

Environmental, Social, Governance Sustainability Policy

1. Introduction

We are a socially responsible, expert scientific services business delivering world leading support to public and commercial sectors to address the most demanding UN Sustainable Development Goals for the benefit of humankind and our planet.

Population growth, environmental change, food security, food safety and geopolitical uncertainty are impacting all areas of the agri-food chain worldwide and call for radical and disruptive innovation in food production and environmental conservation if humankind is to feed itself in the future whilst restoring the planet. Fera applies original thinking to support sustainable global food production. Our vision is to help partners to respond to these challenges through world-class science, proficient measurement and advice.

Sustainability is central to Fera's purpose and aligned to this Fera is fully committed to conducting its own business operations in a sustainable and responsible manner, in compliance with applicable laws and regulations, and in a manner that protects the wellbeing of our employees, clients, partners, local community, and wider environment. We embrace the wider context of sustainability by embracing the People, Planet and Profit aspects of sustainability and resilience. We continuously strive for improvement to minimize and, where possible, mitigate our impact on these wider environments.

To inform our ESG Sustainability policy we have taken account of the needs of our most significant stakeholders.

Our ESG policy acts as an umbrella policy bringing together elements of our:

- Health and Safety Policy
- Human Rights and Modern Slavery
- Anti-Bribery and Corruption
- Anti-Money Laundering
- Whistleblowing / "Speak up"
- Cyber Security
- Environmental Policy
- Carbon policy

1.2 Our Commitments

Our overarching commitment is to conduct our own business operations in a sustainable and responsible manner, in compliance with applicable laws and regulations, and in a manner that protects the wellbeing of our employees, clients, partners, local community, and wider world.

We achieve this by:

- Delivering products and services driven by our core purpose: 'Science for life'. This approach is set out in our Science Strategy

- Running our operations in a way that is mindful of our own climate impact. This involved completing a Carbon baselining exercise for 2022 and publishing this along with our 2023 carbon estimate, in 2024. This also involved publishing our first Carbon reduction plan in 2024 and enabled by our climate initiatives, launching our commitment to operating at Net Zero from 2050
- Delivering a profit to our shareholders to ensure Fera operates in a financially sustainable way and can continue to deliver positive outcomes aligned to our core purpose. This is set out in our 5-Year strategic business plan and approved by the Fera Joint Venture Board
- Supporting our colleagues through encouraging and enabling a diverse, fair and inclusive workplace. This is set out in our People plan and associated policies.
- Having a Board with skills and experience aligned to Fera's core purpose. Ensuring that the Board governs and guides the company to ensure it is operating in and strategically planning for the longer term, in a sustainable way which is responsible to all its stakeholders
- Reviewing the procurement and sustainability credentials of our suppliers, both upstream providing inputs such as consumables used in our scientific processes and downstream in terms of management and transport of waste, covering the full lifecycle of our production.

1.3 Alignment to UN Sustainability Goals

| UN Sustainability Development Goals | Strategic Purpose Goals (Products & services) | Environmental Goals | Social Goals | Governance Goals |
|-------------------------------------|---|---------------------|--------------|------------------|
| 1. No Poverty | | | ESG Goal 5 | |
| 2. Zero Hunger | Emphasis 1 | ESG Goal 2 | | |
| 3. Good Health & Well-being | Emphasis 2 | | ESG Goal 7 | |
| 4. Quality Education | | | ESG Goal 8 | |
| 5. Gender Equality | | | ESG Goal 6 | |
| 6. Clean Water & Sanitation | Emphasis 3 | ESG Goal 4 | | |
| 7. Affordable & Clean Energy | | ESG Goal 4 | | |
| 8. Decent Work & Economic Growth | | | ESG Goal 5 | |

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|--|------------|--------------|---------------|----------------|
| 9. Industry Innovation & Infrastructure | | ESG Goal 5,6 | | ESG Goal 5 |
| 10. Reduced inequalities | | | ESG Goal 5, 6 | |
| 11. Sustainable cities & communities | | ESG Goal 3 | | |
| 12. Responsible consumption & production | Emphasis 4 | ESG Goal 2 | | |
| 13. Climate Action | Emphasis 5 | ESG Goal 1 | | |
| 14. Life below water | | | | |
| 15. Life on land | Emphasis 6 | ESG Goal 1,2 | | |
| 16. Peace, Justice & Strong Institutions | | | | ESG Goal 9, 10 |
| 17. Partnerships for the Goals | Emphasis 7 | | | ESG Goal 9, 10 |

1.4 Emphasising Fera’s purpose against UN Goals

Emphasis 1 (UN-SDG 2 – Zero Hunger): Fera supports sustainable food production through research in plant and bee health, pest diagnostics, and biosecurity, ensuring agricultural resilience and reducing hunger. Our work, including the FAO Insect as Sustainable Feed initiative and the Mobile Crop Health Laboratory in the UAE, optimises farming practices in marginal climates, improving yields and food security.

