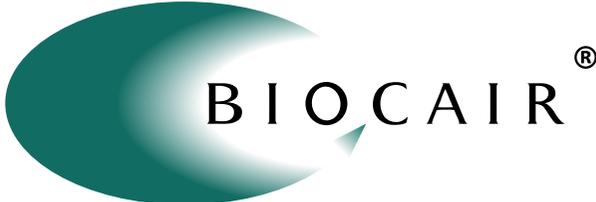


Annual Sustainability Report

February 2026



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ABOUT BIOCAIR

Who we are



La Poste is a state-owned public limited company, a subsidiary of Caisse des Dépôts and the French State. La Poste group is divided into four business units: Services-Mail-Parcels, Retail Customers and Digital Services, Geopost, and La Banque Postale, which, with its subsidiary CNP Assurance, is the 11th largest European banking and insurance company.



Geopost, a European leader in parcel delivery and solutions for e-commerce, operates in more than 50 countries across all continents through its network of expert delivery brands.

With 57,000 employees, Geopost endeavours to make commerce more convenient, profitable, and sustainable for its customers and communities. Committed to becoming an international reference in sustainable delivery, Geopost is the first global delivery company to have its roadmap to net zero by 2040 approved by the Science Based Targets initiative (SBTi).



Biocair is a specialist life sciences logistics provider and a member of Geopost, operating a global network to deliver temperature-controlled and time-critical shipments for pharmaceutical, biotech, and clinical research organisations. With 39 years of experience, Biocair operates in 170 countries (headquartered in Cambridge) with a fleet of 97 vehicles, including 3 EVs. Biocair delivered over 65,000 shipments globally.

Details of all Biocair's sustainability initiatives can be found on its dedicated sustainability website: [Biocair Sustainability | Life Science Logistics](#)



Our Business

Biocair has built up a unique, customer-centric approach by employing scientists in front-line logistics positions and assembling a team of best-in-class industry experts in quality, cold chain and regulatory compliance.

Biocair focuses on providing the most comprehensive time-sensitive and temperature-controlled logistics services available, whilst delivering flexible, tailored, cost effective solutions to all clients.

Our Commitment

Our commitment extends beyond logistics. We are united by a vision to create a lasting impact that benefits the planet, people and communities we serve. Together, we are not only moving science forward – we are delivering progress for a sustainable future:

- Our People - being the employer and partner of choice
- Our Planet - accelerating the shift to more sustainable deliveries
- Our Communities - supporting the places we are part of

About This Report

This is Biocair's first sustainability report, highlighting how we are advancing sustainability across our global life sciences logistics operations and within our own business practices. The report covers activities and performance during fiscal year 2025, from January 1 to December 31, 2025, unless otherwise noted. This year, we have included data from our operations in the United States, United Kingdom, Germany, Belgium, South Africa and China. This report has been prepared in accordance with globally recognised framework which includes Global Reporting Initiative (GRI). It encompasses impacts within our corporate boundary - Biocair's global network of offices and operations spanning more than 23 offices in 170 countries. We welcome feedback on this report and our sustainability initiatives.

Please contact our ESG Coordinator at priya.natarajan@biocair.com

Our Value Chain



Over the past three years, Biocair has been consistently recognised for excellence in sustainable and reliable life sciences logistics. In 2022 and 2023, we achieved Silver rating from EcoVadis, reflecting our strong commitment to sustainability, quality, and ethical performance.

In 2023, Biocair received two honours at the Asia-Pacific Cell & Gene Therapy Excellence Awards - Best Cell & Gene Therapy Supplier - APAC and Best Supply Chain Excellence - recognising our leadership in sustainable and reliable life sciences logistics.

In 2024, we were again celebrated with the Best Cryogenic Supplier Award - Storage & Packaging, highlighting our innovative approach to managing temperature-sensitive shipments.

More recently, in our 2025 assessment, we again achieved an Advanced sustainability rating from EcoVadis (Silver, overall score 69/100), placing us in the top 15% of rated companies globally in our sector. Building on this progress, Biocair is aiming to achieve a Gold EcoVadis rating in 2026, further strengthening our leadership in sustainability and ethical business practices.

To support this goal, our efforts are focused on enhancing transparency, governance, and performance management through strengthened sustainability reporting, robust KPI monitoring, and closer alignment with recognised international frameworks. In parallel, we continue to advance our sustainable procurement approach by deepening supplier engagement, embedding environmental and social considerations across our supply chain, and strengthening internal capabilities through targeted training and collaboration. Together, these initiatives demonstrate our ongoing commitment to responsible business practices and long-term value creation.



EcoVadis

Biocair holds a silver medal indicating strong business sustainability ratings, providing insights into environmental, social, and ethical risks.



ISO

Certified ISO9001:2015 on our 15 sites ensuring quality management by providing a framework for organizations to consistently meet customer and regulatory requirements, improve processes, and enhance customer satisfaction.



AEO

(Authorized Economic Operator)

A government-industry programme aimed at enhancing security in international logistics and facilitating trade. Certified as an authorised warehouse operator and customs broker in major countries.



GDP

WDA(H) & GDP Wholesale Distribution Authorisation (Human) & Good Distribution Practice (GDP): Ensures the quality, safety, and integrity of medicines throughout the supply chain, including storage, transportation, and handling.

FORS

The Fleet Operator Recognition Scheme (FORS) is a voluntary accreditation scheme that focuses on safety, operational efficiency and the environment.



Cyber Essential Plus

A government backed certification scheme in the UK that verifies organisations are effectively safeguarding against common cyber threats.



UN Global Compact

A voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals. Geopost is an active participant in the United Nations Global Compact (UNGC).



2025 Highlights

Our global reach – with a footprint that spans the world, Biocair’s global network operates in over 170 countries to provide with fully GDP compliant life sciences supply chain management solutions. Our high-performing teams collaborate closely with customers to address their most complex logistics challenges, ensuring the safe, timely, and sustainable delivery of vital materials that advance global health.



170

countries



508

employees



£97.9m

revenue



65,838

shipments globally



Top **15%**
in EcoVadis
Assessments

A Message from our CEO

At Biocair, creating a sustainable future is at the heart of everything we do. As part of the Geopost group, we are committed to achieving Net Zero by 2040, and this responsibility drives our decisions, from the way we operate our fleet to the way we engage with our global network. Every day, our teams across 170 countries deliver critical life sciences materials, ensuring that the benefits of science reaches the people and communities that need it most. But our impact goes beyond the shipments we move; it extends to the planet, our people, and the communities we serve.

I am proud to present our first sustainability report, highlighting our progress during 2025 and the tangible steps we are taking to embed sustainability across all areas of our business. Building on the introduction of two electric vehicles in the UK in 2023, this year we introduced our first electric vehicle in China and continued to expand our green fleet globally.

We are proud of our achievements, including recognition from EcoVadis and the continued growth of our sustainability initiatives. Yet, we also recognise that sustainability is a journey, not a destination. By embedding environmental, social, and governance considerations into every aspect of our

operations, we are laying the foundation for lasting impact and continuous improvement.

Looking ahead, we remain committed to accelerating our progress toward Net Zero by 2040, reducing our carbon footprint, fostering inclusive workplaces, and contributing positively to the communities where we operate. This report is not only a reflection of our achievements but also a commitment to transparency, accountability, and action.

Enabling science sustainably and responsibly is not just an ambition – it shapes all aspects of our work. Every shipment, every decision, every action is driven by the duty to deliver life-changing science while protecting our planet.



From reducing greenhouse gas emissions to improving data transparency, advancing fleet efficiency, and enhancing employee engagement, this year has been about building a stronger, more responsible, and future-ready Biocair.

A handwritten signature in black ink, appearing to read 'Vincent Howard'. The signature is fluid and cursive, written over a white background.

Vincent Howard
CEO Biocair



People

Being the employer and partner of choice

Diversity, equity and inclusion

Build a diverse and inclusive workplace

Talent

Nurture the careers of our people

Safety

Put employee and supplier safety first

Communities

Supporting the places we are part of



Planet

Accelerating the shift to more sustainable deliveries



Decarbonization

Achieve Net Zero by 2040

Biodiversity

Champion more biodiverse environments

Circularity

Enable more circular consumption

Climate Action

Reduce CO2 emissions in our operations

We aim to be the international reference in sustainable delivery

We'll make it happen by:

Engaging all stakeholders in our strategy

Embedding sustainability into performance management



Q&A with Stephen Cawley, Chief Compliance Officer



Q: Why is sustainability important for Biocair?

