

Environmental / Sustainability Statement

Issue Date: 22/05/2023
Last Review Date: 22/05/2024
Next Review 22/05/2025

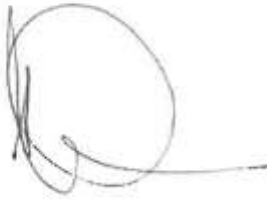
Bio Laboratories Limited is committed to reducing the impact of its activities on the environment.

The key points of its strategy to achieve this are:

- **PRODUCTS / SERVICES**
To source and promote a product range that minimises our environmental impact by identifying and promoting products that are environmentally friendly such as those made from sustainable materials and with a lower carbon footprint.
- **EMPLOYEE / STAFF WELLBEING**
To provide sustainability training and development for staff on sustainable practices and provide the tools for employees to apply these practices both in work and in their personal lives and within the wider community.
- To create a healthy, safe and secure workplace by providing a safe and healthy workplace environment, including safe and health compliant workstations as well as providing mental health support services.
- **INCLUSION & DIVERSITY**
To value diverse skills and contributions by improving diversity and equality within the company and by providing equal opportunities for career growth as well as supporting diversity and inclusion initiatives.
- **LOCAL COMMUNITY / CHARITIES**
To invest in local community activities by making donations, sponsoring and participating in local community and charity events.
- **MATERIALS**
Ensure the suitability and effectiveness of the supply chain by monitoring their sustainability performance in including sustainable packaging, minimising waste as well as reducing carbon emissions.
- **ENERGY**
To improve resource efficiency, including the use of water, energy (including transport-related energy) and raw materials by looking to reduce the amount of water, energy and raw materials consumption through more efficient production methods, recycling and reusing materials.
- **WASTE / POLLUTION / WATER**
To minimise waste by evaluating operations and ensuring they are as efficient as possible by implementing strategies to reduce waste, such as recycling and composting programmes. Minimise toxic emissions through careful selection and use of the source of its power requirement such as switching to low-emission vehicles and equipment.
- **OPERATIONS / MANUFACTURING PROCESS**
To meet or exceed all the environmental legislation that relates to the Company.

To offset greenhouse gas emissions, use an accredited program to offset greenhouse gas emissions, such as investing in renewable energy projects or supporting reforestation efforts generated by activities.

We commit to monitoring and reviewing our environmental performance and taking corrective action where necessary.

A handwritten signature in black ink, appearing to be 'Ian Webb', written over a light grey circular watermark.

Ian Webb
Signed by a Company Director

Dated 22/05/2024