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Introduction from our CEO

At BBI our mission is to serve the science of diagnostics. 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.



Founded upon the success of the superior quality and performance of our gold reagents, our organisation has grown to include six 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 are a determined and dynamic 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.

During our financial year 2020, we have further increased our focus on corporate social responsibility. At BBI we strive to be more environmentally responsible. We have taken many steps as a company to achieve this, from updating our global waste management processes, introducing electrical charging points for vehicles at our HQ and reducing our facility footprint through specific UK site consolidation. Over the last 2 years we have emphasised our focus on Continuous Improvements efforts across all sites which many of our colleagues have engaged in and driven forward with these improvements which have in turn led to a number of environmental and energy savings.

In the coming years we will continue and build on the good work that has already taken place in 2020.

Our History

BBI was founded in 1986, as a spin-out from Cardiff University, the company 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 transformed 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 30 years, so you know you're in safe hands.

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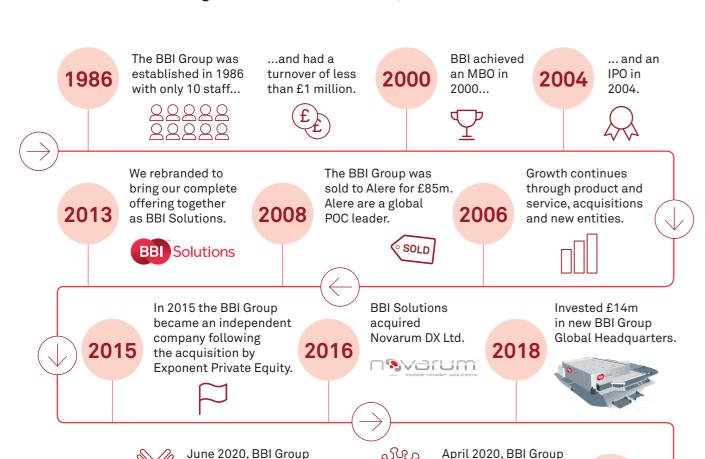
Test Consortium to

rapidly develop and

rollout Coronavirus

tests.

2020



acquires DIARECT AG,

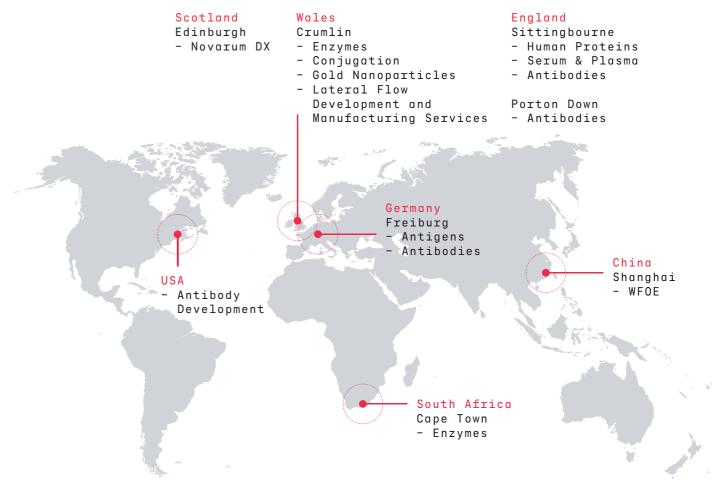
establishing BBI as the

in the autoimmune and

tick-borne IVD markets

leading provider of antigens

BBI World Map





Certifications and Awards

All our facilities hold the ISO 13485:2016 certification.

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









Affordable and **Clean Energy**







Partnerships for the Goals



Zero Hunger





Decent Work and Economic Growth



Sustainable Cities



Life Below Water





and Wellbeing





Industry, Innovation and Infastructure







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

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





"Training to become a Mental Health First Aid (MHFA) has provided me with the opportunity to increase my understanding and awareness of Mental Health conditions and the different effects these have on us. The training also provided me with the right skills to be able to effectively support individuals who may be experiencing crisis or ill mental health."

Good Health and Wellbeing

At BBI we take our responsibility for providing our team with access to a number of Health and Wellbeing platforms very seriously. We launched a number of initiatives that aim to provide our colleagues with this and we will continue working on our Wellbeing Strategy in 2021/2022 to ensure that we maintain standards and continue to provide the support to our colleagues and their families. As part of this strategy we offer support around the three pillars of wellbeing, Mental, Physical and Financial.