Emphasis 2 (UN-SDG 3- Good Health and Well-being): Fera ensures food safety through chemical safety stewardship and regulatory compliance, addressing chemical contaminants in food. As the UK National Reference Laboratory for chemical contaminants, we develop methodologies to detect and manage substances like PFAS, safeguarding public and environmental health.

Emphasis 3 (UN-SDG 6- Clean Water and Sanitation): Fera monitors water quality through environmental toxicology and waste management projects. For example, our work in the Wye Valley, focused on reducing nutrient inputs and improving river water quality, supports sustainable water management practices.

Emphasis 4 (UN-SDG 12 - Responsible consumption and production): Fera drives innovation in bio-based packaging, insect bioconversion, and sustainable waste management. Our circular economy initiatives, such as using cocoa shells to create low-carbon fertilisers, support responsible consumption and sustainable production practices.

Emphasis 5 (UN-SDG 13 – Climate Action): Fera Responsible consumption and production: Fera contributes to climate change mitigation by promoting regenerative agricultural practices and sustainable land use. Our LAND360 service and participation in the England Ecosystem Survey help manage and preserve natural capital, contributing to global climate goals.

Emphasis 6 (UN-SDG 15 – Life on land): Fera’s biodiversity initiatives, including habitat restoration and ecosystem monitoring, address ecosystem degradation. Leading the England Ecosystem Survey, we help protect and restore terrestrial ecosystems, ensuring the preservation of biodiversity and natural habitats.

Emphasis 7 (UN-SDG 17 – Partnerships for the Goals): Fera collaborates with governments, research institutions, and industry globally to drive progress towards the UNSDGs. Our partnerships, such as the UAE Technology Centre and projects with academic institutions, ensure the advancement of sustainable development goals worldwide.

2. Governance

2.1 Roles and responsibilities

Fera’s Finance Director is responsible for overseeing the implementation of this ESG Sustainability policy. The Fera Joint Venture Board are responsible for governance over the ESG Sustainability policy implementation.

Within Fera the ESG Steering group is responsible for setting, communicating, and ensuring adherence to the associated policies and key performance indicators. The ESG Steering group comprises representatives from our Finance, Human Resources, Procurement and Quality, Health and Safety and Environmental functions. The nominated lead for each ESG area is responsible for implementing, monitoring and reporting on progress of their assigned ESG area.

Our ESG Sustainability manual documents the roles and responsibilities of the different representatives with the group and the lead for each area of ESG.

2.2 Compliance

Fera is fully committed to conducting its business in a sustainable and responsible manner, in compliance with applicable laws and regulations, and in a manner that protects the wellbeing of our employees, clients, partners, local community, and wider world.

Our legal registers and annual compliance evaluation assessments support Fera to be able to demonstrate continued compliance to legislation designed to protect our wider environment and population. Our ESG Sustainability manual brings together our approach to compliance across the ESG portfolio.

Fera holds a number of bespoke licenses and permits – mostly relating to Environmental matters – which enable us to perform testing activities or related

services for our clients that support our purpose. Such licences and permits are managed, and compliance evidenced as per our documented procedures.

All Fera's employees sign our Code of Conduct. The Code is a framework of supporting policies, standards, procedures and shared practices, which together set the standards Fera expects from all staff, and to which we are collectively accountable. The Code of Conduct, and associated programme of mandatory inductions and training ensures Fera employees act and behave in line with our company values and compliance requirements, safeguarding themselves, their colleagues and the wider environment.

2.3 ESG Governance Goals

Goal 5 - Fairness and Equal Opportunities

Foster equal opportunities for all, creating an inclusive workplace that values diversity and enables employees to reach their full potential.

Goal 9 - Ethical Governance and Leadership

Ensure that Fera operates with integrity, implementing robust governance policies and procedures that reflect our commitment to ethical decision-making.

Goal 10 - Partnerships and Collaboration

Strengthen our collaborations with academic, governmental, and industry partners, fostering shared goals and driving collective progress towards sustainable development.

