



Circularity

Action



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About Us



Peli BioThermal delivers the most comprehensive range of temperature-controlled packaging and service solutions for the global life sciences industry.

We ensure that even the most delicate biological materials arrive intact, effective, and ready for use—no matter the challenges posed by the external environment. Wherever lives depend on timely and safe delivery, we're there.

Trusted by customers across the globe, we are the go-to partner for maintaining critical temperature stability in every step of the distribution chain. In addition, our full suite of services and software solutions empowers businesses to efficiently and confidently manage their temperature-controlled packaging assets from start to finish.

For more information, visit pelibiothermal.com.

296

Global Employees

58

Training Hours per Employee

190

Countries Served

23

Local Distributors

1

Global Headquarters

17

Service Centers

3

Production Plants and Laboratories (ISO 9001, ISO 17025)



Our Goal: Building the Future of Cold Chain Solutions

We are shaping the future of cold chain packaging and services to enhance patient lives worldwide. Guided by ambitious sustainability goals, Peli BioThermal is committed to environmental stewardship, operational excellence, and fostering an empowered, ethical culture.

These goals are built on three core commitments:

- **TAKING ACTION**—ensuring that we are constantly innovating to reduce our environmental footprint and contribute to a low-carbon future
- **BEING ACCOUNTABLE**—holding ourselves to high standards, from regularly tracking and reporting our sustainability progress to setting measurable goals
- **FORGING PARTNERSHIPS**—partnering with employees, suppliers, communities, governments, nonprofits, and industry leaders to build a network and shared commitment to sustainability



Key Achievements in 2024

Peli BioThermal's recent milestones reflect our commitment to embedding sustainability into every facet of our business.

Conducted a **comprehensive materiality assessment**, enabling us to focus our resources where they can drive the greatest impact

Developed **environmental, social, and governance (ESG) policies**, aligning our actions with evolving sustainability priorities

Implemented **ESG software** to accurately track Scope 1, 2, and 3 emissions and work towards reducing Scope 2 total gross emissions across all sites



Achieved **Bronze status in the EcoVadis assessment**, setting the stage for our ongoing pursuit of Silver certification

Launched **circular economy training** for employees, empowering teams with the knowledge to drive sustainable practices

Collaborated on **innovative waste reduction initiatives**, including recycling spent vacuum insulated panels (VIPs) into materials for construction, to advance a circular economy

I am honored to lead an organization that places sustainability at the heart of everything we do. At Peli BioThermal, we recognize that our success is intrinsically tied to the well-being of our planet.



→ This belief is more than aspirational—it's a core part of our values, embodied through actions that reduce carbon footprints, champion circularity, and promote inclusivity across all levels of our organization.

Sustainability is not just a goal—it's a guiding principle embedded in every decision we make. Whether it's through minimizing waste, designing innovative and sustainable packaging solutions, or empowering our employees and communities, we are steadfast in our dedication to creating a meaningful and lasting impact. By embracing sustainability, we are not only protecting the environment but also creating value for our customers, employees, stakeholders, and society at large.

At the same time, we remain deeply committed to our mission: Our Priority, Saving Lives. This purpose drives everything we do, from innovative solutions that ensure the safe delivery of life-saving pharmaceuticals to advancing sustainability efforts that support healthier communities and a more resilient planet. Every choice we make reflects our belief that protecting the environment and saving lives go hand in hand.

This report represents more than a summary of our progress; it is a testament to our commitment and a blueprint for the road ahead. Businesses today have a unique opportunity—and a duty—to drive progress toward a sustainable future. As a leader in cold chain packaging solutions, Peli BioThermal is proud to be part of a global movement toward sustainability, and we will continue to innovate, collaborate, and challenge ourselves to do better every day.

Thank you for your continued trust and partnership as we work toward a shared vision of sustainability.

Sincerely,

A handwritten signature in black ink that reads "Sam Herbert". The signature is fluid and cursive.

