

# ESG Strategy 2025- 2030

## *Environmental Social Governance*

Making critical work easier responsibly, sustainably, and with integrity.

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Kinetic-ID Ltd | [www.kinetic-id.com](http://www.kinetic-id.com) | Registered in England No. 11732390

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## **Foreword from the Chief Executive Officer**



At Kinetic-ID, our purpose is simple: to make critical work easier. We design and manufacture Med-Tech infrastructure mobile workstations, intelligent dispensing systems, and powered devices that enables healthcare professionals and life sciences operators to do their best work in the most demanding environments. Our customers include some of the world's most respected pharmaceutical organisations: Amgen, Pfizer, Novartis, GSK, Moderna, Sanofi, J&J, Lilly, and many others.

With that privilege comes responsibility. This ESG Strategy sets out how Kinetic-ID will operate as a responsible, transparent, and sustainable business over the period 2025 to 2030. It is grounded in real data our 2023 baseline carbon footprint of 235.74 tonnes CO<sub>2</sub>e, measured across all three Scopes and aligned with the Carbon Net Zero Plan we published in 2024.

But this Strategy goes further than carbon. It addresses how we treat our people, how we govern ourselves, how we support the communities and health systems we serve, and how we conduct ourselves with our supply chain partners. For a company whose technology helps deliver safer medication administration and more efficient pharmaceutical production, environmental and social responsibility is not a bolt-on it is intrinsic to who we are.

We will measure our progress, report on it honestly, and hold ourselves accountable. This document is the first public statement of that commitment.

**Andrew Daly** Chief Executive Officer, Kinetic-ID Ltd June 2025

## Executive Summary

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Kinetic-ID Ltd is a fast-growing Med-Tech company founded in 2018, specialising in the design and manufacture of battery-powered mobile workstations, intelligent bedside dispensing systems, and cleanroom-grade IT infrastructure. We operate across three sectors healthcare, life sciences, and OEM from facilities in the UK and Ireland, with a growing presence in the USA. Our 25+ person team supplies frontline clinical and pharmaceutical environments where reliability and compliance are non-negotiable.

This ESG Strategy builds on our existing Carbon Net Zero Plan 2024–2029 and covers six strategic commitments:

Pillar	Focus Area	Headline Commitment
<b>Environments</b>	Carbon & Net Zero	25% reduction in all Scopes by 2029 vs 2023 baseline (235.74 tCO <sub>2e</sub> ); Net Zero by 2050
	Product Lifecycle & Circular Economy	Sustainable design; WEEE take-back; 80% waste diversion from landfill by 2028
	Supply Chain	100% of key suppliers ESG-assessed by 2027; Supplier Code of Conduct issued 2026
<b>Social</b>	People & Wellbeing	EAP, D&I programme, 3 training days/year; zero RIDDOR incidents
	Healthcare System & Community Impact	NHS and pharma sustainability alignment; Social Value reporting from 2026
<b>Governance</b>	Ethics, Compliance & Transparency	Annual ESG Report from 2026; ISO 9001 QMS maintained; Cyber Essentials Plus maintained

All targets are underpinned by the emissions baseline data from our Carbon Net Zero Plan, our ISO 9001:2015 Quality Management System, and existing governance commitments including our Modern Slavery Policy and Cyber Essentials Plus certification.

# 1. About Kinetic-ID

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## 1.1 Who We Are

Kinetic-ID Ltd was founded in 2018 and is registered in England (No. 11732390). We design and manufacture Med-Tech infrastructure for healthcare and life sciences environments where downtime is not an option. Our core products include:

- Battery-powered mobile workstations on wheels (ID-Flex series for clinical settings)
- Intelligent medicine dispensing and bedside patient safety systems (Med-Safe, Med-Side)
- Cleanroom and cGMP-compliant workstations (ID-Flow series for pharma/biotech manufacturing)
- Patient kiosks and engagement solutions (ID-Engage)
- Wall-mounted HMI solutions (CIM med)
- Hot-swappable battery systems (ID-Power)

We combine proprietary hardware design with adaptive software integration to deliver complete solutions. Our manufacturing facility is in Halesowen, West Midlands. We have offices in Bognor Regis (UK) and Clonmel (Ireland), with commercial operations in the USA.

