Carbon Reduction Plan

Supplier name: Henry Schein UK Holdings Ltd

Publication date: 20th June 2025

Commitment to achieving Net Zero

Henry Schein UK Holdings Ltd is committed to achieving Net Zero emissions by 2050 and this will cover Scope 1, 2 and Scope 3 categories.

This report was developed following The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Baseline

Baseline Emissions Reporting: 2022
Additional Details relating to the Baseline Emissions calculations.
Henry Schein (HS) has previously assessed 2021 Scope 1 (488.13 tCO2e) and 2 (316.18 tCO2e - market based approach) emissions. However, Scope 3 emissions were not previously assessed and, therefore, 2022 should be considered as the baseline year for Scope 1, 2 and 3 GHG emissions. All information provided from Scopes 1, 2 and 3 have been collected from recorded business data and service providers. Gas and Electricity- Emissions related to Gas and Electricity were quantified with consumptions of gas and electricity from the business. The Defra Conversion Factors (2022) for gas was used. The electricity EDF (supplier) emission factor for the electricity tariff/product contracted was used to quantify the emissions from purchased electricity- market based approach. Company Cars – GHG emissions from HS fleet were provided by the company Zenith that lease the cars to Henry Schein. Business Travel (Air)- Greenhouse emissions from Air Travel in 2022 were made available by the service provider. Waste - Waste production (Veolia service provider) was registered for the year 2022 and DEFRA emission factors were used to quantify the GHG emissions from Waste. Going forward Henry Schein will be improving data collection processes for waste to include data from other service providers and it is expected that better data from this category will be included in future statements. Employee Commuting – included an average figure for employee commuting by using the average data method as published in Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions. Going forward Henry Schein will be conducting an employee survey to capture typical commuting types from car, bus, rail, other and this information will be included in future statements. Upstream Transportation of Goods – Data from the main suppliers were analysed with regards to quantities purchased, distances (km) and type of transport used. The appropriate DEFRA emission factors were used to quantify the GHG from transportation from suppliers.

Downstream transportation of goods – GHG emissions from downstream transportation of goods were provided by the companies USP and Parcel Force Worldwide.

Baseline year emissions:

EMISSIONS	TOTAL (tCO_2e)
Scope 1 **- Gas: 58 tCO2e** **- Company cars: 187.58 tCO2e** **- Fugitive emissions: 24.13 tCO2e**	**269.88**
Scope 2 **Electricity purchased- market based**	**308.44**
Scope 3 - **Waste: 2710.22 tCO2e** **- Business Travel- Air:10.88 tCO2e** **- Employee Commuting: 156.28 tCO2e** **- Upstream Transportation of Goods: 518.82 tCO2e** **- Downstream Transportation of Goods: 803.09 tCO2e**	**4199.28**
Total GHG Emissions	**4777.6**

Current Emissions Footprint

Current Year: 2024

Additional Details relating to the Current Emissions calculations.

All information provided from Scopes 1, 2 and 3 have been collected from recorded business data and service providers.

Gas, fuel for emergency generators and electricity- GHG emissions related to natural gas, combustion of fuel from emergency generators and electricity purchased were quantified with recorded consumptions of gas, fuel and electricity from the business. Defra Conversion Factors (2024) for natural gas and fuel, as well as for UK electricity for Electric Vehicles were used. The GHG emissions from electricity purchased was calculated with the suppliers´ emissions factors for the electricity tariff contracted (market-based approach).

Fugitive emissions- Leaks from air conditioning units were recorded and used to calculate fugitive emissions. Defra Conversion Factors (2024) for R407c and HFC 227ea were used.

Company Cars – Fuel consumption and car mileage was used in the GHG inventory, as well as 2024 DEFRA Emissions factors.

Business Travel (Air) - Greenhouse emissions from Air Travel in 2024 were made available by the service provider.

Waste - Waste production was registered for the year 2024 and DEFRA emission factors were used to quantify the GHG emissions from Waste.

Employee Commuting –Henry Schein has conducted an employee survey to capture typical commuting types from car, bus, rail, for example, and this information was used to estimate employee commuting emissions. The appropriate 2024 DEFRA emission factors were used.