SAM HERBERT, CHIEF EXECUTIVE OFFICER

Our Approach to Sustainability

At Peli BioThermal, sustainability isn't just part of our strategy—it's the cornerstone of our operations and future growth. Our approach to sustainability is built on the following **three pillars and sustainable development goals (SDGs)**, which guide every decision we make, every product we design, and every partnership we form:

PILLAR 1
Environmental



PILLAR 2
Social



PILLAR 3
Governance



Sustainability Pillar #1: Environmental

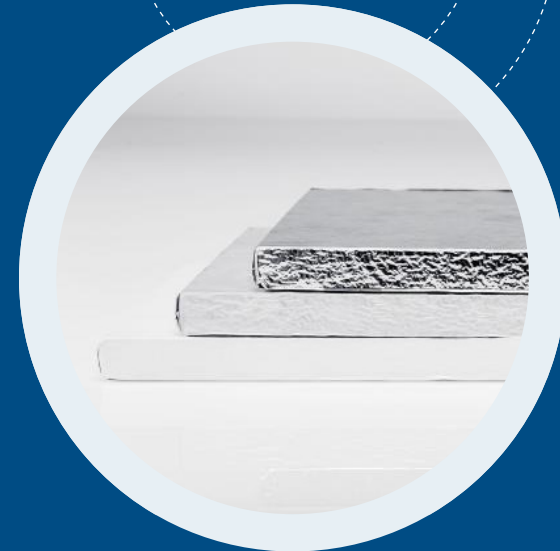
By reducing waste and emissions, increasing renewable energy, and adopting a circular economy approach, we aspire to protect the planet and achieve long-term carbon neutrality. Here's how:

Circularity (SDG 12: Responsible Consumption and Production)

By upholding the principles of the circular economy, we are working to close the loop on waste and resources.

INNOVATIVE PRODUCT DESIGN: Our products are engineered with sustainability in mind, like Crēdo™ Vault—Peli BioThermal's advanced bulk shipping solution that is lighter, more efficient, and made with bio-based materials. This design not only provides exceptional thermal reliability but also reduces the carbon footprint and improves the overall life cycle of our products, ensuring they can be reused and repurposed effectively.

COLLABORATIVE RECYCLING INITIATIVES: We believe in the power of partnerships to drive meaningful change. That's why we're working with companies like Vaku-Isotherm to recycle vacuum insulated panels (VIPs)—a significant step toward reducing waste and extending the lifespan of our products. Through these collaborations, we're taking tangible steps toward a more circular world.





VIP Recycling Initiative: A Circular Economy in Action

Peli BioThermal and Vaku-Isotherm are on a mission to recycle 140 pallets of end-of-life VIPs annually, repurposing materials for use in construction and other industries, with measurable results:

→ POTENTIAL CARBON IMPACT:

- 306 tons CO₂e saved for Vaku-Isotherm products every year
- 13,391 tons CO₂e saved worldwide by scaling this initiative
- 55,704 tons CO₂e saved for the global VIP market with a 90% recycling rate

→ SUSTAINABILITY BENEFITS:

- Recycling reduces the global warming potential (GWP) of VIP cores from 10.9 kg CO₂e/kg to 1.95 kg CO₂e/kg
- For every 1 kg of VIP core recycled, emissions will drop by 9 kg CO₂ annually

→ MATERIAL INNOVATION:

- 40% reduction in raw materials by reusing fumed silica from quartz sand in applications like silicon production and in materials like concrete

→ SHARED VISION:

“By partnering with our suppliers, we achieve more together than alone.”

BARBARA ZUKROWSKA,
DIRECTOR OF ESG, PELI BIOTHERMAL

For the full case study, visit: [Recycling vacuum insulation panels \(VIPs\) for reuse](#)

Decarbonization (SDG 13: Climate Action)

Reducing carbon emissions is crucial to combating climate change, and we're dedicated to doing our part in this global effort.

RENEWABLE ENERGY INITIATIVES: In 2024, we achieved 100% renewable electricity at our sites in Leighton Buzzard (UK) and Valencia (US). This marks a high point in our decarbonization journey and demonstrates the power of renewable energy in reducing our carbon footprint.

