

# Sustainability Report 2021



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## ABOUT OUR 2021 REPORT

Sustainability is an integral part of our Company's strategy, and 2021 was a pivotal year for sustainability at Binding Site. We are pleased to be publishing our first sustainability report.

To reflect this, the report contains a considerable amount of forward-looking content: from setting our new strategy based on our ESG materiality assessment to how we value our colleagues and how Binding Site is contributing to the United Nations Sustainable Development Goals.

# Message From Our Ceo



Binding Site is one of the global leaders in specialist diagnostic solutions and our colleagues, customers, partners and wider stakeholders all have a growing interest in our corporate sustainability and responsibility.

There is an ever more pressing need to address the challenges of sustainability. Historical actions have set the planet on an almost irreversible path and mankind truly has a need to act, individually and collectively; we have much work to do to regain a sustainable balance between people and planet for our future generations.

## **Patients' Lives and Leading Science**

Our business strategy spanning the next 10 years has been set with high ambitions to grow and deliver on our mission to improve patients' lives around the globe. This commitment is underpinned by our focus on ethical, social, environmental, cultural and economic dimensions in all aspects of the way we do business.

Everything we do is driven by our desire to improve patient lives through education, collaboration and innovation. It's our vision that anyone who requires a Binding Site diagnostic test can access one. Our continued focus on development and innovation in assays, analysers and software provides solutions to clinicians around the world. One key

example of our focus on leading innovation in our field is our involvement in iStopMM – (Iceland Screen Treats or Prevents for Multiple Myeloma). This is the largest trial monoclonal gammopathy screening study ever undertaken and just one way in which we see our business activities contributing to sustainability goals.

## **Reporting on Our Actions**

This is the first time we have reported on our sustainability activities and set out how we will systematically approach the environmental, social and governance pillars of sustainability. Understanding where we are is the first step to paving the way for where we want to be and understanding how sustainability is a key driver in our strategic deployment and an enabler for future success. We need to work both individually and collectively to ensure that we consciously monitor, manage and continually improve all areas of our operation through the sustainability lens. In this report you can expect to learn about our story, understand our footprint and the positive impact we continue to have in the field of diagnostics.

## **Our Commitments**

From minimising our environmental footprint, to improving efficiency and reducing waste, we will embrace sustainability as leverage to promote our continued innovation and growth.



Our approach to equality, diversity and inclusion underpins all aspects of our employee life cycle. Our Equality, Diversity and Inclusion working group is influencing awareness, communication, and policy change from the ground up. We will continue to build on our naturally supportive culture with a strong emphasis on science-led activities – having grown from a university spin-out, our roots in collaboration, innovation and inclusion run deep.


We are committed to listening to our colleagues, taking their feedback, and using it to continually refine and reshape our employee value proposition so that our people feel heard and valued. It is our vision to become an employer of choice and as the world of work continues to evolve, our journey towards being a 'great place to work' is a continuous one. Our charitable activity is as core to life at Binding Site as our day-to-day working roles and we're proud that our activity supports partners that share our drive to make a difference.

As we move forwards with our new strategy, our sustainability agenda will influence everything we do, to build on our success as we continually strive to do the right thing for people and the planet. Using our skill and expertise we will work towards achieving our mission to improve patient lives whilst contributing to the long-term sustainability of our society. We endeavour to bring diagnostic testing to all who need it and help people to live their fullest and healthiest lives.




**Stefan Wolf**  
CEO, The Binding Site

## THANKS TO OUR COLLEAGUES

You made this report unique with your original photography submission. 2021 photo contest winners can be identified by the  icon next to the photos.



 Emer Walsh - Together we create, Birmingham



# Our Story

Binding Site leads the way in providing innovative diagnostic solutions to clinicians and laboratories to significantly improve the diagnosis and management of patients across a range of blood cancers and immune system disorders. Built on strong scientific foundations with extensive expertise in antibody specificity technology, Binding Site has a wide range of specialist protein diagnostic tests.

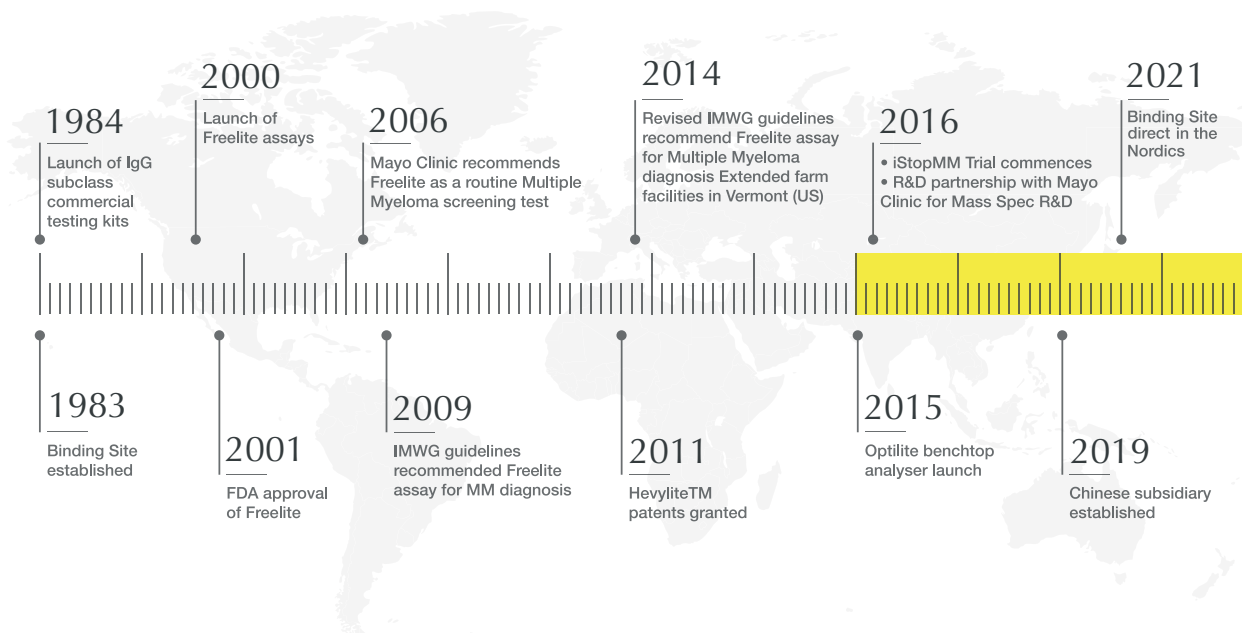
## BINDING SITE THROUGH THE YEARS

During the 1970s a group of researchers based at the University of Birmingham's Medical School began to look at innovative ways to produce immunoassays to detect specific proteins and in 1986 Binding Site was founded. Our growth since then has been nothing short of remarkable.

## WHAT MAKES US BINDING SITE?

We continually strive to expand our knowledge and understanding of the challenges facing us in our work, working closely with key opinion leaders to share and develop ideas, delivering new, innovative medical solutions to our customers.

Our mission, vision and values sit at the heart of everything we do. They reflect our passion for learning and determination to drive progress, provide a definite direction for everything we do, drive and define our attitude and approach to what we do both as a company and as individuals.



### Mission

Binding Site is committed to improving patient lives worldwide through education, collaboration and innovation.



### Vision

To lead the way in specialised medical diagnostics.



### Values

Dedication, enthusiasm and integrity...  
Making a difference together.

# Creating value



Global headquarters  
in Birmingham, UK



Direct presence in  
over 25 countries



Helping over 3,000  
customers in over  
100 countries



36 million Binding site  
produced tests used in  
2021 - 90% exported



Over 1,500 Binding  
Site instruments  
across the globe

## GLOBAL REACH



## 2021 highlights





## OUR PRODUCTS

- Over 450 regulatory approved products for regional requirements.
- Freelite cited by name in International Myeloma Working Group (IMWG) Guidelines with over 3,630 papers referencing the free light chain assay.

## CREATING VALUE FOR OUR CUSTOMERS

- Serving over 3,000 customers in hospitals, academic institutions, pharmaceutical companies, contract research organisations.
- Reaching more than 100 global locations (including a direct presence in over 25 countries).
- Building partnerships through scientific education and support.

