

# CORPORATE SOCIAL RESPONSIBILITY REPORT

## 2025





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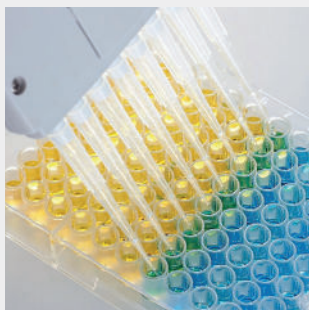
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Introduction from our CEO

At BBI our values and principles are deeply rooted in our daily work. We strive to deliver exceptional products and technologies that our customers, and ultimately their patients, rely on.



Alexander Socarrás  
CEO

Through innovation, partnership, effective delivery and the collaboration of our people, we help to set industry standards, engender trust and build our reputation for excellence.

Founded upon the success of the superior quality and performance of our reagents, our organisation includes seven operating facilities worldwide that work together to globally serve the science of diagnostics for better healthcare outcomes and clinical decision making.

We remain a determined, dynamic and innovative company with expert, passionate and energetic employees who all work hard to ensure quality, value and superior service for our customers. We have a focus on employee safety and ensuring we bring fairness across all our facilities.

I am delighted that over the last year, we have maintained our Silver Sustainability Rating with EcoVadis, which highlights our ongoing commitment to responsible business practices across aspects of environmental, social, and governance. We have made investments in our decarbonisation strategy that drive reductions in energy, water and waste across our business. Furthermore, we are reducing single-use plastics wherever possible. Beyond our environmental initiatives, we've also strengthened employee engagement and increased community outreach efforts across all sites.

Looking ahead, we've set ambitious objectives to reflect our commitment to driving sustainability, innovation, and operational excellence. A key focus remains accelerating our transition to renewable energy, aligned with our commitment to reducing our carbon footprint and aligning with evolving regulations.

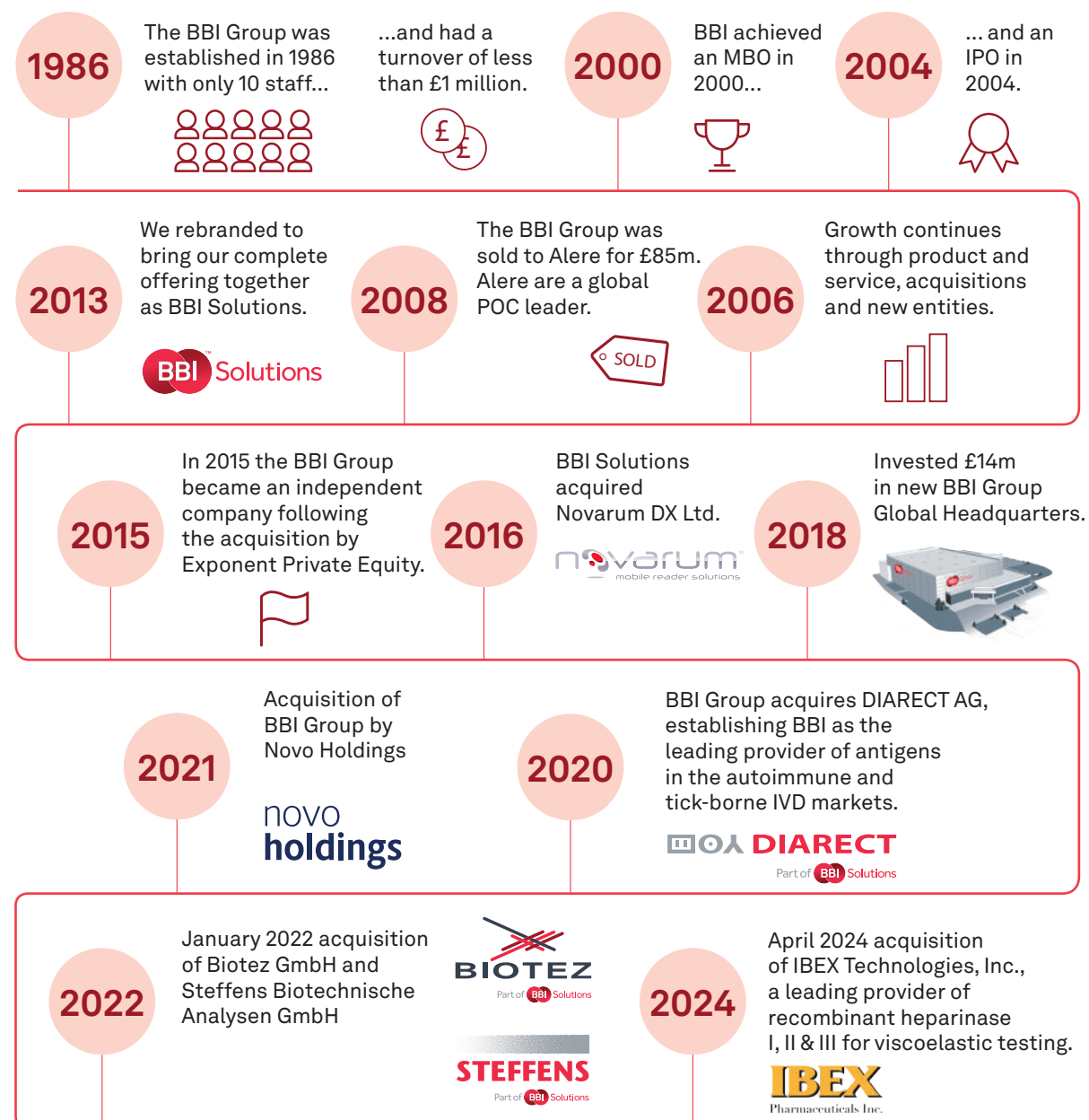
## The BBI Story

### Our History

BBI was founded in 1986, when John Chandler at Cardiff University developed and manufactured our now world renowned gold nanoparticles for the first time and supplied them to the electron microscopy industry.

Since then, the company has grown its portfolio of products to include gold reagents, antibodies, antigens, enzymes, serum, plasma, cell culture reagents as well as offering antibody development services, lateral flow assay development and manufacture. Read more about how we've grown below.

*We have served the global diagnostics industry for over 50 years, so you know you're in safe hands.*



### Sustainability Journey



#### 2019

- + BBI ESG Team was formed
- + First 4 yearly UK ESOS Assessment

#### 2020

- + Full Suite of Governance Policies and Statements implemented
- + Initiated Stevenson and Farmer Wellbeing Standards Annual Assessments
- + Mental Health First Aiders assigned in the UK
- + Launched Employee Engagement Forums

#### 2021

- + First bi-annual Corporate Social Responsibility Report published



More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)

#### 2022

- + Awarded Bronze Sustainability Rating with EcoVadis (54th Percentile)
- + First ESG focused audit with 100% compliance



#### 2023

- + Awarded Silver Sustainability Rating with EcoVadis (80th percentile)
- + Second bi-annual Corporate Social Responsibility Report published
- + Second ESG focused audit with 100% compliance
- + Scope 1-3 Data Collection Initiated
- + ESG & Climate Change Risk Assessment launched
- + Materiality Assessment launched
- + Second 4 yearly ESOS Assessment