ONGOING COMMITMENT: Our work is far from over. We are setting ambitious targets to increase renewable energy use across Peli BioThermal's manufacturing sites and service centers by 5% annually. This means that every year, we are making tangible progress in reducing our reliance on fossil fuels and increasing our use of cleaner, renewable sources.

→ *At Peli BioThermal, we follow the waste hierarchy of **reduce, reuse, and recycle** in order to decrease our carbon emissions and their impact on the environment.*



Sustainability Pillar #2: Social

We prioritize the well-being of the communities we serve, from our employees to our partners and suppliers. By supporting local development, promoting ethical business practices, and driving inclusivity, we help drive social transformation. Here's how:

People and Communities (SDG 4: Quality Education & SDG 8: Decent Work and Economic Growth)

Sustainability goes beyond environmental impact; it's about creating positive change for individuals, cultures, and communities.

- **EMPLOYEE DEVELOPMENT:** Our people are the backbone of our sustainability efforts. We foster employee development through continuous training, career growth opportunities, and a culture of inclusion. We believe in maintaining a safe and friendly workplace where everyone feels valued, respected, and motivated to contribute to our shared vision.



→ **INCLUSION, EQUITY, AND DIVERSITY:** We implement comprehensive training programs that promote a sense of belonging for all employees, ensuring that diverse perspectives are celebrated and nurtured at every level of our organization.



→ **COMMUNITY ENGAGEMENT:** Responsibility extends to the communities where we live and work. That's why we support local initiatives such as blood drives, environmental cleanups, and other charitable endeavors.



*Peli BioThermal's dedication to work-life balance and inclusivity has earned recognition such as the **New Mexico Family Friendly Business Award** at the Platinum level—its highest distinction—for our Albuquerque site.*



This prestigious honor underscores our commitment to flexible work schedules, parental leave, and childcare support, setting us apart as an employer of choice. "We are proud to be acknowledged for our efforts in making our company a place where families thrive and employees feel valued and supported," says Prateek Bansal, Director of New Mexico Operations.

Sustainability Pillar #3: Governance

Strong governance ensures that we not only meet environmental and social expectations but also uphold the highest standards of integrity and accountability to ensure a more ethical supply chain. Here's how:

ISO 14001 STANDARDS: Sustainability is reinforced by our adoption of ISO 14001 environmental management standards to ensure we adhere to best practices. We've successfully implemented ISO 14001 in one of our manufacturing sites as we work toward continuous improvement in the others.



ENHANCED ESG POLICIES: We prioritize transparency and responsibility in all our dealings. Our ESG policies ensure that we remain accountable to our stakeholders and maintain the highest level of ethical behavior through our Supplier Code of Conduct, regulatory compliance, and sustainable business practices.



→ Precision in Carbon Emission Tracking

Peli BioThermal has implemented customized ESG software to accurately calculate carbon emissions from waste generated at our manufacturing and service center sites. By tailoring the waste module to align with site-specific waste types and management practices—whether recycling, landfilling, or incineration—we ensure precise emission factor mapping and granular data analysis.

This innovative approach allows us to pinpoint the waste types with the highest emissions and prioritize reduction efforts effectively. As we roll out this tool across our operations, we are taking a significant step toward minimizing our environmental impact.

Materiality Assessment

Peli BioThermal understands that responsible business practices must be guided by the most pressing ESG issues to ensure that we are focused on what matters most.

Our materiality assessment is a comprehensive process that involves engaging with key stakeholders, including employees, customers, and suppliers. We evaluate their feedback alongside industry trends, regulatory requirements, and emerging environmental challenges to determine which sustainability topics are most significant. This process helps us align our sustainability initiatives with the expectations of our stakeholders and the long-term needs of the planet.

