



# ACCREDITATION REPORT

**BOVA Group**

**August 2025**





## Executive Summary

Bova Group (Bova) is a pharmaceutical manufacturer operating through BOVA Aus and Bova UK, with modern and efficient facilities in both regions. Both territories are focused on sustainable growth and reducing their environmental impact.

Key achievements this year include the publication of Bova's first sustainability report, the launch of a long-term sustainability strategy, an established procurement policy, and a reduction in website emissions (Grade F to B via [Website Carbon](#)) through media optimisation. Bova also introduced fully recyclable packaging and ran environmental and social initiatives, such as charity partnerships and book/clothes swaps, supporting both sustainability and staff wellbeing.

However, challenges remain—particularly in ensuring consistent implementation of the Environmental Management System (EMS) across regions and improving data availability and accuracy. Uniform EMS adoption is crucial across the territories for effective emissions tracking and reduction.

No overall carbon reduction was achieved this year, in fact, an increase was reported. This was partly due to issues with historical electricity data categorisation; however, the usage figures reported increases for electricity, paper, and business travel in all transport types. Bova is in a growth phase, and will need to be ambitious and dedicated with their carbon reduction actions and resource management in order to realise carbon reductions. It is evident from the updated resource action plan that the organisation is actively working towards realising a carbon reduction. Bova has reflected on this performance and is planning to increase focus and efforts in the areas where increases were seen this year.

## Highlights

- Under the leadership of the Sustainability Manager, Lizzie Barnard, the Green team has continued to develop and become increasingly active in both territories.
- The explanation of resource use, monitoring, and performance analysis is strong across many areas. The depth of analysis provides valuable insight for developing action plans and setting realistic reduction targets.
- All packaging and secondary packaging at Bova is now recyclable, as well as the Wool Cool insulative packaging project in the UK, and further projects, such as return schemes, are in the works in both territories.
- 6 impactful projects were completed, including packaging, charity partnerships, litter picking, gardening, and book and clothes swaps.

## Improvements

- Business and commuter travel data for both territories should be captured and monitored - even if business travel is estimated using fuel expenses that includes some personal mileage. While approximate, this approach would help to better reflect the impacts associated with business and commuter travel.
- Consider setting interim carbon targets to monitor progress toward long-term reduction goals. This will enable Bova to demonstrate projected emissions reductions from planned equipment investments in the years they are due to be implemented, providing evidence that the company is on track to meet its overall target.



- Ensure all additional waste streams, such as WEEE waste, toner, and cartridges, are being disposed of appropriately, and the details of waste transfers are tracked and noted.
- Clinical waste disposal and reduction actions need to be developed with effective monitoring and analysis.

## Score

Investors in the Environment is pleased to confirm that, having recently completed the audit process, BOVA Group has achieved the Silver level accreditation with a score of 85%.



To achieve Silver level accreditation, an organisation is required to continue to develop and implement their Environmental Management System, using the framework to put forward a range of projects that will support continual improvement in resource and carbon management or nature protection. The organisation will also need to implement a travel plan, improve upon waste management practices, and manage staff communication and engagement, and introduce performance reporting to key stakeholders.



## About the audit

The Investors in the Environment (iE) accreditation requires an organisation to provide evidence that it has met a range of pre-defined criteria, set targets to reduce its environmental impact and taken action to improve its performance whilst enhancing the community in which it operates. Evidence is presented at an annual audit, and this report provides an evaluation of the organisation's performance as well as offers advice on the next steps for continued improvement.

The Investors in the Environment annual audit assesses five key areas of an organisation's Environmental Management System (EMS). These areas include:

- Environmental policy
- Resource management and monitoring
- Progress against targets
- Action planning including social/ environmental projects
- Communication

The purpose of the audit is to evaluate the organisation's EMS and make suggestions relating to its performance. Future opportunities and risks to the organisation's environmental practices may also be identified as a result.

The audit consisted of an examination of documentation evidence, and an interview with key personnel on 7/8/25.

