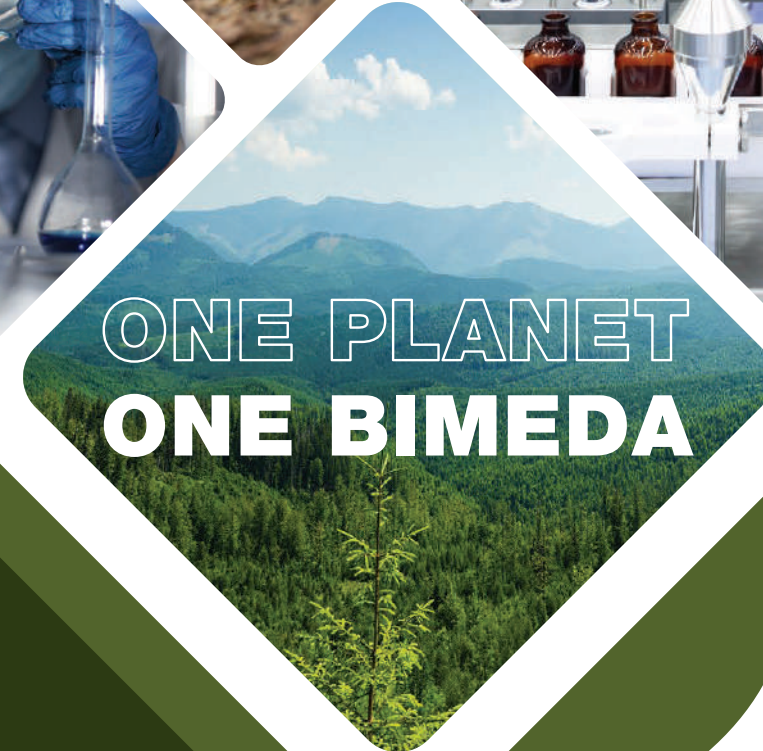


# Bimeda ANNUAL SUSTAINABILITY REPORT

Review of 2024. Published February 2025

Global Excellence in Animal Health





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# A Message From Bimeda Leadership



Dear all,

As an organization grounded in a culture of Continuous Improvement, Bimeda remains committed to identifying ever-more sustainable ways of operating. Guided by our core values of customer focus, innovation, learning, accountability, and collaboration, Bimeda employees are empowered to develop new, more sustainable practices that help us advance our sustainability goals.

In 2024, our teams have continued to build on the progress we have already made, focusing on the pillars of Waste, Energy, Transportation, Packaging, and Community. Whether our employees are reducing paper use through new digital documentation processes or leading projects to significantly reduce water usage, each initiative is highly valued and contributes to our collective sustainability journey.

We would like to extend our sincere thanks to Bimeda colleagues, suppliers, and customers around the world for their unwavering support for our sustainability efforts.

Handwritten signature of Gavin Tierney in black ink.

Gavin Tierney, CEO Bimeda

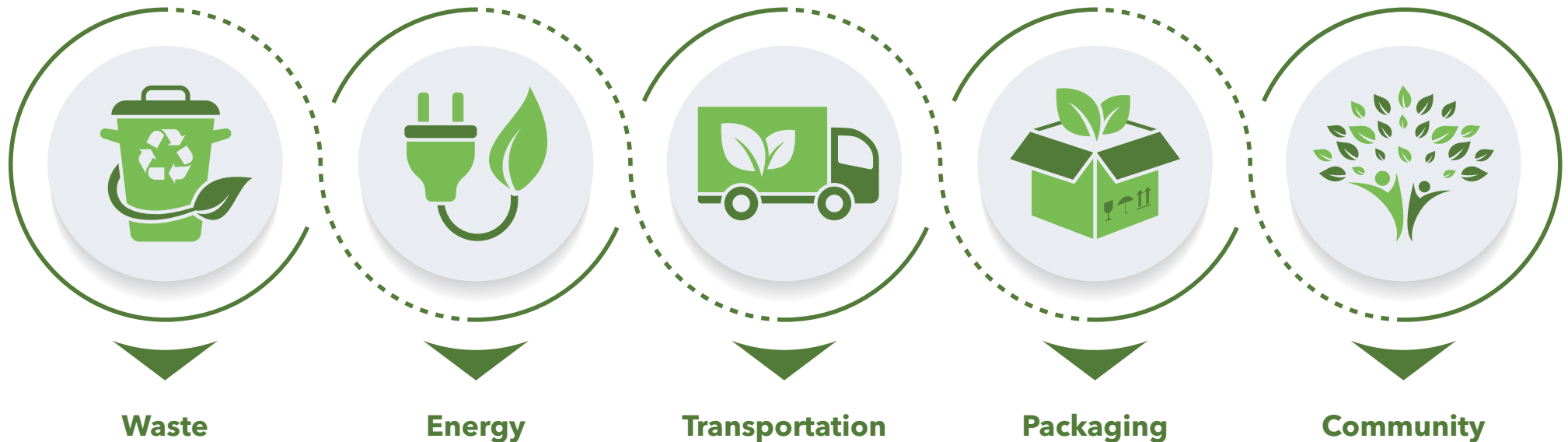
Handwritten signature of Ronan Smith in black ink.