CCO: Sustainability is central to our purpose and the trust we build with our clients, employees, and communities. As a global life sciences logistics provider, the products we handle are vital to people's health. Reducing our environmental impact, promoting ethical practices, and supporting communities ensures we operate responsibly and maintain our long-term credibility. Simply put, sustainability isn't just the right thing to do - it's core to who we are and how we deliver value.

Q: How does Biocair ensure its sustainability commitments are integrated into daily operations?

CCO: Sustainability is embedded in our processes, from optimising fleet routes and managing energy-efficient operations to implementing robust governance, policies, and employee training. By combining clear guidance with operational accountability, we ensure that every team considers environmental, social, and ethical impacts in their everyday decisions.

Q: Looking ahead, how is Biocair planning to advance its sustainability goals?

CCO: We are constantly evolving and enhancing our ESG strategy. In the coming years, we aim to grow our fleet with greener alternatives, work with landlords to advance energy-efficient technologies in our buildings, and strengthen collaboration with employees and suppliers to reduce emissions and amplify our social impact. By rigorously tracking progress, learning from each initiative, and setting ambitious targets, we are fully committed to achieving our 2040 net zero goal while creating lasting value for our people, communities, and the planet.

Our Journey to NetZero

As part of Geopost, Biocair has a Science Based Targets initiative (SBTi) 2040 net zero target, meaning we will have reduced our emissions 43% by 2030 and 90% by 2040. We have made good progress on our decarbonisation pathway throughout 2025.

- 2021**
 First materiality assessment
 'Bringing the Future to Life' strategy create
 Set up charity committee
- 2022**
 Awarded EcoVadis Silver Medal
 EV Trial in Cambridge
 Adopted GeoPost NetZero commitments
- 2023**
 Introduced first electric vehicle (EV) to fleet and Green Fleet plan developed
 GeoPost Science Based Targets approved and applied to Biocair
 Sustainable Procurement Charter developed
- 2024**
 Created our first sustainability standards (Environment, Biodiversity, Carbon Management, Responsible Business, Waste Management, Water Management)
 Completed our first Duty of Care Risk assessment
 Launched our first Modern Slavery e-learning
- 2025**
 Expanded the ESG team
 First EV in China
 First Sustainability Report
- 2030**
 Reduce GHG emissions by 40% against 2023 baseline
- 2040**
 Reduce GHG emissions by 90% and reach net zero

Biocair Sustainability team



Stephen Cawley
Chief Compliance officer



Priya Natarajan
ESG Coordinator

SDGs

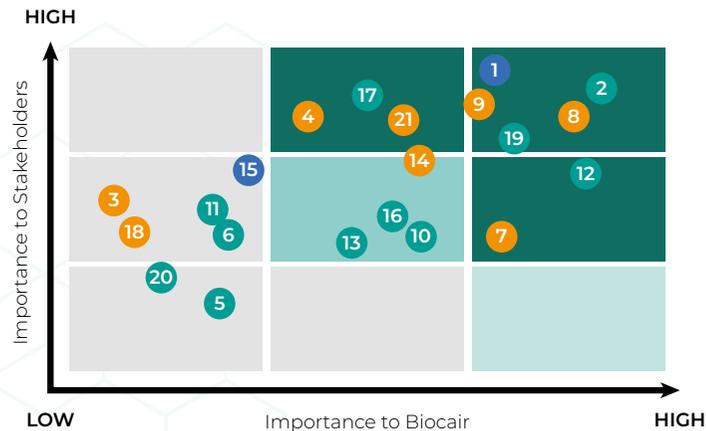
At Biocair, our approach to sustainability is guided by the principles and shared ambitions of our parent company, Geopost, and we draw on the learnings and best practices across the wider network. Our strategy is closely aligned with nine of the United Nations Sustainable Development Goals (SDGs), which serve as the foundation for our environmental, social, and governance priorities.

Through these commitments, Biocair aims to deliver responsible growth – connecting science to life while creating lasting value for people, partners, and the planet.



Materiality Assessment

In 2025, we refreshed our materiality assessment which was first conducted in 2022, to identify and evaluate the environmental, social, and governance topics most relevant to Biocair’s business and stakeholders. This process drew on recognised sustainability frameworks and included engagement with internal and external stakeholders to ensure a balanced understanding of priorities across our value chain.



Material Topics

- 1. Business Ethics
- 2. Carbon Footprint / Carbon Emissions
- 3. Consumer Health & Safety
- 4. Continuous Improvement
- 5. Customer Waste
- 6. Deforestation Impacts
- 7. Economic and Social Contribution
- 8. Employee Health and Safety
- 9. Human Rights and Labour Practices
- 10. Energy Use & Resilience
- 11. Hazardous Waste Disposal
- 12. Operation Emissions (Scope 1 & 2)
- 13. Operational Waste
- 14. Recruitment & Retention
- 15. Resilience & Risk Management
- 16. Supply Chain Emissions (Scope 6)
- 17. Sustainable Design
- 18. Third-Party Workers Trainings (Sustainability)
- 19. Transport-related Air Pollutants
- 20. Water Stewardship
- 21. Workplace Diversity

The objectives of the assessment were to:

1. Validate Biocair’s global sustainability priorities
2. Ensure alignment with best practices under frameworks such as the GRI Standards and SBTi
3. Support structured and transparent reporting
4. Identify areas for future improvement in sustainability strategy and disclosure

We followed a three-step approach for our materiality assessment :

1. Identification of material sustainability topics that could impact the business: Leveraged leading external frameworks and peer benchmarking to identify 21 priority sustainability topics, informed by the perspectives of key stakeholders, including customers, suppliers, employees, and leadership.
2. Engagement with stakeholders: Conducted customer interviews, employee focus groups, leadership workshops, and an external supplier survey to assess how sustainability topics impact the business.
3. Finalisation of the material sustainability topics that impact our business: Assessed topics based on business relevance and stakeholder expectations, resulting in the identification of five most material sustainability priorities.

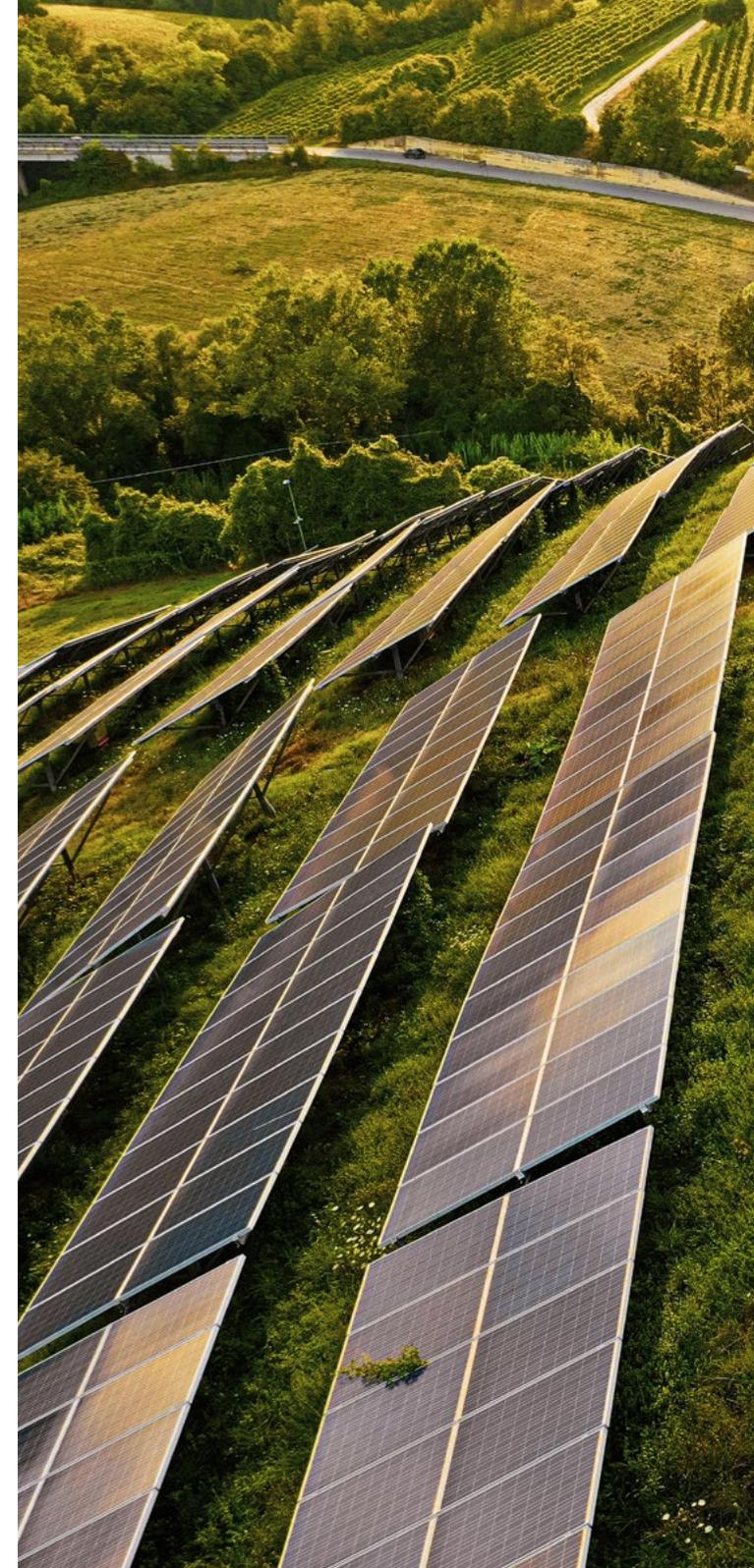
Our sustainability priorities will continue to evolve as emerging risks and opportunities are reassessed, supported by ongoing stakeholder dialogue. Biocair plans to conduct a double materiality assessment aligned with EFRAG guidance, considering both financial and impact materiality to strengthen ESG management and decision-making.

