

SUSTAINABILITY OVERVIEW



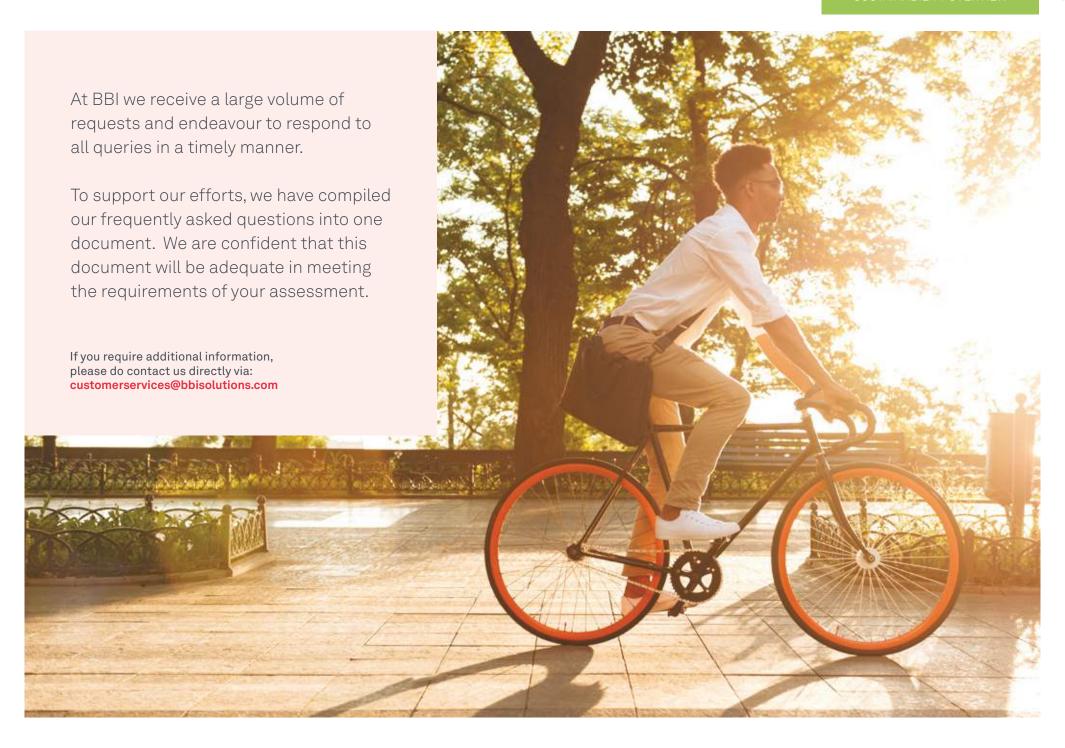


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- 04 General Company Information
- 05 Governance Policies
- 05 Audits and Assessment Participation
- 06 External Reporting
- 06 Quality Management System Information
- 06 UN Sustainable Goals
- 07 Resource Management & Development
- 07 Environmental Health & Safety Procedures
- 08 Customer Engagement & Health & Safety
- 08 Waste Procedures
- 08 Sustainability Processes
- 08 Security Procedures
- 09 Procurement Processes
- 09 Employee Engagement
- 09 Community Engagement
- 10 Useful Links









GOVERNANCE POLICIES

- + Corporate Criminal Offence Policy
- + Social Media Policy
- + Anti-Corruption & Bribery Policy
- + Code of Conduct Policy
- + ESG Policy
- + Whistleblowing Policy
- + Anti-Harassment and Bullying Policy
- + Equal Opportunities Policy
- + Modern Slavery Statement
- + Code of Ethics Policy
- + Privacy Policy
- + Data Breach Notification Policy
- + Supplier Code of Conduct Policy
- + Expenses Policy







AUDITS & ASSESSMENT PARTICIPATION

- + Energy Saving Opportunity Scheme (annual data submission and 4-yearly audit)
- + Streamlined Energy and Carbon Reporting (annual)
- + EcoVadis (annual)
- + External Sustainability Audit (annual)
- + Climate Change Risk Assessment (annual)
- + Materiality Assessment (annual)
- + Stevenson and Farmer Wellbeing Standards













EXTERNAL REPORTING

- + Corporate Social Responsibility Report (bi-annual)
- + Gender Pay Gap Report UK Only (annual)
- + EcoVadis (annual)

QUALITY MANAGEMENT SYSTEM INFORMATION

- + ISO Certification ISO 13485:2016 certified ISO 27001:2022 certified
- + Certification body BSI
- + Information Security Certification Cyber Essentials Plus
- + REACH compliance Yes
- + FDA Establishment Registered Yes (reg. no. 3014684020







