

# Sustainability Report

2025



Vernacare®

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# Who we are

Our purpose is simple: to support patient care with solutions that bring safety, dignity, and convenience to life's most vulnerable moments — without ever compromising on quality or value.

As a manufacturer, we carry a responsibility. We are pioneers in sustainable innovation, leading the way with recycled materials and forward-thinking solutions that reduce carbon emissions and environmental impact, because we believe caring for people also means caring for the planet they live in.

# Our Mission



## Safety and Dignity

We proudly **protect the safety and dignity of patients and healthcare professionals** who care for them.



## Sustainable Manufacturing

We are **reducing the environmental impact on the planet** as we advance our legacy as pioneers in **sustainable manufacturing**.



## Supply Chain Resilience

We commit to **superior product quality** and exceptional customer service through our **UK manufacturing** and **supply chain resilience**.



**4** operational facilities across the UK



**£120m** turnover



**510** employees



**65+** countries distributed to



**27%** reduction in carbon emissions since 2022

# Our Sustainability Mission

At Vernacare, our mission is to lead the transformation of Infection Prevention, Clinical Waste Management, and Surgical Solutions through sustainable innovation. We are committed to embedding the United Nations Sustainable Development Goals (SDGs) into every aspect of our operations, striving towards **Net Zero by 2045**.

Through resilient supply chains and responsible manufacturing, we aim to minimise environmental impact while upholding the safety, dignity, and wellbeing of patients, residents, and healthcare professionals. **Sustainability is not just a goal; it is integral to our everyday practice.**

## A Message from our CEO, Alex Hodges

“We are committed to maintaining our pioneering role in sustainable manufacturing, driving forward with tangible actions each day to minimise our impact on the healthcare sector as we progress towards achieving net-zero.”

We acknowledge that sustainability presents a complex, multifaceted challenge that cannot be addressed in isolation. Our approach is to engage collaboratively with a diverse range of stakeholders — including academics, customers, suppliers, and end users — to deliver genuinely sustainable solutions for our products. By leveraging this collective expertise, we are committed to ongoing innovation within both our current and future product portfolios, continually enhancing the sustainability of our offerings.



# 2025 Highlights



## Sustainable Partnerships

Working with partners including The University of Manchester to research alternative solutions to forever chemicals and plastics.



## 3,547 hours of staff training

Featuring sustainability, health and safety, product training and more.



The Manufacturers' Organisation

## Make UK

Energy and Sustainability Award Winner, Runner Up.



## EcoVadis Medal

Achieving a Bronze EcoVadis medal, placing us within the top 35% of assessed companies for sustainability.



## 100% Electric Car Fleet

100% of our company car fleet are now Electric Hybrid vehicles.



## 16% Virgin Plastic removed

from 5 & 7L containers.



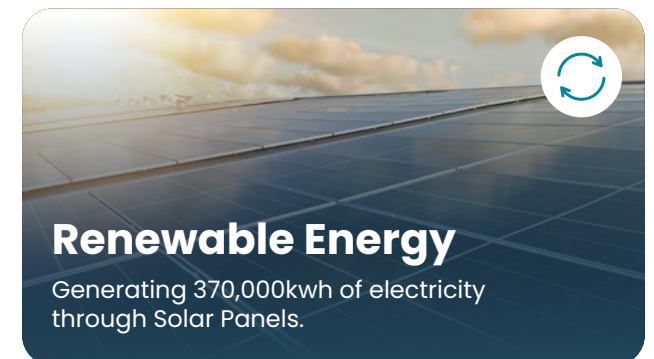
## £3,500 in donations

to Community Groups.



## Carbon Literate Certified Leaders

All employees enrolled in sustainability training, with CEO and COO among those officially Carbon Literate.



