Carbon Reduction Plan

PPN 006

Supplier name	Real Digital International Limited
Publication date	January 2026
Location	Croydon, Hereford & Telford

Introduction

Real Digital International Limited (RDi) is a UK-based company specialising in data-driven communications, automated fulfilment services, and healthcare kitting solutions. Established in 2004, RDi has become a leader in delivering highly personalised and scalable solutions for businesses and healthcare providers. By leveraging cutting-edge automation and secure data management, RDi optimises supply chains and enhances accessibility to critical healthcare services.

The directors of RDi are committed to responsible environmental management.

The RDi's team are committed to protecting the environment, reducing waste and streamlining the production efficiency and reducing its carbon emissions

Commitment to achieving net zero

Real Digital International Limited is committed to achieving **Net Zero by 2040** for the emissions that we control directly (Scope 1 and 2) and to achieve **Net Zero by 2045** for those emissions that we can influence (Scope 3).

Carbon Sources

The following defines Scope 1 - 3 emissions and their relevance to RDi:

Scope 1 – Direct Emissions
Emissions released directly from sources owned or controlled by the organisation.
Examples: fuel combustion in company vehicles, onsite refrigeration i.e. Air-conditioning and cooling

Scope 2 – Indirect Energy Emissions
Emissions from the generation of purchased energy that the organisation consumes.
Examples: electricity

Scope 3 – Other Indirect Emissions
Emissions not included in Scope 2 that occur across the value chain, both upstream and downstream.
Examples: supply chain activities, business travel, employee commuting, waste disposal, transportation.

Baseline and Current Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

RDi Croydon: 2 Queensway, Croydon, Surrey, CR0 4BD

			Current
		2024	2025
Emissions	Description	tCO_2e	tCO_2e
Scope 1	Company Van	0.01	0
	Refrigeration	263.2	0
Scope 2	Purchased Electricity		
	1. Location - Based	287.1	282.80
	2. Market - Based	0	0
Scope 3	C4 – Upstream Transportation and distribution	41.36	43.50
	C5 – Waste generations in operations	3.42	2.34
	C6 – Business Travel	13.81	17.47
	C7 – Employee commuting	69.14	69.14
	C9 - Downstream Transportation and distribution	29.95	25.92
Total Emissions Location-Based tCO_2e		**707.99**	**441.17**
Total Emissions Market-Based tCO_2e		**420.89**	**158.37**

Scope 1

- RDi do not have any natural gas use on site.
- The 2025 data show zero refrigeration-related emissions, validating the previous year's statement that the 2024 spike was temporary and due to the successful transition to new units eliminating the need for 2025 refrigerant top-ups.

Scope 2

- Market-based emission is zero because we have successfully completed our first full year on a 100% renewable energy tariff, meaning all the power we purchased was carbon-free at the source.
- In 2025 the location-based emissions have declined from 287.1 to 282.80
- Following the installation of solar panels in November 2025, we anticipate a measurable reduction in grid-dependency and carbon impact throughout 2026. Any surplus energy generated from the solar panels will be fed back into the grid.

Scope 3

Category 4 – Upstream Transportation and distribution

- Upstream Transportation has slightly increased in 2025 to 43.50 in line with company growth, increased production and revenue.

Category 5 – Waste generations in operations

- RDi reduced its waste by 36 tonnes in 2025 compared to 2024, representing a 6.7% decrease. This performance nearly doubles the reduction rate seen in 2024, showing significant progress toward waste minimisation targets. This was mainly due to a reduction in demand for one of our kits that uses significant amounts of paper and cardboard packaging, changes in product mix towards activities with lower packaging requirements, and increased activity in areas with reduced packaging needs.



Category	Tonnes	tCO_2e
Landfill	0	0
Recycled	381.76	1.789
Incinerated	116.68	0.55
Treated	0	0
Total Waste	**498.44**	**2.34**

* Electricity Energy Recovered = 64171 kW/H (waste disposal)

Category 6 – Business Travel

- Business travel emissions increased to 17.47 in 2025; this growth reflects our expanded operational footprint and increased global engagement.

