



# ANNUAL SUSTAINABILITY REPORT

# 2025

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# CEO's Message

**Nick Bova**

Bova Group CEO



“As we publish Bova’s second annual sustainability report, we continue to reflect on the responsibility we carry as a growing pharmaceutical manufacturer serving the veterinary community. Sustainability is not simply an initiative for us, it is part of how we operate and how we plan for the future.

Our vision is to light the path to a sustainable future, ensuring animals always have options. This vision is grounded in our purpose: to extend hope, support, love and companionship where others can’t. It guides how we develop medicines, work with our partners, and care for the communities and environment around us.

Over the past year, we have continued to strengthen our commitment to responsible sourcing, reducing waste, and investing in more efficient technologies while maintaining the high standards of quality our customers expect. As this is our second report, we are also focused on improving transparency and building stronger ways to measure and share our progress.

We recognise that sustainability is a journey. By embedding these principles into our strategy and daily operations, we aim to contribute to a healthier future for animals, people, and the planet. ”

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



Corporate Partners



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# 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 2025-January 2026. 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 2025 Review

In 2025, we continued to strengthen our commitment to embedding environmental responsibility across our operations while maintaining the high-quality standards our veterinary partners and customers rely on.

This year marked several important milestones in our sustainability journey. We were proud to achieve Silver accreditation from Investors in the Environment (iE), recognising the continued development of our environmental management practices and measurable progress across the business. We were also honoured to be named Runner Up at the Investors in the Environment Awards for Waste Reduction, reflecting the positive impact of our WoolCool insulated packaging initiative in the UK, which reduces reliance on traditional plastic-based insulation.

Building on this success, we expanded our sustainable packaging approach internationally by introducing Woolpack insulation solutions to the Australian market, extending our waste-reduction efforts across our global operations.

We also took steps to reduce our operational carbon footprint through the installation of solar panels at our UK office, supporting our transition toward renewable energy and improving energy efficiency.

Together, these initiatives reflect our continued focus on practical, measurable sustainability improvements. Looking ahead, we remain committed to further reducing our environmental impact, strengthening transparency in our reporting, and aligning our long-term strategy with global frameworks such as the UN Sustainable Development Goals.



# Operational Overview

Bova Group comprises of 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.

# 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



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

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# 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)

**17% increase\***

Emissions in Scope 1 & 2 (CO<sub>2</sub>e)

**4.46K**

Emmissions in Scope 1,2 & 3 (tCO<sub>2</sub>e)

**100%**

Material suppliers assessed against our standards (supplier code)

**14**

eNPS

**70**

Employee Experience Index

**45%**

Female senior leaders

**100%**

Employees trained in ethics

**3225**

Educated animal health professionals

**25**

New formulations

**10**

Species biobanked with funds raised in 2025 for Nature's SAFE\*\*

\*57% increase is from Australia, which now has an extra site fully operational. The UK have installed solar panels, so 2026 will see a reduction.

\*\*During 2025, we donated £2,685.10 to Nature's SAFE to support conservation efforts, preserving biological samples from 7 species that are extinct in the wild. This funding has helped to secure vital genetic resources, captured in a fully functional state, that can be used to support breeding programmes and ultimately bolster populations to enable re-introduction of these species to the wild. 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. Registered charity no: 1192876

# 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 2025 within these areas and the planned next steps to continue progress into 2026 are summarised below.

## Sustainable Resource Management

### Energy

#### Objectives

Our objective was to reduce consumption by being more efficient operationally.

#### Progress:

- We have increased our total usage by 11.3% this is due to Endeavour Road now being operational, accounting for 13% increase in Australia.
- Bova UK has installed solar panels; since January 2026, they have become operational.
- Smart meters have been installed.
- Hippos have been introduced to the toilets at the UK, London site to reduce water use.

#### Next Steps

- Continue to educate staff on lights and switching them off.
- Continue to replace with LED lights (UK have completed this).

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:

- New recycling bins have been installed in all sites.
- Staff training on the 3 R's was implemented in the UK in March 2025 and is ongoing.
- Full Audit complete in the UK and Aus of waste streams.
- Aus to start counting recycled waste as well as general waste.
- Aus is implementing new recycling schemes across both sites.

#### Next Steps

- Continue to 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.
- Full packaging analysis.

## Sustainable Procurement

### Objectives

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

### Progress:

- Fully implement the "Marketing Procurement" Policy.
- 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 2025 with 100% response rate success.

### Next Steps

- Introduce full supply chain analysis. Scope 3 accounts for 93% of our total scope data.

## Travel and Transport

### Objectives

Our objectives were to roll out our travel plan.