## 1.2 Our Customers & Sectors

We serve three primary verticals, supplying some of the world’s most demanding regulated environments:

Sector	Environment	Sample Customers
Healthcare	Hospital wards, clinical areas, dispensary, bedside care	NHS Trusts including Croydon Health Services; major hospital groups
Life Sciences	Pharma manufacturing, biotech cleanrooms, labs, QC areas, packaging	Amgen, Pfizer, Novartis, GSK, Moderna, Sanofi, J&J, Lilly, Biogen, Takeda, WuXi, BioMarin, Bristol Myers Squibb, Lonza, MSD
OEM	Custom-engineered solutions for integration into third-party systems	Undisclosed OEM partners

## 1.3 Our Environmental Baseline (2023)

Our Carbon Net Zero Plan 2024–2029 establishes a verified 2023 baseline. Total emissions: 235.74 tonnes CO<sub>2</sub>e.

Scope	2023 Baseline (tCO <sub>2</sub> e)	Primary Sources
Scope 1 – Direct	61.87	Sales fleet – 5 petrol vehicles (45.01), natural gas heating (16.86)

<b>Scope 2 – Purchased Energy</b>	40.54	Manufacturing plant electricity (34.95); sales office electricity (5.59)
<b>Scope 3 – Value Chain</b>	133.33	Distribution (45.48); supply chain procurement (44.67); employee commuting (41.38); waste (1.80)
<b>TOTAL</b>	<b>235.74</b>	

Scope 3 represents 56.6% of total emissions, making supply chain and distribution the most material environmental focus areas. Employee commuting is also significant at 17.6% of total.

## 2. Our ESG Framework

### 2.1 Why ESG Matters for Kinetic-ID

ESG is increasingly a commercial requirement in the sectors we serve. NHS procurement frameworks now embed social value and carbon requirements. Our life sciences customers Pfizer, Novartis, GSK, Moderna and others all have Science Based Targets or Net Zero commitments and are cascading these into their supply chains. Regulatory scrutiny of the pharmaceutical and medical device sector on environmental and ethical grounds is increasing across both UK and EU jurisdictions.

Beyond compliance, we believe that companies building technology for healthcare have a heightened obligation to operate responsibly. Our devices support safer medication administration, reduced clinical errors, and more efficient pharmaceutical production. The values of safety, reliability, and human-centred design that define our products must equally define how we conduct our business.

### 2.2 Stakeholder Expectations

Stakeholder	Key ESG Expectations	How We Respond
<b>NHS &amp; Clinical Customers</b>	Social value, carbon reduction, ethical procurement, accessibility	NHS Social Value reporting; carbon reduction roadmap aligned to Greener NHS
<b>Pharma &amp; Life Sciences Customers</b>	Supply chain transparency, SBTs, ESG due diligence, WEEE	Supplier ESG assessment; annual ESG Report; WEEE take-back programme
<b>Employees (25+ staff)</b>	Fair pay, wellbeing, development, inclusive culture	EAP, D&I programme, training investment, flexible working
<b>Component &amp; Manufacturing Suppliers</b>	Environmental expectations, ethical standards, consolidated logistics	Supplier Code of Conduct; ESG assessment; local sourcing preference
<b>Investors &amp; Shareholders</b>	Long-term value, credible sustainability plan, governance	Annual ESG reporting; board-level ESG accountability
<b>Regulators (UK, EU, US)</b>	WEEE, MDR compliance, Modern Slavery, Cyber Essentials, ISO 9001	Ongoing compliance; maintained certifications

### 2.3 Alignment with Global Frameworks

- UN Sustainable Development Goals SDG 3 (Good Health), SDG 8 (Decent Work), SDG 9 (Industry & Innovation), SDG 12 (Responsible Consumption), SDG 13 (Climate Action)
- UK Government Net Zero Strategy (Net Zero by 2050)
- Greener NHS / NHS Net Zero Supplier Roadmap
- GHG Protocol Corporate Accounting and Reporting Standard (basis for our CNZ Plan)
- GRI Standards informing future ESG disclosures



- Modern Slavery Act 2015 annual statement published
- UK Cyber Essentials Plus certified and maintained
- ISO 9001:2015 QMS certified and actively maintained

### 3. Environmental Pillar

**Headline Ambition:** Achieve a 25% reduction in total GHG emissions by 2029 (vs 2023 baseline of 235.74 tCO<sub>2</sub>e) across all three Scopes, on the pathway to Net Zero by 2050.

