schottlander

Davis Schottlander & Davis Ltd

Environmental & Carbon Reduction Plan



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Directors: BD Schottlander HonDSc (Managing), IJ Schottlander, SA Schottlander
REGISTERED IN ENGLAND 505471 COMPLIANCE TO ISO 9001, ISO 13485 & TO COUNCIL DIRECTIVE 93/42/EEC

Introduction

Schottlander recognises that its day-to-day operations can impact upon the environment in many ways. We are committed to continual improvement in our environmental performance reducing our carbon emissions, preventing pollution and minimising to the extent reasonably practicable, adverse environmental impact.

As such we are we are targeting being carbon neutral in respect of Scope 1 and Scope 2 emissions by 2030, and completely carbon neutral by 2040, with substantial and verifiable savings being planned annually in advance of this date.

We will endeavour to fulfil these commitments through:

Legislation

Ensuring that we comply with and, where practical, exceed all applicable UK, European and International environmental legislation and any other environmental requirements to which we subscribe, identifying and applying the best available techniques wherever possible.

Example of Directives

EU Directive on Packaging and Packaging Waste (94/62/EC)	We are fully compliant with the Directive.
Waste Electronic and Electrical Equipment Directive 2002/96/EC	We are fully compliant with the Directive.
Batteries Directive 2006/66/EC	We are fully compliant with the Directive.


ELECTROLINK
solutions for WEEE compliance

CERTIFICATE OF REGISTRATION

This is to certify that
Davis Schottlander & Davis Ltd
is registered with Electrolink as a Producer of

Non Household EEE (B2B)

WEEE registration number: WEE/FC0049TZ

Signed on behalf of Electrolink:

LYNNE CULLIS,
CHIEF EXECUTIVE OFFICER

Electrolink is a SEPA regulated WEEE compliance scheme under The Waste Electrical and Electronic Equipment Regulations 2013. Electrolink is the trading name of Electrolink Recycling Ltd Company No SC339025. Registered Office: Caledonian Exchange, 19a Canning Street, Edinburgh, Scotland, EH3 8HE

WEEE Certificate


making compliance easier
WASTEPACK

CERTIFICATE OF REGISTRATION

This is to certify that
Davis Schottlander & Davis Ltd

Company Registration – 00505471
Wastepack Membership – GB180
NPWD Code – NPWD103865

is a registered member of Wastepack Ltd, an approved Packaging Waste Compliance Scheme under the Producer Responsibility Obligations (Packaging Waste) Regulations 2007 *(as amended)* for the compliance year 2019

Signed on behalf of Wastepack Ltd

LYNNE CULLIS, CHIEF EXECUTIVE OFFICER

Wastepack is a SEPA regulated Packaging Waste Compliance Scheme under the Producer Responsibility Obligations (Packaging Waste) Regulations 2007 (as amended). Wastepack is operated by Wastepack Ltd. Company Number: SC174113. Registered Office: Caledonian Exchange, 19a Canning Street, Edinburgh, EH3 8HE.

Wastepack Certificate

Target Setting

Schottlander has utilised the consultancy services of the Hertfordshire Resource Efficiency Club to establish baselines for our energy, water and materials usage, along with our waste output, which we seek year by year reductions against.

Setting objectives, targets and programmes for activities having the most significant impact, defining means of achieving them which will improve our environmental management and performance, including sustainable sourcing, carbon management, the use of ethical supply chains and preventing pollution.

Carbon Baseline, Reporting and Planned Reduction

Baseline Emissions

Baseline Year: 2024

Emissions	TOTAL (tCO2e)
Scope 1	205
Scope 2	165
Scope 3	24,800

Baseline Year: 2025

Emissions	TOTAL (tCO2e)
Scope 1	200
Scope 2	155
Scope 3	25,200

2026 Target

Emissions	TOTAL (tCO2e)
Scope 1	200
Scope 2	140
Scope 3	24,800

Review
Overseeing and reviewing our environmental policy and all of our purchasing practices and operations and to set the future direction of our environmental practices, conduct monitoring and seek continuous improvement in our environmental performance.

Taking account of changes in organisation, legislation or other internal and external factors.

Our Staff
Seeking feedback from all staff on our environmental procedures and goals.

Recognising the responsibility staff have in contributing to good environmental management, seeking to harness and channel the enthusiasm and interest shown by staff and providing appropriate information and support to ensure that all staff exercise their environmental responsibility.

Communicating the importance of environmental issues to our people.

Education
Providing suitable training to enable employees to deal with their specific areas of environmental control.

Example
Chartered Institute of Waste Management (CIWM) Management Foundation Level course for selected staff.

