



Network UK

Proud member of the UN Global Compact Network UK

CSR Report 2022

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01. Introduction

1.1 FOREWORD FROM THE CHIEF OFFICER TEAM

2022 proved to be another challenging year for the worldwide community as, whilst we began to gain more control over the Covid pandemic, inflation soared which was only exacerbated, especially within Europe, by the war in Ukraine which further disrupted already strained supply chains, not to mention the humanitarian suffering this has caused. We also continued to experience first hand the damage being done to the environment and effects of climate change through a number of extreme weather events during the course of the year.

Here in Manchester, UK, where Apollo is headquartered, we have seen some of these effects first hand. The “cost of living” crisis continues to worsen, due to high inflation, and summer 2022 saw temperatures soar to an unprecedented almost 40 degrees Celsius with many areas declaring drought like conditions, a stark contrast to the wet and cool summers we used to experience!

It is now impossible to be incognisant to these growing threats and the consequences should immediate actions not be taken to avert the continuation of such crises. The business community has a huge role to play in leading such changes, particularly within the chemical industry, and business leaders must respond accordingly.

At Apollo, we very much believe in the importance of social responsibility, or ESG, being led from the Senior Leadership Team through developing a vision and culture for all employees to embrace which places this at the very forefront. This is why we adapted our mission statement in 2020 to begin with the aim to “be the socially responsible supplier of choice”. Since then we have looked to adapt our business to harness these values and, whilst we obviously continue to have ambitions for future growth, this strategy is built on doing so in a socially responsible way which reduces our impact upon the environment. During 2023, we will be hiring our first ever SHEQ manager who, along with our new HR manager, will be specifically tasked with ensuring close collaboration to further integrate CSR into Apollo Scientific. They will work together to develop and implement CSR strategies, set goals, measure progress, and engage employees in CSR initiatives.

This collaboration ensures that the organisation’s CSR efforts encompass various aspects, including employee well-being, sustainability, ethical practices, and compliance.

We present here our second annual CSR report to bring transparent insight into what we have achieved and the progress we are making towards our future aims. In 2022, we were very proud to receive our second consecutive Platinum medal award from EcoVadis, one of the leading global assessors of corporate social responsibility and sustainable procurement. This keeps us in the top 1% of companies assessed worldwide within our industry. We were delighted to increase our overall score from 73 to 80 out of 100, achieving a score of 80 in all four of the categories assessed. We were particularly pleased to have greatly increased our sustainable procurement score, which we identified as a weakness from 2021, whilst also further increasing our score within labour and human rights. Additional highlights included: transitioning 100% of our energy to renewably generated sources by year end, achieving net zero on our scope 1 and 2 carbon emissions through offsetting, reducing gas consumption by 19.5% and reducing overall waste by 16.7%. Our future aim remains to align our targets with the Science Based Targets Initiative and we are now paying particular attention to working on a reliable Scope 3 calculation and working alongside our supply chain in reducing this impact.

Chief Officer Team

“

The business community has a huge role to play in leading such changes, particularly within the chemical industry, and business leaders must respond accordingly.

”





1.2 INTRODUCTION

We're specialists in the manufacture and supply of aromatic, heterocyclic and aliphatic compounds, fluorochemicals and life sciences reagents, offering unrivalled service and expertise in the sourcing and manufacture of available and novel products.

With unrivalled service and expertise in the sourcing and manufacture of available and novel products, we offer our customers the support they need to take their projects from concept to completion.

It's this commitment, alongside our readily stocked and competitively priced range, which makes us the trusted partner of choice for chemists, researchers, distributors and manufacturers across a wide range of industries.

OUR VISION

To be the trusted partner of choice, providing specialist compounds for R&D and commercial projects.

OUR MISSION

To be the socially responsible partner of choice in the manufacture and supply of high-quality research chemicals across the global market.

OUR CORPORATE PARTNERS

 **CENTRAL GLASS**

 **SYNQUEST LABORATORIES**
Bringing creativity and innovation to fluorine chemistry

1.3 2022 IN REVIEW



UN GLOBAL COMPACT
Became a member of the UN global compact.



£2000 DONATION
Annual £2000 donation to support local and global communities.



GAS CONSUMPTION REDUCTION
Reduced gas consumption by 19.5%.



PLATINUM ECOVADIS
Awarded second platinum EcoVadis rating and improved on our previous score.



CLIMATE IMPACT PARTNERS
Supported emission reduction projects through climate impact partners.



RENEWABLE ENERGY
100% of energy for the year came from renewable sources.



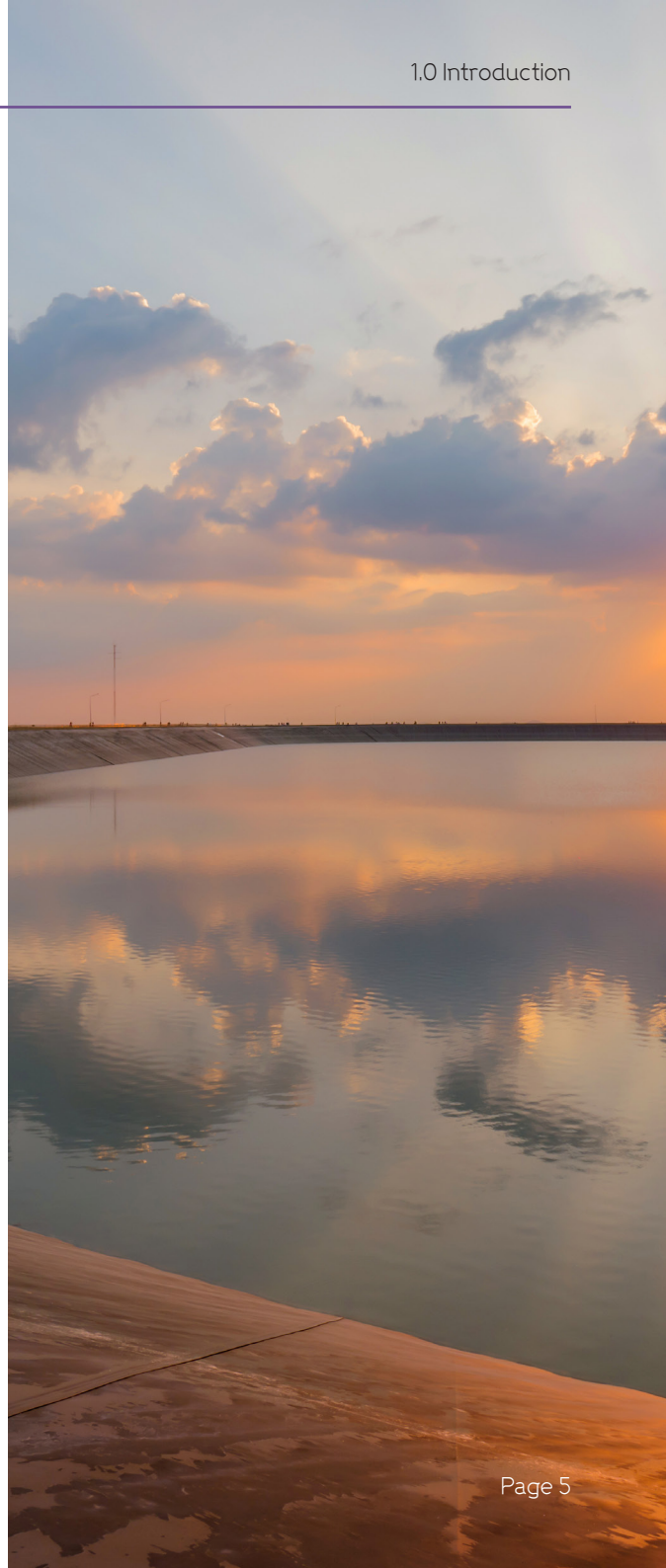
ENVIRONMENTAL AWARD
Received environmental award from Central Glass Japan.



