

## **Hollister Carbon Reduction Plan**

### **Introduction:**

Throughout Hollister, our work and our approach to sustainability and responsibility is focused not only on the immediate needs of today, but also on our aspirations for the future and the evolving needs of our customers, associates, and the global community. We support the commitment to achieve net carbon zero by 2050.

The journey to establish environmental stewardship at Hollister includes an environmental policy, an environmental strategy based on the output of an environmental materiality assessment, environmental key performance indicators and long-term goals, and public reporting on our performance. As a subset of this environmental effort, Hollister began undertaking an evaluation of its greenhouse gas (GHG) inventory dating back to 2020/2021.

Within our manufacturing and distribution facilities, we continue to invest in environmental initiatives, and programmes that focus on a sustainable future.

In order to formalise our company-wide sustainability and responsibility initiatives, we established the Hollister Environmental Leadership Council in 2020 to provide direction, and to guide our environmental initiatives going forward.

### **Our Sustainability Approach:**

In 2021, we developed a comprehensive Environmental Policy, along with an Environmental Strategy and Strategic Sustainability Objectives.

The report was prepared in alignment with Environmental, Social and Governance (ESG) reporting methods, following guidelines from the Global Reporting Initiative (GRI) Standards 2021 and the United Nations (UN) Sustainable Development Goals (SDGs). A full copy is available on request, or by visiting: [https://www.hollister.com/-/media/files/pdfs-for-download/about/hollister-esg-report-final-issue-08092022\\_optimized.ashx](https://www.hollister.com/-/media/files/pdfs-for-download/about/hollister-esg-report-final-issue-08092022_optimized.ashx)

### **Governance**



Hollister is committed to making a positive impact through our operations, products and facilities. We have achieved ISO 14001 Accreditation.

### **Baseline Emissions Timeline:**

Hollister aims to be in-line with the NHS Net Zero initiative, and endeavours to meet the following timeline:

**April 2024:** Continued development of plans in-line with the requirement that carbon reduction plans become mandatory for all new contracts.

**April 2027:** Publish a carbon reduction plan including direct and indirect emissions.

**2030:** Demonstrate on-going work by publishing progress and carbon emission reporting.

**2040:** Net Zero for Scope 1 and Scope 2 - Direct Emissions

**2045:** Net Zero for Scope 3 - Indirect Emissions.

**Baseline Emissions Footprint:**

Hollister have set baseline emissions for Scope 1 and Scope 2 emissions for our main operations sites, including our company's corporate headquarters, and are in the process of setting the baseline for scope 3.

<b>Baseline Year: 2021</b>	
Baseline year emissions:	
<b>EMISSIONS:</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	6159
<b>Scope 2</b>	21,791
<b>Scope 3 (Included Sources)</b>	TBC*
<b>Total Emissions:</b>	27,419

\* Our Scope 3 baseline will be established this year. A project group with additional resources allocated, will ascertain an emissions total against the relevant subset of Scope 3 categories:

- upstream transportation and distribution
- waste generated in operations
- business travel
- employee commuting
- downstream transportation and distribution

**Associate Commitment to fulfilling our Environmental Policy:**

The UK and Ireland business follows our Global sustainability objectives, with key focus areas of the Planet, People and Communities:

Focus areas	Impact areas	Sustainability Strategic Objectives	Immutable principles
Planet	Greenhouse Gas (GHG) emissions – Scope 1 & 2	We commit to reducing our greenhouse gas emissions and managing our climate impact.	
	Energy		
	Product and packaging	We commit to stewarding our resources through responsible operations and product design to reduce environmental impact.	Stewardship, Integrity
	Materials and waste	We commit to establishing strong environmental governance throughout our value chain.	
People	Biodiversity		
	Inclusion and diversity	We commit to a working environment that ensures all people are comfortable, safe, and supported, regardless of background.	Dignity of the Person, Integrity
	Health and safety	We commit to keeping our associates safe at work by proactively managing hazards and risks and achieving a total recordable incident rate of <1.0 by 2024.	Dignity of the Person
Communities	Ethical conduct	We commit to practically reinforcing Hollister values, with the goal of achieving and maintaining high standards of integrity.	Integrity
	End-users and clinicians	We will work with our end-users and clinicians to improve the lives of people using Hollister products.	Dignity of the Person
	Charity and volunteerism	We will work with the local and global communities where we operate to ensure our impact is positive.	Service, Stewardship

Responsibilities across our organisation:

Each associate in our organization has a role to play in fulfilling our Environmental Policy.

- Associates have the responsibility to be stewards of the environment and fulfil the expectations of our Environmental Policy.
- Executive Leadership ensures that environmental considerations are aligned with Our Mission, Vision, Immutable Principles, and Corporate Strategy, and provides the resources needed to achieve our environmental objectives.
- The Environmental Leadership Council defines the environmental strategy and sets targets to support and measure the impact of our strategy.
- Leaders integrate environmental stewardship into business activities and ensure decisions reflect the spirit and intent of our policy.
- Dedicated resources in Environment, and Health and Safety provide expertise and aim to ensure environmental sustainability best practices are advanced throughout Hollister Incorporated and our activities.

**Carbon Reduction Projects and Notable Achievements to date:**

- **Highlights:**
- >1000 metric tons of CO2 equivalent saved through renewable energy purchases 2019 – 2021
- 11% reduction in water use across manufacturing sites 2019 – 2021
- 3.8% reduction in energy intensity across manufacturing sites
- 71% of non-hazardous waste diverted from landfill in 2021
- 99% of hazardous waste diverted from landfill in 2021

- **Incremental gains:**

- Commitment to install LED Lighting across offices and manufacturing sites
- Introduction of a flexible approach to allow people to work from home
- Company car policy: dedicated to EV and hybrid options
- Travel: Reduce the need for our staff to travel by supporting alternative working arrangements, including home working, virtual meetings
- 2020 NEW UK Head Office premises (within Winnersh Triangle, RG41 5TS) Certified with Fitwel accreditation for its excellence in health and wellbeing. The Winnersh Triangle office buildings are on a path to achieving net zero carbon emissions by 2050 and includes a plethora of tangible green credentials, for example on site bee keeping, as further detailed in the sustainability report for Winnersh Triangle (available at [Sustainability Commitment Statement | Fitwel Accreditation \(winnershtriangle.co.uk\)](#))
- Recycling: In addition to the demonstrable gains within the 2021 sustainability report, all associates minimise use of paper and other office consumables, and continue to identify opportunities to reduce waste and recycle at a local level
- Procurement: It is important to us that suppliers we engage with take account of sustainable issues, and we endeavour to procure materials which have been sourced responsibly
- Our Ballina manufacturing facility, which is regulated by Ireland's Environmental Protection Agency won Ireland's Green Medtech Award 2021, recognizing the site's Environmental Stewardship – please see page 19 of our 2021 report referenced above. (Green Medtech Award for Environmental Stewardship, Ballina, Ireland)

**Signed on behalf of the Hollister:**

**Bob Russell**

Market Access and Government Affairs Director, UK.

Date: 14<sup>th</sup> March 2023