Sustainability Governance

Our net zero ambition is guided by the group-wide climate strategy set by our parent company, Geopost SA, and implemented locally through our ESG team. We actively engage with the wider European sustainability network to ensure alignment and consistent delivery.

Oversight of sustainability performance, including progress toward net zero, sits with our Executive Board, which provides strategic direction and accountability. Operational responsibility for delivering climate-related actions and managing emissions reduction initiatives is embedded within business and operations leadership.

To support effective implementation and reporting, cross-functional governance forums bring together stakeholders from across the business, strengthening coordination, data quality and compliance with sustainability reporting requirements



Sustainability Standards

Sustainability standards serve as benchmarks for environmental, social, and governance (ESG) performance, helping organisations measure, manage, and communicate their impact responsibly. By explaining each standard, we aim to demonstrate how our practices align with globally recognised frameworks, ensure compliance with regulatory requirements, and drive meaningful progress toward a sustainable future. Below, are the sustainability standards we follow at Biocair:

Global Human Rights Standard

Provides a clear framework to protect and promote human rights across Biocair's operations and value chain, focusing on fair labour practices, preventing adverse impacts, and fostering a culture of respect, transparency, and accountability.

Global Biodiversity Standard

Defines how Biocair integrates biodiversity protection into its strategy and operations, supporting a nature-positive approach that protects ecosystems, preserves natural heritage, and respects animal welfare.

Carbon and Energy Management Standard

Sets out Biocair's approach to measuring, managing, and reducing carbon emissions, aligned with global standards and regulatory requirements to support climate action and long-term sustainability goals.

Global Environment Standard

Establishes how Biocair manages and reduces environmental impacts across its global operations, applying to all employees, contractors, suppliers, and partners.

Global Waste Management Standard

Outlines Biocair's commitment to reducing waste, promoting the waste hierarchy, ensuring legal compliance, preventing pollution, and supporting circular economy principles.

Global Fleet Standard

Guides the transition towards a lower-carbon, more efficient fleet by reducing emissions and improving the environmental performance of transport operations.

Responsible Business Standard

Provides a framework for conducting business responsibly, embedding environmental and social considerations into decision-making and driving continuous improvement across all regions.

Global Timber and Paper Standard

Ensures paper and timber used across Biocair's operations are responsibly sourced from legal and well-managed suppliers.

Global Water Management Standard

Defines Biocair's approach to responsible water use, efficient consumption, and protection of water resources across global operations.



Environment



Material Topic – Carbon Footprint/ Carbon Emissions

At Biocair, reducing carbon emissions is central to our approach to addressing climate change and enabling sustainable global logistics. We are committed to achieving Net Zero emissions by 2040 and have set interim targets, including a 50% reduction in Scope 1, 2, and 3 emissions by 2030.

In 2025, Biocair’s total carbon emissions were 14,123 tonnes CO₂e, covering Scope 1 (direct emissions from fleet and facilities), Scope 2 (purchased electricity), and Scope 3 (value chain emissions).

We continuously strengthen our GHG data collection and methodologies, including restating prior-year data to reflect improved accuracy and updated emissions factors. As a result, our restated data shows a 9.5% increase in absolute emissions between 2024 and 2025, alongside a 2% increase in shipments.

Biocair’s GHG emissions trends from FY2023 to FY2025 reflect both operational change and improved data coverage. Total emissions decreased by approximately 8% between FY2023 and FY2024, driven by upstream transport efficiencies, before increasing by 9.5% in FY2025 due to business growth and expanded Scope 3 reporting.

Scope 1 emissions declined by 4.3% in FY2025, indicating early fleet efficiency gains, while Scope 2 emissions increased due to higher

Beyond carbon reduction, our environmental approach also addresses energy efficiency, sustainable packaging, and waste management. We remain committed to transparent reporting and continuous improvement as we work toward a low-carbon future.

GHG emissions (tCO ₂ e)	FY2023 (baseline)	FY2024	FY2025
Scope 1 Fuel use from our own vehicles	1,035	1,136	1,087
Scope 2 Location-based electricity	546	673	729
Scope 3 Category 3 Fuel and energy-related (upstream emissions of scope 1 fuel consumption)	242	266	255
Scope 3 Category 4 Upstream transportation and distribution (emissions from Air freight)	12,112	10,650	11,182
Scope 3 Category 6 Emissions from business travel	65	170	368
Scope 3 Category 7 Emissions from employee commuting	-	-	503
Total emissions	14,000	12,896	14,123

grid emission factors and operational demand, making electricity a key focus area. Scope 3 emissions remain the largest contributor to Biocair’s footprint, with changes largely linked to fuel use, business travel, and improved data completeness, including first-time reporting of employee commuting emissions in FY2025.

On a like-for-like basis, excluding employee commuting, total emissions decreased by approximately 2.7% between FY2023 and FY2025, demonstrating progress despite business growth.

WHAT’S NEXT? >>

Biocair will focus on several key initiatives to further reduce our carbon footprint and advance our sustainability goals.

- Improve our building footprint by implementing energy-efficiency measures and sustainable design practices across facilities to reduce energy use and emissions.
- Expand fleet initiatives through enhanced route optimisation and targeted driver training to improve fuel efficiency and reduce emissions per delivery.
- Broaden the measurement of Scope 1 and Scope 3 emissions to strengthen data accuracy, transparency, and carbon tracking.
- Launch employee engagement programmes to raise awareness of carbon-reduction practices and embed environmental responsibility across the organisation.

Through these actions, Biocair is committed to reducing our carbon footprint while maintaining the high-quality service and safety standards our clients rely on. Our journey to Net Zero represents both a responsibility to the planet and a core part of our strategic vision for sustainable growth.

WHAT'S NEXT? >>

Looking ahead, Biocair will build on these achievements by implementing several initiatives to further reduce transport-related pollutants.

- Begin transitioning suitable vehicles to biofuels to reduce emissions from conventional fuels.
- Strengthen impact through strategic partnerships by joining industry initiatives such as the Smart Freight Logistics Emissions Council (GLEC) and the UK Logistics Carbon Reduction Scheme (LCRS).
- Expand fleet data collection to improve emissions accuracy, support benchmarking, and enable targeted interventions.
- Implement measures to minimise air pollutants and optimise overall fleet performance.