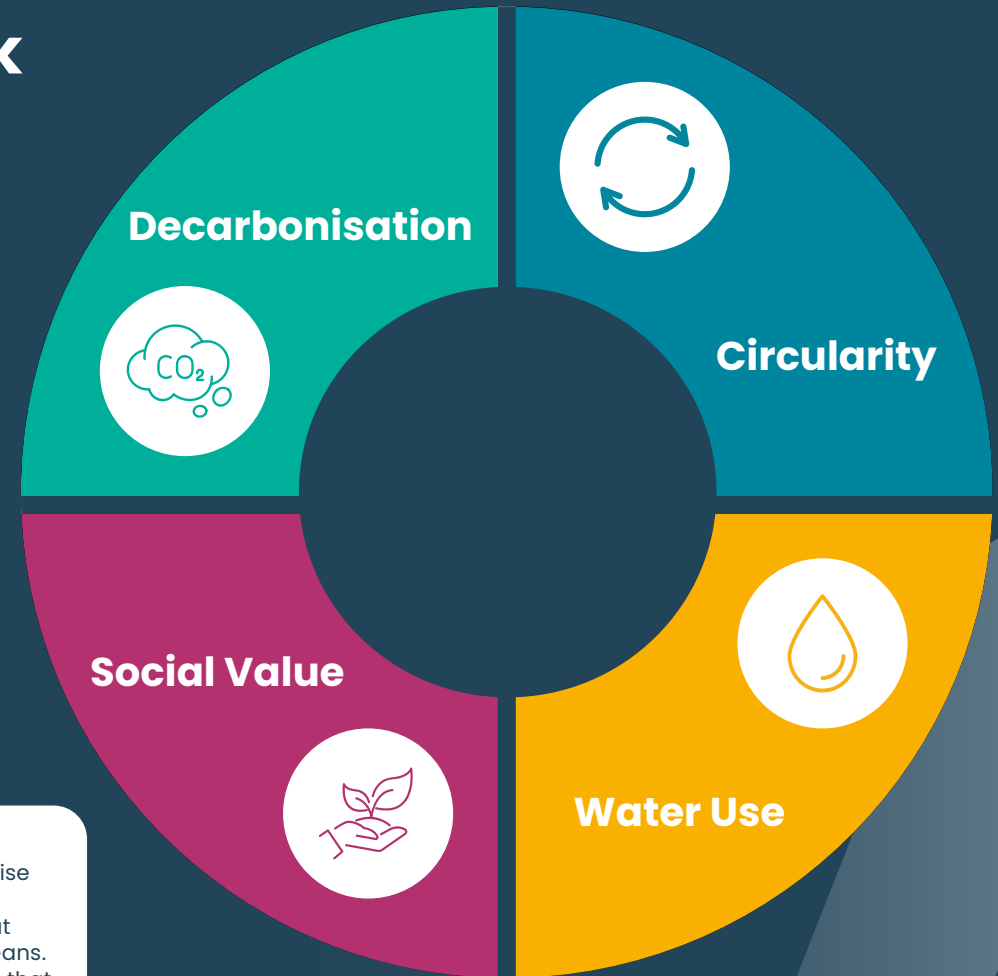
## Renewable Energy

Generating 370,000kwh of electricity through Solar Panels.

# Our Sustainability Framework

We think it is vital to take a holistic approach to sustainability. As a business we have established our long-term decarbonisation goals and we have made a 27% absolute reduction on this target since our baseline was introduced in 2022.

Our new sustainability framework establishes a wider approach, focusing on four key focus areas that will underpin everything we do. By putting focus on these areas, it will allow us to effectively track progress and drive change.



## SUSTAINABLE DEVELOPMENT GOALS



We choose to utilise the UN SDGs as a definition for what sustainability means. We acknowledge that sustainability should not be focused on decarbonisation alone, but rather all elements, from good health and wellbeing to climate action, industry, innovation and infrastructure to life on land.



