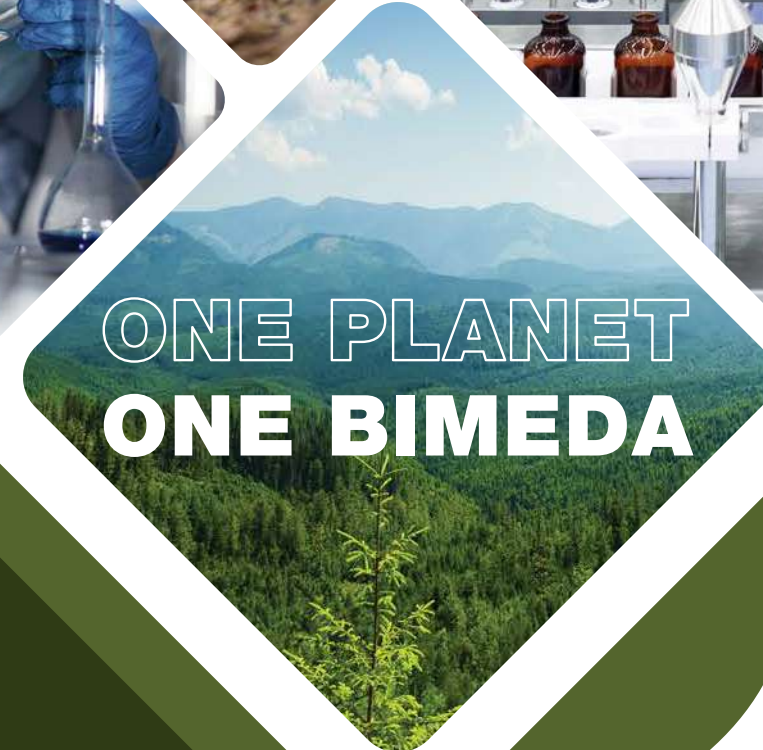


Bimeda ANNUAL SUSTAINABILITY REPORT

Review of 2023. Published February 2024

Global Excellence in Animal Health





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A Message From CEO Gavin Tierney

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Dear all,

It gives me great pleasure to launch **Bimeda's** second Annual Sustainability Report.

As an organisation with a culture of Continuous Improvement, **Bimeda** remains committed to continuously seeking ever-more efficient and sustainable ways of working.

In line with our core values of **innovation, learning, accountability, collaboration** and **customer focus**, **Bimeda** employees around the world are empowered to proactively develop more sustainable operating practices, without ever compromising on customer service, quality or safety.

As you will see on continuation, in 2023 our teams implemented a significant number of sustainability initiatives under the pillars of **Waste, Energy, Transportation, Packaging** and **Community**.

Whether reducing product transportation by thousands of kilometres or implementing a simple 'lights off' policy when leaving meeting rooms, every contribution to our sustainability journey is valued.

I would like to take the opportunity to thank our global team of 1,000+ **Bimeda** colleagues for their ongoing dedication to sustainability. I would also like to thank our customers, suppliers and partners for their enthusiastic support for Bimeda's sustainability program.

