

Organon Pharma (UK) Ltd Carbon Reduction Plan 2025



Contents

• Overview	3
• Commitment to achieving Net Zero	3
• Baseline Emissions Footprint	4
• Current Emissions Footprint	5
• Emissions Reductions Targets	5
• Carbon reduction policies and initiatives	6-7
• Declaration and sign off	8
• References	9

Carbon Reduction Plan

Supplier name: **Organon Pharma (UK) Ltd**

Publication date: **17th October 2025**

Overview

The UK (United Kingdom) Government amended the Climate Change Act 2008 in 2019 by introducing a target of at least a 100% reduction in the net UK carbon account (i.e., reduction of greenhouse gas emissions compared to 1990 levels) by 2050. This is otherwise known as the 'Net Zero' Target (gov.uk 2019).

Action Note PPN (Procurement Policy Note) 06/21, "Procurement Policy Note – Taking Account of Carbon Reduction Plans in the procurement of major government contracts," sets out how to take account of suppliers' Net Zero Carbon Reduction Plans in the procurement of major government contracts (gov.uk 2021).

This plan outlines Organon Pharma (UK) Ltd.'s compliance with Action Note PPN 06/21.

Commitment to achieving Net Zero

Organon Pharma (UK) Ltd, a subsidiary of Organon & Co., commits to achieving Net Zero emissions in the UK by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2020 ⁱ	
Additional Details relating to the Baseline Emissions calculations.	
Organon & Co. spun off from MSD in June 2021. 2020 is used as the baseline year to reflect the spinoff from MSD.	
Baseline year emissions: 2020 (UK Emissions)	
EMISSIONS	TOTAL (MtCO₂e)
Scope 1 ⁱⁱ	1,150 (MtCO ₂ e)
Scope 2 (Location-based) ^{2,iii}	3,932 (MtCO ₂ e)
Scope 2 (Market-based) ^{2,3}	5,285 (MtCO ₂ e)
Scope 3 ^{iv} (Included Sources)	Not reported in 2020
Total Emissions (Scope 1 and Scope 2 only)	Including Location-based Scope 2 – 5,082 (MtCO ₂ e) Including Market-based Scope 2 – 6,435 (MtCO ₂ e)

Last Year: 2023 UK Emissions ⁱ	
EMISSIONS	TOTAL (tCO₂e)
Scope 1 ^{2,8}	2,272 (MtCO ₂ e)
Scope 2 (Location-based) ^{2,3}	3,279 (MtCO ₂ e)
Scope 2 (Market-based) ^{2,3}	5,557 (MtCO ₂ e)
Scope 3 (Included Sources)	4. Upstream transportation and distribution – 920 (MtCO ₂ e) ⁵ 5. Waste generated in operations – 130 (MtCO ₂ e) ⁶ 6. Business travel – 415 (MtCO ₂ e) 7. Employee commuting 830 (MtCO ₂ e) 9. Downstream transportation and distribution – 920 (MtCO ₂ e)
Total Emissions	Including Location-based Scope 2 – 8,766 (MtCO ₂ e) Including Market-based Scope 2 – 11,044 (MtCO ₂ e)

Current Reporting Emissions Footprint

Reporting Year: 2024 UK Emissions ¹	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1 ²	3,333 (MtCO ₂ e)
Scope 2 (Location-based) ^{2,3}	3,345 (MtCO ₂ e)
Scope 2 (Market-based) ^{2,3}	6,308 (MtCO ₂ e)
Scope 3* (Included Sources)	4. Upstream transportation and distribution – 1207 (MtCO ₂ e) ^v 5. Waste generated in operations – 681 (MtCO ₂ e) ^{vi} 6. Business travel – 479 (MtCO ₂ e) ^{vii} 7. Employee commuting – 787 (MtCO ₂ e) 9. Downstream transportation and distribution – 1207 (MtCO ₂ e)
Total Emissions	Including Location-based Scope 2 – 11,039 (MtCO ₂ e) Including Market-based Scope 2 – 14,002 (MtCO ₂ e)

*We improved our scope 3 calculations transferring from estimates to more actual data. This is why our scope 3 emissions cannot be compared with the scope 3 data of previous years.

Emissions reduction targets

Organon aims to support the transition to a low-carbon economy, with an ambition to achieve net zero GHG emissions in our operations and through our supply chain.

By 2025 and outlined on our ESG Microsite, globally we aim to:

- Reduce our Scope 1 and 2 GHG emissions by more than 25% from 2020 levels.
- Have at least 70% of our supplier spend devoted to suppliers that have GHG emissions reduction programs.

We have targets on our other environmental sustainability key areas which are water, materials/waste and biodiversity.

Carbon Reduction Projects and initiatives

Below you will find examples of carbon reduction measures and projects that have been completed or are being implemented and are in line with the key components of our carbon reduction plan.

Our Cramlington manufacturing site has a five-year Environmental Sustainability Plan in place, with a focus on delivering an IoT Metering Strategy and Energy Optimisation Programme.

Implementing energy Efficiency Projects at our manufacturing facility

- Cramlington achieved a 3.1% reduction in energy consumption in 2024 compared to our 2020 baseline. Overall energy reduction was due to a focus on lifecycle economy of assets, introducing analytical modelling, replacement VSD controls and optimisation to existing facility infrastructure
- Cramlington manufacturing five-year Environmental Sustainability Plan focusses on delivering better data connectivity by bringing all site metering into a central power monitoring platform, to give better granularity of data but also a more focused approach on where to find energy reduction opportunities. This will transition into a focus on sub metering to understand building intensity. LED optimisation is continuing to be upgraded as well as conducting water surveys to target water reduction projects
- We have initiated several projects to reduce the carbon emissions of our fleet in the UK. All UK employees are eligible to join our lease car scheme, where the lease options are only hybrid or fully electric vehicles. At our Cramlington site, we have 5 dual 7.5kW chargers, providing 10 car charging facilities.

