



Green Growth Pledge



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businesswales.gov.wales



Llywodraeth Cymru
Welsh Government

**The climate crisis
is one of the biggest
challenges of our time.**

**Wales declared a
climate emergency
in 2019 and the
Welsh Government
has legislated to
reduce greenhouse
gas emissions to
net zero by 2050.**



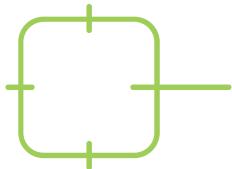
The Green Growth Pledge helps Welsh businesses take pro-active steps towards improving their sustainability, reducing their emissions, and demonstrating their positive impact on the people and places around them, as well as joining a growing community of forward-thinking organisations who are helping Wales transition to a low carbon future.

The Green Growth Pledge suggests a range of straightforward, practical actions that can be taken, such as reducing vehicle use, increasing water and energy efficiency and working with responsible suppliers that will help companies become sustainable, more efficient and to decarbonise.

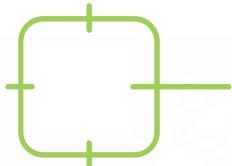


Net Zero Commitment

As consumers become more engaged with sustainable practices, the aim of achieving Net Zero and adopting sustainable practices can help businesses grow, save money and boost resilience.



We are committed to achieving Net Zero emissions and have set a target of being Net Zero by []. (insert date)



We are in the process of calculating our emissions and will be setting our net zero/reduction target within the year.



We are not yet at a point where we can commit to having Net Zero emissions but are doing everything in our scope to reduce our emissions.

Business Name:

Red Medtech

Description of your Business:

Red Medtech Ltd, a UK-based management consulting company specializing in medical devices that is based in Carmarthenshire, with a Registered Office in Swansea and various remote operating locations across Wales. Red Medtech provides expert medical device development compliance consulting. With over 20 years of hands-on experience in healthcare technology, engineering and manufacturing, Red Medtech deliver technical, regulatory and quality management project support - helping clients bring innovative patient care solutions to market.



Self Evaluation

This self-evaluation can help you review how your business currently works and understand changes you can make to operate in a responsible and more sustainable way.



01 Products, services & processes

Steps your company can take to consider the environmental impact of its operational processes include:

- a.** Your products are made using minimal raw materials
- b.** Your processes and technologies are chosen for their efficient use of resources
- c.** Your services are delivered using minimal energy and fossil fuel consumption.

02 Using energy & water wisely

Steps your company can take to reduce energy and water use include:

- a.** Reduction of energy/water consumption through technology or equipment upgrades
- b.** Identifying areas of risk along your supply chain, process and within your premises
- c.** Investing in renewable energy such as Solar PV, heat pumps and wind turbines.

03 Product use and product end of life

Steps your company can take to embed circular economy principles include:

- a.** Products are designed for re-use and repair, and to minimise waste arising during their use and at end of life
- b.** Products are re-used, re-manufactured or sent to specialist recyclers when they reach end of life
- c.** Services are designed for re-use and waste reduction where possible, ensuring waste is always removed from customer sites.



04

Preventing hazardous waste & pollution

Steps your company can take to reduce hazardous substances and other waste and responsibly store, handle, transport and dispose of unavoidable waste includes:

- a. Identifying areas of risk along your supply chain and within your business
- b. Implementing measures to reduce the use of hazardous materials
- c. Development of Waste and/or Pollution Management Plans.



05

Appropriate packaging

Steps you are taking to ensure packaging you use protects products and the environment include:

- a. Packaging is checked to ensure it meets functional requirements
- b. Packaging weight is minimised
- c. Packaging is designed to be re-used, recycled or composted.



06

Working with sustainable suppliers

Steps you are taking to encourage good practice within your supply chain include:

- a. Increasing the proportion of your suppliers that are based in your region
- b. Choosing suppliers based on their demonstrable good practices/carbon reduction policies and target
- c. Having a written policy to guide how you choose suppliers.



07

Sustainable transport

Steps you are taking to reduce vehicle use & improve fuel efficiency include:

- a. Zero emission vehicles and/or fuel efficient vehicles are used and kept in optimum condition
- b. Supply and delivery transport is coordinated to minimise fuel use and mileage
- c. Delivery runs are shared with other local businesses
- d. Staff are encouraged to commute via active transport, public transport or vehicle sharing.



