 tCO₂e by 2030 (based on our 2025 baseline).

Detailed breakdown of our Scope 1, Scope 2, and relevant Scope 3 emissions for 2025 can be found in our standalone Greenhouse Gas (GHG) Emissions Report 2025

AIR POLLUTION

In 2025, Meditrade UK continued to fully adhere to all relevant air pollution regulations, with no reported incidents of non-compliance or fines related to air emissions.

Building on this strong performance, we are developing a comprehensive air quality strategy to further enhance our environmental performance. This includes the establishment of robust measurement and monitoring mechanisms to accurately track our impact over time. Through these proactive measures, we aim to maintain our excellent compliance record and contribute to cleaner air for all.

WASTE AND CIRCULAR ECONOMY

We are committed to reducing the volume of waste generated across all aspects of our operations, including product design, packaging, facilities, logistics, and our wider supply chain.

Our commitment is demonstrated through active participation in the Green Dot recycling programme, where we continuously monitor and improve the recycling of packaging materials to minimise waste.

We prioritise reducing reliance on plastics and non-recyclable materials in both our products and packaging. This includes sourcing FSC-certified paper-based packaging from responsible suppliers and incorporating plastics with 30% recycled content into our fully recyclable products. These measures help minimise our environmental footprint and support our broader sustainability goals, including the management of Scope 3 waste-related emissions.

FUTURE INITIATIVES

In our continued journey towards achieving a Net Zero future, we are actively devising plans to implement the following forward-looking initiatives. These strategies are essential for reducing our carbon footprint and transitioning towards sustainable practices. By embarking on these initiatives, we aim to accelerate our progress towards carbon neutrality and contribute to mitigating the impacts of climate change.

- Transition to ISCC-certified Biofuel for ocean shipping: We are actively transitioning from conventional fossil bunker fuels to ISCC-certified biofuel, which can reduce or eliminate sea freight emissions depending on the blend and supply chain verification.
- Developing a comprehensive low-carbon transportation strategy that incorporates electric vehicles, optimises delivery routes, and consolidates shipments to minimise overall travel distances.
- Incentivising key suppliers to adopt sustainable transportation and logistics practices by setting clear sustainability targets and offering incentives for measurable carbon footprint reductions.
- Acquiring or developing a new logistics hub designed with eco-design principles and Net Zero technology, in line with the Construction Playbook guidelines. This will incorporate passive design elements, LED lighting, and sensor technologies.
- Launching a formal carbon offset programme to address residual emissions that cannot be eliminated through direct reduction measures, investing in high-quality renewable energy and carbon capture projects.
- Implementing the ISO 50001 Energy Management System to drive further energy efficiencies across our operations.
- Continuing carbon reduction education awareness and training programmes for our employees.

SOCIAL

TACKLING ECONOMIC INEQUALITY

EMPLOYMENT AS AN ECONOMIC AND HEALTH INTERVENTION

Utilizing employment as both an economic and health intervention strategy involves leveraging job opportunities not only to address financial stability but also to promote overall well-being. By viewing employment through this dual lens, organizations and policymakers can recognize the multifaceted benefits that meaningful work can provide.

At Meditrade UK, we recognise that beyond just earning an income, employment offers individuals a sense of purpose, social connections, and opportunities for personal development. Moreover, stable employment has been linked to improved mental health outcomes, reduced stress levels, and overall better physical health. Therefore, investing in job creation and supporting initiatives that facilitate access to employment can yield significant positive impacts not only on individuals' economic status but also on their health and well-being, ultimately contributing to broader societal welfare.

EMPLOYEE HEALTH, SAFETY AND WELLBEING

The cornerstone of our success lies in our employees, communities, and suppliers. Their unwavering commitment and diligence empower us to enhance healthcare delivery for patients and families worldwide. We are committed to fostering a workplace environment that prioritizes the health and well-being of each team member.

LIVING WAGES

At Meditrade UK, we take pride in providing our employees with a genuine **Living Wage** (2). This wage rate, voluntarily offered by our business, reflects our firm belief that every member of our team deserves compensation that covers their everyday necessities. We understand that living costs encompass various expenses, from household essentials to unexpected dental appointments. Therefore, we are committed to ensuring that our employees' wages adequately address these needs, promoting financial stability and well-being within our workforce. Our dedication to offering the Living Wage underscores our commitment to fair compensation practices and the value we place on supporting our employees' quality of life.

By fostering an environment where all workers can enjoy financial security and dignity, we contribute to building a more equitable and sustainable society. Through ongoing advocacy, collaboration with stakeholders, and internal policies, we remain dedicated to creating opportunities for our employees to lead fulfilling lives free from the constraints of poverty.

CAREER PROGRESSION

A diverse array of developmental opportunities and structured career planning pathways enable employees to chart their unique professional trajectories within the company. Meditrade UK is dedicated to cultivating a supportive work environment that empowers employees to take ownership of their growth and continually enhance their skills to excel and achieve both short- and long-term career aspirations.

The annual employee performance reviews, conducted between managers and employees, serve various purposes, including identifying and collaboratively planning potential career advancements. These opportunities range from skill enhancement to exploring alternative roles within the company. Additionally, Meditrade UK provides a multitude of development opportunities and programs tailored for specialists, managers, and newcomers across all age groups.

EQUAL OPPORTUNITY

DIVERSITY, EQUITY AND INCLUSION

Equity by design represents a fundamental approach to creating systems, policies, and environments that prioritize fairness, justice, and inclusivity from their inception. Rather than addressing inequities as an afterthought or reacting to disparities as they arise, equity by design proactively considers the needs and experiences of all individuals, particularly those who have historically been marginalized or underserved. This approach requires intentional efforts to identify and dismantle barriers to equality, while actively promoting opportunities for all to thrive.

