



BAP Pharma
promise delivered

ESG Report

December 2024



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Introduction

At BAP Pharma, we understand that our responsibility extends beyond providing Clinical Trial Services and Medicines Access Programmes. We are committed to operating in a way that minimises our environmental impact, fosters positive social change, and upholds the highest standards of governance.

This report provides an overview of our Environmental, Social, and Governance (ESG) performance, highlighting our progress and outlining our ongoing commitment to sustainable practices.





For us, sustainability isn't a checkbox; it's a core value that guides our decisions and actions.

Dr Bashir Parkar

Message from our Managing Director, Dr. Bashir Parkar

At BAP Pharma, our mission is to improve lives through our clinical trial services. But we recognise that success is about building a healthier future for everyone, and that includes our planet.

This sustainability report reflects our ongoing commitment to integrating environmental, social, and governance (ESG) principles into every aspect of our work. For us, sustainability isn't a checkbox; it's a core value that guides our decisions and actions.

We are aware of the impact our industry has, and we are dedicated to minimising our environmental footprint, fostering a diverse and inclusive workplace, and operating with the highest ethical standards.

This journey requires continuous learning and collaboration. We understand that we don't have all the answers, but we are committed to transparency and open dialogue as we navigate this evolving landscape.

We believe that by prioritising sustainability, we can create lasting value for our stakeholders and contribute to a healthier, more equitable world.

Carbon Footprint

Baseline Data:

01 January 2023 to 31 December 2023

Reporting Boundary:

- BAP Pharma Ltd (Marlow, UK)
- BAP Pharma GmbH (Höchstädt a.d.Donau, Germany)
- BAP Pharma (New Jersey, US)

Carbon Footprint by Scope (*market-based*):

Scope 1: 115.1 tCO₂e

Scope 2: 130.8 tCO₂e

Scope 3: 135,417.8 tCO₂e

Total Measured Carbon Footprint: 135,663.7 tCO₂e

Per employee: 1,833.3 tCO₂e

**Data Submitted to Planet Mark for tCO₂e calculations*

Measured emissions:

Scope 1: Natural gas

Scope 2: Electricity

Scope 3:

- Cat. 1: Purchased Goods & Services
- Cat. 3: Fuel and energy related activities
- Cat. 4: Transport & Distribution
- Cat. 5: Waste
- Cat. 6: Business travel
- Cat. 7: Employee commuting
- Cat: 12: End of life treatment of sold products



PlanetMark

CSR & Community Engagement

Working in accordance with our Community Engagement Strategy, which dictates how BAP Pharma will support, engage and invest in community sustainability. Outputs are measured against selected priorities for 2024-2026:

- Health & Wellbeing
- Employment, Education & Skills
- Environmental Awareness, Wildlife protection & Biodiversity
- Cohesive & Resilient Communities



1. HEALTH & WELLBEING

- Monthly mindfulness and meditation sessions.
- Bi monthly wellness walks.
- Access to company benefits.



2. EDUCATION

- 10 work experience days provided with fill mentorship.
- Interview experience workshop with local school for 8 students
- Nominated Enterprise Advisor working with Bucks Skills Hub, Career & Enterprise Company and local education establishments.



3. ENVIRONMENT

- Litter picking investment with local wildlife group.
- Biodiversity project JV with local organisation and Chiltern Rangers.
- Elimination of 90% single use plastics within office space.
- UK office uses 100% renewable energy



4. COMMUNITY

- 6 Charities supported via financial contributions & fundraising activities.
- Sustainability Business Group meeting hosts working in conjunction with Globe & Cressex Business Improvement Districts.



Diversity & Inclusion



1 34% Global Diverse Workforce

We are able to bring new perspectives and ideas to the table, driving innovation and increasing resourcefulness

2 Minority-Owned Business

BAP Pharma are proud to be certified as an Ethnic Minority Business as defined by MSD UK.

3 Supplier Diversity Programme

BAP Pharma are assessing existing suppliers and implementing a supplier diversity programme, actively seeking out diverse suppliers for products and services.

BAP Pharma are proud members of the Diversity Alliance for Science (DA4S)

Reporting & Submissions

CDP



BAP Pharma completed the CDP full corporate disclosure, reporting on Climate Change, Plastics and Biodiversity

ECOVADIS



In 2024, BAP Pharma came in the 90% percentile, with a total score of 69/100. BAP Pharma look to renew EcoVadis annually.

SBTI



BAP Pharma is committed to near-term targets, and net-zero by 2050. Targets are on track to be validated in 2025.

ISO140001



BAP Pharma maintain certification to ISO14001, the internationally recognised framework for environmental management systems.

Carbon Footprint Sources

01 January 2023 to 31 December 2023

Source	Unit	Amount	tCO ₂ e	% total carbon footprint
Scope 1				
Stationary Fuels	kwh	630,841.1	115.1	0.1%
Scope 2				
Electricity (location-based)	kwh	864,917.6	258.0	-
Electricity (market-based)	kwh	864,917.6	130.8	0.1%
Scope 3				
Category 1: Purchased Goods and Services	GBP	313,188,758.1	134,979.5	99.5%
Category 1: Purchased Goods and Services	kgCO ₂ e	440.2	0.4	0.0%
Category 3: Fuel- and Energy-Related Activities	kwh	3,225,594.0	79.7	0.1%
Category 4: Upstream Transportation and Distribution	tonne-km	9,243.0	1.3	0.0%
Category 5: Waste	kgco ₂ e	18,736.9	18.7	0.0%
Category 6: Business Travel	room per night	94.0	1.0	0.0%
Category 6: Business Travel	passenger.km	102,793.0	64.1	0.0%
Category 6: Business Travel	km	780.9	0.2	0.0%
Category 7: Employee Commuting	km	1,248,128.2	272.1	0.2%
Category 12: End-of-Life Treatment of Sold Products	tonnes	35.0	0.7	0.0%
Market Based				
Total	tCO ₂ e		135,663.7	
No. employees	Number		74	
Total per employee	tCO ₂ e		1,833.3	
Turnover £m	Number		270.0	
Total per £m	tCO ₂ e		502.5	
Location Based				
Total	tCO ₂ e		135,790.9	
No. employees	Number		74	
Total per employee	tCO ₂ e		1,835.0	
Turnover £m	Number		270.0	
Total per £m	tCO ₂ e		502.9	



Contact

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