



**ESG REPORT 2025**

# INNOVATING

*for our*  
**ANIMALS**

*for our*  
**COMMUNITIES**

*for our*  
**PLANET**





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# CEO Letter to Stakeholders

“

*...our entire business model must uplift people, safeguard natural resources, and sustain trust for generations to come.*

”



For over five decades, Norbrook has demonstrated that sustainability means taking action, and it's embedded in the way we innovate and care for **animals, people, and the planet**. Since our

founding in 1969 in Newry, Northern Ireland, Norbrook has been committed to enhancing animal health worldwide. From our roots as a family-owned business, we have grown into a trusted veterinary pharmaceutical company serving customers in over 100 countries and improving the lives of farm and companion animals alike.

We understand that our responsibilities do not end with our innovations; our entire business model must uplift people, safeguard natural resources, and sustain trust for generations to come. Sustainability is central to trust, competitiveness, and long-term success for farmers, veterinarians, regulators, customers, and our local communities. We recognise this responsibility and are proud to publish this ESG Report, aligned with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) to make our impact visible, measurable and actionable.

Over the past year, we achieved important milestones: reducing our carbon footprint against our 2020 baseline, transitioning more than 50% of our fleet to hybrid or electric vehicles, and ensuring 98% of our waste is recycled, with the remaining 2% tightly managed. Our Kenyan facility has already achieved carbon neutrality, and our continuous investment in modernising facilities (£20–£30 million annually) demonstrates our commitment to responsible growth.

True innovation is about foresight and is always an ongoing journey. We are proud of our progress and recognise there is more to do. We will continue to empower our people and communities, innovate for a sustainable future, and nurture our resources responsibly.

Thank you for joining us on this journey to make healthier animals for a healthier world.

LIAM NAGLE  
*Executive Chairman*



# Our Company

Norbrook is a global leader in veterinary pharmaceuticals, manufacturing trusted medicines for farm and companion animals. With headquarters and major manufacturing hubs in Newry Northern Ireland, Monaghan Republic of Ireland, alongside a manufacturing facility in Kenya, our products reach more than 100 markets worldwide.

Our vision is to be a world-class provider of veterinary pharmaceuticals, enhancing the health of livestock and companion animals.

***We make Healthier Animals for a Healthier World.***

*We do this by delivering high-quality veterinary pharmaceuticals with an emphasis on innovation, excellence, customer value, community involvement, and workforce safety.*

Our business is built on a strong regulatory foundation: ISO certifications, Good Manufacturing Practice (GMP) compliance, and approvals from leading authorities such as the Health Products Regulatory Authority (HPRA), the Food & Drug Administration (FDA), the European Medicines Agency (EMA), and the Medicines and Healthcare products Regulatory Agency (MHRA). We combine heritage and innovation, developing pioneering products like long-acting antibiotics, parasite control solutions, and pain management therapies that improve animal welfare and farmer productivity.

Our work plays an important role in protecting public health. We prevent disease and, by doing so, we support farmers and vets, and strengthen communities everywhere.





## Our Vision

*Be a world class global provider  
of veterinary pharmaceuticals  
enhancing the health of farm and  
companion animals.*

## Our Corporate Values

Our corporate values, which are Customer Value, One Team, Results Driven, Excellence, Innovation, and Quality, guide every sustainability action we take.



## Our Mission

- An emphasis on innovation
- A commitment to excellence
- A focus on delivering value to customers
- An active involvement in our community
- An emphasis on safety & maintaining a safe working environment
- A dedication to enhancing the health of farm and companion animals



# Our People

**At Norbrook, our people define who we are.** This year, we strengthened our commitment to wellbeing, inclusion, and professional development through a wide range of initiatives designed to support our colleagues and enhance our culture.

We began by introducing a refreshed People Team identity, making our services more recognisable and accessible across the organisation. We also launched a new employee referral scheme and increased the number of mental health first aiders, further embedding support and wellbeing into everyday working life.

A key focus this year was on men's wellbeing. We hosted onsite talks addressing men's health, with particular emphasis on cancer awareness and breaking the stigma around seeking support. For the first time, we also marked International Men's Day, broadening our diversity and inclusion efforts and ensuring representation across all groups.

Engagement activities such as International Women's Day continued to bring colleagues together, fostering connection, belonging, and shared pride in our workplace.

These actions reflect our belief that a supportive, inclusive culture empowers our people and strengthens confidence and pride in being part of Norbrook.

Our commitment to people extends beyond our workplace and into the communities we serve. Through our 2024 WeCare Christmas Programme, more than 450 colleagues contributed over 2,400 volunteer hours to support families and individuals across Newry. Together, we prepared more than 1,000 food and toy hampers, served 1,250 meals, and helped decorate local community spaces to create a welcoming environment during the festive season.

By investing in our people and supporting our community, we continue to build a culture where everyone feels valued, connected, and proud of the positive impact we make.



# Defining Our Commitment to a More Sustainable Future

The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015. The 17 SDGs are integrated and recognise that action in one area will affect outcomes in others. The goals most relevant to this report are:



This ESG report affirms Norbrook's determination to strengthen transparency and accountability across our operations. It fulfills regulatory requirements under the CSRD and ESRS and addresses rising stakeholder expectations on how we create long-term, generational value responsibly.



The scope of the Report covers our three Newry manufacturing sites at Station Works, Armagh Road and Carnbane Industrial Estate, as well as Monaghan and Kenya and higher-risk suppliers within the global value chain. The baseline year is 2020, with clear targets set for 2025 and beyond.



A broad stakeholder survey engaged employees, customers, suppliers, regulators, and members of the community. Their perspectives shaped a context analysis, the identification of impacts and risks, an evaluation process, and a Double Materiality Assessment.