Through these initiatives, Biocair is committed to delivering cleaner, safer, and more sustainable logistics solutions, while maintaining the high-quality service and operational reliability that our clients rely on. By actively monitoring, reporting, and reducing transport-related air pollutants, we continue to integrate environmental responsibility into our core business operations and drive tangible progress toward a sustainable logistics future.

Material Topic – Transport-related Air Pollutants

Biocair recognises that transport operations, while critical to our global life sciences logistics services, contribute not only to greenhouse gas emissions but also to local air pollutants such as nitrogen oxides (NOx), particulate matter (PM), and other harmful emissions. Reducing these pollutants is a key component of our commitment to sustainable logistics and protecting the health of the communities in which we operate.

Over the past year, Biocair has taken meaningful steps to mitigate transport-related air pollutants. Most notably, we introduced a new electric vehicle (EV) in China, our first EV in the country and the third globally across our fleet. This addition represents an important milestone in transitioning our fleet to cleaner energy sources and reducing emissions from conventional diesel

and petrol vehicles. Alongside this, ongoing initiatives including fleet optimisation, driver training, and adoption of fuel-efficient vehicles will continue to lower NOx, PM, and other transport-related emissions across our operations.

Emissions	FY2023	FY2024	FY2025
Nox (t/km)	0.86	0.93	0.98
PM10* (t/km)	0.14	0.15	0.15

*PM10 refers to Particulate Matter 10, which are inhalable airborne particles with a diameter of 10 micrometers (µm) or smaller, it includes dust, pollen, mold, and soot etc.

NOx emissions increased by approximately 8.1% from FY2023 to FY2024 and by a further 5.4% in FY2025, reflecting increased transport activity. PM10 emissions rose by 7.1% between FY2023 and FY2024 but remained stable in FY2025, demonstrating effective particulate control



Climate Risk

As climate change accelerates, it is reshaping the landscape of global logistics. Biocair is committed to identifying, assessing, and managing climate-related risks and opportunities across our operations.

In 2024, we took a significant step forward by including climate-related risk analysis in our 'Major Risks' risk assessment. This work has helped us strengthen our approach to climate risk and will continue to guide our strategic response to a changing climate

Climate-related risks and opportunities are overseen by Biocair's global governance framework. Responsibility for strategic direction and implementation lies with several functions:

The Board Audit Committee is informed of key climate-related risks through the Executive Leadership Team (ELT), ensuring climate is part of broader business oversight.

The Chief Compliance Officer (CCO), who also oversees sustainability, is supported by the ESG Coordinator, who plays a central role in embedding climate considerations into corporate strategy and cross-functional coordination.

The Global Risk Committee responsible for the Enterprise Risk Management (ERM) framework and is tasked with integrating climate-related risks into existing risk oversight processes.

Together, these bodies help ensure that climate-related risks are addressed through appropriate governance channels from enterprise risk to operational resilience.

Preventing Greenwashing

Following the adoption of the EU Green Claims Directive, Biocair has been reviewing all internal and external materials to ensure full compliance with the directive's requirements. The most visible change for us relates to our vehicle design. When we first introduced EVs to our fleet, we distinguished them from diesel vehicles using wordings mentioning '100% Electric Vehicle'.

These improvements are not only about regulatory compliance, they help strengthen trust with our customers, partners, and communities by ensuring that all sustainability messaging is both credible and verifiable.

We have always prioritised honest and transparent communication about our sustainability targets and progress. Our commitment to decarbonisation is evident in the significant emissions reductions achieved compared to our 2023 baseline. We remain dedicated to our net zero 2040 target and will continue to provide accurate, comparable, and directive-aligned data and communications in line with the EU Green Claims Directive.



Social



Employee Wellbeing

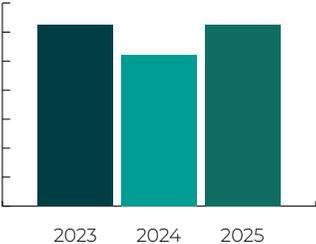
At Biocair, we place the highest priority on the well-being of our employees, recognizing that a safe, healthy, and engaged workforce is essential to delivering excellence in life sciences logistics. Our approach encompasses robust health and safety protocols, mental health and wellness initiatives, and professional development opportunities to support career growth.

We foster an inclusive and respectful workplace, promoting diversity and collaboration across all levels of the organisation. By integrating well-being into our daily operations, we not only safeguard our employees' physical and mental health but also strengthen resilience, engagement, and performance, reinforcing our commitment to ethical and sustainable business practices.

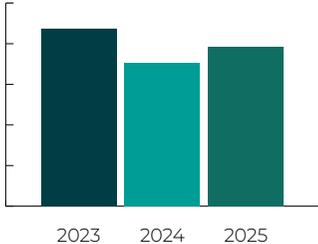
Employee by gender



2025 : **312**
 2024 : **260**
 2023 : **313**

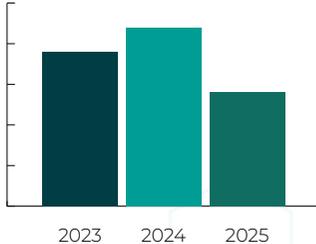


2025 : **196**
 2024 : **176**
 2023 : **218**



Average hours of training per employee

2025 : **2.8**
 2024 : **4.4**
 2023 : **3.8**



Third edition of the Employee Engagement Barometer



A key characteristic of any enlightened employer is to listen and learn from their people. The Employee Engagement Barometer, our global satisfaction survey, acts as an objective tool to help us take the true temperature of the business. In 2024, our employee engagement score of 72% was consistent with our 2023 results emphasised our employees' pride in working for Biocair, their confidence in the company's future, our status as a professional carrier, and their willingness to recommend the business. These findings carry considerable weight, given an impressive 77% participation rate in the 2025 survey; a two point increase from 2024.

Inclusion Week



Inclusion Week provides organisations with a dedicated opportunity to reflect on, celebrate and strengthen their commitment to diversity, equity and inclusion. Through open conversations and shared learning, Inclusion Week encourages

employees to recognise the value of diverse perspectives and to take meaningful action toward creating inclusive, respectful and supportive workplaces. By fostering dialogue on topics such as culture, identity, accessibility, wellbeing and flexible working, organisations can reinforce inclusive behaviours, challenge bias and embed inclusion into everyday practices beyond the week itself.

As part of Geopost’s wider inclusion initiative, Biocair marked Inclusion Week in June 2025. The week was dedicated to celebrating diversity and reinforcing our commitment to building inclusive workplaces. Throughout the programme, Biocair showcased its multicultural workforce and raised awareness of inclusive practices across the organisation — from vibrant cultural highlights to thought-provoking discussions on gender, disability, generational perspectives and family flexibility.

The Power of Conversation

“How we talk, how we listen, what we say or don’t say matters. It really matters”

Conversations are the currency of human relationships. Everything we think and feel about others is expressed through our conversations with them.

In a work context, conversations determine all aspect of what gets done, who does it, when and how it happens. There is a positive correlation between the quality of conversations and key

organisational imperatives such as employee engagement and wellbeing, strategy development, stakeholder relationships, collaboration and innovation.

To make sure we have the best possible conversations at Biocair, the ELT, in early 2025 had committed to running workshops for the entire management population to improve our ability to have effective conversations by equipping us with the 5 SuperSkills of Great Conversations.

In 2025, the people team had run workshops for 90%+ of our managers at Biocair with programs to continue to run in 2026.

Some feedback from the workshops.

‘I thoroughly enjoyed the training and gained many valuable lessons that I can apply not only in my career but also in my personal life. You did a fantastic job keeping us on pace and ensuring everyone was engaged.’

‘What a fantastic time and incredible insight to a new approach of conversation! I look forward to more rewarding finds from your knowledge bank!’



Material Topic – Employee Health & Safety

At Biocair, the health, safety, and wellbeing of our employees are fundamental to our operations and long-term resilience. We are committed to providing safe and healthy working environments across our facilities, offices, and transport operations, supported by a strong and proactive safety culture.

During 2025, we continued to strengthen our global Health & Safety framework through the implementation of our Occupational Health & Safety Management System, aligned with ISO 45001 and local legal requirements. Key actions included risk assessments for new equipment and operational changes, routine site inspections and audits, enhanced incident and near-miss reporting, and the introduction of formal Health & Safety KPIs to improve oversight and reporting.