## LOCAL SUPPORT

Over  
**1,100**  
colleagues worldwide

Over  
**£70k**  
raised for  
charity over the  
past 3 years

**80%**  
of 1,137  
suppliers used by  
Binding Site are  
based in the UK





# Sustainability at Binding Site

## BRINGING THE FUTURE TO DIAGNOSTICS

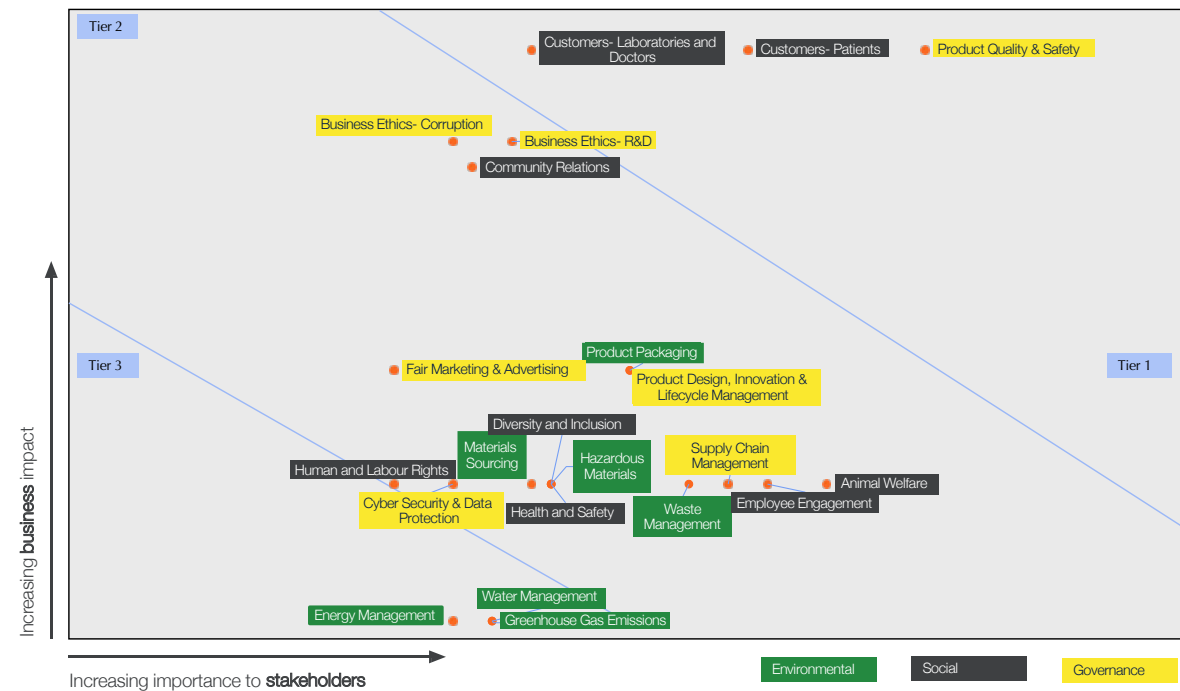
### Our Materiality Process

To help us develop the strategies and capabilities to achieve our goals, we've continued to build and nurture strong, reciprocal relationships with our stakeholders. Giving stakeholders a voice in the development of our strategy helped to ensure that we considered perspectives from our colleagues, customers, investors, our company, and the community in which we operate. Identifying the material issues through this materiality assessment enabled us to develop our Sustainability Strategy, by identifying areas where we have the biggest impacts. The outcome will shape Binding Site's future managing, monitoring and reporting of sustainability issues, and will provide transparency and accountability to our stakeholders.

With a third party, our Sustainability Manager undertook a materiality assessment which included a landscape review of relevant Environmental, Social and Governance (ESG) rankers and raters such as the Sustainability Accounting Standards Board (SASB). The consultancy conducted 10 interviews, including members of our Company Leadership Team (CLT), Extended Leadership Team (ELT), investors, suppliers, and customers, and the ESG employee survey (65% response rate) to define our sustainability approach.

Our materiality matrix shows the issues identified as important by our stakeholders. All topics are important to Binding Site, but stakeholder engagement has helped us to prioritise those where we can have greatest impact.

Materiality Matrix - Business Impact x Stakeholders



## OUR STRATEGY

We welcome and support the vision provided by the United Nations Sustainable Development Goals (SDGs) as a framework that allows for genuine long-term and collaborative action to guide our journey to sustainability.

After calibrating our ambition, focusing on the material topics and SDGs, Binding Site built its sustainability strategy "Bringing the future to diagnostics". This strategy is about building trust, amplifying engagement, accountability, and transparency.

While environmental topics did not feature highly on our materiality assessment, we recognise the expectation of stakeholders to manage our environmental impact, and particularly our response to the climate crisis.

### Our strategy is formed by three pillars:

- **Patients:** by continuing to innovate, maintaining a strong ethical approach and improving the quality and performance of our medical products, we will contribute to improving patients' lives.
- **Colleagues:** new ways of working with an inclusive environment where employees grow and can enhance their professional skills whilst also contributing to their local as well as the wider scientific community, where collaboration is key, bringing employment opportunities to the communities in which we operate.
- **The Planet:** being resource-efficient and towards net-zero operations. Understanding how our environmental impacts of processes and products are managed, without disrupting the balance of the environment.



### Patients Have Opportunity

- **Improving Patients' Lives**
- **Ethical Business Approach**
- **Strengthening Our Supply Chain**



### Colleagues Have Potential

- **Valuing Our Colleagues**
- **Protecting Our Colleagues**
- **Empowering Our Community**



### The Planet Has Stability

- **Respecting the Environment**
- **Reducing Our Waste Footprint**
- **Journey to Net Zero**

We are defining business-relevant goals for these three pillars, establishing appropriate KPIs, and implementing processes to track and report our progress.

### Bringing the Future to Diagnostics

Binding Site provides a supportive environment to meet a wide range of employee aspirations. Leading the way in delivering innovation to the market, our employees meet and exceed the challenges and embrace the opportunities that our industry provides. Our support of research and development ensures there is an opportunity to drive innovation and improve patient lives worldwide in line with our sustainability strategy. To ensure that it is effectively embedded into the way we operate, we have defined our sustainability strategy pillars to contribute to a future where:

- Patients have Opportunity
- Colleagues have Potential
- The Planet has Stability

### Continuous Improvement

Sustainable development is all about ensuring we make the necessary decisions to realise our vision of success without negatively impacting people and the planet in the process. To ensure continuous improvement, Binding Site is committed to reporting yearly KPIs that reflect the

performance of our sustainability strategy pillars. We are also committed to establishing improvement goals and action plans designed to ensure a tangible contribution to the United Nations Sustainable Development Goals and to creating value over time for our stakeholders.

### Our Commitment

Binding Site recognises its leading position within the medical supply chain as well as the local community. As a business employing over 700 people in the UK, plus 400 people worldwide, it is important we reflect the community we serve and the values we uphold.

Our systems and processes respect, benefit and protect our employees, customers, communities, and environments in which we work. We have chosen as a business to implement sustainable practices and promote diversity, as well as our goals for the next few years, as we understand our commitment to sustainability is not a destination but a journey.

We want to continue to promote a culture and a business at which our employees are proud to work, as an example of how good business and good corporate citizens can bring benefits to the community and the company and be an inspiring place to work.





## SUSTAINABLE DEVELOPMENT GOALS CONTRIBUTION

The SDGs cover People, Planet, Peace and Prosperity and are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. These goals are universal and applicable to every community that we live and work in, and they balance the 3 dimensions of sustainable development: economic, social and environment.

Binding Site is committed to supporting the SDGs to create a better future, helping to safeguard and advance the health and safety of people and the planet.

We monitor how our priorities and material issues align with the SDGs and we have considered where we make a direct and indirect contribution. We have identified and analysed each specific SDG target that is related to the nature of our business and operations, evaluating its risks and opportunities.



Ensure healthy lives and promote well-being for all at all ages  
**p. 13; 14 and 31**



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all  
**p. 23 and 36**



Achieve gender equality and empower all women and girls  
**p. 17 and 27**



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all  
**p. 17; 27 and 31**



Reduce inequality within and among countries  
**p. 17; 22; 23; 27 and 34**



Ensure sustainable consumption and production patterns  
**p. 41**



Take urgent action to combat climate change and its impacts  
**p. 38; 39 and 41**



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels  
**p. 17**



"At Binding Site, we want sustainability values embedded in our corporate culture and this will be a key influencer of our business decisions, we will seek to demonstrate through our actions our strong desire to leave a positive legacy for our community and environment."

**Mark Culwick**  
Chief Financial Officer



# Patients Have Opportunity





# Improving Patients' Lives

## CREATING VALUE FOR OUR CUSTOMERS

Binding Site is committed to improving patient lives worldwide through education, collaboration and innovation.

We continually strive to expand our knowledge and understand the challenges facing patients and medical professionals in our industry. Working closely with key opinion leaders we share and develop ideas, delivering new, innovative solutions to our customers to ultimately benefit the patient.

We specialise in diagnostic products that help doctors, clinicians and laboratories across the globe identify and tackle blood cancers and immune system disorders. Our business is built on the firm foundations of scientific evidence combined with striving to offer improved solutions that allow us to respond to the needs of clinicians and researchers alike, keeping in mind the ultimate beneficiary of our products - the patient.



"I would like your company to know what a difference you've made in my life and in all of the patients I know... Your company is so patient-friendly. Please know that when you're in your lab, when you are studying, when you are researching, my name is Yvonne and I thank you from the bottom of my heart."

