

CORPORATE SOCIAL RESPONSIBILITY REPORT 2023



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Introduction from our CEO

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



Mario Gualano
CEO

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

Founded upon the success of the superior quality and performance of our reagents, our organisation has grown to include eight operating facilities worldwide that work together to globally serve the science of diagnostics for better healthcare outcomes and clinical decision making. Through innovation, partnership, effective delivery and the collaboration of our people, we constantly strive to help set industry standards, engender trust and build our reputation for excellence.

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

I am delighted that over the past two years, we have further increased our focus and resource in the area of corporate social responsibility and consequently our efforts to be more environmentally responsible. Investments in effluent management and the increased use of renewable energy will lead to step change improvements in our performance in these areas over the coming years.

The BBI Story

Our History

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

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

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

1986

The BBI Group was established in 1986 with only 10 staff...

...and had a turnover of less than £1 million.

2000

BBI achieved an MBO in 2000...

2004

... and an IPO in 2004.

2013

We rebranded to bring our complete offering together as BBI Solutions.

2008

The BBI Group was sold to Alere for £85m. Alere are a global POC leader.

2006

Growth continues through product and service, acquisitions and new entities.

2015

In 2015 the BBI Group became an independent company following the acquisition by Exponent Private Equity.

2016

BBI Solutions acquired Novarum DX Ltd.

2018

Invested £14m in new BBI Group Global Headquarters.

2020

June 2020, BBI Group acquires DIARECT AG, establishing BBI as the leading provider of antigens in the autoimmune and tick-borne IVD markets.

April 2020, BBI Group joins the UK Rapid Test Consortium to rapidly develop and rollout Coronavirus tests.

2021

Acquisition of BBI Group by Novo Holdings

2022

January 2022 acquisition of Biotez GmbH and Steffens Biotechnische Analysen GmbH

BBI World Map

Scotland

BBI Edinburgh
- Novarum™

Wales

BBI Crumlin
- Enzymes
- Gold Nanoparticles
- Gold Conjugation
- Lateral Flow
Development and Manufacturing Services

England

BBI Sittingbourne
- Human Proteins
- Serum & Plasma
- Cell Culture Reagents
- Antibodies

BBI Porton Down
- Antibodies

USA

BBI Portland
- Antibodies

Germany

BBI Freiburg
- Antigens

BBI Berlin
- Streptavidin Products
- Oligos
- Mycotoxin/Vitamin IAC

BBI Ebringen
- Autoimmune ELISAs

China

BBI Shanghai
- WFOE

South Africa

BBI Cape Town
- Enzymes

Certifications and Awards

In 2022 we were awarded a Bronze award for sustainability from the widely recognised accreditation body **EcoVadis**.

All our facilities are certified to internationally recognised Quality Systems standards ISO 13485:2016 and ISO 9001.

We hold the cGMP Manufacturing License for Active Pharmaceuticals in our facility in Cape Town.



External Accreditation

At BBI, we endeavour to improve performance within Sustainability including areas such as Environmental, Sustainable Procurement, Social and Ethics. EcoVadis is an internationally recognised accreditation body and in partnering with such an organisation we have been able to improve our sustainability performance and share our successes with our customers and suppliers. In 2022, BBI achieved Bronze Certification following an initial assessment. We continue to work hard to implement processes and policies to aim for silver, gold and platinum certification by 2025.



More information about BBI Solutions can be found online at bbisolutions.com

UN Sustainable Goals

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

1



No Poverty

2



Zero Hunger

3



Good Health and Wellbeing

4



Quality Education

5



Gender Equality

6



Clean Water and Sanitation

7



Affordable and Clean Energy

8



Decent Work and Economic Growth

9



Industry, Innovation and Infrastructure

10



Reduced Inequalities

11



Sustainable Cities and Communities

12



Responsible Consumption and Production

13



Climate Action

14



Life Below Water

15



Life on Land

16



Peace, Justice and Strong Institutions

17



Partnerships for the Goals



We have aligned our approach to these goals, with particular attention paid to five specific pillars of sustainability.



