



# Environmental Sustainability Summary 2022-23





"The Eakin Group has transformed in the last 18 months as we integrated several trading companies into one Eakin Healthcare to prepare our business for the future. An important part of that realignment for a future of ambitious levels of growth, is that it should be sustainable for the long term. That means ensuring that we are highly respectful of the things most precious to us: our people, our communities and the planet we all share."

**Jeremy Eakin,**  
Director

At Eakin Healthcare, we care passionately about people and our planet. Eakin Healthcare is committed to sustainability with a focus on continually improving our environmental performance - creating social value as we progress.

# Eakin Healthcare is committed to reaching net zero by 2045

## Sustainability is important for Eakin

We've made extensive progress on our sustainability journey over the past eighteen months. We have measured our impact on the environment using globally recognised standards to generate a baseline year calculation for our corporate emissions and recently added a year-one calculation. We've built a Sustainability strategy and long-term plan to reduce our impact on the environment and we've been embedding that plan and ways of working across our organisation of over 700 employees, with execution of the plan underway.

We are a medical device manufacturer that supplies products to over 60 countries in a regulated environment. We are also an organisation in growth and therefore it

is important that we progress sustainably to ensure that we remain comfortably ahead of compliance and our environmental and social responsibilities.

We're in this together. The NHS is an important stakeholder for our business, along with the healthcare systems across Europe, USA and Asia Pacific and we take our responsibilities seriously to ensure we do our bit to help those countries and their health systems attain their sustainability targets whilst exceeding the expectations of clinicians, customers and end-users of our products and services.

Our proactivity on Sustainability is also driven from an internal desire to do the right thing, which is guided by our company values of People, Planet, Integrity, Safety, Quality and Outcomes Driven.

## Risks & Opportunities

Sustainability has been incorporated into our Enterprise Risk Management framework (ERM) to ensure we're across the risks brought about by our transition to a lower carbon economy and the risks of climate change. An initial assessment has judged our overall risk to be low, in line with the medical device industry generally, however our risk reporting process has been set up to enable us to closely monitor the long-term risks on a regular basis.

# Sustainability Highlights



## PLASTIC REDUCTION

**100%** elimination of purchased single-use plastics in our offices and canteens. Refillable glass bottles are now used in all meeting rooms.



## WASTE

Improved level of recycling in our buildings through the introduction of new waste bins, clearer signage and company-wide education on how to separate waste correctly.



## ENERGY

Around **10%** of all our power needs are now being met from our solar panels.

8 of our UK sites have switched to 100% renewable energy sources

Our carbon emissions produced by electricity (scope 2) **reduced by 67%** versus 2022 baseline.



“As a people focused business Eakin Healthcare is excited by our sustainability commitments, our desire to manufacture products that enhance patients’ lives in a sustainable manner is central to our ethos. We believe sustainability and its role in the long-term benefit of society will by its very nature add to the long-term benefit of our business”.

