



# Carbon Reduction Plan



2024



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# About Us



## The Beginning

What started as a small family business in 1988 has since evolved into a global market leader, providing orthopaedic and medical solutions that improve patient care around the world.

Our story begins in Butler, NJ, where Mary and Randy Huebner founded Accurate Machine and Design, also known as Acumed. With only one machinist on staff, Acumed was contracted to engineer implant prototypes for some of the biggest names in the industry.

After relocating to Oregon in 1991, we launched our first line of arthroscopy screws intended for ACL ligaments and haven't looked back since. The successes of the Oregon Fixation Screw allowed Acumed to research, design, and manufacture the majority of our products while adding new lines each year. In 1999, Colson Associates, a division of The Marmon Group, purchased Acumed and provided the capital to purchase new equipment and a new facility to step up our production efforts.

Currently headquartered in Hillsboro, Oregon, Acumed operates a global distribution network and has offices worldwide. Acumed is a multi-award-winning company dedicated to providing innovative and high-quality medical device solutions. Over 90% of our implants are proudly manufactured in the United States, meeting the highest standards of quality and precision.

[Acumed Ltd.](#), the UK and Ireland subsidiary of Acumed LLC, also has a proud history. The origins of Acumed Ltd. date back to 1997 when Ostek Ltd recognised the need for the innovative extremity devices Acumed LLC had developed in the US to be made available in the UK market. Ostek Ltd started as a small family business and began trading in February 1998 as the exclusive UK distributor for Acumed LLC. Recognizing the evolving UK landscape, Acumed LLC acquired Ostek Ltd in 2005 and rebranded the organisation as Acumed Ltd in 2007, fully integrating it into the Colson group.

Today, Acumed Ltd. operates as an essential part of the Acumed family, employing 45 professionals across field and office-based roles. Acumed Ltd. distributes Acumed LLC's innovative orthopedic and medical solutions to healthcare providers across the UK and Ireland, including the NHS and private hospitals.

Throughout its history, Acumed has remained focused on the founders' original vision of providing innovative solutions to meet the needs of the whole healthcare community, including hospitals, surgeons, and patients. Over the last 36 years the business has tirelessly developed and expanded the company portfolio. From offering a few niche devices, to the complete extremity solution partner we are today, we work with key stakeholders across multiple orthopaedic disciplines to ensure we are meeting previously unsolved patient needs every day.

## Today

Our family has grown since our humble beginnings. Acumed Ltd. is now a part of Marmon Holdings, Inc., a global organization that operates over 400 manufacturing, distribution, and service facilities, employing more than 20,000 people worldwide. Marmon Holdings, Inc. is a wholly owned subsidiary of Berkshire Hathaway, Inc., which also fully owns well-known companies such as GEICO, Duracell, Dairy Queen, Fruit of the Loom, Helzberg Diamonds, and Pampered Chef. Additionally, Berkshire Hathaway holds significant stakes in major companies like Kraft Heinz, American Express, The Coca-Cola Company, Bank of America, and Apple, among others.



# Our Vision, Values and Team

## Our Vision

We serve highly skilled specialized surgeons who demand comprehensive, high-quality medical devices for patients with simple to complex injuries for optimal outcomes and restoration of function.



## Our Mission

We are engaged and proud "to aid the afflicted through the ingenuity of our minds, the labor of our hands, and the compassion of our hearts."

## Our Values

### **Do the Right Thing**

We embrace diversity and inclusion, and act with uncompromising integrity and ethics. We promote the well-being of all people: employees, customers, patients, and community.

### **Make a Difference**

We understand that our daily decisions impact the lives of our patients and customers. We create value by intentionally driving, cost, performance, and accountability.

### **Innovate with Purpose**

We place the needs of our patients and customers first. We focus on continuous improvement and challenge the status quo to enhance our products and services. We identify the unmet need and innovate to restore patient function.