FUNDRAISING
Raised a total of £176.80 through fundraising.



WASTE REDUCTION
Overall reduction of waste by 16.7%.



1.4 2022 AT A GLANCE

2
Facilities.

67
No. of employees across the UK.

56
Countries we ship to.

1,402
Active customers worldwide.

100,000
Products listed.

25,000
Items in stock.

45,000
Items dispatched.



1.5 PURPOSE BEYOND PROFIT



PEOPLE

Supporting the local and global communities we operate in.



ENVIRONMENTAL

Ensuring we have a positive impact on the environment to shape a sustainable future.



PARTNERS

Fostering an equal, diverse and inclusive workplace where everyone can thrive.



ETHICS & GOVERNANCE

Supporting discovery through good governance and ethical integrity.





02. Partners

2.2 OUR PEOPLE

At Apollo, our people are our greatest asset and the driving force behind us supporting global discovery.

We are dedicated to creating a safe, supportive and inclusive workplace for them where their health, safety and wellbeing is our very first priority. We believe that by prioritising the needs and ambitions of our workforce, we can create a thriving culture that drives innovation,

enhances productivity, and ultimately leads to the success of our company.

Fundamental to the success of our team is communication and collaboration and as a business we strive to achieve our company goals and vision as a team.



2.3 WELLBEING

Our employees are our most valuable asset, and their wellbeing is of utmost importance to us. We believe that a healthy and engaged workforce is essential for the success and growth of our company.

Mental Health Support

During 2022, we took significant steps to address mental health in the workplace and are proud to have introduced 4 mental health first aiders across both our sites, each completing a 2 day St John's ambulance training course to provide initial support to colleagues experiencing mental health challenges. These first aiders play a crucial role in our workplace, offering compassionate and confidential assistance to those in need. By having mental health first aiders on hand, we are furthering our efforts to create a culture of understanding, empathy, and care, ensuring that everyone feels supported and valued. Through this initiative, we are empowering our employees to take charge of their mental health and seek the help they need, ultimately promoting a healthier and more productive workforce.

Physical Health and Wellness

We recognise the importance of prioritising the physical health and wellness of our employees, which is why we have state-of-the-art gym facilities across both our sites. We firmly believe that a healthy workforce is a productive workforce, and providing our employees with access to a gym promotes a balanced and active lifestyle. We understand the numerous benefits of regular exercise,

including improved mental health, reduced stress levels, and increased productivity. By having a gym facility in our workplace, we are actively investing in the overall health and happiness of our employees, contributing to their long-term wellbeing and creating a positive work environment.

Training and development

Investing in the growth and development of our employees is a fundamental part of our approach to employee wellbeing. We provide training and development opportunities at the very start of an employee's journey with us from induction and then continue to manage it through personal development plans, work in progress plans and annual appraisals. By encouraging continuous learning, we not only support their professional development but also contribute to their overall job satisfaction and sense of fulfilment.

Cost of living payment

Recognising the rising costs associated with daily living expenses, in December, we gave each employee an additional £1000 payment to support their financial wellbeing.



Employee Feedback and Engagement

To ensure our employees' voices are heard and that they actively participate in shaping their work environment, we actively seek and value their feedback. We conduct regular employee engagement surveys and maintain an open-door policy to encourage communication and collaboration. By incorporating employee feedback into our decision-making processes, we can continuously improve our work environment and better address the needs and concerns of our workforce.

Social events

We are committed to fostering a vibrant and inclusive work environment that goes beyond daily tasks and projects. We firmly believe in the value of creating strong relationships among our employees and promoting collaboration within our company. To achieve this, we regularly organise a series of social events throughout the year, including pizza days, a summer BBQ, and a Christmas party.

Recognising the power of food to bring people together, we host regular pizza days at our company. These events allow our employees to take a break from their busy schedules and enjoy coming together in a relaxed and casual setting. The event encourages conversation and helps build connections between colleagues, leading to enhanced teamwork and collaboration. In 2022, we held two pizza days across our both our sites in June and July – both of which went down a treat!

Each summer we organise an annual Summer BBQ that serves as a fun-filled opportunity for our employees to gather, unwind, and celebrate the summer season. This year, the event was held at The Double Tree Hilton in Manchester, providing a refreshing change of scenery from the office environment. Our HR team arranged team-building exercises including a quiz and games to encourage interaction and strengthen relationships among colleagues.

To celebrate another successful year, we hosted a Christmas party at the Mercure Hotel in Manchester for our employees to come together and celebrate the accomplishments of the past year while looking forward to the future.

Through these social events, we strive to promote a positive work culture that emphasises employee engagement, teamwork, and mutual support. By creating opportunities for our employees to connect on a personal level, we foster an environment where individuals feel valued, appreciated, and motivated to contribute their best. Our commitment to organising these events reflects our dedication to employee well-being, job satisfaction, and overall company success.

We are proud of the positive impact our social events have on our employees, as they play a significant role in enhancing morale, building strong relationships, and fostering a sense of belonging within Apollo. As we continue to grow, we remain committed to prioritising these events and exploring new ways to further strengthen the bonds among our valued employees.





2.4 EQUALITY, DIVERSITY & INCLUSION

We continue to foster an equal, diverse and inclusive workforce where each individual can thrive regardless of background, race or gender and is respected, valued and embraced for their different experiences, perspectives and thoughts.

In nurturing an inclusive culture, we ensure that everyone is able to truly be themselves and has equal opportunity to succeed.

This is supported by our zero tolerance approach to any form of hate, bullying, harassment or discrimination and training is provided to all employees at induction in a violence, aggression, and bullying awareness course. This is then maintained in our the following policies and training courses:

PHR Policies - Safeguards

- Dignity at work policy.
- Human rights policy statement.
- Equal Opportunities Policy.
- Disciplinary & Grievance Policy.

T100 Training Programmes

- Violence, Aggression, and Bullying Awareness Course.
- Business Ethics Training.
- Environmental Awareness Course.
- Sustainable Procurement.