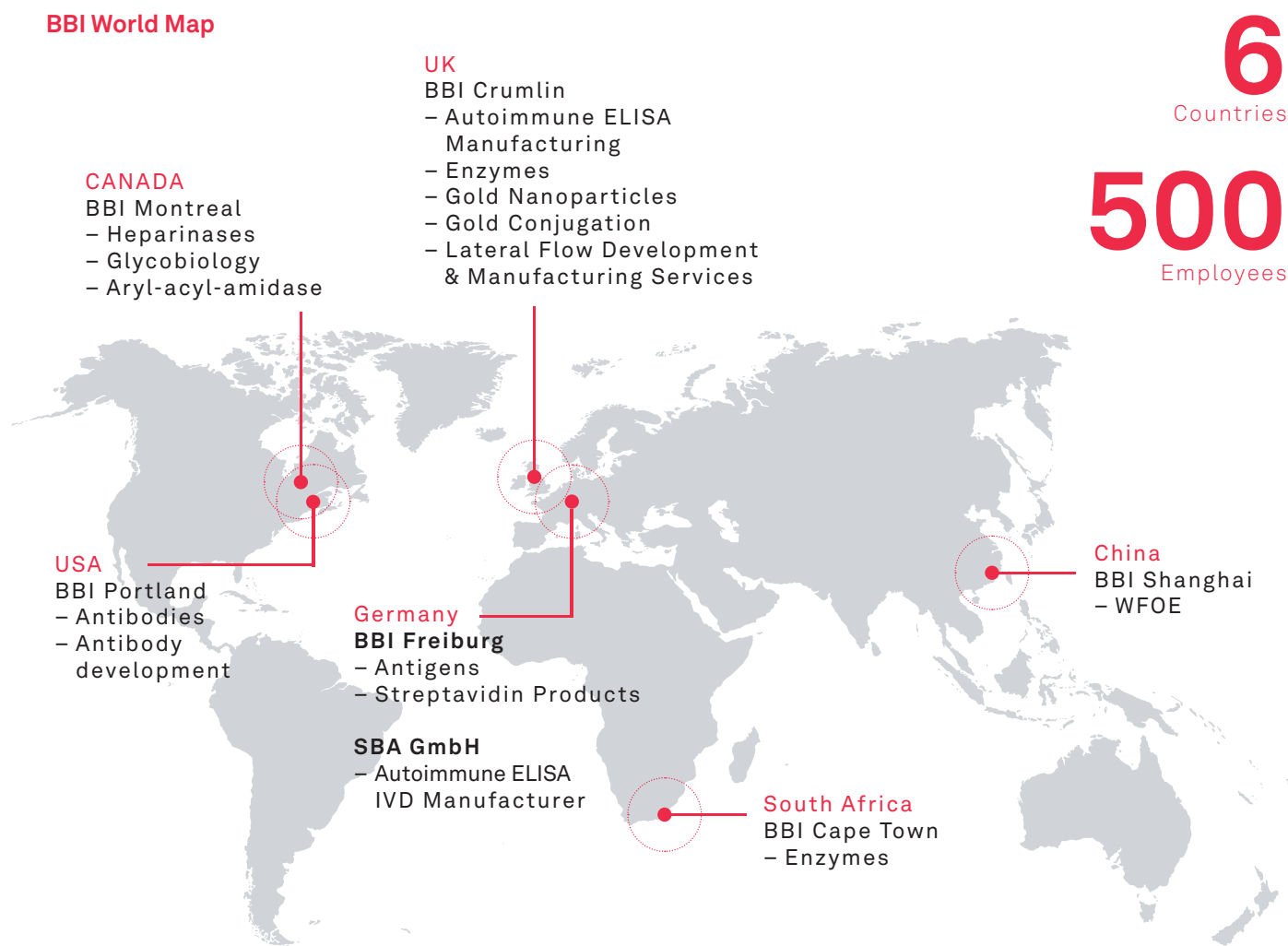
#### 2024

- + Re-awarded Silver Sustainability Rating with EcoVadis (94th percentile)
- + Third ESG focused audit with 100% compliance
- + ISO27001:2022 Certification
- + Global Volunteering Policy Launched
- + Initiated ISO14001 & ISO45001 Roadmap
- + Implementation of Environmental Impact Assessment
- + Enhanced UK Maternity and Paternity Benefits Plan





## BBI World Map



## Certifications, Awards & Audit Participation

All our facilities are certified to internationally recognised ISO13485:2016 quality management standards. In 2024, we further strengthened our commitment to operational excellence by obtaining certification for ISO27001:2022, alongside our certification for Cyber Essentials Plus. Over the coming three years we aim to certify our systems to ISO14001:2015 (Environmental Management) and ISO45001:2018 (Occupational Health and Safety).

In partnership with EcoVadis, an internationally recognised sustainability rating agency, we have made significant strides in improving our sustainability performance.

In 2024, we were re-awarded a Silver Sustainability Rating, reaching the 94th percentile and positioning us in the top 15% within the industry.



Since 2022, BBI has participated in annual third party Environmental, Social and Governance (ESG) audits, consistently demonstrating compliance with key performance indicators.

## BBI Culture

# Shaping Strategic Priorities

At BBI Solutions, we have conducted a materiality assessment, which is a comprehensive process engaging our key stakeholders, including employees, customers, suppliers and local authorities, to gain insights into their priorities and expectations and helps us align our sustainability efforts with our stakeholders' business strategy.

Key findings from our most recent assessment identified the following categories as top priorities, which will support reporting on performance indicators related to the identified material topics, including both qualitative and quantitative data for future alignment with the Global Reporting Initiative (GRI) and United Nations Sustainable Development Goals (SDGs).



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## United Nations Sustainable Goals

In 2015 the United Nations launched its Sustainable Goals which covers 17 different areas of sustainability.



ALIGNED WITH  
**SIX** OF THE  
UNITED  
NATIONS  
PILLARS

More information about  
BBI Solutions can be found  
online at [bbisolutions.com](https://bbisolutions.com)



### Good Health and Wellbeing

BBI Solutions aligns closely with the United Nations' Sustainable Development Goal 3: Good Health and Wellbeing by providing high quality biological reagents and point of care diagnostic Solutions. Our innovations support early disease detection and accurate diagnostics. BBI also have a commitment to providing benefits which will support good health and wellbeing for all employees and provide access to health and wellbeing platforms.



### Gender Equality

BBI Solutions aligns with the United Nations' Sustainable Development Goal 5: Gender Equality by supporting an inclusive and diverse workplace where opportunities are accessible to all, regardless of gender. The company is committed to promoting equal representation in leadership roles and ensuring that its policies support work life balance, parental leave, and equal pay for equal work. BBI actively encourage women to pursue careers in STEM (Science, Technology, Engineering and Maths) and supporting their professional development. BBI Solutions contributes to breaking down gender barriers in the biotechnology and the diagnostics industries.



### Clean Water and Sanitation

BBI Solutions aligns with the United Nations' Sustainable Development Goal 6: Clean Water and Sanitation by ensuring that our manufacturing processes adhere to stringent environmental standards and minimise water usage and pollution. BBI Solutions actively supports sustainable water management practices. Our commitment to innovation and quality helps protect communities by enabling timely responses to water related health threats and ensuring access to clean water and sanitation for all.



### Affordable and Clean Energy

BBI Solutions aligns with the United Nations' Sustainable Development Goal 7: Affordable and Clean Energy by integrating energy efficient practices and sustainable technologies into its operations. BBI Solutions is committed to reducing its carbon footprint by optimising energy use across its manufacturing facilities, investing in renewable energy sources, and adopting green technologies.



### Responsible Consumption and Production

BBI Solutions aligns with the United Nations' Sustainable Development Goal 12: Responsible Consumption and Production by prioritising sustainability across its entire supply chain and operational processes. The company is committed to minimising waste, reducing resource consumption, using local suppliers to shorten logistic routes and promoting the use of environmentally friendly materials in its products and packaging. BBI Solutions are working towards ensuring that its production processes are both effective and sustainable, reducing environmental impact while maintaining high standards of product quality.



### Climate Action

BBI Solutions aligns with United Nations Sustainable Development Goal 13: Climate Action by actively working to reduce its environmental impact and contribute to climate resilience. As a biotechnology company, BBI Solutions integrates sustainability into its operations by optimising resource efficiency, reducing greenhouse gas emissions, and ensuring responsible management of waste. The company also adopts energy efficient technologies and explores ways to decarbonise its processes, in line with global goals within our Environmental & Sustainability Impact Assessment.

BBI have aligned our business objectives to these Sustainable Development Goals (SDG), with particular attention to six specific pillars of sustainability.

