



# ANNUAL SUSTAINABILITY REPORT 2024



# Table of Contents

<b>CEO's Message</b>	<b>01</b>
<b>Scope of the report and statement from Sustainability lead</b>	<b>02</b>
<b>Operational Overview</b>	<b>03</b>
<b>Our Environmental Commitment</b>	<b>03</b>
<b>Key Outcomes</b>	<b>04</b>
<b>Progress and Objectives</b>	<b>05</b>
<b>Carbon Management</b>	<b>07</b>
<b>Our Global Team</b>	<b>08</b>



# CEO's Message



## Nick Bova

Bova Group CEO

“ At Bova, sustainability is more than a goal — it’s a responsibility we take seriously as stewards of our community and environment. In 2024, we continued our commitment to reducing environmental impact while maintaining the quality formulations our customers know and love. From sourcing ingredients responsibly and minimising waste in our production process to supporting local suppliers and investing in energy-efficient technologies, every decision we make reflects our mission to create a greener future. Our aims this year are clear: increase transparency, improve sustainability metrics, and inspire positive change within our industry and beyond.



Bova Group is owned by Nextmune, part of the Vimian family



### Corporate Partners



[www.bova.vet](http://www.bova.vet)



# Scope of the report

This report captures the progress Bova Group (comprising of Bova Aus and Bova UK) has made in embedding sustainability into our operations over the past financial year, January 2024-January 2025. The processes, data and achievements described within this report relate to the following sites:

- 1. Bova UK- Gorst rd, London
- 2. Bova Aus- Kingsway, Caringbah
- 3. Bova Australia- Endeavour Road, Caringbah

Please note that any reported data for Australia will be both buildings combined.



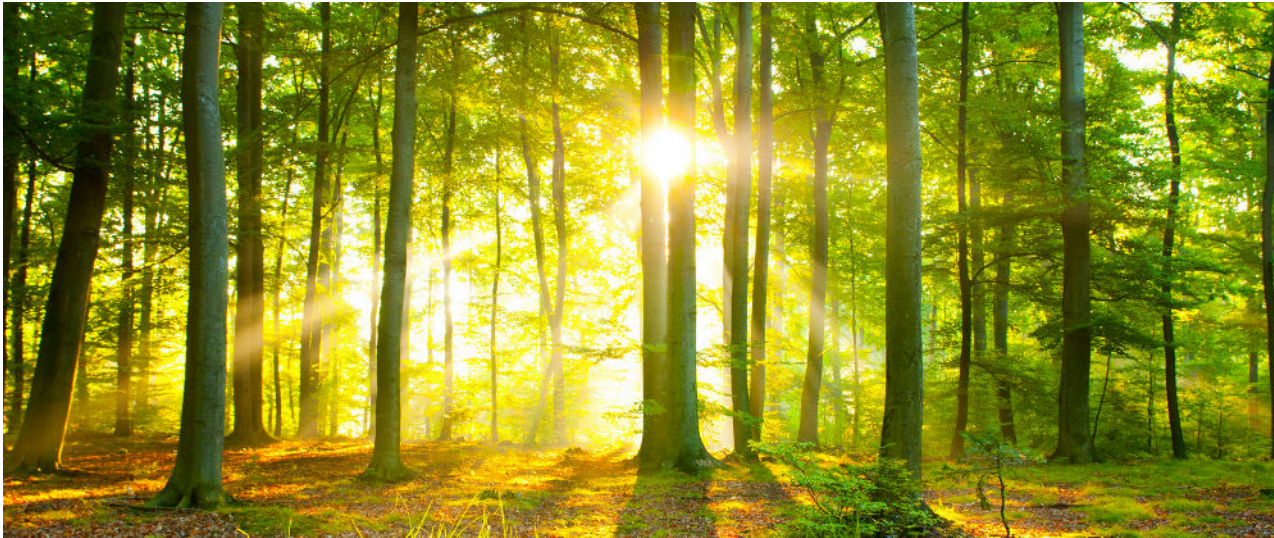
Lizzie Barnard  
Global Head of Marketing and Sustainability

“ **Bova’s Sustainability Progress Summary  
This Year’s Review**

This year, we have made meaningful strides in advancing our sustainability agenda. Our broader aim remains to embed environmental responsibility at the heart of all our operations, and this year’s efforts have reflected that commitment. Notable achievements include progress in reducing waste, improving energy efficiency, and enhancing employee engagement with green practices. We were proud to gain our iE (Investors in the Environment) bronze accreditation, which underscores our dedication to continual improvement and environmental stewardship. Operationally, we’ve implemented new internal policies to streamline our sustainability reporting and introduced eco-friendly alternatives in our supply chain.