T100 Handbook - Corporate Social Responsibility

- Code of Conduct.
- Whistleblower Policy.
- Bribery & Anti-corruption Policy.
- Conflicts of Interests Statement.



03. People

3.1 FUNDRAISING



Right now, more than 3 million people are living with cancer in the UK. By 2030 this figure will rise to 4 million.

MacMillian help those with cancer live life as fully as they can, by providing vital cancer services, physical, financial and emotional support. They also raise money for vital research, to campaign to achieve better cancer care and support the cancer workforce.

In September, our teams took part in a wear green day, baking competition and coffee morning to support MacMillan Cancer Research.

The Wellspring supports the people of Stockport that are homeless or at risk of losing their home.

They provide the resources, understanding, and care that they need inside the community that we all share.

They respond to a combination of issues surrounding housing, physical & mental health, domestic violence, substance

misuse, debt, unemployment, illiteracy, and social exclusion.

In December, our teams kindly donated food, toiletries, gloves and bags to The Wellspring Eco Harvest as part of our Christmas jumper day.



3.2 ANNUAL CHARITY DONATION

At Apollo, we recognise the global impact we have on society and realise the opportunity we have to improve the lives of many by supporting strong, resilient, healthy and prosperous communities.

Since 2019, instead of giving out Christmas cards we have used the funds to make an annual charity donation to support one local and international charity to represent the global communities we serve and reduce cardboard waste in line with our sustainability ambitions.

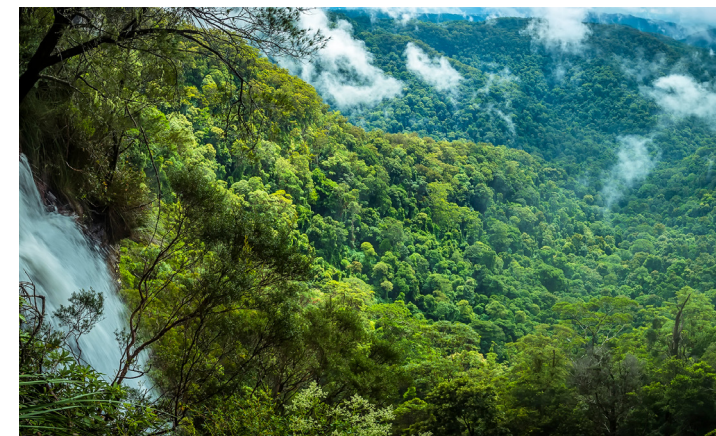
This year, we asked our employees and wider stakeholders to vote for the charities they would prefer to receive the donations resulting in a £1000 donation to Lifeshare and a £1000 donation to Cool Earth.

Lifeshare
Lifeshare is a voluntary organisation established to help meet the needs of homeless and vulnerable people in Manchester and Salford. The first

point of contact is with people on the streets, offering practical assistance, support and information. From this point they offer continued assistance that enables people to secure suitable accommodation, support them in maintaining their tenancies, and help them to access initiatives that carry their lives forward.

Cool Earth
Cool Earth is a UK-based international NGO that protects endangered rainforest in order to combat global warming, protect ecosystems and to provide employment for local people. They work in the biggest tropical rainforest biomes on earth with the experts that know how to protect them to back people, to protect the rainforest and fight the climate crisis.

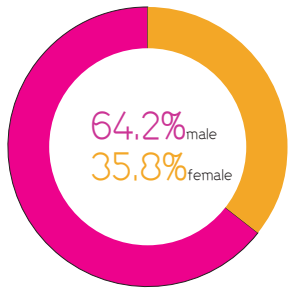
£1000
Donated to
support Lifeshare



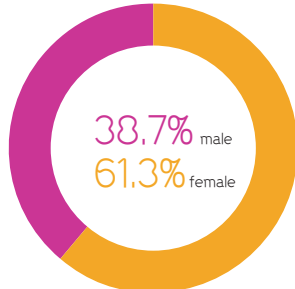
£1000
Donated to
support Cool Earth



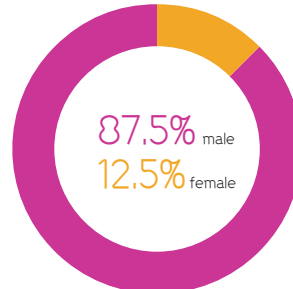
3.3 EQUALITY AND DIVERSITY STATISTICS



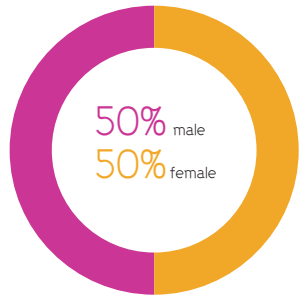
Overall gender balance



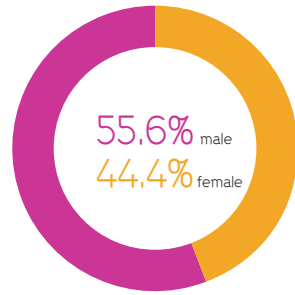
Bredbury gender balance



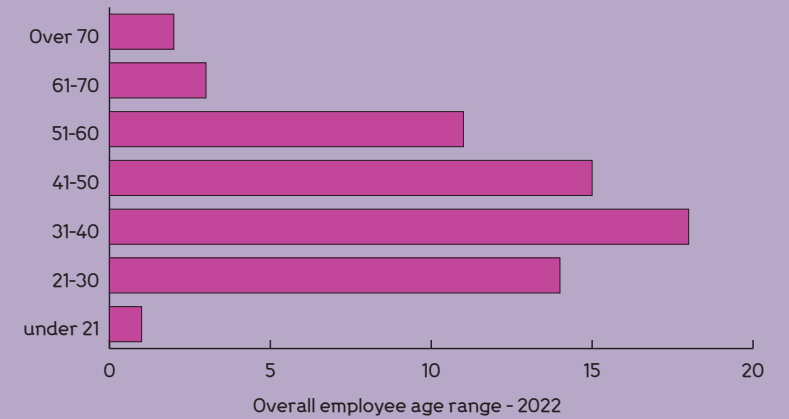
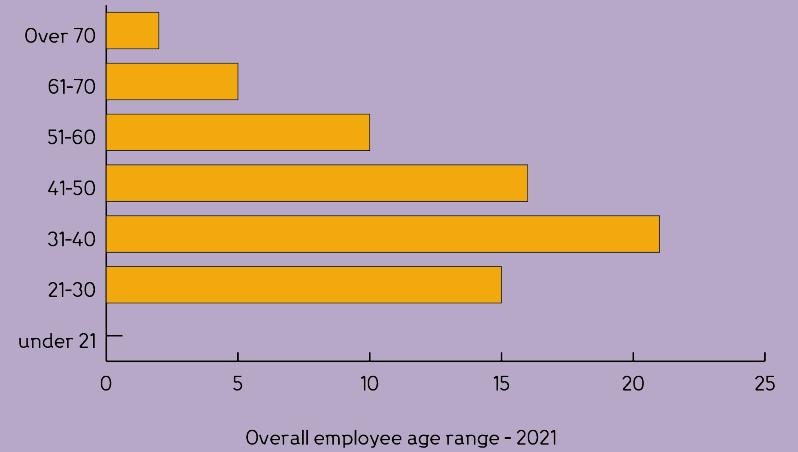
Denton gender balance



Chief officer gender balance



Management gender balance





04. Planet

4.1 2022 ENVIRONMENTAL PERFORMANCE

In comparison to 2021.