Ronan Smith, CEO Bimeda AMEA

# Our Sustainability Pillars

When commencing our **One Planet, One Bimeda** journey, we identified five core sustainability pillars for our business.

For each pillar we created a **commitment statement**, to guide our behaviours, policies and decision making, and to provide transparency to internal and external stakeholders.



Read on to learn more about some of our 2024 achievements under each Sustainability Pillar.

# Our Sustainability Pillars: Waste



## Waste, Our Commitment:

'Our sites will proactively look for opportunities to implement sustainable practices for the management of waste, including recycling, re-using and repurposing waste. Where this is not possible, we will manage the disposal of waste in the most appropriate manner, giving full consideration to the environment and to all locally available options for waste management.'



OUR 2024 WASTE  
ACHIEVEMENTS:

37

projects  
completed

# Case Studies: Waste



## Removal Of Single Use Cups At Bimeda Le Sueur



In 2024, employees at Bimeda’s manufacturing site in Le Sueur, Minnesota, took a significant step towards waste reduction by replacing single-use cups with reusable water bottles. Previously, water dispensers on site were used with single-use cups. Over the course of a year, thousands of cups were used once and thrown away.

To address this, each employee received a reusable water bottle, eliminating the need for single-use cups entirely. Visitors to the site are also provided with a reusable Bimeda bottle. This simple yet effective initiative has significantly reduced our waste output and demonstrates our commitment to reducing the environmental impact of our operations, in every area of the business.

## Recycling Events Ensure Responsible Disposal of Electronics

Incorrect disposal of electronics can have serious negative consequences for the environment. Hazardous materials in electronic devices can leach into water and soil, polluting the natural environment and harming ecosystems.

To assist employees with the responsible disposal of electronics, Sustainability Champions at Bimeda Le Sueur (USA), Bimeda Ireland, and Bimeda Mexico, organised electronics recycling drives. Employees were encouraged to bring in old electronic devices, which Bimeda then disposed of responsibly, in conjunction with a local service provider.





## Multiple Recycling and Repurposing Initiatives Introduced at Bimeda UK's Facilities

The teams at Bimeda Anglesey and Bimeda Telsol in the UK introduced numerous new waste management programs at their sites in 2024. These initiatives have significantly increased recycling and repurposing of waste materials.

### Key initiatives included:

- the introduction of recycling for ink cartridges and coffee pods (Anglesey and Telsol),
- the introduction of battery recycling (Anglesey),
- the introduction of waste separation bins on site, to allow for paper recycling (Anglesey and Telsol),
- repurposing waste materials received as part of the Goods Inwards process (Anglesey),
- the donation by employees of old bicycle innertubes to a local Girl Guide group, to use as part of their Bicycle Maintenance and Learning modules (Anglesey),
- the sale of empty IBCs, which would otherwise go to landfill (Anglesey),
- repurposing wooden crates to create pollinator-friendly planters (Telsol).

*Below: The team at Telsol repurposed wooden crates into pollinator-friendly planters.*





## Digital Signatures Reducing Paper Use



2024 saw Bimeda teams around the world look for new ways to reduce paper use.

