Our environmental stewardship and journey to net-zero carbon

Our Sustainability **Journey**

BHR BIOSYNEX UK

Defining Net Zero

‘Carbon emissions’ is the term used to describe the seven main Greenhouse Gases (GHGs) responsible for global warming. It is commonly expressed as CO_2e (carbon dioxide equivalent), based on the global warming potential over 100 years of GHGs such as methane and nitrous oxide in relation to carbon dioxide.

Achieving net zero means that our total annual GHG emissions would be equal to, or less than, the emissions it can actively remove from the environment.
Thus, through a combination of emissions reduction and emissions removal measures, net zero is achieved over a given timeframe.

Setting Science based targets

Science-based reduction targets for GHG emissions need to be in line with the latest climate science to meet the goals of the Paris Agreement. The Agreement limits global warming to less than a 2°C increase on preindustrial levels, but there is common agreement that it is better to aim for limiting warming to below 1.5°C.

The Science-based Targets Initiative (SBTi) recently launched the world’s first Corporate Net Zero Standard for corporate net zero target setting, in line with climate science to limit warming to below a rise of 1.5°C. The SBTi advises that most companies will require deep decarbonisation of 90-95% to reach net zero under the Standard.

WE ARE COMMITTED TO ALIGNING OUR NET ZERO STRATEGY WITH THE SBTi NET ZERO STANDARD, FOCUSING ON:

Accelerated, extensive emission cuts*:* Accelerated and extensive reduction in emissions across Scopes 1 and 2, including the mapping of all relevant categories of Scope 3, thus covering our entire value chain emissions.

Short-term and long-term goals: Setting short-term and long-term science-based targets, making rapid emissions cuts in the next five to ten years, and by 2050 producing close to zero emissions and neutralising any residual emissions that are not possible to eliminate by credible offsetting or ‘carbon removal’ measures.

Achieving net zero on Scope 1 and 2 emissions: Once Scope 1 and 2 emissions have been decarbonized, all efforts will go into reducing Scope 3 emissions throughout the entire value chain. Efforts will go into research, training and implementation of net zero projects for Scope 3.

Go beyond the value chain: The SBTi recommends that companies go further by making investments outside their science-based targets to help mitigate climate change elsewhere. Companies should follow the mitigation hierarchy, committing to reduce their value chain emissions before investing to mitigate emissions outside those value chains.

Net Zero Target:

We will be developing our net-zero carbon strategy in 2024 for the decarbonisation of our entire operation, as soon as we have completed the final stage of the Carbon Footprinting exercise. The goals and targets will be based on Science Based Targets and initiatives and in line with selected Sustainable Development Goals (SDGs).

In order to align with the Paris Climate Agreement to limit global warming to a 1.5°C increase on pre-industrial levels, we are setting Science-Based Targets (SBT) of a 100% reduction in Scope 1 & 2 emissions by 2040 and a 90% reduction in Scope 3 by 2045. The proceeding years to 2050 will see a further commitment to a 100% reduction. With an increasing emphasis on sustainable business operations set against increasingly stringent regulations on the horizon, we have developed a net zero strategy and Implementation Plan. This will ensure the future sustainability of the business, add further value for clients, and help deliver the lasting change our planet and societies need.

This document lays out our high-level carbon reduction plan, outlines our short and long-term targets, and explains how they will be achieved.

Establishing the Baseline

Making meaningful comparisons of emissions data over time is an integral part of any GHG report that aims to be credible, transparent and useful. Every company will need to undergo a benchmarking assessment. This will provide a baseline to work from to provide accurate data that will be used in a range of tools to effectively monitor energy consumption.

The agreed baseline reporting year for establishing the company's greenhouse gas emissions footprint was the 2022 production year for our Scope 1 and 2, and 2023 for our Scope 3 emissions.

The GHG Protocol is the most widely used international accounting tool for government and business leaders to understand, quantify, and manage greenhouse gas emissions.

One needs to identify which activities are responsible for GHG emissions being released into the atmosphere. The most widely accepted approach is to identify and categorise emissions-releasing activities into three groups (known as scopes).
The three scopes are:

Scope 1 (Direct emissions): Activities owned or controlled by your organisation that release emissions straight into the atmosphere. They are direct emissions. Examples of scope 1 emissions include emissions from combustion in owned or controlled boilers, furnaces, vehicles; emissions from chemical production in owned or controlled process equipment.

Scope 2 (Energy indirect): Emissions being released into the atmosphere associated with your consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of your organisation's activities, but which occur at sources you do not own or control.

Scope 3 (Other indirect): Emissions that are a consequence of your actions, which occur at sources which you do not own or control and which are not classed as scope 2 emissions. Examples of scope 3 emissions are business travel by means not owned or controlled by your organisation, waste disposal, or purchased materials or fuels.

A message from Ramesh Patel, Managing Director

BHR's journey and commitment to net zero will mean changes for how we act as a business. We will be listening and involving our workforce, business partners, and local communities to reduce our emissions.