NET ZERO
against our scope 1 & 2 emissions.



16.7%
reduction in overall waste.



19.53%
reduction in gas usage.



0%
of aqueous waste / glass bottle waste to disposal.



100%
of electricity came from renewable sources.



40,800kg
overall reduction in aqueous waste / glass bottle waste.



13.1%
decrease in water usage.



4.2 ENVIRONMENTAL IMPACT PROGRESS

2022 TARGET

2022 PERFORMANCE

Waste: no more than 10% of all waste generated to go to disposal by end 2023

1.71% of waste went to disposal in 2022.

Chemical waste: Minimise increase in chemical waste generation against in house production expansion by end of 2022.

1.23% reduction in chemical waste compared to 2021.

Aqueous waste / glass bottle waste: No aqueous waste or glass bottle waste to go to disposal end point by the end of 2023.

0kg of aqueous waste / glass bottle waste went to disposal in 2022.

Utilities consumption: 100% of electricity to be obtained through renewable generation throughout 2022.

100% of electricity obtained through renewable generation throughout 2022.

Electricity (Bredbury site): Objective: 15% reduction on power consumption compared to 2019 by end 2023.

22.52% less electricity was used in 2022 compared to 2019.

Electricity (Denton unit 4): Maintain current levels of electricity use.

0.89% less electricity was used in 2022 compared to 2019.

Electricity (Denton unit 3): 5% reduction in electricity used per item dispatched by end 2024.

Overall there was an increase of 11.29% in 2022 compared to 2021.

Gas: 15 % decrease in heating degree days by end 2022.

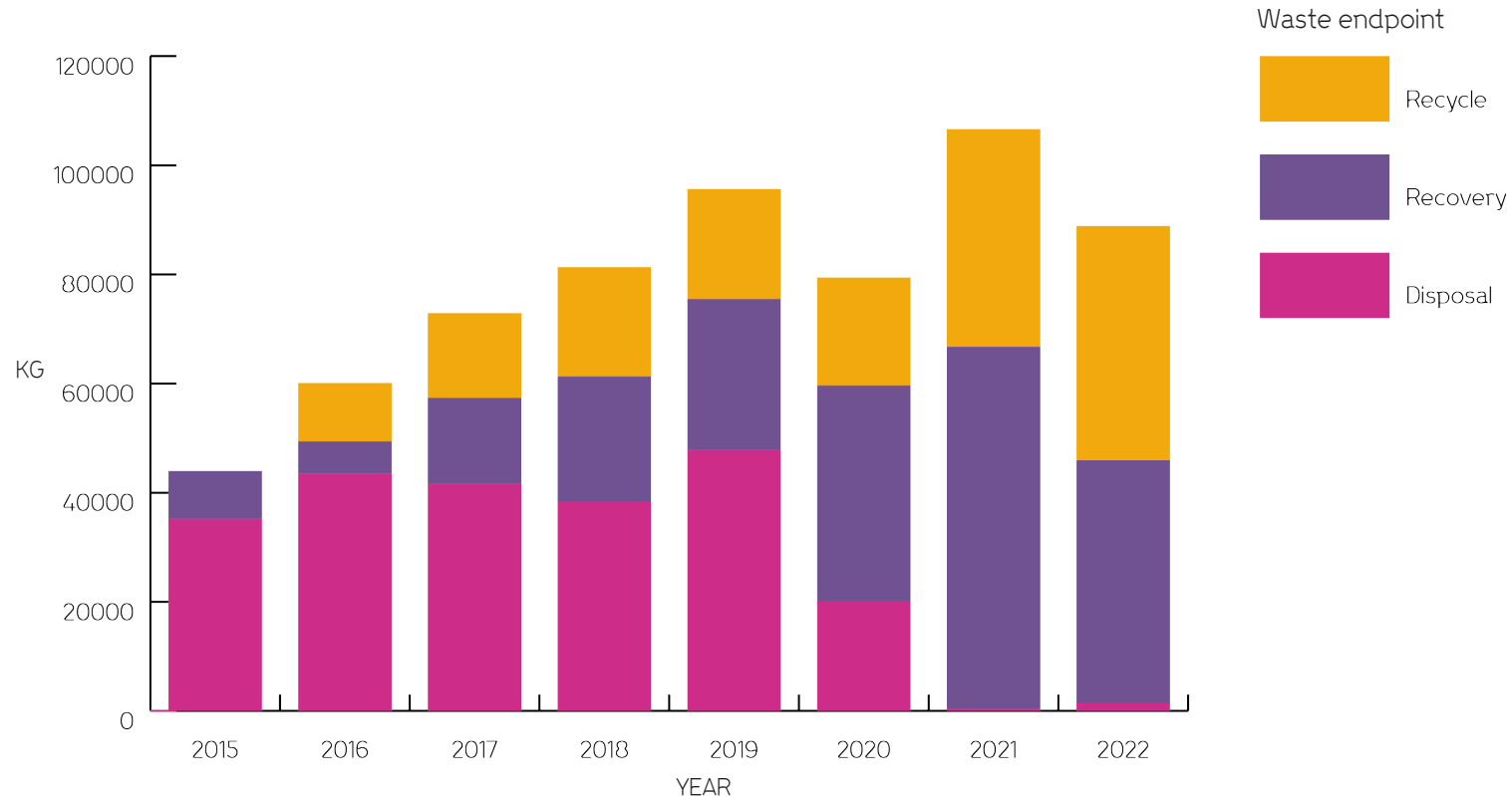
Reduction of 11.33% kWh per HDD in 2022 compared to 2021. Overall gas use fell by 19.53% in 2022 compared to 2021.

Cardboard & paper: 5% reduction in purchases of paper in 2022. 100% of paper to be recycled or PEFC certified.

100% of paper purchased from recycled or PEFC certified sources. 13.65% increase in boxes purchased from 66 in 2021 to 75 in 2022.

4.3 WASTE REDUCTION

Total waste produced by year



16.7%
reduction in overall
waste in 2022
compared to 2021.



4.4 ECOVADIS

EcoVadis is the world’s most trusted sustainability ratings provider, responsible for assessing over 100,000 companies across 175 countries and 200 categories to date since it launched in 2007.

The universal assessment body assesses companies across four pillars of corporate social responsibility; environment, labour & human rights, ethics and sustainable procurement, enabling them to benchmark and improve performance.