**Yvonne Yaksic, Gibsonia, PA, USA.**  
Myeloma Patient, 16-year survivor (2021)



## PRODUCT INNOVATION

Binding Site's work has an inherent link to sustainability. Through our investment into product innovation, we deliver health improvements for patient lives and progress the future of healthcare diagnostics.

### iStopMM – Iceland Screens, Treats, or Prevents Multiple Myeloma Study

In January 2016, the iStopMM project commenced work on screening all adults over the age of 40 in Iceland, with the aim of preventing Myeloma before it develops.

Multiple Myeloma is a type of blood cancer that develops from plasma cells, which are a specific type of white blood cells important in normal defences against pathogens through the production of specific antibodies. Multiple Myeloma mostly presents in patients over 40 years old, however it can sometimes present in younger people too. Traditional symptoms include anaemia, renal failure, bone pain with bone lesions and hyper-calcaemia, sometimes accompanied by repeated infections and AL Amyloidosis.

There are two conditions that are defined as precursors to Multiple Myeloma, Monoclonal Gammopathy of Undetermined Significance (MGUS), and a more advanced precursor called Smouldering Multiple Myeloma. The risk of progression from MGUS to Multiple Myeloma has been found to be 1% per year and for Smouldering Multiple Myeloma the risk of progression to Multiple Myeloma is 10% per year during the first five years.



"The reason why we collaborated with Binding Site on this study is that Binding Site has a history of changing the way we look at Myeloma and its precursors."

**Professor Sigurdur Kristinsson,**  
Principal Investigator, iStopMM Study





Some studies have found that patients diagnosed with a precursor condition and consequently followed up by regular monitoring have a superior survival rate than patients diagnosed only after progression to Multiple Myeloma. However, at present only 2.7% to 6% of Multiple Myeloma patients are diagnosed in a precursor stage coincidentally when the patient is being investigated for another reason.

These facts raise two important questions:

- Is population-based screening for MGUS beneficial for patients?
- What's the optimum monitoring approach for patient management?

The Iceland Screens, Treats, or Prevents Multiple Myeloma study (iStopMM) is the first population-based screening study for MGUS which includes a randomised trial of follow-up strategies designed to answer these key questions.

iStopMM partnered with Binding Site to perform the screening tests in this critical study because of our unique knowledge



"What we wanted to understand is whether by screening for MGUS, we could improve the overall survival of MGUS patients, both those that transformed to multiple myeloma and otherwise."

**Dr. Stephen Harding,**  
Chief Scientific Officer, Binding Site

and approach in the field of monoclonal gammopathies. Samples were sent to the Binding Site's laboratory in Birmingham, UK to be screened for monoclonal protein by capillary zone electrophoresis and assayed for Free Light Chains, using Freelite® on Optilite®. Samples were also tested for immunoglobulin concentration (IgG, IgA, and IgM), and total protein.

Binding Site is partner of choice in this pivotal study because:

- Of the combination of greater than 20 years of scientific expertise, with the shared commitment to improving patient lives through education, collaboration and innovation.

- Freelite assays are supported by a wealth of scientific evidence with regards to the myeloma literature and are therefore considered as the gold standard in free light chain testing.
- Freelite assays transformed clinical practice for the diagnosis and prognosis of monoclonal gammopathies, leading to their inclusion in the International Myeloma Working Group (IMWG) guidelines.
- Binding Site demonstrated the capability to perform the testing in-house, with their highly skilled personnel and state of the art laboratories.





# Our Foundation

## GOVERNANCE


### Our Leadership

The ultimate authority within the Company is the Supervisory Board who consists of both independent non-executive directors and representatives of our investors. The Company Leadership Team (CLT) is formed of chief officers responsible for their respective departments, who regularly report to and are ultimately accountable to the Supervisory Board. Our Extended Leadership Team (ELT) consists of various senior managers in different areas of the business. The ELT is briefed by, and feeds into, the CLT.

Our Employee Forum gives employees a voice in business activities and decisions. This forum includes representatives of the CLT so that there is direct feedback to the board.

The Company's Head of Health, Safety and Facilities and Sustainability Manager both report to the Chief Financial Officer (CFO), who has board-level responsibility for Health, Safety and Environmental (HSE) and Corporate Sustainability (ESG) matters. Also, a quarterly report on the status of the core sustainability initiatives is provided to the CLT.



 Rodrigo Biondo - More than 7 colours, Cusco





### Our Code of Business Conduct

Our [Code of Business Conduct](#) applies to everyone at Binding Site, including its global subsidiaries and suppliers. This Code of Business Conduct is signed off by our Chief Executive Officer (CEO), demonstrating the importance we place on its terms as a means of communicating our shared values and the expectations of our staff and representatives. It provides the framework for how we operate and guides all other policies we put in place.

All employees and consultants, regardless of role, seniority or where they are based, are expected to follow the Code of Business Conduct. Directors and managers have a special responsibility to establish a working environment where ethical behaviour is encouraged and rewarded. Employees understand that every instruction that is given or goal that is set by their supervisor is done in the context of this Code.

### QUALITY ASSURANCE

At Binding Site, we live our Quality Policy which states that:

- All operations of the business are carried out to the requirements of all appropriate standards and regulations.
- We will strive to identify and meet our customers' expectations.

We hold ourselves to high-quality standards because our products and services have an impact on patients' lives. Our Quality Management System is certified to [ISO 13485:2016](#) and audited as part of the [Medical Device Single Audit Program \(MDSAP\)](#) by our Notified Body BSI. The implementation of the new EU IVDR regulation is in process and is on track. In 2021 we successfully completed our EU IVDR Quality Management System audit. 2017/746 pending certification.

### ETHICAL BUSINESS APPROACH

The core principles of health care ethics defined by World Health Organisation (respect for persons, beneficence, justice, utility, solidarity) are vital to accomplishing the SDGs. Binding Site requires the highest standards of business ethics and integrity on the part of all colleagues and engage everybody from our CLT and ELT to all our employees to ensure they are committed to them.

Legal and ethical compliance requires continuous development of corporate governance policies and practices, including our overarching Code of Business Conduct which applies to all that we do. Our compliance package covers all major corporate compliance areas such as anti-corruption, anti-slavery, workers' rights, anti-trust, data protection, tax, trade sanctions and whistleblowing.

To encourage full transparency and ethical business standards we have a whistleblowing system in place that allows all employees to report any misconduct to senior management or anonymously via an external portal.

### **Ethical Workplace**

Creating an environment in which we clearly set out and implement our expectations is key to our establishment of an ethical workplace. As part of the induction process, all of our colleagues are required to undertake various training modules relating to Health & Safety, Environmental Protection, Code of Business Conduct, Dignity at Work and Equality. We are also expanding this globally, so colleagues are educated on the central pillars to the creation and maintenance of an ethical workplace.

Whilst the creation of an ethical workplace has multiple strands to it, at a high level the key factors we believe are:

- **Equal Opportunity**

All employees are treated with dignity and respect. We provide equal opportunities to everyone. No form of discrimination or harassment is tolerated under any circumstances, whether based on race, ethnicity, gender, disability, sexual orientation, marital status, pregnancy and maternity, age, religion or any other characteristic.

- **Working Conditions**

We provide a healthy and safe work environment for our employees and seek to make working conditions even better. Abuse (whether physical or verbal) and unlawful harassment are not acceptable.

- **Modern Slavery**

We are committed to combatting the real and growing problem of modern slavery and trafficking, which can affect all industries. We recognise our responsibility to be alert to the risks in our business and supply chain at all levels. We expect our employees, partners, distributors and suppliers to share our commitment to ensure we proactively prevent modern slavery and human trafficking wherever possible.

For more information on how we are committed to ensuring that there are no instances of contravention to this act in our business operations, you can access our public 2021 [Modern Slavery Statement](#).

- **Whistleblowing**

In order to allow employees to raise concerns about wrongdoing, the Company has established a whistleblowing system that is designed specifically for receiving and handling reports on suspected misconduct. Currently, employees can either raise their





concerns on a confidential basis with the CFO or Chief Legal Officer, or they can use an independent external service. This service provides visibility to the whole board of any concerns raised and reports on actions taken in response to any concerns. It is our intention to make this service available to suppliers and customers alike to ensure accountability on all fronts.

- **Cyber Security and Data Protection**

We take a holistic view when ensuring safety of personal data and our IT systems, recognising that the two are intrinsically linked. Our policies and the systems we utilise aim to build robust protections for data and our business infrastructure and instruments. All relevant staff are trained in data protection legislation to enable them to identify risks to individuals and the Company in any process or product we adopt. Risk assessments are then performed, and mitigations put in place as appropriate. As we work towards ISO27001 accreditation, state of the art security measures are being implemented and procedures reviewed on a rolling basis.

- **Anti-Bribery**

As a business, we refuse to accept or retain business through bribery and this approach is embedded in our policies which are trained out to all relevant

colleagues. Our colleagues and representatives do not directly or indirectly authorise the giving of money or anything of value to someone in order to unduly influence the recipient in the performance of professional duties. Employees do not ask for or accept improper benefits from others for performance of their duties to the Company.