Health and Safety Governance

Health and safety at Biocair is governed through a structured Occupational Health & Safety Management System aligned with internationally recognised standards and local legislation. Clear roles and responsibilities are defined across the organisation, with leadership accountability, site-level ownership, and employee consultation embedded into day-to-day operations. Risks are identified and managed through formal risk assessments, safe systems of work, and ongoing monitoring across warehouse, office, and transport activities.

Biocair operates a confidential incident and near miss reporting process designed to encourage proactive reporting and support a positive safety culture. All reported events are investigated proportionately, with corrective actions identified, assigned, and tracked to completion.

Routine inspections, audits, and management reviews are used to verify compliance with legal obligations and internal standards and to support continuous improvement.

Health and Safety Performance Data

Data points	2023	2024	2025
Number of days lost to work-related injuries, fatalities and ill health	2565	2983	3018
Number of work-related accidents	13	17	14
Number of employees trained in health and safety	239	318	384

Health and safety performance data shows year-on-year variation in reported accidents and days lost, reflecting a combination of operational activity levels and increased reporting maturity. The increase in reported events does not indicate a decline in safety standards, but rather improved visibility resulting from strengthened reporting expectations and engagement across sites.

Days lost were influenced by a small number of higher-impact cases, where precautionary return-to-work decisions prioritised employee wellbeing and compliance. This is supported by a 61% increase in employee safety training, strengthening prevention and risk awareness.

WHAT'S NEXT?

Over the coming year, Biocair will continue to strengthen consistency, assurance, and proactive risk management across all regions.

- Further embed a positive reporting culture, with continued encouragement of near-miss and hazard reporting to support early risk identification.
- Enhance data quality and analysis to improve understanding of trends, root causes, and high-risk activities across operations.
- Deliver targeted risk-reduction initiatives, with particular focus on transport safety, manual handling, work equipment, and higher-risk warehouse activities.
- Strengthen leadership and employee engagement, ensuring managers and employees understand their health and safety responsibilities and actively contribute to safer working practices.
- Progressing ISO 45001 accreditation for Head Office and maintaining alignment with legal and international standards across all jurisdictions.

These actions support employee well-being, reduce the risk of work-related injury and ill health, and reinforce health and safety as a core component of Biocair's sustainable and responsible business operations.



WHAT'S NEXT? >>

Biocair will focus on advancing human rights and labour protections across both our internal operations and external value chain.

- Conduct supplier human rights due diligence to better understand and mitigate risks within our procurement network.
- Develop dashboards that track human rights risks and trends over time, enabling proactive decision-making and improved transparency.
- Enhance our reporting mechanisms internally to ensure timely identification and escalation of potential concerns, supporting continuous improvement and a stronger organisational culture of responsibility and accountability.

Material Topic Human Rights and Labour Practices

At Biocair, we are committed to upholding the highest standards of human rights, fair labour practices, and ethical conduct across our global operations and supply chain. As a life sciences logistics provider, we recognise the responsibility we carry to protect the dignity, wellbeing, and safety of every individual connected to our business – whether employees, contractors, or supply chain partners.

Our approach is guided by internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) core conventions. We maintain zero tolerance for forced labour, child labour, discrimination, harassment, or any form of exploitation. Employees are provided with fair working conditions, equal opportunities for growth, and safe, respectful workplaces supported by strong policies and training programmes.

We continue to strengthen our labour practices through regular policy updates, risk assessments, and mechanisms that allow employees to raise concerns confidentially and without fear of retaliation. Across our operations, training on ethical conduct, diversity, and human rights responsibilities ensures that our people are

equipped to uphold our standards and contribute to an inclusive and ethical workplace culture.

Within our supply chain, Biocair is enhancing transparency and accountability through deeper engagement with suppliers and partners. Our expectations for ethical labour practices are embedded in our procurement processes, and we are expanding our due diligence to identify and address potential risks more effectively.

In 2025, we took important steps to strengthen our supplier engagement:

1. We updated our Responsible Procurement Charter to more clearly articulate expectations around forced labour, child labour, working hours, and grievance mechanisms.
2. We made our independent whistleblowing platform available to all our suppliers via the Biocair corporate website, to ensure reporting any adverse human rights impacts linked to Biocair and our partners are treated with urgency and confidentiality.
3. We began preparing for broader human rights risk monitoring, including supplier screening processes and follow-up mechanisms for non-compliance, which will complete in 2026.

Our communities

Biocair is committed to supporting the communities in which we live and work. As a global life sciences logistics provider, we recognise that our responsibilities go beyond service excellence - we strive to make a positive social impact by contributing to causes that matter to our employees and the communities around us.

Throughout the year, our teams across regions have come together to raise funds, volunteer, and support charitable initiatives that address health, wellbeing, and local community needs. These efforts reflect our culture of compassion, collaboration, and collective action.

This year, Biocair employees actively supported several global and local causes. We raised funds for Movember and participated in Breast Cancer Awareness Month, helping to increase awareness of women's and men's health issues and supporting charities dedicated to cancer screening, mental health, and suicide prevention. Our teams also took part in fundraising for Macmillan Cancer Support through the popular *Macmillan Coffee Morning*, contributing to vital services for individuals and families affected by cancer.

As part of our year-end festive campaign, Biocair participated in Save the Children's Christmas Jumper Day in the UK and Ugly Sweater Day in the US, raising funds to support children in need during the holiday season. In addition, employees donated essential items to local foodbanks, helping support families experiencing food insecurity and ensuring that assistance reached those who needed it most during the winter period.

- Funds raised for global health awareness campaigns: £1850
- Donations to local foodbanks and community support groups: £3000

Beyond organised campaigns, Biocair remains attentive to the evolving needs of our local communities. We encourage teams to identify opportunities to give back whether through fundraising, volunteering, or supporting local charities and we continue to explore new ways to expand our social impact. Our people are passionate about making a difference, and we empower them to contribute to causes close to their hearts.

Through these initiatives and the volunteering activities our employees participate in, Biocair continues to strengthen its role as a responsible and community-focused organisation. By supporting charitable causes, responding to local needs, and encouraging employee-driven fundraising efforts, we aim to create meaningful and lasting positive impact across the communities where we operate. Our commitment to giving back is not limited to annual campaigns; we remain attentive to emerging community priorities and actively look for ways to contribute throughout the year.



PHL office donation to local food cupboard



Every Biocair shipment carries something of value and sometimes that value extends beyond logistics. In July 2025, our Philadelphia team supported the Upper Merion Area Community Cupboard (UMACC) by donating a selection of non-perishable food items to help address food insecurity in the local community. UMACC provides food and essential supplies to individuals and families experiencing food insufficiency in the Upper Merion area, currently supporting approximately 150 families.



South Africa Office Raises Funds on Cancer Day



In October 2025, the Biocair South Africa team hosted a cupcake and breyani sale to raise funds in support of the Cancer Association of South Africa (CANSA). The initiative brought colleagues together for a shared cause, combining employee engagement with meaningful community impact. The



fundraising event was opened to businesses within our office complex, encouraging wider community participation and collaboration. Proceeds from the sale were donated to CANSA, supporting their vital work in cancer prevention, education, research, and patient support services across South Africa.