Ramesh Patel, Managing Director said: "Our actions on climate change are a critical problem affecting all of us, not only today but for future generations to come. The effects of climate change are happening all around us, often impacting most on communities already experiencing health inequalities."

As a business, BHR's aim is to reduce our environmental impact where practicable. Carbon reducing measures form an integral part of our strategy, allowing us to improve operational performance and reduce potentially harmful emissions.

To allows us to achieve this we must minimize waste and promote recycling to help reduce the burden on landfill. We will promote environmental awareness and responsibility amongst out employees and others and seek to continuously improve our environmental performance.

We actively promote telephone conferencing as a means of reducing travel requirements and evaluate the potential benefits of home-working.

It is important to encourage our employees and suppliers to be responsible and utilise energy and water sparingly. BHR will consider environmental issues when purchasing and already partner with leading logistics organisations that share our ethos on "carbon footprint"

We shall purchase our electricity from suppliers who re-invest in renewable energy sources.

We will choose vehicles with fuel efficiency and CO^2 emissions in mind when our current fleet of company vehicles are due for replacement. Fuel efficiency and mileage will be closely monitored.

We will identify carbon reduction initiatives and carry out ongoing measurements of the impact of reduction initiatives in order to aid company reporting of greenhouse gas emissions.

Who we are

Established in 1990, BHR Pharmaceuticals Ltd has been a market leader in the provision of Point of Care diagnostics. We specialise in sourcing new, advanced and progressive technologies from around the world, and delivering these innovative products to the UK Market. We help bring tests from the lab closer to the patient, to help develop a better managed Point of Care system for patients. This helps shorten patient pathways, improves patient experience, and improves efficiency of medical professionals throughout the medical healthcare industry. BHR has challenged the convections of laboratory medicine by showing that Point of Care diagnostics added to the GP's toolkit can help save time, money and improve patient health and satisfaction.

We cover an incredible range of products to meet the needs of the Point of Care industry, including:

- Cardiovascular
- Diabetes
- Multi Test Systems
- Neurostimulation
- Female Health
- Specialist Products

BHR Pharmaceuticals Ltd are dedicated to continue to provide the latest innovative products for the POC diagnostic industry from across the world, helping maintain the UK's developing medical field.

BHR BIOSYNEX UK

Our Mission

To lead the way in setting the standard for POC product providers, decarbonising our operations and making active steps to make our supply change of our goals to become net zero.

Our Vision

BHR is committed to providing our customers with economically viable, quality and accurate POC tests. We have a strong history of continually researching new innovations and responding to our customers changing needs. As part of this adaptability, we are gradually changing our business profile to have sustainability as a key focus of our research and growth.

Our Values

We believe that customer satisfaction is paramount, as it can help deliver professional services to patients across the UK. Sustainability has become a key focus with several of our customers, and helping meet and exceed industry standards across our business is one of the values we hold.

Our Business' Ethical and Moral Responsibility

Business ethics concerns every step of our decarbonisation journey. We feel that in order to see a change in the manufacturing world, we must take active steps to reduce our impact without compromising our ethical values.

There are 12 ethical principles that we integrate into our business: Honesty, Fairness, Leadership, Integrity, Compassion, Respect, Responsibility, Loyalty, Law-abiding, Transparency, and Environmental Concerns