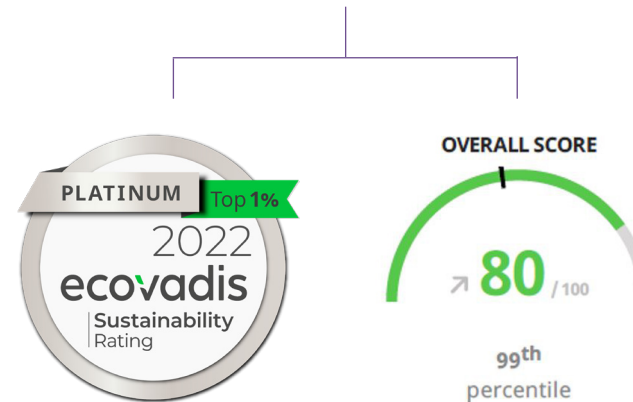
In 2022, we were awarded a platinum rating from EcoVadis, placing us in the top 1% of companies for sustainability within our sector for a second consecutive year.

We also improved on our overall score from 73/100 in 2021 to 80/100 in 2022 in recognition of our continued commitment and drive to improve our social and environmental impact. This included a scoring increase of 10 in labour & human rights and an increase of 30 in sustainable procurement, previously identified as improvement areas in Apollo’s last assessment.

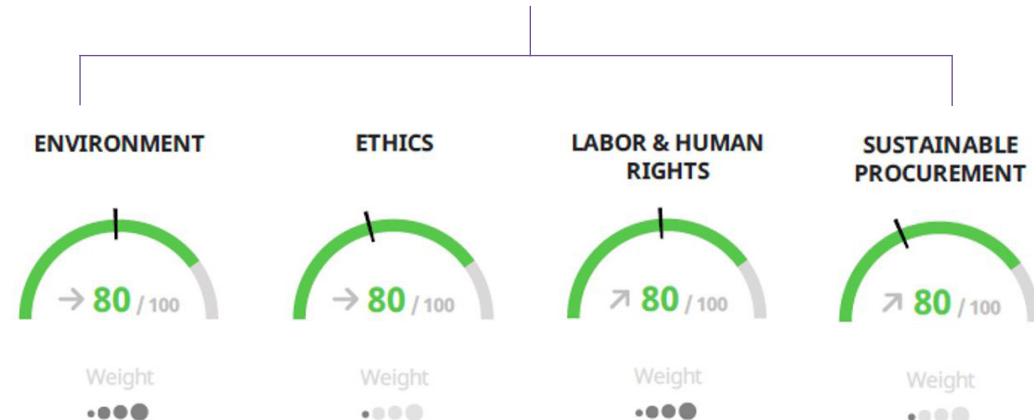
Over the year, we put significant effort into addressing areas for improvement with the introduction of:

- A supplier code of conduct.
- Development of a supplier risk analysis profile.
- Sustainable procurement policy.
- Internal staff training on sustainable procurement.
- Integration of social or environmental clauses into supplier contracts.
- Initial development of a new supplier questionnaire encompassing CSR objectives.

2022 ECOVADIS OVERALL RATING

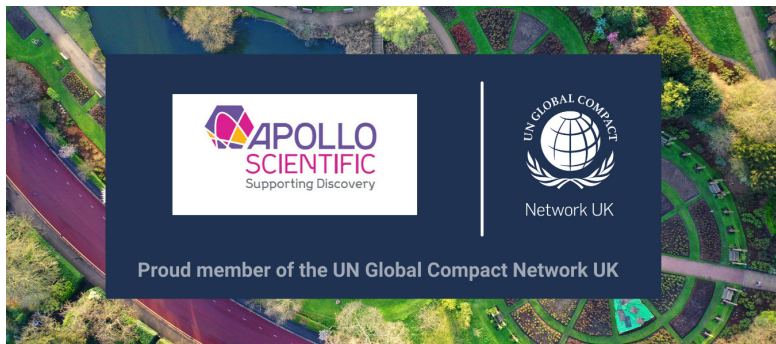


2022 SCORES ACROSS THE FOUR PILLARS OF CSR



Score benchmarked against industry standard.

4.5 UN GLOBAL COMPACT



Launched in 2000, the UN Global Compact has since become the world’s largest sustainability initiative, bringing companies together from over 160 countries with the aim of inspiring, guiding and catalysing change to create a better future for people and the planet.

The initiative calls on companies to do business responsibly by aligning their operations and strategies with ten universally accepted principles on human rights, labour, environment and anti-corruption and to take strategic actions to advance broader societal goals, embodied in the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.

Compact, in 2022 we became a signatory member, joining over 16,000 companies in taking collaborative action towards a sustainable future.

In signing the charter, we have committed to embedding the UN Global Compact’s ten principles into our strategy, culture and day to day operations.

Following on from our commitment in 2021 to sign up to the UN Global

4.6 GMCC BUSINESS GREEN SCENE NETWORK

In 2022 we joined Greater Manchester Chamber of Commerce's environmental sustainability network Business Green Scene.

The network connects businesses across Greater Manchester working on their environmental footprint to come together to accelerate positive action towards a greener, sustainable future. Through cross sector collaboration and localised partnerships, the 7 key themes the initiative focuses on addressing are carbon in energy, carbon in the built environment, circular economy, nature, food and water, transport, and finance.

As a member, Apollo will be connected with like-minded businesses who share the same sustainability ambitions to collaborate and work together on taking action to improve the impact they have on the environment and community. The network will also enable us to join forces with other companies and professionals across a wide range of industries in Greater Manchester in acting as a collective voice for the region, feeding back on key green issues to central government.



4.7 CENTRAL GLASS JAPAN ENVIRONMENTAL AWARD

In September 2022, we were delighted to be recognised within the Central Glass Group for our efforts to improve our environmental impact.

The award was in recognition of the progress we have made to become a more sustainable business as demonstrated by a huge reduction in waste to landfill, 100% of energy now coming from renewable sources and award of platinum EcoVadis rating, placing us in the top 1% of companies in our sector for sustainability.