Processes


Dangerous Goods Safety Advisers

Certificate of Compliance

In accordance with the requirements of:-

Directive 2008/68/EC of the European Parliament and of the Council of 24 September 2008 on the inland transport of dangerous goods

&

European Agreement Concerning the (National) & International Carriage of Dangerous Goods by Road (A.D.R.1.8.3)

Clive Savigar

Is the appointed Dangerous Goods Safety Adviser for:

Davis-Schottlander & Davis Ltd

In respect of the Preparation, Consignment, Transport and related loading and unloading of dangerous goods
All Classes by Road

Qualified by Experience, Examination & Holder of Department for Transport Certificate Number 2814349/080716

Signed

Minimising waste by evaluating operations and ensuring they are as efficient as possible.

Pollution
Identifying and manage environmental risks and hazards.
Managing our business operations to prevent pollution.
Working to minimise our reliance on non-renewable resources and to avoid use of any hazardous substances.
Where reasonably practicable, avoiding the use of toxic and environmentally damaging materials.
Preventing damage to the countryside resulting from the release of polluting substances.
Monitoring and work to reduce its contribution to environmental emissions from travel undertaken for business purposes.

Carbon Offsets


climateCare

creating the right atmosphere

This certifies that

Davis Schottlander & Davis Ltd

Have offset 400 tonnes of carbon dioxide emissions in Climate Care's CO_2 reduction projects in order to reduce the rate of global climate change.

David Wellington, Climate Care

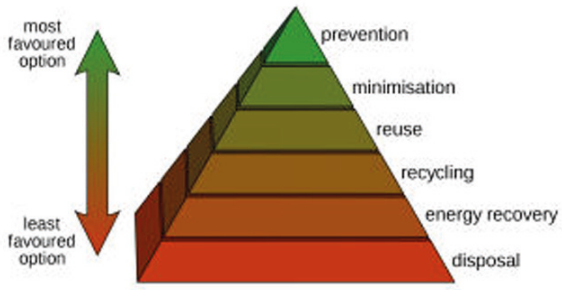
www.climatecare.org

Continuously looking for ways to reduce the environmental impact of our activities, having offset in full the carbon emissions resulting from our business for a number of years: the manufacture of our products, their distribution and our full office and travel impacts as well.

Reduce, Reuse, Recycle
Managing waste generated from our business operations according to the principles of reduction, re-use and recycling.

Actively promoting recycling both internally and amongst our customers and suppliers.

Working to reduce the volume of waste within our buildings and estate, by wherever possible:



Buildings
Giving due consideration to environmental issues and energy performance in the acquisition, design, refurbishment, location and use of buildings.

Example
Our head offices are designed to utilise water saving devices and the offices themselves are not equipped with air conditioning to save energy. The office uses area lighting. Movement sensors installed in all intermittently used areas turn off lights when not needed that has reduced lighting usage by 50% in those areas.



Improvements in 2024
Our company has always been ecologically aware, and when our headquarters building was designed, we incorporated all the energy-saving build factors that were then available. However, owing to new lower carbon options becoming available since then, we conducted a comprehensive review of energy consumption in our headquarters. As a result, by the end 2023, we completed a project to change over all lighting in the building to low energy LED, which has been calculated will reduce our current electricity usage by 40%.

Improvements in 2025
We completed and evaluated an assessment by outside consultants on the options for changing our heating from gas to air or ground source pumps, as well as to evaluate and plan the use of solar panels to supply our electricity requirements. Following this review, we decided to invest in a solar roof panel system, with a minimum target of a further reduction of 15% in our headquarters carbon output before the end of 2026.

Planned improvements in 2026
We contracted for the installation of solar panels on the roof of our Headquarters, with planned installation and commissioning in Quarter 4 2026. It is estimated that this will lead to a reduction of our headquarters carbon output by a minimum of 15%.

Reducing Environmental Impact at our Headquarters

Packaging
Packaging is reused whenever possible, with ongoing programme to increase re-use rate.

Packaging materials for the gloves that we sell are made from 95% recyclable materials. Paper and card is selected for use that does not contain hazardous chemicals. This is confirmed by reviewing REACH (Registration, Evaluation, Authorization & Restriction of Chemicals) and SVHC (Substances of Very High Concern) Certification to ensure that no such chemicals are used.

During packaging development, comparative studies of best fit (paper specification and size), stacking and durability are done to ensure inner boxes and outer cartons are made with less material but can hold the weight and contents of the boxes/cartons during shipment and throughout the lifecycle of the product. One recent project, validated by compression testing and actual shipment monitoring, led to a reduction in the weight of fluting paper used in outer cartons 150g to 120g with no loss of quality.

As part of the Waste Management policy at the manufacturing site, any rejected boxes/cartons are properly segregated into recycling bins and sent to accredited recycling centre. Waste segregation is done at source and subject to audit, with more than 10 different types of waste, including paper and steel being recycled. Targets are set and monitored to reduce trips to waste disposal sites.

