

Supplier name: Protective Wear Supplies Ltd (PWS)

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About Protective Wear Supplies Ltd

Protective Wear Supplies Ltd (PWS) is a leading UK supplier of personal protective equipment (PPE), safety wear, corporate workwear, footwear, and cleaning solutions, serving organisations that need to keep their people safe and compliant at work. Alongside core supply, PWS offers branding, product re-sizing, PPE audits, and online procurement systems, and maintains a large stockholding base to guarantee uninterrupted service. The company supplies over 65 housing associations across the UK, together with major utilities clients including Cadent Gas, and South West Water, and holds a strong reputation across the Utilities, Housing, Councils, industrial, and renewables sectors for reliability and customer-focused delivery.

Founded in 1975 and formally incorporated in February 2013, PWS is now in its third generation of family ownership, headquartered at 10 Darklake View, Estover, Plymouth. The business maintains a flat organisational structure — a C-Suite of three supported by a management team of six — enabling swift, accountable decision-making across the business. This heritage of family ownership forms the basis of PWS's long-term approach to sustainability, ensuring environmental and social responsibility are embedded consistently across operations and supply chain relationships.

Commitment to achieving net zero

PWS is committed to achieving Net Zero carbon emissions by 2030.

PWS recognises the challenge on all businesses to reduce carbon emissions and has committed to achieving Net Zero carbon emissions by 2030, covering the full organisation rather than contract-specific activity. This target is embedded within our Carbon Management Policy (effective November 2022) and ISO 14001 Environmental Management System (EMS) and applies across all operational activities.

PWS has structured its carbon reduction approach to align with the IPCC 1.5°C pathway, which requires rapid and deep emissions reductions by 2030 and net zero by mid-century. Key elements of this alignment include:

- A Net Zero 2030 ambition, which exceeds the 2050 global benchmark outlined by the IPCC.

PWS is a trading name of Protective Wear Supplies Ltd.
Registered in England & Wales No. 08393062

10 Darklake View, Estover, Plymouth, PL6 7TL
01752 266374 | sales@protectivewearuk.com
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- Absolute emissions reduction measures prioritised ahead of offsetting.
- A focus on energy efficiency, renewable energy transition, fleet electrification, and operational decarbonisation.
- Ongoing development of Scope 3 emissions data and supplier engagement.

Scope 1 and Scope 2 emissions are actively measured, reported and managed using established tools and methodologies, including the Carbon Emission Tool used in partnership with the Supply Chain Sustainability School. PWS is strengthening its Scope 3 emissions assessment through supply-chain reporting and engagement, recognising that where Scope 3 emissions exceed 40% of total emissions, formal Scope 3 targets are required for a compliant science-based target.

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: 2021
Additional details relating to the baseline emissions calculations:
Baseline year emissions:
Emissions Total (tCO ₂ e) - Total tonnes of carbon dioxide equivalent (tCO ₂ e)
Scope 1: 0.59 tCO ₂ e
Scope 2: 18.88 tCO ₂ e
Scope 3 (included sources): 59.43 tCO ₂ e
Category 4 - Upstream transport and distribution
Category 5 – Waste generated from operations
Category 6 - Business travel
Category 7 - Employee commuting
Total emissions: 78.90 tCO₂e

Current emissions reporting

Reporting year: 2024
Emissions Total (tCO ₂ e) - Total tonnes of carbon dioxide equivalent (tCO ₂ e)

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Scope 1: 0.50 tCO ₂ e
Scope 2: 16.05 tCO ₂ e
Scope 3 (included sources): 52.52 tCO ₂ e
Total emissions: 69.07 tCO ₂ e

This represents a reduction of approximately 12.5% in total emissions against the 2021 baseline.

Emissions reduction targets

In order to continue progress towards achieving Net Zero, PWS has adopted the following carbon reduction targets:

- Net Zero carbon emissions by 2030 (all Scopes), against our 2021 baseline.
- 100% of vehicle fleet transitioned to Electric Vehicles (EVs) by 2030 (fleet currently 32% EV/hybrid).
- 100% of raw materials and products sourced sustainably by 2028.
- Zero waste to landfill by 2030, with an interim target of 75% reduction in landfill waste by 2025.

Science-Based Target status: PWS has not yet submitted or formally validated a Science-Based Target (SBT) through SBTi or an alternative independent verifier. The current Net Zero 2030 target is therefore best described as aligned to the 1.5°C pathway but not yet independently verified as an SBT. Carbon offsets are not relied upon to meet an SBT and would not be included within any future science-based target, in line with SBT requirements — PWS's approach prioritises emissions reduction at source.

Commitment upon contract award: In collaboration with the Contracting Entity/Entities, PWS commits to:

- Developing a formally defined Science-Based Target aligned to the 1.5°C pathway within 12 months of contract award.
- Extending target coverage to include material Scope 3 emissions, either through absolute reduction targets or supplier engagement targets.
- Demonstrating year-on-year emissions reductions, with transparent reporting against agreed metrics.

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Journey so far

- **2021:** baseline year.
- **November 2022:** Carbon Management Policy effective.
- **2024:** total emissions approximately 12.5% below the 2021 baseline, and a 5–7% reduction in turnover £ per tonne of CO2 emissions compared with 2023.
- ISO 14001 certified Environmental Management System in place.

Carbon reduction projects

The following environmental management measures and projects have either been completed, are being implemented, or are planned for current and future reporting periods. These measures will be in effect when fulfilling the contract.

- **Certification to ISO 14001** — PWS operates a robust Environmental Management System accredited to ISO 14001, dedicated to reducing carbon emissions across our business activities.
- **Electric and hybrid vehicle transition** — PWS is committed to transitioning its entire vehicle fleet to EVs by the end of 2030; the fleet currently stands at 32% EV/hybrid composition. Staff are encouraged to use EVs wherever possible, reducing emissions and noise pollution associated with commuting. This forms part of our Carbon Management Plan, underwritten by PWS directors.
- **Delivery consolidation** — Where feasible, we encourage clients to move to a weekly delivery schedule, consolidating parcels into a single consignment per week to reduce fuel consumption and vehicle movements.
- **Waste minimisation** — PWS is implementing a comprehensive waste management programme, targeting a 75% reduction in landfill waste by 2027 and zero waste to landfill by 2030, through recycling, reusing, and sustainable packaging initiatives.
- **Sustainable sourcing** — PWS is working towards ensuring 100% of raw materials and products are sourced sustainably by 2028, prioritising suppliers with strong environmental and social practices.
- **Supplier and supply chain engagement** — Supplier adherence to sustainability standards is monitored, with 95% of suppliers currently meeting PWS's sustainability standard. Regular audits ensure continuous compliance with evolving requirements.

Governance, monitoring and continuous improvement

Carbon performance is governed through director-approved policies and monitored via our ISO 14001 framework. A dedicated internal sustainability structure, including a Net Zero Champion programme, supports data improvement, performance monitoring and delivery of year-on-year emissions reductions. Progress is reviewed regularly to ensure alignment with evolving legislation and climate science.

PWS produces an annual environmental report tracking progress on greenhouse gas reductions, energy efficiency, renewable energy usage, and waste management, used to monitor performance and refine ongoing initiatives. Through these measures, PWS achieved a 5–7% reduction in turnover £ per tonne of CO₂ emissions for the year ending 2024 compared with the year ending 2023.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹ and uses the appropriate government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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) Standard³.

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

Signed on behalf of the supplier:



Ryan Burtenshaw, Sales Director, PWS

Date: December 2025

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