We have committed to continuous reductions of 10% in energy use, waste, and carbon emissions, measured against a 2020 baseline. Progress is supported by the transition to low- and no-emission vehicles, the replacement of lighting with energy-efficient alternatives, and tree-planting to offset travel. Scope 1, 2, and 3 impacts are measured and reduced through Streamlined Energy and Carbon Reporting (SECR) and Energy Savings Opportunity Scheme (ESOS) reporting, and participation in the Climate Change Agreement.



Our approach to product responsibility reflects the same principles. Veterinary medicines are designed with ethical and social implications in mind, ensuring that innovation benefits animals, farmers, veterinarians, and society.

## Stakeholder Engagement

Our stakeholder engagement was designed to ensure inclusivity and transparency:

- **Internal:** Employees, management, R&D teams, through town halls, intranet, training, and workshops.
- **External:** Farmers, veterinarians, regulators, universities, suppliers, and the local Newry community.

Methodologies included surveys, interviews, and workshops. The result is a clearer understanding of material issues: climate responsibility, workforce wellbeing, ethical supply chains, and product stewardship.

## Sustainability Policy

These values shape how we engage with our people and communities, how we innovate, and how we govern responsibly. They are the foundation of the three ESG pillars that define our approach.

**WE EMPOWER**  
*our People and Communities*

**WE INNOVATE**  
*for a Sustainable Future*

**WE NURTURE**  
*our Resources Responsibly*



	TOPIC	Impact Score out of 20	Financial Score out of 20
ENVIRONMENTAL	ESRS E1- Climate Change	17,67	16,00
	ESRS E2- Pollution (water, air, soil, living organisms, and food resources)	15,58	9,00
	ESRS E2- Substances of concern and very high concern	17,78	17,00
	ESRS E3- Water consumption and discharges	11,58	8,75
	ESRS E4- Biodiversity: impacts and dependencies on ecosystem services	11,42	10,50
	ESRS E5- Recycling	17,25	10,50
	ESRS E5- Waste Management	12,67	11,50
SOCIAL	ESRS S1- Working conditions for workers	12,83	6,00
	ESRS S1- Health and safety for workers	17,17	16,00
	ESRS S1 - Equal treatment and opportunities for all	15,50	14,00
	ESRS S1- Other work-related rights (forced and child labour, privacy)	8,58	9,50
	ESRS S2- Workers in the value chain	15,92	10,00
	ESRS S3- Communities' economic, social, and cultural rights	10,67	6,67
	ESRS S4- Consumers and end-users	14,33	10,25
GOVERNANCE	ESRS G1- Business Conduct	15,00	16,00
	ESRS G1- Protection of whistle-blowers	19,17	6,50
	ESRS G1- Animal Welfare	15,00	10,00
	ESRS G1- Management of relationships with suppliers	14,67	13,33

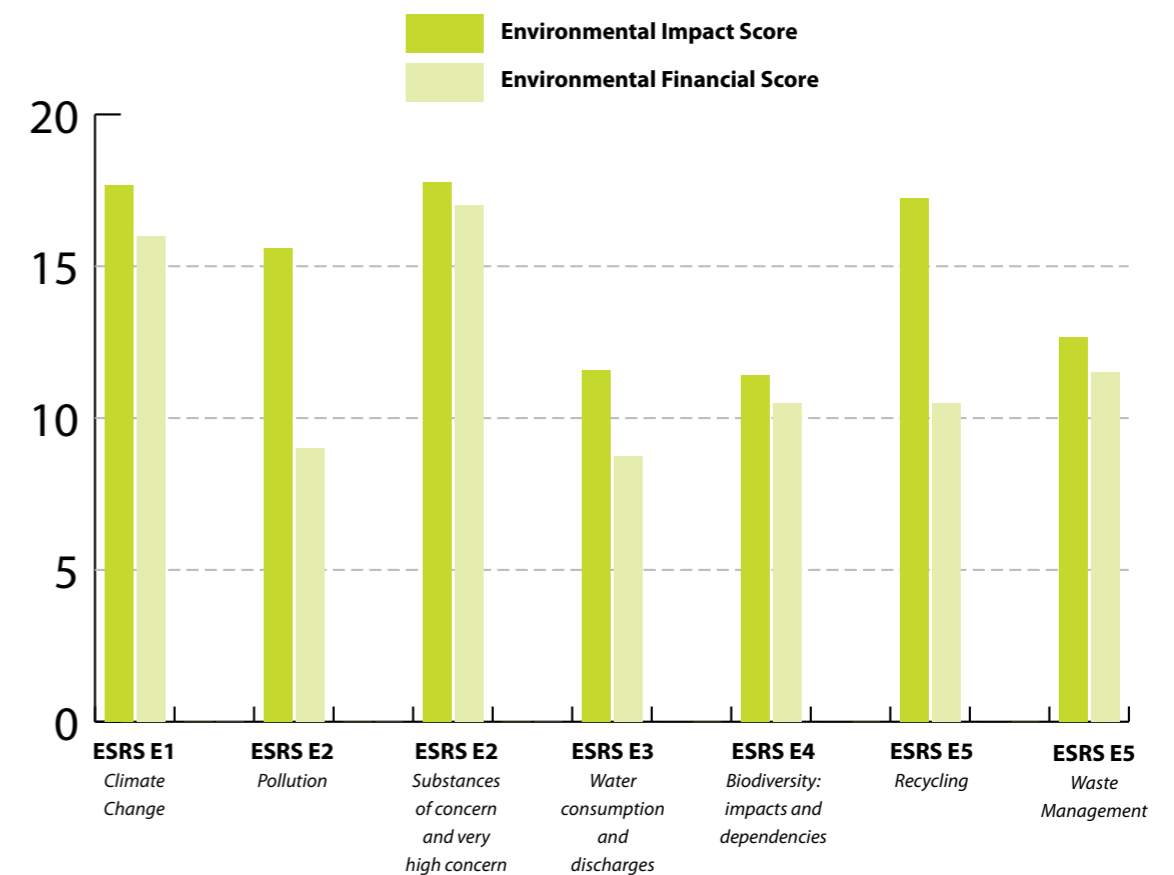
\* ESRS: European Sustainability Reporting Standards

# Setting the Double Materiality Assessment (DMA) Process

Double materiality looks at two questions at once: how Norbrook affects people and the environment, and how environmental and social issues may influence our financial resilience. It required us to assess our outward impacts as well as the risks and opportunities that sustainability topics present to the business. This approach is central to the CSRD and shaped the structure of our assessment. For this exercise we gathered views from more than one hundred colleagues and forty external stakeholders, including partners, suppliers, regulators, customers, and educational bodies.