#### 3.1 Carbon & Net Zero Roadmap

Our Carbon Net Zero Plan 2024–2029 (Version 4.0, February 2026) sets quantified reduction targets across all three Scopes. The table below presents the complete roadmap with absolute emission targets and key enabling actions:

Scope	2023 Baseline	Year 1 Target (-5%)	Year 3 Target (-15%)	Year 5 Target (-25%)	Primary Actions
Scope 1	61.87 tCO <sub>2</sub> e	58.78	52.59	46.40	EV/hybrid fleet; heat pump / insulation upgrades
Scope 2	40.54 tCO <sub>2</sub> e	38.51	34.46	30.41	100% renewable electricity; LED; energy management
Scope 3	133.33 tCO <sub>2</sub> e	126.66	113.33	100.00	Sea > air freight; remote working; local sourcing; consolidate shipments
<b>TOTAL</b>	<b>235.74</b>	<b>223.95</b>	<b>200.38</b>	<b>176.81</b>	Annual verified review; bi-annual Sustainability Report

##### 3.1.1 Scope 1 Actions: Direct Emissions

- Transition company sales fleet (currently 5 petrol vehicles, 45.01 tCO<sub>2</sub>e) to electric or hybrid models. Target: 50% EV/hybrid by 2027; 100% by 2029
- Upgrade heating systems in manufacturing plant (15.10 tCO<sub>2</sub>e) and sales office (1.76 tCO<sub>2</sub>e): improve insulation, install smart thermostats and investigate heat pump alternatives by 2026
- Implement route optimisation software for field sales to reduce total annual mileage

##### 3.1.2 Scope 2 Actions: Purchased Energy

- Switch all electricity supply to 100% renewable tariff (REGO-certified) by end of 2025
- Install LED lighting throughout manufacturing plant and office facilities by Q2 2026
- Conduct a full energy audit of manufacturing plant (150,000 kWh/year) by Q4 2025; target 15% reduction in electricity intensity by 2027

- Investigate feasibility of rooftop solar generation at manufacturing facility by 2026
- Implement power-down policy for all equipment outside working hours

### **3.1.3 Scope 3 Actions: Value Chain**

Scope 3 is our largest source of emissions (56.6% of total). Key actions by category:

- Distribution (45.48 tCO<sub>2</sub>e): Replace air freight with sea freight for international shipments (USA, Australia); consolidate UK deliveries; evaluate low-carbon couriers; implement electric van deliveries for UK by 2027
- Supply chain / purchased goods (44.67 tCO<sub>2</sub>e): Prioritise local and regional component sourcing; consolidate international orders; engage key suppliers on their own carbon plans by 2026
- Employee commuting (41.38 tCO<sub>2</sub>e): Expand remote working; promote EV uptake via salary sacrifice scheme; carpooling incentives; cycle-to-work scheme
- Waste (1.80 tCO<sub>2</sub>e): Increase recycling rates; reduce manufacturing waste through design optimisation; achieve 80% diversion from landfill by 2028

## **3.2 Product Sustainability & Circular Economy**

As a manufacturer of durable medical and industrial technology, we have the opportunity to embed sustainability into every product we design. Our commitments are:

### **3.2.1 Sustainable Product Design**

- Embed energy efficiency as a formal design criterion for all new product development from 2025, reviewed at the design review stage under our ISO 9001 Design & Development procedure
- Extend product service life through modular design, software upgradability, and a comprehensive spare parts programme reducing the need for premature replacement
- Audit the materials and components used in our top five product lines for Restriction of Hazardous Substances (RoHS) and REACH compliance by 2026
- Develop a Product Environmental Profile summary for our key product families by 2027