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Evidence submitted included:

- Updated EMS Reporting Pack
- Various resource measurement sheets
- Environmental Action Plan
- Environmental Policy
- Procurement Policy
- Travel Plan
- Waste Management Plan
- Communication examples
- Sustainability Report
- Sustainability Strategy

## Summary Results Table

<b>Audit category</b>	<b>Score</b>
Section 1 - Leadership and Governance (Policy)	<b>95%</b>
Section 2 - Resource Use, Data, & Monitoring	<b>86%</b>
Section 3 - Performance, Action, & Targets	<b>84%</b>
Section 4 - Carbon Management	<b>71%</b>
Section 5 - Waste Management & Materials	<b>75%</b>
Section 6 – Transport & Travel Planning	<b>78%</b>
Section 7 - Environmental & Social Projects	<b>100%</b>
Section 8 – Communication & Engagement	<b>100%</b>
<b>Overall Score</b>	<b>85%</b>



## Audit Scoring

Each section of the organisation's Environmental Management System (EMS) is scored as detailed below. Full reference to scoring can be found separately in the organisation's audit sheet upon request, including auditor comments against specific criteria.

<b>Fail</b>	<p><b>0 Points:</b> A failing score means that this criterion has not been met nor is any progress demonstrated.</p> <p><i>No progress or commitment has been made in this area.</i></p>
<b>Action Needed</b>	<p><b>1 point:</b> Action is needed to improve and should be considered in alignment with the auditor's comments and an appropriate timeline. These will be discussed during quarterly support calls to help improve.</p> <p><i>The organisation is considering developing this area, but no formal process has been established or meaningful progress has not been made.</i></p>
<b>Pass / Compliant</b>	<p><b>2 points:</b> The criteria have been met, though there may also be suggestions to improve.</p> <p><i>The organisation is beginning or improving this area, is broadly compliant with the iiE criteria, and may be showing processes that support improvements.</i></p>
<b>Outstanding</b>	<p><b>3 points:</b> This criterion has been exceeded as measured against the basic iiE criteria and may demonstrate a significant improvement since the previous year or may highlight best practice.</p> <p><i>The organisation is succeeding with supportive target achievement and may be leading or supporting others in their sector or influence to achieve improvements.</i></p>

## Leadership & Governance (Environmental Policy)



95%

The process of developing an environmental policy includes a review of the environmental aspects of an organisation and the impacts these have on the wider environment. This should consider material use and consumption, energy use, water management, waste minimisation, etc.

The policy is the main driver for environmental performance improvements and needs to be led by the Senior Leadership Team (SLT). It should be reviewed annually, alongside environmental performance updates.

In time, wider strategies and long-term objectives should be considered by the organisation and used to inform the commitments outlined in the policy. The policy should be communicated to staff and made available for all to review, both internally and publicly.

### Strengths

- Under the leadership of the Sustainability Manager, Lizzie Barnard, the Green team has developed and become increasingly active in both territories.
- The senior leadership team is engaged with a consistent sustainability agenda item in management meetings.
- Details of Bova's achievements, performance, vision and strategy have been shared externally in an annual sustainability report.
- A procurement policy has been developed and embedded. Suppliers have become engaged as part of the expectations of doing business with Bova.
- Regular discussions have taken place with customers and external stakeholders regarding their sustainability expectations to ensure Bova is ahead of the curve and continues to innovate.

### Actions for review

- It would be beneficial to consider developing a legal compliance register and regularly monitoring the applicable updates. iiE membership includes access to the [Croner-i](#) legal compliance knowledge database, which will help Bova to remain up to date with the latest legal developments.

## Resource Use & Data Monitoring



**86%**

Resource use and data monitoring is pivotal for any organisation to ensure good management of performance. Within this section of the EMS, an organisation is required to develop robust data recording procedures and set a process for data revision that aligns with general performance reviews – which could be monthly, quarterly, or even half yearly, depending on the measured resource and planned activity.

To support the monitoring of data, a review of operations and processes across the organisation needs to be conducted to understand how and why resources are used and where opportunities for improvement exist.

