

# Bimeda ANNUAL SUSTAINABILITY REPORT

Review of 2022. Published January 2023

Global Excellence in Animal Health

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# A message from CEO Gavin Tierney

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Dear all,

In early 2022 Bimeda commenced our **One Planet, One Bimeda** sustainability journey.

As an organisation with a culture of Continuous Improvement, we have always endeavoured to minimise the environmental impact of our activities and to continuously seek more sustainable ways of working. However, 2022 saw us develop a formal framework for our sustainability agenda.

*As a business we committed to, 'instilling a culture of sustainability to help govern our policies and decision making in all parts of the business, from product development and manufacturing, to final delivery and beyond.'*

Instilling an organisation-wide culture of sustainability is highly important to me. I strongly believe that every single Bimeda team member can make a difference in Bimeda's sustainability journey, and can play a role in building our **One Bimeda** culture. Consequently, our work in 2022 has been focused on educating and empowering the global Bimeda team to design and implement more sustainable ways of working.

In our first ever Annual Sustainability Report, I share with you Bimeda's Sustainability Pillars and commitments, as well as the sustainability initiatives carried out by our teams across five continents.

I would also like to take the opportunity to thank Bimeda teams around the world for embracing the **One Planet, One Bimeda** ethos and for their commitment to join our journey of sustainability.

Gavin Tierney  
Group CEO, Bimeda

A handwritten signature in black ink, appearing to read 'Gavin Tierney', followed by two dots.



# One Bimeda Culture: Empowering Bimeda Colleagues

## What We Achieved

So far, our **One Planet, One Bimeda** education program has seen Bimeda colleagues in **8 sites**, across **6 countries**, receive sustainability training. Our training focuses on identifying opportunities to improve the sustainability of our activities, primarily through the identification of non-value add and wasteful practices. Our colleagues around the world have been empowered to develop and implement initiatives to help us deliver on our sustainability commitments. In total, **112 sustainability initiatives** were completed globally in 2022.



Training took place  
at **8 sites**, across **6 countries**



① Cambridge, Ontario (Canada)

② Irwindale, California (USA)

③ Le Sueur, Minnesota, (USA)

④ Monte Mor (Brazil)

⑤ Dublin (Ireland)

⑥ Anglesey, Wales (UK)

⑦ Denbigh, Wales (UK)

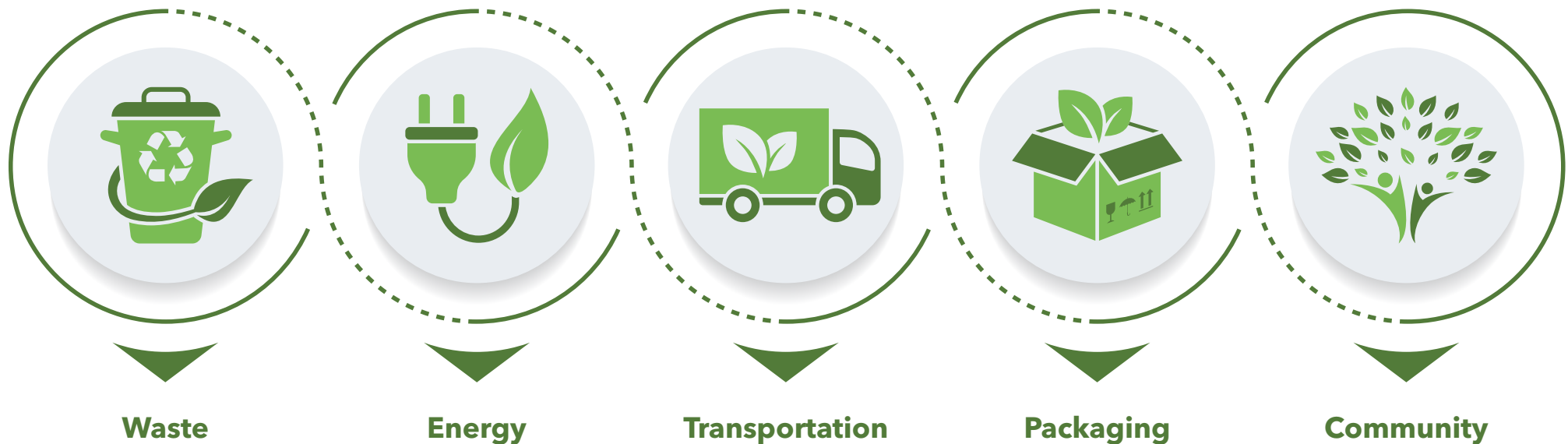
⑧ Hebei, (China)