Transfer to renewable energy

We are looking into possibilities to increase the amount of renewable electricity we generate at our manufacturing site and to procure electricity from renewable sources.

The Biomass CHP outage has required the site to rely more on traditional boiler infrastructure, Organon Pharma (UK) Ltd is assisting where possible to recommission the Biomass re-boiler for 2025. To advance our GHG emission goals at the Cramlington Plant we are focused on delivering essential maintenance to the Biomass facility to protect the longevity of our renewable energy source.

The Cramlington site is engaging in consultancy around solar energy as part of the new packaging hall expansion, improved building management systems (BMS) as well as utility optimisation.

Global ESG and CDP

Organon's global ESG data can be viewed here which provides more information on our global initiatives and progress and our CDP Climate questionnaire is available here.

- [Organon's ESG microsite](#)
- [Environmental, social & governance | Organon](#)
- [Scores and A Lists - CDP](#)

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 GHG Reporting Protocol corporate standard (ghg 2004) and uses the appropriate Government emission conversion factors for greenhouse gas company reporting (gov.uk 2023).

Our scope 1, 2 and 3 emissions have been reported in accordance with the applicable Greenhouse Gas Protocol Standards.

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

Signed on behalf of Organon Pharma (UK) Limited

Name Nicola Barr

Date: Oct 16, 2025

Signature:

Nicola Barr

Electronically signed by: Nicola Barr

Reason: Approved

Date: Oct 16, 2025 17:01:50 GMT+1

References

ghg 2004 <https://ghgprotocol.org/corporate-standard>
ghg 2011 <https://ghgprotocol.org/standards/scope-3-standard>
gov.uk 2019 [Climate Change Act 2008 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2008/27/section-1)
gov.uk 2021 [PPN 0621 Taking account of Carbon Reduction Plans Jan22.docx \(publishing.service.gov.uk\)](https://www.gov.uk/government/publications/ppn-0621-taking-account-of-carbon-reduction-plans)
gov.uk 2023
<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
Organon 2022 Environmental, social & governance | Organon

Footnotes

1. Data presented represents information available as of 1 April 2024, including certain estimates and assumptions. Historical estimates may periodically be subject to revision due to ongoing enhancements of source data and updates to methodology.
2. The inventory of Scope 1 and 2 GHG emissions includes carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O) and hydrofluorocarbon (HFC's) from refrigerant use.
3. Scope 2 emissions include biogenic emissions from steam generated by the neighboring biomass facility.
4. Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but GHG emissions associated with the value chain. This is an estimate of Scope 3 GHG emissions based on modelling aligned with The Greenhouse Gas Protocol (GHG Protocol) Corporate Value Chain (Scope 3) Accounting and Reporting Standard (also referred to as the Scope 3 Standard).
5. The GHG emissions for upstream and downstream transportation and distribution were calculated using financial data and emissions factors from and the U.S. EPA Office of Research and Development Environmentally Extended Input-Output (EEIO) Factors, Supply Chain GHG Emission Factors for U.S. Industries and Commodities-- Summary Industry Categories.
6. Waste emissions are calculated based on US EPA Emission Factors for Greenhouse Gas Inventories, April 2021, US EPA Office of Resource Conservation and Recovery (February 2016) Documentation for Greenhouse Gas Emission and Energy Factors used in the Waste Reduction Model (WARM), and Factors from tables provided in the Management Practices Chapters and Background Chapters. WARM Version 15, November 2020 Update. Additional data provided by EPA, WARM-15 Background Data.
7. Business Travel GHG emissions are based on our travel data and GHG emission factors for air, rail and car travel. Employee commuting GHG emissions are based on total headcount, assumptions on distance traveled, transportation mode and GHG emission factors for these transportation modes.



ORGANON

organon.com/uk



Carbon Reduction Plan 2025 - Organon Pharma UK Ltd

Final Audit Report

2025-10-16

Created:	2025-10-16
By:	Robert Sarna (rob.sarna2@organon.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAASEYQgH_Fjvjhy3Z4LeG6SiO3gplmvUxl

"Carbon Reduction Plan 2025 - Organon Pharma UK Ltd" History

-  Document created by Robert Sarna (rob.sarna2@organon.com)
2025-10-16 - 2:58:31 PM GMT- IP address: 77.101.192.152
-  Document emailed to Nicola Barr (nicola.barr@organon.com) for signature
2025-10-16 - 3:01:58 PM GMT
-  Email viewed by Nicola Barr (nicola.barr@organon.com)
2025-10-16 - 3:43:08 PM GMT- IP address: 31.94.6.86
-  Nicola Barr (nicola.barr@organon.com) authenticated with Adobe Acrobat Sign.
Challenge: The user opened the agreement.
2025-10-16 - 4:01:01 PM GMT
-  Nicola Barr (nicola.barr@organon.com) authenticated with Adobe Acrobat Sign.
Challenge: The user completed the signing ceremony.
2025-10-16 - 4:01:49 PM GMT
-  Document e-signed by Nicola Barr (nicola.barr@organon.com)
Signing reason: Approved
Signature Date: 2025-10-16 - 4:01:50 PM GMT - Time Source: server- IP address: 136.226.166.204
-  Agreement completed.
2025-10-16 - 4:01:50 PM GMT