- **Competition**

We comply with applicable competition law and have a specific anti-trust/competition policy which we operate across the business. We inform all employees not to engage in discussions with competitors regarding market allocation, information exchange, production and sales quotas, or to rig bids or tenders.

We have made our competition policy as user friendly as possible, including examples of good and poor conduct so that staff feel able to manage any situations in which they may find themselves. All questions and issues are reported to the Legal department for support and management.

- **Trade Sanctions**

We comply with United Nations sanctions and applicable sanctions under the laws of the United Kingdom, European Union and the United States.

We have a centralised economic sanctions, embargos and export/import control compliance structure, overseen by the Board of Directors. Authority for compliance decision-making can only come from our CEO. The CEO has delegated day-to-day compliance supervision to the CFO, who reports directly to the CEO.



# Strengthening Our Supply Chain

We recognise that in achieving and fulfilling our mission and vision we have a responsibility to ensure that all our working relationships are governed by and encourage and reward ethical behaviour.

Respect for human rights, fair and safe working conditions, and ethical and sustainable business practices are core to our business, and we expect the same from our suppliers. Binding Site believes that strong relationships with suppliers, built on transparency and a common understanding of overall objectives, enable fact-based decision making, innovation and growth. Ethical behaviour is a pre-requisite for such relationships to develop.

The standards set out in our Supplier Code of Conduct are based on internationally recognised treaties and agreements such as the United Nations Global Compact, the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

There are opportunities to bolster the supplier management and selection process to include environmental, social and governance considerations, for example, an expectation to report Greenhouse Gas (GHG) emissions data and gender diversity, stakeholder engagement across the value chain and auditing. Over the longer-term Binding Site has the intention to implement Sustainable Procurement practices.



80%

of our suppliers are based in the UK



15%

of our suppliers are based in West Midlands



8%

of FY21 spend were with West Midlands suppliers





PATIENTS HAVE OPPORTUNITY



COLLEAGUES HAVE POTENTIAL



THE PLANET HAS STABILITY



COLLEAGUES

# Colleagues Have Potential



# Valuing Our Colleagues

## LISTENING TO OUR COLLEAGUES

Our Colleagues are at the very heart of what we do and fundamental to our existing success. We know that by engaging talented people and creating a culture of collaboration, inclusion and innovation we will continue to succeed, meet our growth plans and make Binding Site a great place to work.

It is crucial to us that our colleagues feel valued and empowered to thrive and being the very best versions of themselves starts with feeling able to bring their whole selves to work. We are proud to say our environment is a friendly one and we are dedicated to continually and actively listen to our colleagues to ensure that our culture is welcoming and inclusive for all.

Ensuring we have dialogue between our company and colleagues is essential for our continued engagement. There are several platforms we utilise to enable this important two-way communication as it drives so much of the positive change we see in our business today:

### Engagement Survey

We undertake a global annual engagement survey to understand the key drivers of colleague engagement and motivation within our workforce. We continually measure our progress with Action Planning and are proud to report that our global results improved again from the prior years in a 78% Engagement score with 74% Colleague Participation.

### Employee Forum

Regular Employee Forums take place between Colleague Representatives from all areas of the business and members of the Company Leadership Team to discuss challenges, share ideas and resolve issues. This generates active discussion, collaboration and long-lasting improvements which are intrinsic to our colleague's values and motivations.

### IPD – Investment in Performance & Development

Investment in Performance & Development (IPD) is an annual review process which supports the ongoing performance and development of our people. It enables all colleagues to participate and 100% of the workforce (UK) receive a performance review, ensuring they have SMART objectives which link to our overall Company Strategy. The process enables people managers to provide ongoing performance feedback throughout the year to ensure continued success and development.



**74%**  
Colleague  
Participation



**78%**  
Engagement  
score



**+2.8%**  
Employee  
Engagement survey  
score improvement  
vs. Previous year

## DEVELOPING TALENTED PEOPLE

Binding Site is dedicated to supporting each colleague's personal and professional growth.

A significant percentage of an individual's learning opportunities come from activities such as a thorough induction process, online and on-the-job learning and ongoing professional development. In addition, we have a dedicated team of learning professionals to ensure that we offer more formal development that is relevant, current and responds to the changing needs of our colleagues, our business and giving us a positive impact on company culture, growth and commercial success, through

creating an engaged and committed workforce we can improve employee performance, establishing a baseline for knowledge gained across the business, sharing knowledge and best practices.

Due to the pandemic 2020/21 was an unprecedented year in many ways for learning and development at Binding Site; we configured our corporate induction programme and our LAMS Academy to exceed the guidelines to provide a safe environment for the new starters to ensure we were able to welcome them and provide them with the level of training needed so that they could be ready for their new roles and play their part in making a difference during the pandemic.



"I started working at Binding Site almost 14 years ago after finishing a Biochemistry BSc at the University of Birmingham. I was employed as a Research Scientist within the R&D department; my career grew within R&D and after 10 years I was a Research Team Leader. During those 10 years, it feels as if I have grown and matured at the same time as TBS has! Being involved in different projects equipped me with additional skills, meaning I could apply for the role of Business Analyst. Binding Site has given me so many opportunities to build my career and I look forward to continuing working together."

**Amrit Kaur,**  
Business Analyst, Binding Site







"What I thought was going to be a 2-month temporary role, turned out to be the beginning of an exciting career in HR. Five years later, I've had incredible opportunities to grow, be curious and learn at Binding Site. I've had fantastic support to further my knowledge and explore the profession, along with continuing my education through my CIPD level 7. I'm grateful for the opportunities and support from the team and Company."

**Aireen Njawa,**  
HR Advisor, Binding Site

We are planning to introduce a new Learning Management System (LMS) this year, to support every colleague with their future learning. Enabling and motivating our colleagues to access the most engaging content as part of the ongoing development towards greater results and encourage a self-directive approach for continuous learning.

In addition to the new LMS, we are also maintaining a learning and compliance system that covers all our Standard Operating Procedures (SOPs) to ensure consistent, high-quality manufacturing outcomes.



Over  
**85K**  
training items completed  
from Oct 2020 to Sep 2021



At least  
**120h**  
training delivered per  
new laboratory employee



### Our LAMS Academy

Our Academy has been up and running since August 2019, specifically designed to give our laboratory colleagues the core skills required within their roles. The course runs over 5-days in our purpose-built in house training lab environment. This vital training ensures all colleagues entering the laboratory have the necessary skills and understanding to meet high quality, safety and manufacturing standards, and best practices. In just three years, 225 new colleagues in various lab roles have graduated through our LAMS Academy, who have gone on to continue to grow in experience and be promoted, increasing their positive impact on our business.

Our plans are to continually improve our LAMS Academy framework and by working with colleagues we are identifying what we need to move forward with our approach and overall offering. We aim to ensure we have a method and structure to deliver the necessary development through a suite of learning over a longer period to really embed the learning in working practices. The impact of LAMS is significant for us to grow and meet the needs of the business.



Open since  
**August  
2019**



Running over  
**5 days**  
every two weeks



**225**  
graduates from  
the LAMS  
Academy





### Sponsored Learning

We recognise the value of learning that goes beyond what we deliver internally at Binding Site, we are committed to the investment in our colleague's development and have had many of our colleagues undertake company sponsored learning such as the ACCA qualification in Finance, Six Sigma, Advanced Diplomas in Procurement and Supply, Bioprocess Development to name a few, to further enhance their skills and knowledge, bringing added value to their roles, the team and the business.

## FUTURE EFFORTS IN L&D

A clear focus on learning and development is crucial to ensure we keep our colleagues engaged, productive, inspired, and successful at every stage of their careers. We are committed to promoting from within wherever possible, building careers and future prospects, whilst also bringing in new ideas, thoughts and insights, it is an exciting and inspirational time for Learning and Development to help shape the success of our colleagues and business.

### Management and Leadership Development

We have developed a Supervisor Development Course, giving promising colleagues the essential management skills

to help support and guide them in their managerial roles. Our plans are to develop a leadership pathway approach, for those who we identify as our future leaders as they first step into the early management roles and progress through a pathway of success approach where we will embed in our values and beliefs, ensuring alignment to the leadership culture as we shape this plan, we hope to set the wheels in motion as we make our way through 2022 and implement our strategy.

It is important we prepare our internal talent for future management roles and a Future Leaders programme will be designed to do just that. Participants will be undertaking development opportunities, leading a project, and preparing for transition into early management positions, which will lead on to Leadership Development Programmes, designed to focus on key performance management, communication, coaching and so much more in readiness to lead teams. Our offering will cover more areas of leadership roles as we progress through our pathways.

### Coaching Culture

We are planning to implement a coaching culture which will support leaders and managers to help people to grow, thrive and perform through effective conversations and honest feedback underpinned by trust. Having our colleagues more focused on self-development and their value add to the business is needed now, more than ever

before, and by focusing on mindset shifts, coaching will enable our colleagues to perform to their full potential.