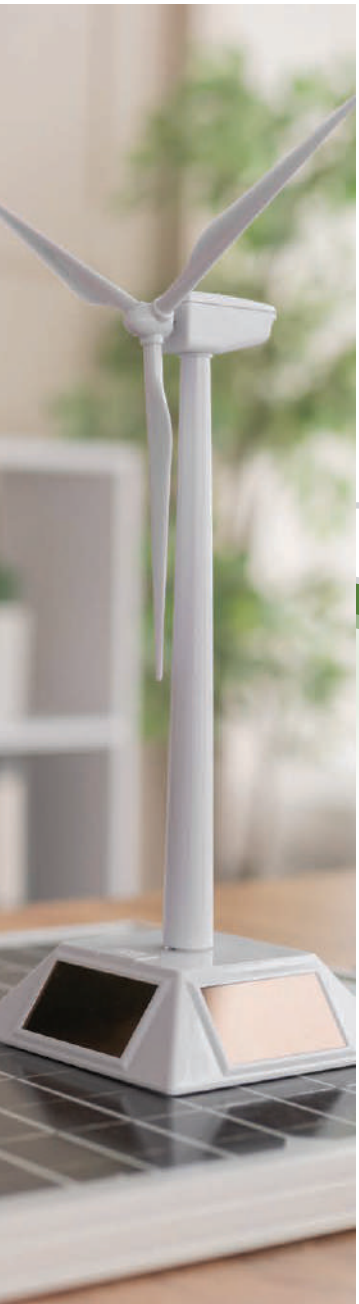
One excellent example of a paper reduction process came from the Quality team at Bimeda Canada. The team completed a project to introduce a validated version of DocuSign, which allows for the use of electronic signatures on GMP documents. Through this project the team significantly reduced paper use while maintaining GMP standards.

Other business units around the world implemented a range of initiatives to reduce paper use, such as the global introduction of digital signatures for HR documents, and electronic signature initiatives in other business units.



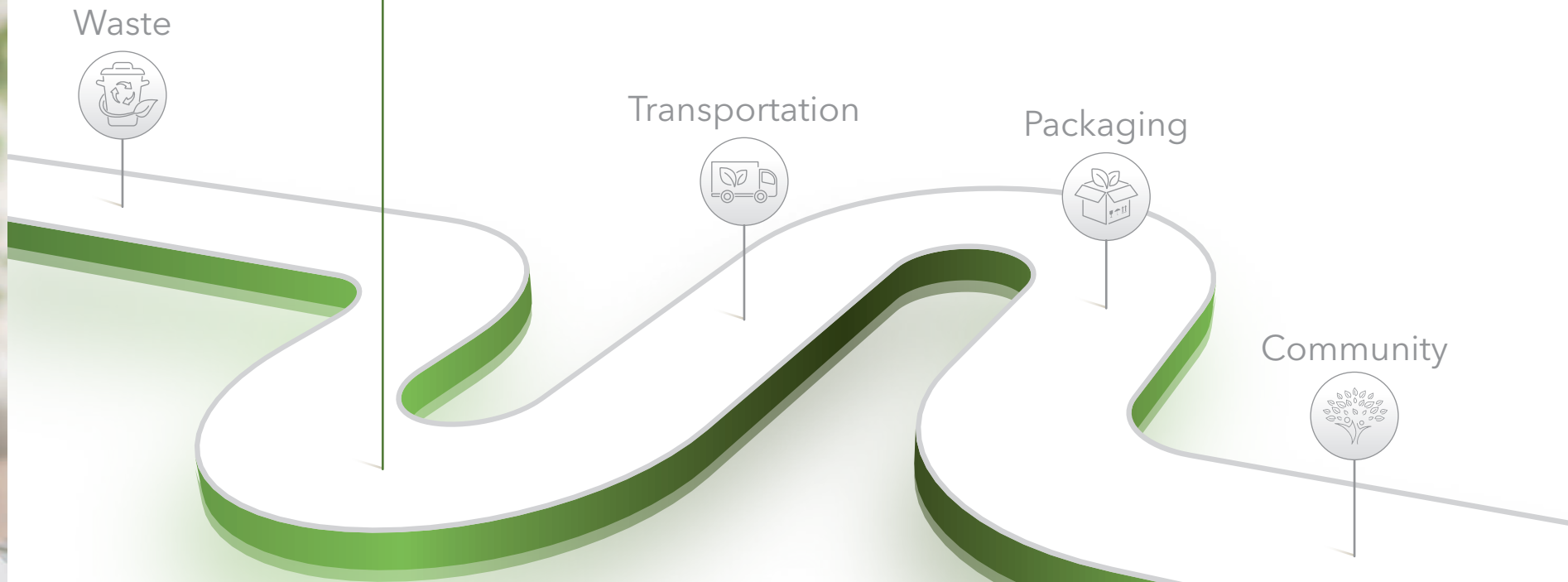


# Our Sustainability Pillars: Energy



## Energy, Our Commitment:

'We will continuously review our working practices, in order to identify opportunities to reduce energy consumption, to work in more energy-efficient ways, and to move to renewable energy sources.'