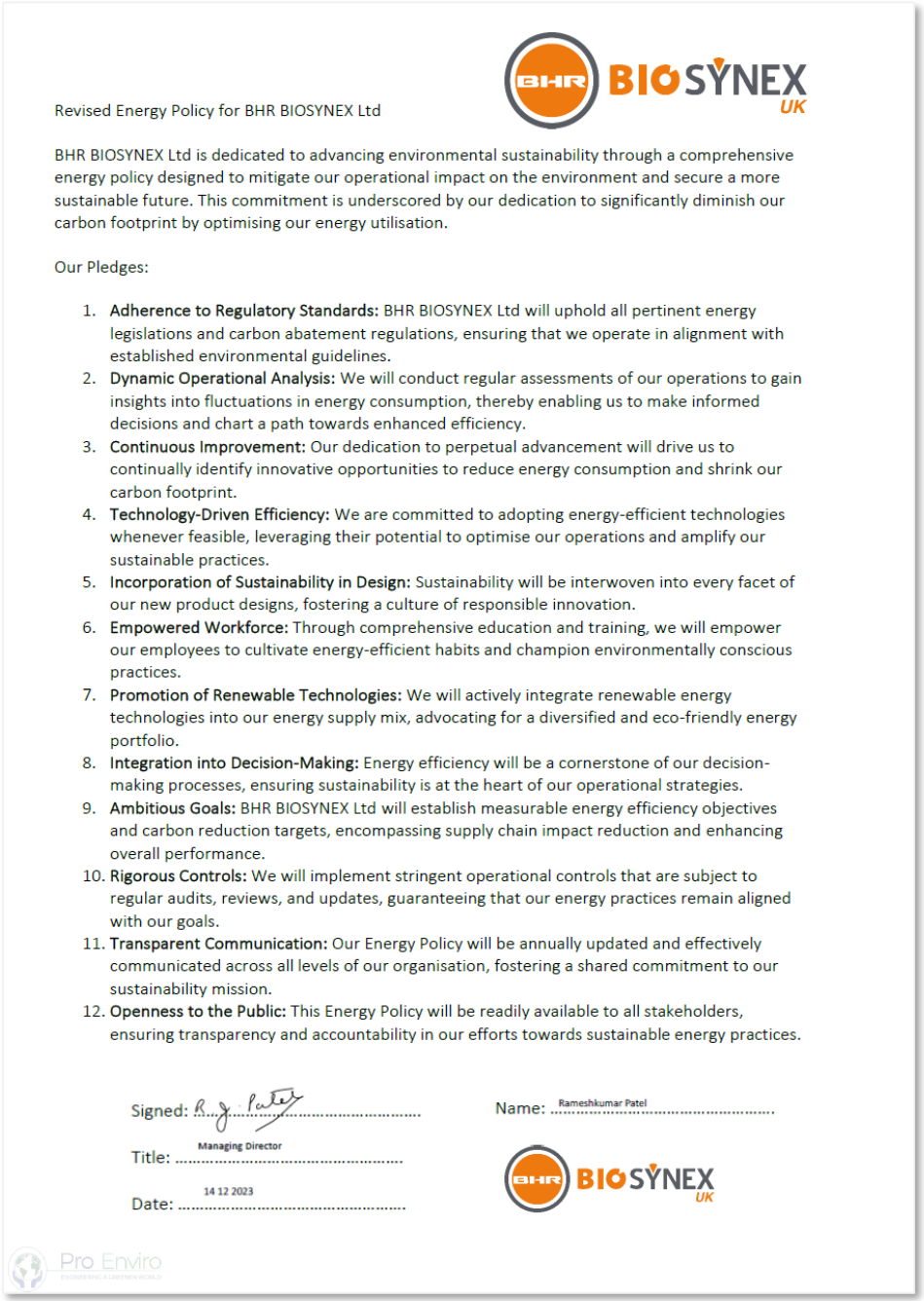
Maintaining human rights within our company is one of the key ethical pillars on which we at BHR Pharmaceutical build our policies. We do all we can to ensure we are never in breach of this and ensure our suppliers are following similar policies and practices. Holding our supply line responsible for maintaining their own ethical and moral responsibility ensures that the materials we receive are ethically and responsibly sourced.

BHR Pharmaceutical maintains a firm belief that everyone deserves the right to be treated equally and fairly. In our recruitment process, we ensure we follow all guidelines and regulations set by The Equal Opportunities and Equality Act, continued throughout employment, with equal opportunities and fair pay being given to all our employees.

Taking a firm stance against climate change and meeting the targets set by both government and industry standards are paramount in our operations. Financial investment in sustainable technologies is at the forefront of our future proposed business development, and we are taking steps to identify and reduce non-productive energy consumption where possible.

Integration of our Energy Policy

With our energy policy signed and integrated, we now have a public commitment to our stance on decarbonising our operations across Scope 1, 2 and 3.



Revised Energy Policy for BHR BIOSYNEX Ltd

BHR BIOSYNEX Ltd is dedicated to advancing environmental sustainability through a comprehensive energy policy designed to mitigate our operational impact on the environment and secure a more sustainable future. This commitment is underscored by our dedication to significantly diminish our carbon footprint by optimising our energy utilisation.

Our Pledges:

1. **Adherence to Regulatory Standards:** BHR BIOSYNEX Ltd will uphold all pertinent energy legislations and carbon abatement regulations, ensuring that we operate in alignment with established environmental guidelines.
2. **Dynamic Operational Analysis:** We will conduct regular assessments of our operations to gain insights into fluctuations in energy consumption, thereby enabling us to make informed decisions and chart a path towards enhanced efficiency.
3. **Continuous Improvement:** Our dedication to perpetual advancement will drive us to continually identify innovative opportunities to reduce energy consumption and shrink our carbon footprint.
4. **Technology-Driven Efficiency:** We are committed to adopting energy-efficient technologies whenever feasible, leveraging their potential to optimise our operations and amplify our sustainable practices.
5. **Incorporation of Sustainability in Design:** Sustainability will be interwoven into every facet of our new product designs, fostering a culture of responsible innovation.
6. **Empowered Workforce:** Through comprehensive education and training, we will empower our employees to cultivate energy-efficient habits and champion environmentally conscious practices.
7. **Promotion of Renewable Technologies:** We will actively integrate renewable energy technologies into our energy supply mix, advocating for a diversified and eco-friendly energy portfolio.
8. **Integration into Decision-Making:** Energy efficiency will be a cornerstone of our decision-making processes, ensuring sustainability is at the heart of our operational strategies.
9. **Ambitious Goals:** BHR BIOSYNEX Ltd will establish measurable energy efficiency objectives and carbon reduction targets, encompassing supply chain impact reduction and enhancing overall performance.
10. **Rigorous Controls:** We will implement stringent operational controls that are subject to regular audits, reviews, and updates, guaranteeing that our energy practices remain aligned with our goals.
11. **Transparent Communication:** Our Energy Policy will be annually updated and effectively communicated across all levels of our organisation, fostering a shared commitment to our sustainability mission.
12. **Openness to the Public:** This Energy Policy will be readily available to all stakeholders, ensuring transparency and accountability in our efforts towards sustainable energy practices.