As part of resource management, prioritisation is key, to ensure activities and resources focused on efficiency gains are deployed in areas which can have the biggest impact.

### Strengths

- Data analysis and normalisation are strong with recommendations and actions, then feeding into the action plan.
- Resource data is recorded monthly to ensure usage is monitored for fluctuations.

### Actions for review

- Business and commuter travel data for both territories should be captured - even if business travel is estimated using fuel expenses that includes some personal mileage. While approximate, this approach would help to better reflect the impacts associated with business and commuter travel.
- It may be beneficial to formalise the analysis of data as a monthly practice. Tracking against normalisation metrics and also noting events that affect resource performance as they happen.
- Consider alternative normalisation metrics where a correlation between sales and usage could not be found.
- Ensure refrigerant top-ups/replacement for both territories are included in the carbon footprint due to the significant associated emissions for F-gases.

## Performance, Action & Targets



84%

Setting targets provides an opportunity to measure performance against planned activities. Where performance is falling short of achieving targets, future or underway activity or project plans can be refined to ensure set out goals are achieved.

Targets can be set against activity metrics to analyse how annual changes to business activity have affected performance, with the aim to always improve efficiency where absolute reductions are not achievable.

Clear, relevant and well managed action plans should record intended activities and support the review of performance, with the aim to achieving the set targets.

### Strengths

- The explanation of resource use, monitoring, and performance analysis is strong across many areas. The depth of analysis provides valuable insight for developing action plans and setting realistic reduction targets. In several cases, resources have been thoroughly assessed against sales performance, with the resulting recommendations directly informing the future action plan.
- A reduction in Website emissions weight per view from Grade F rating to Grade B via [Website Carbon](#) has been realised, due to the optimisation of media assets.
- A comprehensive action plan has been developed that includes projects, communications, and procurement as well as actions targeted at reducing resource use.

### Actions for review

- Ensure that where absolute reduction targets are not being used to track progress (such as recycling rate, single occupancy car journeys, and business travel hotel use) that the methods of measurement and review are defined in the EMS pack.
- Targets should be established for all resource areas where reduction measures have been implemented to track progress. These targets do not need to be absolute; there is also flexibility to set normalised targets or goals relative to a baseline, particularly during periods of growth.
- Alternatively, targets could focus on specific areas such as reducing the number of sales journeys by combining trips, minimising certain types of waste, or increasing the use of lower-impact travel methods such as train mileage, to see a reduction in car mileage.

## Carbon Management



71%

With increased focus on working towards Net Zero and the importance of Climate Action, carbon management is a key element of the iiE accreditation process. Organisations are required to calculate their footprint starting at buildings level (energy consumed within the buildings), then water, travel, and finally including additional aspects of business activity, such as waste, etc.

Carbon Management provides an opportunity for an organisation to consider which resources or operations need to be prioritised to decarbonise as quickly as possible, in line with Climate Science. The output from a carbon footprint calculation should be used to inform these decisions, which is another reason data capture and accurate data reporting is necessary.

### Renewable Tariff

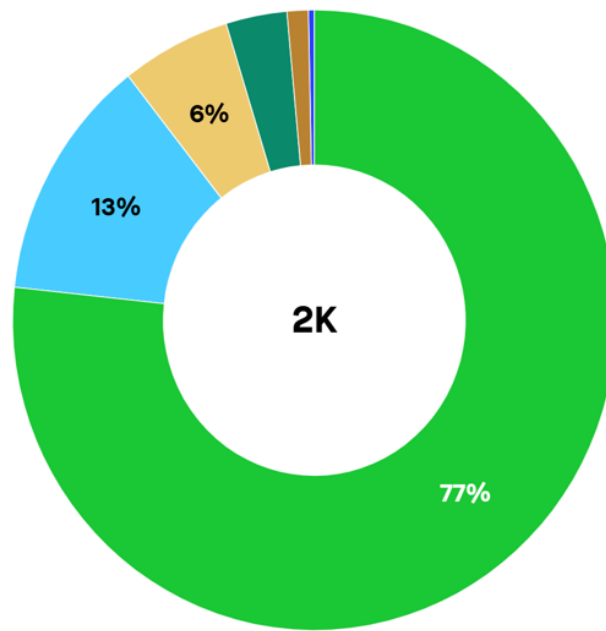
In accordance with the [GHG Protocol](#), iiE encourages the dual reporting of an organisation's carbon footprint, which results in the provision of two outputs for those organisations on a renewable energy tariff, a 'location-based' and a 'market-based' carbon footprint.