More information about BBI Solutions can be found online at bbisolutions.com

 Good Health and Wellbeing

At BBI we take our responsibility for providing our colleagues with access to a number of Health and Wellbeing platforms very seriously. As we continue with our wellbeing strategy, BBI made the mental health at work commitment. As part of this strategy, we offer support to all our colleagues on the main three pillars of wellbeing, Mental, Physical and Financial.

BBI continue to develop the network of Mental Health First Aiders across the business, with further role out plans for our sites in the USA and Germany through 2023.

As part of our standard offering of Employee Benefits we offer our employees a suite of benefit options such as life Assurance, Group Income Protection, Private Medical Insurance.

We also offer the following services:

Help at Hand
Offers support not only to our employees but also to family members. This includes access to Digital GP appointments, Mental Health support, Physiotherapy and Life, Money and Wellbeing support.

Life Works Perks & Savings
Offers a wide range of support to our employees on a range of everyday issues including work, family, relationships, money and health. This service also offers legal advice on domestic issues, motoring offences, wills, probate, debt and personal injury. In 2022, this benefit was enhanced to incorporate discounted gift cards, online cash back offers and discounted cinema tickets.

Aviva Wellbeing
Offers fitness support in the form of a mobile application that provides employees with a personal programme to support their lifestyle, fitness level and their own lifestyle goals. Access to coaches who can provide support for questions related to fitness, nutrition or sleep. In addition to this the app provides access to resources to support financial wellbeing. In 2022, we launched a monthly financial drop-in clinic with our independent financial advisors.

Aviva Mental Health Pathway
Launched in April 2021 and provides employees with a broad range of evidence-based treatments and includes access to face-to-face treatment including psychiatrists, psychologists and counsellors.

Tech Scheme
Launched in 2022, which provides our employees with the opportunity to purchase electrical items and spread the costs over 12 months using a salary sacrifice whilst also saving on national insurance.



The BBI Senior Leadership Team recognises and values a diverse workforce globally, we believe in the potential of innovation and our people. Our business is built on bringing out the best in people nurturing talent and fulfilling all our ambitions.

We follow an inclusive approach to recruitment, talent management and development. In 2021, we set ourselves an ambitious target that 30% of our resource needs will be met internally and exceeded expectations with 36.31% by year end.

Secondments provide an important tool for career development and succession planning for women in BBI in leadership and technical roles. In this report period 55% of secondments were filled by women, the higher proportion of those opportunities sat within the Upper Middle and Upper pay quartiles.

BBI provides learners with a broad portfolio of accessible courses and workshops. Building on the successes of the Chwarae Teg's Agile Nation 2 Women's Career Development Programme aimed at busy working women to achieve an accredited Level 2 Leadership and Management qualification, BBI enrolled 31 employees in ILM Qualifications, Levels 2 to 5 in 2021 where 61% were women.

Project Management courses have attracted 82% of women and new course additions include Engineering and Finance. Further funded skills programs were launched in 2022 to support computer-based skills and our Continuous Improvement strategies.

In its second year, females made up 60% enrolled in the BBI Career Pathways program (57% in 2020). The program develops skills and knowledge to support career progression, whether in the same field of work or wider. On-the-job training forms a key part of the program, supported by coaching, shadowing, and mentoring. Development is structured into the working day to ensure our employees receive access, time and resources.

BBI's Talent Hub launched in November 2020 providing a suite of support materials and online platforms with an extensive offering of self-learning courses and geographically located qualified training and resources aligned to BBI's core competency framework.



Retaining and attracting talent is critical to our success, we have expanded the Hub in 2022 to include bespoke materials that support line management skills in recruitment and selection and handbooks that will enhance our candidate's experience.

The Science of BBI lecture series, launched in November 2020 has provided live and recorded content targeted at both scientific and non-scientific employees to develop their skills and knowledge in the methodologies and processes at the heart of what BBI does.

