









EO Labs
Microbiological Culture Media

Carbon Emission Reduction - Towards Net Zero

E&O Laboratories' Commitment to Net Zero

2025 Report Summary

As an organisation, we have a duty of care to protect our heritage and environment. We therefore fully support actions to address the causes of climate change and commit to achieving Net Zero emissions by no later than 2040.

We are committed to reducing Scope 1, 2, and 3 emissions via the methods laid out in our plan and are continuing to neutralise residual emissions via recognised carbon offsetting methods.

Baseline Emissions

Carbon emissions data reported from January to December 2021 was deemed accurate and allowed us to gain an understanding of our emissions, identify our most carbon intensive activities, and take steps to reduce them. The following table shows emissions from 2021 until 2025.

Emissions Source		tCO2e 2021*	tCO2e 2022	tCO2e 2023	CO2e 2024	CO2e 2025
Scope 1	Natural gas	275.2	279.4	343.5	322.1	332.9
	Fuel consumption of company-owned	37.8	37.8	8.7	1.9	1.5
	Total	**313.0**	**317.3**	**352.2**	**324**	**334.4**
Scope 2	Emissions generated from purchased electricity, gas, steam, heat, or cooling from the company's operations	635.9	630.5	605.1	592.4	242.6
	Total	**635.9**	**630.5**	**605.1**	**592.4**	**242.6**
Scope 3	Upstream transport of materials to E&O from tier 1 suppliers	2.9	2.9	2.9	2.9	3.75
	Waste generated in operations	91.2	91.2	75	60.1	58.3
	Business travel	0.0	0.0	0.0	17.3	15.5
	Employee commuting	180.3	180.3	124.0	106.6	101.7
	Downstream transportation of goods	3.7	3.7	3.7	118	249
	Water		2.7	5.7	2.6	3.7
	Total	**278.1**	**280.8**	**211.3**	**307.5**	**431.9**
	Total emissions	**1227.0**	**1228.6**	**1168.6**	**1223.5**	**1008.9**

*Base year for emissions

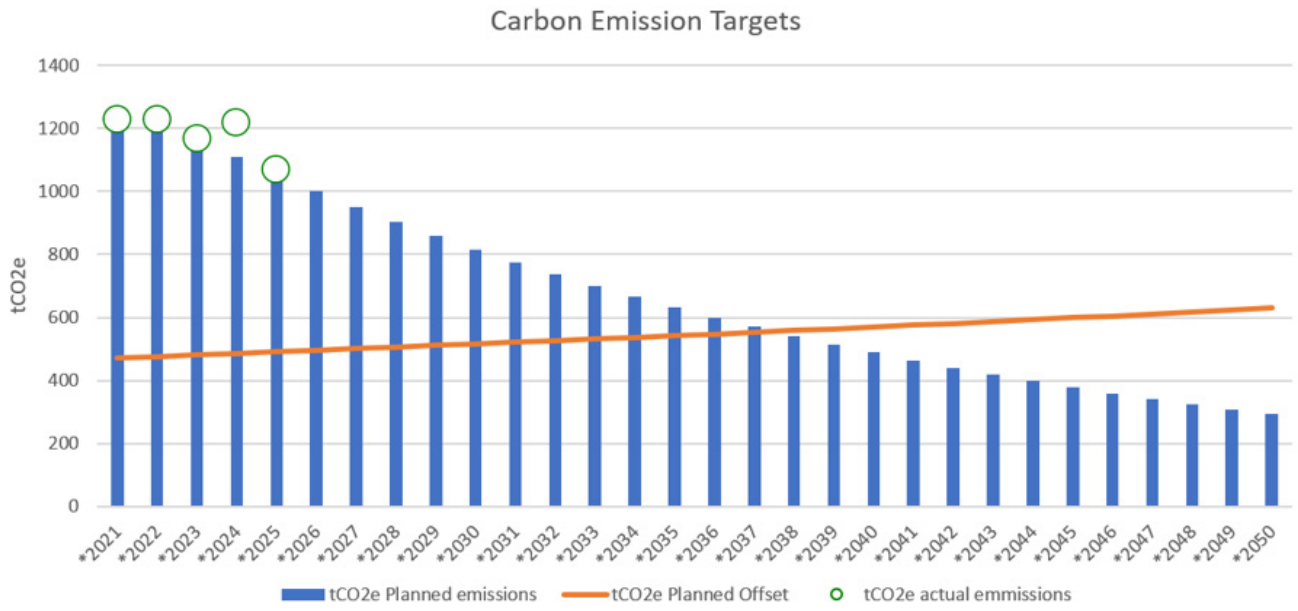
As an organisation we work diligently to create and preserve woodland, wetland and loch and river habitats within E&O owned land. We have planted thousands of native broadleaf and fir trees creating 23.59 hectares of mature woodland in 2021. Based on internationally recognised data a hectare of mature woodland can remove between 4.5-40.7tCO2e annually. We estimate this offset approximately 471.8tCO2e of the emissions generated in 2025. There are further plans to expand this in 2026.

Monitoring & Reporting

In future we will improve our sustainability metrics to enable more accurate measures of Scope 1, 2, and 3 emissions and will report progress on an annual basis.