In 2019 we took steps to make BBI a safe place for employees to talk about Mental Health issues, this is evident in the introduction of Mental Health First Aiders across the UK. We have 20 Mental Health First Aiders across our 4 UK sites, 5 in Cape Town, and continue to roll the service out across other facilities.

As part of our standard offering of Employee Benefits we offer our UK employees Life Assurance, Group Income Protection, Private Medical Insurance which includes support with Muscloskeletal complaints.

In addition to this we also offer the following services;

Help at Hand which offers health 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 which offers a wide range of assistance 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.

As part of a new initiative for 2020 called Aviva Wellbeing, we offer fitness support that provides employees with a personal programme to support their lifestyle, fitness level and their own lifestyle goals. It includes access to coaches who can provide support for questions related to fitness, nutrition or sleep. From 2021 the service will offer content to support financial wellbeing. In 2020 we offered a range of Financial Clinics to our employees that provided additional support and guidance and covered areas such as Pensions, Life Assurance and Will writing.

Gender Equality

At BBI our Senior Leadership Team already recognises the value of a more diverse workforce by embedding an inclusive approach to recruitment, talent management and development. We have introduced the following activities to foster the right environment for women to feel empowered and supported to achieve their career ambitions.

A new succession planning process has been developed which has been rolled out across the group from 2020, linking with our existing performance management cycle. This will support and track our internal talent, increasing the availability of experienced and capable employees to prepare them to fill future leadership and specialist technical and commercial roles.

Partnerships with government bodies provide additional routes to resources and enhances our talent pipeline through graduate and apprentice schemes. Establishing strong relationships with local Universities and Higher Education providers will be a critical part of our future success.

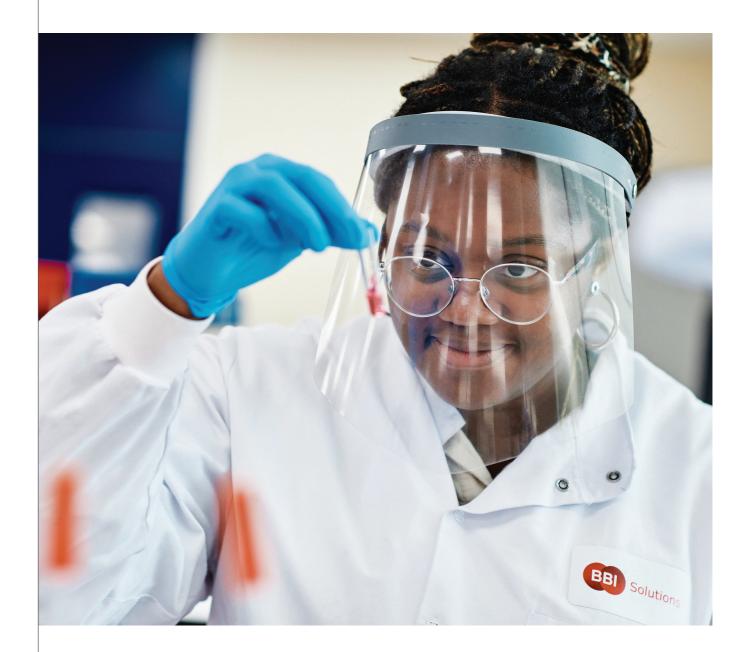
We have engaged the services of non-government organisations that promote or have a focus on women's career development. This includes Chwarae Teg, Code Clan and Girl Geek Scotland.

Chwarae Teg is a charity working to ensure that women in Wales can enter the workplace, develop their skills and build rewarding careers. Their Agile Nation 2 Women's Career Development Programme is aimed at busy working women, the programme delivers free training to achieve an accredited Level 2 Leadership and Management qualification, as part of a tailored package of learning to help women gain the knowledge, confidence and skills to support their development and progression in the workplace. We rolled out this programme in 2019 and it continued through 2020 and beyond, so far 15 of our female colleagues have enrolled on the programme with Chwarae Teg.

Code Clan is Scotland's first and only award-winning and industry-led digital skills academy which BBI use to bridge digital skills gaps with specific focus on software development. In addition to accessing local development resources, Code Clan provides a new recruitment channel to BBI.







Girl Geek Scotland is aimed at women working and studying in tech, creativity, computing, enterprise and related sectors in Scotland. In addition to the range of technical, leadership and soft skills workshops and development opportunities available, we have wider access to new networking events for women within Scotland.

At BBI we actively encourage all women to participate in the online learning platform *Engage in Learning*.