3. Environment – Climate Programme

Environmental sustainability is core to Fera's business both in the products and services we offer and through our own operations. We offer products and services which support our clients and partners to maximise their own environmental sustainability relating to the following areas:

- Natural capital
- Biopesticides
- Chemical stewardship
- Food safety and quality
- Plant and Soil Health
- Life Cycle Analysis

Further details of our products and services and the positive impact of these can be found on our [webpages](#) in our [Annual Impact report](#).

3.1 Environment Goals

Goal 1 – Climate Action

Monitor and reduce our carbon footprint by decreasing controllable emissions, promoting sustainable travel, and developing a formal Carbon Reduction Plan.

Goal 2 – Responsible Consumption

Ensure responsible consumption in all aspects of our operations, focusing on reducing waste and maximising resource efficiency, both internally and externally.

Goal 3 – Sustainable Cities and Communities

Contribute to creating greener, more sustainable work environments through hybrid work models, green commuting and business travel, and reduced emissions in urban settings.

Goal 4 – Renewable Energy

Work with suppliers and our landlord to promote the shift towards self-produced renewable energy in our operations and adopt technologies with reduce reliance on natural gas.

As evidence of our ongoing commitment to protecting the environment and preventing pollution through our own operations we will continue to:

- Achieve ISO14001 certification, a quality standard for environmental management systems.
- Publish our Environmental policy supported by our Environmental Manual
- Comply with the UK Government’s Energy Savings Opportunity Scheme (ESOS)
- Measure and publish our environmental footprint covering Scope 1, 2 and 3, and the Greenhouse Gas (GHG) Protocol 15 categories of Scope 3 emissions.
- Create and publish a carbon reduction plan to achieve net zero by 2050 and aligned to SBTi’s Business Ambition for 1.5%. Details of our climate ambitions are set out in our Climate / Carbon Policy
- Publish our Annual Impact Report

For our own operations we are currently working both independently, as well as closely with our landlord to prioritise energy initiatives to support the removal of gas entirely from site and improve electrical efficiency. Energy use is specifically important to us, as laboratories and controlled environment facilities consume greater than average volumes of gas and electricity to heat, cool, and manage lighting and humidity to a degree of control consistent with scientific quality.

As well as making use of landlord provided water supplies and wastewater outlets Fera also operates a mesocosm through which we independently extract and release water. The mesocosm facility operates in compliance with bespoke water handling licences. We continue to explore initiatives around water use.

We are also working hard with our up- and downstream suppliers and contractors to understand more about our wider positive and negative environmental implications and seek to work with these organisations to drive and enable improvements. This includes understanding more about our own waste sources and applying a hierarchy of control to better manage these.

More details of our climate impact and approach to controlling this are published in our Carbon policy.

4. Social/ Society

At Fera we respect the human rights standards set out in the International Bill of Human Rights, the International Labour Organisation (ILO) Declaration on the Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights. We believe in creating better outcomes, and that every individual should have the freedom to lead a dignified life, free from fear or want, and free to express independent beliefs.

Our commitment to Human Rights is set out in our Human Rights Policy

Fera is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our client base, and for each employee to feel respected and able to give their best. We are committed to creating a safe working environment free of bullying, harassment, victimisation, and unlawful discrimination. We promote dignity and respect for all and ensure individual differences and contributions of all staff are recognised and valued. These commitments are embodied in our company values.



Fera is passionate about the health and wellbeing of our employees, and we have policies and initiatives in place to help all workers improve and maintain their overall wellbeing, both in the workplace and in their personal life. We have trained mental health first aiders and are promoted extensively throughout the organisation as available to support any employee, at any time.

We make opportunities for training, development, and progress available to all staff, who are helped and encouraged to develop their full potential through personal development plans, so their talents and resources can be fully utilised to maximise organisational efficiency.

4.1 Social Goals

Goal 5 – Fairness and Equal Opportunities

Foster equal opportunities for all, creating an inclusive workplace that values diversity and enables employees to reach their full potential.

Goal 6 – Gender Equality, Diversity, and Inclusion

Promote gender equality and inclusion, ensuring zero tolerance for discrimination and embracing a culture that values all forms of diversity.

Goal 7 – Good Health and Well-being

Prioritise employee health and well-being by creating a work environment that supports mental health, physical wellness, and a balanced lifestyle.

Goal 8 – Lifelong Learning and Development

Build a culture of continuous learning, providing opportunities for employees to develop their skills and grow their careers, ensuring they are equipped to excel in an evolving scientific landscape.