Emissions Reduction Targets

Our goal is to reduce overall emissions by 5% annually and to continue to develop natural habitats (on our own initiative and in conjunction with the Woodland Trust) to further offset future emissions by approximately 1% annually. This ambitious plan could result in Net Zero Emissions before 2040.



Carbon Reduction Initiatives

1. Emissions generated from purchased electricity, gas, steam, heat, or cooling from the company's operations

After establishing baseline fuel and energy consumption, we continue to target areas where energy is used less efficiently by updating policies, procedures, and practices, and upgrading equipment to more energy efficient models. We have also introduced simple measures such as installing entry activated lighting, reasonable restrictions on heating and cooling, decreasing attendance at external meetings (especially involving foreign travel) and holding video meetings with off-site staff and customers wherever possible.

As equipment is replaced and upgraded, we will strive to install more energy efficient items, such as low voltage motors, and automatic controls on heating, lighting, refrigeration, and air conditioning.

We already have an array of solar panels installed at our South Mains and Westfield facilities and have plans to extend this to our Burnhouse site during 2026, introduce more renewable energy sources where possible.
We recycle and re-use between 520,000 to 1,400,000 litres of hot water annually at our Westfield site, saving up to 26.4MWh in energy each year. This will be expanded and upgraded, and we will assess the potential to replicate or upgrade the technology at other sites.

2. Energy Use in Onsite Buildings

We have installed a more energy efficient boiler at our Burnhouse site and continue to assess the feasibility of new technologies (e.g. hydrogen fuel) as they become readily available. All offices, work areas, and warehousing have been fitted with entry activated lighting and we have introduced tighter control over heating and cooling. According to the Scottish Government, 86% of electricity consumed in Scotland is from renewable and/or very low carbon sources including hydroelectric, wind, and nuclear. As a company based in Scotland, we are able to benefit from this supply mix.

3. Employee Commuting

We have made progress in engaging our staff in carbon reduction measures and have reduced individual staff travel by encouraging vehicle sharing for their journey to and from work. We are continually assessing efficient shift patterns, and the potential for blended working in the attempt to reduce the frequency of commuting where we can.

4. Fuel Consumed in Company Owned Vehicles

We are considering the introduction of EV and hybrid models where applicable during the next cycle of company vehicle upgrades. An assessment of feasibility is expected in 2027.

The Southern Hub has been fully operational for over a year and currently holds stock for our customers in Southern England & Wales. The products are transported to the Hub and stored in required conditions until delivery to customers is required. Individual deliveries are now made to all sites in Southern England & Wales over much shorter distances. We continue to use route planning and Euro 6 vehicles to minimise carbon emissions.

5. Waste Generated in Operations

96.75% of operational waste is currently recycled and metrics are in place to measure waste and associated carbon emissions.

68% of all E&O UK deliveries are currently transported in returnable plastic baskets. Their robust design maximises the number of times they can be reused, greatly reducing the need for cardboard outer packaging. Currently, the reduction in cardboard consumption due to Green Basket delivery is 47 tonnes per year. This represents a decrease in Scope 3 emissions of around 25 tCO2e.

E&O utilise approximately 13 tonnes of plastic film packaging for our poured plate products annually. Prior to Q3 2023, this material was not recyclable or compostable. We identified an alternative packaging material that had the properties required to maintain product integrity yet would provide a more environmentally responsible solution. Studies were completed during the first half of 2023, and the packaging change has been instigated. The introduction was accompanied by an electronic information campaign letting our customers know about the new compostable packing film. We will review all other packaging and reduce or eliminate where possible. Remaining packaging will be converted to a recyclable option if available.

6. Downstream Transportation of Goods

Shipments and deliveries are consolidated where possible. We use Euro 6 vehicles and plan deliveries to ensure the most efficient routes are used. In the latter part of 2023, we opened a new distribution centre (our Southern Hub) in Reading. The Southern Hub receives bulk deliveries from our warehouse to the on a weekly basis and individual customer deliveries completed from there with much shorter journeys. We are monitoring fuel use and journey times and anticipate a continuing drop in CO2 emissions as deliveries are expanded in this region.

7. Upstream Transportation of Materials from Suppliers

We will continue to review purchasing patterns and consolidate shipments of materials where we can.

8. Business Travel

As a business we are continuing to limit unnecessary travel as much as we can and encourage virtual meetings where possible. Our Account Management Team attend external meetings in their local area rather than staff travelling from our head office to attend.

Carbon Offset

E&O had planted thousands of native broadleaf and fir trees creating 23.59 hectares of mature woodland by 2021. This tree planting initiative has continued with 127 new trees planted on E&O owned land in 2023. Creating an offset of approximately 471.8tCo2e from mature woodland. We are also working with organisations such as the Woodland Trust to initiate joint programmes of tree planting on our land, with work on a further 6.65 hectares of trees planned to be planted in 2026. Due to the nature of such projects and the time taken for tree growth, we will report on our carbon offset initiatives every 5 years.

Initiatives for 2025/2026

Scope 1

- Feasibility of reducing gas consumption

Scope 2

- Feasibility of reducing electricity consumption further and increasing renewable energy

Scope 3

- Reduction of waste generation and increasing our use of the circular economy
- Expansion of the water recycling project
- Upstream transport consolidation

Others

- Continuation of our carbon offset projects
- Accuracy of data capture
- Joint carbon reduction initiatives with suppliers and customers
    - Transport of raw materials
    - Consolidated deliveries

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