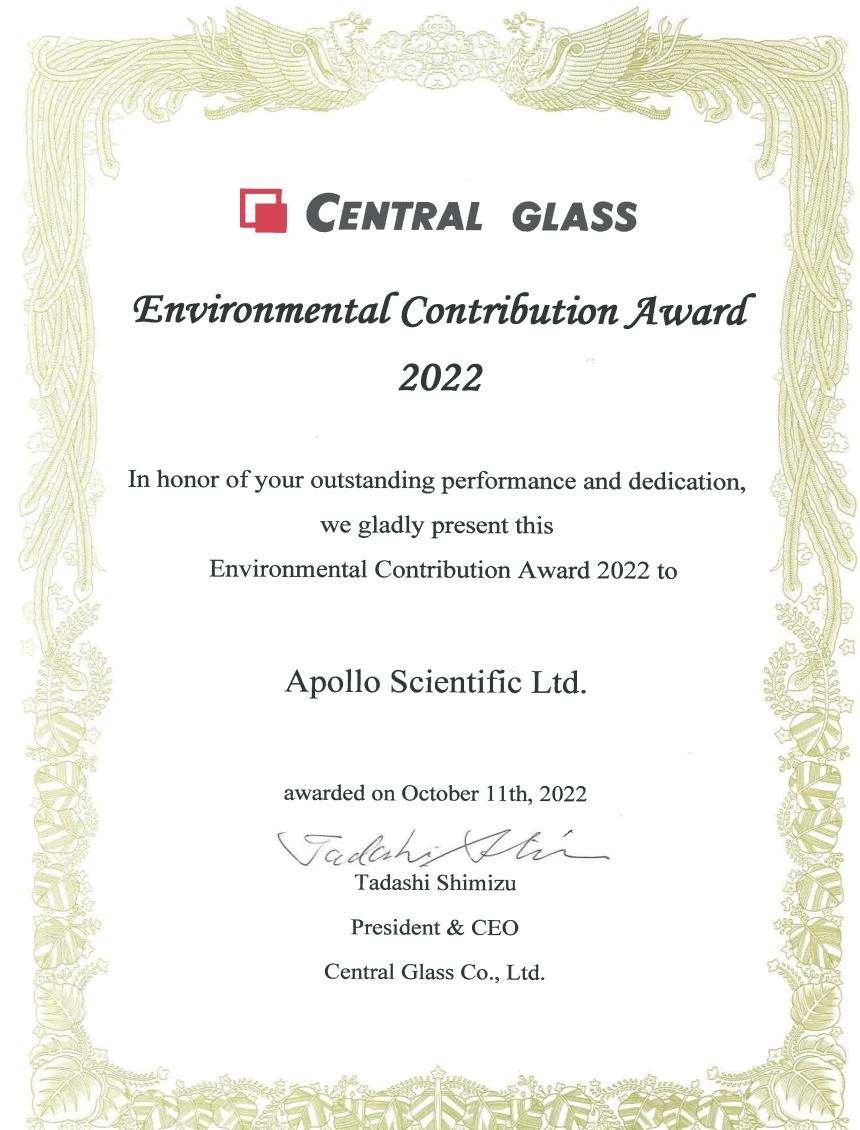
A great accolade to all of our employees who have played a significant role in transforming the way we operate to create a better, sustainable future.

CENTRAL GLASS PHILOSOPHY

Creating a better future through Monozukuri.

The term Monozukuri can be broken down into mono (thing) and tsukuru (make). The term also encompasses the pride and dedication required to produce quality products that contribute to society. As a member of the Central Glass Group, we are bound by their code of conduct to be responsible for our actions, place the highest priority on the quality and safety of our products and support the realisation of a society where everyone can live in comfort and health and contribute to the protection of the environment.

The Central Glass CSR report is available [here](#).



4.8 SUSTAINABLE PROCUREMENT

We recognise that our supply chain forms a significant proportion of our environmental and social impact, and we expect all our suppliers to adhere to the highest standards of ethical and professional behaviours as outlined in our Supplier Code of Conduct.

Apollo procures raw materials, products, and services from a global supply chain.

Our spend on goods and services totalled ~£10 million in 2022 across 536 suppliers. 39% of our spend was with suppliers based in UK/Europe, 34% from suppliers in Asia and 26% from suppliers in North America.

Progress in 2022

Significant progress has been made in 2022 and this has been reflected in a much-improved EcoVadis score of 80% on Sustainable Procurement.

A Sustainable Procurement policy has been developed and published within the company and training has been provided to all members of the Purchasing department on the principles of sustainable procurement, to ensure that this forms part of their consideration when selecting suppliers.

Our Supplier Code of Conduct was published on our website, and our purchase orders now include a link to the code of conduct, with a condition of purchase being that suppliers agree to the code of conduct.

All new suppliers are required to sign up to our code of conduct as part of their onboarding process, and the code of conduct has also been sent to our top suppliers, with whom we have spent >£10K in 2021, with a 79% sign up rate.

To evaluate and monitor sustainability risks associated with working with suppliers, a risk analysis tool was developed in 2022. Through this assessment, we can identify whether our activities are associated with sustainability risks, and we can act upon the results when necessary. Three layers of risks are evaluated, namely (1) Environmental, (2) Social, and (3) Ethical.

In addition, we distinguish between three main types of supply chain risks:

- CSR Risks associated with the industry of our suppliers.
- CSR Risks associated with the geographical location of our suppliers.
- CSR Risks associated with the individual engagement of our suppliers.

During 2022, we have used this tool to perform a risk analysis on our top 100 suppliers by spend, finding that 75% of our top 100 suppliers are low risk and 25% are medium risk by this assessment.

In this time, we have also conducted a full review of our supplier questionnaire and updated it to give a much greater focus on CSR, enabling us to generate an assessment of our supplier's CSR credentials based on their response. The risk analysis tool can incorporate any CSR rating made by Apollo into its assessment.

Plans for 2023 and beyond

Building on the work done in 2022, we will continue to increase the number of suppliers we are using who have signed up to our code of conduct, and we aim to have 85% of our suppliers, with whom we have spent >£10K in 2022 to have signed up to our code of conduct by the end of 2023.

During 2023, we will also publish a Conflict minerals policy and work to ensure we receive a statement from all relevant suppliers that they align with this.

Our Supplier questionnaire will be sent out to all new suppliers and our top 100 suppliers by spend, with a target of 85% of our top 100 suppliers to complete the questionnaire and have their CSR results incorporated into our risk assessment by the end of 2023.