### **3.2.2 End-of-Life & WEEE**

- Formalise a WEEE take-back programme for all Kinetic-ID products by 2026, offered to NHS and pharma customers as standard
- Partner with a WEEE-approved treatment facility to ensure 100% responsible recycling of returned hardware
- Target 80% of returned units either refurbished for second life or recovered for materials by 2027
- Include WEEE disposal guidance in all product documentation and customer onboarding from 2025

### **3.2.3 Packaging**

- Review all product packaging by Q3 2026 with a target of 50% reduction in single-use plastics
- Transition to recyclable or recycled-content corrugated packaging for standard shipping by 2027
- Introduce reusable packaging for high-value NHS and pharma supply routes where feasible

## **3.3 Sustainable Supply Chain**

Our supply chain including the component manufacturers and logistics partners we rely on accounts for 44.67 tCO<sub>2</sub>e of Scope 3 emissions and is our most significant area of external environmental influence.

- Develop and issue an ESG Supplier Questionnaire to all Tier 1 suppliers by Q2 2026, covering carbon footprint, environmental certifications, labour standards, and ethical practices
- Require evidence of environmental management (ISO 14001, equivalent, or credible self-assessment) from all new component suppliers from 2026
- Publish a Responsible Sourcing Statement annually from 2026
- Prioritise local and European component sourcing to reduce international freight emissions
- Issue a formal Supplier Code of Conduct by Q2 2026 covering environmental, social, and ethical standards

## 4. Social Pillar

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**Headline Ambition:** Be an exceptional employer, a trusted partner to healthcare and life sciences, and a positive presence in our communities.

### 4.1 Our People

Kinetic-ID's 25+ employees work across engineering, manufacturing, sales, operations, and support functions. Many are involved in technically complex roles requiring deep domain expertise in regulated healthcare and pharma environments. Attracting, developing, and retaining great people is central to our ability to grow.

#### 4.1.1 Health, Safety & Wellbeing

- Maintain zero RIDDOR-reportable incidents; conduct monthly H&S reviews in the manufacturing facility
- Introduce a formal Employee Assistance Programme (EAP) by Q3 2025, covering mental health support, financial wellbeing advice, and counselling
- Implement a Wellbeing Programme by 2026 covering mental health first aid training, flexible working frameworks, and physical health initiatives
- Conduct annual employee engagement surveys; publish internal results and action plans within 60 days
- Review hybrid and flexible working arrangements annually to ensure competitiveness with the market

#### 4.1.2 Learning & Development

- Provide a minimum of 3 days of funded training per employee per year from 2025
- Develop structured technical development pathways for engineering and manufacturing staff, aligned to ISO 9001 Competence requirements
- Deliver mandatory environmental awareness training annually, supporting engagement with our Carbon Net Zero Plan
- Create clear career progression frameworks for all roles by 2026
- Explore apprenticeship and graduate entry routes by 2027 to support local skills development in engineering and Med-tech
- Ensure all staff involved in QMS-relevant activities are trained as required by our ISO 9001:2015 Control of Competence and Awareness procedure

#### 4.1.3 Diversity, Equity & Inclusion

- Conduct a baseline D&I survey across all staff by Q3 2025; publish anonymised results and action plan
- Deliver unconscious bias and inclusion training for all employees by end of 2026
- Set measurable D&I targets for 2026–2028, including gender representation in engineering and leadership roles

- Ensure all recruitment processes and job advertisements use inclusive language and are accessible to candidates with disabilities
- Report on gender pay gap annually from 2026

## **4.2 Healthcare System & Community Impact**

Kinetic-ID's technology directly supports patient safety, clinical workflow efficiency, and pharmaceutical production quality. This gives us a direct social impact that goes beyond our internal operations.