**Padraic Dempsey, Chief Executive**



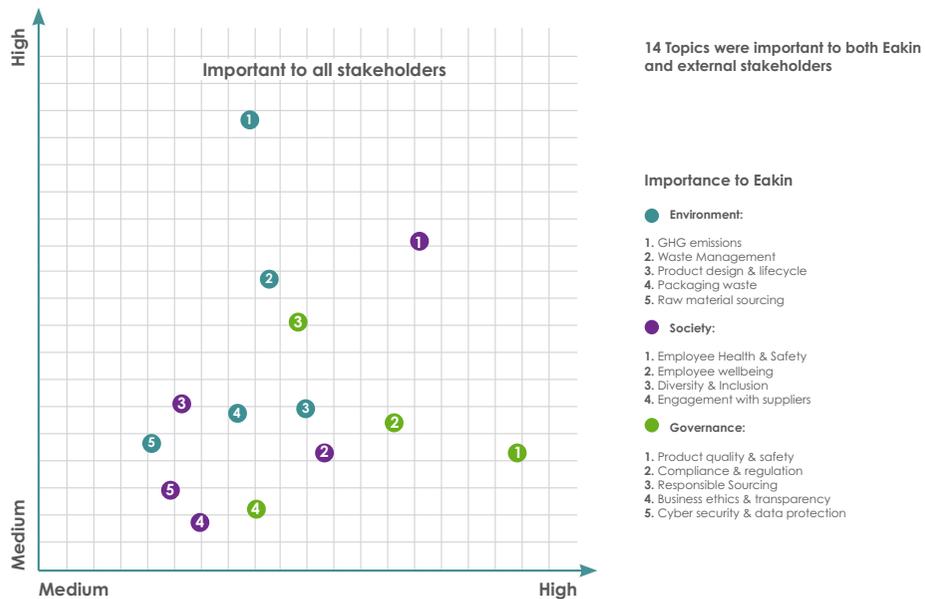
# We have a plan

With the full support of our board of directors, in early 2022, we carried out extensive work with key stakeholder groups to gather their input and used best practice global frameworks to paint a picture of where we were and use this to build out our strategy.

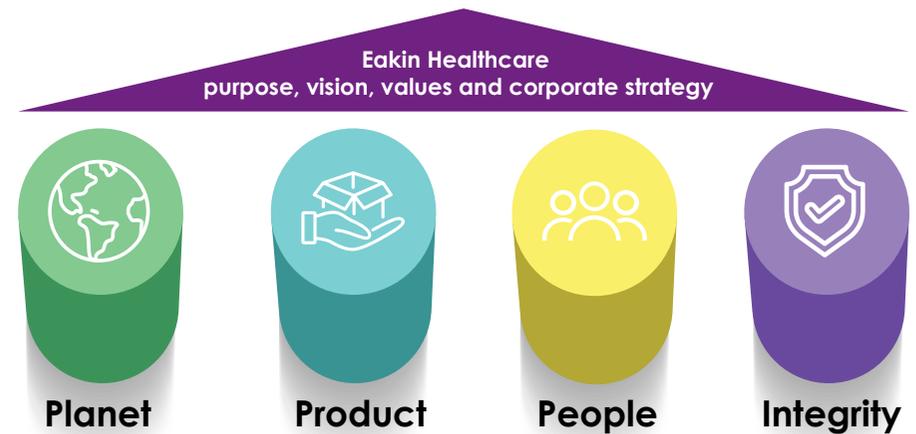
A materiality impact assessment (using GRI framework) was completed in April 2022 (see below) which shaped the areas of priority for our employees, customers and suppliers. Alongside this, we measured our baseline corporate emissions for the entire Eakin Healthcare business for the fiscal year 2022. (April 2021- March 2022)

All of these measures, requirements and analysis went on to inform our four-pillar Sustainability strategy and areas of focus. These resulted in the creation of a five-year road map being created for the next five years with objectives for the medium term (the next two years) and the longer term (3-5 years). We have KPIs in place for year one and are in the process of building out our longer term targets.

## Materiality Impact Assessment



## Four Pillar Sustainability strategy (Part of our Business Strategy)



Yr1

Yr5



# A Roadmap with Focus Areas

## Environmental Focus Areas

We are initially tackling three areas of focus to achieve noticeable progress in the next two years: Energy Efficiency, Waste Reduction, and Product Packaging. This means that we will drive change in the areas over which we have more direct

control. In parallel, we recognise that enabling our colleagues and our external stakeholders to work with us on our journey is hugely important and therefore education and communication are fundamental to our plan right now. Data and analysis are

critical to the progress we expect to make in years 3-5 when we anticipate seeing noticeable improvements from working closely with our supply chain and influencing our product development.