### Material topics include:

- Pollution control (water, air, waste) – long-standing strength.
- Climate impact (Scope 1, 2, 3) – target 10% reduction by 2025.
- Workforce wellbeing, Diversity Equity and Inclusion, and community engagement.
- Supply chain ethics and resilience.
- Product responsibility: safe, effective veterinary medicines designed with societal impact in mind.





## Our Strategy, Business Model and Value Chain

Norbrook's business model is based on responsible innovation in veterinary health, supported by quality assurance and sustainability considerations at every stage.

Our value chain begins with research and development, where scientific expertise shapes new veterinary medicines. These are manufactured in regulated cleanroom environments that ensure quality, safety, and minimal environmental impact. From there, our global distribution network delivers to farmers, veterinarians, and pet owners who depend on our products to protect animal health and wellbeing.

Suppliers are approved through GMP audits, sustainability self-assessments, and adherence to our Supplier Code of Conduct. Many are long-term partners of 20+ years.

By embedding environmental efficiency, ethical sourcing, and compliance into our value chain, we strengthen customer trust and long-term competitiveness.

Our progress is safeguarded by robust risk registers and systematic reviews conducted from weekly to annual intervals across all sites. A mature culture of compliance ensures that policies follow well-established practices, rooted in the principle of 'doing the right thing'. Oversight is secured through board-level governance and independent auditing by bodies including Ernst & Young, Invest NI, Northern Ireland Environment Agency (NIEA), and Health and Safety Executive for Northern Ireland (HSENI). Our policy framework covers all aspects of sustainability, from anti-slavery and anti-bribery to data protection, and the company's code of conduct.

# We Empower Our People and Communities

**People are at the heart of Norbrook's success.** Our long-term strength relies on a skilled, motivated, and engaged workforce supported by a culture of trust, respect, and opportunity.

We continue to advance inclusion across the organisation by promoting fair recruitment practices, consistent approaches to compensation, supportive parental leave, and equal access to development and progression. We regularly review our people practices to

ensure colleagues feel supported and valued. Our facilities are accessible, and we provide reasonable accommodations to help every employee work safely and effectively.

Norbrook employs around 1,700 people worldwide and is one of the largest employers in Newry. Across the globe we are represented by 31 nationalities. We provide meaningful, stable careers with competitive pay and benefits, reflecting our commitment to attracting and retaining talented colleagues across the organisation.

Age Group	Number of Employees
18-29	315
30-39	535
40-49	483
50-59	294
60-69	122
70+	2





*Wellbeing and safety are integral to our workplace culture. Employees benefit from access to health checks, professional counselling, and a range of support services designed to promote physical and mental wellbeing.*

Employees are supported in their career development through a range of learning opportunities tailored to their roles. On average, colleagues complete around twelve hours of training per month, largely focused on technical skills, compliance, and on-the-job development. Additional programmes—including leadership development, technical instruction, and academic sponsorships such as the Norbrook Laboratories Barnett MSc Scholarship and the Ulster University PhD partnership—provide further pathways for growth.

Wellbeing and safety are integral to our workplace culture. Employees benefit from access to health checks, professional counselling, and a range of support services that promote physical and mental wellbeing. Safety audits and training ensure compliance with pharmaceutical standards, and our “Stop for Safety” culture empowers

employees to take action whenever a potential risk is identified.

We encourage open communication across the organisation, enabling employees to engage directly with leadership through town halls, workshops, the Norbrook Connect app, and our Ask the CEO channel. These platforms give colleagues a voice, and their ideas actively contribute to innovation, sustainability, and continuous improvement across the business.

Norbrook’s commitment to our community extends well beyond our facilities. We work closely with schools and universities, support local events, and encourage sustainable commuting through initiatives such as EV charging and cycle-to-work schemes. Our presence in Newry continues to contribute to the region’s economic and social wellbeing.

These principles also guide how we collaborate with suppliers. All partners are required to comply with our Supplier Code of Conduct, which is aligned with the UN Global Compact and international labour standards. Through regular audits and direct engagement, we help ensure that suppliers across Europe, India, and China uphold ethical and sustainable practices.

We maintain a zero-tolerance approach to human rights violations and support fair payment terms to help strengthen livelihoods throughout our value chain.

By empowering our workforce and engaging our communities, we are contributing to a future where people and progress thrive together.



# We Innovate for a Sustainable Future

Norbrook's environmental strategy is built on scientific discipline, clear governance, and a deep respect for the natural world. As a veterinary pharmaceutical manufacturer, we understand the link between healthy animals, resilient communities, and protected ecosystems. That understanding guides how we design products, operate our facilities, work with suppliers, and manage resources. This means that, for more than five decades, we have met, and often exceeded, environmental standards across our operations.

Our Environmental Policy sets the direction. It integrates prevention of pollution, efficient use of materials and energy, and rigorous compliance into everyday decisions across research, formulation, manufacturing, storage, and distribution. Performance is tracked through defined indicators, reviewed regularly, and used to drive continuous improvement. Our aim is simple: produce high-quality medicines while reducing our footprint and building climate resilience.

This section aligns with ESRS E1, E2, and E5, which cover climate change, pollution, and resource use within the circular economy.

*We understand the link between healthy animals, resilient communities, and protected ecosystems.*



*Norbrook's strategy combines reduction and adaptation in our operations.*



### Climate and Energy

Climate change is a key environmental topic for Norbrook. We measure and manage greenhouse gas emissions across Scope 1, Scope 2, and the most relevant categories of Scope 3, in line with the Greenhouse Gas Protocol and ESRS E1. Scope 1 covers direct emissions from fuel use, vehicles, and production equipment. Scope 2 reflects purchased electricity and heat, while Scope 3 includes major categories across our value chain.

