



September 2024

ESG Targets



NETWORK
MEMBER OF



Aligned with GeoPost, our strategy is *Driving Change*

DRIVING CHANGE



Our People



Our Planet



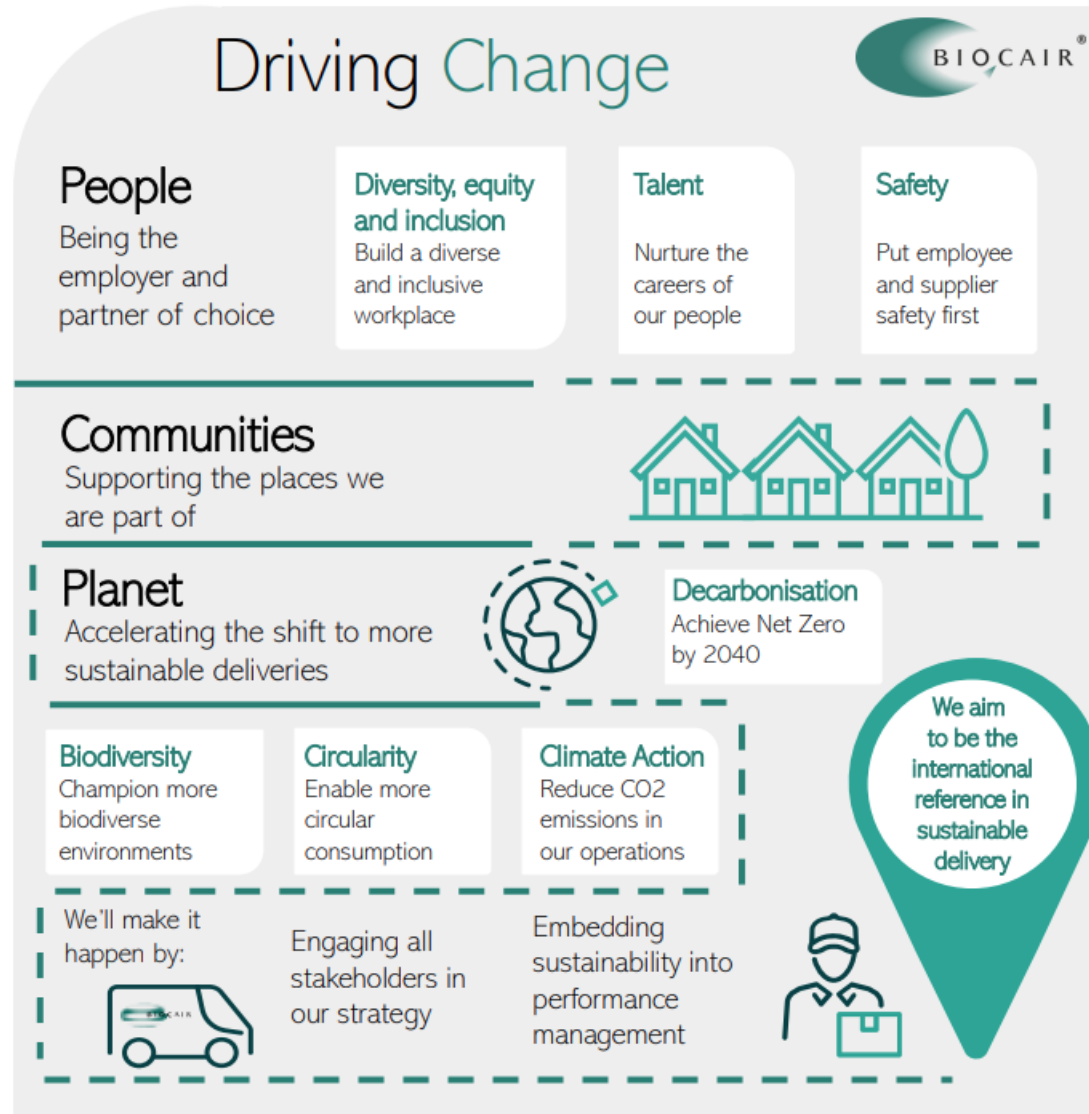
Our Communities

Being the employer and partner of choice

Accelerating the shift to more sustainable deliveries

Supporting the places we are part of

Roadmap to Net Zero by 2040



Driving Change for Our People

Driving Change for Our Communities

Driving Change for Our Planet

Engagement with stakeholders

Embedding sustainability

Targets

Carbon Emissions Reduction

Achieve Net Zero emissions by 2040 and 50% reduction in Scope 1,2 and 3 by 2030

Improve fuel efficiency of transportation fleet by 25% by 2035 through investment in newer, more-fuel efficient vehicles, alternative fuel sources, route optimisation and driver training

Transition to 100% renewable energy in all Biocair-operated facilities, including warehouses and offices by 2030.

Sustainable Packaging

Reduce the use of single-use plastics by 50% by 2030 and long-term goal to eliminate entirely by 2035

Increase the use of reusable or recyclable packaging materials by 80% by 2030, focussing on sustainable options that maintain the integrity and safety of life sciences products.

Develop and implement packaging solutions that comprise at least 50% recycled materials by 2030

Energy Efficiency

By 2027, improve energy efficiency by 30% by using energy-saving lighting, HVAC systems, smart technology and employee behaviour change.

Enhance cold chain logistics to reduce energy consumption by 20% while maintaining or improving product safety standards by 2028

Waste Management

Achieve zero waste to landfill in all operations by 2030, with a focus on recycling, composting and waste reduction practices.

Reduce overall waste generated through operations by 40% by 2030, with an emphasis on reducing packaging waste and improving recycling rates.

Water Conservation

Reduce water usage by 20% by 2030, particularly in water-intensive processes such as cooling and cleaning.

Targets

Sustainable Sourcing

Ensure 100% of suppliers adhere to sustainable and ethical sourcing standards by 2027, including compliance with environmental regulations and labor rights.

Source at least 70% of all materials used in packaging and logistics from sustainable or recycled sources by 2030

Procure 100% of paper that meets one of following criteria (in preference order): (i) FSC/PEFC certified; (ii) certified made from post-consumer recycled fibres; (iii) mixed sources containing post-consumer recycled content

Data Privacy and Cybersecurity

Regularly train employees in data privacy and cybersecurity practices, achieving 100% participation in annual training by 2025.

Supplier Engagement

Launch sustainability workshops and educational resources for suppliers by 2027, aiming to increase awareness and collaboration on ESG goals.

Roll out Sustainable Procurement Charter through 2025-2026

Ethical Business Practices

Achieve 100% compliance with ethical business policies and regulations across all regions by end 2025 (training metrics)

Reporting and Transparency

Publish annual sustainability/ESG report with transparent metrics and progress updates, adhering to recognised standards such as the Global Reporting Initiative (GRI) from 2025 with third party verification by 2026.

Conduct third-party sustainability audits of operations and supply chains every two years to ensure compliance with sustainability goals and identify areas for improvement in 2026.

Set up a public dashboard by end 2025 to track and report progress on key ESG/Sustainability metrics in real-time.

Targets

Employee Health, Safety and Wellbeing

Achieve zero lost-time injuries, where no employees are unable to work due to workplace accidents by end 2025

Achieve a 0% rate of vehicle-related accidents

100% completion of H&S training for all employees in 2025

Encourage employees to report near misses and hazards by increasing the number of reports by 25%



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