### 3 Focus Areas



Eakin Environmental

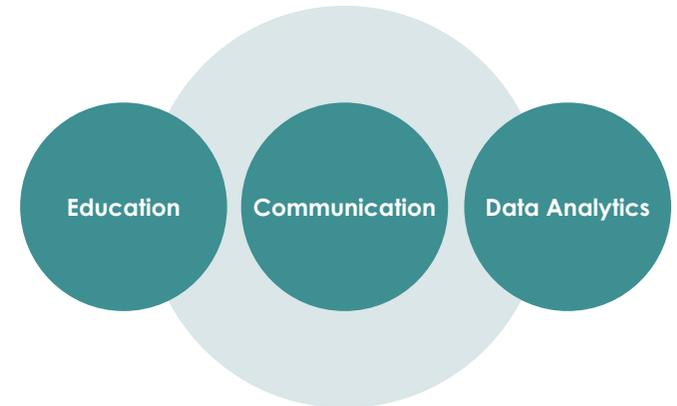
Years 1-2

### 5 Focus Areas



Years 3-5

### Enabling Activities



Years 1-5

# Sustainability in Action

Being sustainable is not new to Eakin Healthcare, and we celebrate some of our recent actions that have played a positive role in our business being where it is today. These are a selection of proactive, smart, and creative actions taken by colleagues across our major UK sites in individual and team efforts to make a difference:-



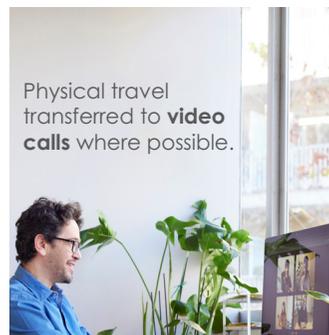
Additional solar panels added to our Coleraine site, boosting self-generation of electricity by as much **473,920 kW per year**.



Hot air from the new compressor is now diverted into the warehouse to reduce the use of electricity and kerosene, **saving 20,000kW of electricity per year**.



Reconfiguration of production lines for one of our seal products has led to around **5000 metres of plastic film being saved**.



Physical travel transferred to **video calls** where possible.



**Pilot education sessions** with Commercial teams - **15% of workforce** reached to date.



**Lift sharing** amongst colleagues on all our UK sites.



Hybrid working approach which sees us **'3 days together, 2 wherever'**, getting the benefits from collaboration and team working.



Removing unnecessary plastic components from products, e.g. hook rings - saving around **5 tonnes** of plastic.



**Voltage optimisation** project completed for Cardiff site.



**Zero waste to landfill** solution for all Cardiff-based operations. Waste is segregated at a material recovery facility into recyclable streams. Anything that cannot be further processed is compacted and baled to be used in energy from waste plants.



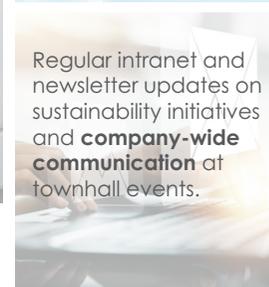
Installation of sensors on key machines have enabled us to optimise use of plastic film, **saving 4.7 tonnes of plastic per year from landfill**. Elimination of gaskets is saving 250kg of plastic to landfill per year.



Reduced size of vacuum in manufacturing units to **save on energy**, and in addition, the heat generated now heats a side extension of the building and **reduces the environmental impact of noise**.



**Low-energy, motion activated lighting** has been installed.



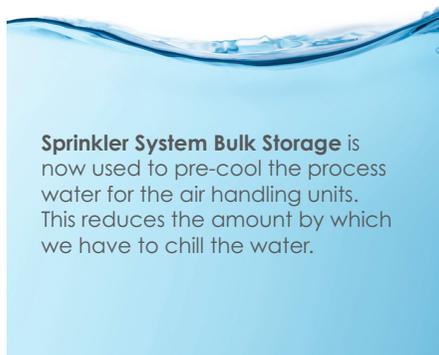
Regular intranet and newsletter updates on sustainability initiatives and **company-wide communication** at townhall events.



**Regrinding all our extruded plastic waste** to be able to offer back to industry for alternative use.



'UltraSelect' process where our respiratory products are supplied in one package, for one delivery. **Reducing packaging waste** and limiting excess unneeded products.