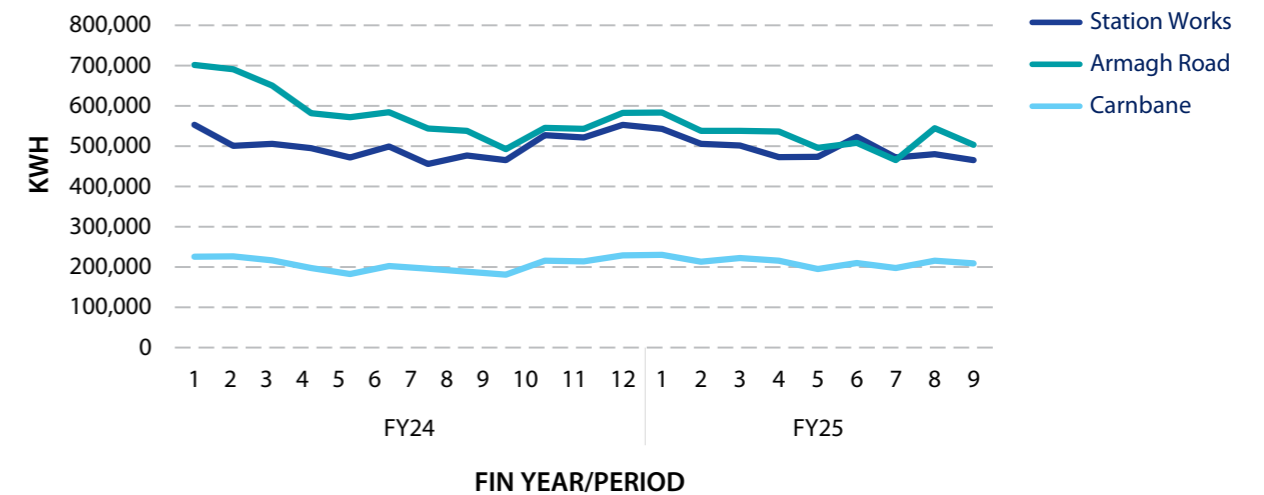
Our strategy combines reduction and adaptation in our operations. We improve energy efficiency through modernised utilities, upgrade to high-performance equipment, and increase the share of electricity from renewable or certified low-carbon sources. We are transitioning our fleet to hybrid and electric vehicles and optimise logistics by favouring full container loads and avoiding air freight. Climate-related risks such as extreme weather or water stress are assessed to protect operations and maintain product quality.

### Pollution Prevention

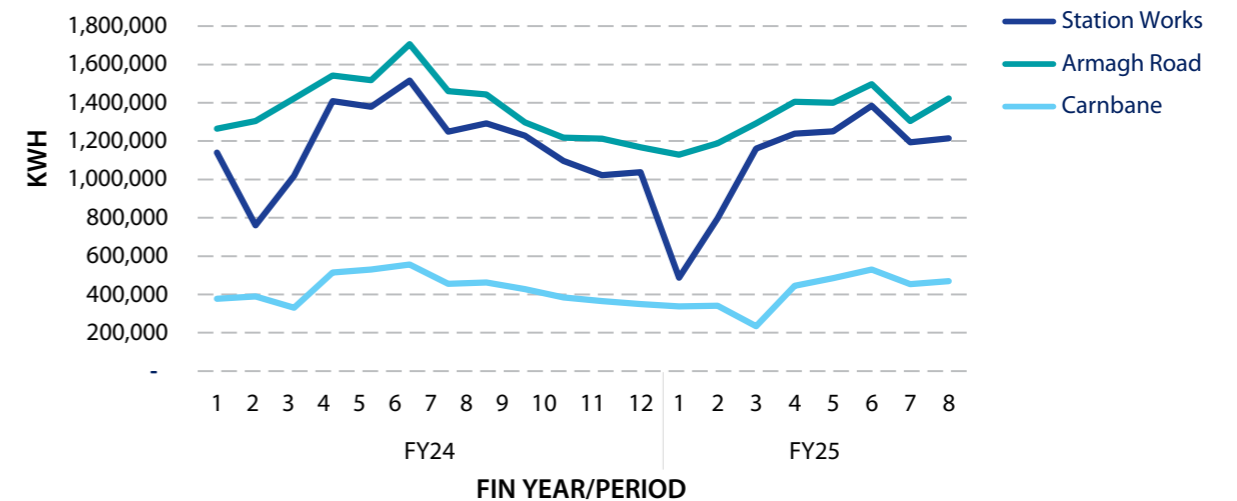
Preventing emissions to air, water, and soil is central to our environmental management. Manufacturing processes operate in contained systems with scrubbing and treatment technologies matched to



### Electric Usage by Site



### Gas Usage by Site





*We pursue annual improvements in energy use, emissions, waste, and water against our 2020 baseline, supported by investment in cleaner technologies.*

production scale. We monitor particulate matter, volatile organic compounds, and chemical constituents to ensure compliance with all permits.

Effluent is treated and tested to meet regulatory standards. Trends are analysed to identify improvement opportunities. We manage substances of concern with care, assessing materials under relevant regulations and applying strict handling and storage

protocols. Where substitution with safer alternatives is not technically feasible, we rely on containment, secure packaging, and validated procedures that minimise risk.

Water use is managed through closed systems and treatment plants that protect receiving waters and ensure compliance. Consumption and quality data are reviewed regularly to improve efficiency and reduce losses.

**The cost of recycling 98% of our waste**

Site	Grand Total 12 Months
Station Works	£610,979
Central	£243,413
Carnbane	£220,374
Armagh Road	£521,895
3PL	£7,439
<b>Grand Total</b>	<b>£1,604,100</b>

A total of 98% is recycled made up by Station works site is 38% of the total, Offices and warehouse are 14%, Carnbane site is 14% and Armagh Road is 33%.