Our Brokerage Services Director Participate in Holiday Cheer Bus



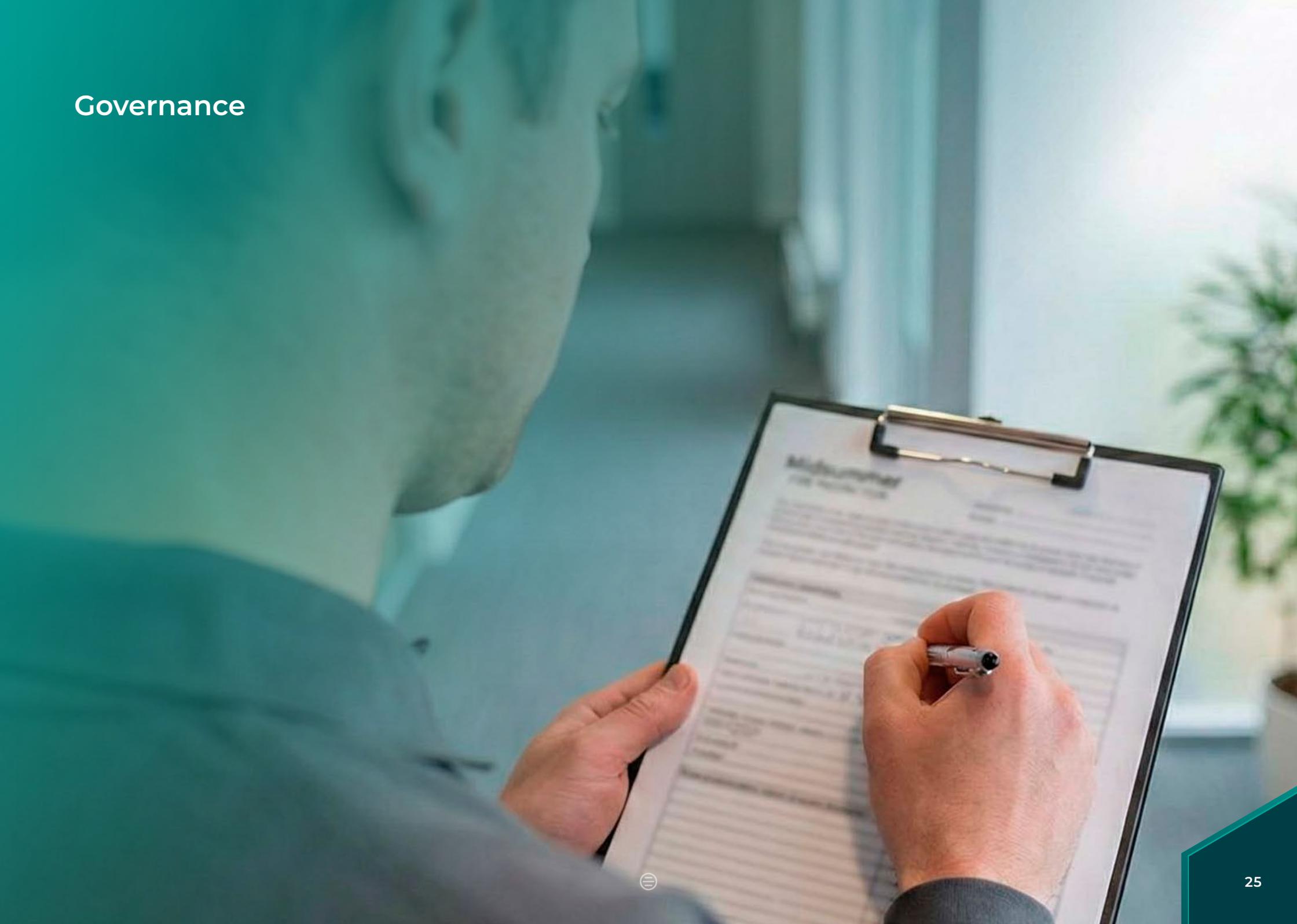
In December 2025, our Brokerage Services Director and his family volunteered with the Holiday Cheer Bus, an annual initiative run by the nonprofit Kids Need More. On 21 December, volunteers across Long Island delivered holiday gifts and cheer to families facing serious illness, loss, and long-term medical challenges. Dressed as Santa Claus, Peter joined a brightly decorated bus filled with volunteers, laughter, and generosity. Throughout the day, they visited homes across the community, delivering wrapped gifts, smiles, and a simple but powerful message: you are not alone.



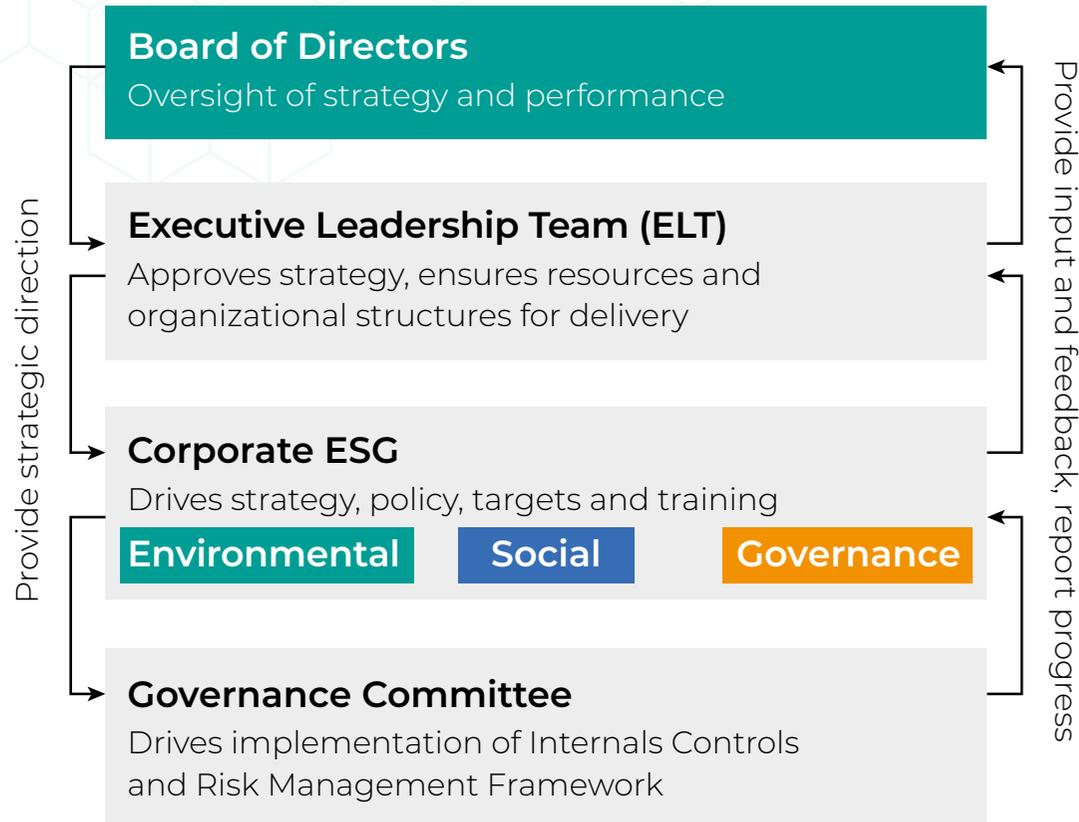
Some visits were filled with excitement and laughter; others were quieter, offering comfort and connection during deeply emotional moments. The bus also made a traditional stop at a local Walmart, sharing holiday treats and cheer with children and shoppers along the way.



Governance



OUR GOVERNANCE STRUCTURE



Biocair's governance framework ensures clear oversight and effective management of strategy and performance across the organisation. The Board of Directors provides overall strategic direction, while the Executive Leadership Team (ELT) approves strategy and ensures the necessary resources and organisational structures for delivery. Corporate ESG drives strategy, policy, targets, and training across Environmental, Social, and Governance areas, and the Governance Committee oversees implementation of internal controls and the risk management framework. Regular input, feedback, and progress reporting between these groups support accountability, consistency, and informed decision-making across the business.

WHAT'S NEXT? >>

Looking ahead, Biocair will be enhancing our focus on business ethics by strengthening data collection and increasing employee awareness.

- Systematically gather and analyse information related to compliance, ethical risks, and whistleblowing reports to identify areas for improvement and measure progress.
- Roll out interactive training and awareness initiatives to ensure that all employees understand and embrace our ethical standards.
- Foster a culture of integrity that guides every action and decision at Biocair, reinforcing trust with our stakeholders and supporting long-term sustainable growth by combining robust monitoring, proactive engagement, and continuous learning.