In 2022, we have worked to enhance the onboarding experience of new employees.

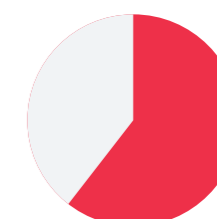
Looking at the wider Diversity and Inclusion agenda, recruitment and selection toolsets have been fully refreshed to reflect current thinking and trends. We are committed to closing the gender pay gap. We believe by being open and transparent and confronting the challenges we face in a highly competitive market for talent, will make BBI a more diverse and inclusive place to work.



More information about BBI Solutions can be found online at bbisolutions.com

BBI employees enrolled in ILM Qualifications

61% women



An inclusive approach to recruitment



We continue to invest in clean technologies to reduce our water usage. Installation of a state of the art Effluent Water Evaporation System will allow us to potentially reduce our current usage by more than 50%.

Testing confirmed that the proposed system would recover 95% water, which would meet BBI's discharge consent specifications. The recovered water also has the potential to be recycled for process washing purposes.



95%

water recovery



“LAT Water has demonstrated a step change energy efficient solution for treating contaminated water which could form a key technology within the UK’s drive to reduce energy use and consequently achieve reductions in carbon emissions.”

Paul McKinney

BEIS IEEA Programme Manager
at the Carbon Trust

Reducing our wastewater & consumption



More information about
BBI Solutions can be found
online at bbisolutions.com

At BBI we aim to have affordable and clean energy across all our sites globally. We have taken the following steps to help us achieve this;

Renewable Energy

We are currently working with a third party to realise the potential for Renewable Energy at our largest facility by 2025*. This will help us to reduce our grid energy demand.

Solar Panels

As we continue to reduce our energy consumption across our facilities, we are also planning to increase % amount of energy from renewable sources. We have researched the possibility of producing our own green energy and through the course of 2023-2026 we will be installing solar panels across our facilities.

Health and Safety Improvements

We continually review the Health and Safety implications of our operations. Across our business we are investing in a number of infrastructure improvements to remove harmful substances such as Asbestos. These investments not only improve the Health and Safety of our employees and the communities in which we operate; they also facilitate future infrastructure for renewable energy.

Cycle to Work

We encourage our employees to take a more environmentally friendly commute to work by offering a Cycle to Work scheme and have introduced electric car charging points. In addition, we are working with an external provider to improve employees access to greener electric vehicles.

Investing in world class facilities



Repurposing Waste

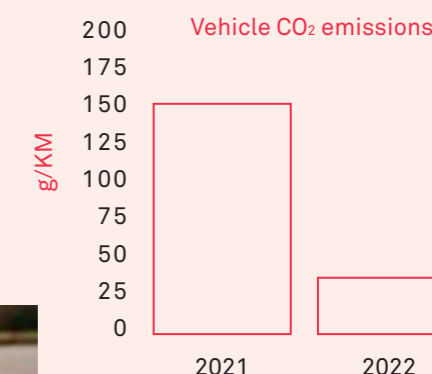
In more recent years, BBI Solutions has largely focused on reducing general waste, increasing recycling and ultimately striving for a zero to landfill approach. Through many projects across our global sites, our rate of improvement began to slow as our ratio of recycling, versus general waste, exceeded internal targets. Despite achievements, we continue to seek alternative methods of disposal and ultimately further improve our management of general waste.

Our site in Cape Town is a high-volume operation and in turn has the potential to generate high volumes of waste as a biproduct of our production. Our largest waste stream, Ammonium Sulphate, forms 85% of our total waste volumes. Ammonium Sulphate has various contamination levels from animal and plant biproduct. However BBI solutions, in partnership with our long-term waste management supplier, compost the waste producing a fertiliser to be utilised at local farms. As a result, the whole waste stream is re-used and benefits the local community and economy.



Electrical Vehicle Infrastructure

At BBI we are committed to the electric vehicle movement. Across all of our facilities, we are investing in electrical vehicle infrastructure. In the UK, we have implemented 18 x 32A Electric Car Charging points for our employees to use. Furthermore, and to reduce our carbon emissions, BBI have invested in Hybrid company vehicles.