# Our Sustainability Pillars

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When commencing our **One Planet, One Bimeda** journey, we identified five core sustainability pillars for our business.

For each pillar we created a **commitment statement**, to guide our behaviours, policies and decision making, and to provide transparency to internal and external stakeholders.



Read on to learn about our 2022 commitments and achievements under each Sustainability Pillar.

# Our Sustainability Pillars: Waste



## Waste, Our Commitment:

'Our sites will proactively look for opportunities to implement sustainable practices for the management of waste, including recycling, re-using and repurposing waste. Where this is not possible, we will manage the disposal of waste in the most appropriate manner, giving full consideration to the environment and to all locally available options for waste management.'

Energy



Transportation



Packaging



Community



OUR 2022 WASTE  
ACHIEVEMENTS:

39

projects  
completed





## Canada Colleague Leads Reduce, Re-Use, Recycle Initiative

A Bimeda colleague in Canada introduced an initiative to save a variety of materials which were traditionally discarded as waste, and to repurpose them as packing materials for shipping. Cardboard boxes, paper and other materials which were traditionally discarded are now re-used to pack items such as samples for shipping.

This project has completely removed the need to purchase items such as packing peanuts and packing paper.

Our colleague also found innovative ways to repurpose 'waste' items such as the cardboard 'cores' from shrink wrap, drastically reducing the amount of waste produced by the facility.







## Bimeda Brazil Initiative Regarding Responsible Disposal of Household Plastics

Bimeda Brazil provided education to employees on the correct disposal of household plastics. When disposed of incorrectly, household plastics can end up in waterways and on roadsides, polluting the local environment.

In addition to their education program, Bimeda Brazil provided a collection point for plastic bottle lids. The lids are sold to a recycling initiative and the funds generated are used to purchase items such as food baskets and hygiene kits, which are shared in the local community via outreach initiatives.



## Bimeda Le Sueur Highway Clean Up

The team at Bimeda in Le Sueur, Minnesota, participated in the Adopt-A-Highway initiative in summer 2022. Bimeda volunteers came together to pick up litter along both sides of Highway 169, from mile marker 82 to 84, just north of the Le Sueur plant. As well as being an eyesore, roadside litter can have many serious negative environmental impacts. It can smother plants, pollute waterways and may be a fire hazard. The Le Sueur team are proud to support their local community, through this waste collection initiative.





## Bimeda Helps Employees To Responsibly Dispose Of Electronic Waste

It is estimated that less than 20%\* of e-waste is correctly disposed of. Improperly disposed e-waste contaminates soil and groundwater, risks food supply systems and puts water sources at risk.

In 2022 Bimeda held e-waste recycling events in the USA, Canada, Ireland and Mexico. Employees were invited to bring in personal electronic items for responsible disposal by Bimeda, in conjunction with third party specialist partners.

In 2023, our ambition is to make this a global initiative.



\* - A New Circular Vision for Electronics Time for a Global Reboot In support of the United Nations E-waste Coalition:  
[https://www3.weforum.org/docs/WEF\\_A\\_New\\_Circular\\_Vision\\_for\\_Electronics.pdf](https://www3.weforum.org/docs/WEF_A_New_Circular_Vision_for_Electronics.pdf)



# Our Sustainability Pillars: Energy



## Energy, Our Commitment:

'We will continuously review our working practices, in order to identify opportunities to reduce energy consumption, to work in more energy-efficient ways, and to move to renewable energy sources.'