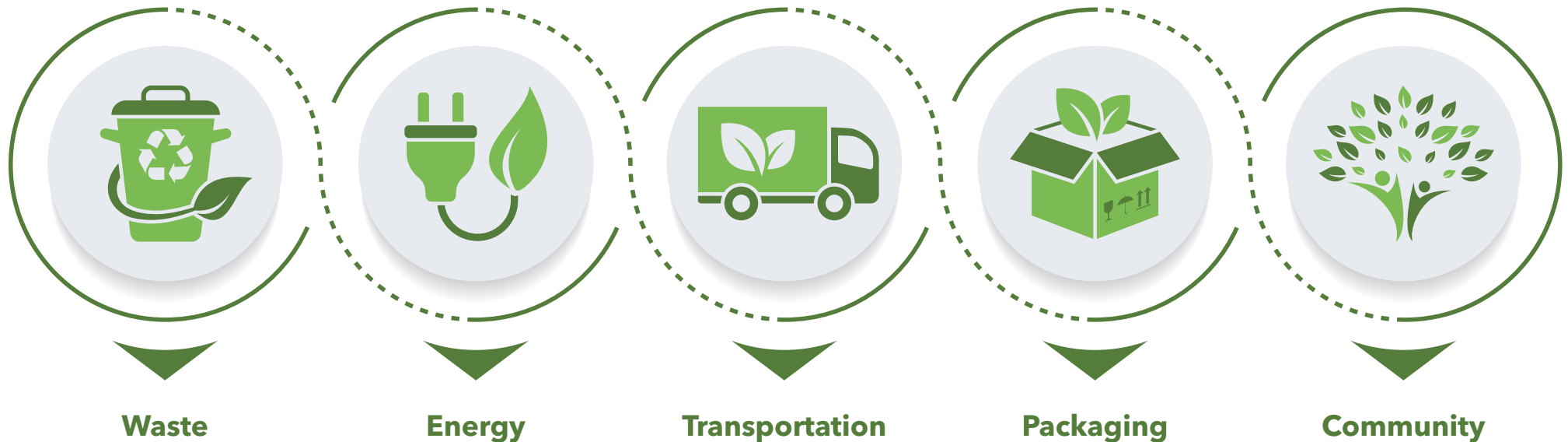
Gavin Tierney
CEO, Bimeda

A handwritten signature in black ink, appearing to read "Gavin Tierney". The signature is stylized and includes a long horizontal line extending to the right.

Our Sustainability Pillars

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 2023 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.'



OUR 2023 WASTE
ACHIEVEMENTS:

70

projects
completed



Cardboard and Wood Waste Repurposed At Community Vegetable Allotment

Our UK team are committed to delivering on Bimeda's commitment to, *'proactively look for opportunities to implement sustainable practices for the management of waste, including recycling, re-using and repurposing waste.'*

With this in mind, the team contacted a local community allotment with a view to repurposing brown cardboard waste.

Members of the allotment practice 'no dig' vegetable growing, whereby brown cardboard is placed over soil to kill weeds. The vegetable grower then plants seedlings in compost, on top of the cardboard. The result is lots of healthy vegetables, without any weeds. The no dig method means it is not necessary to 'dig over' soil to remove weeds. This is important as digging over soil can damage soil structure and ecosystems.

The team also donated obsolete wooden pallets, which are repurposed for various projects, such as creating raised vegetable beds.





Hot and Cold Water Dispenser Reduces Plastic Waste

Simple changes can have a huge impact, as the Bimeda team in Irwindale, California, demonstrated this year.

The team calculated that thousands of single-use plastic bottles and Styrofoam cups were being used each year, as employees purchased water and hot beverages from the on-site vending machine.

Employees took action to replace the vending machine with a hot and cold water dispenser, which is used with re-usable glasses and ceramic cups.

Move to Re-usable Labels Reduces Waste in UK

At Bimeda, our teams are empowered to apply a continuous improvement mindset and identify opportunities to improve processes, reduce waste and operate more sustainably.

One team member in Bimeda UK identified an opportunity to remove the use of single-use labels from a process, replacing these with re-usable laminated labels.

This small change has reduced paper usage and waste, removing 500 single-use labels from this process annually.



SHMP
Delivery date: 09/06/2023
Batch No.: 15029332214
Quantity: 40 x 25kg bags (reusable)
Pallet No.: 1 of 10
QUARANTINE

Raw Material: **QUARANTINE**
Delivery date: _____
Batch No.: _____
Quantity: _____ of _____
Pallet No.: _____
Inspected by: _____ Checked by: _____

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 2023 ENERGY
ACHIEVEMENTS:

5

initiatives
completed





UK: Team Accountability For Energy Saving

The facility in Denbigh, UK, is highly committed to Bimeda's sustainability agenda and has already implemented many sustainability-focused initiatives, such as the 2022 installation of a reduced-energy consumption dehumidifier.

In 2023, the team focused on identifying opportunities for achieving marginal gains in energy usage reduction across the site.

The team implemented a 'lights off' policy for the last person to leave any room, and also installed educational signage reminding all employees to use water and electricity responsibly.