Category 7 – Employee commuting

- Emissions remained unchanged in 2026, showing that travel habits and workforce head count have reached a steady point and reflects the mixture of personnel and commuting methods.

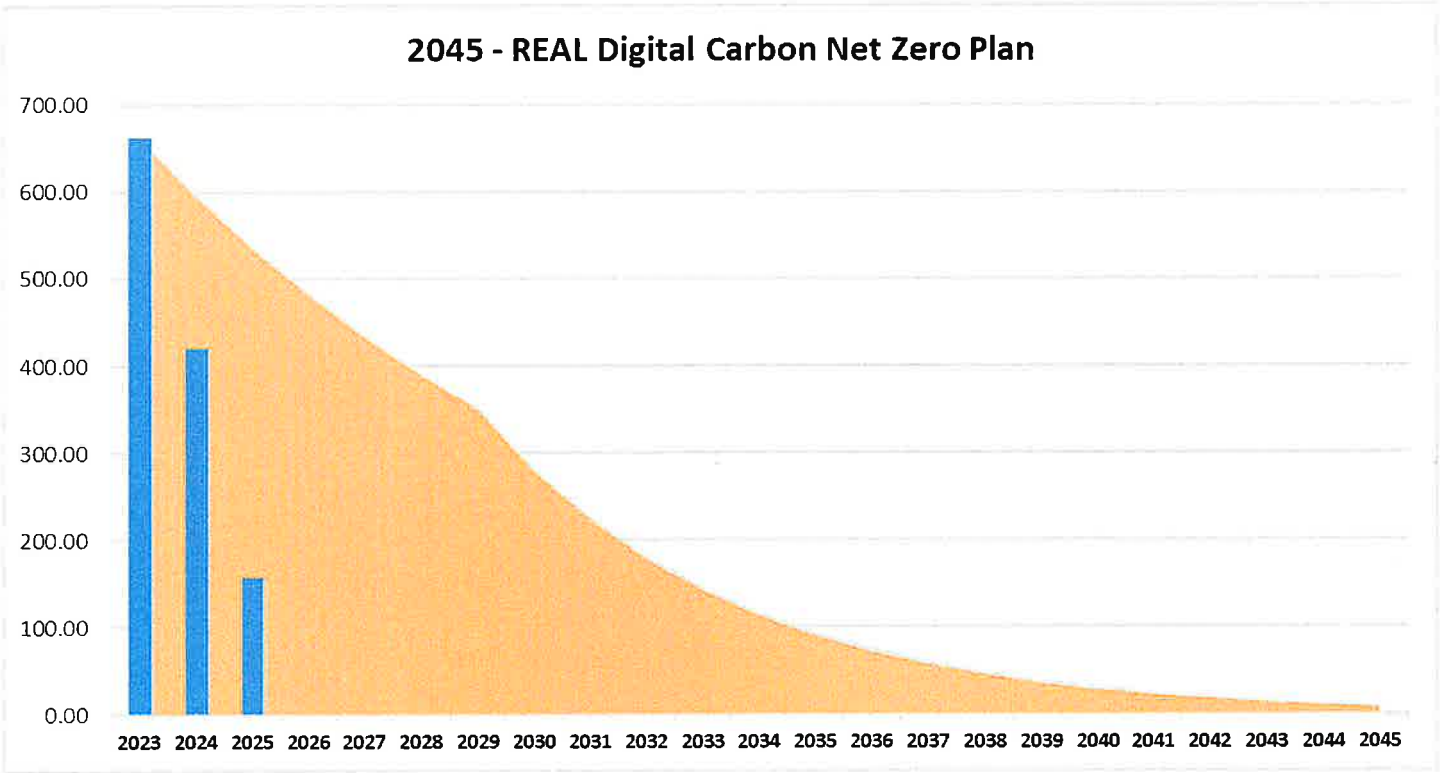
Category 9 - Downstream Transportation and distribution

- Emissions from downstream transportation and distribution saw a notable reduction, falling from 29.95 in 2024 to 25.92 in 2025. This represents a 13.5% decrease, reflecting improved logistics efficiency and optimised delivery routes.