### **4.2.1 NHS & Healthcare Impact**

- Align our NHS-facing products and services with NHS Net Zero and Greener NHS commitments, including energy-efficient device specifications and WEEE take-back
- Publish an NHS Social Value Statement annually from 2026, quantifying the operational, clinical, and environmental value delivered by our solutions in NHS settings
- Respond to all NHS and public sector Social Value procurement requirements with substantive, measurable commitments (not template responses)
- Support NHS digital transformation goals through integration-ready products and our commitment to interoperability standards

### **4.2.2 Life Sciences & Pharmaceutical Impact**

- Support our pharma and biotech customers' own ESG and Net Zero programmes by providing energy consumption data for our installed hardware on request
- Contribute to pharmaceutical supply chain resilience by maintaining quality and delivery reliability underpinned by our ISO 9001:2015 QMS
- Develop a Customer Sustainability Guide by 2026, helping customers quantify efficiency, error-reduction, and environmental benefits of our solutions

### **4.2.3 Community Engagement**

- Provide each employee with one paid volunteering day per year from 2025
- Establish a company-wide charity partnership from 2025, selected by employee vote, with skills-based or financial contribution
- Engage with local secondary schools and colleges near our Halesowen manufacturing facility on STEM education and med-tech careers from 2026
- Publish an annual Social Impact Summary from 2026

## **4.3 Supply Chain Labour & Ethics**

- Publish and maintain an annual Modern Slavery Act statement (already in place at [kinetic-id.com/modern-slavery](https://kinetic-id.com/modern-slavery)) extend supply chain due diligence from 2026
- Issue a Supplier Code of Conduct covering labour rights, anti-bribery, and ethical conduct to all Tier 1 suppliers by Q2 2026
- Include ethical compliance requirements in all new supplier contracts from 2025

## 5. Governance Pillar

**Headline Ambition:** Maintain the highest standards of ethical conduct, transparent reporting, regulatory compliance, and accountability across all aspects of our business.

### 5.1 ESG Governance Structure

Role	Holder	ESG Accountability
<b>CEO</b>	Andrew Daly	Ultimate accountability for ESG Strategy, Net Zero commitment, and public reporting
<b>CPO / QMS Lead</b>	Katy Longhurst	ISO 9001 QMS, product quality, Design & Development ESG integration, competence management
<b>HR Director</b>	Kristina Jackson	Social pillar: people, wellbeing, D&I, training, community engagement
<b>Sustainability Lead</b>	TBC (to appoint by Q3 2025)	Carbon Net Zero Plan delivery, Scope 1/2/3 data, supplier ESG assessments, reporting
<b>ESG Steering Group</b>	CEO + CPO + HR Director + Sustainability Lead	Quarterly ESG review; annual strategy update; approves ESG Report and public disclosures

### 5.2 Policies & Compliance Register

Policy / Certification	Status	Commitment
ISO 9001:2015 Quality Management System	<b>Certified</b>	Maintain certification; annual management review; integrate ESG criteria into Design & Development and Purchasing procedures
Carbon Net Zero Plan 2024–2029	<b>Published v4.0</b>	Annual update; bi-annual Sustainability Report; third-party verification from 2027
Modern Slavery Act Statement	<b>Published</b>	Annual renewal; extend supply chain due diligence from 2026
Cyber Essentials Plus	<b>Certified</b>	Annual renewal; maintain as baseline for NHS and public sector bids
GDPR & Data Protection Policy	<b>In place</b>	Annual review; staff training; DPA registration maintained
Health & Safety Policy	<b>In place</b>	Annual review; EAP and wellbeing programme developed by 2026
ESG / Sustainability Policy	<b>To develop</b>	Overarching ESG Policy replacing standalone policies by Q4 2025

Supplier Code of Conduct	<b>To develop</b>	Developed and issued to Tier 1 suppliers by Q2 2026
Anti-Bribery & Corruption Policy	<b>To confirm</b>	Confirm existing provision or develop by Q4 2025
Whistleblowing Policy	<b>To confirm</b>	Confirm existing provision or develop by Q4 2025; anonymous reporting channel considered
WEEE Compliance	<b>In place</b>	Maintain compliance; formalise take-back programme by 2026
REACH / RoHS Compliance	<b>Ongoing</b>	Product audit by 2026; embed in new product development checklist

### 5.3 Quality Management System Integration

Our ISO 9001:2015 QMS provides the procedural backbone for several ESG commitments. The following QMS procedures are directly relevant to this Strategy:

