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Our Sustainability Journey

PEOPLE

PLANET

£ PAYBACK

The most important thing is to start...

Climate change seems like a challenge that is too daunting even for world governments but if we all do something the overall impact will help change our world for the better.

Camlab has approached climate change in the same way we approach all our challenges. We measure and analyse and then look for ways to improve our processes to effect the change we want. It's not an easy journey but it is one with reward and ultimately will help us protect the planet we live in.

Having made great progress looking at our direct emissions we create and consume at work (our Scope 1 & 2), we are also measuring any relevant other emissions, ie those where we can influence and make changes to find further reductions in emission and our Global Warming Potential (GWP) impact. To journey further towards the target of 'Net Zero' we are now looking even further outside of our organisation to see how we can encourage others to measure and obtain their data to reduce our indirect Green House Gas (GHG) emissions both up and down our value chain (our Scope 3). This particularly applies to anything we buy from others.

At Camlab we feel it is also important to raise awareness and be part of a community working together to reduce our GHG emissions with a goal to being at Net Zero well before 2050.

"Since 2014 we have reduced our emissions at work by over 60% whilst at the same time doubling our turnover and making significant cost savings. That is why we are actively working with others to show how we have made our business changes. By doing this we hope to help them to accelerate their knowledge and implement actions to make reductions and achieve a quick payback".

January 2023

Ben Sunderland
Managing Director, Camlab Ltd

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PEOPLE

It all started with a real commitment by the company leadership to invest in an energy reduction programme and obtain the co-operation of our people. Most employees don't need much convincing of the need to reduce our carbon emissions but many feel powerless to make any real difference. We have involved everyone in the company and encouraged the behavioural changes and initiatives needed. Simple measures were used to involve our teams in conversations and aid understanding as to where and when we needed to improve our operational processes and practices.

Our cross generational Net Zero Working Group is made up of a diverse group of staff who have contributed to developing the next steps to imbed environmental awareness in our operational practices and to ask questions and seek information to help reduce, repurpose, recycle or refuse.

PLANET

Ultimately this is about the planet we all live in and the legacy to our children and future generations. We need to accelerate our own business communities to rapidly work toward a tipping point to help lessen the impact of global warming and the business risks associated with a future weather crisis. By committing to a Net Zero programme and encouraging our partners to to do the same we hope to play our part to limit the damage that businesses cause in their daily operations.

£ PAYBACK

The great news is that it's not all spend, spend, spend and we have actually made annual running cost savings through our environmental initiatives. Whether that's by a reduction in activities or converting to cleaner energy like solar power electricity, biofuels or by recycling boxes that we receive our supplies and goods in. The important part is to always re-invest a proportion of the savings on the next 'green' initiative which is a fair payback for all.

Our Mission

To help our Scientific, Industrial and Research customers, find and choose the best products to achieve their desired results for scientific advancement and environmental improvement.

Our Vision

To remain an employee focused company, free to choose how to deliver our products & services enabling our people to work, thrive and grow whilst respecting our planet, the environment and each other.

Our Values

Listen to and improve our customers experience, utilise the power of teamwork fluidity, learn from our mistakes, support each other to be productive, use relevant up-to-date analytics to aid better decision making, strive for a better work life balance, be creative and embrace change, minimise waste to negate our environmental impact, reward individuals and share our profits.

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Our environmental ‘mission’ and 'vision' goals

- **We will extend the scope of measurement of Green House Gases (GHG) to include our indirect partner emissions as part of our total carbon reduction programme.**
- **We wish to be a ‘leader’ on environmental sustainability within our market-sector.**
- **We will do this through positive community engagement with our people, our partners, suppliers, customers, employees and other stakeholders for the improvement of sustainable science.**
- **We will help others to implement ‘best operational practice’, helping to accelerate the reduction of our total carbon footprint.**
- **We will work toward a mutual reduction in both emissions and costs to demonstrate a positive long term financial payback to become carbon neutral and help meet our Net Zero commitments to protect our planet.**
- **By pro-actively and transparently publishing our information, sharing our in-house knowledge and engaging with our partners in the environmental community, we hope to become a catalyst for accelerated change and help reduce the costs of global warming, for the benefit of all.**

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Camlab's Sustainability Journey

PEOPLE PLANET £ PAYBACK

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UNDERSTAND

- Establish measures
- Reduce energy use and waste
- Recycle and reuse
- Solar Panel investment
- LED lighting
- Pay back analysis

CHANGE HABITS

- Embed Environmental awareness and measure in daily operation
- Achieve ISO 14001
- Re-invest annual cost savings
- Convert to renewable energy heating and cooling
- Electric fleet vehicles