### Recognising Talent and Succession

Our approach will be designed to reach colleagues at all levels and is an important way that we will maximise our engagement and retention. Selecting, hiring, and developing our future leaders as well as assessing and evaluating colleagues in alignment with our values and beliefs.

### Behavioural and Human Skills for Growth

As we move into 2022 our Learning and Development offering will continue to evolve with further areas including human skills, known as soft skills, courses such as communication skills, time management, conflict resolution, critical thinking, problem-solving, solution focused approaches and emotional intelligence quotients. These will all enable colleagues to navigate their environment, work well with others, perform well and achieve their goals with complementing hard skills - not only benefitting individuals, but how we grow in our culture of winning together!

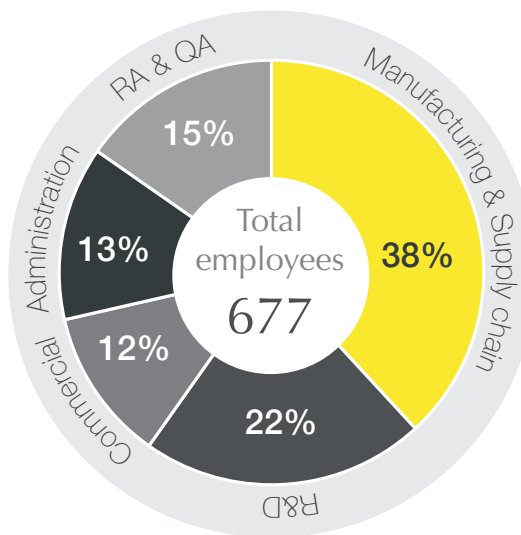
## EQUALITY, DIVERSITY, AND INCLUSION

### ED&I Programme

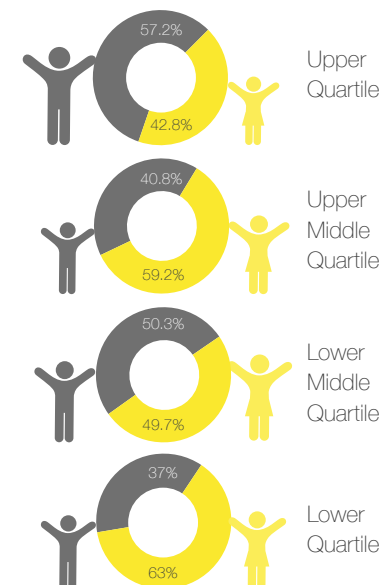
We are committed to creating an equal, diverse, and inclusive culture, where our colleagues believe there is strength in difference. We do this by actively embracing the diversity of our colleague population and our ED&I Working Groups are championing culture and policy change through awareness building across our business to ensure our people feel included – irrespective of race, gender, age, sexual orientation, religion, disability, or nationality.

Our latest UK Gender Pay Gap report, published in April 2021, reported a mean pay gap of 17.6% and a median pay gap of 4.2%. Our Median Gender Pay Gap has decreased since 2018 as during 2018-2019 and furthermore 2019-2020 more females have developed and progress into more senior positions. The mean bonus gap for this period was 66.4% with a median bonus gap of 0%. Our Gender Pay Gap is a product of both the disproportionate distribution of male employees in more senior roles which is as a result of both sector and societal dynamics over a sustained historic period.

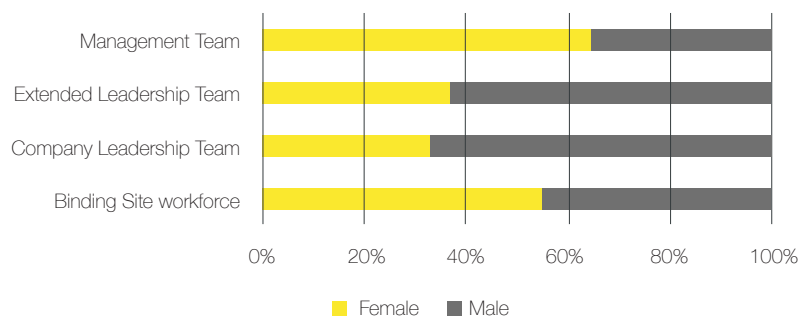
Number of employees by area<sup>1</sup>



% of male & female employees in each pay quartile<sup>1</sup>



Workforce leadership by gender (UK only)



Looking at the current gender split across the organisation we have already taken steps to ensure that the leaders of the future can be drawn from a talent pool that is more evenly balanced between genders so this should ensure that the structural difference leads to a closing of our gender pay gap over time.

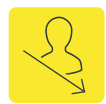
#### FOOTNOTE

1 - Gender Pay Gap Report data published in April 2021.



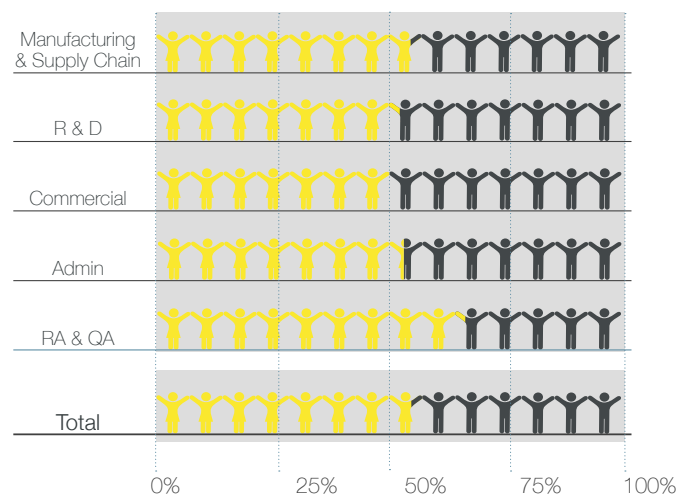
We are committed to providing opportunities to all and ensuring that we recognise the potential for gender bias in our procedures and processes and seek to exclude this wherever it is identified as a risk.

We are keen to embody a progressive culture and further support gender diversity. Over the past 12\* months 55% of our internal progression and transfers have been for female colleagues. Our ED&I Group will continue to support and guide all underrepresented groups within the business to further strengthen and enhance our approach to continually aspiring to be welcoming and inclusive for all.

 **46%**  
of our workforce  
are under 40

 **9.7%**  
of the UK workforce  
work part time

### The work force profile of our company by gender, by area<sup>1</sup>



Binding Site Group (at 5 April 2020 in the UK as calculated by the legislation) employed 677 people of which 54% were women and 46% were men and we analyse these by 5 functional areas, Manufacturing & Supply Chain, R&D (Research & Development), Commercial, RAQA (Regulatory Affairs & Quality Assurance) and Administration as shown above. This also shows the female and male split across those areas.

#### FOOTNOTE

\* - From October 2020 to September 2021

1 - Gender Pay Gap Report data published in April 2021.



## Succession Planning for Our Future

We introduced formal succession planning into our business in 2018 which has identified many individuals with potential for the future whether that be in leadership, managerial or other functional or technical specialised roles. As a business we review this annually through a variety of channels to ensure that if there were to be any unconscious bias, it is removed through the process and that we develop our future talent to enable them to move to the appropriate roles should they become available at the right time.

## Equal Employment Opportunity

At Binding Site, we are committed to ensuring our workforce reflects both the communities where we operate and the

communities we serve. We are dedicated to providing a workplace with equal opportunities for all and recognise that gender is just one element to consider. We are equally focussed on race, religion, sexual orientation and ability and it is our diverse workforce that enables us to deliver new and innovative solutions to market with a shared commitment to our mission, vision and values. We continually strive to ensure

that Binding Site is a fair and equal environment for everyone to achieve their full potential and we have opportunities in a multitude of functions. Investing in our people makes perfect business sense to us – if our colleagues are engaged, they are supported to deliver for our customers, and ultimately positively affecting patient's lives is what we're all here to do.



"TBS has done a great job already in terms of recruitment. When I first started with TBS (some 15 years ago), you could count the number of black staff on your fingers, currently, there are so many of us, and it is a welcoming development. In future, it will be great to celebrate Black History month by sharing black culture and history with photo call, dressing up in African attire, Exhibitions of African arts, and craft if possible. That would be amazing!"

**Florence Njere,**  
Research Scientist, Binding Site



We are committed to continually improving our employee experience and engagement of our colleagues.

Our ED&I working groups are leading the way with dedicated communications campaigns and are the driving force for new approaches and policy change to ensure everyone feels supported, welcomed and comfortable to bring their whole selves to work.

One campaign our group ran was in conjunction with Black History Month (BHM) – where everyone is encouraged to 'dig deeper, look closer and think bigger' to better understand Black history beyond the stories already told. We wanted to spotlight our own colleagues to share their experiences and celebrate their achievement and interviewed several colleagues who share their stories of upbringing, culture, community and how they came to work at Binding Site in our special edition BHM articles. We asked our colleagues to bravely share their experiences of discrimination, so we too could learn more about our colleagues lived experience and shared it in a special publication during the campaign month.