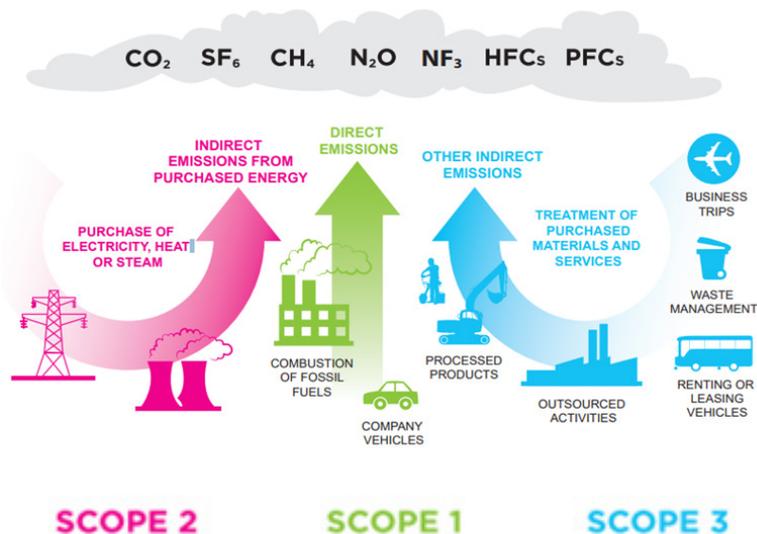
**Sprinkler System Bulk Storage** is now used to pre-cool the process water for the air handling units. This reduces the amount by which we have to chill the water.

# On track with Progress: Measuring our Carbon Footprint

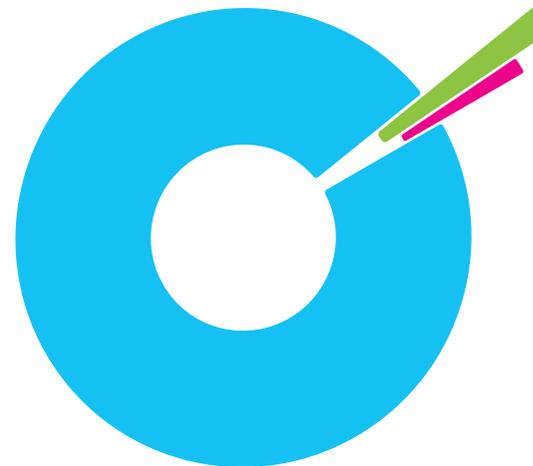
## Strong early progress on direct emissions

Eakin has made significant inroads in measuring our progress. 2021/22 was our baseline year, where we measured scope 1, 2 and eight categories under scope 3. June 2023 saw us measure our second year of corporate emissions across scope 1, 2 and 3 for 2022/23.

## The difference between scope 1, 2 and 3 emissions



## Emissions for FY23



### Emissions Chart

Measurement in Tonnes of Carbon

	FY22 (baseline)	FY23
Scope 1	262.05	450.61
Scope 2	968.05	342.11
Scope 3	23,439.37	25,742.58
<b>Total</b>	<b>24,669.47</b>	<b>26,535.30</b>

Corporate Carbon footprint calculation carried out in accordance with GHG protocol standards, following an operational control approach.

## Preparation continues for tackling indirect emissions

Our progress in reducing scope 2 emissions, by 66% in just one year, has been material as a result of the increased purchase of green energy for more of our sites.

As expected, most of our emissions are within scope 3. As we have used value-based emission factors in our calculation of scope 3 category (purchased goods and services), we have been exposed to the full brunt of cost-price inflation along with internal purchase tactics to increase inventories to protect us from the lingering impact of Covid-19, effect of the Russia and Ukraine war, and material shortages. As we mature, we will move to consumption-based emission factors, which will enhance the accuracy of our emissions further.