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

A full range of course modules which supports our focus on leadership, management, and coaching skills. 7% of our colleagues who work part time, are female, online courses give them full control over their own learning, with the ability to access learning when they need it and fit it into their working day.

We are committed to closing the gender pay gap and increasing the diversity of team members occupying senior positions within all areas of our business. We are confident we are focusing on the right areas and have a robust plan in place that is capable of delivering this change.

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Clean Water and Sanitation

We operate in parts of the world where access to clean water can be challenging, with regular droughts impacting our operations and employees alike. In addition, we utilise many different chemicals at our manufacturing facilities and take several steps to minimise our impact on the local environment.

Sustainable

water treatment plant commissioned

Our facility in Cape Town, South Africa faces significant challenges when it comes to water supply. In 2015 the city of Cape Town began experiencing a drought that was followed by three consecutive years of dry winters. Water levels in the City's reservoirs declined from 72% in 2014 to less than 35% by 2018. We have successfully approved and commissioned a SANS241 water treatment plant in Cape Town, South Africa facility that purifies ground water for use in our production facility and therefore minimises the impact we have on the municipal supply ensures business continuity in the event of water shortages.



In our largest facility we have implemented an effluent wastewater treatment process. Our wastewater is collected on site and then undergoes treatment and neutralisation before being allowed back into the public water course.

We will continue to explore new and different methods to recycle the water across all our production facilities to help us reduce our wastewater and consumption.





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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;

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

*subject to local planning

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.

Our recently acquired site in Freiburg, Germany, is located within a sustainable and green city. The historic city began its sustainability journey back in the early 1970's and places emphasis on cycling, walking and public transport in an effort to be more environmentally friendly. As well as this they have implemented low-energy buildings across they city.

Investing in world class facilities





Responsible Consumption and Production

Maine Biotechnology Services

In 2017 BBI acquired Maine Biotechnology
Services, this facility offer a range of antibody
services, from design and development to
production and characterisation of antibodies.
Prior to BBI's acquisition, one of the services
provided was in-vivo monoclonal antibody
production. This service was offered under an
approved Assurance with NIH (National Institute
of Health) and OLAW (Office for Laboratory
Animal Welfare) and was audited by the IACUC
every 6 months.

Despite the high standard of welfare, the decision was made to discontinue in-vivo production of monoclonal antibodies. The service was ceased in 2019 and now all monoclonal antibody production services are produced by in-vitro methods. In-vitro monoclonal antibody productions are completed on site in a controlled environment.



Conflict Minerals

We have strict supply chain processes in place that ensure all gold is ethically sourced from smelters in the US and Canada who are listed in the Conflicts Mineral Reporting Template, developed by the Responsible Minerals Initiative. This helps to ensure that any products entering our supply chain are not Counterfeit, Fraudulent or Suspect Items that are being marketed as legal goods. Some of our products at BBI include gold, which is considered a conflict mineral.

Our supply chain process is also compliant with the Dodd Frank Act which was passed in 2010 by US Congress which requires companies to disclose their source of mineral supply and allow their supply chains to be traced and audited to ensure compliance. This law is aimed at dissuading companies from using suppliers in countries that use profits from the mining of these minerals to support regional.

Clean in Place Methodology

In January 2018, our Crumlin UK Facility was opened with the amalgamation of our Dundee, Cardiff and Blaenavon sites into the one site. Historically, the Enzymes manufacturing process originating in Blaenavon was a wet process whereby circa 10,000L of water was utilised each day to wash down the area, equipment, and waste product. The move to Crumlin changed the process to a 'Clean in Place (CIP) methodology', reducing water usage to clean by around 90-95%.



Environmental responsibility

In 2018 we increased our focus on Operational Continuous Improvement activities across all our sites. Since then we have increased training on 5s and Lean Methodologies, we have provided Lean Training including, Green Belt and Black Belt training across our UK sites. In 2020 we completed 38 projects in the UK with a large focus on Environmental and Energy saving projects as well as Technical Projects. Within our Continuous Improvement projects we observe the Energy Saving Opportunity Scheme (ESOS) requirements and we are taking steps wherever possible to reduce our energy consumption, for example we have;





- Set temperature points throughout our opertational building along with timers to control our energy consumption
- Evening and weekend shut-downs
- Renewable energy sources
- Provided electrical charging points available to employees at our HQ
- Launch awareness campaigns across all sites
- Motion sensitive lighting
- Moved to more energy efficient LED lighting to reduce energy consumption

Throughout 2020 our efforts in planned energy saving activities enabled us to reduce our energy consumption across our UK sites by 500,000 kWh for the year.

