

Sustainability Annual Report



Bayer UK & Ireland 2023

Sustainability continues to be one of the most important topics of our generation, growing in complexity through the enhanced need for transparency and non-financial reporting all the way to reducing our environmental footprint to increasing a company's social value they add back into society.

Bayer AG has a very clear sustainability strategy based on the United Nation's Sustainable Development Goals (SDG's) framework, where Bayer have a particular focus on seven of them. Here we can support People, Planet and Commercial prosperity.

To view our published global Sustainability Report please follow the link (<https://www.bayer.com/en/sustainability/sustainability-reports>) and track our progress and impact.

Within the UK & Ireland, our customers, consumers, patients and colleagues have a particular passion and demand for progress and action on sustainability, and we adopt many of our global principles in addressing this, as well as many local additions.

We have the ambition to support Climate Change by reducing our carbon emissions from our own operations (scope 1 & 2) by 42% and those of our value chain (scope 3) by 12.3% by 2030*.

We aim to increase uptake on volunteering by colleagues by 25% each year* and reduce the landfill, disposal and wastage of our medicines by 25% each year*.

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*vs a base year of 2019 – aligned to global base lines



UK&I Corporate



- ❖ **Carbon Footprint** aligned our baseline to 2019. Measuring our UK&I Scope 1, 2 & 3 emissions
 - ❖ **Carbon Reduction** huge progress made against all emissions scopes, beating our global efforts
 - ❖ **Workshops** +150 colleagues attended sustainability workshops, establishing individual and group goals
 - ❖ **Volunteering UK&I** 38% more volunteering involvement vs 2022
 - ❖ **Education & Awareness** 20 webinar/learning sessions, Pharma Sustainability Action Team established, 100 Actions launched
 - ❖ **Waste Reduction** Pharma reduced disposals by +£1.1m due to Bayer driven MHRA labelling ruling
 - ❖ **Diversity, Equity & Inclusion** workshops, resources and events to champion everything DE&I
 - ❖ **BayLab** saw its 10,000th student go through its doors
 - ❖ **STEM Ambassadors** our Grads and Apprentices reached out to local schools to provide lessons and experiments
 - ❖ **WBFG (Well-Being of Future Generations)** team established to drive sustainability throughout the UK & Ireland
 - ❖ **Collaboration** Green Park Sustainability Council established to look at collective action areas
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Divisions in the UK&I



Consumer Health

- ❖ **Truth Undressed Programme** wins 11 industry awards
- ❖ **Customer** collaborations with Superdrug (Truth Undressed) & Tesco (Eve Appeal)
- ❖ First ever **connect packaging**. On three NPDs* QR code for access to information for visually impaired
- ❖ **Amazon logistics** emissions reduction of 25% vs 2022
- ❖ **POS and Media** emissions off-set through Ecologi
- ❖ **Customer engagement tool kit** developed and launched
- ❖ 39 UK **volunteers** supported two charities



Crop Science



- ❖ Sustainability seamlessly integrated into **commercial needs**
- ❖ **FieldView** value adding service and also meeting SFI (Sustainable Farming Initiative) requirements
- ❖ Launched **MagicTrap** product innovation supporting sustainable needs
- ❖ Investigating the scale up of **CropCheck**, a stewardship tool for responsible use of fungicides
- ❖ Exploring **genome editing** for seed development which could support global food security
- ❖ Education on **resistance management and stewardship** of new products for sustainable agricultural practices

*NPD = New Product Development

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Divisions in the UK&I



Pharmaceuticals

- ❖ **Pharma Action Team** created to drive communication and engagement
- ❖ +58k hours spent **educating and engaging with HCPs** in calls and meetings
- ❖ **Ireland office move** to a more sustainable space
- ❖ Progress made on our **electric vehicle** fleet now at 20% of all vehicles

Enabling Functions

- ❖ +800Gb* of data deleted in team **Data Clean up initiative** saving 1.1 tonnes of CO2e**
- ❖ +50 people attending **Volunteering** days
- ❖ 10k paper invoices saved through conversion to **electronic invoicing**: That is **one whole tree**
- ❖ **Reduced medicines wastage** through labelling agreement we trigger through the MHRA. Saving £1.1m of scrappage



*Gb = Gigabytes **CO2e = Carbon Dioxide and Equivalent green house gases

Global sustainability ambition & targets



Our global sustainability ambition and targets

impact on people and planet, and our concrete targets through 2030

Support **100m smallholder farmers** in LMICs*

Achieve **Climate neutrality** at own sites (Incl. -42% Scope 1&2)

Support **100m people** in underserved communities with **self-care***

Reduce **emissions** in our Supply chain (-12.3% Scope 3)

Increase **availability** and **affordability** of our innovative pharma products in LMICsq*

Access to health

Food Security

Decarbonization

Environmental Impact Reduction

Reach **Net Zero Emission Target** until 2050 (Scope 1, 2, & 3)

Fulfill the need of **100m women** in LMICs from **modern contraception**

Womens Empowerment

Inclusive growth

Reduced ecological Footprint

Biodiversity Preservation

Reduce **GHG emission** by **30%** in key agricultural Crops in main regions

Achieved **gender parity** at each individual managerial level

Transition all Consumer health Products to **100% recyclable or reusable packaging**

Act responsibly along the entire value chain

UN SDGs on which we have the greatest impact



LMIC: low -and middle -income countries

*These targets are accounted for in the long -term variable compensation of the Board Management and the managerial Employees.

Key Facts & Messages



Bayer UK & Ireland 2023

- ❖ Our **UK&I Carbon Footprint** has reduced by 49% since 2019 combined Scope 1, 2 & 3
- ❖ Over **10k students** have gone through our Reading **BayLab** since 2016, education young people on STEM subjects
- ❖ **Multi-award-winning Truth Undressed program**, breaking taboo's and educating young women in schools and social media about their intimate health and anatomy
- ❖ Consumer Health continue to sponsor the take back and recycling of blister packs in partnership with Superdrug, whilst working on a longer-term recyclable blister solution
- ❖ Bayer hosts the **Green Park Sustainability Council** where collective initiatives and action is driven in collaboration with cross-industry peers in Reading