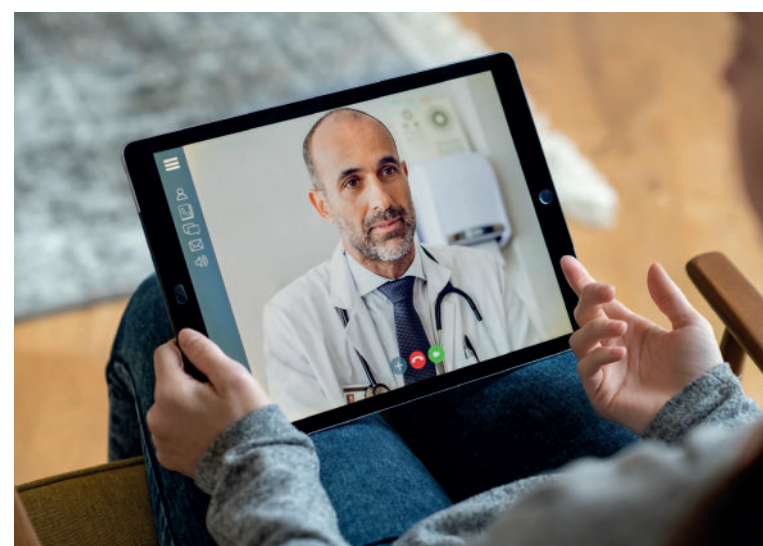
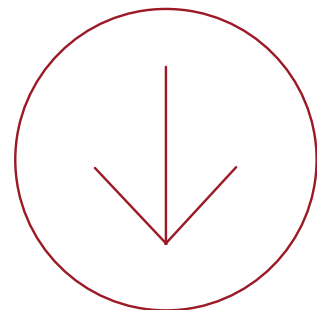


*At BBI we take our responsibility for providing our colleagues with access to a number of health and wellbeing platforms very seriously.*

## Good health & wellbeing

As we expand our wellbeing strategy, BBI continues to work within the mental health at work commitment framework. As part of this strategy, we offer support to all our colleagues across the main pillars of wellbeing, mental, physical and financial. BBI's network of mental health first aiders have now expanded into Germany and South Africa, with further roll out plans for our site in the United States. As part of our standard offering of employee benefits, we offer our employees a suite of benefit options which are market competitive and appropriate for that location.

At BBI we also provide eLearning modules under our wellbeing and compliance pathway which includes positive mental health in the workplace, stress in the workplace, unconscious bias and neurodiversity at work.



### Employee Benefits

#### Financial Wellbeing

We offer comprehensive savings and retirement benefits designed to support employees in achieving their long-term retirement goals. Our benefits package includes Life Insurance, which provides valuable peace of mind by offering a lump-sum payment to an employee's beneficiaries, helping to alleviate financial concerns during challenging times. Group Income Protection plan offers support to employees who are unable to work due to illness or injury. Additionally, we provide funeral cover to offer financial assistance in the event of a bereavement. Our local pension schemes help employees save effectively for retirement, ensuring financial security for the future.

#### Health & Wellbeing

We are committed to supporting the health and wellbeing of our employees and their families. Healthcare programmes provide support to employees for both preventative care and education or to support during periods of illness. BBI offers healthcare plans, tailored towards geographical locations and employee needs. As part of our 2024 program, BBI has expanded health and wellbeing checks providing employees with direct access to health assessments and advice.

#### Lifestyle

We encourage our employees to have a more environmentally friendly commute to work, in European locations the cycle to work scheme is a popular option to reduce carbon emissions in line with local tax regulations. BBI offers a range of discounts for retail and insurance products across many locations to provide a wide range of choice to meet the changing lifestyle needs of our employees.

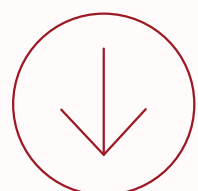


More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)



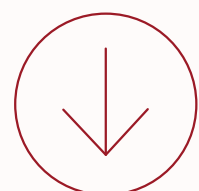
## Stevenson and Farmer Wellbeing Standards

BBI have fully achieved six Stevenson and Farmer Wellbeing standards.



### 1. Prioritise mental health in the workplace by developing and delivering a systematic programme of activity

- + Produce, implement and communicate a mental health at work plan, drawing from best practice and representing the views of employees across the organisation, specifically exploring feedback from people with mental health problems.
- + Demonstrate senior ownership and drive board-level accountability, underpinned by a clear governance structure for reporting.
- + Routinely monitor employee mental health and wellbeing using available data.
- + Seek feedback from your employees and create clear opportunities to make improvements based on feedback.



### 2. Proactively ensure work design and organisational culture drive positive mental health outcomes

- + Provide employees with good physical workplace conditions.
- + Create opportunities for employees to feed back when work design, culture and conditions are driving poor mental health.
- + Address the impact that a range of activities have on employees, including organisational design and redesign, job design, recruitment, working patterns, email, 'always-on' culture, and work-related policies.
- + Give permission to have work-life balance and to work flexibly and agile.
- + Encourage openness during recruitment and throughout employment so appropriate support can be provided.



### 3. Provide an open culture around mental health

- + Proactively change the way people think and act about mental health by increasing awareness and challenging mental health stigma.
- + Empower employees to champion mental health and positively role model in the workplace.
- + Encourage open two-way conversations about mental health and highlight the support available at all stages of employment.



### 4. Increase organisational confidence and capability

- + Increase mental health literacy of all staff and provide opportunities for staff to learn about how to manage their own mental health.
- + Ensure all staff are suitably prepared and educated to have effective conversations about mental health, and where to signpost for support, including in inductions for all new staff.
- + Train your line managers in spotting and supporting all aspects of mental health in the workplace and include regular refresher training.
- + Support managers to think about employee mental health in all aspects of their role including during staff inductions, one-to-one meetings, team meetings and return-to-work meetings.



### 5. Provide mental health tools and support

- + Raise awareness of the resources and tools available.
- + Ensure provision of tailored in-house mental health support and signposting to clinical help, including but not limited to digital support, occupational health, employee assistance programmes, the NHS.
- + Provide targeted support around key contributors of poor mental health, e.g. financial wellbeing.



### 6. Increase transparency and accountability through internal and external reporting

- + Identify and track key measures for internal and external reporting, including through the annual report and accounts.
- + Measure organisational activity and impact using robust external frameworks.

# Mental health at work commitment

## Our Health and Safety vision is everyone, every day, home harm free.

*In 2024, BBI rolled out a new health and safety reporting system to help support and manage reporting of safety observations, accidents and near misses.*

This platform allows us to monitor and trend data to help support improvements where required and ensure we meet our zero lost time incident targets.

BBI actively engage our workforce in safety initiatives by holding regular Environmental, Health, and Safety committee meetings across all sites. These forums allow for open communication, encourage employee involvement in safety practices, and ensure that health and safety remain integral to our operational culture.

In 2024, BBI Solutions also initiated a roadmap to work towards obtaining ISO45001 certification, marking a significant milestone in its commitment to occupational health and safety. This certification, recognised globally, demonstrates our dedication to creating a safe and healthy work environment for all employees.

We also plan to launch an 'Employee Health & Safety Work Code' which communicates our health and safety vision, framework, values and objectives.

BBI Solutions is committed to:-

### Systems:

- + Operating robust Health & Safety management systems that drive continual improvement and comply with all legal and other requirements.
- + Striving to reduce all physical, biological, chemical and psychosocial hazards specific to our operations and reduce Health & Safety risk wherever possible.

### Tools:

- + Preventing harm from unsafe equipment.

### Environment:

- + Preventing harm from unsafe hazards and physical agents within the workplace.

### People:

- + Preventing harm from unsafe workers.
- + Ensuring our workers are consulted on all matters related to Health & Safety and are empowered to communicate, collaborate and participate in Health & Safety related activities.




### Commitment to Customer Health and Safety

Customer health and safety is very important to us as a company, and we have a commitment to ensure that all products and services uphold the highest standards of safety and reliability. By testing and validating our products, BBI Solutions provides customers with essential assurances that our solutions meet stringent safety and quality criteria.

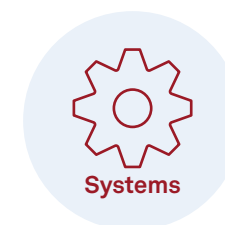
This focus on health and safety helps prevent potential hazards, ensuring that customers can use our products with confidence in their effectiveness and safety. BBI provide key documentation, which details essential information about the safe use, handling, and disposal of the company's products such as safety data sheets and information about the quality and specifications such as Certificate of Analysis and Product Specification Sheets.

BBI also have a designated customer support team to ensure that customers receive timely and effective assistance and solutions tailored to their needs.