QMS Procedure	ESG Relevance	Action
03 – Control of Competence & Awareness	Environmental awareness, sustainability training, competence records	Include ESG and Carbon Net Zero objectives in annual competence review
05 – Control of Design & Development	Product sustainability, energy efficiency, lifecycle design	Embed ESG criteria (energy, materials, recyclability) as formal design inputs from 2025
06 – Control of Purchasing & Procurement	Supplier ESG assessment, responsible sourcing	Add ESG questionnaire to supplier evaluation process by Q2 2026
07 – Control of Non-Conformity & Corrective Action	Environmental incidents, product sustainability failures	Include environmental non-conformities in NC tracking from 2025
08 – Control of Customer Satisfaction	ESG-related customer feedback, social value measurement	Add ESG/sustainability satisfaction questions to customer feedback process
10 – Control of Management Reviews	ESG performance review, Net Zero progress	Include ESG KPI dashboard as standing agenda item in all management reviews

### 5.4 Reporting & Transparency

- Publish the first annual ESG Report for FY2025 in Q1 2026, covering quantified environmental data (Scopes 1, 2, 3), social metrics, and governance disclosures
- Report against the GHG Protocol for emissions data and selected GRI Standards for social and governance disclosures from 2026
- Make all ESG disclosures publicly available at kinetic-id.com from Q2 2026
- Engage a third-party verifier for emissions data from 2027
- Respond to customer ESG due diligence questionnaires within 10 working days

- Publish an updated Carbon Net Zero Plan annually aligned to the plan's five-year cycle

## 5.5 Risk Management

ESG Risk	Rating	Mitigation
Loss of pharma/NHS contracts due to failure to meet ESG/social value criteria	<b>High</b>	Annual ESG Report; customer due diligence readiness; NHS Social Value Statement
Failure to meet Carbon Net Zero Plan targets reputational and commercial damage	<b>High</b>	Quarterly Scope 1/2/3 monitoring; external verification; ESG Steering Group oversight
Supply chain labour or environmental non-compliance (upstream)	<b>Medium</b>	Supplier Code of Conduct; ESG questionnaires; contractual obligations
WEEE regulatory non-compliance for products supplied	<b>Medium</b>	Formalised WEEE programme by 2026; compliance monitoring
Employee disengagement / talent loss in competitive market	<b>Medium</b>	EAP, wellbeing programme, D&I initiatives, annual engagement survey
Greenwashing allegations from lack of verified data	<b>Medium</b>	Third-party emissions verification from 2027; GRI-aligned disclosures; conservative target-setting
Climate physical risk to manufacturing facility (flooding, heat)	<b>Low-Medium</b>	Climate risk assessment of Halesowen site by 2026; business continuity plan review

## 6. Targets, KPIs & Measurement

All KPIs will be tracked quarterly by the Sustainability Lead, reviewed by the ESG Steering Group, and reported annually in the Kinetic-ID ESG Report from Q1 2026.

### 6.1 Environmental KPIs

KPI	2023 Baseline	2026 Target	2029 Target	Measurement
Total GHG emissions (tCO <sub>2</sub> e)	235.74	~216	≤176.81	Annual CNZ Plan update / DEFRA factors
Scope 1 (tCO <sub>2</sub> e)	61.87	~57	≤46.40	Utility bills; vehicle mileage logs
Scope 2 (tCO <sub>2</sub> e)	40.54	≤35	≤30.41	Electricity bills; REGO certificates
Scope 3 (tCO <sub>2</sub> e)	133.33	~120	≤100	GHG Protocol Scope 3 assessment
% electricity from renewable sources	~0%	100%	100%	Energy supplier contract / REGOs
Sales fleet EV/hybrid (%)	0%	25%	100%	Fleet records
Waste diverted from landfill (%)	Baseline 2025	60%	80%+	Waste contractor tonnage records
WEEE take-back programme live	No	Yes (2026)	Active	Programme launch date
Tier 1 suppliers ESG-assessed (%)	0%	50%	100%	Procurement register

### 6.2 Social KPIs

KPI	2025 Baseline	2026 Target	2028 Target	Measurement
RIDDOR reportable incidents	Zero	Zero	Zero	H&S incident register
Employee engagement score	Survey baseline	>70% positive	>80% positive	Annual engagement survey
Training days per employee/year	Baseline	3 days	3+ days	HR / training records
Employee turnover rate (%)	Baseline	<20%	<15%	HR records
D&I training completion (%)	0%	50%	100%	Training records