NEXT STEPS

- Commit to Net Zero Target
- Reduce business travel
- Working from home - 'Hybrid'
- Invest in smart heating controls
- Utilise Biogas by 2023
- Share knowledge
- Engage with partners and the environmental community
- Calculate and collect indirect 'Scope 3' GHG (Green House Gas) emissions data by end of 2025

TOWARDS 2050

- Embed all 'Scope 3' emissions and set reduction targets for 2030
- Environmental impact assessment on all purchases
- Product selection based on total GHG reductions
- Offset where we can not eliminate
- Achieve Net Zero as soon as possible and well before 2050

Our people are key...

Over 90% of our staff feel that improving the environment and working to Net Zero is of importance.*
● Effecting change in an organisation needs everyone to play their part. ● Working at Camlab involves taking part of the journey towards a brighter future for us all. ● Implementation of ideas for environmental impact change have come from internal conversations. ● Each small change contributes to our overall goal to reduce our own operational carbon footprint.

* Staff Environmental Awareness Survey November 2022

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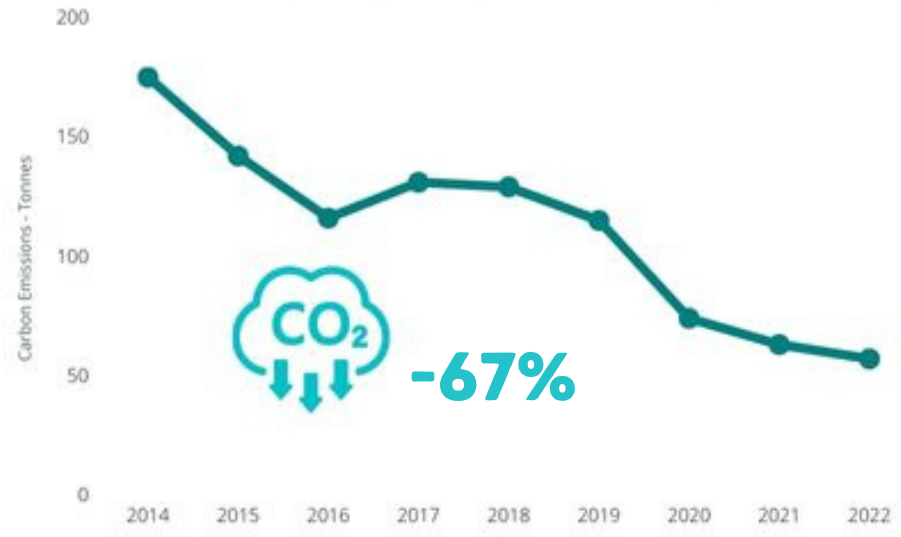
Camlab Carbon Emissions Trend



Camlab has worked hard since the introduction of the International standard ISO 14001 in 2014. This Environmental Management System (EMS) provides an approach to measure and improve our environmental impact. By setting 10% annual reduction targets. We have significantly reduced the impact emissions measured by over 67% since 2014.

Our approach is to identify each business area / process that generates significant emissions and then create targets & plans to address those areas. There are currently 4 primary areas which we have identified as key; electricity & gas, company cars, business travel and waste. Each of these areas have had specific actions taken to analyse, understand and then address the impacts.

Clean Electricity Production

We had 560 photovoltaic solar panels installed on our warehouse rooftop in 2014. This has produced 100.22 MWh in 2022 compared to our consumption of 100.65MWh giving us a typically self sustainability figure 99.6%. This was achieved through a 'sky-leasing' deal which means we benefit from reduced fixed rates of electricity for 20 years and additionally increasing the asset value of the building.

LED Lighting

LED lighting with motion sensor detectors have been installed throughout our premises to reduce unnecessary power consumption when not needed. Not only is the lighting improved and more energy efficient but we have also saved on electricity and the cost of bulb replacement.