Despite some challenges—such as resource constraints and adapting to new regulatory requirements—we remained focused on our goals. Looking ahead, our focus for the upcoming year includes deepening carbon footprint reduction strategies, increasing stakeholder engagement, improving transparency and aligning our long-term ambitions with the UN Sustainable Development Goals.





# Operational Overview

Bova Groups comprises Bova Aus and Bova UK, with Bova Aus operating one site in Sydney since 1968. Bova UK was established in London in 2017. The company also opened a third site in Caringbah, Endeavour Road, in 2024, Bova Australia. Bova UK employs around 100 staff, while Bova Aus/Australia has approximately 115. Led by CEO Nick Bova and owned by Nextmune, Bova aims to enhance animal welfare through innovative veterinary pharmaceuticals, prioritising the bond between pets and their owners. With over 50 years of experience, we manufacture a variety of products prescribed by veterinarians and focus on sustainable practices aligned with our ESG strategy, emphasising People, Animals, and the Planet.

# Our Environmental Commitment

Our 2025 targets

- 1. eNPS by 2028: 50
- 2. 40:40:20 gender distribution at all levels
- 3. 100% of employees trained in ethics
- 4. 42% scope 1 & 2 reduction until 2030
- 5. 100% of material suppliers aligned with supplier code



We are proud to hold the Bronze Investors in the Environment (iE) accreditation, a testament to our proactive approach and ongoing commitment to environmental management. We are currently working towards the Silver level.

[www.bova.vet](http://www.bova.vet)



# Key outcomes



## Planet

Reduce climate impact and foster a responsible value chain

- Climate impact
- Responsible supply chain



## People

Create a great place to work

- Health and wellbeing
- Training and Education
- Diversity and Inclusion
- Business ethics



## Animals

Drive innovation to improve animal welfare and AMR

- Animal welfare
- Antimicrobial resistance (AMR)

**44% increase\***

Emissions in Scope 1 & 2 (CO2e)

This is comparing like for like buildings in the same time period for electricity. However, in 2023 the carbon emissions were 67.35tCO2e. For 2024 the total was 273.39tCO2e. Showing a 300% increase.\*

**2.1k**

Emmissions in Scope 1,2 & 3 (tCO2e)

**100%**

Material suppliers assessed against our standards (supplier code)

**70**

Employee Experience Index

**50%**

Female senior leaders

**100%**

Employees trained in ethics

**3698**

Educated animal health professionals

**16**

New formulations

**1**

Products reducing the use of antimicrobials

**20**

Species biobanked with funds raised in 2024 for Nature's SAFE\*\*

\* The 300% increase on scopes 1 & 2 is due to electricity at a new building in Australia (Endeavour Road) a general increase in existing buildings. Energy supplier changes. For 2025 reporting, this will see a reduction as all buildings changed suppliers in early 2025 to renewable options.

\*\*In 2024, we donated £2,500 to Nature's SAFE to support conservation efforts, preserving biological samples from over 20 species. This funding helped acquire equipment for cryopreserving coral sperm, leading to successful fertilisation and new coral growth in Europe, a significant marine conservation milestone. Our initiative aligns with our commitment to sustainability, emphasising the importance of protecting natural systems for long-term ecosystem health and supporting our broader ESG goals for a resilient future.

# Progress and Objectives

This year, we have targeted progress in seven key areas: Sustainable Resource Management, Waste and Sustainable Procurement, Travel and Transport, Carbon Management, Community and Engagement and Environment and Biodiversity.

The notable developments achieved in 2024 within these areas and the planned next steps to continue progress into 2025 are summarised below.

## Sustainable Resource Management

### Energy



#### Objectives

Our objective was to reduce consumption by being more efficient operationally. The aim was to reduce electricity by 2% and switch to renewable sources.