### Flexible Working and Family Friendly Policies

We encourage a healthy work / life balance to encourage more shared parental responsibility and for more women to return to work after maternity leave. All employees do have an opportunity to be considered for flexible working where their role allows and is appropriate for the business. We openly discuss shared parental leave to encourage fathers to take shared time should they wish. 9.7% of our employees work part time, of which 1.8% are male.

The proportion of females working part time has increased over the past 12 months and we are providing more opportunities to work more flexibly than ever before. We also offer a range of different working arrangements, which aren't encompassed in the figures above. A significant proportion of our employees across all levels of the business take advantage of this to enable them to create a work/life balance that meets their personal circumstances. We are open to seeing how we can make things work for our employees and the business. Since March 2020 this has been even more critical to ensure we can continue to operate as productively as possible whilst keeping all employees engaged during the Covid 19 pandemic. We have continued to support many individuals, whether it be with childcare responsibilities or caring responsibilities to be as flexible as possible with over 40% of the business working remotely.

### Stonewall + Accreditations

In June 2021 Binding Site joined Stonewall's Diversity Champions programme which is the leading employers' programme for ensuring all LGBTQ+ staff are free to be themselves in the workplace. As part of this programme, we are able to continually measure and define equality, diversity and inclusion at Binding Site.



"The ED&I project allowed colleagues from Binding Site, across various departments, to contribute to a more inclusive and diverse workplace. Because the project exists, it enables people to share their knowledge and expertise in areas such as neurodiversity, gender, sexual orientation, religion, mental health and more. Personally, being part of this project allows me to share my experience and passion, and apply them in a practical manner, thus helping my work colleagues."

**Monica Morosan,**  
Campaign Manager, Binding Site





# Protecting Our Colleagues

Binding Site recognises that its acts and omissions have the potential to impact the lives of our colleagues, visitors, and neighbours. We are committed to ensuring the health, safety and wellbeing of all persons who may be affected by our business activities. As a business we achieve this by applying a rigorous Health & Safety management system with continuous improvement at the heart of its function. Our system is aligned with company goals and objectives and aims to go beyond compliance to regulation to create a working environment that is safe and engaging.

We will be progressing our work throughout 2022, intending to have the system certified to the internationally recognised ISO45001 standard in the coming years.

## SAFETY CULTURE

We believe that a positive safety culture can only be achieved by inclusion and consultation with employees. Binding Site has a well-established safety committee attended by members of Company and Extended Leadership Teams, Health & Safety officers and safety representatives. This forum is used to discuss current topics, concerns, and new initiatives so that new information, safe working practices or new regulatory requirements can be efficiently implemented.

Involvement from our employees in the development and implementation of policy and procedures ensures buy-in and ownership from all our colleagues. As a business we have actively supported training to ensure employees have the tools they need to assess risk within their area and formulate controls needed to ensure safe operation. This has had a direct impact on our accident rate which has shown a continued reduction over the past two years helping our business to make zero harm possible.



## MENTAL HEALTH FIRST AIDERS

As a business the wellbeing of our employees is an integral part of the company's overall strategy. We actively support this through our Mental Health First Aiders (MHFA). We currently have 25 people trained globally (22 in the UK and 3 within the US) and are working with our other global offices to expand provision internationally. Our MHFA support the mental wellbeing of colleagues and have generated great success as highlighted in our recent Stress Survey where they were identified as being one of the most positive initiatives that we have implemented as a business in supporting wellbeing.



"A good MHFA listens non-judgementally, providing support and guidance, signposting them to resources to help. A good MHFA acts as an advocate for mental health, to help reduce stigma and enact positive change."

**Sabrina Weston,**  
QC Specialist, Binding Site


In addition to mental health first aid provision other resources are made available to our employees through the 'In This Together' Teams channel. Access to resources including mindfulness, bereavement support can be accessed by all as well as material for managers supporting their employees. Special awareness days are included in our calendars to mark events such as World Mental Health Day and World Prevention of suicide day.

## WELLBEING

We believe a happy colleague is a productive colleague. Great strides have been made to identify organisational stressors. Following the HSE management standard for stress we have utilised colleagues stress surveys to identify areas that need additional help and support.

Managing company stressors together with environmental improvements are continuing to provide a culture and workplace that are enabling us to achieve our goal of making Binding Site the best place to work.



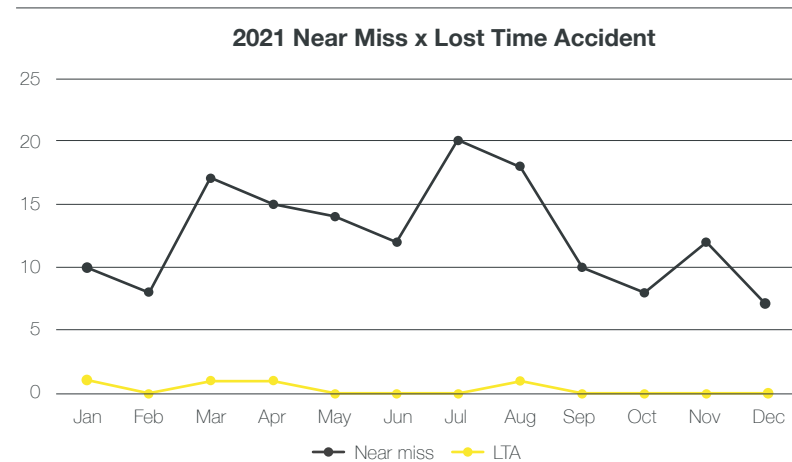
 **+21%**  
improvement in  
stress survey from the  
previous year with 65%  
response rate.

## STRESS SURVEY

Our company stress survey returned a record response rate and improvement of 21% from the previous year. An average management score of 3.80 out of 5.0 (76%) showed improvement compared to the 2020 result of 3.62 (72%), evidence that continued focus on employee wellbeing can drive employee engagement. Positive responses include our ED&I programme, employee support links through teams and other media, good colleague spirit, working environment, our mental health first aid provision and the deployment of our hybrid working policy.

### FOOTNOTE

\* - Bird's Triangle: Also known as the safety triangle, it's a theory of industrial accident prevention. It seeks to develop links between fatal accidents, minor accidents, and near misses. It suggests that reducing the number of minor accidents will lead to a fall in fatal accidents.



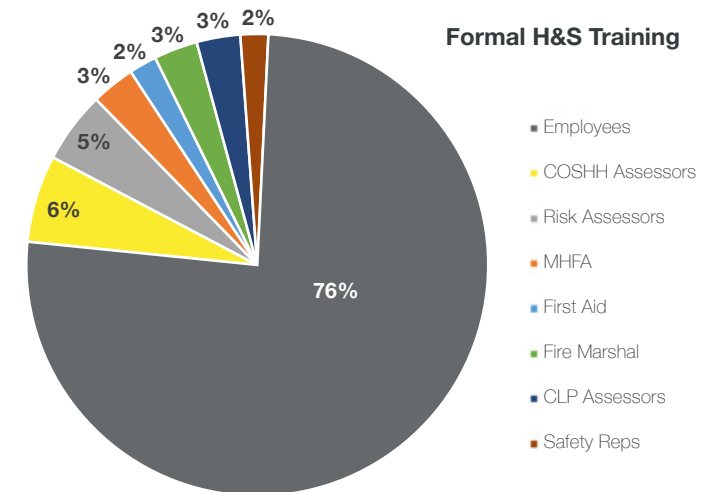
## PERFORMANCE

### Lagging Indicators – Lost Time Injuries

We are continually working towards our goal of making zero harm possible. Incident rates have dropped year on year since 2018 with lost time injuries remaining stable at four following a drop in reported cases at the start of the COVID pandemic. Our lost time injury frequency rate remains at 2.6 injuries per 1,000,000 hours worked, a figure that remains lower than the average for manufacturing companies.

### Lagging Indicators – Training Completions

As a business we believe that empowering employees to



actively manage safety within their own areas of responsibility we can make further progress towards our goal of making zero harm possible. Further to the standard H&S training all employees receive, we have also trained 24% of our workforce in additional safety disciplines, which not only helps the business operationally but also ensures compliance with current regulations and even greater levels of employees' wellbeing.

### Leading Indicators - Near Miss

Near misses are recorded continuously through the year and monitored against LTA, with the view to improve reporting performance. Bird's Triangle\* predicts a 60:1 ratio of near miss to LTA. Binding Site ratio is 37:1. Which implies we are under reporting by 38% during 2021.



# Empowering Our Community

## CHARITIES

### The Charity Committee, Supporters and Friends

Our ten-colleague strong UK Charity Committee meet on a regular basis to plan and coordinate a programme of events throughout the year, supported by an amazing team of event co-ordinators, supporters and friends that act to give extra support to make things happen, gently jostle and promote all activities to make them the success they undoubtedly are.