Electric Vehicle Charging Stations

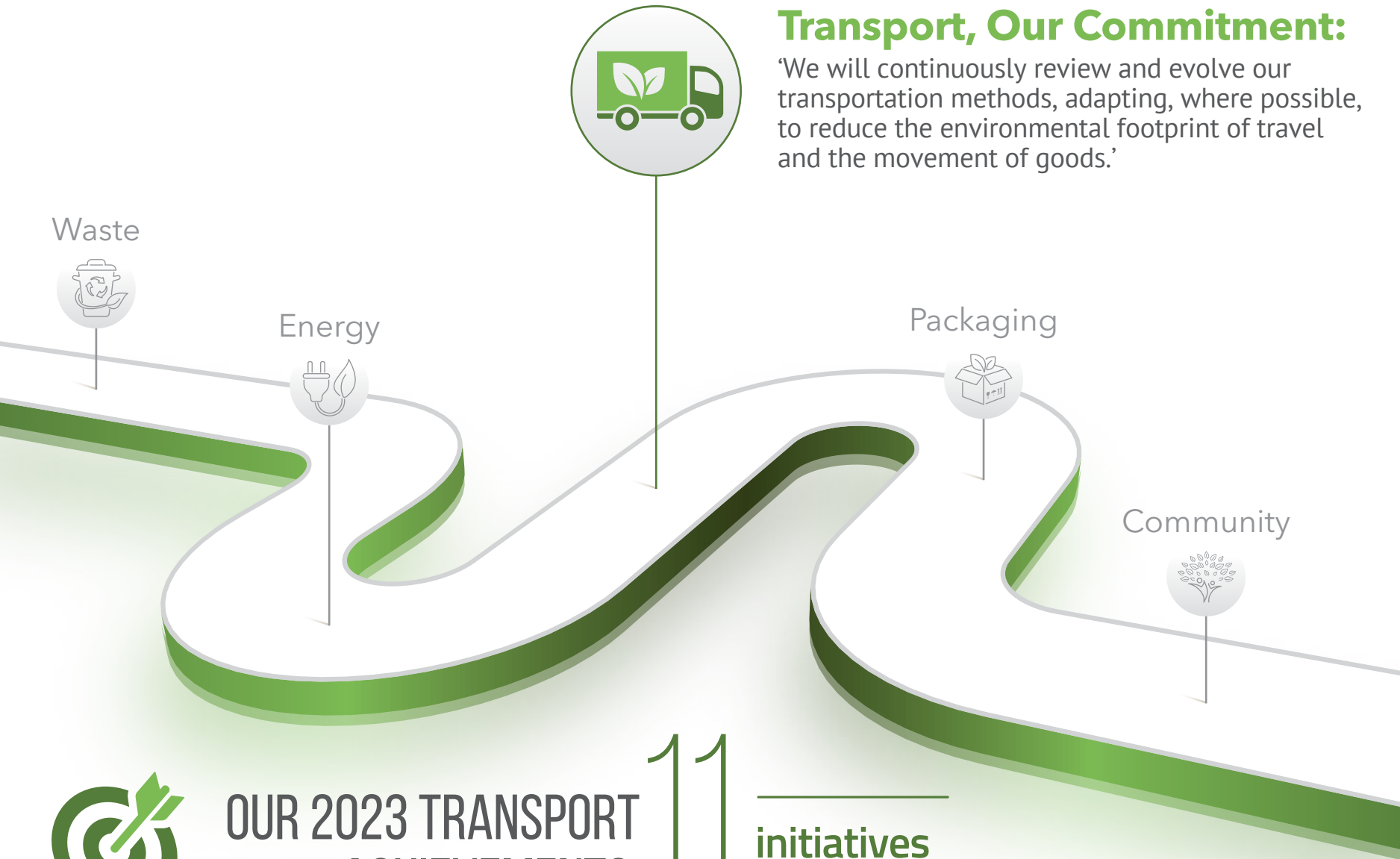
Electric charging stations were installed at Bimeda sites in Ireland and Anglesey, UK, to support employees and visitors who have transitioned to hybrid and fully electric vehicles.