#### Progress:

- Communications around electricity management, including the introduction of 'switch it off' stickers have been developed.
- We have increased our total usage by 44%, this is due to a new building being set up for manufacture in Australia. However, this site has been set up with renewable energy sources.
- Bova UK switched energy suppliers to 100% renewable in January 2025. Bova Aus has transitioned one building over, and the other will follow when the contract expires.

#### Next Steps

- Bova UK is installing smart meters.
- Continue to educate staff on lights and switching them off.
- Continue to replace with LED lights.
- Aims are to install solar panels at the Bova UK site in London.

Please note: We do not measure water at any of the Bova sites because we currently lack access to the readings.

## Waste and Sustainable Procurement

### Waste



#### Objectives

Our objective was to implement a waste count and audit, so that a waste management plan could be built.

#### Progress:

- Both Bova Aus and Bova UK have been counting bins out the door for 7 months now. This will mean we have a baseline measure. The current 7-month count is below:
  - 2277 bags of general waste have been counted (Aus/UK)
  - 523 recycled waste (UK only)
  - 3082 clinical waste (UK/Aus)
  - 89 potential PPE that can be recycled (UK only)
- New recycling bins have been installed in all sites.
- Staff training on the 3 R's was implemented in the UK in March 2025.
- Full Audit complete in the UK of waste streams.

#### Next Steps

- Educate Bova Aus staff on the 3 R's.
- Aus to start counting recycled waste as well as general waste.
- Look at recycling PPE waste-assess costs.
- Assess reuse and recycle scheme for UK cold chain boxes (currently sending approx 15 boxes a week.
- Aus to complete full waste audit.
- Full packaging analysis.

## Sustainable Procurement



### Objectives

Our objectives were to create a policy for procurement and marketing teams to abide by.

### Progress:

- So far, Marketing and Procurement teams have had oversight of the “Marketing Procurement” Policy to review and comment on.
- Marketing ensures they seek sustainable promotional items where possible and or assess the credentials of the supplier.
- Implemented full supplier code of conduct assessment in 2024 with 100% response rate success.

### Next Steps

- Fully implement the “Marketing Procurement” Policy.
- Introduce full supply chain analysis.

## Travel and Transport



### Objectives

Our objectives were to begin assessing our travel impacts from employee commuting travel to on the road sales teams.

### Progress:

- We have introduced Travel Perk as our travel management platform.
  - Travel perk enables us to measure our flights, train and hotel stays for carbon impacts.
  - At the moment we only measure train/flight, not hotel stays.
- We implemented UK survey for commuter travel (we have parking issues also), to ascertain our impact with a view to reduce the number of people driving to the office.

### Next Steps

- The UK Managing Director has approved proposals for a travel plan to include Parking permits, allocation process & Car Sharing. This will get rolled out in April 2025 to employees via HR team.
- A survey will be designed and sent via Sweep for all Bova teams to fill out quarterly so we can measure out carbon impacts on travel.

## Community Engagement



### Objectives

Our objectives are to support local communities, raise funds to support them and align our company ethos.

### Progress:

- We have partnered with Vet Sustain (UK) and Vets for Climate Action (Australia) for direct to vet engagement on ESG.
- Australia have also supported the following charities in 2024: Sophies Legacy, RSPCA (Corporate partner), Vets Beyond Borders.
- The UK have supported Nature's SAFE and the World Horse welfare with new and ongoing projects.

### Next Steps

- 2025 charities of the year include:
  - Aus: RSPCA and Vets Beyond Borders
  - UK: Nature's SAFE
- Communication plans with Vet Sustain and Vets for Climate Action.

## Environment and Biodiversity



### Objectives

Our objectives were to educate vets on antimicrobial resistance reduction (AMR). Support Nature's SAFE with biobanking endangered species.

### Progress:

- In 2024 we raised over £2,500 for Nature's SAFE to biobank endangered species.
- We ran an AMR campaign to educate vets. we educated 1473 vets and caregivers globally.

### Next Steps

- We will continue to educate on AMR, producing new materials and campaign in 2025. All our current materials are available on demand.
- Working on communications plans with NS. Adding them as a UN SDG for Life Under Water as well as Life On Land.



# Carbon Management

In 2024, we adopted a new carbon and ESG tracking system, Sweep, replacing Normative. The data presented below pertains to Bova Group.

Looking ahead to 2025, we plan to include additional metrics in our data collection, such as employee commuting.