**Circular Economy and Resource Use**

Resource stewardship shapes how we design and operate. We reduce waste at source through process control and yield management, supported by investment in efficient equipment. Waste that is generated is segregated, tracked, and sent to certified recovery partners. Our solid waste recycling rate remains high across all sites.

We are also advancing packaging innovation, moving to recycled and recyclable materials where regulatory and technical conditions allow. A dedicated packaging function leads this transition, supporting our commitment to a more circular business model.

**Management, Targets, and Improvement**

Environmental management follows a risk-based approach linking site operations to corporate oversight. Facilities operate under permits and licenses and are subject to internal audits and external inspections. Procedures, training, and documentation ensure accountability and compliance.

Our reduction pathway focuses on steady, verifiable progress. We pursue annual improvements in energy use, emissions, waste, and water against our 2020 baseline, supported by investment in cleaner technologies.

*By advancing climate action, improving resource efficiency, and embedding circular principles, we continue to innovate for a sustainable future.*



**For Scope 1** emissions, we continue to modernise production equipment, improve energy efficiency, and expand the use of low-emission technologies. The transition to electric and hybrid vehicles remains a core part of our decarbonisation plan.

**For Scope 2**, we are increasing the share of electricity sourced from renewable or certified low-carbon providers and investing in high-performance technologies that reduce energy demand across our sites.

**For Scope 3**, we work with suppliers to promote sustainable procurement, reduce logistics emissions through consolidated shipping, and design processes that use fewer resources. This collaboration strengthens resilience throughout the value chain and supports the global shift toward low-carbon business practices.

Our aim is to maintain consistent year-on-year reductions in emissions, waste, and resource use, while continuing to improve the efficiency and sustainability of our operations.

**Value Chain Expectations**

Environmental standards extend across our supply chain. New suppliers complete approval audits that assess compliance with Good Manufacturing Practice and environmental requirements. Existing partners are reviewed on a risk basis and supported with corrective actions when needed. We favour lower-carbon shipping and maintain long-term partnerships that ensure consistent standards and secure supply continuity.

**Putting It Into Practice**

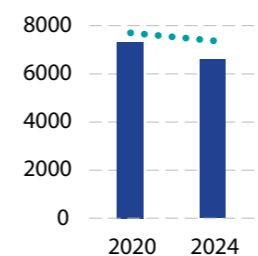
Across our sites, raw materials are synthesised or fermented in closed systems that minimise emissions and waste. Energy use and emissions are monitored continuously, and water quality is verified through external oversight. Packaging is designed for recyclability, and waste is diverted from landfill through certified recovery routes.

Environmental performance at Norbrook is part of daily operations. We measure progress, strengthen resilience, and make responsible design decisions that protect the environment

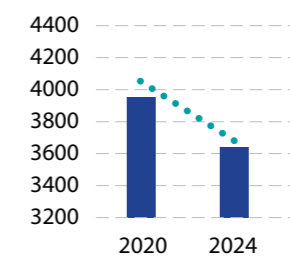
while supporting animal health. By advancing climate action, improving resource efficiency, and embedding circular principles, we continue to innovate for a sustainable future.

Scope 1, 2 and 3 emissions are categories defined by the Greenhouse Gas Protocol. Scope 1 covers direct emissions from Norbrook's own operations. Scope 2 refers to indirect emissions from purchased energy. Scope 3 includes all other indirect emissions across Norbrook's value chain.

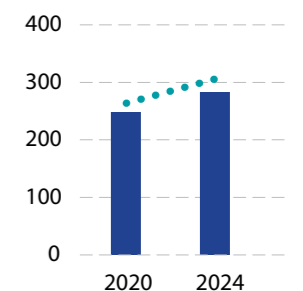
**Scope 1**  
Total MT 10% Reduction



**Scope 2**  
Total MT 8% Reduction



**Scope 3**  
Total MT 13% Increase



MT: Metric Tonnes

# We Nurture Our Resources Responsibly

Strong governance structures ensure that Norbrook's progress is sustainable, transparent, and accountable and that we can safeguard delivery.

Our Board of Directors, which includes members of Lord Ballyedmond's family, oversees the company's sustainability strategy, supported by the Executive Leadership Team and specialist committees. Risk registers and regular reviews track progress with weekly to annual monitoring. ESG performance is reviewed regularly, and results are reported internally and externally.

Norbrook's Code of Conduct, together with policies on anti-bribery, anti-slavery, data protection, and environmental management, establishes clear expectations for ethical behaviour. Every employee is responsible for upholding these standards.

*Our governance system safeguards Norbrook's legacy and supports the ethical growth of the business.*





*Our policies are reviewed to meet emerging regulations, and training ensures that employees can apply them in real-world contexts.*

Confidential reporting channels, including a whistleblowing system and direct access to the CEO and senior leadership, promote accountability and protect employees who raise concerns. Each report is handled with confidentiality and respect, and retaliation is strictly prohibited.

Our suppliers are partners in this commitment. They must adhere to Norbrook's Code of Ethics, Anti-Bribery and Corruption Policy, and Human Rights and Modern Slavery Policy. Every new supplier undergoes an approval audit, and existing partners are reassessed regularly. Non-compliance triggers corrective action or contract termination where necessary.

Governance is not static; it evolves. Our policies are reviewed to meet emerging regulations, and training ensures that employees can apply them in real-world

contexts. The result is a governance system that safeguards Norbrook's legacy and supports the ethical growth of the business.



Lord Ballyedmond founded Norbrook in 1969 with a mission to enhance animal health globally

We maintain strong relationships with regulatory and auditing bodies such as EY, Invest NI, Northern Ireland Environment Agency (NIEA), and Health and Safety Executive Northern Ireland (HSENI). To ensure we align with global best practices, we comply with the UN Global Compact, International Labour Organization (ILO) conventions, and ESRS.

