Carbon Reduction Plan – August 2026

BioConnections is committed to achieving Net Zero emissions by 2050.

Emissions Footprint

Year	2022	2023	2024	2025
Emissions Total (tCO2e)	8.17	13.12	6.35	8.62
Scope 1: Direct emissions	0.00	0.00	0.00	0.00
Scope 2: Purchased Electricity	2.68	0.66	0.75	2.17
Scope 3: Commuting, Business Travel & Waste	5.89	13.12	5.59	6.51

*Starting in 2025 reporting methods have changed to include additional sources of CO_2 generation.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

We project that carbon emissions will decrease over the next five years to 4.28 tCO_2e by 2028. This is a reduction of 41%.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline:

1. **Image**

- Our company Logo was changed to demonstrate that we encourage sustainable practices.

2. **Waste**

- We have reduced waste wherever possible by re-use and recycling. We also engaged a waste disposal service that maintain a clear recycling process.
- Our packaging is eco-friendly as much as possible, our boxes include a logo to encourage our customers to re-use/recycle.
- Our Tradeshows provide 'freebies' made from recycled materials and things which can be re-used (e.g. post-it notes made from recycled paper, water flasks as raffle prizes), rather than plastic products destined for landfill.

3.Energy use

- Recent expansion of the building brought us to up-date lighting to LED. We encourage good energy use practices by all employees, and we use a renewable energy supplier.
- On-line meetings are encouraged to be more time and energy efficient. Hybrid working has also been maintained for certain roles whenever practical.
- Installation of solar panels has made a significant impact on our use of electricity. Recent installation of a new meter allows us to sell excess energy back to the grid.
- A hybrid vehicle was leased in 2025, with its performance/cost being closely monitored.

4. **Local Community**

- We support local community groups (e.g. the local community orchestra) and try to source goods and services from local businesses wherever possible (e.g. local printers).

5. **Health and well-being**

- We are supporting local biodiversity and promoting well-being, by providing both indoor and outdoor spaces with planted areas, which enhance the workplace (e.g. fish tank in seating area).

In the future we hope to promote further measures such as:

- Investigate the use of more sustainable courier services.
- Continue to investigate the possibility of moving to hybrid or electric vehicles for employee commute or business travel.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.
This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

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Date…22nd September 2026……  ….