Signed: R. J. Patel Name: Rameshkumar Patel

Title: Managing Director

Date: 14 12 2023

Pro Enviro

Recording our Greenhouse Gas Footprint

BHR BIOSYNEX UK

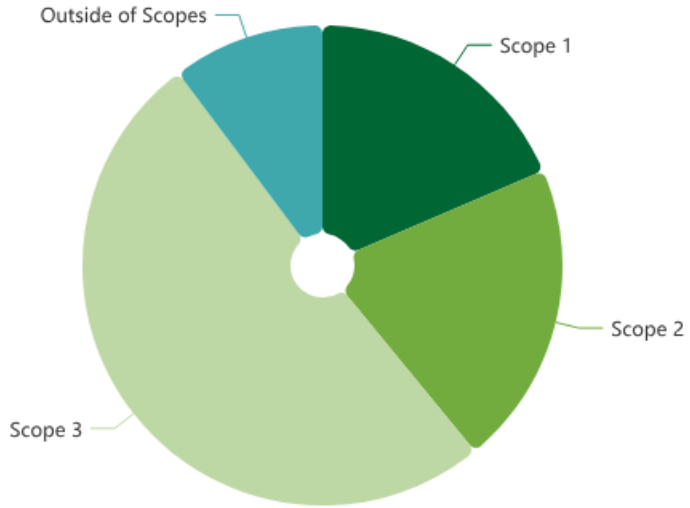
Current GHG footprint – Scope 1 and 2

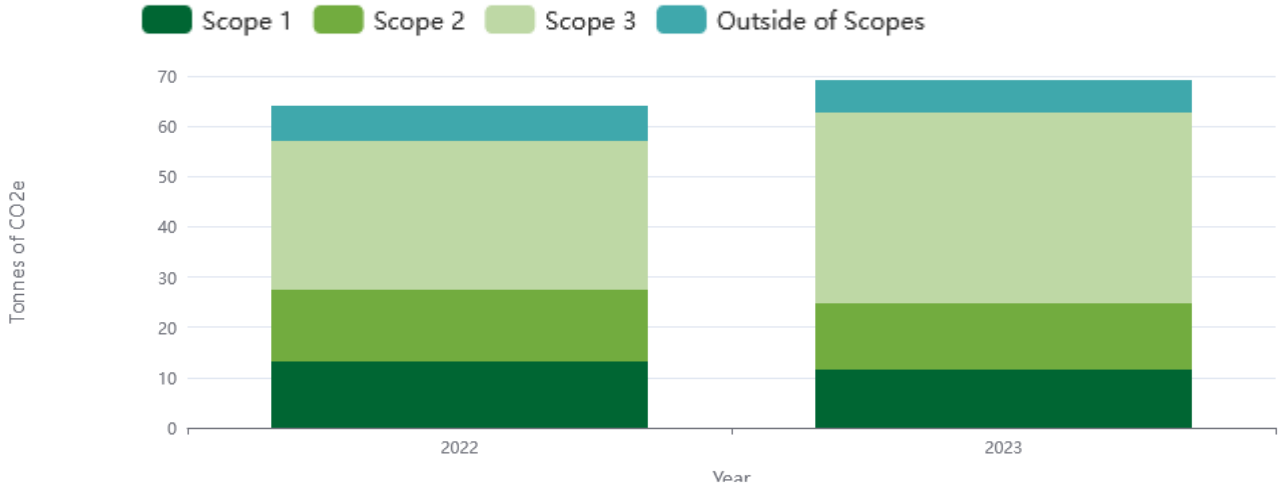
The energy audit results for Scope 1 and 2 emissions have been used to generate our baseline emissions footprint for 2022. Using the Carbon Footprinting Accounting and Reporting (CFAR) tool from Pro Enviro, we have calculated our emissions from our baseline year of 2022 for Scope 1 & 2:

Emission Type		tCO2e
Scope 1 & 2	2022	27.37
	2023	24.67
	2024	-

This includes emissions from:

- UK electricity, Electricity generated, Electricity: UK 2020 - 2022
- Fuels, Gaseous fuels, Natural Gas: 2022
- Company Vehicles