Our Sustainability Pillars: Transport

Transport, Our Commitment:

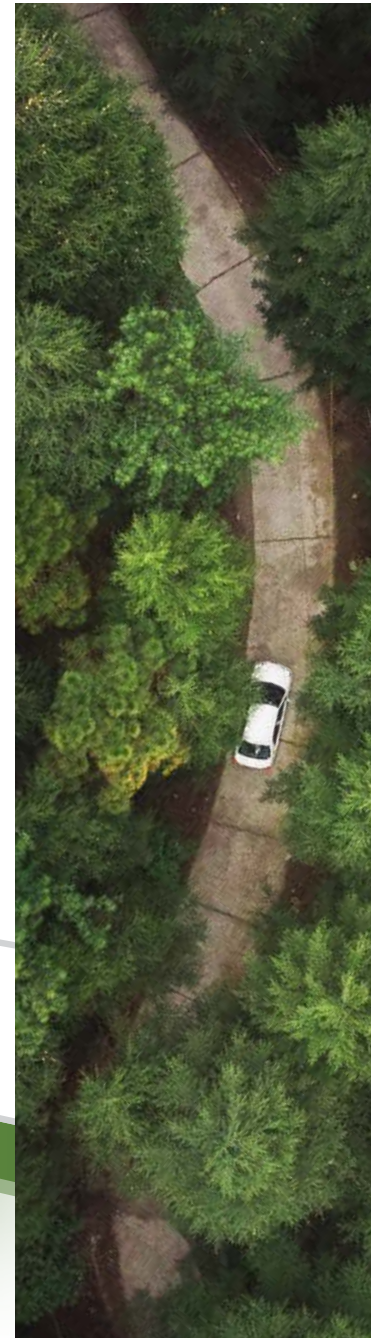
'We will continuously review and evolve our transportation methods, adapting, where possible, to reduce the environmental footprint of travel and the movement of goods.'



OUR 2023 TRANSPORT
ACHIEVEMENTS:

11

initiatives
completed





Product Manufacture Moved To Europe From Canada For 2 EU Products

In 2023, the manufacture of 2 products sold in Europe (Cronyxin Injection and Bilovet Solution for Injection) was moved from Canada to Spain, resulting in an average of over 5,000 fewer transport kilometres between the site of manufacture and the final customer.



Reducing Transportation For Confidence EQ® Packaging

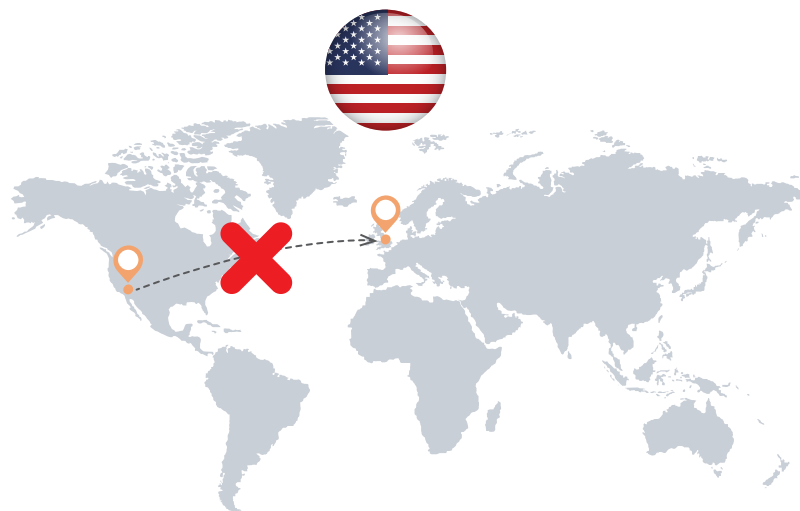
The team in Bimeda Le Sueur completed a project to reduce the transportation kilometres associated with the equine pheromone gel, **Confidence EQ®**.

Prior to the initiation of this project, packaging components and product were sent from Bimeda to a third party, who packed product into different presentations, before transporting fully packaged product back to Bimeda. Transportation constituted a 1300+ km round trip.