### Special Recognition and Long-Term Partnerships

Despite the additional challenges presented by the pandemic since March 2020, we've delivered fantastic events and phenomenal fundraisers climaxing in a special recognition award from Cure Leukaemia for our long-term partnership and achievement in raising and donating in excess of £150,000 (fundraising + events participation) over the past 8 years.

Our partnership and commitment run deeper than the obvious links with a blood cancer charity, as many colleagues have a personal and therefore emotional connection to the charity. This drives the passion and unwavering commitment we see to raise as much as possible. Examples of activity include the London to Paris Bike Ride which raised £15,000 alone, samosa sales, themed dress up days and quizzes to name just a few. We also commit to taking part in the charity's own fundraisers by attending their events such as The Cure Leukaemia



Image courtesy of Cure Leukaemia



"The commitment and generosity we see from our colleagues in our charitable activities is amazing! It is absolutely a part of our culture and drives so much positivity across our organisation as it brings colleagues together to have fun, feel good and give back. I'm extremely proud of our achievements in the activities and funds raised, and proud to work for an organisation that values the importance of corporate and social responsibility."

**Sue Rooney,**  
Group IT Customer Services Manager, Binding Site

18 Birthday Party and the Copa del CL football fundraiser – giving our colleagues an opportunity to get social and celebrate their contributions to making our fundraising efforts such a success.

Another long-term charity partner of ours, Edwards Trust – the only charity in the Midlands to support bereaved families – is welcoming of our commitment and often-enterprising approach. Funds are raised from charity raffles, our rest area pool table and vending machine and even from colleagues who forget their security pass! We routinely support their events such as attending the much-fun Karaoke and Chinese and Wine evenings, as well as encouraging participation in the 31 in 31 'October' challenge, seeing colleagues commit to doing a sponsored activity every day in a month and we 'Passed the Baton' during the pandemic where colleagues 'pass the baton' virtually around the clock for 24 hours and took part in one hour of activity before passing the virtual baton on to the next colleague across the globe.

### Christmas Week Festive Fundraiser

To capitalise on the season of giving, the Charity Committee organise a series of seasonal fundraisers to raise a few smiles and get our colleagues into the festive spirit by giving back and having fun in the process. Most colleagues get involved whether it's wearing a Christmas jumper, dressing up their pet, donating to the food bank or buying tickets for a fantastic raffle and monies are divided between Cure Leukaemia and Edwards Trust.



### Desktop PCs Donation.

The Turing Trust, in partnership with businesses, donated over 900 PCs to the Youth and Development Centre in Mzuzu. Binding Site contributed with 78 Desktop PCs. The computers will enable an additional 17,000 students to learn vital IT skills in Malawi.

### IT Equipment Sales.

Over the past nine years, Binding Site has given a new purpose to its IT equipment when it is replaced. Rather than disposing of our laptops, monitors and desktop PCs, we offer our employees the opportunity to buy them for a charitable donation. All the money donated is shared amongst our charity partners. During this period, we repurposed over 300 units and raised £15,965.

## CHARITIES - BINDING SITE FUNDRAISING

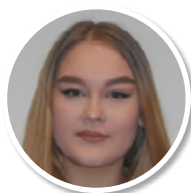
Charity	Cure Leukaemia	Edwards Trust	Others	Total
2012	-	£10,000.00	-	£10,000.00
2013	-	£9,469.70	-	£9,469.70
2014	£4,143.97	£2,443.52	-	£6,587.49
2015	£22,123.77	£3,440.00	-	£25,563.77
2016	£7,542.06	£2,542.35	-	£10,084.41
2017	£7,828.92	£766.00	£1,686.57	£10,281.49
2018	£19,757.89	£9,851.74	£1,940.40	£31,550.03
2019	£20,601.87	£19,667.64	£654.70	£40,924.21
2020	£10,744.55	£6,229.27	£2,324.67	£19,298.49
2021	£12,670.45	£4,472.90	£131.80	£17,275.15
<b>Total</b>	<b>£105,413.4</b>	<b>£68,883.12</b>	<b>£6,738.14</b>	<b>£181,034.74</b>

## APPRENTICESHIPS

We have had great success with our Apprentices over the years and see this going from strength to strength with our investment in their apprenticeships and the commitment to their roles at Binding Site gaining them permanent roles which they have worked hard for and which has demonstrated how the apprenticeship programme embeds well within our business and positively impacts the local community. In total we have trained over 50 Apprentices in a range of disciplines over the past 5 years including IT, Finance, Marketing, Electrical, Maintenance, Laboratory and Quality. We currently have 11 apprentices who will be expected to complete their apprenticeships between 2022-2024.

We will be recruiting a further cohort of apprentices in 2022 helping them to develop professionally, gain new skills and expand their knowledge and grow within the business. We are sure our apprenticeship pathways will build as we anticipate our growth and investment in opportunities for apprentices who want to work with Binding Site and leverage their careers.

We are encouraged by this and are looking at how we can leverage our apprenticeships as we move forward into the next few years.



"Graduating was such a nice way to celebrate all the work that went into the apprenticeship and took place over two years. It brings a close to that chapter of learning and an opens a new one as we continue to develop and put our learning into practice."

**Abbie Nowaczyk,**  
Customer Support Coordinator, Binding Site



# 18

previous succesful apprentices,  
are still with the organisation







PATIENTS HAVE OPPORTUNITY



COLLEAGUES HAVE POTENTIAL



THE PLANET HAS STABILITY



THE PLANET

# The Planet Has Stability

Paul Showell - Steps in the right direction - Lake District, Ambleside






# Respecting the Environment

We operate in a way that respects the environment. Binding Site has committed to minimising the environmental impact of our processes and products, without disrupting the balance of the Planet by growing and innovating our business solutions to support a circular economy and ensuring we manage our operations efficiently to avoid the use of resources, reducing waste and emissions, and raising awareness of our effect on the environment throughout the organisation.

Our commitment to limiting the impact of our work on the environment is outlined in Binding Site's Environmental Policy. The policy governs all our processes and ensures the management of environmental issues are a key part of how we work. Furthermore, whilst we do not currently operate an environmental management system, it's a future consideration to implement and certify a system to ISO14001.

Measuring our environmental impact and setting ourselves goals to improve helps us find better ways to operate and we want to continually strive to improve our environmental performance and aim to transparently communicate about our progress.



 Alexander Holmes - Hedge-log, Walsall



**30%**  
of water use is  
from rainwater  
harvesting system



**54%**  
of our energy use  
is from renewable  
sources



**688**  
2.5L glass bottles  
sent back to the  
supplier in a  
closed loop system

# Our Carbon Footprint

## JOURNEY TO NET ZERO

We acknowledge the importance of being proactive in the global emergency to mitigate climate change and, therefore we commit to managing our carbon footprint and set up strategies to reduce it. Binding Site is committed to reducing its climate change impact and is currently working on aligning its reduction strategies with local requirements and with the Paris Agreement (COP21).

Improving the energy efficiency of our facilities is one of the ways to help us reduce GHG emissions from our operations. All Binding Site sites in the UK have electricity which is from certified 100% renewable sources. Our main manufacturing facility of c.100,000 sq ft has a BREEAM\* 'Excellent' rating and features a number of energy preservation technologies including:

- High levels of thermal insulation to conserve heat and energy and solar glass to minimise heat gains on sunny days
- An ongoing energy efficiency programme to replace the existing light fittings with LED tubes and all lights are controlled by occupancy sensors
- A range of electrical production and operational equipment which automatically switches off when not in use and occupancy sensors on all floors



 Helen Montgomery - Against the Odds, Structons Heath

- New energy efficient boilers.
- Energy recovery on air conditioning systems.

Furthermore, whilst Binding Site does not currently operate a formalised energy management system, implementation and certification of system to ISO 50001 it's a future consideration and route to compliance with ESOS.

FOOTNOTE\* BREEAM (Building Research Establishment's Environmental Assessment Method) is the world's most widely used means of reviewing the environmental performance of buildings and is regarded as the measure of best practice in environmental design and management.