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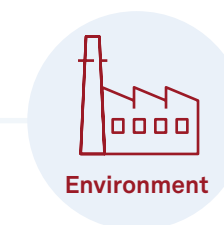
### OUR COMMITMENT



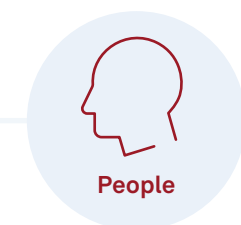
Operate robust systems



Prevent harm from unsafe equipment



Provide a safe place of work



Prevent harm from distracted and unsafe workers

# Everyone, every day, home harm free



BBI follows an inclusive approach to recruitment, talent management and development. Secondments have provided an important tool for career development and succession planning for women in BBI in leadership and technical roles, 73% of secondments were filled by women in 2023 compared with 50% in 2022.

The Site Leads in Portland, Maine and Freiburg, Germany and our Chief Operations Officer were promoted from BBI's female talent. Joining the Senior Leadership Team alongside the Chief Operations Officer in 2024 is our first female Head of Research and Development.

Our online global talent hub includes Career Maps showing how employees can develop their career in BBI using real life data and supported by testimonials from across the business. There are tips to enable good conversations to happen between employees and their managers so that plans can gain traction and be realised. Across our operational teams, our cadre of female talent have benefited from promotion opportunities.



**73% OF  
SECONDMENTS  
FILLED BY  
WOMEN IN 2023**

# Empowering women in science, finance & engineering

The Train the Trainer program launched in 2022 has added to our existing capabilities. New team building workshops were introduced in 2023 to focus on Collaboration and Communication to support the changing shape of our business. In 2024, additional in-house leadership and soft skills workshops have been launched to complement the existing core funded courses and expansive online resources. Technical cross training in our Laboratories and an expanded Leadership Training programme were key priorities in 2024 to enhance the opportunities we offer our employees.

We continue to invest in clean technologies to reduce our water usage and effluent waste. In 2024, BBI installed a state-of-the-art effluent water evaporation system at our site in Crumlin Wales, which will allow us to recover >90% water in the future.

## Innovative Solutions

BBI are also investing in a water effluent plant in Cape Town. Cape Town's operation has an existing borehole installation which is going to be modified and re-purposed for effluent treatment, with modernised automation technology.

## Water Quality Monitoring

BBI Solutions conducts water quality monitoring as part of our commitment to regulatory compliance and product quality. We regularly assess water quality within our operations, especially in production processes where purified water is critical for the manufacture of diagnostic reagents and has incorporated advanced filtration and purification technologies to remove contaminants and monitor parameters such as microbial content.

## Protecting Water Related Ecosystems & Biodiversity

At BBI Solutions, we do not currently have any operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value, yet it is important to us to maintain and protect the land that surrounds our premises and also to manage impact on the external water related ecosystems and biodiversity. Mitigations have been incorporated into our environmental and sustainability impact assessment to ensure that we have actions in place to reduce impact where possible to meet targets of zero reportable incidents.



**TARGET:**  
Reduce water consumption by  
**>10%** by 2030



More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)



## Affordable and Clean Energy

### Solar Solutions: Clean, Green and Renewable

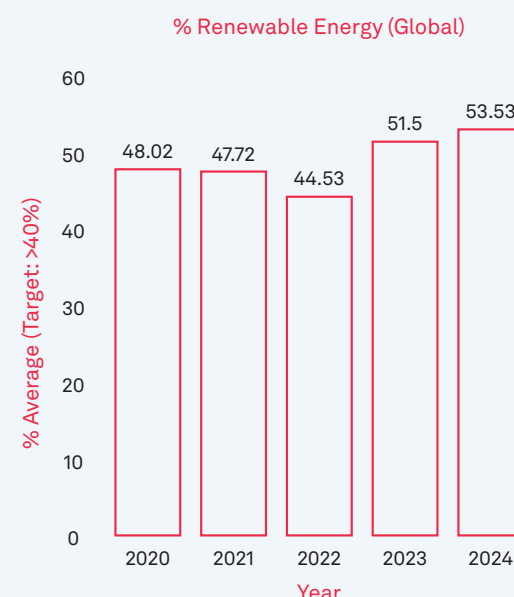
At BBI we plan to make a significant investment in solar panels, for sites which use high levels of energy. This initiative will not only help lower our reliance on non-renewable energy sources but also generate clean renewable energy for our operations. The installation of solar panels is expected to deliver long term financial savings by reducing energy costs while contributing to our sustainability goals.



### Charging Ahead: Electrical Vehicle Chargers

Since 2023, we have been investing in electric vehicle charging infrastructure across our sites.

Additionally, we introduced an electric vehicle scheme in the United Kingdom to support employees in transitioning to cleaner, more energy-efficient vehicles. This program offers financial incentives and practical support for those looking to adopt electric vehicles, contributing to lower commuting emissions and improved air quality.



### Lighting the way: LED Lighting & Light Sensors

We have initiated a program to install light emitting diode (LED) lighting at all BBI facilities. LED lighting offers numerous advantages over traditional lighting solutions, including significantly reduced power consumption and increased energy efficiency. LEDs have a notably longer lifespan than incandescent bulbs, minimising maintenance and replacement needs. LED lights are also safer and environmentally friendly, emitting no heat or UV rays.

**53% OF OUR ENERGY CONSUMED IN 2024 CAME FROM RENEWABLES**

## Responsible Consumption and Production

### Navigating the Future: Circular Economy and Emerging Regulations

*As global regulations surrounding the circular economy continue to evolve, it is essential that we are well positioned to provide the data and support for our customers, to meet compliance.*

Circular economy presents numerous advantages, including reducing resource consumption, lowering environmental footprint and improving waste metrics.

We are committed to enhancing centralisation of data related to the materials used within our products and packaging. We are actively working towards minimising or eliminating single use plastic wherever feasible without compromising quality.

Since 2023, we have started conducting trials focused on transitioning to sustainable shipment packaging. The projects explore sustainable alternatives on the market such as biodegradable, recyclable, reusable and / or contains recycled content, to replace single use plastic.

We have collaborated with suppliers to assess the durability, functionality, and environmental impact of these alternative consumables.



Our initial trials were conducted in the United Kingdom in 2024 and there are plans to transition over to the sustainable shipment packaging once we have used our current stock to avoid any unnecessary waste in 2025. There are plans to drive these projects across all our operational sites from 2025.

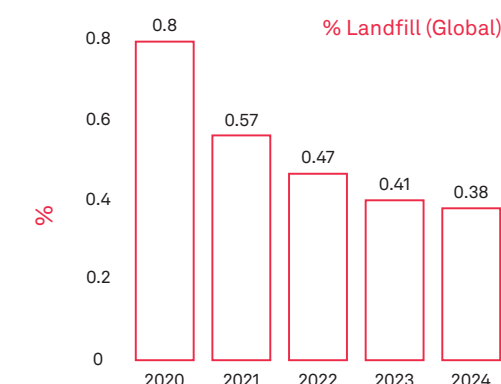
### Striving for Zero Waste to Landfill

BBI Solutions is committed to driving sustainability through comprehensive waste management initiatives. As part of our ongoing environmental strategy, we have implemented several key projects to improve waste metrics and meet compliance.

In 2023, we launched a project to centralise waste data globally, enabling BBI to make more informed decisions, track trends, and identify inefficiencies across our global operations. This strategic approach allowed us to identify areas for improvement to better manage waste streams. Building on this effort, in 2024, we have collaborated with our waste contractors to gain a deeper understanding of the waste stream processes. This partnership aims to identify opportunities to optimise waste management and implement measures to meet our target of zero waste to landfill by 2030, reduce greenhouse gas (GHG) emissions and overall waste generation, for example the introduction of compactors and balers to support reduction in collections.

**<0.4% waste to landfill globally in 2024**

**TARGET: 0 Waste to Landfill by 2030**





### Effective Energy Reduction Strategies

*BBI Solutions are actively advancing our decarbonisation plan through a series of ambitious projects designed to significantly reduce its carbon footprint.*

BBI Solutions strategy includes transitioning to renewable energy sources and enhancing energy efficiency across all operations. We are also focusing on optimising our supply chain to reduce emissions and working closely with partners to promote sustainable practices and setting clear targets for carbon reduction and regularly reporting progress to ensure accountability.