08

Well-being of staff, your local community and natural world

Steps you are taking to ensure it is socially responsible include:

- a. Employees are paid a decent living wage and offered flexible working conditions
- b. You offer products and services that benefit public health and well-being
- c. Your impact on your local community is considered in your business planning
- d. Engaging with sustainable land management practices and encouraging biodiversity.



09

Green skills & staff engagement

Steps you can take to train employees and increase employee awareness include:

- a. Creation/promotion of sustainability awareness programs for employees
- b. Regularly asking your staff for their feedback on your policies and action plans
- c. Training programs on how to reduce your business's carbon footprint and save money e.g. energy/water conservation, sustainable transport and circular economy
- d. Speak to a Business Wales Skills Advisor about how to re-skill/up-skill your workforce and access training funding to future proof your business.



10

Brand & marketing

Steps you can take to communicate good practice and get positive results include:

- a. Your good practices are reflected through your promotions
- b. Your policies and action plans are published and made accessible to all
- c. Certifications regarding environmental, social or business ethics issues (e.g. ISO 14001, B-Corp) .



11

Measuring Impacts

Steps your company can take to measure and manage the environmental and social impacts of its activities include:

- a. A specific person is assigned to manage your impacts
- b. Carbon / energy / water / waste / social value is regularly monitored and reported
- c. Smart meters or other tools are installed to help measure energy consumption
- d. An action plan and reduction targets are in place to improve your performance



Action Plan



Example

Topic/Area: 07

Action: Replace Diesel van with Electric version

By when: 1/8/24

Carried out by: Owner

Date completed: 1/9/24

To complete:

Topic/Area: 1. Products, services & processes

Action: Services are delivered using minimal energy and fossil fuel consumption.

By when: 26 OCT 2025

Carried out by: Prof. Laurie Rowe

Date completed: 26 OCT 2025

Topic/Area: 8. Well-being of staff, your local community and natural world

Action: Ensure employees are paid a real living wage and offered flexible working

By when: 26 OCT 2025

Carried out by: Prof. Laurie Rowe

Date completed: 26 OCT 2025

Topic/Area: 09. Green skills & staff engagement

Action: Regularly asking your staff for their feedback on policies and action plans

By when: 26 OCT 2025

Carried out by: Prof. Laurie Rowe

Date completed: 26 OCT 2025

Topic/Area: 11. Measuring impacts

Action: A specific person is assigned to manage your impacts

By when: 26 OCT 2025

Carried out by: Prof. Laurie Rowe

Date completed: 26 OCT 2025

Declaration & Sign Off

Green Growth Pledge Signup

The Green Growth Pledge is a practical way for businesses to demonstrate their positive impact, and show how they can help Wales move towards a low carbon future. By signing the Pledge, your company is committing to take action.

You will also have access to an exclusive marketing toolkit which will provide everything you need to promote your journey to sustainability.

Welsh Government's Economic Contract

The Welsh Government's Economic Action Plan drives change in policy and delivery to create an economy of inclusive growth that boosts our wealth and wellbeing, and narrows inequalities. The Economic Contract frames a new relationship with business based upon the principle of public investment with a social purpose to help businesses respond to the challenges of the future. This document is a positive step towards demonstrating commitment to one of the pillars of the Economic Contract, which encourages Welsh businesses to become carbon light or free.

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental and cultural well-being of Wales. SMEs have a role to play in supporting public policy objectives through operating in a sustainable and responsible manner, in line with the 7 goals and 5 ways of working of the act.

Well-being of Future Generations (Wales) Act 2015: the essentials

www.futuregenerations.wales/about-us/future-generations-act/

Approved: Client **Prof. Laurie Rowe**

Date: Client agreed date **31st October 2025**

Role: Clients' Role **Founder & Director**

Signed: Clients' Signature (typed is fine) **L. Rowe**

Further support

[futuregenerations.wales/about-us/future-generations-act/](http://www.futuregenerations.wales/about-us/future-generations-act/)