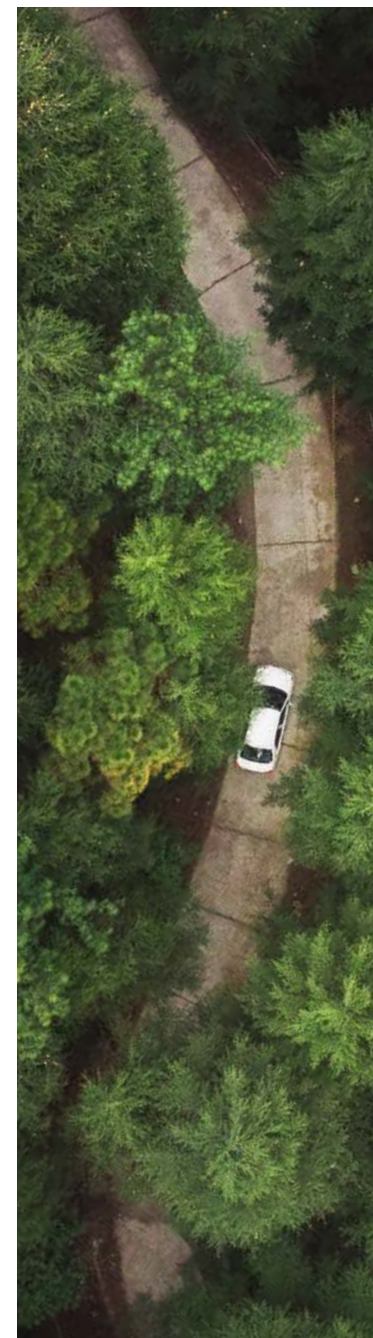
The new sustainability project saw Bimeda introduce capabilities for on-site packaging, removing the need for additional transportation to and from the third party.

California Particle Size QC Testing Moved From UK To In-House

The Bimeda Irwindale team completed a project which saw them develop the capability to carry out particle size QC testing on-site in Irwindale, California. Prior to this project, samples had to be sent over 8,000 kilometres to a lab in the UK.



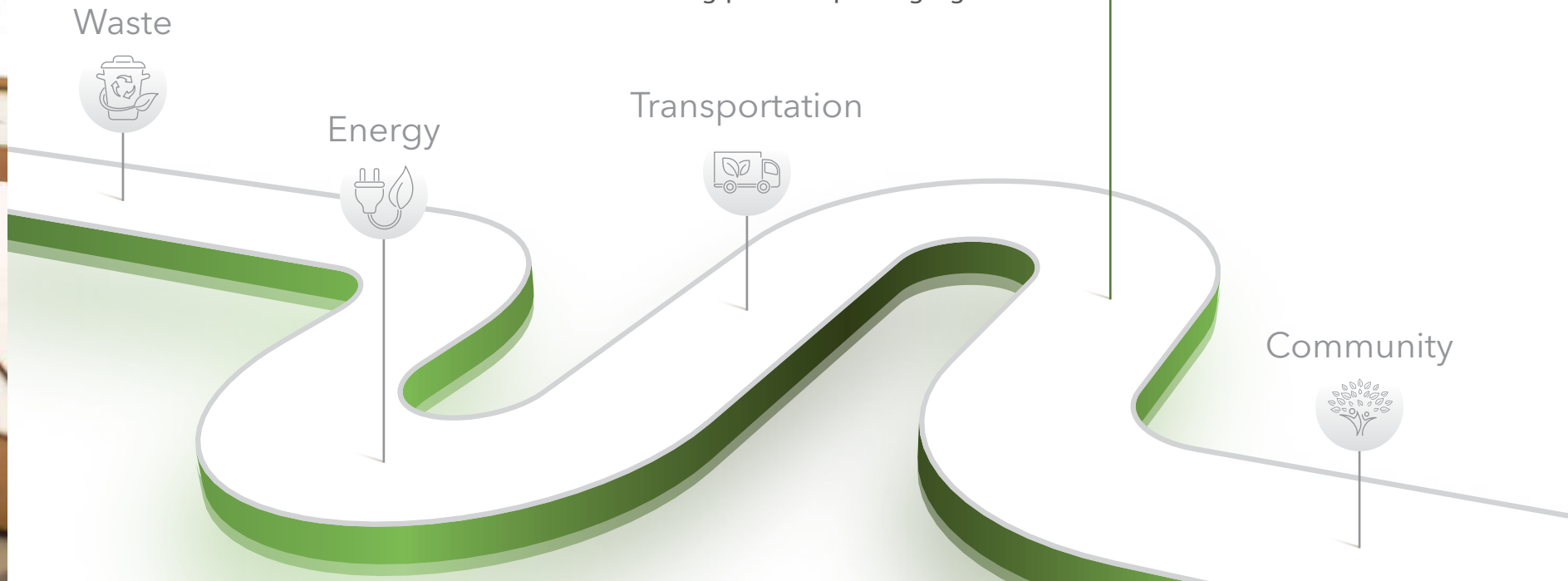
Read about more transport-related sustainability projects at onebimeda.com