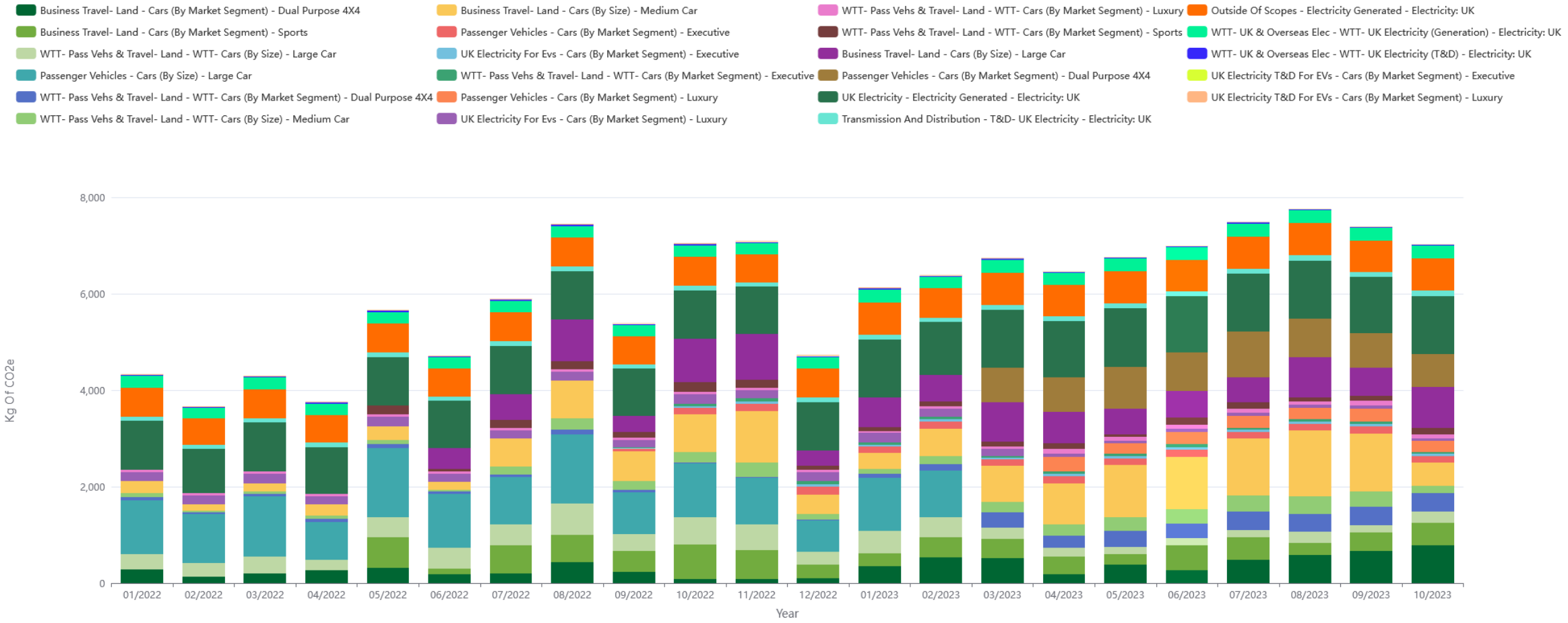




Current GHG footprint

The energy audit results for Scope 3 emissions have been used to generate our baseline emissions footprint for 2023. We are currently in the process of finalising the collection of Scope 3 data for 2023.

Emission Type		tCO2e
Scope 3	2022	29.60
	2023	37.94
	2024	-



Data Gaps

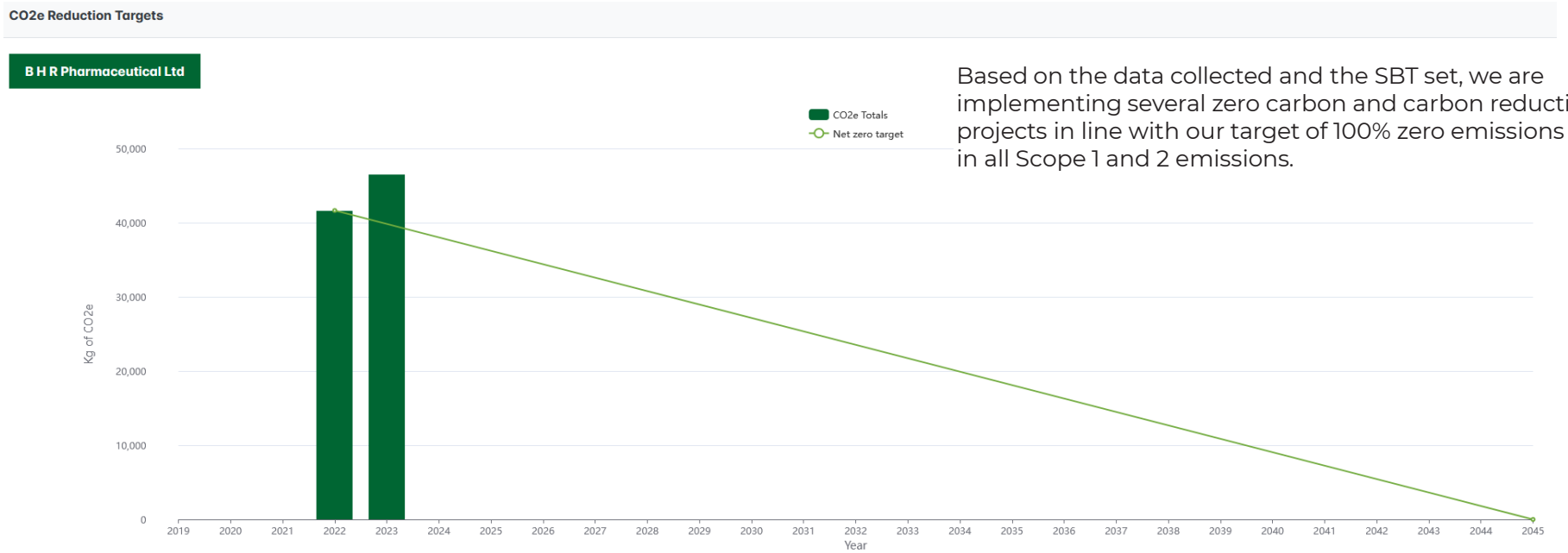
Scope 1 and 2 are not complete as we are at the start of our journey to net zero and will need to complete the data collection exercise before this section will be completed. Scope 3 is a lengthy process and we have only just begun collecting the data required to map our complete Scope 1 and 2.