Upstream Transportation of Goods – Data from the main suppliers were analysed with regards to quantities purchased, distances (km) and type of transport used. The appropriate DEFRA emission factors were used to quantify the GHG from transportation from suppliers.

Downstream transportation of goods – GHG emissions from downstream transportation of goods were provided by the delivery company FedEx and UPS.

EMISSIONS	TOTAL (tCO_2e)
Scope 1 **- Gas: 135 tCO2e** **- Emergency Generators- 0 tCO2e** **- Company cars: 317.39 tCO2e** **- Fugitive emissions: 106.84 tCO2e**	**559.23**
Scope 2 **Electricity purchased- market based: 278.66 tCO2e** **Electricity Purchased (EV): 0.06 tCO2e**	**278.72**

Scope 3 - **Waste: 1.86 tCO2e** **- Business Travel- Air: 212.81 tCO2e** **- Employee Commuting: 340.66 tCO2e** **- Upstream Transportation of Goods: 711.36 tCO2e** **- Downstream Transportation of Goods: 1849.62 tCO2e**	**3116.31**
Total Emissions	**3 954.26**

In 2024 GHG emissions have decreased by 823.34 tCO2e (17.23%) from baseline year 2022. This result was mainly due to GHG reductions in Scope 2 (reduction of 39 tCO2e) and Scope 3 (reduction of 1083 tCO2e) in comparison with 2022 GHG emissions.

Emissions reduction targets

To continue progress to achieving Net Zero, Henry Schein continues to explore opportunities to reduce emissions. We have set several carbon reduction targets:

Scope 1 and 2 Emissions

- Increase by 25% the usage of electric company cars;
- 5% reduction on gas /electric GHG emissions within the offices.

Scope 3 emissions

- 5% reduction of GHG emissions from employee commuting;
- 5% reduction of GHG emissions from waste production;
- 2% reduction of GHG emissions from air travelling;
- 5% reduction of GHG emissions from Upstream Transportation of Goods;
- 5% reduction of GHG emissions from Downstream Transportation of Goods.

Henry Schein GHG emissions in 2024 (3 954.26 tCO2e) were below the target set for 2028 (4 514.11 tCO2e).

Hence, with the same targets as set previously, the company will be able to decrease GHG emissions to a total of 3 350.94 tCO2e by 2030. This is a reduction of circa 6% of GHG emissions over the next 5 years and a reduction of circa 30% from baseline year 2022.

Carbon Reduction Projects

The following environmental management measures and projects are currently ongoing and progress from the implementation of environmental measures in 2024 was assessed against the base year 2022:

- Increased by 23% use of greener company cars;
- Electricity: 20% reduction
    - changed to provider with energy from renwable sources
    - Energy efficient lighting in office / warehouse
- Waste production (Tonnes) reduced by 42%;
- Business travel & Employee commuting have increased against the base year
- Upstream and Downstream Transportation of Goods have increased against the base year
- Employee benefit program for tech recycling

Final Initiatives

In the future Henry Schein expects to implement further measures such as:

1. Ambient Warehouse upgrades, including reduction in energy consumption
2. Enhanced monitoring for energy use
3. Incorporate environmental requirements into all new agreements and service provision templates and adopt the template for all new and revised arrangements.
4. Plan a “Green” fun day for employees, to raise awareness of Environmental issues and encourage employees to join in with activities to reduce carbon emissions at home and at work.
5. Box erector packing machine, builds boxes to the size of the contents reducing the use of void air fill pillows. More boxes can be fitted onto each trailer reducing the number of trailers used to transport orders to customers.
6. Investigate solar powered energy options at owned locations.
7. Investigate rainwater harvest for toilet flushing / non consumption.
8. Review of printed collateral to reduce paper and ink, resulting in less wastepaper, ink cartridges and transportation costs
9. Give as you earn through benefits scheme for employee which include green charity options.
10. Trees planted to celebrate employee long service awards at 5, 10,15, 25, 30, 35, 40 years of service with Henry Schein
11. Mapping of all sources of waste to ensure complete and targeted reduction.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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:

vikki goodall

vikki goodall (Jun 25, 2025 12:12 GMT+1)

Date: 06/25/2025

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