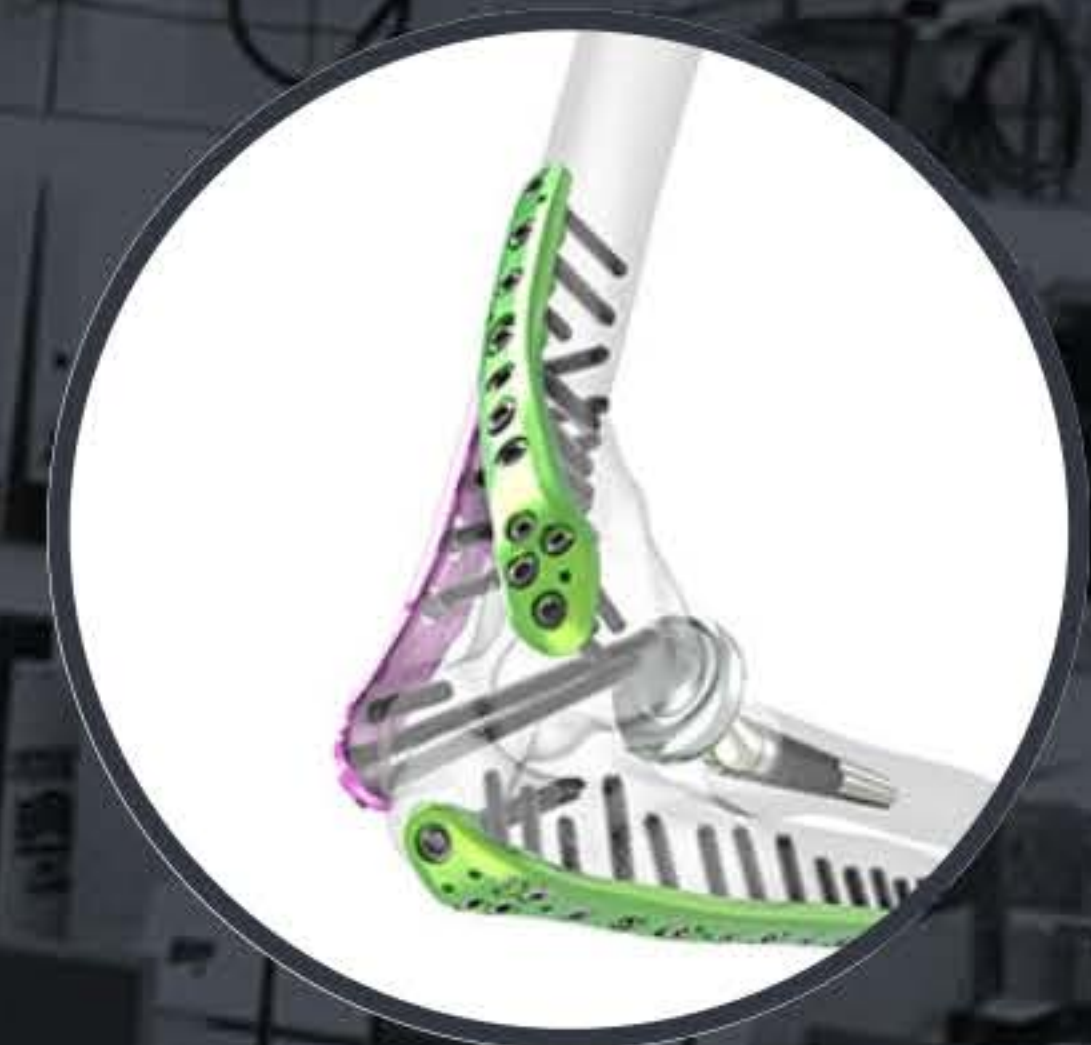
# Our Products and Locations



Chest Wall



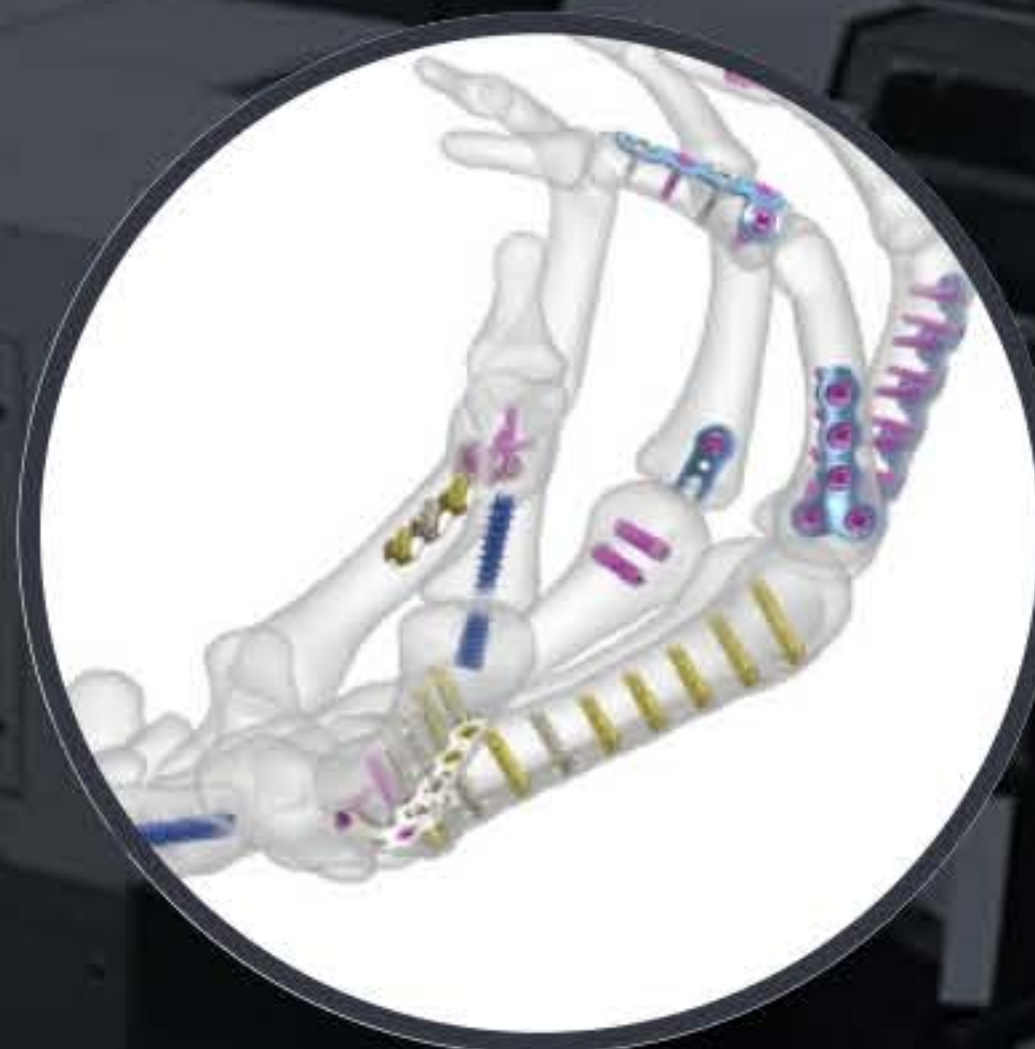
Craniomaxillofacial



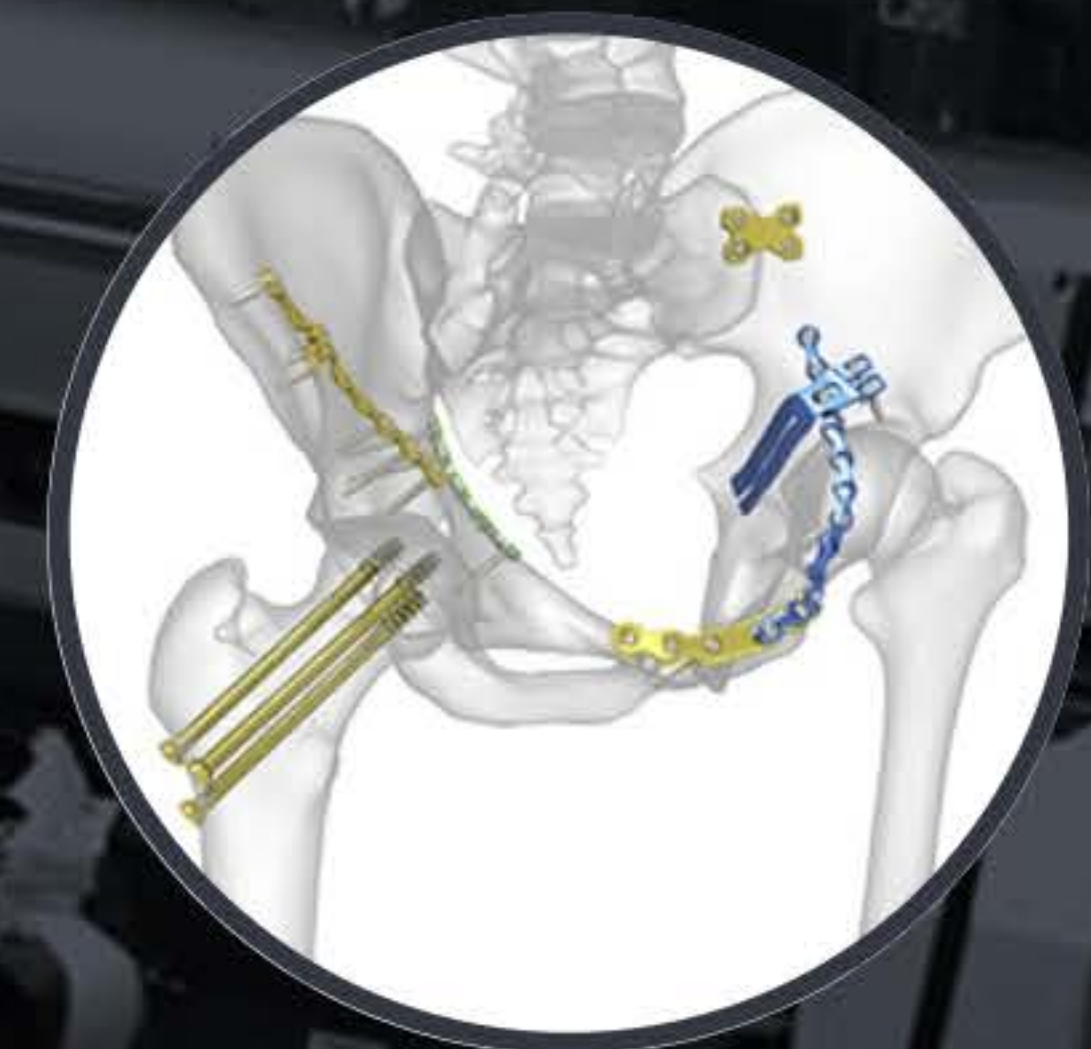
Elbow



Foot & Ankle



Hand & Wrist



Hip & Pelvis



Neurosurgery



Orthobiologics



Screw, Pin & Staples



Shoulder



Tendon & Ligament

Headquarters Hillsboro, OR USA  
Acumed Campus Hillsboro, OR USA  
OsteoMed Campus Addison, TX USA  
Acumed Iberica Campus Madrid, Spain  
Acumed Ltd Hampshire, UK  
Acumed Beijing, China



# Baseline Emissions Footprint

Emissions	Baseline Year 2019 tCO <sub>2</sub> e	% of Emissions
Scope 1	9.0	13.4%
Scope 2 (Market-based method)	-	-
Scope 2 (Location-based method)	10.4	15.5%
Scope 3 (Select Categories)	47.8	71.1%
<b>Total Emissions (Market-based method)</b>	-	
<b>Total Emissions (Location-based method)</b>	<b>67.2</b>	

## Additional Details relating to Baseline Emissions calculations

- Scope 1 from natural gas and Scope 2 from electricity accounted for 13% and 16% of total emissions.
- Scope 3 from waste, water, business travel, and paper accounted for the greatest portion and 71% of total emissions. Select Categories measured include: Cat. 5: Waste, Cat. 6 Business Travel, and Cat 7. Employee commuting.