Emission Reduction Plan

We have enlisted the assistance of Pro Enviro, who are specialist energy, process optimisation and carbon emissions reduction consultants who have been involved in the delivery of innovative solutions to decarbonise the energy intensive sectors of the UK economy throughout the last 30 years.

We are committed to the development of a comprehensive net-zero carbon strategy that is uniquely tailored to our production and needs that we will be implementing over the next 6 years to align ourselves with the Paris Agreement of limiting global warming to below 1.5°C.

Emissions Target



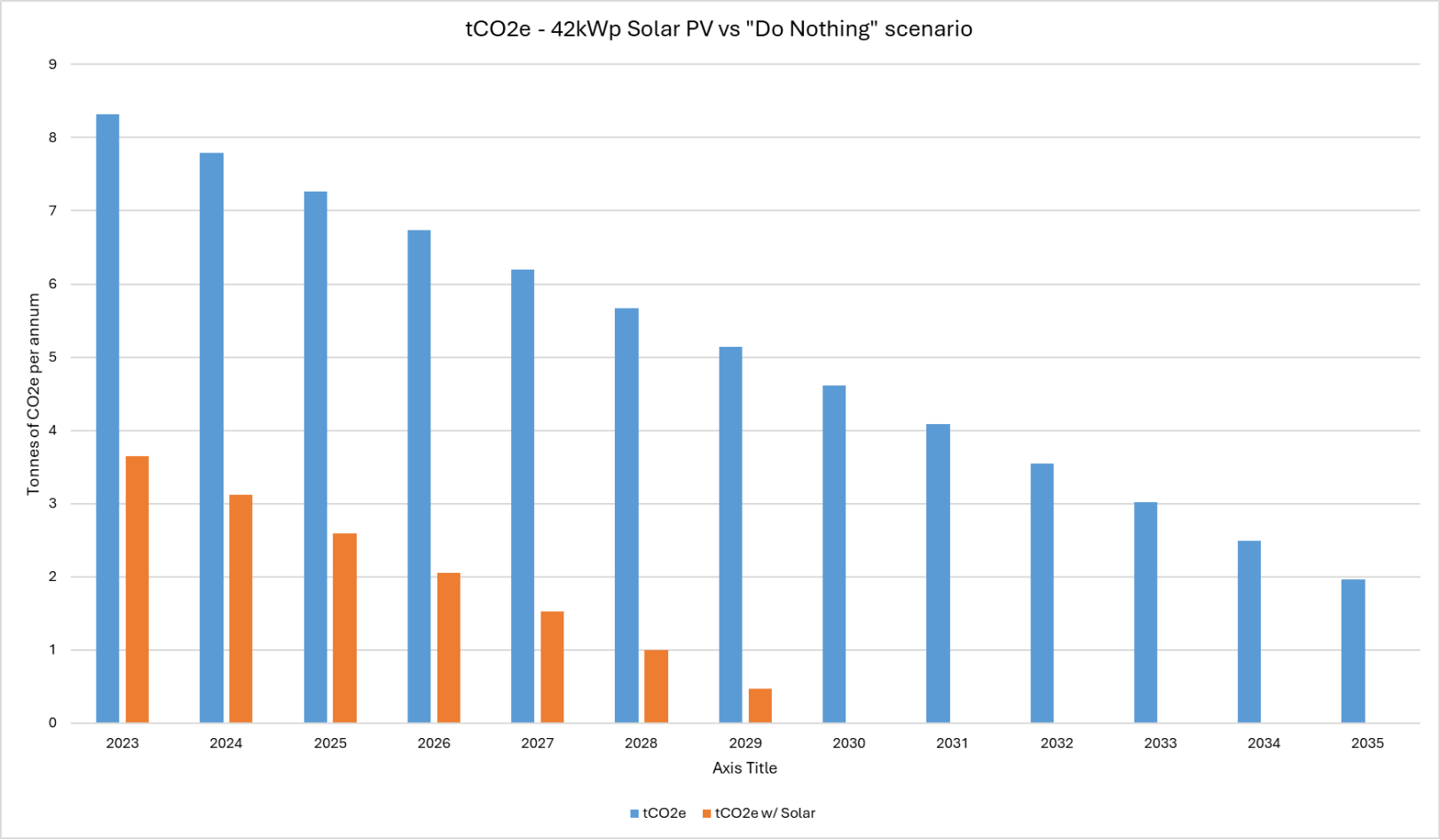
Based on the data collected and the SBT set, we are implementing several zero carbon and carbon reduction projects in line with our target of 100% zero emissions by 2045 in all Scope 1 and 2 emissions.