Waste



Transportation



Packaging



Community



OUR 2022 ENERGY  
ACHIEVEMENTS:

4

initiatives  
completed



## Bimeda UK Team Reduces Lighting-Energy Consumption by 75%

Bimeda UK made great strides in the area of energy-usage reduction in 2022, completing a project to reduce the amount of lighting-related energy which is used in the Anglesey facility. The project was led by Maintenance Technician, Mike Burton. Let's hear from Mike:



**Mike, can you tell us a little bit about the background to this project?**

As a society we are all becoming increasingly aware of the need to reduce energy consumption and thus reduce emissions. Businesses can play an important role and at Bimeda UK we also wanted to play our part, in line with Bimeda's sustainability strategy.

**What was the specific objective of this initiative?**

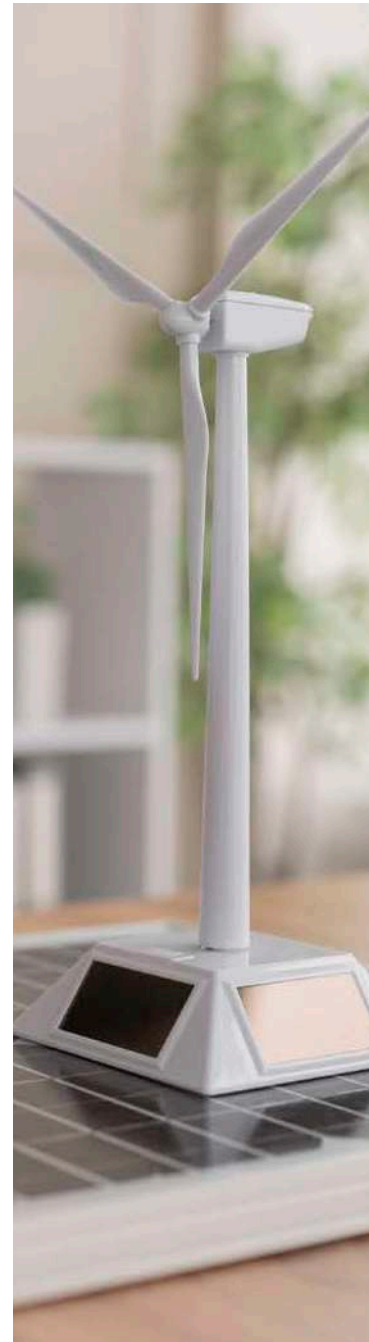
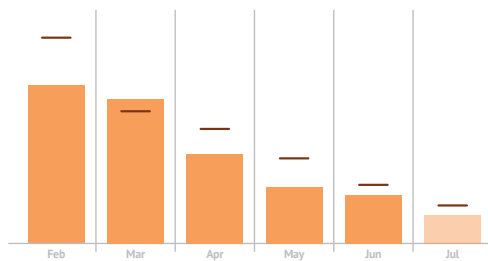
We wanted to find a way to reduce electric power consumption at the UK site. The existing overhead lighting source was provided by low bay halogen box units. These units are extremely poor in conserving energy. In fact, only 15% of the energy used is converted into light. The remaining 85% is lost as heat.

We identified that LED (light-emitting diode) technology could vastly reduce energy consumption throughout the site, both in our warehouses and offices, as LED lighting requires less energy to produce the same amount of light as other technologies.

The new LED system also has PIR-assist, which is basically motion-sensor technology. This means that lighting is not used when it is not needed, further reducing our energy usage.

**How significant was the site's energy reduction?**

It was huge. With Halogen using 440watt consumption compared with LED 165watt, this had led to a 75% reduction in energy consumption for lighting.







### Energy-saving dehumidifier installed in bolus manufacturing facility

In 2022, the team in Denbigh, UK, replaced the facility de-humidifier with a model with a 20% lower energy consumption.