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

Highly effective emission-reduction initiatives have already delivered a 76% decrease in emissions since 2023. This achievement is largely driven by the transition to a 100% renewable energy supplier, alongside the implementation of more efficient workflows and improved waste management and transportation procedures.



FY-25 Carbon reduction projects

In 2025, RDi advanced two key initiatives aimed at reducing its carbon footprint:

1. **Solar Panel Installation (Completed)** Following careful planning and discussions with our landlord last year, we successfully completed the installation of solar panels on our roof in 2025. This marks an important milestone in our commitment to becoming more environmentally responsible. While the system has only recently been commissioned and its full impact on our energy consumption is yet to be measured, the installation represents a proactive investment in renewable energy and a significant step toward reducing our long-term carbon footprint.

2. **Digital HR & Payroll Transition:** By implementing a fully digital HR and payroll system, RDi has successfully eliminated paper-based records and physical filing processes. This transition significantly reduces paper consumption and the environmental impact associated with printing, storage, and disposal. In addition to streamlining administrative workflows, the move supports our broader sustainability goals, enabling a more efficient and environmentally responsible operation as we move into 2026.

Expanding reporting locations

From 2025 onwards, we will be capturing data for both RDi Hereford and Telford.

RDi Hereford, Unit 3 Skylon Place, Hursey Road, Rotherwas Industrial Site Estate, Hereford, HR2 6NX

			2025
Emissions	Description	tCO_2e	tCO_2e
Scope 1	Company Van		0
	Refrigeration		274
Scope 2	Purchased Electricity		
	1. Location - Based		16.84
	2. Market - Based		44.34
Scope 3	C4 – Upstream Transportation and distribution		28.60
	C5 – Waste generations in operations		0.30
	C6 – Business Travel		0.51
	C7 – Employee commuting		(not recorded)
	C9 - Downstream Transportation and distribution		28.55
Total Emissions Location-Based tCO_2e			348.80
Total Emissions Market-Based tCO_2e			376.30

RDi Telford, Unit J2, Tweedale Industrial Estate, Telford, TF7 4JR

			2025
Emissions	Description	tCO_2e	tCO_2e
Scope 1	Company Van		0
	Refrigeration		0
Scope 2	Purchased Electricity		
	1. Location - Based		8.31
	2. Market - Based		21.89
Scope 3	C4 – Upstream Transportation and distribution		3.97
	C5 – Waste generations in operations		0.10
	C6 – Business Travel		0
	C7 – Employee commuting		(not recorded)
	C9 - Downstream Transportation and distribution		13.27
Total Emissions Location-Based tCO_2e			25.65
Total Emissions Market-Based tCO_2e			39.23

FY-26 Carbon reduction projects

As of 2025, a dedicated ESG team has been appointed to oversee the execution of our sustainability strategy and to drive our commitment to achieving carbon reduction objectives.

Project	What It Is	Why It Matters	Relevant Scope
Waste Management	1) Standardising shop floor processes. 2) Recycling and bespoke product guidance to ensure all production materials are diverted to the correct environmental channels.	1) Reduces waste and prevents recyclable materials from being discarded of incorrectly, helping us achieve our sustainability goals 2) Helps customers recycle responsibly and keeps our products out of landfills.	Scope 3 C5 - waste treatment & disposal