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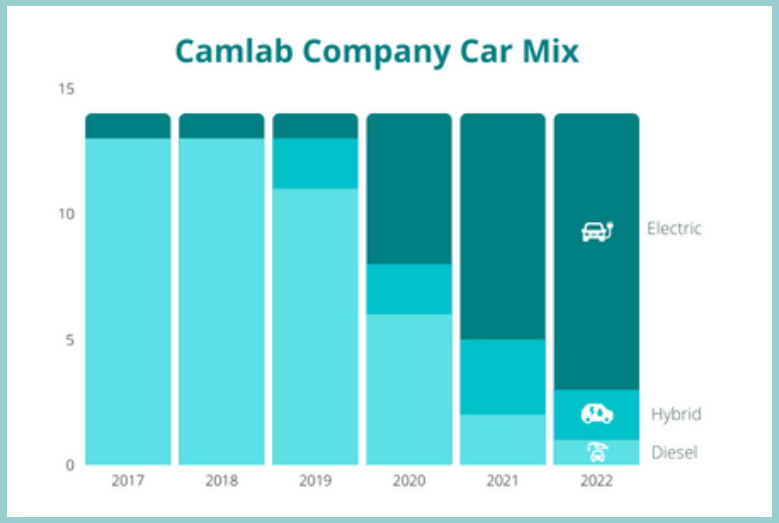
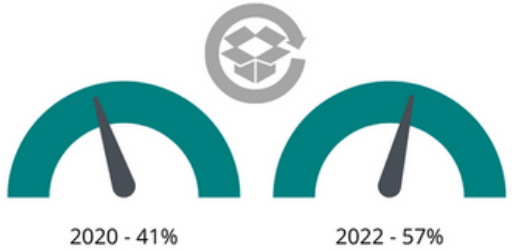
Electric Fleet

Our fleet (3 year replacement cycle) has now almost fully converted to electric or low emission hybrid vehicles greatly reducing fossil fuel usage. We also provide clean, low cost electricity car park charging points, powered from our own solar array at work for staff and visitors. By ensuring our fleet policy had long range electric vehicles on the list we have been able to roll this out to engineers and sales staff, with very little additional expense. Overall increased costs in monthly rental were offset by a reduced cost of fuel and although recent energy price hikes have impacted this at the moment, we believe the long term cost of not using fossil fuels will far outweigh these expenses.



Packaging Re-Use

Our approach is to re-use, reduce, recycle or replace. Many of our shipments to customers are now packaged reusing the boxes and protective material we receive at Camlab.



We let our customers know why their goods have been shipped in re-used packaging using printed paper tape instead of plastic tape and labels.

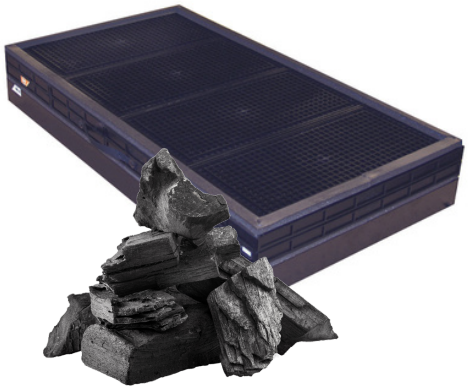
We have also taken steps to ensure any damaged or unusable cardboard waste is recycled. This has reduced costs of packaging as well as providing substantial cost savings whilst reducing our carbon footprint over the last 10 years.

Managing Waste

We separate and weigh all our waste so that we can monitor the different types of waste produced to enable us to reduce our landfill waste as much as possible. Our waste is collected through approved licensed recycling scheme operators and we are currently investigating options to convert some waste to be used as packing filler.

Fumehood Filter Programme

Our camGUARD used ductless fume hood filter collection service prevents chemically contaminated carbon filter components* from being disposed of incorrectly or going to landfill.



Any make of hood filter can be returned to Camlab to be correctly and safely incinerated in an ultra high temperature (uHTI) process which completely dissociates the chemical components into base elements. At lower temperatures, used for clinical waste disposal, incineration releases the hazardous compounds back into the atmosphere as pollution.

"Operating at combustion temperatures of up to 1450°C. Maximum-efficiency, minimum-impact HTI is the best overall environmental option for the clean and complete disposal of hazardous waste streams that can't be sustainably recovered or recycled elsewhere." *Veolia.*

EWC Hazardous waste code 52 02 02

UK Recycled Lab Plastics Production

Many of our products are still made from virgin polypropylene, however we have introduced new recycled products to our laboratory plastic range that are made entirely from pre-used laboratory plastics, such as pipette tip boxes and racks, which have been collected from UK research institutions. These are then converted into pellets to become test tube racking as part of the circular economy.

In addition, local manufacturing just 10 miles from our distribution hub in Cambridge, drastically reduces the carbon footprint of transport for our Laboratory plastics compared to those sourced and manufactured from overseas.

*UK recycled rack and box base

Waste Electric & Electronic Equipment - WEEE

We are part of an approved recycling scheme called B2B compliance for electronic waste run by the Gambica trade association. Through this scheme we recycle all our electrical items including recycling our customers used electronic goods on purchase of new equipment.