Our Sustainability Pillars: Packaging

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.'



OUR 2023 PACKAGING
ACHIEVEMENTS:

14

projects
completed



More Sustainable Packaging Option Implemented in Le Sueur

One of our commitments under the pillar of packaging is to proactively look for 'sustainable alternatives for existing product packaging.'

The Bimeda team at the facility in Le Sueur, Minnesota, noted that a hard plastic pail which was used to transport their **LinxMed-SP**[®] product was not easily recyclable.

They investigated moving to a more sustainable alternative and have now replaced the hard plastic pail with an easily-recyclable cardboard box.

With thousands of boxes required each year, this change will have a substantial positive impact and is a great example of Bimeda teams collaborating to find ever-more sustainable packaging solutions.

Individual Plastic Wrappers Removed From Omeprazole Paste

The Bimeda EU team were pleased to be able to entirely remove single-use plastic wrappers from the omeprazole paste brands, **Bimeprazol**[®] and **Gastrobim**[®].

The team carried out an exercise which determined that the plastic wrappers were not required for the effective transportation or usage of the product and they have now removed them entirely from the packaging specification. With hundreds of thousands of individual syringes sold annually, this represents a significant reduction in waste.



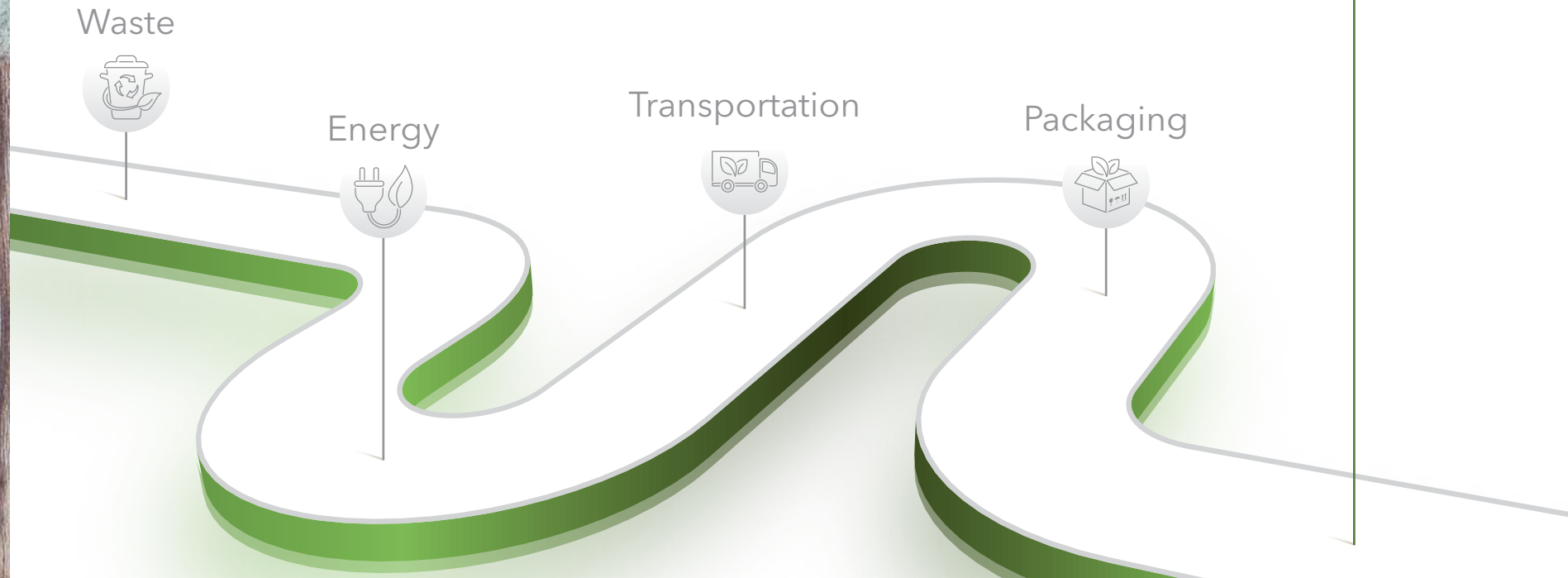
Read about more paginating-related projects at onebimeda.com