# Current Emissions Reporting

Emissions	Current Year 2023 tCO <sub>2</sub> e	% of Emissions
Scope 1	6.0	0.2%
Scope 2 (Market-based method)	0.0	-
Scope 2 (Location-based method)	8.0	0.2%
Scope 3 (Select Categories, expanded)	3,104.4	99.8%
<b>Total Emissions (Market-based method)</b>	<b>3,110.4</b>	
<b>Total Emissions (Location-based method)</b>	<b>3,118.4</b>	

## Additional Details relating to Baseline Emissions calculations

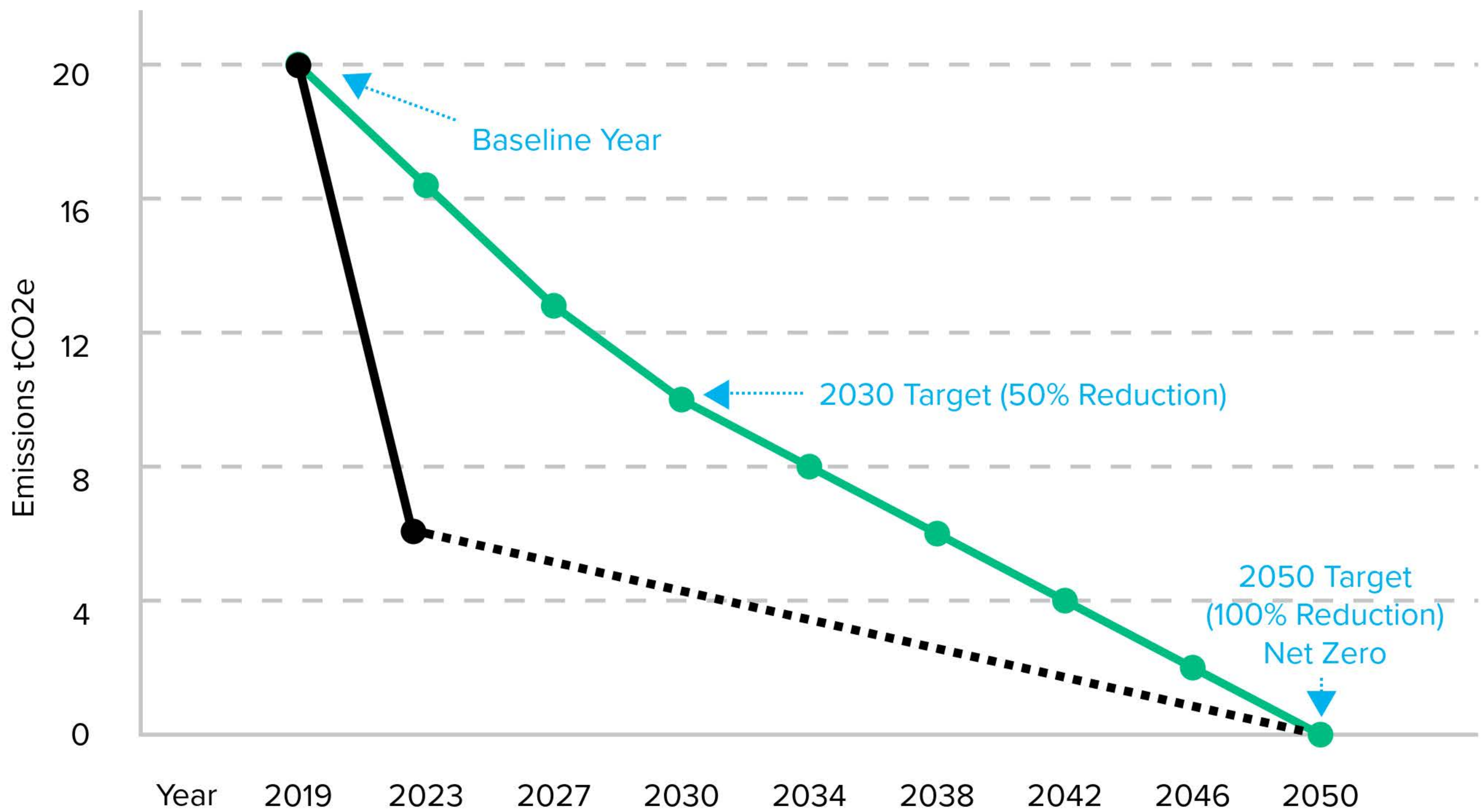
- Scope 1 from natural gas and Scope 2 from electricity accounted for 0.2% and 0.3% of total emissions.
- Scope 3 in 2023 included additional categories from 2019, with Cat. 1, 6, 4, and 5 accounting for 90%, 4%, 3% and 2% for a combined 99.8% of total emissions. The largest driver of Cat. 1 is manufactured goods from our suppliers such as Acumed LLC. Select Categories measured expanded to include: Cat. 1 Purchased goods and services, Cat. 2 Capital Goods, Cat. 3 Fuel and energy related activities, Cat. 4 Upstream transportation and distribution, Cat. 5: Waste, Cat. 6 Business Travel, and Cat 7. Employee commuting, and Cat. 12 End-of-life treatment of sold products.