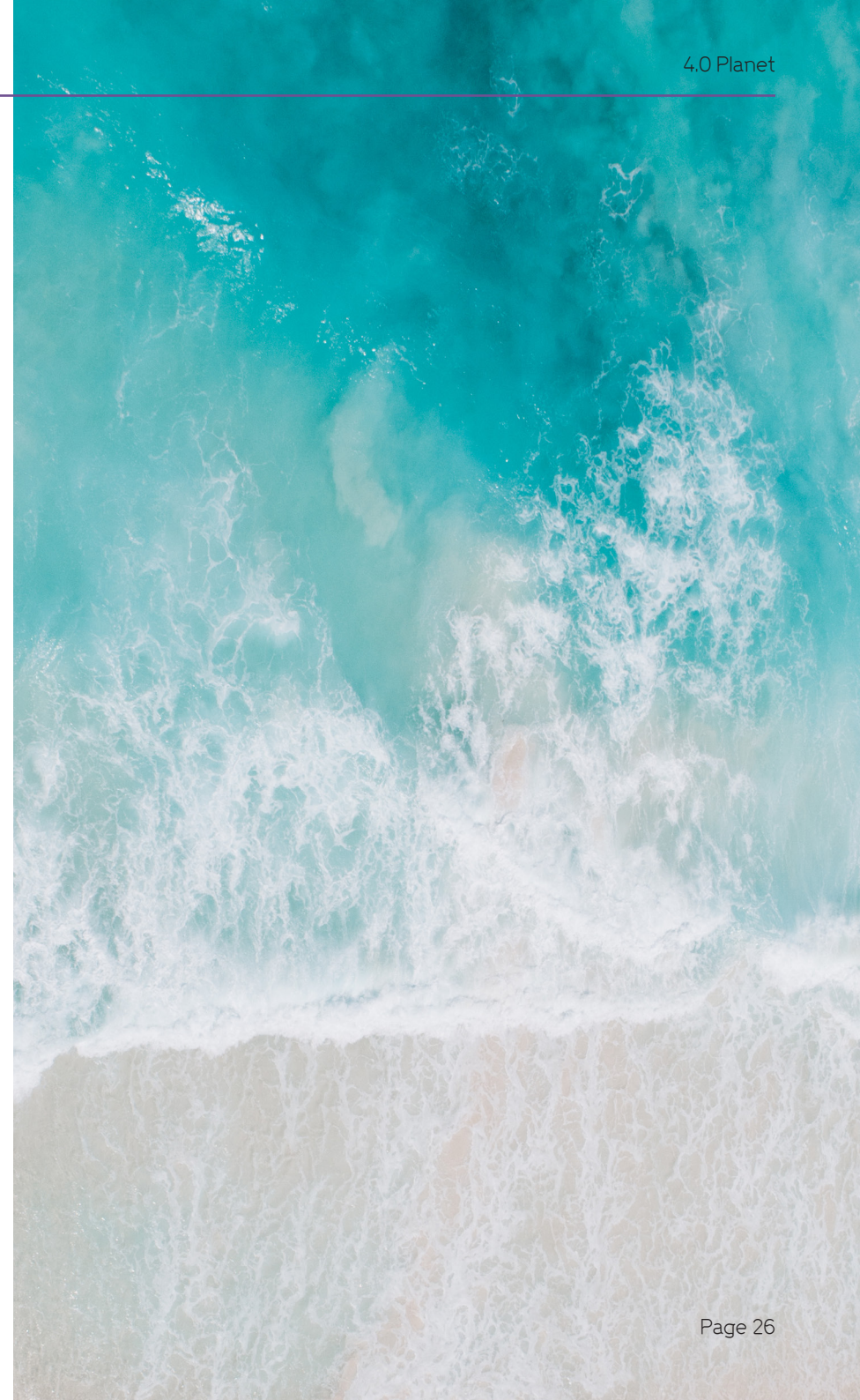
We will develop a supplier rating system, through which we can review supplier performance in terms of quality, on time delivery, communication and ESG compliance, with the aim to have this in place by the end of 2023.

We will also continue to assess our suppliers using our risk assessment tool to ensure that we are aware of and have taken steps to mitigate and reduced risks within our supply chain where possible.

Training will be provided to our Supplier Compliance Officer during 2023 to increase our capacity to carry out supplier audits.

Once our rating system is established, we will look to utilise both the rating system and risk assessment tool to set guidelines within the company, on maximum supplier spend levels against certain ratings. We will aim to implement this from 2024 onwards.

All the above will enable us to grow business with those suppliers with best performance, sustainability credentials and lowest risk, allowing us to reward sustainable practices within our supply chain. At the same time, we will continue to offer support and share information on best practices across our supply chain to enable all our suppliers to grow and improve their own sustainable credentials.



4.9 ADVANCING NET ZERO

In 2021, we set ourselves the ambitious, yet necessary goal of becoming a net zero company by 2040 – 10 years ahead of the Paris agreement.

Over the past couple of years, we've been investigating our scope 1, 2 & 3 emissions to devise a strategy to first reduce our emissions and then offset the remaining.

In 2021, we were pleased to report that we had achieved net zero against our scope 1&2 emissions, switched to 100% renewable energy and committed to supporting emission reduction projects with Climate Impact Partners to offset our remaining emissions.

Throughout 2022 we continued to accelerate our progress to reach net zero, achieving our first full year of using 100% renewable energy sources and began working with Climate Impact Partners to offset unavoidable emissions through the Aqua Clara Water Filters, Kenya project that cut carbon and deliver sustainable development impacts.

About Climate Impact Partners

Climate Impact Partners is a leader in developing and delivering high quality, high-impact carbon market solutions for climate action.

For more than 20 years, the company, which is committed to delivering 1 billion tonnes of CO2 reductions by 2030, has worked with climate-leading businesses to support more than 600 carbon removal and reduction projects in 56 countries.

With a focus on helping to transform the global economy, improve health and livelihoods and restore a thriving planet, Climate Impact Partners develops and delivers the highest quality carbon financed projects. It creates and manages carbon credit and energy attribute certificate portfolios that enable its clients to offset emissions they can't yet reduce, put a price on carbon to incentivise change, and meet ambitious climate goals.

Climate Impact Partners builds on the expertise, integrity, and innovation of two companies that have led the voluntary carbon market – Natural Capital Partners and ClimateCare.

CARBON OFFSETTING PROJECT

Aqua Clara Water Filters, Kenya



Fewer than half of Kenyans have access to safe drinking water, collecting water from open rivers, streams and other unsafe sources, leading to regular outbreaks of cholera and other water-borne diseases.

People are encouraged to boil water before drinking, which is usually done by burning unsustainable sources of biomass like wood or charcoal, reducing forest cover, causing carbon emissions, and exposing people to household smoke.

This project brings affordable water filters to families and schools in Kenya, through community-led microfinance loans, eliminating the need to boil water for drinking. These bio-sand water filters purify water as it passes through layers of sand, naturally removing bacteria and parasites from the clean water that flows from the tap.

Aqua Clara goes beyond providing the technology for safe water, they also teach people how to maintain the bio-sand filters and educate communities on the importance of washing hands, fruits and vegetables.



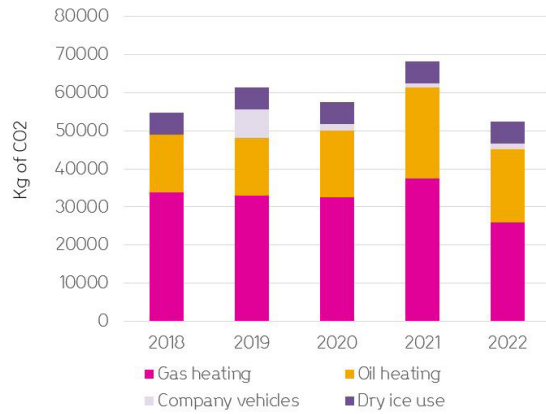
4.10 CARBON FOOTPRINT DASHBOARD

Year	2018	2019	2020	2021	2022
Scope 1 Fuel combustion, company vehicles, CO2 use in labs					
Gas heating (MT) CO2	33.84	32.94	32.52	37.52	26.01
Oil heating (MT) CO2	15.21	15.21	17.50	23.87	19.1
Company vehicles (MT) CO2	*	7.35	1.7	0.97	1.49
CO2 use (dry ice)	5.75	5.75	5.75	5.75	5.75
Total (MT) Scope	54.81	61.25	57.50	68.11	52.35
Scope 2 Electricity purchase					
Electricity Total (MWh)	314.48	344.02	376.92	414.32	468.77
Electricity Renewables (MWh)	N/A	N/A	14.83	84.54	468.77
% Renewables	N/A	N/A	3.94	20.41	100
Non renewables (MT) CO2	88.37	96.67	84.41	69.31	0
Total (MT) CO2 Scope 2	88.37	96.67	84.42	69.31	90.65
Total (MT) CO2 for Scope 1 and 2	143.18	157.92	141.91	137.42	143.00
Scope 3					
Business Travel - Flights	N/A	12.78	3.26	2.41	4.2
Total (MT) for Scope 3	*	*	*	** 124.8	**