More information about BBI Solutions can be found online at bbisolutions.com

Environment and Energy

At BBI we strive to be a recognised safe, healthy and environmentally responsible organisation by reducing our impact on the external environment and ensuring a healthy and safe internal environment. We have implemented environmental, health and safety policies that comply with local regulations in each of our operating countries and are working towards internationally recognised standards such as ISO14001 and ISO45001 at all our operating facilities.

Environmental responsibility

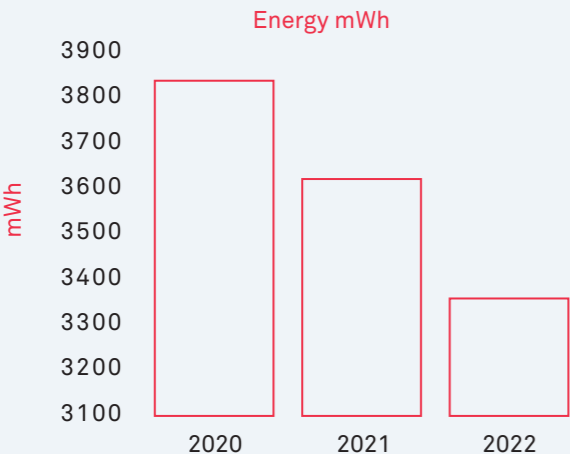


Waste Initiatives

In 2022, BBI expanded its global Waste initiative, which was initially introduced in 2019 as a pilot scheme at our Headquarters in Crumlin, UK.

Each operational department participated in a review of their waste streams to increase recycling and decrease general waste. Some departments have improved from recycling zero waste to recycling 100% of their waste. Since the implementation of the above, globally we now recycle circa 75% of our waste. In addition, procedures were introduced to sustainably decontaminate recyclable material, which historically would be disposed of via hazardous waste due to hazardous chemical contact. Through 2023, the results of these new procedures will be observed and further implemented across our global sites.

In 2022 we completed a further 17 projects in the UK specific to Environmental and Energy Improvements to add to our 39 projects completed the previous year. As a business we are actively engaged and committed to longer term alignment with the Energy Saving Opportunity Scheme (ESOS). BBI Solutions are taking steps wherever possible to reduce our energy consumption.



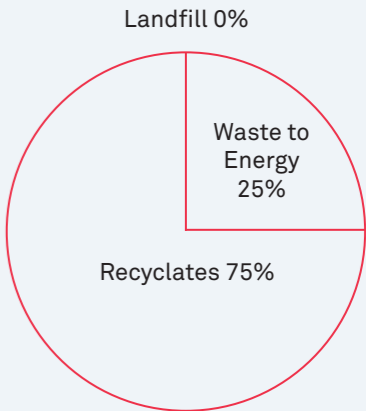
For example we have:

- ➔ Set temperature points throughout our Global Sites along with timers to control our energy consumption
- ➔ Evening and weekend shutdowns
- ➔ Provided electrical charging points available to employees at multiple sites
- ➔ Completed awareness campaigns across all sites in relation to energy reduction
- ➔ Motion sensitive lighting
- ➔ Moved to more energy efficient LED lighting to reduce energy consumption at multiple sites

Throughout 2022 our efforts in our planned energy saving activities and methodologies have enabled us to reduce our energy consumption across our UK sites by a further 280,000 kWh for the year.