Fair payment practices reflect our values. Standard terms are thirty days end of month, with more than 95% of all payments made on time. We have zero outstanding legal proceedings for late payments.

## BOARD OF DIRECTORS

**LADY BALLYEDMOND**  
VICE CHAIR

**LIAM NAGLE**  
EXECUTIVE CHAIRMAN OF THE BOARD

**THE HONOURABLE  
CAROLINE BRAID OBE KC**  
DIRECTOR

**THE HONOURABLE  
EDWARD HAUGHEY**  
DIRECTOR

**PROF THE HONOURABLE  
JAMES HAUGHEY**  
DIRECTOR

**DAVID GUIRY**  
CHIEF FINANCIAL OFFICER

**RÓNÁN MURPHY**  
NON-EXECUTIVE DIRECTOR

# Norbrook's sustainability priorities for 2025-2030

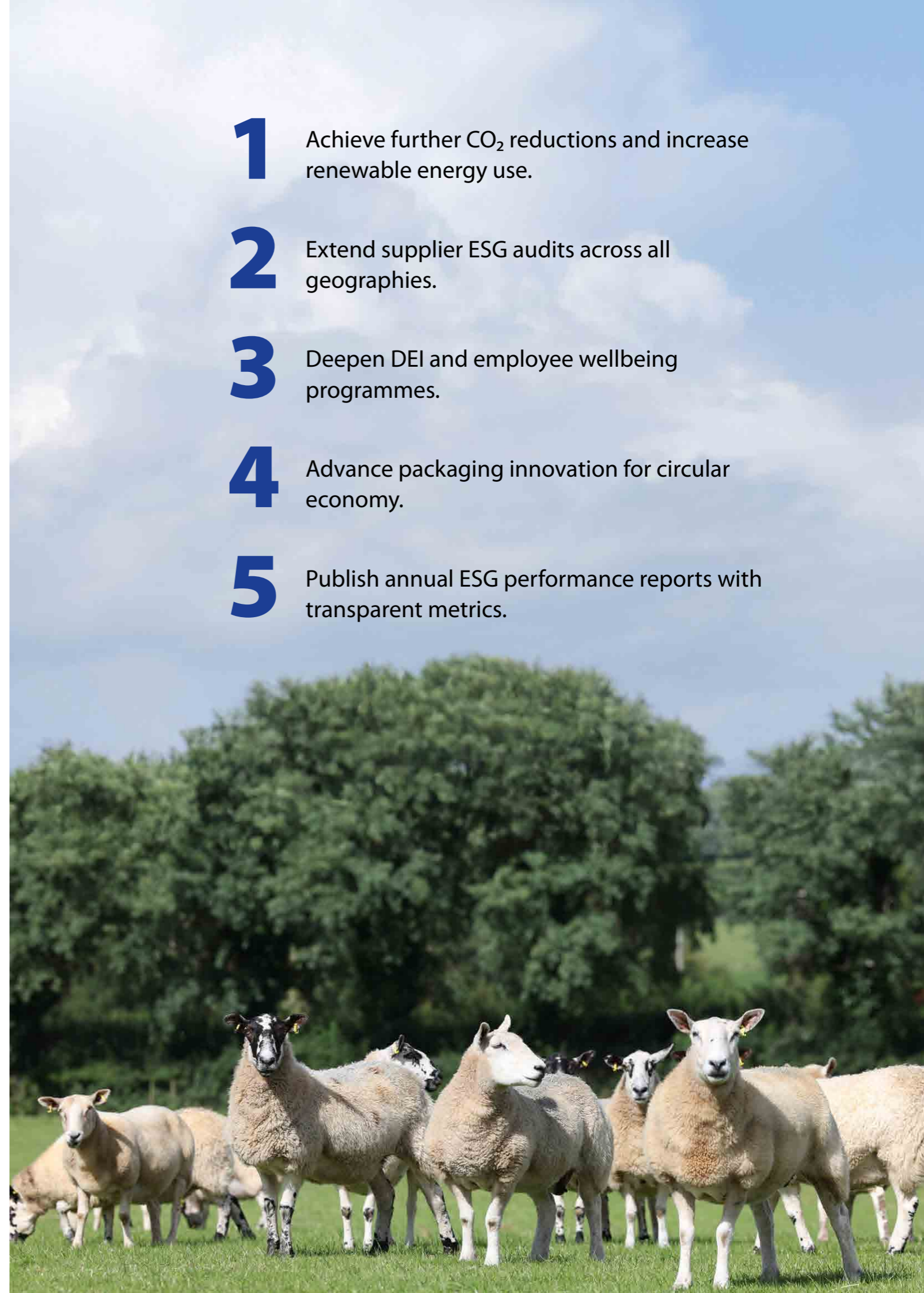
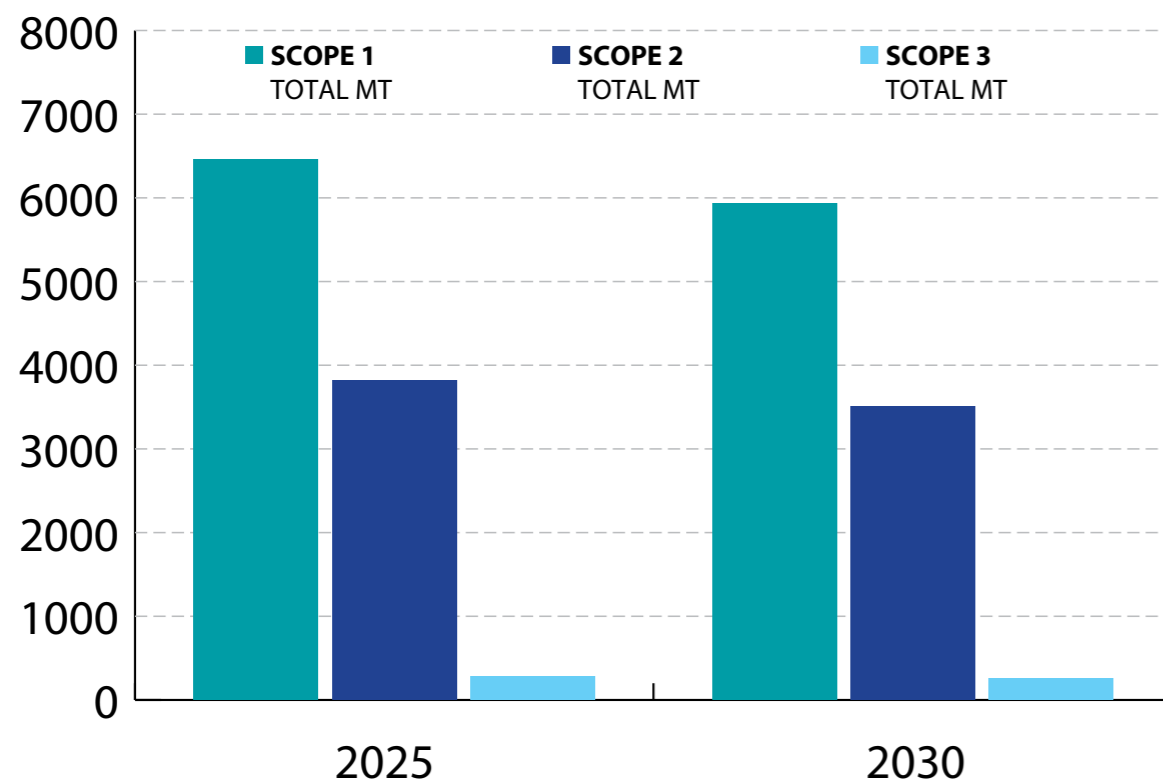
Norbrook's vision for sustainability is long-term and forward-looking. We are committed to continuous improvement, with the following priority areas defined for 2025–2030.