Key Findings of Our Materiality Assessment

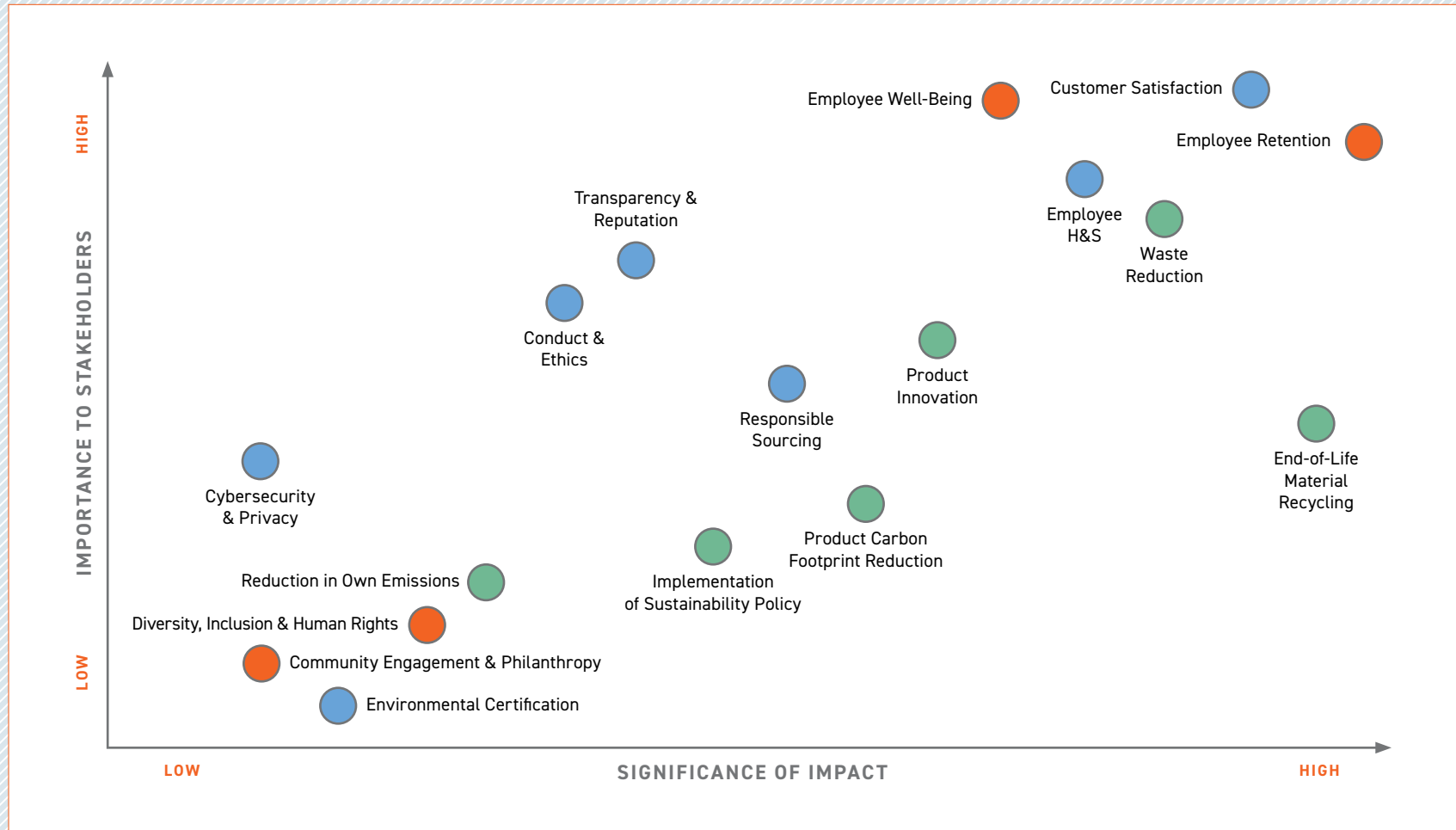
Through this assessment, we have identified several critical sustainability priorities that are central to Peli BioThermal's operations and the future of our industry. These issues guide our approach to corporate responsibility and are reflected in the pillars of our sustainability strategy. We will continue to refine our efforts based on evolving trends and stakeholder input so that we remain agile and responsive to the challenges and opportunities that lie ahead.



Materiality Matrix

While our Materiality Assessment uncovered the key sustainability topics shaping our business strategy, the Materiality Matrix visually maps these issues based on their importance to stakeholders and their impact on our company, ensuring we are focused on what matters most.