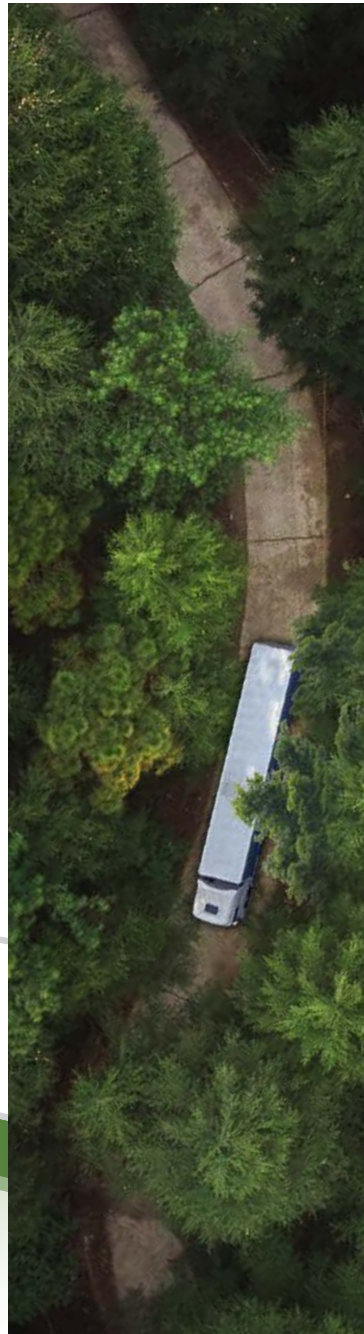
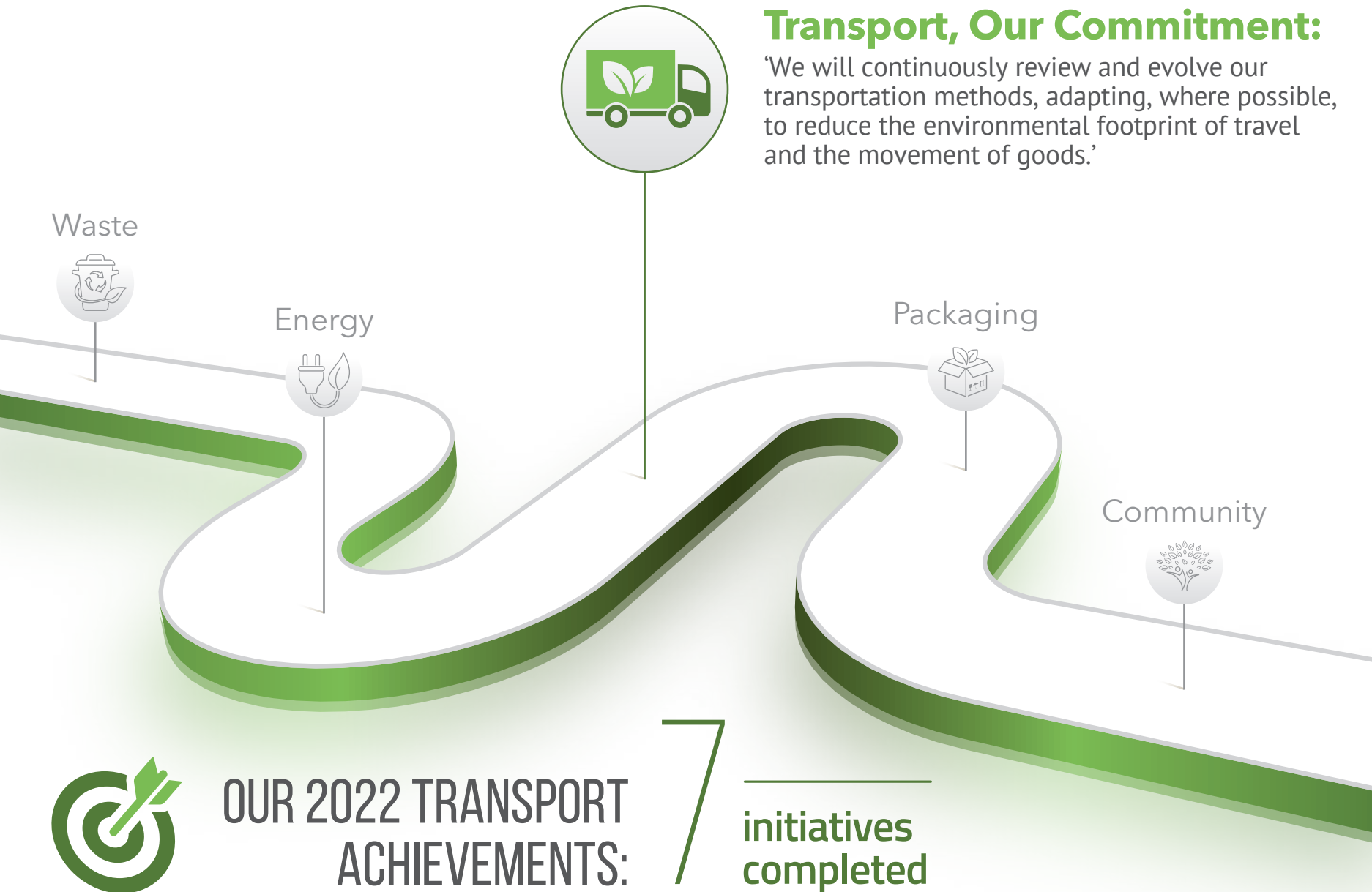


### UK improves heating efficiency

Bimeda UK completed a project to move to more energy-efficient heating solutions for their offices and warehouse in Anglesey.

# Our Sustainability Pillars: Transport

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**The Bimeda US marketing team carried out a project exploring ways to reduce the weight, travel miles and number of shipments of materials needed to attend trade shows throughout the USA.**

**They implemented new ways of working with the following results:**

- The weight of items being transported reduced from an average of 300lbs per show to 75lbs per show
- Annually, 16,875lbs less weight is shipped, which equates to a 75% reduction
- The number of shipments of materials has reduced by 66% reduction, through 'direct to show' route planning.



**The same project also recognized some excellent achievements under the pillar of Waste:**

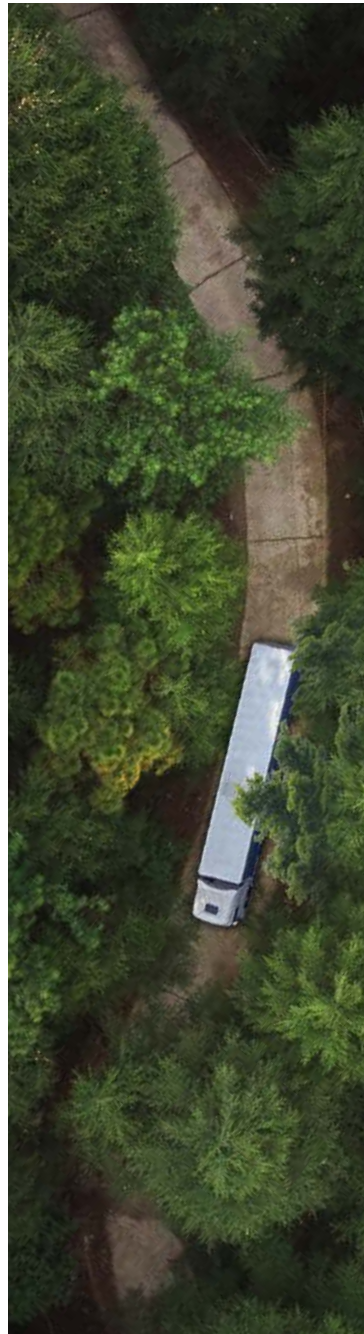
- The volume of shrink wrap used when attending shows has reduced by 87%, equating to 31,200 feet less shrink wrap per year.
- Paper literature used in shows was reduced by 50% equating to 1,625lbs less paper usage annually.





## UK Reduce Transport to Wholesalers By An Average of 50%

Bimeda UK consolidated deliveries to wholesalers, reducing the number from an average of two deliveries per week to one per week.



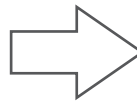


## Reduced Transport Miles & Improved Packaging For Bimoxyl LA in Europe

In 2022, manufacturing of Bimeda Europe's Bimoxyl LA product moved from the west coast of the USA, to Europe. This means an average of **8,000 fewer transport kilometres** from manufacturing facility, to final customer.



Former  
Glass Vial



PET Shatterproof  
Plastic Vial

As part of the project, the material used for Bimoxyl LA's vial was also changed from glass to a new PET plastic.