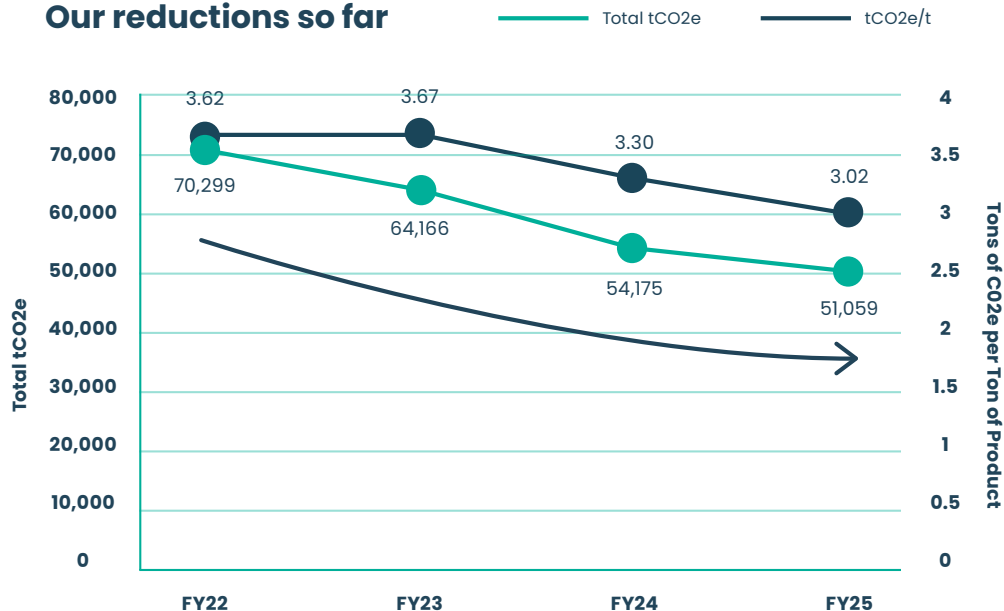
# Decarbonisation

Decarbonisation refers to the reduction of Greenhouse Gas emissions throughout scope 1, 2 and 3 including all categories outlined below, which is aligned with the GHG Protocol.

We believe that while our business grows, our carbon footprint should reduce to reach our Net Zero by 2045 target.

**Target: 5% reduction in CO<sub>2</sub>e per tonne of product year on year.**

## Our reductions so far



## We strive for Net Zero by 2045

Decarbonisation is a strategic priority for us, and we are on a mission to achieve Net Zero by 2045. We create shared value for all stakeholders by embedding sustainability into our growth innovation and productivity strategies. It's also a key pillar of our employee values.



## Categories we measure

\*Percentage change since baseline 2022

### Scope 1



Stationary Combustion  
-19.5%



Transport  
-26.7%

### Scope 2



Electricity  
-11.6%

### Scope 3



Purchased Goods and Services  
-29.8%



Capital Goods  
-40.8%



Fuel and Energy Related Activities  
-24.2%



Upstream Transport & Distribution  
-21.5%



Waste  
-73.3%



Business Travel  
+170.5%  
Our baseline year was during Covid-19 when travel was restricted



Employee Commuting  
-14.9%



Downstream Transport & Distribution  
-39%



Use of Sold Goods  
-42.4%



End of Life Treatment Sold Goods  
-19.1%



# Circularity

Circularity in the environment refers to designing systems where resources are kept in use for as long as possible, extracting maximum value before recovering and regenerating products and materials at the end of their life cycle. This approach minimises waste and reduces environmental impact, supporting a more sustainable future.

## Our Circularity Projects

### Utilising waste materials to create medical devices

By utilising a waste product, over-issued newspaper and recycled cardboard, we manufacture leading disposable medical pulp products used in healthcare facilities worldwide. These products play a vital role in reducing infection risk and supporting efficient patient care, while also driving environmental responsibility.

We extend the lifecycle of waste materials and lessen environmental impact through their conversion into medical products. Furthermore, once used, our pulp products are designed for safe maceration and disposal, completing the cycle in a way that minimises contamination and supports infection prevention.

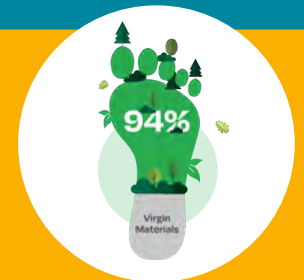


### Reducing Virgin Plastic in Our Sharps Containers

In 2025, we introduced two brand-new products to our Sharpsafe® range, featuring bases made from 100% recycled content – a major step forward in sustainable healthcare. This innovation builds on the legacy of our 5th-generation Sharpsafe® containers, which were engineered from the ground up to minimise environmental impact while maintaining the highest standards of safety and compliance.