**TARGET: REDUCE ENERGY CONSUMPTION BY >10% BY 2030**

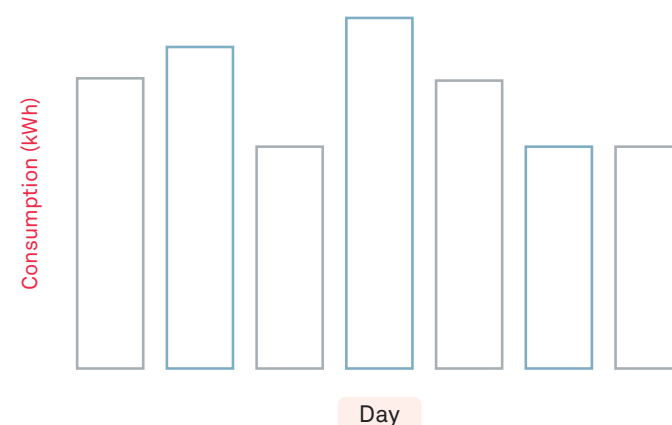
We are actively engaged in the UK's Energy Savings Opportunity Scheme (ESOS) and UK's Streamlined Energy and Carbon Reporting (SECR) assessments to enhance its environmental performance and regulatory compliance. By participating in ESOS, we take part in comprehensive third-party energy audits to identify energy efficiency opportunities and implement measures that drive significant energy savings. The company's involvement in SECR assessments supports its commitment to transparent reporting of energy use and carbon emissions, ensuring that it meets regulatory requirements while advancing its sustainability goals.

### Investment in Energy Management Systems (EMS)

*In 2024, we implemented a new energy management system that provides significant benefits across its operations.*

This advanced system enables real-time monitoring and analysis of energy consumption, allowing the company to identify inefficiencies and optimise energy use proactively. By integrating automated controls and data driven insights, the energy management system enhances operational efficiency and helps reduce energy costs.

The EMS also aids in compliance with regulatory requirements and provides a foundation for continuous improvement. We have further plans to roll out this EMS system at our Crumlin, Wales Headquarters.

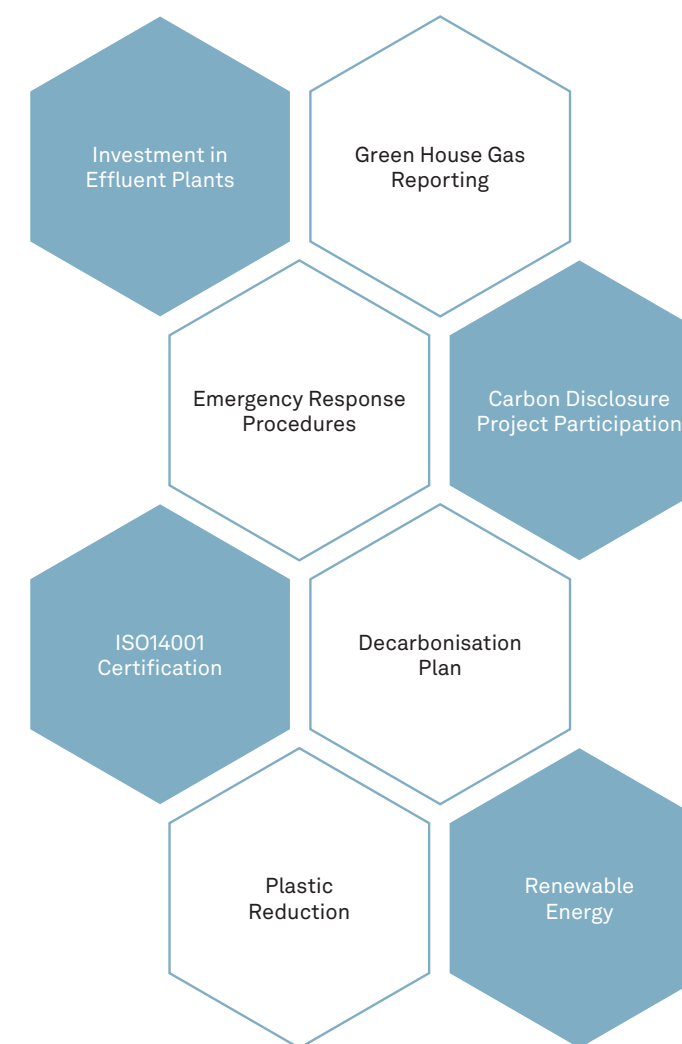



In 2023, BBI Solutions implemented a comprehensive Environmental and Sustainability Impact Assessment, aiming to strengthen our resilience against environmental and societal risks and enhancing sustainability efforts.

This assessment allows the company to identify and evaluate the potential impacts of climate change on its operations, supply chains, and stakeholders. By integrating Environmental, Social, and Governance (ESG) factors into our risk management framework, we are better equipped to anticipate and mitigate risks related to regulatory changes, resource scarcity, and environmental disruptions. The assessment also provides insights into opportunities for innovation, such as developing sustainable products and improving operational efficiency.

BBI Solutions will start to enhance its commitment to transparency and environmental stewardship by working towards disclosing its climate-related data through the Carbon Disclosure Project (CDP). By participating in CDP in the future, we aim to provide stakeholders, including customers, investors, and partners, with clear insights into our environmental performance and efforts to mitigate climate change.

Our Key improvement areas and targets are:



 More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)

Mapping our Carbon Footprint

In 2023, BBI Solutions implemented a comprehensive greenhouse gas (GHG) emission reporting system, establishing 2022 as the baseline year for measuring its carbon footprint.

By systematically collating and analysing green house gas data, we can identify key emission sources, set reduction targets, and implement effective mitigation strategies.

Progress in Reducing Emissions

When analysing data from 2022 versus 2023, our overall intensity ratio decreased from 405 tCO2e/revenue(£m) to 342 tCO2e/revenue(£m).

- + Scope 1 emissions, covering company facilities and vehicles, increased slightly from 295 tCO2e to 298 tCO2e due to natural annual data variance.
- + Scope 2 emissions from purchased electricity and related utilities saw a decrease in total emissions from 4,457 tCO2e to 4,397 tCO2e, due to driving energy reduction initiatives across all operational sites.

- + Scope 3 emissions showed significant reductions in key categories, such as purchased goods and services from 22,233 tCO2e to 15,513 tCO2e and waste generated in operations from 91 tCO2e to 82 tCO2e. However, emissions from capital goods increased from 1,844 tCO2e to 4,900 tCO2e, due to infrastructure investments and site expansion at our headquarters in the United Kingdom to support our new recombinant and antigen facilities.

When we look at data from 2023 versus 2024, our overall intensity ratio increased from 342 tCO2e/revenue(£m) to 370 tCO2e/revenue(£m).

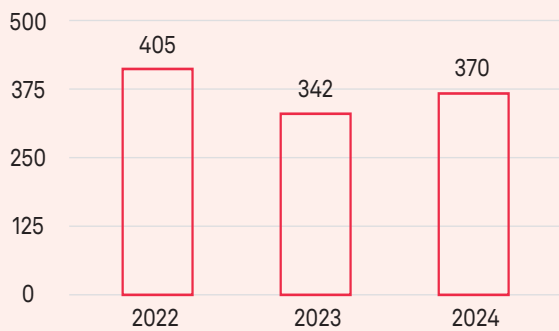
- + Scope 1 emissions covering company facilities and vehicles, increased from 298 tCO2e to 612 tCO2e. We saw an increase in our fluorinated gas category due to an increase in equipment and equipment maintenance for our new recombinant and antigen facilities at our Crumlin site.

TARGET: ACHIEVE A 5% YEAR-OVER-YEAR REDUCTION IN ENERGY INTENSITY

However, gas and company vehicle usage, decreased from a combined total of 158 tCO2e to 134 tCO2e, reflecting an improvement in operational efficiency.