Material Topic Ethical Business Practice

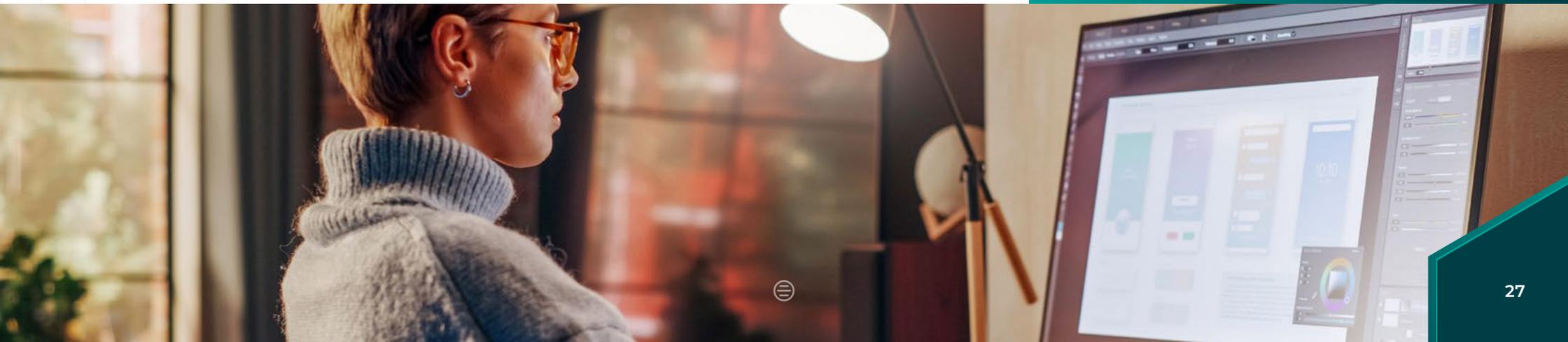
At Biocair, we are committed to conducting our business with the highest standards of integrity, transparency, and accountability. Ethical conduct underpins every decision we make, ensuring that our operations, partnerships, and stakeholder interactions reflect our core values. We adhere strictly to applicable laws, regulations, and industry standards, maintaining zero tolerance for bribery, corruption, or any unethical behavior. Our governance framework ensures accountability and supports ethical decision-making across all levels of the organisation, while safe and confidential channels are available for reporting concerns.

Strong governance is the foundation for delivering on our purpose and protecting the trust of our stakeholders. We operate in a complex environment – shaped by evolving

regulations, shifting customer expectations, and growing sustainability requirements. We aim to strengthen our global governance framework to ensure effective oversight, ethical conduct, and long-term business resilience

Our governance priorities include:

- Enterprise Risk Management, supported by a global risk framework and scoring methodology.
- Regulatory compliance across jurisdictions
- Sustainability governance
- Ethical business conduct, including whistleblowing systems and training
- Supplier due diligence and responsible sourcing.
- Data protection and internal controls



Whistleblowing

At Biocair, we are committed to maintaining the highest standards of integrity, transparency, and accountability. We believe that a safe and ethical workplace is everyone's responsibility - and that includes speaking up when something doesn't seem right.

Biocair takes whistleblowing very seriously and is committed to independently investigate any allegations raised. If any of our employees, customers or suppliers see or suspect any wrong-doing, Biocair wants to hear about it. They don't need to have any proof that these things are happening - if they have a reasonable belief, Biocair encourages them to report their concerns, using the independent "Speak Up", available online and via dedicated, confidential phone lines.

Enterprise Risk Management

At Biocair, effective risk management is fundamental to our ability to deliver safe, reliable and ethically responsible global logistics solutions. Our Enterprise Risk Management (ERM) framework ensures that we identify, assess and manage uncertainty in a way that protects value, supports sustainable growth, and strengthens resilience across our global operations. This approach is increasingly integrated into our governance systems, culture and day-to-day decision-making.

Our risk framework includes:

- A clear governance structure led by the Board and Executive Leadership Team
- Organisation-wide application of a consistent risk methodology
- Comprehensive risk registers and dashboards at strategic and local levels
- Regular reviews, audits and continuous improvement mechanisms
- Training and awareness programmes for all employees

Biocair sets clear risk appetite thresholds to guide responsible decision-making across domains such as strategy, operations, compliance, health & safety, technology, sustainability and reputation. For example, we maintain a low-risk appetite in areas such as legal compliance and health & safety, reflecting our zero-tolerance approach to harm and non-compliance, while supporting open and responsible risk-taking in strategic innovation.

We believe this balanced approach enables Biocair to pursue sustainable growth while protecting what matters most: the safety of our people, the integrity of our services, and the trust placed in us by customers, partners and regulators.

Supply Chain Management

We are committed to promoting transparency and ethical conduct across our supply chain. As a global logistics company, we recognise

that responsible supply chain management supports business resilience, reduces exposure to environmental and social risks, and strengthens customer and stakeholder trust.

As we continue to scale our operations and respond to evolving regulations, we aim for stronger alignment, clearer accountability, and shared responsibility with our partners.

In 2025, we advanced our supply chain governance by reviewing and updating all our internal procurement processes and policies, clarifying supplier expectations, expanding stakeholder engagement, and further integrating sustainability criteria into procurement and oversight processes, all in line with our global standards.

The Global Procurement team manages supplier oversight through due diligence tools, minimum requirements, and global policies, while the Supplier Management team oversees the Incident Management System to ensure issues are reported, addressed, and tracked.

Procurement decisions remain decentralised for flexibility, with alignment ensured through the Global Procurement Standard.

All suppliers are expected to sign the updated Responsible Purchasing Charter (RPC), and higher-risk suppliers are subject to further screening and engagement.

Region	Number of Suppliers	Signed RPCs	
AMEI	103	36	35%
APAC	68	22	32%
Europe	367	23	6%
US, Canada & LATAM	178	8	4%
Total	716	89	

Effective supplier management also depends on accessible communication channels for reporting issues. Suppliers, their employees and third parties can report concerns directly to Biocair through dedicated whistleblowing mechanisms.

In 2025, we began exploring sustainability-specific indicators within procurement processes to improve risk visibility in areas such as labour conditions and supplier compliance.

Cybersecurity

Data Protection and cybersecurity are fundamental Biocair's operational resilience, business continuity and maintaining stakeholder trust. As a global logistics provider, we depend on secure digital infrastructure to manage complex operations and serve our customers and partners.

While we did not identify material impacts relating to cybersecurity during the materiality assessment, we recognise that a breach could result in disruptions, financial losses, or reputational damage. We continue to strengthen

our cybersecurity practices to ensure the confidentiality, integrity, and availability of our data and systems – safeguarding our people, customers, and business.

In today's digital world, cybersecurity isn't just an IT responsibility - it's a shared commitment across the entire organisation. Our cyber awareness training plays a vital role in protecting our people, our data, and the services we deliver.

I'm pleased to share that our organisation has achieved a 94% completion rate for cyber awareness training. This reflects the strong engagement and collective effort across teams to stay informed, vigilant, and resilient against evolving cyber threats.

Together, we're building a safer and more secure environment for everyone.

Biocair has achieved the Cyber Essentials Plus (CE+) accreditation, a government-backed certification scheme in the UK that verifies organisations are effectively safeguarding against common cyber threats.

The Cyber Essentials Plus certification demonstrates Biocair's strong commitment to protecting client data and ensuring continuity of service across its global network. By attaining CE+, Biocair has undergone an independent, technical audit of its cybersecurity controls, confirming that the company's systems are secure and resilient.

The plan for 2026 is to maintain the CE+ accreditation as well as working towards

gaining the ISO 27001 certification. ISO 27001 is the international standard for an Information Security Management System (ISMS), providing a framework for organisations to manage sensitive company data securely, ensuring its confidentiality, integrity, and availability. This will provide Biocair with a systematic approach to managing information risks, protecting data, achieving compliance (like GDPR), building trust, and gaining a competitive edge through risk-based security controls and continuous improvement.

Internal Controls

Internal Control is not only embedded in processes, but also into Biocair's Risk Management system and governance.

While operating processes, employees must follow rules and formalize controls that secure our activities. These rules are included in the Internal Controls Handbook.

This set of rules and controls, defined together by Biocair and Geopost (our shareholder), must be performed to provide a reasonable assurance that objectives are met regarding operational performance and compliance with regulations.

However, internal controls are not limited to a set of procedures dedicated to financial and accounting processes. They cover all areas (operations, finance, IT, HR, sales, legal, Procurement and Governance etc.), behaviours and values applicable at every level of the organization.

The Internal Controls do not only concern internal auditors and compliance teams but are everyone’s business - they cover all our activities. Each employee, as a member of Biocair, must behave responsibly and apply the Internal Control rules.

Regulatory Compliance

As a global logistics specialist with over 35 years’ experience, Biocair specializes in the transport of a wide range of commodities for our clients in the pharmaceutical, biotechnology and life science sectors. Some of the commodities shipped are classified as dangerous goods, while others could even be classified as dual-use goods, meaning that the appropriate export control approvals must be in place from the appropriate regulatory authorities in order to be compliantly shipped. To add to this complexity, many countries maintain trade laws and regulations such as sanctions and embargoes that might restrict the entities or individuals that Biocair is legally able to conduct business with.