2022 Waste Summary



More information about BBI Solutions can be found online at bbisolutions.com

BBI Values



Precision



Partnership



Potential



Empowerment



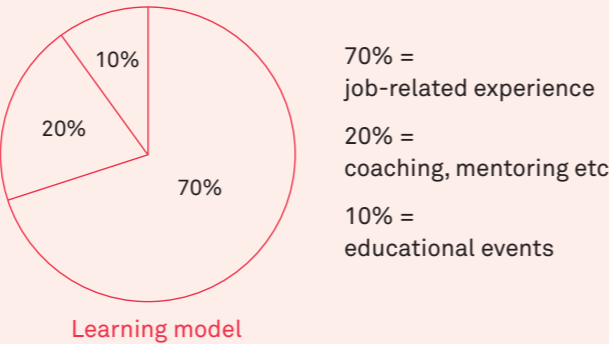
Investing in people

Our Colleagues

We have over 500 colleagues across all our global sites. We have benchmarked all our employee benefits across all our global markets and customise them to ensure they are fair and competitive.

We have a successful succession planning process to identify internal talent and increase the availability of experienced and capable employees to benefit from access to formal leadership and management or technical qualifications to accelerate their ongoing development.

We are committed to the personal and professional development of all employees and advocate the '70/20/10 learning model'. 70% of learning occurs through job-related experience and projects, 20% through coaching, shadowing, buddying or mentoring, and 10% through formal educational events.



The BBI Career Pathways program began as a pilot at the start of 2020 and resulted in a phased roll-out across our operations and quality teams globally. The program provides skills and knowledge development to support career progression, whether that be in the same field of work or wider opportunities. On-the-Job training forms a key part of the pathways program supported by coaching, shadowing, and mentoring. Development is structured into the working day to ensure access, time and resources are provided to our employees.

Introduction to Product Stewardship



Position:	Product Stewardship Specialist
Location:	Crumlin, Wales
Joined BBI Solutions:	2013
Education:	BSc Biochemistry

Your role at BBI

I work within the Global Quality and Regulatory function supporting BBI's product stewardship programme. Product stewardship is a product-centred approach to environmental protection and sustainability. The team here is responsible for the management of products throughout their lifecycle including manufacturing, product sale, market use and disposal. We are working towards reducing our environmental footprint of our products and processes by working with suppliers that share the same vision; staying ahead of material restrictions to ensure products can be sold in international markets and encouraging greater transparency of product regulations to our customers.

How it works day to day

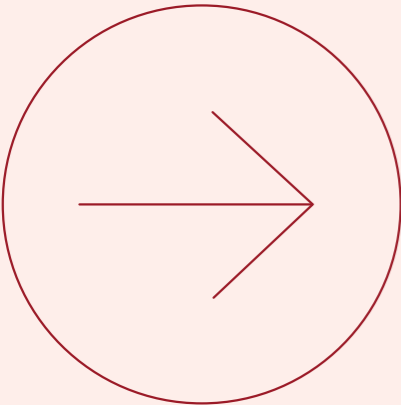
The day-to-day life of a product steward is a dynamic one. I work proactively with the team to identify risks across the business that may impact our products from a regulatory perspective. We do this through researching various sources including regulatory bodies, governmental guidelines and regulatory subscriptions and putting actions together as required. We interact with other functions within the business to provide support during the implementation of the changes needed to develop processes to achieve what is necessary and ensure education is delivered to both employees and customers. Most recently, we have been working on bringing our processes in line with the *In Vitro* Diagnostic Regulation, working closely with our customers to ensure their requirements have been met.

And your journey here

After university, I knew I wanted to stay in Wales for work and so joined the BBI team within the contract services department at the then Cardiff Facility based in Llanishen. The team worked to develop lateral flow tests from proof of principle concepts right through to full scale manufacture at the facility. I transitioned into the Quality and Regulatory team in 2019 as my interest in regulations had grown through working on the development team and moving into the product stewardship programme was the perfect opportunity for me to learn more. The regulatory landscape is constantly changing, and I am looking forward to overcoming the challenges that BBI may face in the future.



More information about BBI Solutions can be found online at bbisolutions.com



Employee recognition



Introduced in 2020, our recognition programme encourages employees to nominate colleagues from across all our operating sites for an award.