continue to measure progress transparently, communicate openly, and collaborate with partners and stakeholders who share our purpose: to create a healthier, more sustainable world for animals, people, and the planet.

The foundations built through this first assured ESG Report will guide our future actions. We will

- 1 Achieve further CO<sub>2</sub> reductions and increase renewable energy use.
- 2 Extend supplier ESG audits across all geographies.
- 3 Deepen DEI and employee wellbeing programmes.
- 4 Advance packaging innovation for circular economy.
- 5 Publish annual ESG performance reports with transparent metrics.

CO2 MT next 5 years



# Appendix

## Environmental Impacts, Risks, and Opportunities (ESRS E1–E5)

These tables summarise Norbrook’s main environmental impacts, risks, and opportunities (IROs) identified through the Double Materiality Assessment.

Topic	Positive Impacts	Opportunities	Negative Impacts	Risks
<b>E1: CLIMATE CHANGE</b>	Improved visibility and stakeholder confidence through transparent measurement and reporting of emissions.	Access to new investment opportunities and partnerships that value strong climate performance.	Community or partner concerns if climate risks are not adequately managed.	Reputational and financial damage if climate impacts are not addressed or disclosed effectively.
<b>E2: POLLUTION CONTROL</b>	Stricter monitoring of emissions and reduced material waste across operations.	Energy savings, lower costs, and enhanced market reputation through cleaner technologies.	Reduced product efficiency if certain substances are restricted.	Regulatory fines or higher management costs due to non-compliance.
<b>E5: RESOURCE USE AND CIRCULAR ECONOMY</b>	Increased recycling and reuse of packaging and production materials, supporting resource efficiency.	Greater customer loyalty, lower costs, and stronger brand reputation.	Higher waste volumes or costs if recycling rates decline.	Rising material costs or reputational harm if circular goals are not met.



## Resource Efficiency and Waste Management

These indicators demonstrate Norbrook’s progress in reducing waste, improving energy efficiency, and increasing the use of renewable energy.

Metric	2020 Baseline	2024	Target	Status
<b>RECYCLING RATE</b>	95%	98%	Maintain ≥95%	On target
<b>RENEWABLE ENERGY SHARE</b>	40%	55%	60%	On target
<b>WATER TREATMENT COMPLIANCE</b>	100%	100%	Maintain	On target
<b>RECYCLABLE PACKAGING</b>	85%	90%	100%	On target

## Greenhouse Gas Emissions (ESRS E1 – Climate Change)

Norbrook monitors and reports greenhouse gas emissions in accordance with the Greenhouse Gas (GHG) Protocol and ESRS E1. Emissions are calculated using both market-based and location-based methods, verified through internal controls and external audits.

**Scope 1** covers direct emissions from fuel use and production equipment. **Scope 2** covers indirect emissions from purchased electricity and heat. **Scope 3** includes significant categories across the supply chain, logistics, and waste treatment.

**Scope 1** includes all direct greenhouse gas (GHG) emissions resulting from sources owned or controlled by Norbrook. These primarily derive from fuel combustion in boilers and generators, heating and cooling systems, and the operation of company-owned vehicles and production equipment.

The Company monitors and quantifies these emissions in line with the GHG Protocol and ESRS E1 principles, ensuring accurate and transparent reporting. Emission factors from recognized international sources are applied to calculate total GHG emissions in CO<sub>2</sub> equivalent.