The 'location-based' method reflects the impact of electricity drawn from the grid, using the UK grid's average emission factor, regardless of the tariff to which an organisation has signed up.

The 'market-based' method uses an emission factor which is either specific to the electricity tariff to which the reporting organisation has signed up, or a generic 'UK renewable energy' factor, which allows electricity from renewables or low carbon sources to be reported with lower emissions than those generated through the burning of fossil fuels. An energy provider should be able to provide the emission factor for any of its tariffs.

Any electricity purchased and distributed through the National Grid is generated from a variety of sources and will always have a carbon footprint as a result. Location-based reporting demonstrates the organisation's awareness of the overall impact Grid sourced electricity contributes towards climate change. Direct carbon reduction using location-based reporting can only be achieved through the installation of solar or other renewable technologies. However, the market-based reporting provides an opportunity to demonstrate an organisation's commitment to support the reduction of emissions through its purchasing decisions.

Total 2.1K tCO<sub>2</sub>e



● Others   
 ● 2.1 Indirect GHG emission from imported electricity   
 ● 3.1 Purchased goods and services  
● 3.3 Fuel- and energy-related activities not included in scope 1 or scope 2   
 ● 3.4 Upstream transportation & distribution   
 ● 3.6 Business travel

### Strengths

- Several emissions categories are now included in the make-up of the footprint from Scopes 1, 2, and 3, which has expanded over time to represent a more complete carbon footprint.
- Strong analysis and understanding of Bova’s current progress toward its 42% reduction target for Scope 1 and 2 emissions by 2030, enabling the company to continue to develop and tailor future actions effectively to stay on track.

### Actions for review

- Include details of reporting type (market-based or location-based) for electricity on your carbon footprint report, or look to dual report. This is to accurately represent the associated emissions with the distribution of electricity through the national grid.
- Consider setting interim carbon targets to monitor progress toward long-term reduction goals. This will enable Bova to demonstrate projected emissions reductions from planned equipment investments in the years they are due to be implemented, providing evidence that the company is on track to meet its overall target.

## Waste Management & Materials



**75%**

Organisations are required to review and improve upon waste management. This should start with how waste is managed on site and ultimately disposed of to ensure the correct processes are followed.

From Silver level onwards, thought should be given to procurement and how waste is generated on site, from the materials purchased that end up in the waste stream, through to the activities on site that create waste.

Finally, circular economy concepts and thinking should be introduced, with the waste hierarchy leading to decision making, opting for elimination as the priority, followed by choosing products that can be reused or repaired.

### Strengths

- All packaging and secondary packaging at Bova is now recyclable, as well as the Wool Cool insulative packaging project in the UK, and further projects, such as return schemes, are in the works in both territories.
- A waste education plan has been delivered across Bova by the Green Team to reduce instances of waste segregation issues. The programme included multiple presentations, including effective waste management and the 6Rs, as well as regular email engagement.
- Staff have been provided with reusable office cups and bottles that remain in the office to eliminate single-use items and to encourage ownership of waste.
- Whoosh was introduced to the toilets for sanitary waste. Whoosh converts waste into energy for electricity and localised heating schemes.

### Actions for review

- Ensure all additional waste streams, such as WEEE waste, toner, and cartridges, are being disposed of appropriately, and the details of waste transfers are tracked and noted.
- Clinical waste disposal and reduction actions need to be developed with effective monitoring and analysis.
- Ensure recycling in Aus is recorded and monitored.
- It would be beneficial to track non-compliance to waste segregation practices during both domestic and clinical bin checks and audits in a record, to inform procurement choices based on packaging and product end of life, and follow up with education to improve future behaviours. and actions to the reduce quantities and improve the quality of each waste stream.