Coming out of Covid, business travel and commuting have increased, though the impact on emissions has been tempered by evaluating the necessity of international travel, encouraging lift sharing, and operating a 'three together/two anywhere' approach to hybrid working.

# Embedding Sustainability into Eakin Healthcare

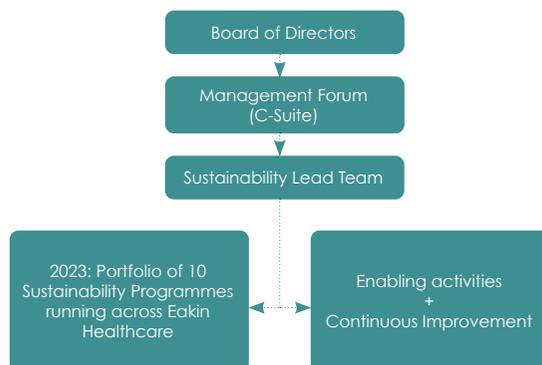
The board of directors fully endorse our Sustainability strategy and plan and Sustainability has representation at board level.

Management Forum own the Sustainability strategy, are responsible for the timely execution of the plan and have Sustainability incorporated into their objectives.

Janet Fairlie-Vogt, as Chief Development Officer, has overall responsibility for Sustainability for Eakin Healthcare and is a member of Management Forum.

The Sustainability Lead Team oversee the ongoing progress of our plan and is made up of 10 senior leaders representing all key functions of the business. All efforts are ably directed and supported by two full-time Sustainability roles: Sustainability Manager and a Sustainability Analyst.

This year, a portfolio of 10 different Sustainability programmes are being run right across the organisation. These cross-functional, high impact programmes run in conjunction with the continuous improvement activities that occur day-to-day.



“We’re chasing continuous progress (not perfection) and can be so proud of our momentum. It’s exciting to see how environmental sustainability is

embedding across our organisation, people working together is proving key to uncovering opportunities and executing solutions right across Eakin.”

**Janet Fairlie-Vogt, Chief Development Officer**

## Global and Local Partnerships

We joined the UN Compact committing to 10 principles and annual reporting. A significant testimony to our commitment of implementing our Sustainability strategy throughout our company.



Eakin supports the UN Sustainable Development Goals. We have selected 5 goals to focus on, so that we can truly build a sustainable future for as many people as possible on our planet.



### Our 5 UN Goals to focus on



Partnership with Northern Ireland's Responsible Business Network

“At Eakin Healthcare we are focused on being a great place to work for our 700 employees and our membership with Business in the Community NI will provide support through a variety of initiatives that will have a positive impact not only on our people but also the planet and the wider community.”

**Gillian McAuley, Chief People Officer**

# The Year Ahead

10 Sustainability programmes are running across the company this year, along with enabling activities that will reach all of our employees and many of our external stakeholders.



### Energy:



Significant programme of investment underway to improve our energy efficiency and reduce energy usage across ALL our manufacturing sites



Expand our use of green energy beyond 8 locations



Increasing self-generation of energy



### Waste:

Decrease waste generation and improve recyclability and better methods of disposal



### Packaging:

Addressing primary and secondary packaging to improve recyclability of all our packaging with particular focus on the reduction of plastics in our packaging

## Activity now to prepare us for the future:

### Supply Chain



"The vision of the Eakin Healthcare Procurement team is to deliver best practice Sustainable Procurement (SP) that helps deliver the required business outcomes, ensuring that Eakin contracts provide the best value for money and that continuous improvement against sustainable business targets can be demonstrated."

David Jones, Head of Procurement

### Product



Completed lifecycle analysis for Ostomy



Continue analysis for Respiratory and Surgical products

### Enablers:

#### Education, Communication and Data Collection and Analysis



Sustainability awareness sessions to everyone in the business



Tailored education plan for all functions, matched to the objectives of our roadmap



Created Sustainability Analyst role to support our ambitions to measure our impact, measure our progress and validate long term targets to help us reach net zero by 2045