### Metric Tons

SCOPE 1 EMISSIONS	2020	2021	2022	2023	2024
Office emissions (gas)	7332, 43185	6169, 56663	6038, 10288	6811, 9555	6591, 1112
Other Scope 1 emissions	0	0	0	0	0

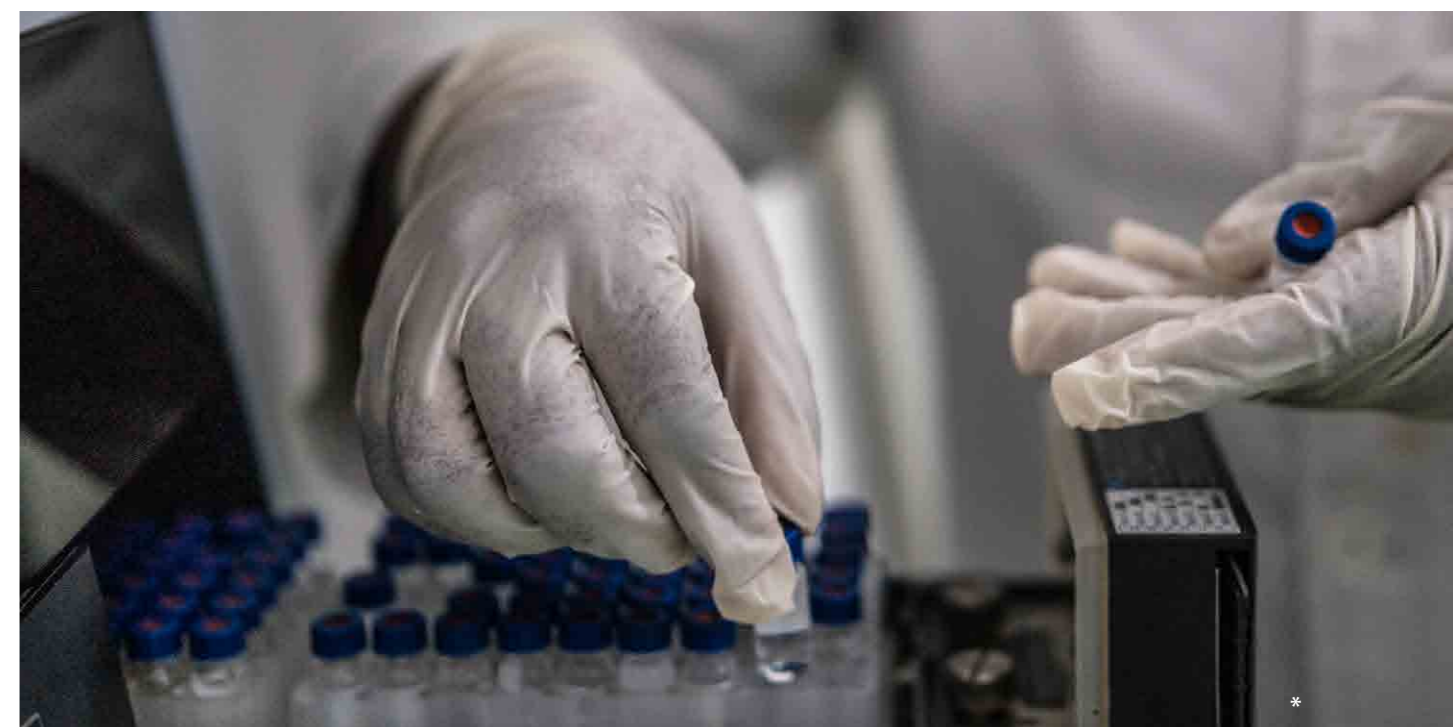
*Scope 1 covers emissions from sources that an organisation owns or controls directly - for example from burning fuel in our fleet of vehicles (if they're not electrically-powered.)*

**Scope 2** refers to indirect greenhouse gas (GHG) emissions resulting from the generation of purchased electricity, heat, and steam consumed by the Company. Although these emissions occur at external production sites, they are directly linked to the Company's energy consumption and therefore represent a significant component of its overall carbon footprint.

### Metric Tons CO2

SCOPE 2 EMISSIONS	2020	2021	2022	2023	2024
Office emissions (electricity)	3953, 35748	4317, 87561	3779, 67902	3798, 4993	3641, 4533
Homeworker electricity emissions (home office)	23,4	23,4	49,3	33,2	32,4

*Scope 2 are emissions that a company causes indirectly and come from where the energy it purchases and uses is produced. For example, the emissions caused when generating the electricity that we use in our buildings would fall into this category.*



**Scope 3** encompasses all other indirect greenhouse gas (GHG) emissions occurring along the Company's value chain, both upstream and downstream of its operations. These include emissions generated by suppliers, transportation and distribution activities, business travel, waste treatment, and the use and disposal of sold products.



**Metric Tons CO2**

<b>SCOPE 3 EMISSIONS</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Homeworker electricity (air-conditioning)	0	0	0	0	0
Homeworker gas emissions	101,5	101,7	214,0	143,9	140,5
Diesel (commute)	40,2	40,2	30,2	35,2	35,2
Petrol (commute)	54,7	54,7	41,0	47,8	47,8
Hybrid (commute)	8,6	54,7	6,5	7,6	7,6
Motorbike (commute)	2,6	2,6	1,9	2,3	2,3
Train (commute)	2,5	2,5	1,9	2,2	2,2
Bus (commute)	3,1	3,1	2,3	2,7	2,7
Taxi (commute)	0	0	0	0	0
Train (in work travel)	2,4	2,4	2,4	2,4	2,4
Diesel (in work travel)	2,7	2,7	2,7	2,7	2,7
Petrol (in work travel)	2,8	2,8	2,8	2,8	2,8
Hybrid (in work travel)	0	0	0	0	0
Bus (in work travel)	0	0	0	0	0
Taxi (in work travel)	0	0	0	0	0
Plane	0,6	0,6	0,6	0,6	0,6
Hotel	0,8	0,8	0,8	0,8	0,8
Additional estimates for purchases of goods and services	2,5	2,5	2,5	2,5	2,5
Other Scope 3 emissions	0	0	0	0	0

*Scope 3 encompasses emissions that are not produced by the company itself and are not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for up and down its value chain. An example of this is when we buy, use, and dispose of products from suppliers. Scope 3 emissions include all sources not within the scope 1 and 2 boundaries.*

*We will continue to measure progress transparently, communicate openly, and collaborate with partners and stakeholders who share our purpose:*

***to create a healthier, more sustainable world for animals, people, and the planet.***



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**ESG REPORT 2025**

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