## Transport & Travel Planning



**78%**

A travel plan must consider the travel needs for an organisation, including access, availability of public services, and safety of travel where relevant. Travel is the single largest contributor to UK Greenhouse Gas Emissions, and can be a challenging area to manage, given the need for transport within any operation.

The plan should aim to remove barriers for individuals to choose active / shared transport over single car occupancy, and then to consider electrification of vehicles over internal combustion engines.

Surveys are a useful tool to engage with individuals around travel habits and to support identification and implementation of barrier removals, to improve good travel habits.

### Strengths

- A variety of actions have been implemented and further incentives are available in both territories to encourage sustainable travel, such as cycling facilities, a hybrid sales fleet in the UK, and an EV charger installed.
- Staff are encouraged to participate in active travel initiatives such as National Walking Month.
- Bova has begun to broaden the scope of their business travel data by monitoring sustainable hotel use and set a target to reduce its associated emissions with travel accommodation.

### Actions for review

- Business and commuter travel data for both territories should be captured and monitored - even if business travel is estimated using fuel expenses that includes some personal mileage. While approximate, this approach would help to better reflect the impacts associated with business and commuter travel.
- Consider implementing further travel actions and guidance, such as prioritising public transport, combining sales visits to reduce journey numbers, and time or financial allowances for more sustainable options.
- Ensure that instructions and guidance around flying are introduced into the travel plan. Ideas for consideration include placing restrictions on the class of flight and determining when it is reasonable to fly.

## Environmental & Social Projects



**100%**

All organisations need to consider their corporate responsibility, both for social, community and wellbeing impacts, and for environmental impacts through biodiversity or conservation efforts.

This section requires organisations to undertake a range of projects that not only aim to achieve impacts, but to also encourage individual participation and engagement – to raise conversation and encourage individuals to consider what they can do outside of the organisation as well.

It is strongly encouraged that organisations undertake projects in all three areas, Resource Efficiency, Biodiversity / Conservation, and Social / Community.

### Strengths

- 6 impactful projects were completed, including charity partnerships, litter picking, gardening, and book and clothes swaps. Projects offer a wonderful opportunity to combine sustainability and social and well-being initiatives.

### Actions for review

- It may be beneficial to conduct a resource efficiency project to help support resource target achievements next year.

## Communication & Engagement



100%

The scheme requires that active and engaged communication happens at all levels, as sustainability cannot only happen within the Senior Team or only happen at ground level but requires a collaborative approach. Regular and consistent communication and engagement is therefore pivotal to ensuring objectives are achieved.

In addition, regular reporting is necessary to highlight the success of activities and improvements achieved. These should be produced both for the SLT, but also for wider staff to celebrate success and recognise efforts they have made through participation.

In time, reports should be made available publicly alongside the environmental policy to further demonstrate the commitment and celebrate the achievements of the organisation.

### Strengths

- Sustainability report and strategy delivery plan published this year, sharing the progress and commitments of the organisation with external stakeholders.
- Internal and external communications and engagement are regular with numerous staff activities, staff ownership of actions, and activity weeks. Alongside newsletters and training. There are also social media updates promoting and sharing the sustainability work Bova is doing.



## Next steps

To continue to develop sustainability within the organisation, the business should consider and prioritise the following next steps below.

- Business and commuter travel data for both territories should be captured and monitored - even if business travel is estimated using fuel expenses that includes some personal mileage. While approximate, this approach would help to better reflect the impacts associated with business and commuter travel.
- Consider setting interim carbon targets to monitor progress toward long-term reduction goals. This will enable Bova to demonstrate projected emissions reductions from planned equipment investments in the years they are due to be implemented, providing evidence that the company is on track to meet its overall target.
- Ensure all additional waste streams, such as WEEE waste, toner, and cartridges, are being disposed of appropriately, and the details of waste transfers are tracked and noted.
- Clinical waste disposal and reduction actions need to be developed with effective monitoring and analysis.



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