Waste Management	WEEE and Electrical Devices: 1) Coordinate with waste partners ensuring all electronic scrap is disposed of ethically and backed by right legal certificates. 2) Assess the volume and arrange for the disposal of IT accumulated electrical waste and wellness kit accumulated electrical waste. 3) Put a process in place for the ongoing collection and then disposal of WEEE – i.e. a dedicated, labelled, WEEE cage in the warehouse.	1) Ensures legal compliance and provides an audit trail to prove our waste is handled ethically and not disposed of illegally. 2) Clears stored clutter and ensures old computer hardware is recycled safely to protect sensitive data and the environment. 3) Ensures all department-specific electrical waste is accounted for and disposed of according to environmental standards. 4) Creates a permanent system to keep the workspace organised and prevents electronics from accidentally contaminating regular waste.	Scope 3 C5 - waste treatment & disposal
Business Standards & Quality	1) Review all policies & update as required to meet ESG needs 2) Explore IS045001 H &S Accreditation (2027) 3) Review Environmental KPIs and environmental objectives for 2026	1) Updating policies embeds sustainability into daily operations. This formalises a green culture, reduces risk, and provides the transparency required by clients and investors. 2) Preparing for this global standard prioritises worker safety and well-being. It strengthens social responsibility and offers a competitive advantage when bidding for major contracts. 3) Refining KPIs ensures accurate measurement of environmental progress. Regular data reviews identify successful initiatives and keep carbon reduction targets on track.	Scope 3
Training (Internal & External)	1) Training and succession plan in place 2) Plan for external partnerships over the next year 3) Education Plan- University/ Placements/ Sponsorship etc.	1) Upskilling the team ensures everyone has the expertise to meet new sustainability and safety standards. This prevents knowledge gaps and improves long-term efficiency. 2) Collaborating with specialists provides access to expert knowledge and	Scope 3

		advanced tools. These partnerships ensure the company follows global best practices and reaches goals faster. 3) Investing in university links and placements builds a future talent pipeline. It brings fresh ideas into the business while supporting community growth and social goals.	
Energy	1) Solar Panels- Monitor/ Measure Impact (6-12 month review) 2) Electricity meter readings rather than forecast 3) Measurement to be included in business proposals for 'Environmental Impact' i.e. electrical, waste (Policies that puts energy efficiency as assessed criteria for new equipment)	1) Measuring impact confirms the actual energy and cost savings. This data proves the return on investment and helps decide if the system should be expanded. 2) Using real meter readings instead of estimates provides 100% accurate carbon data. This removes errors in reporting and ensures the company only pays for the energy it uses.	Scope 2
Sustainable Supply Chain & Supplier Governance	1) Scope out work involved to onboard sustainable supplier management solution 2) Map out and list all tier II and tier III suppliers and their carbon footprint 3) Carbon Reduction Plans for Hereford and Telford 4) Review Supplier onboarding and update with focus on ESG	1) Provides a centralised, automated platform for monitoring supplier performance at scale. 2) Identifies hidden emissions and mitigates environmental risks deep within the extended supply chain. 3) Drives local accountability by converting corporate goals into measurable energy and waste savings at each site. 4) Acts as a gatekeeper to ensure only ethical, low-carbon partners enter the business, preventing future liabilities.	Scope 3
Community Engagement	1) Workshop to explore opportunities and initiatives for a yearly event calendar	1) A yearly calendar ensures consistent community support and stronger local relationships. It improves brand reputation and gives staff clear ways to participate in social goals.	Environmental, Social and Governance Strategy

Additional Carbon reduction Initiatives

In the future we hope to implement further measures such as:

1. Sustainability Awareness Campaigns: Internal communications, posters, and newsletters highlighting tips (e.g., reducing printing, switching off lights, efficient travel).
2. RDi have signed up to the Octopus EV Salary Sacrifice Scheme which allows employees to lease electric vehicles through their employer, paying for them from their pre-tax salary.
3. Scope out initiatives around cycle to work schemes or rewarding car sharing among employees.
4. Use energy audits to find waste we didn't know existed.
5. Encourage more remote or hybrid work where possible.
6. Review items with excessive or heavy packaging to identify opportunities to reduce material use and packaging waste.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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[13] and uses the appropriate government emission conversion factors for greenhouse gas company reporting.[14]

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.[15]

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:



Date: 12/02/2026