Electronic Billing

Through a sustained effort we have virtually eliminated paper billing by using SAP electronic invoicing by email and EDI automated billing.

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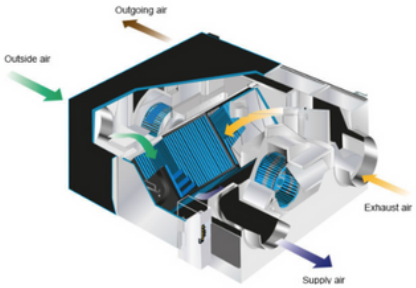
Heating - HVAC

Air source heat pumps were installed on site to help reduce the amount of gas used with central heating. The heat pumps are primarily powered by solar generated electricity. This had the added dual benefit of providing a comfortable work environment in the summer as well as the winter reducing our gas consumption dramatically.



The investment in a new two-way 'Lossnay' heat exchange ventilation system, improved the transfer of thermal energy between incoming and outgoing air and reduced the energy needed to heat or cool.

We have also added CO2 sensors to only operate ventilation fans to replace stale air when needed. This ensures a healthy atmosphere for staff and reduces unnecessary air changes and lost heat.

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Smart Controls

By improving the timer and control functions of the heating/cooling system and adding movement sensors, we are continuing to fine tune the environmental systems and efficiency of operation.

Recently a new Building Management System has been installed to optimise our heating and ventilation scheduling. This combined with new motion sensors has both reduced our heating bills and reduced our environmental impact.

CIBSE Benchmarking

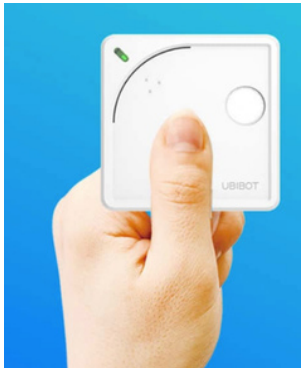
	Elec kWh pa/m2	Gas kWh pa/m2
Office Good practice	128	97
Office Typical	226	178
Industrial Good practice		96
Camlab 2019	56	82
Camlab 2022	49	43

In comparison to the Chartered Institute of Building Services Industry benchmarking the energy used by our buildings are well below the recommended best practice.

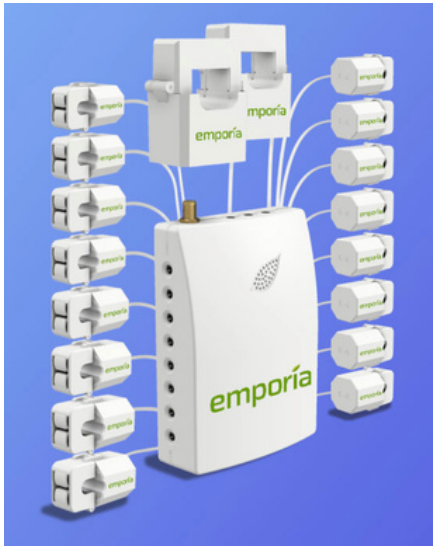
Biogas

By reprogramming our heating cycles and adjusting schedules we have optimised our gas consumption to a point where it can no longer be reduced further in a 5 day working week. As such we have sourced a clean alternative in Biogas to completely offset our largest GHG emissions from 2023 onwards. removing 32 tonnes or 46% of consumed tCO2e.

Monitoring



By investing in relatively low cost technology to monitor air temperature and humidity we have been able to make adjustments to our heating schedule in the warehouse. By pulsing our gas heating and installing local electrical infrared heating at workstations we have been able to maintain warehouse working temperatures within a range averaging around 17-18 C.



Detailed tracking of electric usage was made possible with a real time energy tracking system. Using voltage monitoring we were able to identify areas of high electrical usage.

This helps with the justification for future investments in new replacement refrigeration battery storage and off site servers.

www.ubibot.com
www.emporiaenergy.com

Working from Home

Camlab have implemented a hybrid flexible work from home policy for all our office based employees. This saves on employee commuter emissions to and from the office. We have also reduced the amount of heating and ventilation used if no one is at work on any particular day as each work area is controlled based on use.

We understand this does have an additional impact as home workers consume energy they may not otherwise consume and we are looking at ways to monitor this as part of our influence on our scope 3 indirect GHG emissions.

Leading the way...

At Camlab alongside our ISO 14001 certification we are continually looking at ways we can reduce our impact on the environment. Our employee Wellbeing and engagement coordinators work with staff to implement any new and innovative ideas such as rewilding by stopping mowing unused grass areas and planting wild flowers to encourage wildlife, through to discussing Beekeeping as an ecofriendly hobby at Camlab.