To ensure our business activities are conducted in a compliant, ethical manner, the Biocair Trade Compliance staff are responsible for ensuring that staff are trained on and adhere to a number of procedures and policies addressing trade compliance related topics, including:

- Denied Party Screening (DPS) - all Biocair shipments are automatically screened in our iCair operational system prior to collection. For any shipments that flag as DPS concerns, operations will not be able to progress the job until the shipment has been investigated and manually cleared by Trade Compliance staff.
- Export Control - the Trade Compliance team conducts training to ensure that all staff involved in the job raising process are aware of commodities which could be subject to export control. In 2025, the team introduced an export control filter in iCair in order to provide even greater assurance that we remain in compliance. This filter acts to automatically flag any commodities that provide name matches against an extensive database of names. For any shipments that flag and require export control licensing, Trade Compliance staff would ensure that the required documentation is in place prior to releasing the shipments.
- Sanctions and Embargos - the Trade Compliance staff work to educate staff on Sanctions and Embargos, and the team keeps in close contact with Geopost Trade Compliance for any updates or changes that might impact the business. The team

also provides frequent updates regarding countries/areas that are under Sanction.

In addition to our policies and procedures, the Trade Compliance staff also runs frequent, in-depth training sessions for trade compliance related topics, including, but not limited to, courses on Export Control, Denied Party Screening, and Regulatory Compliance.

Trade Compliance Procedure/Policy	Attendance
Geopost Sanctions Compliance Policy	100%
Geopost Global Trade Compliance Policy	100%
Denied Party Screening Investigations	100%
Trade Compliance Policy	83%
Export Control Training Presentation	89.7%
Denied Party Screening Training Presentation	89.6%
Regulatory Compliance Training Presentation	89%



Employee Trainings

Anti-Bribery and Corruption

Biocair is committed to conducting business free from bribery and corruption. We have strict policies in place, supported by training and internal controls, to ensure compliance with global anti-corruption laws. We expect the same high standards from our partners and suppliers, and we continue to strengthen our due diligence and monitoring practices to safeguard the integrity of our operations.

Whistleblowing and Ethical reporting

Biocair maintains a confidential and accessible whistleblowing channel to support a culture of transparency and accountability. Employees, suppliers, and customers can safely report any concerns, including potential bribery, corruption, discrimination, modern slavery, or harassment. Clear procedures guide how reports are assessed and addressed, and we continuously strengthen the system to ensure whistleblowers feel protected and supported.

Modern Slavery

Modern slavery is a heinous crime and a grave violation of fundamental human rights. At Biocair, we uphold a zero-tolerance approach to modern slavery. Acting with the highest standards of ethics and integrity, we are steadfast

in ensuring that modern slavery has no place within our business operations or supply chains. Through rigorous systems and controls, we proactively prevent, identify, and address any risks related to modern slavery.

Code of Conduct

Our Code of Conduct outlines the standards, behaviours, and ethical principles expected from everyone at Biocair. It helps employees make responsible decisions and reinforces our commitment to integrity across all business activities. The Code is reviewed regularly to ensure it remains current and relevant to our global operations.

Conflicts of Interest

Biocair is committed to conducting its business with integrity, transparency, and objectivity. It requires all employees and individuals working on its behalf to avoid actual, potential, or perceived conflicts of interest. Any conflicts must be promptly declared and managed in line with our Conflicts of Interest policy to ensure objective and transparent decision-making.

Gifts & Hospitality

Biocair recognises that the exchange of modest gifts or hospitality can be a legitimate part of building professional relationships. However, such exchanges must never influence, or be perceived to influence, business decisions. Biocair's Gifts and Hospitality policy ensures that

all gifts and hospitality above defined thresholds must be declared, and inappropriate offers must be refused.

Percentage completion of employee trainings	2023	2024	2025
Anti-Bribery and Corruption	58.1	35.30	35.2
Whistleblowing	36.5	48.70	45.19
Modern Slavery	14.5	69.03	33.4
Gifts & Hospitality	52.0	25.70	67.79
Conflict of Interest	34.2	56.12	100
Code of Conduct	45.50	93.10	99.2

Employee trainings on key governance and ethics topics demonstrates Biocair's commitment to building awareness and embedding ESG principles across the organisation. Completion rates for core topics such as Code of Conduct and Conflict of Interest have shown strong improvement, reaching 99.2% and 100% respectively in 2025, reflecting growing engagement and accountability. Other areas, including Modern Slavery, Gifts & Hospitality, and Whistleblowing, have experienced fluctuations, highlighting opportunities to improve consistency and coverage. Anti-Bribery and Corruption training remains an area for increased focus. Moving forward, Biocair will continue to standardise mandatory training, enhance tracking and reporting, and integrate refresher cycles to ensure sustained awareness and stronger governance outcomes across all high-risk areas.

GRI Index

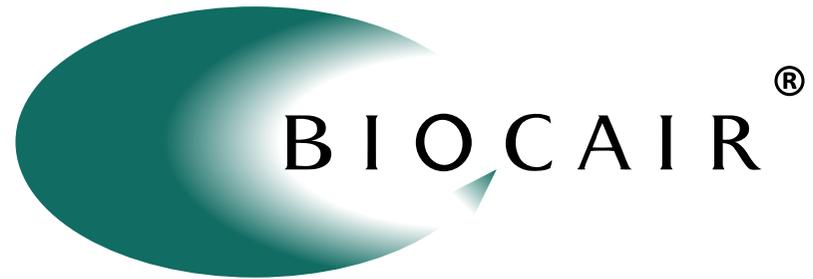
GRI standard	Disclosure	Location in the Report
GRI 2: General disclosures 2021	2-1 Organizational details	Who we are – page 3
	2-2 Entities included in the organization’s sustainability reporting	About this report – page 4
	2-3 Reporting period, frequency and contact point	About this report – page 4
	2-6 Activities, value chain and other business relationships	Our Business – page 4 Our Value Chain – page 4
	2-7 Employees	2025 Highlights – page 7 Employee by gender – page 19
	2-9 Governance structure and composition	Sustainability Governance – page 12 Our Governance – page 26
2-22 Statement on sustainable development strategy	A Message from CEO – page 8 Q&A with CCO – page 9	

GRI standard	Disclosure	Location in the Report
GRI 2: General disclosures 2021	2-23 Policy commitments	Sustainability Standards – page 13
	2-24 Embedding policy commitments	See detail in multiple sections - Sustainability Standards – page 13 , Our Governance Structure – page 26 , Trade Compliance Procedure/Policy – page 30 , Employee Trainings – page 31
	2-26 Mechanisms for seeking advice and raising concerns	See detail in multiple sections – Employee Health & Safety – page 21 , under Governance – page 28 , 29 , 30
	2-29 Approach to stakeholder engagement	Materiality Assessment – page 11
	2-30 Stakeholder engagement	Materiality Assessment – page 11
GRI 3: Material topics 2021	3-1 Process to determine material topics	Materiality Assessment – page 11
	3-2 List of material topics	Materiality Assessment – page 11



GRI standard	Disclosure	Location in the Report
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Carbon Footprint/Carbon Emissions – page 15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Footprint/Carbon Emissions – page 15
	305-2 Energy indirect (Scope 2) emissions	Carbon Footprint/Carbon Emissions – page 15
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Footprint/Carbon Emissions – page 15
	305-5 Reduction of GHG emissions	Carbon Footprint/Carbon Emissions – page 15
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Transport-related Air Pollutants – page 16
GRI 403: Employee Health & Safety	403-1 Occupational health and safety management system	Employee Health & Safety – page 21
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health & Safety – page 21

GRI standard	Disclosure	Location in the Report
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health & Safety – page 21
	403-5 Worker training on occupational health and safety	Employee Health & Safety – page 21
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health & Safety – page 21
	403-9 Work-related injuries	Employee Health & Safety – page 21
	403-10 Work-related ill health	Employee Health & Safety – page 21
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Trainings – page 31
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Our Communities – page 23



 www.biocair.com

 enquiries@biocair.com



NETWORK
MEMBER OF  **GEOPOST**