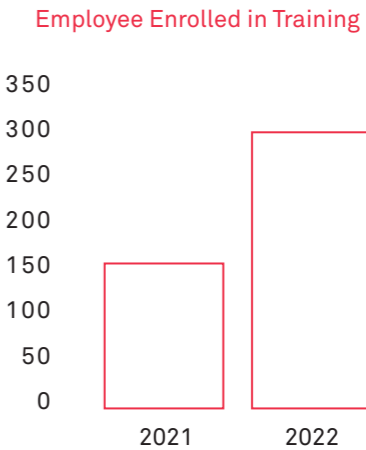
The BBI Employee of the Month recognises outstanding performance or performance over and above that expected of the job role in line with BBI's core values of Precision, Partnership, Empowerment and Potential. Over 500 employees across our global sites have been recognised through this programme since its inception.

“Our Vision is to realise the potential of our people by creating a place where employees are proud to give their best by living our values through everything we do.”

During 2022 many of our colleagues took part in some learning to enhance their current skills or help them develop new ones. Our aim is to ensure we have the capability to meet the growth and profit aspirations of the business by ensuring there is a culture of continuous learning and development.



In 2022 our commitment to learning and development almost doubled across our sites.



Through our annual performance reviews, our management teams will continue their focus on creating and implementing development plans for their teams, along with support from Human Resources and will be encouraging our colleagues to develop existing skills or learn new skills. We believe with the continued support of our employee engagement programme we will continue to see a positive impact on our turnover and levels of employee engagement.

Ethical procurement

At BBI we manage our Supply Chain considering the wider Social and Ethical, as well as Economic impact to our supplier base, its employees and environment.

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

We ensure this through our processes from the onboarding of new suppliers, ongoing audit and through the whole life cycle of material and services supply. As part of the Supplier onboarding process, we review and record our partners commitment to Human Rights through declaration of adherence to the UK's Modern Slavery Act, Conflict mineral avoidance regulations (Dodd Frank Act) and Ethical sourcing within their wider Supply Chains. We train our procurement teams in formal Chartered Institute of Purchasing and Supply (CIPS) Ethical sourcing practices and our key suppliers and partners are now documented in our QMS as adhering to our requested declarations on all aspects of human rights.

In addition, and to serve our customers who enable millions of diagnostic tests each day, we have often procured materials in the most sensitive of situations. Working with hospitals and patients we procure sera in line with all internationally recognised laws and regulations.



More information about BBI Solutions can be found online at bbisolutions.com



The Challenges Ahead

Our world is waking up to the impacts of climate change and governments are taking steps to reduce the impact of human activity on the Environment.

At BBI we will continue our journey of Corporate Social Responsibility and ensure we play our role in a cleaner, healthier world. Here is a summary of the challenges and commitments we are undertaking through to 2025.

Good Health and Wellbeing

We will continue our journey to improving and supporting employee wellbeing, we will focus on achieving all 6 of the Thriving at Work standards. As well as rolling out our Mental Health First Aider training to our global sites. We will continue to partner with key organisations, such as the UK cycle to work scheme, and encourage active transport to improve general wellbeing and reduce carbon emissions. We aim to make 30% of all commutes to BBI sites 'green' by 2025.



Gender Equality

Diversity and equality remain at the forefront of our culture at BBI and we will continue to ensure all employees and prospective employees have equal opportunities through many initiatives worldwide. We will continue to invest in people and underpin this by increasing our training budget by 50% through to 2025.

Clean Water and Sanitisation

Recognising that we continue to operate in parts of the world that are challenged by drought and severe weather. We will invest further in ensuring that we protect water sources and minimize our impact on the local environment



50%
increase in
energy from
renewable sources
through to
2025

Opportunities
& challenges

Affordable and Clean Energy

Through to 2025 we will be introducing more LED lighting across our operational sites and we aim to reduce the energy consumption across our facilities by 20% and increase the percentage of energy from renewable sources by 50%.

Responsible Consumption and Production

We recognise the problem of plastic waste in our industry and the industries we serve. Across our business we will continue our work with customers and suppliers to reduce our plastic consumption. Furthermore, we will target projects to reduce our total waste and increase the percentage of recyclable waste further



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