In 2023, our total emissions reached 5.076k tCO2e. The decrease to 2.1k tCO2e in 2024 is not a result of reduced spending in Scope 3 but rather reflects more accurate emission factors based on actual purchases.

## Scope 1

Our scope 1 emissions account for less than 1% of the total.

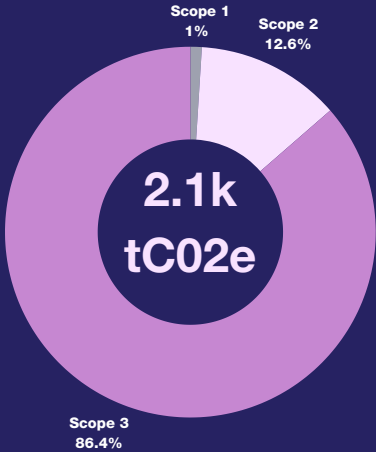
## Scope 2

12.7% is from imported electricity within the business units. In 2025, this will be reduced as we have transitioned over to 100% renewable sources for Endeavour Road and Gorst Road. Imported electricity accounts for our second biggest hotspot.

## Scope 3

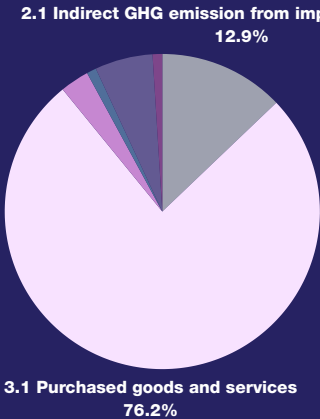
Our biggest emitter in scope 3 is purchased goods and services, which account for 76.2% of scope 3 total. 38% of this is purchased pharmaceutical products and preparations. This is our biggest hotspot. We have been more selective with emission factors this year and, therefore, have gotten better estimates than last year. Scope 3 is still a work in progress. We will look to transition towards more activity-based data (reduce spend-based assessment) over the coming years.

### Total emissions 2024



### Company's main hotspots

- 2.1 Indirect GHG emission fr...
- 3.1 Purchased goods and se...
- 3.3 Fuel- and energy-related...
- 3.6 Business travel
- 3.4 Upstream transportation...
- Others



# Our Global Team



**Nick Bova**  
CEO Bova Group



**Amar Shah**  
Managing Director  
Bova UK



**Stephen Bova**  
Chief Financial Controller  
Bova Group



**Emma Jones**  
Sales Director  
Bova UK



**Madison Donley**  
Operations Manager  
Bova Aus



**Asha Vasu**  
Pharmacist In Charge  
Bova Aus



**Lizzie Barnard**  
Global Head of Marketing  
and Sustainability  
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**Shai Jordan**  
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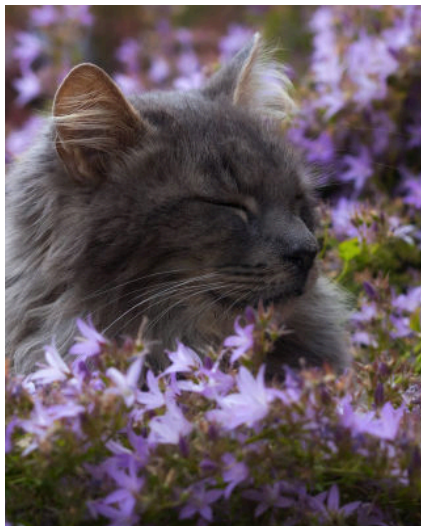
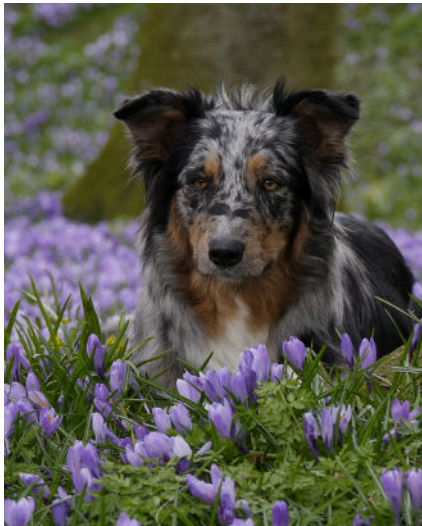


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