As evidence of our ongoing commitment to protecting society as part of our wider purpose, 'Science for life', we will continue to:

- Support and enable our Employee Engagement Group who plan charity events and donations throughout the year as well as wellbeing activities
- Encourage uptake of our paid volunteering opportunities
- Publish our overarching Human rights, and Equality, Diversity and Inclusion (EDI) policies
- Be a fair living wage employer
- Publish our Gender pay report
- Carry out an annual employee survey and publish employee net promoter scores (ENPS)
- We plan to sign up to the Mental Health at Work commitment in 2025 and will consider Thriving at Work at the appropriate time, having only just reached the 500-employee mark

We are mindful also of the life cycle of our products and potential for social influence here. We carry out due diligence against our suppliers and clients to ensure robustness from a financial as well as societal perspective.

We require all suppliers to sign up to Fera's Supplier Charter which sets out Fera's commitments and expectations on:

- Environment,
- Health and Safety,
- Business Ethics,
- Human Rights,
- Responsible Business
- Diversity and Inclusion
- Information and Cyber Security

- Privacy
- Intellectual Property & Confidential Information
- Business and Technology Resilience
- Reporting on Breaches

5. Data, Performance and Reporting

5.1 Data

Fera is an organisation whose purpose and direction is underpinned by robust data. Improving the completeness and accuracy of our ESG data set is therefore of upmost importance to us. We recognise the following areas specifically, that will continue to require attention for improvement going forward.

Emission factors

By virtue of the fact that environmental measurement is still at early stages across the UK there are inherently some weaknesses in the data set that we plan to continue to review and improve. For example, emissions factors for our Co2 modelling have been sourced from UK government sources and relate to the SIC codes for the industries relevant to our inputs. Overtime whilst we are reliant on the UK government continuing to update these and make them more specific / accurate we will also work with our suppliers themselves to estimate carbon emissions for their businesses specifically to improve data accuracy. Similarly, for our own operations we will continue to willingly and actively share our data to enable those business to whom as act as a supplier or consumer to improve their Scope 3 accounting.

Electricity Usage

Fera operates as a tenant on a shared site where district electricity is in operation. In our early years of electricity measurement there was no way to isolate Fera's usage from other tenants on site. Following a landlord project to improve metering on site during 2023, Fera have been able to start isolating and therefore measuring direct electricity usage. As we move forward this improved understanding is enabling us to plan project to improve electricity usage.

Water & Gas Usage

Fera operates as a tenant on a shared site where district heating ventilation and air conditioning (HVAC) and shared water pipes are in operation. It is not possible, currently, to isolate Fera's usage of gas and water from these systems. Therefore, we are restricted to approximating usage based on the percentage of footprint that we take up on site. Data accuracy on this element will improve with significant landlord investment and initiatives to reorganise HVAC facilities on site and we care committed to supporting the landlord in their efforts – both for the end goal of improved environmental impacts and for the data enhancement goal.

Operational data

Initially, many elements of operational data for CO2 calculations have been based on global spend (e.g. spend on gases, spend on packaging). Recognising the weakness of this we are aiming to move our measures away from global spend to specific units of use (e.g. miles, Kgs etc) as soon as we are able.

5.2 Progress

Progress against the ESG targets set out within each of the relevant individual policies and procedures are reported to the Fera Joint Venture board quarterly with a strategy review annually.

Internal communications are managed via our system of regular business process reviews and management reviews with escalation and cascade of information and progress as needed. Quarterly Open Forum and sharing of Management Review data ensures all staff are well informed and have the opportunity both to participate in, and contribute to, our collective efforts.

Progress is reported externally as below:

5.3 Reporting

We publish the following policies to ensure they are available for all stakeholders to view on our [webpages](#):

- Supplier Charter
- Human Rights Policy
- Legal Policy
- Data Privacy Policy
- Financial Crime Policy
- Anti-racism Discrimination and Harassment and Bullying Policy
- Health and Safety Policy
- Human Rights and Modern Slavery
- EDI Policy
- Safeguarding and Prevent Policy
- Information and Cyber Security Policy
- Environmental Policy
- Carbon policy

We report to external bodies such as regulators according to the frequency required in our bespoke permits and licences and generic legislation and receive a range of annual audits from external bodies.

Our Carbon plan will be updated and published annually alongside our gender pay report.

This ESG Policy was approved by Fera's Joint Venture Board on 15 October 2024. The Policy is held in Fera's document management system and is reviewed in keeping with the periodic reviews of our Science Strategy and 5-Year Strategic Growth Plan.

Chair of Fera Board:

Signature:



Date: