

FOOTPRINTS FOR THE FUTURE

Sustainability Strategy 2026 - 2040

Our Vision –

To improve lower-limb healthcare while creating lasting environmental, social, economic value through responsible innovation, ethical governance, and measurable sustainability performance.

Responsible healthcare. Measurable progress. Sustainable growth.

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Leadership Commitment

A strategy grounded in Algeos' EPIC values

MD Statement

Sustainability is central to how Algeos will remain resilient, relevant and responsible as we grow. As a healthcare business, our purpose begins with improving patient outcomes, but our responsibility extends further: to the colleagues who make our work possible, the communities we support, the suppliers with whom we partner and the environment on which we all depend.

Our Footprints for the Future strategy provides a clear framework for turning that responsibility into action. It brings together the progress already made in carbon reduction, energy efficiency, responsible packaging, colleague wellbeing, ethical sourcing and sustainable product innovation, while setting a focused direction to 2040.

We will measure performance openly, strengthen the evidence behind our decisions and continue to invest where we can make a meaningful difference. Our ambition is not simply to meet expectations. It is to show how a specialist healthcare SME can combine responsible growth, better health outcomes and credible environmental and social progress.

This strategy belongs to the whole business. The Board will provide oversight, our ESG Team will coordinate progress and colleagues across Algeos will help deliver the practical changes that move us forward.

Max Sheridan
 Managing Director, Algeos

Strategic Context

Algeos is a Liverpool-based healthcare business established in 1947. We develop, manufacture and distribute specialist medical products and technologies for musculoskeletal, diabetic foot, podiatry, orthotic and prosthetic professionals in the UK and internationally. Our strategy responds to healthcare budget pressures, carbon-intensive supply chains, product and packaging waste, ethical sourcing requirements and increasing expectations for transparent ESG performance.

Our EPIC values in action

Value	Sustainability meaning
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Excellence	Measure performance, learn from evidence and continually improve.
Passion	Engage colleagues and partners in practical, positive change.
Innovation	Develop lower-impact products, packaging and manufacturing
Care	Support wellbeing, communities, ethical sourcing and environment.

Our Strategic Framework

Four connected pillar guide decisions, investment and accountability

Pillar	Strategic aim	Priority themes
1 – Climate & Environment	Reduce emissions and resource use; strengthen circularity and climate resilience.	Net Zero by 2040; energy; fleet; waste; packaging; biodiversity.
2 – People & Communities	Create a healthy, inclusive and rewarding workplace and contribute to community wellbeing.	Fair pay; wellbeing; development; inclusion; volunteering and partnerships.
3 – Responsible Products & Supply Chain	Grow lower-impact products and strengthen ethical, resilient sourcing.	Eco-products; Algeos 3D; Supplier Code; local purchasing; responsible freight.
4 – Governance & Accountability	Embed ESG within leadership, risk, investment and performance management.	Board oversight; ESG Dashboard; ISO 14001; risk register; annual reporting.

Priority UN Sustainable Development Goals

SDG	Our Contribution
SDG 3: Good Health and Well-being	Products, technologies and professional education that supports lower-limb health, alongside colleague wellbeing.
SDG 8: Decent Work and Economic Growth	Living Wage employment, development, progression, local purchasing, work experience and apprenticeships.
SDG 12: Responsible Consumption and Production	Waste and packaging reduction, recycling, shipment consolidation and on-demand manufacturing.
Supporting SDG 13: Climate Action	Carbon measurement, energy efficiency, lower-emission transport and the Net Zero by 2040 ambition.

Decision-Making Principles

- Focus on material impacts relevant to healthcare, manufacturing, distribution and our value chain.
- Use evidence, baselines, owners and review dates to turn commitments into accountable action.
- Balance environmental and social outcomes with patient benefit, quality, risk and commercial resilience.
- Engage colleagues, customers, suppliers and community partners in developing practical solutions.
- Communicate progress accurately and avoid unsupported environmental claims.

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What success looks like -

A lower-carbon, resource-efficient and resilient healthcare business that delivers positive outcomes for patients, colleagues, communities and the environment.

Roadmap to 2040

Build on established progress, strengthen measurement and scale impact.

Period	Milestone and direction
2022	Carbon baseline established for measuring future emissions performance
2023 – 2025	Annual carbon reductions recorded; operational energy and resource initiatives continued
2024	ISO 14001 achieved; 100% LED lighting completed; NHS Evergreen assessment improved to Level 2.
2025	ESG Dashboard introduced with KPI owners, targets and review cycles
2026 onward	Broaden measurement of waste, packaging, eco-products, Supplier Code participation and supplier environmental credentials; improve website transparency and annual reporting
By 2028	Explore and progress an appropriate pathway towards B Corp certification
By 2030	Transition the eligible company vehicle fleet to fully electric vehicles
By 2040	Achieve the company's NetZero ambition

Established performance and long-term commitments

Measure	Baseline/Evidence	Direction or target
Carbon emissions	2022 baseline, 17% reduction in 2023, followed by further reductions of 7% in 2024 and 8% in 2025	Continue annual measurement; Net Zero ambition by 2040
Lighting energy	100% LED conversion completed in March 2024; electricity used for lighting reduced to 62%	Maintain benefits and monitor energy performance

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Renewable electricity	At least 50% of purchased electricity from renewable or green-energy tariffs	Evaluate opportunities to increase renewable energy use
Fleet	All UK company car plug-in hybrid or fully electric	100% eligible company fleet electric by 2030
Environmental management	ISO 14001 achieved in 2024 and maintained in 2025	Maintain certification and continual improvement
People	Living Way Employer; Investors in People Gold; 95% colleague retention in FY ending 2025	Maintain strong employment, wellbeing and development practices

Measurement, Governance and Reporting

Clear ownership will keep the strategy active and evidence based

ESG Dashboard

Category	Core Measures
Environmental	Carbon emissions; energy use; renewable electricity; waste and recycling; packaging conversion; fleet electrification; eco-product measures
Social	Retention; wellbeing participation; training and qualifications; colleague engagement; community activity
Supply chain	Supplier Code of Conduct participation; supplier environmental credentials; local and regional purchasing; freight choices
Governance	ESG actions; audit findings; compliance; risk controls; reporting and policy review
Economic	Responsible investment; eco-product revenue; sustainable innovation and resilience indicators

Governance Model

Level	Responsibility	Review
Board and Managing Director	Approve strategy, priorities and major investment; oversee long-term direction	Regular leadership oversight
ESG Team	Review performance, evidence, risks, and improvement actions; coordinate delivery	Quarterly
Management meeting	Consider ESG Dashboard performance alongside operational and commercial information	Monthly
KPI Owners	Maintain data, explain variance and deliver agreed actions within relevant functions	According to KPI review cycle
ESG Working group and colleagues	Generate ideas, support initiatives and embed sustainability in everyday roles	Ongoing engagement

Transparency and continuous improvement

- Publish an annual ESG Report explaining progress, challenges and next priorities.
- Maintain a visible ESG Policy, Carbon Reduction Plan and sustainability information on the Algeos website.
- Review this strategy annually and formally refresh it when material risks, evidence or business priorities change.
- Use ISO14001 audits, carbon reporting, supplier evaluations and stakeholder feedback to identify corrective action.
- Distinguish clearly between baselines, current performance, targets and target dates in future reporting.

Accountability statement -

The Managing Director owns the strategy on behalf of the Board. Delivery is coordinated by the ESG Team, supported by named KPI owners and colleagues across the business. Performance figures are based on the latest internal management information available at publication and will develop as measurement matures.