OUR 2024 ENERGY  
ACHIEVEMENTS:

14

initiatives  
completed



## Energy Focus At Bimeda China

Under the pillar of energy, Bimeda commits to, *continuously reviewing our working practices in order to identify opportunities to reduce energy consumption, to work in more energy-efficient ways, and to move to renewable energy sources.*

For 2024, the team in Bimeda China adopted the pillar of Energy as a priority. They implemented numerous initiatives, designed to reduce use of key resources at their site, including:

1. Installing a circulating pump in the oven cooling heat exchanger which significantly reduced energy usage,
2. Conducting a project to improve the efficiency of the refrigeration unit, achieving significant energy-saving effects,
3. Optimising the operation of the purified water preparation system, reducing the use of electricity, tap water, and soft water salt,
4. Moving the restaurant's tap water supply to a timed-supply system, reducing water use.

The team collaborated to find ever-better ways to preserve valuable resources such as electricity and water, while maintaining output, quality and safety.





## Bimeda Canada Implements System To Reduce Water Usage By 17%

The team in Bimeda Canada successfully implemented an improved Purified Water and Water-for-Injection System to produce water required for the production of Sterile and Non-Sterile Injectables for Bimeda Canada.

Water-for-Injection and Purified Water are the critical and essential water types required in the production of Sterile Injectable Pharmaceuticals, as well as for the allied processes of cleaning, facilities system management, non-sterile production.

An improved Water System was designed, project-managed, built, installed and operationalised at Bimeda Canada, replacing an older system. The new system has state-of-the-art in-process monitoring and control systems, to better control water replenishment, filling volumes, volume availabilities, water quality and water discharges.

Through the introduction of this new system, the **average volume of water used fell by 17%**.