# Emissions Reduction Targets

## Scope 1 and 2

● Actual Emissions      ● Target Emissions



Emissions	tCO <sub>2</sub> e	2030 Target	% Reduction	2050 Target	% Reduction
Scope 1 and 2		9.7	50%	0.0	100%

### Additional Details relating to Emissions Reduction Targets

- Acumed Ltd is committed to achieving Net Zero emissions for Scope 1 and 2 by 2050 which will require a 50% reduce by 2030 and a 100% reduction by 2050.

## Scope 3

- Acumed Ltd has expanded its coverage of Scope 3 emission categories in 2023 and is actively exploring emissions reduction targets and projects.

# Carbon Reduction Projects



## Completed Carbon Reduction Projects

The following environmental management projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these projects equate to 5.7 tCO<sub>2</sub>e, a 29.4% reduction against the 2019 baseline.



### Sourced Carbon Neutral Logistics

The Acumed Ltd team partnered with Strike Force International Ltd t/a All Aces Couriers and Carbon Neutral Britain to offset 2,094.8 tCO<sub>2</sub>e of emissions in 2023 through internationally certified carbon offset projects. These projects, including a Hydroelectric Power initiative in Chile and a Cook Stove Project in Malawi, were selected for their direct and indirect impact—supporting education, employment, clean water, and positive effects on local wildlife and ecology.



### Optimized Product Packaging Material and Applications

The Acumed Ltd team implemented changes to packaging, replacing plastic packaging tape with self-seal boxes. The new packaging is 70% recyclable, with the inner material made from 90% recycled content and the outer material comprising 40-60% recycled content. This initiative supports has reduced plastic usage and associated emissions.



### Switched to Renewable Electricity and Lowered Usage

The Acumed Ltd team purchased renewable electricity, reducing Scope 2 emissions to zero in 2023. Additionally, the team installed LED lighting at the company's UK office, improving energy efficiency by up to 80% compared to traditional fluorescent and incandescent lights. These initiatives collectively greened and lowered overall energy consumption.

# Carbon Reduction Projects



## Planned Carbon Reduction Projects

As we look ahead, our talented global team is excited to scale our carbon reduction plan and share best practices for building a greener bottom line. Moving forward, we aim to implement additional projects such as:



### Scaling Sustainability Tech to Accelerate Plan

In line with our innovative spirit, we have partnered with the University of Michigan-backed sustainability project management software company OrbAid to help us identify, prioritize, and execute carbon reduction projects that drive a greener bottom line. Our partnership involves benchmarking our carbon intensity and leveraging AI to accelerate our time to results.



### Conducting Waste Audits to Use Less and Greener Materials

The Acumed Ltd team plans to analyze using FSC-approved material for packaging and alternative eco-friendly paper towels. The team also plans to implement additional paperless processes and conduct comprehensive waste management auditing, aiming to reduce paper waste, improve resource efficiency, and cut associated emissions.



### Promoting Sustainable Work Practices and Travel

The Acumed Ltd team plans to increase working from home where possible and encourage employees to take advantage of the company EV leasing scheme. The team also plans to partner with travel agents to offer 'green' travel options when booking flights, aiming to reduce commuting emissions, promote sustainable transport, and lower the company's overall Scope 3 category 6 and 7 emissions.





## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 the Science-based Targets Initiative 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 Greenhouse Gas Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with, Streamlined Energy and Carbon Reporting (SECR), Greenhouse Gas Protocol 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

A handwritten signature in black ink, appearing to read "Nick Ryder".

**Nick Ryder**  
Finance & Logistics Director  
Acumed Ltd

Date: 31st December 2024



Innovating today for a better, sustainable tomorrow in health

## Lets connect

Sustainability Lead

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