Camlab is currently taking a leading role with our trade body GAMBICA to help other companies in our industry learn from our initiatives in an effort to improve the whole sectors performance.

bsi ISO 14001 Environmental Management CERTIFIED

Environmental Policy

Camlab are manufacturers and suppliers of laboratory equipment, water testing instrumentation and consumables. The company recognises that it can only achieve its business goals and objectives if the operational performance of its activities, along with the products it supplies, including all major stakeholders reflects the changing environmental priorities of the world, its legal framework and the Community it serves.

The company is committed to introducing and developing practicable and cost effective environmental best practice throughout the business. It is recognised that the pursuit of economic growth and a safe, healthy and hygienic environment must be closely linked and that the protection of the environment and its ecology from the company's activities is part of the management's responsibility.

Camlab also recognises that its day to day activities impact on the environment in a number of ways (water and energy usage and general waste), it is committed to preventing environmental pollution (noise, smoke, oil, light etc.) and it is these impacts that the company wishes to minimise. Camlab also recognises that in a wider context the organisation wishes to become a low carbon and a sustainable business. To do this Camlab is committed to providing resources to engage with suppliers and become agents for change to reduce the carbon emissions impact of both its upstream and downstream commercial activities..

WHAT IS NET ZERO?

Near-term science-based targets are absolute scope 1 and 2 Green House Gas (GHG) emissions reduction targets that should be achieved by 2030, from a predefined base year.

Long-term science-based targets which are absolute scope 1, 2 and 3 GHG emissions reduction targets that should be achieved by 2050, from a predefined base year.

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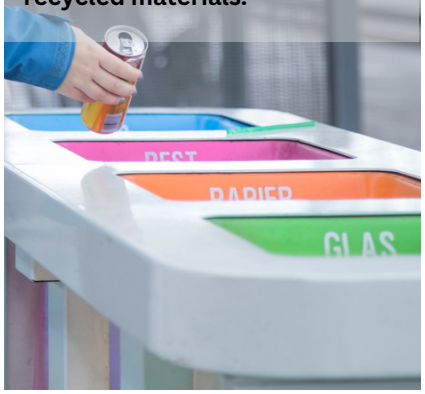
What's next...?

Develop our Net zero plan to include environmental issues at relevant management meetings and train all employees to adopt and improve good environmental working practices. Monitor emissions at board level.

Work with suppliers and contractors to minimise the impact of their operations on the environment through a quality purchasing policy.

Invest in battery storage for night use

Seek to reduce the consumption of materials in all operations, reuse rather than dispose wherever possible, and promote recycling and use of recycled materials.



Monitor the company's environmental performance through auditing on a regular basis and through the examination of data.

in particular Camlab will...

Meet, and where possible exceed, the requirements of all relevant environmental legislation.

Provide necessary training to raise awareness of the environment and encourage energy saving and waste minimisation.

Provide products that are safe to use, make efficient use of resources, and which can be recycled or disposed of safely.

Design energy efficiency into new services and buildings and manage energy wisely in all operations.

Issues we still need to resolve...

Electric Van for deliveries - we have not been able to source a van suitable for our needs. We are hoping to switch from Diesel to electric as range options improve at the end of the 3 year contract.

Plastic Packaging Fillers and Films - issues with replacing some of this as using shredded cardboard is too dusty. We have now switched to a recycled and recyclable air pocket product until we can find an alternative. Shrink wrap and alternatives to polystyrene are also being tested.

Staff Commuting - with the co-operation of our staff we will be recording daily transport methods, mileage, fuel and vehicle type when commuting to the office. We are writing code to calculate this automatically as part of our entry login system. We will also need to factor in use of energy by homeworkers.

Business Travel - flights, hotel stays and location information is being sought from our employee expenses as part of our indirect scope 3 emissions we can influence.

Scope 3 Data - it is difficult to obtain data from our smaller suppliers, particularly the SME group, however we are engaging with them and others to be able to improve the accuracy of this information to collect our Scope 3 emissions and reduction targets needed to achieve our goal of Net Zero as soon as possible.

Carbon Offset

As a final option, once we have completed our reduction programme and where we simply cannot reduce our major impacts any further we are looking at options such as new tree planting, rewilding and community projects to offset our carbon emissions to enable us to reach net zero.

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Camlab is leading the way in the scientific SME sector. If you would like to learn more about our journey and progress - follow us on Linkedin or Facebook

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