The plastic vial is **79% lighter** than the former glass bottle, **requiring less energy to transport**.



# Our Sustainability Pillars: Packaging

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## Packaging, Our Commitment:

'The sustainability of packaging materials will be a key consideration in the development of new products. We will proactively seek opportunities to eliminate non value-add packaging components and to move to sustainable alternatives for existing product packaging.'



Waste



Energy



Transportation



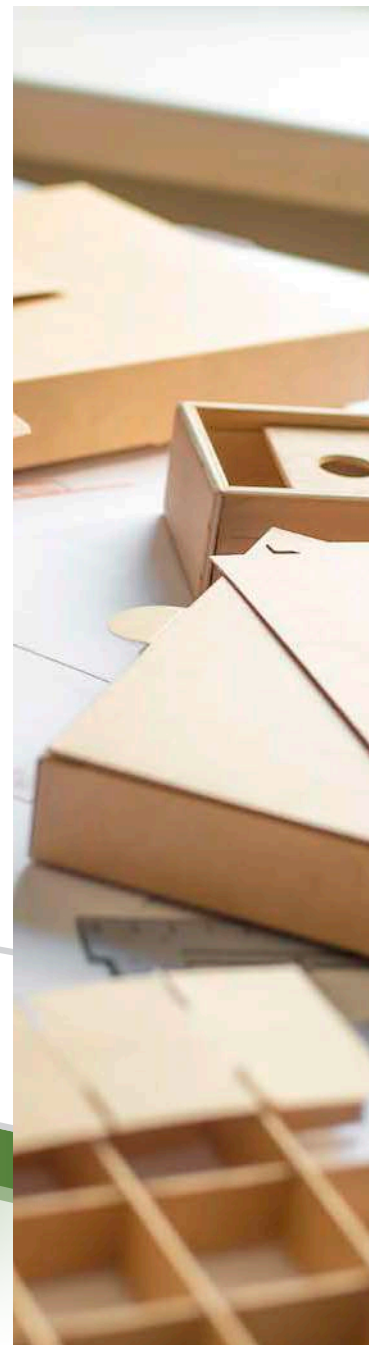
Community



OUR 2022 PACKAGING  
ACHIEVEMENTS:

13

projects  
completed







Teams around the world worked hard in 2022 to reduce the volume of packaging used, and to move to more sustainable packaging materials:



**Bimeda Brazil** removed the outer branded carton from **TexVet Max Pour On**, reducing cardboard usage for the product by **several tons per year**.



**Bimeda Europe** removed the outer branded carton from a range of parasite management products, reducing cardboard packaging by **25,000 cartons** compared to prior year.



**Our bolus manufacturing facility in the UK** changed the material used for immediate packaging from a non-recyclable to a recyclable material. As a result **175,000 blister packs** equating to over 3 tons of material per year can now be recycled, instead of going to landfill.

● For more case studies, see [onebimeda.com](https://onebimeda.com)

# Our Sustainability Pillars: Community

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## Community, Our Commitment:

'We will seek opportunities to contribute to the wellbeing of people, animals and the environment in the communities where Bimeda operates.'



Waste



Energy



Transportation



Packaging



OUR 2022 COMMUNITY  
ACHIEVEMENTS:

37

projects  
completed





# Case Studies: Community



The Bimeda global community has always played a very active role in supporting our local communities. These 2022 case studies give a flavour of the passion of Bimeda employees for delivering on our commitment to support the people, animals and environments in the areas where we operate.



## Food Drives In the USA

Employees at Bimeda Irwindale, California, and Le Sueur, Minnesota carried out food drives to collect non-perishable items for donation within their local communities.



## Support for Non-Profits

Bimeda USA supported non-profits around the country, with the donation of equine health products.

Credit for the photograph:  
<https://www.helpcenterofaustin.org/programs>



## Toy Collection Drive

Bimeda Brazil organised a toy drive and party for children in their local community. Bimeda employees donated 180 toys for the event.



## Canada Bake Sale

Bimeda Canada held a bake sale in aid of the Hopespring Cancer Support Center.