UN SUSTAINABLE GOALS

We have aligned our approach to the UN Sustainable Goals with particular attention to five specific pillars of sustainability:

- + Good Health and Wellbeing
- + Gender Equality
- + Clean Water and Sanitation
- + Affordable and Clean Energy
- + Responsible Consumption and production

RESOURCE MANAGEMENT & DEVELOPMENT

+ Personnel Training and Qualification Procedure







ENVIRONMENTAL, HEALTH AND SAFETY PROCEDURES

- + Business Continuity Plan
- + Global Risk Management Procedure
- + Global General Risk Assessment Form
- + Global Manual Handling Risk Assessment Form
- + Global Hazardous Substance Risk Assessment Form
- + Global Display Screen Equipment Assessment Form
- + Global Environmental, Health & Safety Policy Statement
- + Global General Environmental Health & Safety Policy
- + Global Accident, Near Miss & Safety Observation Policy
- + Global First Aid Policy
- + Global Hazardous Substance Policy
- + Global Contractor Management Policy
- + Global Lone Working Policy
- + Global Environmental Policy
- + Global H&S New Material Introduction Policy
- + Global Safety Data Sheet Policy
- + Work at Height Procedure
- + General Conditions for Working in the Category II Laboratories
- + Personal Protective Equipment Procedure
- + Spills Procedure
- + Fire Procedure
- + BBI Solutions Permit to Work Control Certificate
- + New and Expectant Mothers Risk Assessment Procedure

CUSTOMER ENGAGEMENT & HEALTH & SAFETY

- + Safety Data Sheets
- + Certificate of Analysis
- + Certificate of Conformance
- + Failure Modes and Effects Analysis (FMEA)
- + Recall Procedure
- + Complaint Procedure
- + Customer Sales and Enquires Procedure



WASTE PROCEDURES

- + Procedure for the Disposal of Waste
- + Procedure for Processing Biohazardous or potentially Biohazardous material
- + Disposal of Hazardous Substance Waste



SUSTAINABILITY PROCESSES

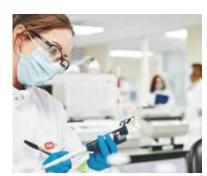
- + Materiality Assessment (Annual) (Internal)
- + Climate Change Risk Assessment (Annual) (Internal)
- + Corporate Social Responsibility Report (Bi-annual)
- + Sustainability Questionnaire Standard Response
- + Sustainability Supplier & Customer Questionnaire
- + Sustainability KPI Dashboard (Internal)
- + Global Sustainability Hub (Internal)
- + Scope 1 3 Reporting

SECURITY PROCEDURES

- + Security Responsibilities
- + Security Vetting
- + Identification of Sensitive Information
- + Information Security
- + Security Incident Management policy
- + Control of access to archive room and secure information policy
- + Security Communications

PROCUREMENT PROCESSES

- + Purchasing Controls Procedure
- + Approved List of Suppliers
- + Supplier Assessment Process
- + Procurement to Payment (P2P)
- + Material Ordering Process
- + Supplier Code of Conduct Questionnaire
- + Supplier Code of Conduct Risk Register
- + Supplier Contract Clause
- + Supplier Quality Agreement Template
- + Terms & Conditions of Sale
- + Terms & Conditions for Purchasing
- + External Supplier Audit Checklist
- + Endangered Species Statement







EMPLOYEE ENGAGEMENT

- + Employee Engagement Survey (annual)
- + Employee Engagement Forum
- + Environmental, Health and Safety Committee
- + New Starter Onboarding Diversity, Equity & Inclusion Survey
- + Employee Benefits Schemes
- + Collective Agreements on Working Conditions (applicable sites only)
- + Governance Policy Read and Acknowledgement (annual)
- + Sustainability Awareness and Training
- + Sustainability Employee Goals and Objectives

COMMUNITY ENGAGEMENT

- + STEM Involvement & Career Events
- + Charity Work & Event Participation (Chosen Charity at each site)
- + Litter Picking Events
- + Voluntary Blood Donations during work hours
- + Equipment Donations to local schools and universities

USEFUL LINKS

- + Corporate Social Responsibility Webpage
- + ISO Certifications
- + Gender Pay Gap Report
- + BBI Terms and Conditions for Sale
- + BBI Terms and Conditions for Purchasing
- + Privacy Notice
- + Customer Services
- + Careers
- + Employee Testimonials
- + Contact Us & Site Details



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