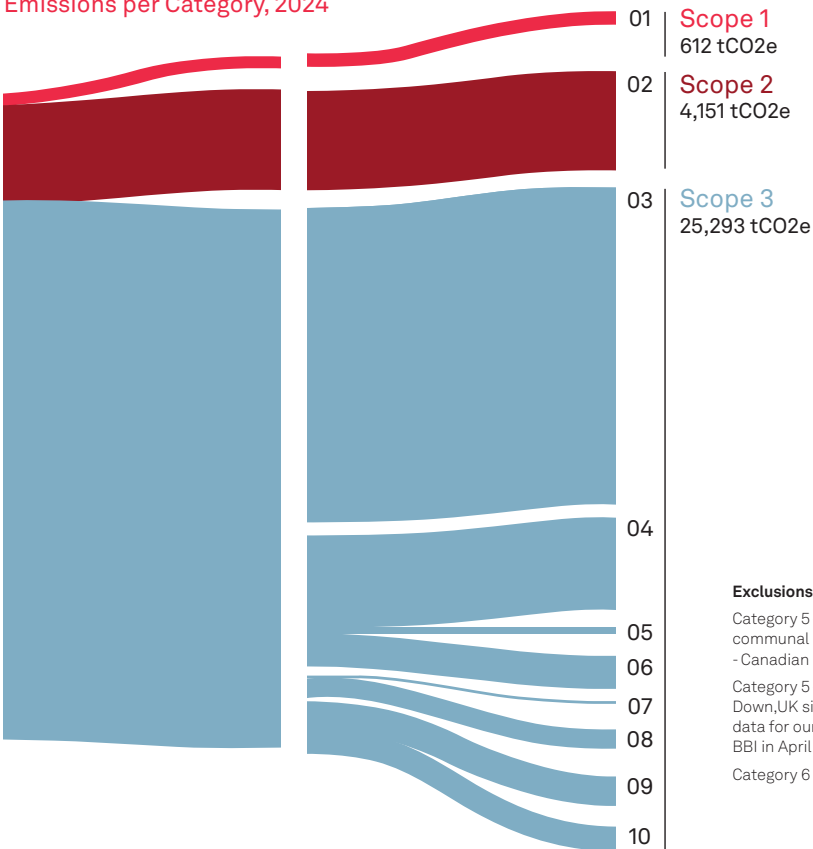
- + Scope 2 emissions from purchased electricity and related utilities also saw a decrease in total emissions from 4,397 tCO2e to 4,151 tCO2e, due to driving energy reduction initiatives across all operational sites.
- + Scope 3 emissions showed significant reductions in key categories, such as capital goods from 4,900 tCO2e to 3,996 tCO2e and waste generated in operations from 82 tCO2e to 68 tCO2e. However, emissions from goods and services increased from 15,513 tCO2e to 18,402 tCO2e due to infrastructure investments and site expansion in the United Kingdom and an increase in business travel from 388 tCO2e to 517 tCO2e, due to increased visits to our new site in Canada to support integration into the business.

Intensity Ratio (tCO2e/Revenue £m)

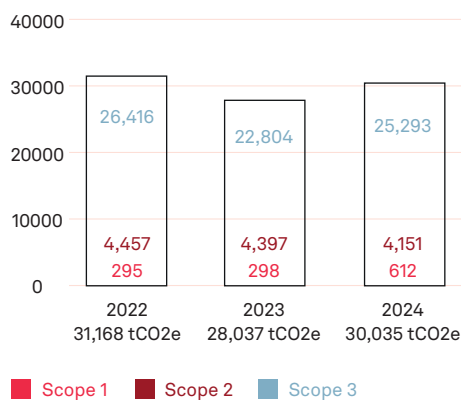


At BBI we are working to improve our emissions inventory and data accuracy - For Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased energy), the company are implementing real-time monitoring technologies at facilities with high energy usage, and we are working towards improved management and reporting of fluorinated gas and fuel usage for company vehicles. For Scope 3 (indirect emissions across the value chain), we are working closely with third parties to collate more reliable emissions data, which will improve transparency throughout our supply chain.

Emissions per Category, 2024



Emissions in tCO2e



**Exclusions:**  
Category 5 – Waste data for Shanghai site due to premises being landlord owned and communal bins – no access to data. Waste data for our Canada site due to data availability - Canadian site was integrated into BBI in April 2024.  
Category 6 – Effluent Discharge data availability for United States, Shanghai and Porton Down, UK site. Landlord owned and/or shared premises and no access to data. Effluent data for our Canada site due to data availability - Canadian site was integrated into BBI in April 2024.  
Category 7 – Travel data not currently available for the United States, Canada and APAC.

BBI Solutions GHG Emissions, tonnes CO2e, 2024

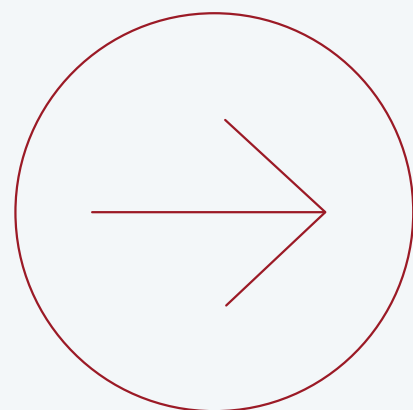
Graph Ref No.	Scope & Category	Emissions (tCO2e)	Share of Total Emissions (%)
01	Scope 1 Company Facilities & Company Vehicles	612	2.04
02	Scope 2 Purchased Electricity (Location Based)	4151	13.82
	Scope 3 (Upstream)		
03	C1: Purchase Goods & Services	18402	61.27
04	C2: Capital Goods	3996	13.30
05	C3: Fuel and Energy Related Activities	139	0.46
06	C4: Upstream Transport & Distribution	758	2.52
07	C5: Waste Generated in Operations	68	0.23
08	C6: Business Travel	538	1.72
09	C7: Employee Commuting	754	2.51
	Scope 3 (Downstream)		
10	C9: Downstream Transport & Distribution	639	2.13

Category 8 – Non-Applicable – BBI do not have any leased assets  
Category 10 – Non-Applicable – Our Products do not consume energy.  
Category 11 – Non-Applicable - Our Products do not consume energy.  
Category 12 – Data not currently available.  
Category 13 – Non-Applicable – BBI do not have any downstream leased assets  
Category 14 – Non-Applicable – BBI do not have any franchises  
Category 15 – Non-Applicable – BBI do not manage investments

\*At BBI, we conduct an annual carbon footprint assessment to measure our climate impact, with 2022 set as our baseline. This is completed in line with the Reporting Standard of the Greenhouse Gas Protocol Initiative. Our Scope 2 data is focused on location-based emissions, which means we use average grid emissions factors for the region where the electricity consumption occurs.



## BBI commits to Science Based Targets initiative (SBTi)



BBI Solutions is committed to setting near-term company-wide emission reductions in line with climate science through the Science Based Targets initiative (SBTi) and are in the process of developing our targets ready for submission and validation.



This will outline our clear and measurable pathway to reduce greenhouse gas emissions in accordance with the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels. By developing and committing to SBTi-validated targets, we aim to reduce our greenhouse gas emissions across our operations and value chain within the next 5-10 years.

Through this initiative, we will enhance our sustainability strategy and improve operational efficiencies. Our commitment to SBTi also provides greater transparency and accountability, ensuring that our progress is measurable and in line with internationally recognised climate goals.



More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)

## BBI Culture

### BBI Values



Precision



Partnership



Potential



Empowerment



# Employee Success

### BBI's Commitment to Employee Success

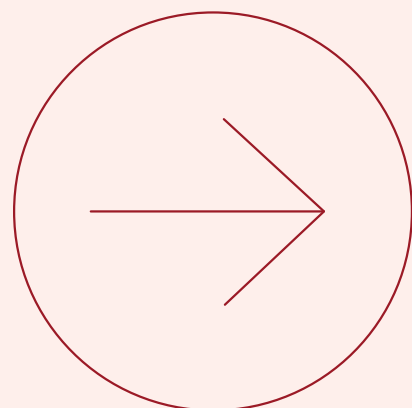
*We have around 500 colleagues across all our global sites from scientific, commercial, technical and non-technical backgrounds. We are committed to creating an inclusive, collaborative and diverse workforce sharing common values and goals.*

One of our key priorities is to continue to create opportunities for our colleagues to advance and thrive at BBI. We look at the talent we have internally and provide opportunities to progress and at the range of talent externally to provide the broad spectrum of skills and expertise needed for a successful business.