Acting against Climate Change

BHR BIOSYNEX UK

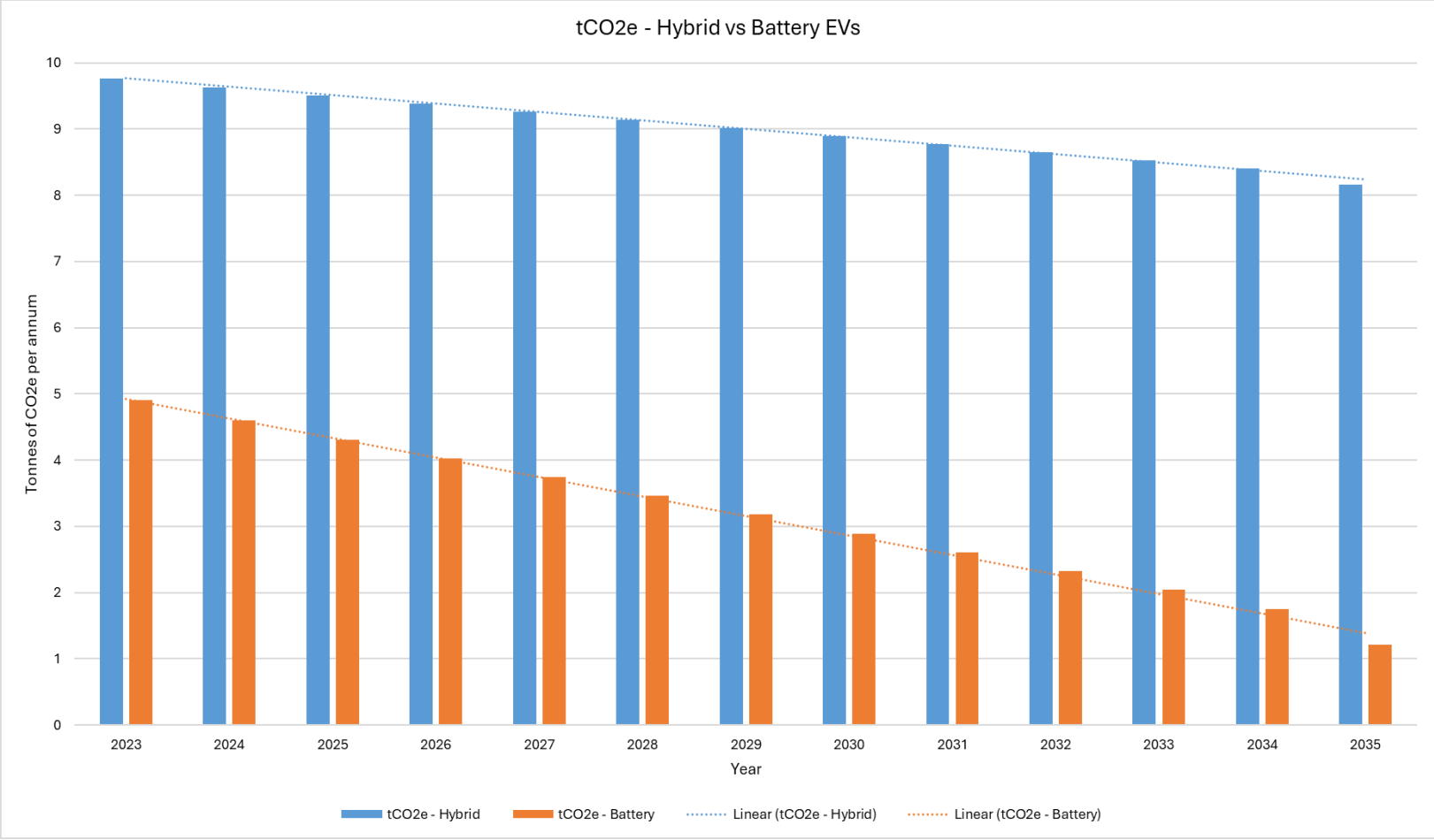
Introducing renewable energy generation to tackle Scope 2 emissions.