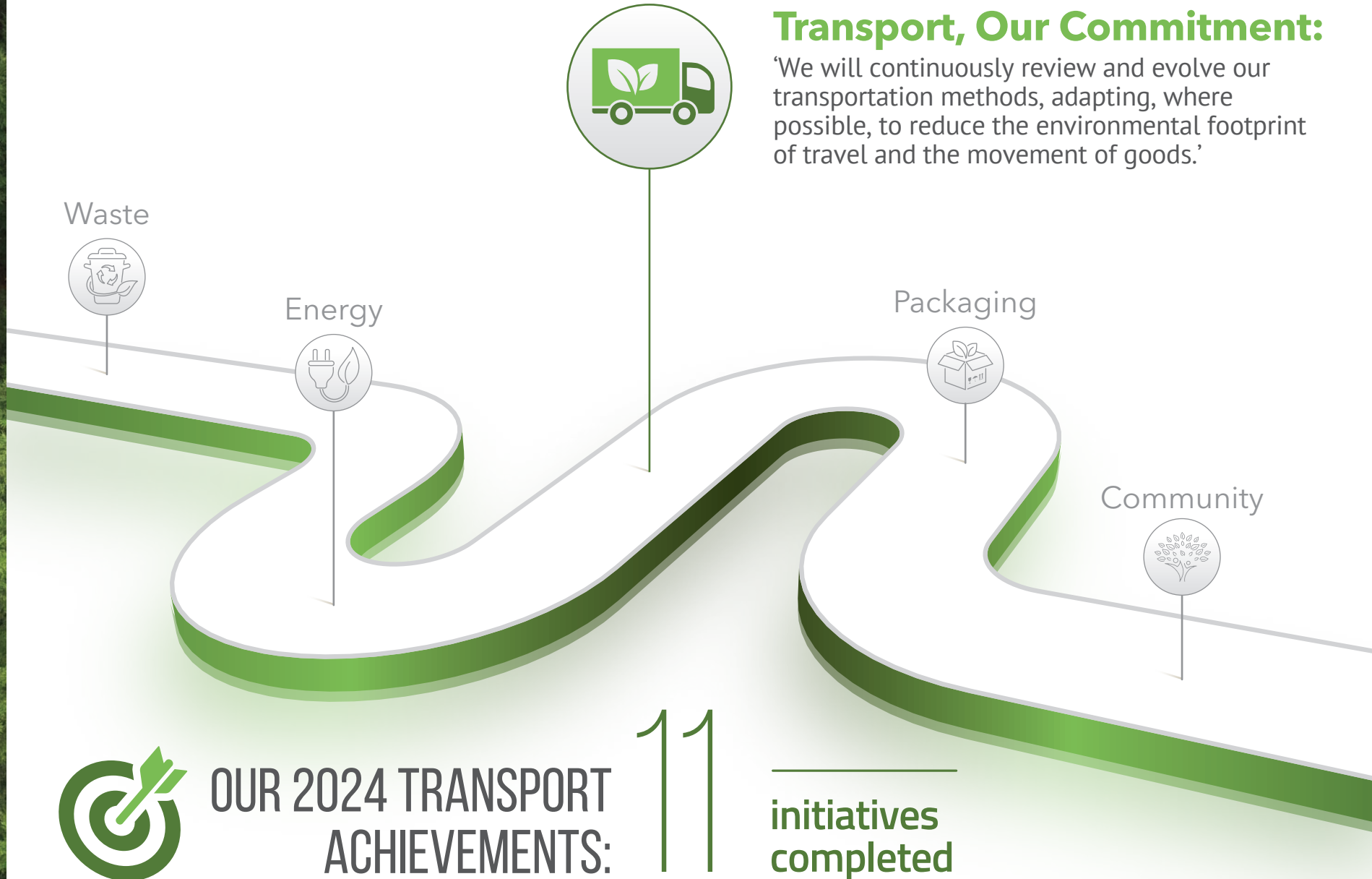
*Old water system*



*New water system*



# Our Sustainability Pillars: Transport



## Transport, Our Commitment:

'We will continuously review and evolve our transportation methods, adapting, where possible, to reduce the environmental footprint of travel and the movement of goods.'



OUR 2024 TRANSPORT  
ACHIEVEMENTS:

11

initiatives  
completed



## Product Manufacture Moved To Europe From Canada For Ireland's Tetroxy LA

In 2024, the manufacture of Bimeda Ireland's Tetroxy LA product was moved from Canada to Spain. This resulted in an average of over 5,000 fewer transport kilometres between the site of manufacture and the final customer. This highlights Bimeda's ongoing commitment to reduce the environmental footprint of travel and the movement of goods, wherever possible.



## Improving Pallet Configurations In Ireland



In 2024, Bimeda's operations team in Ireland partnered with a key supplier to introduce new, more efficient cardboard shippers for our products. These new shippers can accommodate more units than those previously used, allowing us to transport a greater quantity of products in a single trip.

As a result, we have reduced the number of trips and transportation miles required to deliver the same volume of products. This initiative reduces overall fuel consumption and emissions, aligning with our commitment to sustainability.

# Case Studies: Transport



## Introducing Bike To Work at Bimeda UK

In 2024, Bimeda UK adopted the Bike to Work Scheme for its employees. This government scheme allows employees to save money on new bike purchases, and is designed to encourage cycling as an alternative means of transport to private vehicles.