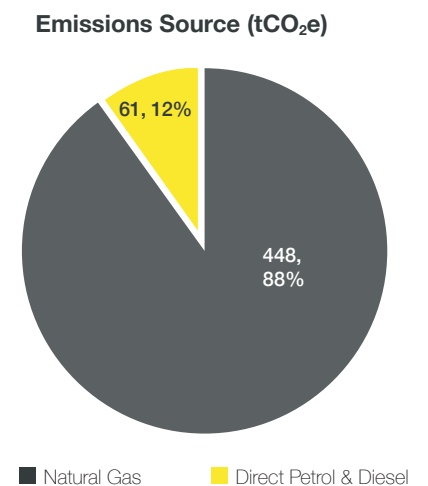
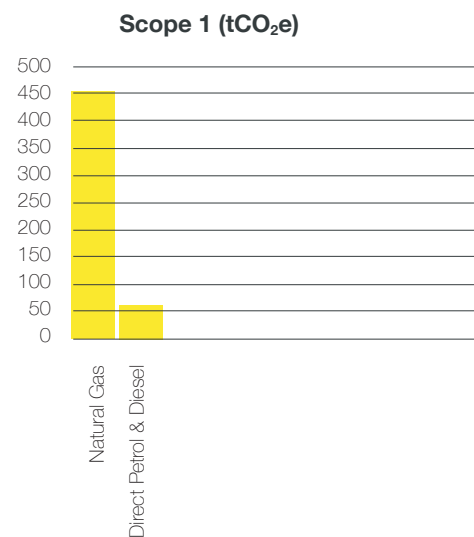


As a business we promote within our work force environmentally sustainable commuting practices by offering a cycle to work scheme, interest free season ticket loans for users of public transport and we are corporate members of the Birmingham TravelWise scheme to promote public transport for commuting which around 10% of the work force utilise.


To promote zero-emissions transport, in January 2022, we launched GreenLite, our new electric car scheme for employees., In addition, we are installing charging points at all our UK sites for our employees.

In our journey to net-zero carbon emissions, our first step is to understand our carbon footprint and where our emissions originate in our value chain. In 2021 we completed an exercise to establish our Scope 1 and 2 greenhouse gas emissions baselines for our UK sites. Reflective of the view behind our Environmental Policy, in 2022, we want to go beyond compliance for Streamlined Energy and Carbon Reporting (SECR) and report our GHG Scope 1 and 2 globally rather than just in the UK. We will also take an additional analysis of our emissions under Scope 3, which will capture all upstream and downstream emissions related to our business.

	kWh Energy Consumed				tCO <sub>2</sub> e Emitted					Intensity Ratio tCO <sub>2</sub> e/£m (Market-Based)
	Electricity	Natural Gas	Transport	Total	Scope 1	Scope 2 (Market-Based)	Scope 2 (Location-Based)	Scope 1+2 (Market-Based)	Scope 1+2 (Location-Based)	
2020-2021	3,295,264	2,446,842	282,003	6,024,109	509	0	700	509	1,209	3.17
2019-2020	3,126,224	2,460,859	256,121	5,843,204	515	0	729	515	1,244	3.43





 Rodrigo Biondo - The delicacy of wildlife, São Paulo

# Reducing Our Waste Footprint

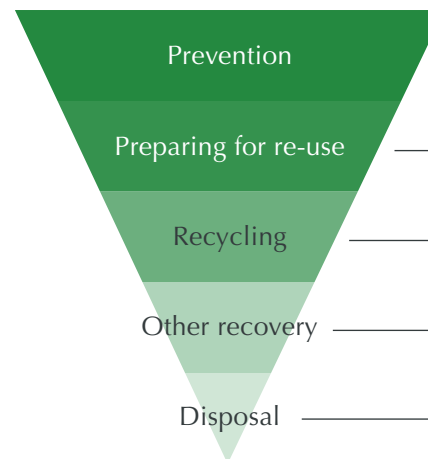


## HOLISTIC APPROACH TO REDUCE OUR OPERATIONAL WASTE

Binding Site is committed to improving sustainability. We strive to sustain our local and global environment and ability to create a positive viable future. To ensure that the Planet has stability, we include sustainability principles in all aspects of our decision-making.

We aim to deliver our products in packaging that is safe for our customers to handle and also has a low impact on the environment. The majority of the packaging materials we use for our medical kits are made of recyclable materials and are also recyclable.

### Stages



### Include

- Using less material in design and manufacture. Keeping products for longer; re use. Using less hazardous materials
- Checking, cleaning, repairing, refurbishing, whole items or spare parts
- Turning waste into a new substance or product. Includes composting if it meets quality protocols
- Includes anaerobic digestion, incineration with energy recovery, gasification and pyrolysis which produce energy (fuels, heat and power) and materials from waste; some backfilling
- Landfill and incineration without energy recovery

## FY21

Waste Type	Weight (tonnes)
Non-Hazardous	141.58
Hazardous	113.84
<b>Total</b>	<b>255.42</b>

We are aware that a significant proportion of our generated waste is classified as absolute hazardous (44.6%), and it cannot be recycled and must be disposed of appropriately following UK legislation. Therefore, reducing the proportion and/or volume of hazardous waste presents a challenge for a diagnostics manufacturing business using biological samples as part of the manufacturing process.

As part of our commitment to sustainability, Binding Site will develop in the coming year a Waste Management Plan for all UK sites applying the waste hierarchy principles.

- Comprehensive recycling of all waste materials where possible produced in our operation including, paper, wood, cardboard, metal and glass.
- Using recycled paper sources for all our packaging materials.
- Providing all employees with reusable cups and no single use plastics for refreshments.
- Providing drinking water as tap water through cooled filtration system rather than bottles.

## FY21

Non-Hazardous	Weight (tonnes)
General Waste	90.41
Recycled Waste	46.06
Other Waste	5.11
<b>Total</b>	<b>141.58</b>

Binding Site has a duty of care to ensure that all waste produced or handled is stored, transported, and disposed of responsibly. All materials generated on the site are fully evaluated for potential contamination. We aim to continually improve the percentage of non-hazardous waste we send for recycling rather than to landfill to demonstrate our commitment to environmental improvements.

Our policy and environmental issues are openly communicated throughout the organisation and all employees are trained in our 'Reduce, Reuse and Recycle' scheme which involves:



**100%**  
of the cardboard  
packaging is recyclable



**33%**  
Recycling rate



# ESG Disclosure Appendix

## Patients Have Opportunity

Improving Patients Lives	Unit	FY21
Number of Freelite tests sold	#	20,752,785
Number of tests sold	#	36,885,519
Number of adverse events	#	0
Number of reportable product recalls	#	8
Customer complaints per 100k tests	#	3.396

Ethical Business Approach	Unit	FY21
Reportable data incidents	#	0
Compliance against required business ethics training	%	100

Strengthening Our Supply Chain	Unit	FY21
New supplier signed up to the Code of Conduct	%	100

## The Planet Has Stability

Respecting the Environment	Unit	FY21*
Water use	m3	6,454
Water from rainwater harvesting system	m3	2,872 <sup>1</sup>

Reducing Our Waste Footprint	Unit	FY21*
Total waste disposed (hazardous + non-hazardous)	tonnes	255.42
Recycling rate <sup>2</sup>	%	33
IT equipment repurposed	units	10

Journey to Net Zero	Unit	FY21*
GHG emissions - Scope 1 and 2 (market-based)	tCO <sub>2</sub> e	509
GHG emissions intensity ratio - Scope 1 and 2 (market-based)	tCO <sub>2</sub> e/m£	3.17
GHG emissions - Scope 1 and 2 (location-based)	tCO <sub>2</sub> e	1,209
Energy consumption from renewable sources	kWh	3,295,264
Total energy consumption	kWh	6,024,109

## Colleagues Have Potential

Valuing Our Colleagues	Unit	FY21
Women in top management position (CLT + ELT)	%	36
Workforce under 40	%	46*
Employee Engagement Survey score improvement vs. Previous year	%	+2.8
Employee Engagement Survey participation rate	%	74

Protecting Our Colleagues	Unit	FY21*
Lost time accidents	#	4
Working days lost	days	8
Stress Survey participation rate	%	65
Team members taking trainings on H&S	%	24






Empowering Our Community	Unit	FY21*
Total charitable contribution	£	17,275 <sup>3</sup>

FOOTNOTE - 1- average use based on number of employees

\*- UK figures 2- Municipal waste recycling rate 3 - 2021 calendar year

# Sustainable Development Goals Contribution

Goals	Alignment to SDG targets	Report relevant section	Page
 Good health and well-being	3.4	Creating value for our customers	13
	3.4	Product innovation	14
	3.9	Protecting our colleagues	31
 Quality education	4.3	Empowering our community	36
	4.4	Developing talented people	23
	4.7		
 Gender equality	5.1	Ethical business approach	17
	5.c		
	5.1	Equality, diversity, and inclusion	27
	5.5		

Goals	Targets	Report relevant section	Page
 Decent work and economic growth	8.5	Equality, diversity, and inclusion	27
	8.7	Ethical business approach	17
	8.8	Protecting our colleagues	31
 Reduced inequalities	10.2	Developing talented people	23
	10.2	Equality, diversity, and inclusion	27
	10.2	Empowering our community	34
	10.3	Listening to our colleagues	22
	10.3	Ethical business approach	17
 Responsible consumption and production	12.4	Holistic approach to reduce our operational waste	41
	12.5		
 Climate action	13.1	Respecting the environment	38
	13.3		
	13.1	Journey to net zero	39
	13.3		
	13.1	Holistic approach to reduce our operational waste	41
	13.3		
 Peace, justice and strong institutions	16.5	Ethical business approach	17
	16.6		
	16.b		