Having clear and effective channels of communication is essential in ensuring our colleagues feel involved and valued. The BBI Hub is our go to central communication Share Point to find out what new developments or changes are happening at BBI. Quarterly Townhalls bring employees together to celebrate local successes and initiatives and share business performance updates. Our employee engagement and mental health forums provide a focus on employee communication, engagement and wellbeing across our locations. It is by having these various communication points in addition to team meetings and individual 121s that enable BBI employees to remain connected.



## Promoting Careers in Science



At BBI Solutions we strive to hire the right people for our team. We understand that an effective recruitment process is paramount to attracting individuals with the right skills, expertise and qualifications to drive our business forward; diversity of thought and equality of opportunity are central to this process.



BBI Solutions work with a network of local schools, councils and Universities to provide work experience, placements and apprenticeships of varying lengths to students from a range of academic backgrounds.

We offer a variety of placement types, including both observational and hands-on work experience. The programmes we have designed internally (with the support of academic supervisors) allow students to:

- + Gain an understanding of the workplace and their subject area
- + Allow time to apply knowledge and skills to develop confidence in the workplace
- + Build professional networks
- + Help understand roles, business, and industry to shape a chosen career path.



INTERNAL HIRE RATE HAS BEEN GREATER THAN 30% FOR 5 YEARS, EXCEEDING MARKET TRENDS

For students who do not wish to undertake a formal placement during their studies, we also participate in University mentoring schemes to offer similar insights and support to students from our tenured industry professionals.

Our Recruitment team attend several events per calendar year aimed at promoting STEM (Science, Technology, Engineering and Maths) careers to industry under-represented groups. The BBI Solutions team provide talks, participate in webinars and show demonstrations to inspire the next generation of talent to join our team.

Due to the success of our succession planning and internal hire rate exceeding 30% consistently year-on-year, we have a range of graduate opportunities available each year at BBI Solutions. We work proactively with local Universities and councils to ensure that we have a bank of future talent available when both placements and graduate roles become available. All positions are advertised through these employment partners, via international job boards and through campaigning at careers fairs and other events local to our sites.



More information about BBI Solutions can be found online at [bbisolutions.com](http://bbisolutions.com)



## Inspiring the next generation of Scientific Talent



Siphamandla  
Cape Town

*"I selected BBI Solutions for my placement year due to the specialisation in analytical chemistry, microbiology and biochemistry. This aligns closely with my interests in biotechnology."*

I wish to express my sincere appreciation to BBI Solutions for furnishing the necessary equipment and reagents that facilitated the completion of my project. The provision of resources enabled me to dedicate ample time to the specific focus of my project. I am confident that the training I received was comprehensive, as it encompassed both the quality control (QC) and microbiology laboratories."



Noah  
United Kingdom

*"The experience has given me a great insight into the diagnostics industry."*

Many thanks for the invaluable work experience opportunity I had at BBI Solutions. The whole experience was a fantastic opportunity.

Thank you for discussing the potential future of an apprenticeship within BBI solutions."



Emily  
United Kingdom

*"Many thanks for the invaluable work experience opportunity I had at BBI Solutions."*

The experience has given me a great insight into the diagnostics industry. Please can you pass on my gratitude to the team for making me feel welcome and spending time with me.

The whole experience was a fantastic opportunity, I particularly enjoyed seeing the large scale process of the enzyme extraction and purification and seeing how the assembly line is constantly trying to improve productivity. I was able to experience quality assurance training. Through this I was able to gain some understanding of the GLP, GMP and GDP. This was really satisfying and helped inform me what I would like to do as a future career."



James  
United Kingdom

*"I can confidently say that the knowledge I learned in my work experience guided and still helps me in how I operate today."*

I was grateful to take on work experience here at BBI back in April 2023. The week consisted of observing GMP procedures and getting hands-on with lab specific techniques. This gave me valuable experience and knowledge as to how the company operates as well as the levels they must work to, in order to maintain their ISO standards. I have now been here over a year after taking on a role in the Antigens department."



Zinhle  
Cape Town

*"My experience at BBI Solutions was enriching."*

I was exposed to a lot of laboratory work, especially in the microbiology laboratory. I used various equipment, which significantly broadened my knowledge of the field. The environment was very positive and had a great impact on my performance. One of the most valuable lessons was learning how to work effectively in a team, guided by our amazing microbiologist.

After reading about the company, I found it very interesting to be part of a team that strives for better health in everyone's lives and has a strong history of innovation and quality."



Ashlin  
Cape Town

*"I was consistently learning and being challenged which helped me grow."*

I have had the privilege of working in Quality Control (QC), Validation and Quality Assurance (QA) roles. In QC, I have performed various assays such as protein determination assays and have been involved in buffer preparation, tip packing, and data analysis for microbiological environmental monitoring and testing. My experience in Validation includes the compilation of stability study protocols, interim reports, equipment qualification, risk assessments, and periodic reviews. Additionally, in QA, I have been responsible for compiling metrics that accurately assess the completion of batch records and identify any errors that may have occurred.

It has been an incredible journey."

## Investing in our Employees

In 2024, BBI have conducted a thorough review of the employee training and development programme, right from the first stages of the induction process, through personal development and learning, to career planning.

### Learning Management System (LMS)

In 2024, BBI launched a new Learning Management System called iHASCO. The new system offers over 200 e-learning courses, compared to our 33 programmes previously. Some will be mandatory for certain roles and responsibilities, but the rest are available for employees to take ownership of their own development.

All the courses are multilingual and are accredited by IOSH, CPD or RoSPA, so they adhere to current legislation and compliance. As well as Health and Safety courses, the new LMS includes HR Compliance, Business Compliance, Soft Skills and Management courses. There is also an app available, so employees can work on their personal development via their mobile devices, either at home or while travelling, and the system will log their progress.

### People Development

BBI have created a comprehensive development planning tool that sits on our Sage system, and forms part of the appraisal process. During an appraisal, it will help set an employee's goals and objectives in terms of development - highlighting what support they might need to achieve those goals, such as in-person training, e-learning, coaching or mentoring.

The automated plan will document time frames, set reminders, milestones and key performance indicators, and allow managers to allocate budget for that support. This will enable us to liaise with local governments to help facilitate their development.

### BBI Development Suite

In early 2025, BBI are aiming for a full global launch of the BBI Development Suite, which will be internally provided training that's tailored specifically for BBI, which can also create bespoke training to address specific, current requirements such as effective communication to time management and effective delegation.

We want our employees to be fully supported and happy in their current roles but also qualified and confident in taking the next step in their careers. With these tools, they can really take ownership of their self-development and career progression.

# Investing in our Employees



### Acknowledging Achievements

*BBI's success is only possible because of our talented and dedicated employees.*

Our Reward and Recognition Scheme encourages employees to recognise the great work of their colleagues through a monthly recognition program, which aligns to our Company values of precision, partnership, empowerment, and potential. The nominations are reviewed by a dedicated panel of employees who identify the very best to receive a monetary award and determine the shortlist that go through to be considered for a Dragon Heart Award.

BBI's Dragon Heart award is chosen quarterly by our CEO. This recognises the exceptional work of an employee during the previous quarter. Each winner is presented with their own personal Dragon Heart, which is a World of Grogg's Dragon, a design unique to South Wales.



**85%** ENGAGEMENT SURVEY  
RESPONSE RATE IN 2023



### Empowering Employees

The annual employee engagement survey is one of the many ways in which we give our employees a voice at BBI. The survey feedback helps shape our plans and prioritise areas where we need to make improvements.

The 2023 survey had a response rate of 85%; areas of high engagement included Wellbeing, Company Direction and Employee Development. Our employees have told us they understand how their role supports the Company mission, that they feel they are able to develop their skill set at BBI, and in addition to their line managers regularly checking in with them, they know where they can access services to support their wellbeing. In 2024, a new suite of career planning tools were launched, and benefit offerings were enhanced as a direct result of ideas shared by our employees.