## Afrivet Introduces Carpooling

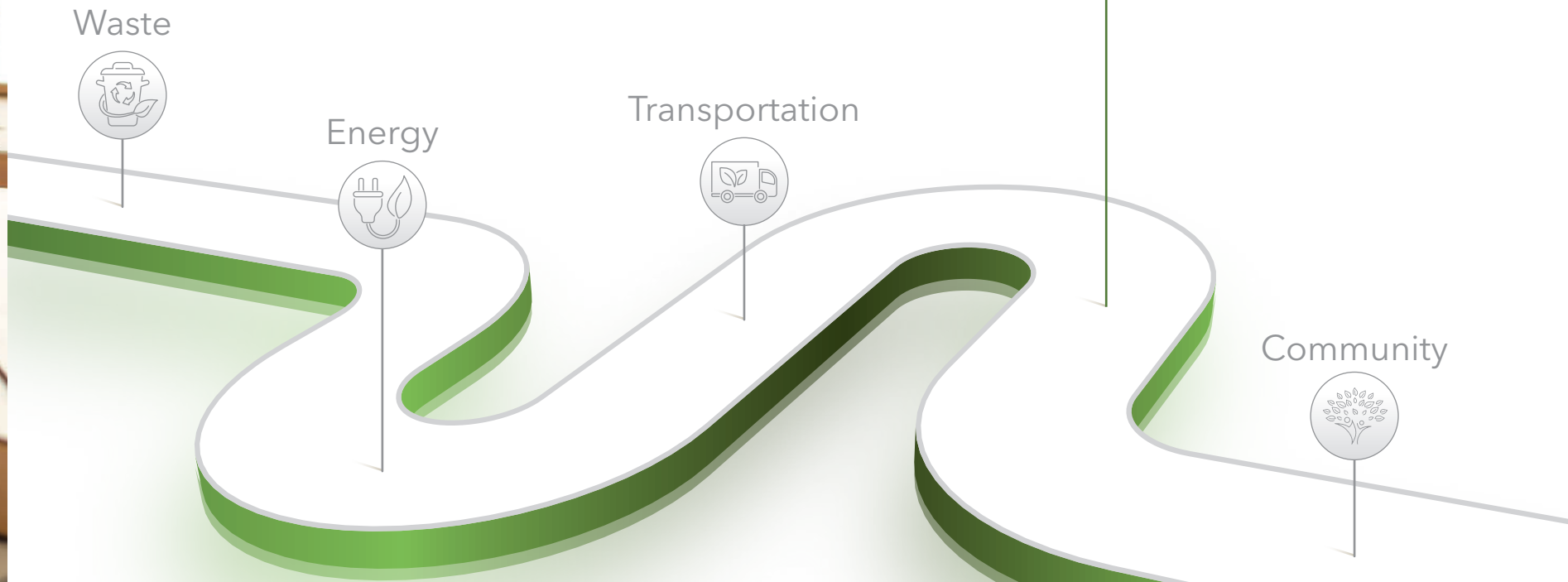
Under the pillar of Transport, we commit to, continuously reviewing and evolving our transportation methods.

Employees in Afrivet made concerted efforts to reduce the environmental impact of their travel in 2024, introducing carpooling into various areas of the business, including carpooling for lab staff, carpooling to events, and carpooling between technical and commercial teams, who had previously travelled separately for field visits to the same area.

# Our Sustainability Pillars: Packaging

## Packaging, Our Commitment:

'The sustainability of packaging materials will be a key consideration in the development of new products. We will proactively seek opportunities to eliminate non value-add packaging components and to move to sustainable alternatives for existing product packaging.'



OUR 2024 PACKAGING  
ACHIEVEMENTS:

8

projects  
completed



## Bimeda France Packaging Updates Facilitate Correct Disposal

Bimeda France is proud to have committed to the framework of Extended Producer Responsibility (EPR). This initiative incorporates:

- the collection and recovery of end-of-life agricultural inputs,
- recycling to limit raw material imports,
- contributing to energy savings and reductions in greenhouse gas emissions,
- participation in the development of sustainable agriculture that respects the environment.

As part of their commitment to this program, the team in France undertook a project to promote the correct disposal of packaging.

The team signed a partnership agreement with VALORALIM and CITEO, allowing them to include their pictograms on nutritional and hygiene product packaging. These pictograms indicate that Bimeda France has joined the scheme and that this packaging will be collected, processed and recycled.

*VALORALIM is a network for the VALORization of empty packaging for animal nutrition products. ADIVALOR is the organization in charge of waste collection. CITEO has developed its expertise by creating a new future for household packaging and graphic papers.*







## Europe: Ivermectin Pour Ons Reintroduced Without Cartons

As part of our sustainability commitments under the pillar of Packaging, Bimeda commits to proactively seeking opportunities to eliminate non value-add packaging components and to move to sustainable alternatives for existing product packaging.

With this in mind, in 2024, Bimeda Europe undertook a project to reduce the packaging footprint of its ivermectin pour-on products, Bimectin Pour On (France), Bimamec (UK) and Bovimec (Ireland).

Previously, the ivermectin pour-on packaging consisted of a printed outer carton, an insert, and a label. Through this initiative, both the carton and insert were identified as non-value add items and were removed.

*Before: product packaging consisted of bottle, insert, branded carton*

*After: packaging has been reduced through the removal of the carton and insert*



# Our Sustainability Pillars: Community

## Community, Our Commitment:

'We will seek opportunities to contribute to the wellbeing of people, animals and the environment in the communities where Bimeda operates.'



OUR 2024 COMMUNITY  
ACHIEVEMENTS:

23 projects  
completed

Plus hundreds of educational and training events around the world, for farmers, veterinarians and other animal health custodians.