By replacing virgin plastics with recycled materials, these containers take a significant step towards a circular product cycle, helping healthcare providers meet environmental targets without compromise. As pioneers in integrating 100% recycled plastic into the bases of clinical waste containers, we have set a new benchmark for sustainability within the sector.

Our approach ensures a dramatically lower carbon footprint, achieving up to a 94% reduction in carbon emissions compared to virgin plastic production.





# Water Use

Water is a scarce resource, and we understand the importance of reducing usage and reliance on water to ensure resilience as a manufacturer but also to support the long term wellbeing of our communities. From next year, we will be actively providing our annual usage data for operational water, as we believe transparency in this area is just as important as carbon reductions.

## FY25 Water Reduction Projects:



Rising water costs continue to impact our customers, particularly healthcare facilities that must manage these financial pressures. In response, we prioritised innovation and introduced the Vortex Air+ macerator.

Offering a 44.1% water saving when compared to both our own legacy and competitor models, This advanced solution delivers significant water savings positioning it as a market leader in sustainable maceration technology.

Compared to a Bedpan Washer, customers can save up to 225,000 litres of water year – the equivalent of filling up 2,812 baths!

Saving  
up to  
**16.48%**  
Energy\*

Saving  
up to  
**44.1%**  
Water\*

\*Vs competitor macerator





# Social Value

As part of our new sustainability framework, social value will continue to form a key focus for our business. Through our community initiatives, training and dedicated customer support, we're committed to supporting the communities in which we operate.

## Community Engagement

### Supporting our local communities

Through our newly launched initiative, we've been able to support 10 community groups across the UK, with donations of over £3,500 to facilitate continued training, purchase new kits or equipment, or support international travel for tournaments and events.



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## Customer Focus

### CPD accredited courses to upskill healthcare professionals

Our Vernacare Academy has supported over 2200 healthcare professionals, sales colleagues, and distributors across the world with 24/7 on demand training. We have also successfully accredited 13 CPD courses, promoting continued development for care professionals.



## Three Core Areas of Social Value:

1. Community Engagement
2. Customer Focus
3. Stakeholder Empowerment

## Stakeholder Empowerment

### Building the knowledge of our workforce

Upskilling our colleagues is a key part of our care values, and over the last year, we have supported our staff with 3,547 hours of training including sustainability courses, health & safety, product learning and more.



# Our Materiality Assessment

Vernacare will conduct a Materiality Assessment (MA) in 2026 to identify key sustainability risks and opportunities across our value chain and build climate resilience. This process will shape a comprehensive sustainability strategy, not just a decarbonisation roadmap, and will involve surveys, stakeholder interviews, mapping, and reporting.

## What's involved in a Materiality Assessment?

**Survey:** The survey will gather diverse perspectives across Vernacare, combining quantitative data for prioritisation with qualitative insights to ensure our strategy reflects employee values and operational realities.

**Stakeholder Interviews:** Interviews with internal and external stakeholders, including customers, suppliers, and community representatives, will provide deeper context on environmental and social challenges, validate findings, and uncover emerging issues.

**Mapping exercise:** Mapping risks and opportunities across operations, products, and supply chains will highlight areas of strategic importance such as compliance, financial incentives, and innovation. Collaboration with finance will integrate sustainability into core business planning and regulatory alignment.

**Reporting:** Finally, findings will be consolidated into a public report outlining our priorities, rationale, and planned actions, serving as both a roadmap and a communication tool to foster trust, accountability, and ongoing collaboration.



# Our key milestones for the next year include:



To complete Materiality Assessment with desired outcomes by end of FY26.



To establish a full and complete Sustainability Strategy with long-term goals for each area of the new sustainability framework.



To reduce CO2e annually to ultimately achieve Net Zero by 2045.



To continue to work closely with research and academics to innovate product portfolio and improve resource efficiency.



To effectively monitor water use across the group.



To increase our involvement in our local communities.

We remain steadfast in our commitment to sustainability. Through innovation, collaboration, and responsible practices, we are shaping a future where healthcare and sustainable stewardship go hand in hand.

## For more information:

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