*BBI's Employee Forum encourages engagement and provides a two-way communication process to share information and innovative ideas across the business on a quarterly basis.*

Our forum members play an integral role in organising new social initiatives. Each manufacturing location has an employee forum that meets monthly.

**TARGET: >70%**  
ENGAGEMENT IN  
EMPLOYEE SURVEY



More information about  
BBI Solutions can be found  
online at [bbisolutions.com](https://bbisolutions.com)




*BBI Solutions proudly launched its Global Volunteering Policy in 2024, reinforcing our commitment to creating positive social impact across the communities we serve.*

This new initiative empowers employees by providing dedicated volunteering hours each year, enabling them to support causes they are passionate about. The policy aims to promote a culture of giving back while strengthening our connection to local communities through hands on involvement in charitable focused activities.

## Making a difference



 More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)

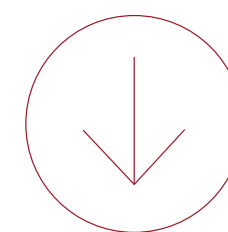
BBI Solutions organise litter picking events across all sites, where employees volunteer to clean up local areas. We also support employees who want to participate in blood donation for local charity drives during work hours, allowing them to contribute to life saving efforts. Local sports clubs sponsored by BBI have benefited from gym equipment and new sports kit which aligns with our community engagement initiatives.

The company also extends its support to education by donating essential laboratory and IT equipment to local universities and colleges and local green schemes.

BBI actively participates in STEM (Science, Technology, Engineering and Maths) events, promoting science, technology, engineering, and mathematics education and inspiring future generations.

**2.5 TONNES**  
OF EQUIPMENT  
DONATED SINCE  
2023 AND DIVERTED  
FROM THE WASTE  
STREAM

## Giving back



BBI Solutions is deeply committed to supporting various company and employee charitable initiatives and driving a culture of giving back.

The company partners with selected charities, which includes employee involvement in fundraising, volunteering and awareness campaigns.

In Portland, Maine, there is a long-standing relationship with the Ronald McDonald House Charity. Our charitable activities includes Guest Chef events which involve providing cooked food for families staying at the house, Days of Sharing, helping with DIY tasks such as painting, repairs, maintenance and cleaning. Every Christmas, BBI employees donate goods and toys to the families and children staying over.

In the UK, our team supports cancer charities through fundraising initiatives like local raffles and sponsored park runs. Additionally, we promote mental health awareness and facilitate mock interviews for local schoolchildren.

In Cape Town, the team have raised money for local charities through engaging in themed events such as 'Casual Day' and 'Reach for a Dream's' biggest fundraiser, 'Slipper Day'. 'Reach for a Dream' charity support children who require support for medical visits, extended hospital stays, and therapies.

In Freiburg, employees participate in the 'B2Run' corporate event, leveraging the opportunity to raise funds for a chosen charity while creating memorable moments.



GLOBAL VOLUNTEERING  
PROGRAMME LAUNCHED  
IN 2024





# Sustainable and Ethical Procurement

## Supplier Code of Conduct

In 2023, we implemented a comprehensive Supplier Code of Conduct and Risk Register to enhance our supply chain management.

*We are committed to ensuring suppliers are acting responsibly and diligently in all human rights aspects.*

The Supplier Code of Conduct establishes clear ethical and operational standards for suppliers, ensuring compliance with regulatory requirements and promoting responsible business practices. The Supplier Questionnaire facilitates a rigorous assessment of current suppliers, allowing the team to evaluate their adherence to these standards.

The Risk Register provides a structured approach to identify, assess and mitigate risks associated with suppliers, enabling proactive management of potential issues. The benefits of these measures include improved supplier accountability, enhanced risk management, increased transparency, and strengthened relationships with ethically aligned suppliers.



More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)



## Aligning values from the start

Our approved supplier process for onboarding new suppliers ensures that all vendors meet the organisation's standards for quality, compliance, and sustainability. The process typically begins with identifying potential suppliers and conducting a preliminary assessment of their capabilities and reputation. Prospective suppliers are required to complete a detailed questionnaire covering aspects such as financial stability, certifications, regulatory compliance, and ethical practices.

Site audits or visits may be conducted for critical suppliers to verify claims and assess operations. Once a supplier meets all requirements, they are added to the approved supplier list, which is reviewed monthly to maintain performance standards.





#### Understanding conflict minerals and their impact

*The company is committed to avoiding the use of conflict minerals, such as tin, tungsten, tantalum, and gold, sourced from regions where mining practices are associated with human rights abuses and environmental damage.*

BBI require suppliers to provide documentation and evidence of their conflict mineral sourcing practices and BBI Solutions actively mitigates the risk of inadvertently supporting unethical practices.

**TARGET: 100%**  
COMPLIANCE  
WITH CONFLICT  
MINERAL  
REGULATIONS  
AND LAWS

#### Combating modern slavery and human trafficking

At BBI Solutions we have a zero tolerance policy towards forced labour, human trafficking, and other forms of exploitation. Our Modern Slavery and Human Trafficking Statement outlines the steps we take to ensure that its suppliers adhere to ethical labour practices, including conducting due diligence and driving risk management.

**ZERO TOLERANCE  
OF MODERN  
SLAVERY**

#### Our stance against anti-bribery and corruption

BBI Solutions Anti-Corruption and Bribery Policy upholds the highest standards of integrity and transparency within its operations and explicitly prohibits any form of bribery or corrupt practices, ensuring that all business dealings are conducted fairly and ethically. It includes comprehensive guidelines for employees and suppliers, and sets forth mechanisms for reporting and investigating potential violations. We are also working towards improving our employee awareness training through enhanced anti-corruption and bribery focused e-learning modules.

#### Driving improvements in upstream and downstream transportation

*BBI Solutions is actively working to reduce green house gas (GHG) emissions associated with both upstream and downstream transportation as part of our broader sustainability strategy.*

To address upstream emissions, we are collaborating closely with suppliers to optimise consolidating shipments and exploring local sourcing options to minimise transportation distances.

For downstream logistics, we are working with distribution partners to improve the efficiency of product deliveries through route optimisation, exploring lower-emission transportation modes, and exploring current partnerships with logistics providers who have targets to reduce emissions. By integrating these initiatives across our supply chain, we aim to significantly reduce transportation-related emissions and enhance overall operational efficiency.



More information about BBI Solutions can be found online at [bbisolutions.com](https://bbisolutions.com)



# A Commitment to Secure Data Practices

*At BBI Solutions, data privacy and security management are central to our operations, ensuring that we protect sensitive and personal data in line with best practices and legal requirements.*



TARGET: **0** GENERAL  
DATA PROTECTION  
REGULATION (GDPR)  
BREACHES

We have implemented a comprehensive data protection framework that includes security protocols, regular risk assessments, and continuous monitoring to safeguard data from potential breaches.

In line with the General Data Protection Regulation (GDPR), BBI Solutions upholds principles of transparency, accountability, and data minimisation in all aspects of data processing. We ensure that individuals' rights are respected, providing mechanisms for data access, correction, and deletion, as well as implementing strong encryption and access controls to maintain the confidentiality and integrity of personal data.

In 2023, we earned ISO27001:2022 certification, which demonstrates our adherence to international standards for information security management systems, and Cyber Essentials Plus certification, further validating our commitment to safeguarding against cyber threats. These certifications reinforce our dedication to maintaining the highest levels of data security and privacy for our clients, employees, and partners, reinforcing trust and compliance in all our operations.



More information about  
BBI Solutions can be found  
online at [bbisolutions.com](https://bbisolutions.com)



## Turning Challenges into Opportunities for Growth

*At BBI Solutions, we view challenges in Corporate Social Responsibility (CSR) as opportunities for growth, innovation, and positive impact.*

When faced with obstacles such as evolving regulations and shifting societal expectations, we embrace these challenges to drive meaningful change. For example, challenges in meeting sustainability targets motivate us to innovate and adopt more sustainable practices.

Similarly, challenges in employee engagement or community relations inspire us to develop stronger, more inclusive initiatives that enhance our company culture, attract new talent, and engage more with local communities.

By approaching Corporate Social Responsibility challenges with a mindset of opportunity, BBI Solutions is able to continuously improve, achieve our long-term goals, and contribute to both business success and societal wellbeing.





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