At Meditrade UK, we are committed to fostering a workplace environment that celebrates equality, diversity, and inclusion. We recognize the invaluable contributions that individuals from all backgrounds bring to our organization, and we are dedicated to creating opportunities that increase representation for marginalized groups. Diversity, inclusion, and mutual respect are integral components of our corporate culture that guide our actions and decisions daily.

As an equal opportunities' employer, we firmly reject all forms of discrimination and strive to ensure that our recruitment and hiring processes are fair and unbiased. We firmly believe that talent knows no boundaries and that everyone should have an equal opportunity to succeed based on their skills, qualifications, and merit alone. Regardless of gender, sexual orientation, marital or civil partner status, pregnancy or maternity, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability, or age, every individual is treated with dignity and respect at Meditrade UK. These values are not confined to our recruitment practices; they permeate every aspect of our organization. From day-to-day interactions to decision-making processes, we embrace diversity and encourage open dialogue, recognizing that diverse perspectives lead to innovative solutions and better outcomes.

In addition to our commitment to equality and diversity, we are equally dedicated to maintaining a workplace free from harassment and discrimination. To this end, we have implemented comprehensive policies, including an **Equal Opportunities Policy** and an **Anti-harassment and Bullying Policy**, both of which are outlined in our **Employee Handbook**. These policies serve as guidelines for acceptable behaviour and provide avenues for reporting and addressing any concerns or grievances that may arise.

At Meditrade UK, we believe that by embracing diversity, promoting inclusion, and fostering a culture of mutual respect, we not only create a more supportive and fulfilling work environment for our employees but also drive innovation and success as a company. We are committed to continually improving and evolving our practices to ensure that everyone feels valued, respected, and empowered to reach their full potential.

GOVERNANCE

Corporate governance encompasses a set of regulations, practices, and procedures aimed at directing and managing an organization in a manner that benefits all relevant stakeholder groups. This governance structure accounts for both the risks and opportunities inherent in the company's business operations, as well as those arising from global developments.

ANTI-MODERN SLAVERY

At Meditrade UK, we vehemently oppose modern slavery in all its forms. We recognize that modern slavery is a grave violation of human rights, and we are committed to eradicating it from our operations and supply chains. We believe that every individual has the right to live and work free from coercion, exploitation, and abuse. To this end, we have implemented robust policies and procedures to prevent modern slavery and human trafficking in our business activities. We conduct thorough due diligence on our suppliers and partners to ensure they share our commitment to ethical and responsible practices. Additionally, we provide training and awareness programs for our employees to recognize the signs of modern slavery and report any concerns they may have. By taking a proactive stance against modern slavery, we strive to uphold the dignity and rights of all individuals, both within our organization and throughout our supply chains.

As a company, we adopt a strict stance against modern slavery. Our commitment lies in conducting all our business operations and relationships with integrity and ethical conduct. We have established and enforced systems and controls to prevent any occurrence of modern slavery within our organization and across our supply chains. Transparency is paramount to us, and we ensure transparency in both our internal operations and our efforts to combat modern slavery throughout our supply chains, aligning with the disclosure requirements outlined in the Modern Slavery Act 2015. We hold all our employees, suppliers, and business partners to the same high standards, expecting adherence to specific prohibitions against forced labour, human trafficking, or any form of slavery or servitude, regardless of age.

Meditrade UK's publicly available **Anti-Slavery and Human Trafficking Policy** (3) displays our commitment to ethical business practices. This comprehensive policy not only communicates our zero-tolerance stance towards modern slavery and human trafficking but also outlines the specific measures we take to prevent, detect, and address any instances of these crimes within our operations and supply chains. It serves as a guiding document for all employees, ensuring that they understand their roles and responsibilities in upholding our ethical standards and reporting any concerns or suspicions.

Finally, our utilization of the **Modern Slavery Assessment Tool (MSAT)** (4) reflects our proactive approach to evaluating and enhancing our anti-slavery efforts. By leveraging the MSAT, we gain valuable insights into areas of strength and areas for improvement, enabling us to continuously refine and strengthen our anti-slavery initiatives and ensure the integrity and transparency of our supply chain.

SUPPLIER EVALUATION

The **MED 1069 Supplier Code of Conduct** plays a crucial role in extending our ethical sourcing principles to our network of suppliers. This document articulates our expectations for ethical behaviour and compliance with relevant laws and regulations, including those about modern slavery and human trafficking. By clearly communicating our standards to suppliers, we establish a shared commitment to ethical sourcing practices and create a framework for collaboration and accountability.

Our commitment to supply chain transparency is further demonstrated through our annual on-site audit visits to main suppliers. These visits provide us with firsthand insights into the working conditions, practices, and processes of our suppliers, allowing us to assess compliance with our ethical sourcing standards and identify any areas for improvement. Through these audits, we not only verify the integrity of our supply chain but also foster open communication and collaboration with our suppliers to address any issues or concerns that may arise.

DATA PROTECTION

At Meditrade UK, we uphold a commitment to protecting personal data at every stage of the business communication process, encompassing the collection, authorization, and disposal stages, in accordance with the expectations of customers, patients, employees, and all stakeholders. Our policies adhere to ethical and legal standards, with regulations established to uphold compliance. The **MED 1030 Data Protection Policy** serves as the foundation for the methodical handling of data.

REFERENCES

- (1) Meditrade UK Carbon Reduction Plan: <https://www.meditradeuk.com/wp-content/uploads/CarbonReductionPlan.pdf>
- (2) Accredited Living Wage Employers | Living Wage Foundation: <https://www.livingwage.org.uk/accredited-living-wage-employers>
- (3) Meditrade UK Anti-Modern Slavery Statement: <https://meditrade.net/en/modern-slavery-statement/>