### Progress:

- We have introduced Travel Perk (UK) and Corporate Traveller (Aus) as our travel management platforms.
  - Both systems enable us to measure our flights, train and hotel stays for carbon impacts.
- We implemented UK and Aus survey for commuter travel to ascertain our impact with a view to reduce the number of people driving to the office.
- The UK has implemented a parking permit scheme to reduce drivers driving to head office and parking and encouraging alternative modes of transport.
- Aus Sales team now submit miles each month so we can track and monitor impact.

### Next Steps

- Ongoing surveys to track and analyse data from all existing and new members of staff.
- Remind staff of Cycle to Work Schemes that are in place.

## 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 2025: RSPCA (Corporate partner), Vets Beyond Borders.
- The UK have supported Nature's SAFE And Horse Trust 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 2025 we raised over £2,500 for Nature's SAFE to biobank endangered species.

### Next Steps

- We will continue to educate on AMR, All our current materials are available on demand.

# Carbon Management

Bova Group's emissions increased from about 2,100 tCO<sub>2</sub>e in 2024 to 4,460 tCO<sub>2</sub>e in 2025, an increase of roughly 112%. The increase was driven overwhelmingly by Scope 3, especially purchased goods and services, which rose from 1,608 tCO<sub>2</sub>e to 3,855 tCO<sub>2</sub>e. Operational emissions increased only modestly by comparison, and represent about 7% of total emissions.

For Bova UK, total emissions rose from about 1,590 tCO<sub>2</sub>e to 3,030 tCO<sub>2</sub>e (91%). The main cause was the sharp increase in purchased goods and services from 1,370.6 tCO<sub>2</sub>e to 2,723.5 tCO<sub>2</sub>e, with a smaller contribution from higher upstream transportation and mobile combustion.

For Bova Aus, total emissions rose from about 501.8 tCO<sub>2</sub>e to 1,440 tCO<sub>2</sub>e (187% increase). Again, the biggest driver was purchased goods and services, which increased from 237.6 tCO<sub>2</sub>e to 1,131.6 tCO<sub>2</sub>e. Electricity also increased (11%), but the overall step change is mainly a supply-chain story.

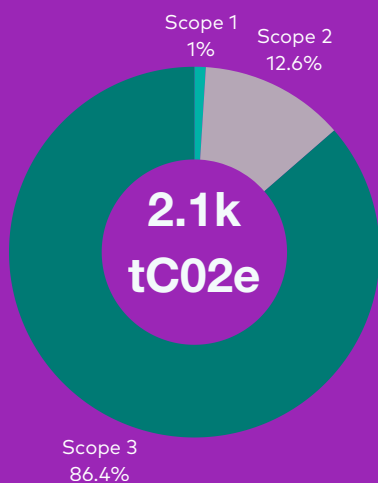
This pattern suggests the group's footprint is being shaped far more by business activity and upstream sourcing than by direct site energy or fleet fuel. In practical terms, that usually points to one or more of these causes:

- higher sales or production volumes
- a more carbon-intensive procurement mix
- broader supplier reporting coverage in 2025
- more complete capture of logistics and upstream activity

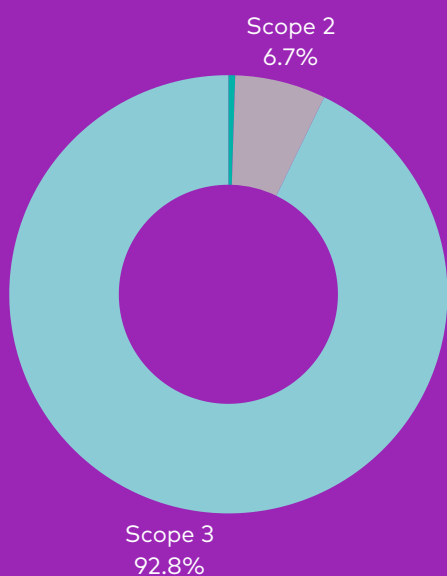
The data does not suggest that operational control failures are the primary issue. Scope 1 and Scope 2 did rise (by 17.2%), but only slightly relative to the Scope 3 increase.

*Bova's 2025 emissions increase is primarily the result of higher upstream supply-chain emissions, especially purchased goods and services, rather than a major deterioration in operational efficiency. The carbon profile remains heavily concentrated in Scope 3, so the biggest reduction opportunities sit in procurement, supplier engagement, and logistics*

## Total emissions 2024



## Total emissions 2025



# Our Global Team



**Nick Bova**  
CEO Bova Group



**Andrew Rowe**  
COO 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  
Bova Group



**Shai Jordan**  
National Sales Manager  
Bova Aus



**Selva Velummylum**  
Head of Procurement  
Bova Group



**Sarah Hall**  
HR Manager- Bova UK



**Julie Petrilli**  
HR Manager- Bova Aus





Contact us

(02) 9525 3044

scripts@bova.com.au

www.bova.vet



Contact us

020 30343100

orders@bova.co.uk

www.bova.vet