Volunteering days taken (total)	0	25+	25+ (annual)	HR records
NHS Social Value Statement published	No	Yes (Q1 2026)	Annual	Publication date
EAP in place	No	Yes (Q3 2025)	Active	Provider contract

### 6.3 Governance KPIs

KPI	Current	2026 Target	2028 Target	Measurement
ISO 9001:2015 certification maintained	Yes	Yes	Yes	Certification audit result
Cyber Essentials Plus maintained	Yes	Yes	Yes	Annual re-certification
ESG Report published	No	Q1 2026	Annual	Publication date
Carbon Net Zero Plan updated	v4.0 (Feb 2026)	Annual	Annual	Version date on website
Modern Slavery Statement published	Yes	Annual	Annual	Website publication date
Supplier Code of Conduct issued	No	Yes (Q2 2026)	100% Tier 1	Procurement register
ESG Steering Group meetings held	0	4/year	4/year	Minutes records

## 7. Implementation Timeline

Q	Year	Priority Actions
Q3	2025	Adopt ESG Strategy; establish ESG Steering Group; appoint Sustainability Lead; launch EAP; switch to renewable electricity tariff; conduct D&I survey; develop ESG Policy; carbon baseline confirmed (CNZ Plan)
Q4	2025	Complete energy audit of manufacturing facility; conduct employee engagement survey; confirm A-B&C and whistleblowing provisions; develop WEEE take-back roadmap; begin LED rollout
Q1	2026	Publish first ESG Report (FY2025 data); launch D&I training programme; begin Scope 3 supplier mapping
Q2	2026	Issue Supplier Code of Conduct to all Tier 1 suppliers; launch ESG Supplier Assessment questionnaire; publish Responsible Sourcing Statement; formalise WEEE take-back with approved partner
Q3–Q4	2026	Complete D&I training for all staff; publish NHS Social Value Statement; first EV vehicle in fleet; product packaging sustainability review complete
2027		50% EV/hybrid fleet; LED lighting complete; third-party emissions verification first engagement; 80% of Tier 1 suppliers ESG-assessed; Product Environmental Profiles published for key lines
2028		80% waste diversion from landfill; 80% of returned hardware refurbished or recovered; climate risk assessment complete; third-party emissions verification in place
2029		25% GHG reduction vs 2023 baseline achieved (Scopes 1, 2 & 3); 100% EV/hybrid fleet; all Tier 1 suppliers ESG-assessed; annual ESG reporting fully embedded
2030–2050		Ongoing reductions toward Net Zero 2050; strategy refresh every 3 years; aligned to UK government pathway and life sciences sector commitments

### 7.1 Review Cycle

Frequency	Forum	Focus
Monthly	Sustainability Lead	Emissions data, Carbon Net Zero Plan progress, operational environmental KPIs
Quarterly	ESG Steering Group	Full KPI dashboard; progress vs targets; risks; stakeholder feedback; new material issues
Annually	ESG Steering Group + CEO	Strategy review; annual targets set; ESG Report approved; ISO 9001 management review; Carbon Net Zero Plan update
3-Yearly	External	Full strategy refresh; materiality reassessment; third-party benchmarking

## 8. Our Commitment

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Kinetic-ID builds technology that operates at the most critical intersections of human health and scientific progress. The hospitals, wards, cleanrooms, and labs that our products inhabit hold people's lives and livelihoods in the balance. We take that responsibility seriously and our ESG Strategy is its natural extension.

This document is grounded in real data, real targets, and real accountability. Our Carbon Net Zero Plan sets quantified milestones. Our QMS provides procedural discipline. Our ESG Steering Group provides governance. And our annual ESG Report will provide transparency.

We do not claim to have all the answers. But we are committed to asking the right questions, measuring our progress honestly, and improving continuously. ESG is not a destination; it is how we choose to operate, every day.

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*"Our mission is to make critical work easier. Our ESG commitment is to make sure we do that in a way the world can be proud of."*

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**Approved by:** Andrew Daly, Chief Executive Officer, Kinetic-ID Ltd

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