The denture teeth that we sell have always been sold by all suppliers on plastic mounts. There is currently no valid process for supplying in a suitable format for customer use in recycled board boxes.

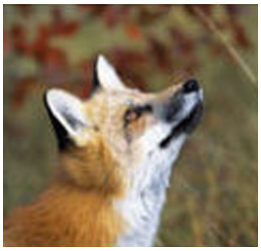
With our supply chain partners we are working on changing the manufacturing process to cease using plastic mounts, and so reduce the amount of plastic going to landfill by up to five tons per year. The project is on target to start delivering the first range of products with recycled board packaging by the end of 2025.

Appointed 'Environmental Champions' within company tasked to look at incremental ways of reducing our environmental impact.
Low energy light bulbs used where feasible.
Recycling of all paper, card, cans and plastic waste.
All bought in paper has recycled content.
All ink cartridges and batteries are recycled.
All lights, computer screen and printers are automatically switched off at night.
Appointed staff to monitor PC's, mentors, printers and other electrical appliances to ensure turned off at night and when not in use.

Logistics
Our UK logistics operation, delivery products to over 7,000 delivery addresses throughout the UK annually, is a significant source of carbon emissions. We have selected and worked with a primary logistics partner that has reduced its carbon emissions by 25% over the last 5 years and are supporting their ambitious plans for further reductions. We seek to hold our products at a single warehouse from time of receipt to despatch to customers, avoiding moving products between our warehouses. Where possible, we work with wholesale customers to deliver by backhaul
arrangements.

All containerised goods purchases are in HQ containers of single range to optimize container volume.

Biodiversity
Seeking to enhance the biodiversity value of our estate, planting a multitude of trees and bushes, with rows of hedges creating valuable wildlife habitats in the areas around our headquarters.


Our Suppliers
Using local suppliers where appropriate and encouraging its suppliers to commit to improving environmental performance.

Ensuring environmental, including climate change, criteria are taken into account in the procurement of goods and services to minimise adverse environmental effects. We seek environmental certification and performance information as part of our supplier evaluation process.

Influencing our suppliers and contractors to ensure that goods procured and services undertaken comply with our environmental policy.

If Schottlander determines that at any time that a supplier has failed to practice acceptable standards of Environmental Management, including failure to comply with relevant local legislaton or international commitments, we reserve the right to cease purchasing products from that supplier without liability or obligation.

Manufacturing Operations
The majority of the environmental impact of our business, and in particular of the carbon emissions generated by it, are from the manufacturing of the examination gloves that we sell.

With our manufacturing partners, we are working to reduce them, committing to a target of a 22% reduction in greenhouse gas emissions per unit of glove production from 2021- 2024. This is to be achieved by:

Expanded use of Cogeneration (Co-Gen) power plants as heat and energy source with lower carbon emissions. Existing Co-Gen Power Plants generate 220GWh and have reduced carbon emissions by 86,000 tons/year. Installation of 3rd Co-Gen Plant to be completed by end of 2023.

Extending energy recovery systems to all production lines and retrofitting advanced burners to enhance energy efficiency.

Installation of solar power system at factory, generating 474MWh Use of biomass energy plant at factory, with CO2 reduction of 53,000 tons/year. Only renewable energy plant in the glove industry to be registered with the UNFCCC.

Waste management program aligned with ISO 14001: 2015, focusing on resource efficiency and minimizing waste disposal to landfills.

Adoption of 3R (reduce, reuse, recycle) across all manufacturing plants and offices. Further reductions planned through increased use of digitalization and Industry 4.0 to provide data and improved understanding of relationship between production parameters and output, and so identify energy reduction opportunities without compromising quality or output.

We also select and work with manufacturing partners whose water, effluent and waste management systems are industry leading and focused on ongoing improvement. The gloves are manufactured in plants with ultra-filtration system, and use continuous monitoring of water withdrawal and consumption to improve water efficiency and have exceeded legal requirements and maintained the highest government rating for biological oxygen demand, chemical oxygen demand and total suspended solids. Plans are underway to build wastewater treatment facilities inside the factories to treat, recycle and reuse the water in production operations and so improve water efficiency.

The waste management program at the factory is aligned with ISO 14001: 2015 standards, focusing on resource efficiency and minimizing waste disposal to landfills.

Our Customers
Promote appropriate consideration of sustainability and environmental issues in the services we provide to our clients.

Our Stakeholders
Working with partners to improve our performance and that of our industry generally.

Distribution of Environmental Plan
Plan is to be distributed to the Executive Committee and reviewed at the next Executive Committee meeting on each occasion that the Plan is updated. Department Managers are to explain to their teams in the following department meetings.

Signed: 

Name: **Brian Schottlander**

Position: **Managing Director**

Date: **June 19th 2026**