Before moving to our new Nuneaton location, we had looked at the feasibility of introducing a 42kWp array. However, we have since undergone a macro-analysis of our energy profile, and have ascertained that it would be more efficient on our Scope 2 emissions to invest in a 13kWp array.



Upgrading fleet from Hybrid to EVs

As part of B H R Pharmaceuticals Ltd's goal of reducing our impact on the environment, we had already made active steps to replace our fleet with Hybrids. With EV technology improving and EV viability becoming applicable to our business, we are in the works to create a full EV fleet.



Decarbonisation Plan

Policy and Strategy	Reporting and Data	Scope 1 and 2 Emission Reduction	Scope 3 Emission Reduction
• Set science-based targets for scopes 1 and 2 • Assess and review all policies currently in place and ensure current policies align with our net zero plan • Commit to SBT set by Pro Enviro • Introduce UN Sustainable Development Goals into our core company policies	• Baseline year established • Reporting framework scoped • Mapping Scope 1 & 2 carbon emissions using Pro Enviro's CFAR (Carbon Accounting and Reporting) tool for 3 years	• Establish baseline year • Carbon foot printing of manufacturing operations • Continue to manage heating and lighting controls in office and warehouse space.	• Map carbon emissions from supply chain • Begin Scope 3 emissions calculated using Pro Enviro's CFAR (Carbon Accounting and Reporting) tool • Continue to use environmentally friendly supplies
• Target of decarbonisation set to 2040, ahead of UK targets • Develop a robust system for monitoring achievement • Implement staff training regarding net zero policy changes	• Track and report emissions annually and calculate emissions savings • Review low and zero carbon strategies to ensure actions are being taken • Develop Zero Carbon Strategies for each site to report consumption data	• Collection of production data for normalising • Data entry into Energy and Carbon Portal (ECP) • Switching most company cars to EVs • Support staff to choose carbon efficient options to travel to work	• Communicate with supply chain Scope 3 emission reductions • Complete Scope 3 benchmark • Establish supply chain emissions reporting process • Choose suppliers with the lowest carbon footprint
• Raising awareness of climate change challenge with the supply chain / Scope 3 • Introducing UN Sustainable Development Goals into our core company policies • Developing and moving towards embedding ISO50001 by 2024- 2025	• Collection and Collation of Scope 3 Reductions • Aligning decarbonisation efforts with the SBTi with the possibility of joining in the future.	• Implement staff training towards net-zero policy to help make more environment conscious decisions • Install PV solar array	• Plan of action for scope 3 decarbonization • Establish supplier emission reduction commitments • Complete the collection of Scope 3 data
• Achieve decarbonisation of scopes 1&2 by 2035.	• Engaging external auditors to embed ISO50001.	• Implement further zero carbon strategies	• Extend supplier engagement programs & embed it into contracts • Supplier emissions review annually and revised strategy for future

United Nations

Department of Economic and Social Affairs

Sustainable Development

BHR BIOSYNEX Ltd

Making the SDGs a REALITY

BHR BIOSYNEX UK

SUSTAINABLE DEVELOPMENT GOALS

The Division for Sustainable Development Goals (DSDG) in the United Nations Department of Economic and Social Affairs (UNDESA) acts as the Secretariat for the SDGs, providing substantive support and capacity-building for the goals and their related thematic issues, including water, energy, climate, oceans, urbanisation, transport, science and technology, the Global Sustainable Development Report (GSDR), partnerships and Small Island Developing States. DSDG plays a vital role in evaluating the UN systemwide implementation of the 2030 Agenda and in advocacy and outreach activities relating to the SDGs.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. The 17 Sustainable Development Goals (SDGs) are at its heart, an urgent call for action by all developed and developing countries in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests.

Our Key Sustainable Development Goals

As part of our role in fulfilling and adhering to the Key Sustainable Development Goals, we have implemented as many of these into our business structure as possible, though some fit into our company structure better than others. Our support for each goal is integrated, but some of our main strategies are directly related with key goals at the core.

Our extensive use of science-based initiatives, such as macro-level data analysis, ensures we are meeting the goals we set to reduce our energy consumption. This adheres to Goal 9 of the UNSDGs.

We have begun to work alongside organisations, such as Pro Enviro, to tackle areas of non-productive energy consumption, where energy was being consumed without a productive output and ensure we meet Goal 12 by efficiently using energy rather than using it non-productively.

We ensure all staff receive equal and fair pay; this is achieved by compensating above the National Minimum wage. This ensures we are meeting the goals set by the Sustainable Development Goals 1, 5 and 10

Our support of Goal 3, Good Health and Well-being, extends into our staff training for health and safety. Our approach to health and safety is based upon sensible risk management and complying with all relevant legislation, codes of practice and other health and safety standards.