## Education in Zambia

The Bimeda Zambia team carried out multiple farmer education events in 2022. In the meeting seen above, the team trained poultry farmers on key areas such as farm biosecurity and disinfection, vaccination programs and winter management. Through promoting best practice, the Bimeda Zambia team equipped farmers with the necessary tools to optimise the health, welfare and productivity of their birds.



## Support for Equine Charities in Ireland

Bimeda Ireland was proud to support two animal welfare charities in 2022. Bimeda donated a variety of equine health products to the Leinster Horse and Pony Rescue, as well as donating wormers and training materials to the DSPCA.







## Education in Kenya

In March 2022 the Bimeda Kenya team offered training to attendees of at the Uasin Gishu County Farmers event, which was attended by over 1200 farmers. Training focused on how to correctly use important medicinal products, and which protocols to put in place to optimise animal health, wellbeing and productivity. Through implementing these protocols, farmers will be able to reduce disease incidence and the associated costs which in turn affect the profitability of their businesses. Animal health and welfare is also positively impacted, as disease incidence will be reduced.



## Bimeda Brazil Food Drive

Employees in Bimeda Brazil carried out a food drive which raised an astounding 7,297 kilos of food. The food was distributed within the local Monte Mor community.



## Bimeda Ireland Breast Cancer Awareness Event

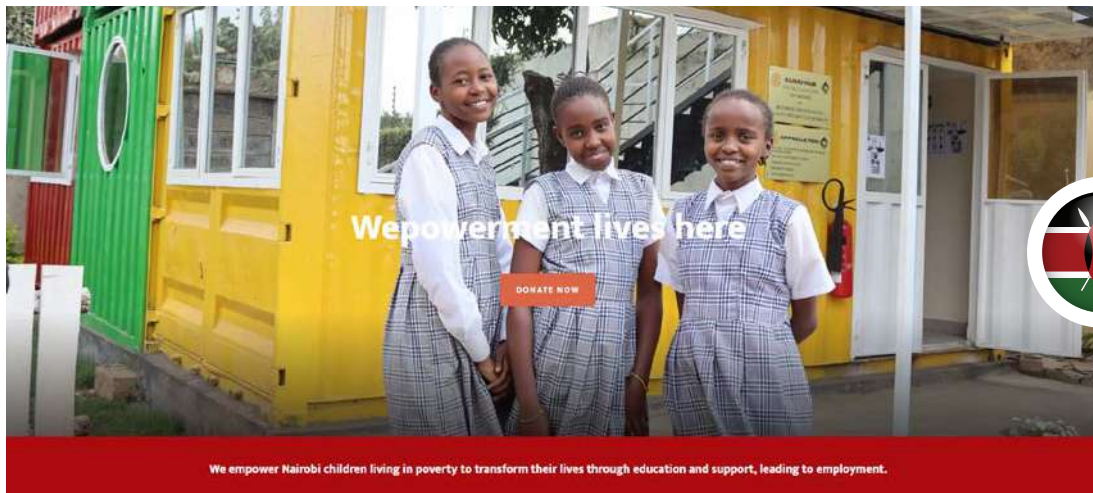
The Bimeda Ireland team organised a fund-raising initiative in support of Breast Cancer Awareness.





## Charity Run in Zambia

Bimeda colleagues in Zambia participated in a 10km run to raise awareness of childhood cancer and to show solidarity to those affected. The event also raised money for the purchase of equipment for the paediatric ward at the cancer disease hospital at UTH (University Teaching Hospital).



## Support for children's education in Kenya

Bimeda Kenya sponsors the education of 6 children via the Friends of Ngong Road enterprise: <https://ngongroad.org/>







## Education and Empowerment

In 2023 we will continue to roll out our sustainability training to employees around the world, providing them with the knowledge and tools necessary to develop and implement sustainable practices, in line with our commitments.



## Continued Focus on Our Pillars

We will continue to develop policies and ways of working, which allow us to meet the commitments under each of our sustainability pillars



## Sustainable Energy and Energy Usage Reduction Review

Each Bimeda manufacturing facility will conduct a review to identify and understand opportunities to move to sustainable energy sources and to reduce energy usage.