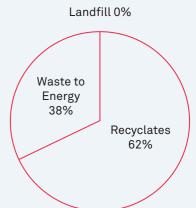


In 2019 BBI launched a global Waste initiative. Following the success of our Zero to Landfill initiative we are focussing on increasing our recycling across our global sites.

We carried out rigorous audits of the various waste streams and it became apparent that improvements were achievable. We have subsequently updated our waste disposal methods targeting significant general waste reductions. We actively promote recycling across our sites by increasing recycling receptacles and decreasing general waste receptacles. This has had a positive impact on our Waste to Landfill ratio with an improvement from 25% recycled to 62% recycled waste.



Quarter Four 2020 Summary



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Partnership



Potentia





Solutions



We have over 450 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. In 2020 we launched our first Employee Engagement survey giving employees a greater say in how we run the business.

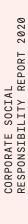
We have transitioned to a 'Talent Culture' with the goal of enabling self-ownership of an individual's learning and development. The succession planning process rolled out across the group in 2020, to identify internal talent and increase the availability of experienced and capable employees to benefit from access to formal leadership and management or technical qualifications to accelerate their ongoing development. Access to ILM qualifications was significantly expanded with 50 employees embarking on qualifications in Leadership and Management.

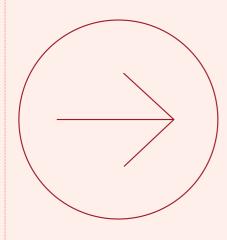
We are committed to the personal and professional development of all employees and advocate the '70/20/10 learning model'. 70% of learning occurs through job-related experience and projects, 20% through coaching, shadowing, buddying or mentoring, and 10% through formal educational events.

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.



We want to ensure our colleagues feel committed to BBI's goals and values and motivated to contribute to organisational success, whilst at the same time enhancing their sense of wellbeing.





Employee recognition

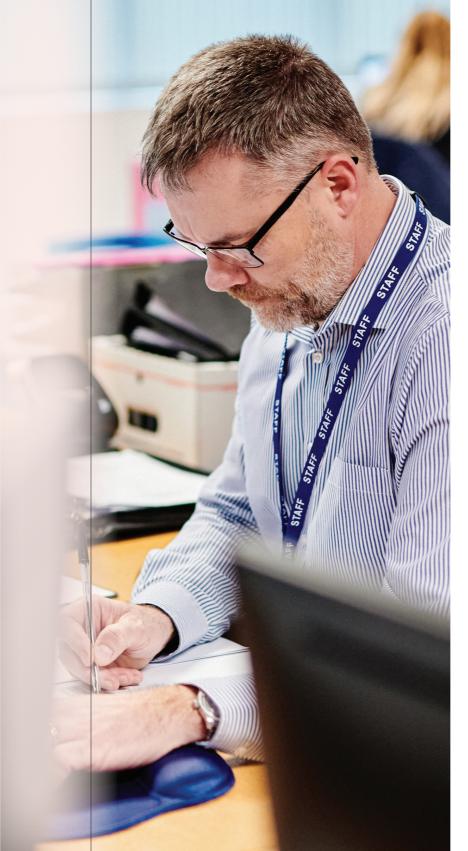


To develop the potential of our people by creating a place where employees are proud to give their best by living our values through everything we do.

At the BBI Group, we value the contribution made by our colleagues and are committed to rewarding behaviour, which results in outstanding contribution and achievement.

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.



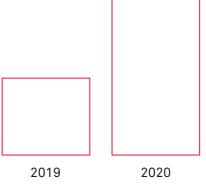


"Our investment in learning and development more than doubled"

During 2020 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.

Through our annual performance review process, our Management teams 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 continued reduction on our employee turnover and levels of employee engagement.

Learning and Development total expenditure





Suppliers

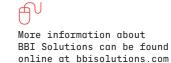
At BBI we manage our Supply
Chain considering the wider
Social and Ethical, as well as
Economic impact to our supplier
base, its employees and
environment.

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.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.





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 'active' by 2024.



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

Our world is waking up to the problem of plastic waste and across our business we will work with customers and suppliers to reduce our plastic consumption. We will continue to work on reducing our impact on the environment using targeted projects to reduce our total waste and increase the percentage of recyclable waste further.











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