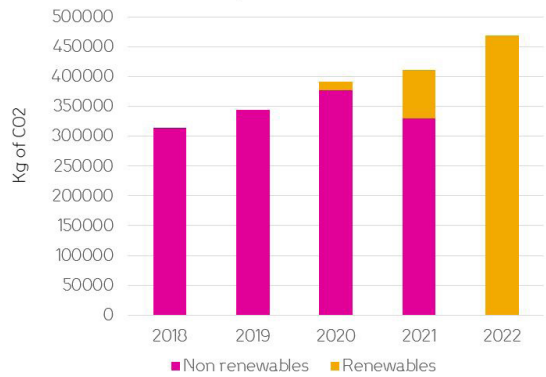
* not measured.

**External assessment undertaken for 2021, ongoing for 2022.

Scope 1 emissions



Scope 2 emissions





05. Looking ahead



5.1 SHAPING A SUSTAINABLE FUTURE

Throughout 2022 we have made significant strides towards creating a sustainable future, through good governance and ethical integrity, creating a healthy, happy and inclusive workplace, improving our impact on the environment and supporting local and global communities.

However, our work does not stop here. We understand that the path to a sustainable future is an ongoing journey, and remain committed to continuous improvement.

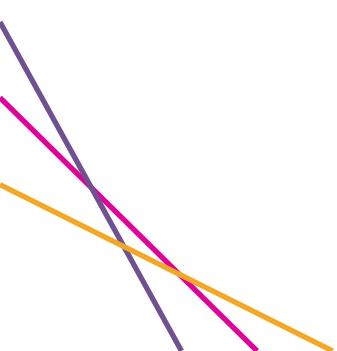
We will continue to research and identify new opportunities to improve our

environmental and social impact.

By embracing sustainable practices and collaborating with stakeholders, we are confident that we can make a lasting positive impact on the environment, society, and the global community as a whole.

ENVIRONMENTAL TARGETS

Environmental Objectives	2023 Environmental Targets
Reduce energy consumption and promote energy efficiency in operations and facilities.	<ul style="list-style-type: none"> ◦ 20% reduction in kWh/Heating Degree Days (HDD) ratio in 2023 vs 2019. ◦ 25% reduction in electricity consumed at Dredbury site in 2023 compared to 2019. ◦ 10% reduction in electricity used per item dispatched or pre-packed vs 2022.
Reduce greenhouse gas emissions and become net zero by 2040.	<ul style="list-style-type: none"> ◦ Reduce heating oil used by 10% in 2023 compared to 2022. ◦ Scope 1 & 2 emissions fully accounted for and offset in 2023. ◦ Scope 3 Establish survey on business travel separating out air, sea and road travel. ◦ Establish policy on business travel options.
Increase the use of renewable energy sources such as wind, solar, and hydro power.	<ul style="list-style-type: none"> ◦ 100% of electricity to be obtained from renewable sources.
Achieve zero-waste to landfill by 2030 through waste reduction and recycling programs.	<ul style="list-style-type: none"> ◦ No glass bottles from products to landfill in 2023. ◦ No aqueous waste to go to landfill in 2023. ◦ Ensure that 50% of waste goes to recycling end point in 2023. ◦ No more than 2% of all waste generated to go to landfill by end 2023. ◦ Establish zero to landfill report by end of 2023.
Set targets for water conservation and management, including reducing water usage and improving water quality.	<ul style="list-style-type: none"> ◦ 5% reduction in water consumption per FTE at Dredbury site in 2023 vs 2022.
Develop and implement sustainable product and packaging solutions.	<ul style="list-style-type: none"> ◦ 100% sustainable packaging by 2030. ◦ Identify products that can be shipped with recycled packaging by Q3 2023.
Increase investment in research and development of sustainable technologies and solutions.	<ul style="list-style-type: none"> ◦ 5% reduction in paper purchases in 2023 compared to 2021. ◦ Move operations to paperless processes by end 1H 2024. ◦ Establish policy on office and stationary equipment to reduce use of plastic items.



SOCIAL TARGETS

Social objectives	2023 Social targets
Implement supply chain sustainability practices to ensure suppliers meet certain ESG criteria	<ul style="list-style-type: none"> Conduct supplier CSR risk assessment using risk assessment tool developed by Supplier Compliance Officer. All top 100 suppliers have signed up to our Supplier Code of conduct by end 2023
Ensure responsible sourcing of raw materials, including avoiding conflict minerals.	<ul style="list-style-type: none"> All top 50 suppliers to have completed the Conflict Minerals Reporting Template assessment by end 2023.
Increase transparency and disclosure of ESG practices and performance.	<ul style="list-style-type: none"> Publish CSR report annually. Establish standardised disclosures on utilities and waste.
Support and invest in community development programs and initiatives.	<ul style="list-style-type: none"> Identify opportunities for staff to volunteer in local communities and gauge staff interest in 2H 2023. Increase staff engagement in volunteer action.
Increase diversity and inclusion in the workplace.	<ul style="list-style-type: none"> Continue to comply with legal obligations under the Equality Act 2010.
Reduce product listings for items which have a significant impact on the environment or pose a risk to customers.	<ul style="list-style-type: none"> Screen product listings on monthly basis. Comply with REACH regulations on SVHC.

GOVERNANCE TARGETS

Governance objectives	2023 Governance targets
Ensure ethical labour practices, including fair wages and safe working conditions.	<ul style="list-style-type: none"> Comply with legal obligations on Health and Safety at work. Comply with legal obligations related to equal pay. Publish Gender pay gap information. Gain accreditation by the Living Wage Foundation. Gain accreditation from Investors in People or Chamber of commerce.
Develop and implement policies to prevent corruption and bribery.	<ul style="list-style-type: none"> Comply with legal obligations related to bribery and corruption (Bribery Act 2010).

5.2 LONG TERM AIMS



WATER NEUTRAL
Water neutral by 2030.



NET ZERO
Become a net zero company by 2040.



SUSTAINABLE PACKAGING
100% sustainable packaging by 2030.



ZERO WASTE
Zero waste to landfill by 2030.



SUSTAINABLE SUPPLY CHAIN
Move towards a completely sustainable supply chain.



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