Our Sustainability Pillars: Community

Community, Our Commitment:

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



OUR 2023 COMMUNITY
ACHIEVEMENTS:

36 projects
completed

Plus hundreds of educational and training events around the world, for farmers, veterinarians and other animal health custodians.



Supporting Local Equine Charity

The Bimeda EU Exports team and the Bimeda Ireland team supported the Leinster Horse & Pony Rescue centre (L.H.P.R.), via the donation wormers and other equine health products.

The L.H.P.R is a registered charity dedicated to the welfare of horses and ponies in Leinster. L.H.P.R rescues, rehabilitates, and rehomes equines that have been subject to abuse, neglect, abandonment and deprivation.

Food4Kids Fundraiser

Bimeda Canada employees undertook a fundraising initiative to raise money for the food4kids program. Our generous employees fundraised over \$1,000.





Food Drive Collects 11 Tons of Food!

Every year, the Bimeda Brazil social committee asks Bimeda employees and partners to donate foodstuffs which are then distributed via a partner organisation, to families in the local community.

This year, over 11 tons of food were donated to this excellent cause.



Developing a New Livestock Protein Source

Bimeda is involved in a project to explore the creation of a new, sustainable, protein source for livestock (the black soldier fly).

If successful, the project will also provide additional income streams and training opportunities for smallholder Kenyan fruit growers.

Learn more about the project [here.](#)





Developing a Protocol To Prevent A Zoonotic Disease

The team in South Africa worked with other stakeholders to test a protocol to prevent the tapeworm and Neurocysticercosis (NCC) being passed to humans from pigs.

Through vaccinating pigs and treating them with Paranthic (oxfendazole) the team believed that the tapeworm and its encysted larvae could not be passed to humans, which in turn would prevent them from developing tapeworm and NCC respectively.

Their work had promising results and the team have proposed that the Eastern Cape veterinary services incorporate this protocol into a primary animal healthcare program.

Read more about it [here.](#)



Adopt-A-Highway Initiative

In 2023, many volunteers from the Bimeda Le Sueur facility participated in their twice yearly 'Adopt a Highway' clean up.

The team carried out a thorough trash collection on a 2 mile stretch of Highway 169, removing a high volume of waste which is not only unsightly, but which can pollute surrounding waterways, smother plants and create fire hazards.





Philanthropy

In 2023, Bimeda was pleased to make a €1 million philanthropic donation for the creation of the UCD Bimeda Herd Health Hub and the AgTechUCD Innovation Centre in Ireland.

Read more about it [here.](#)

Global Education and Training Initiatives

Around the world, Bimeda's technical teams are committed to delivering education and training which empowers farmers, vets, students and companion animal lovers to optimise the health and wellbeing of the animals under their care.

From in-person training to webinars, our global network of veterinarians provide hundreds of training and educational sessions every year.





Sustainability Champions

At each of our Bimeda sites around the world, two Sustainability Champions have been appointed. Our champions support their colleagues with developing and documenting their sustainability initiatives, and ensure that sustainability remains a priority at every Bimeda location.



Onboarding

Sustainability training modules have been formally incorporated into Bimeda's onboarding program, which will allow all new employees to contribute to our culture of sustainability, from day one!



New Sustainability Policy

A new Sustainability Policy Document will be implemented in 2024, formalising the sustainability-related roles and responsibilities of individuals, teams and committees at Bimeda.