## Inaugural Sustainability Month For Bimeda Canada

June 2024 marked a significant milestone for Bimeda Canada as the team launched their inaugural *Sustainability Month*, focusing on the core sustainability pillar of “Community”.

One Bimeda Canada Sustainability Champion commented, *‘Our commitment to enhancing the wellbeing of people, animals, and the environment in our local community has never been stronger. Litter is not only unsightly, but it also causes great harm to the environment, and we were proud to organise a community clean-up event in partnership with the City of Cambridge, as part of our inaugural Sustainability Month.’*

As part of Sustainability Month, the team also organised a bake sale fundraiser and food drive, to provide support the Cambridge Food Bank.





## Rabies Prevention Initiative in South Africa

Bimeda's South African division, Afrivet, is proud to count ZeroRab, a rabies vaccination, as part of its animal health portfolio.

Education regarding best practice for rabies prevention is carried out by the Afrivet technical team, as part of their commitment to One Health, the unifying approach to optimise the health of people, animals and the environment.

Afrivet employee Joyce Cherinda, was so dedicated to these efforts that she volunteered her own time to educate local communities on the importance of rabies prevention. In addition to general rabies education work, Joyce joined forces with an animal health technician and community outreach organisation to organise a rabies vaccination drive. As a result of her efforts, nearly 200 dogs and cats were successfully vaccinated.

Bimeda and Afrivet are honoured to support employees such as Joyce, who are committed to having a positive effect on the communities in which we operate. With the support of Afrivet, Joyce has also attained three of the five certificates available on the **Global Alliance Rabies Control (GARC) education platform** and is working towards the final two currently.



## Community Outreach And Education In South Africa

Community outreach and education is a key focus for Afrivet, our business in South Africa. In 2024, their activities included:

- monthly educational workshops with rural farmer livestock associations in KwaZulu-Natal,
- engaging with schools and educational bodies to provide information on careers in animal health and welfare,
- multiple practical training sessions for rural farmers,
- education and vaccination outreach drives, as part of Rabies Awareness Month



## Global Education

Around the world, Bimeda teams are dedicated to sharing their knowledge with veterinarians, students, farmers, animal health professionals, horse owners, and pet owners. Through a variety of knowledge transfer initiatives, we reach thousands of people every year, transferring skills and knowledge to help them optimise the health, wellbeing and productivity of animals around the world.





## Bimeda Brazil Annual Food And Toy Drive

Employees at Bimeda Brazil are very proactive in seeking opportunities to positively impact the local community in which they operate. Each year, employees and partner suppliers donate food which is provided to underserved local communities. In 2024 the team donated an astounding 8 tons of food to this great cause.



## Supporting Equine Welfare And Owner Education In Ireland

In summer 2024, Bimeda Ireland was pleased to donate horse de-wormers to St Joseph's Horse & Pony Club. St Joseph's is a community development project in Dublin, Ireland, which provides educational courses animal handling and welfare. The donation of Bimeda horse de-wormers allowed a health check and de-worming clinic to take place, with around 50 horses seen on the day.



## Adopt-A-Highway In Le Sueur, USA

The Bimeda Le Sueur team are committed to having a positive influence in their local community and gave up their time again in 2024 to take part in their adopt-a-highway clean up initiative.

## Supporting Local Community Causes in the UK

As part of their inaugural sustainability week, Bimeda Telsol organised a food drive to provide food to a local community food bank, as well as organising a clothes recycling initiative.



# Looking Ahead: Preparing For CSRD

The Corporate Sustainability Reporting Directive (CSRD) is a European Union regulation that requires large EU businesses, and those with significant business in the EU, to gather and report extensive sustainability data.

CSRD requires organisations to report on specific environmental, social, and governance (ESG) metrics in a standardised format. While our annual sustainability report will therefore look different from next year, our unwavering commitment to sustainability remains unchanged. Bimeda will continue to focus on our core sustainability pillars of waste, energy, packaging, transportation, and community. We will also continue to empower our employees to develop new sustainability initiatives, continuously reducing the environmental impact of our operations as we fulfil our mission of optimising the health and wellbeing of the world's animals.

We thank our customers, suppliers, employees and partners for your ongoing support of Bimeda's commitment to becoming an ever-more sustainable business.



Stay up-to-date with Bimeda's sustainability program at [onebimeda.com](https://onebimeda.com)







**Thank you!**