- ENVIRONMENTAL
- SOCIAL
- GOVERNANCE



Looking Forward and KPIs: Our Vision for a Sustainable Future

As we reflect on our progress, we are also setting bold goals that shape the next phase of Peli BioThermal's sustainability strategy, driving us to lead by example and deliver measurable impact. Our sustainability objectives in 2025 and beyond include:

SBTi Membership and Involvement

We are joining the Science Based Targets initiative (SBTi) in 2025. This will hold us accountable to cutting emissions in line with the latest climate science, reinforcing our role in combating climate change and contributing to a net-zero future.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Zero Waste to Landfill

We will strive to achieve zero waste to landfill by 2035, supported by a targeted 5% yearly reduction. By enhancing waste management processes and prioritizing sustainable alternatives, we aim to continually shrink our environmental footprint.



Increasing Recycled Material Use

Sustainable materials are key to reducing resource consumption. We will strive to increase the use of recycled materials in our products annually, ensuring that our designs contribute to a circular economy and lower overall carbon emissions.





Expanding Renewable Energy Use

Building on our success in achieving 100% renewable electricity at select sites, we plan to expand renewable energy use across additional locations. This transition will further support global efforts to decarbonize energy systems.

Achieving Silver EcoVadis Certification

Achieving Silver EcoVadis certification will demonstrate sustainability across multiple ESG dimensions. This globally recognized benchmark underscores our commitment to continuous improvement and transparency in our practices.

Life Cycle Analyses (LCA) for All New Products

As part of our dedication to sustainable innovation, every new product we launch will undergo a comprehensive LCA. We will aim to mitigate environmental impacts from design to disposal, providing our customers with more sustainable solutions.



Implementing ISO 14001 Standards at More Sites

Having adopted these standards in one of our manufacturing sites in 2024, we aim to implement ISO 14001 in the remaining two locations by the end of 2026.

Improving Our Supply Chain

As we utilize software that measures our suppliers' ESG performance, we will remain focused on improving the impact that Peli BioThermal's supply chain has on the environment and the communities in which we and our suppliers operate.

These goals propel our unwavering commitment to sustainability and our belief in leading by example. By working together—with our employees, customers, and partners—we are confident in our ability to achieve these milestones and drive lasting, positive change.



Measuring What Matters: Our Key Performance Indicators

At Peli BioThermal, we believe that what gets measured gets improved. Our key performance indicators (KPIs) are a critical part of our sustainability strategy, enabling us to track progress, ensure accountability, and identify areas for improvement as we work toward achieving our sustainability goals in the years ahead.

Here's a snapshot of several KPIs that we're actively tracking within a much broader list:



Select KPI Benchmarks for Peli BioThermal: 2024

DISCLOSURE	2024
Total energy consumption (GJ)	27,593.67
Total renewable energy consumption (GJ)	5,906.87
Total water consumption (m3)	8,057.62
Scope 1 – total gross emissions (tCO2eq)	403.28
Scope 2 – total gross emissions (tCO2eq)	2,336.15
Scope 3 – water usage (tCO2eq)	0.76
Total weight of waste (tons)	1,143.59
Waste – landfill (tons)	264.594
Total of waste recycled (tons)	563.401
Total number of training hours	17,152
Average number of training hours per employee	58
% of women within the organization	42%
% of women at top management level	43%
Business ethic review	1
% of employees trained in business ethics	64%
% of A&B classed suppliers signed PBT Supplier Code of Conduct	40%
% of A&B classed suppliers assessed for ESG performance	59%



Join Us on Our Journey

Sustainability is a journey, and at Peli BioThermal, we are committed to making measurable, meaningful progress at every turn. By focusing on circularity, decarbonization, empowering people and communities, and upholding robust governance, we are building a future that is both environmentally responsible and socially inclusive.

But true sustainability is a shared effort. It requires collaboration, innovation, and the dedication of everyone involved. Together, we can drive transformative change, create value for our stakeholders, and leave a legacy of a healthier, more sustainable world for generations to come.

NOW IS THE TIME TO ACT. We encourage you to join us in taking bold, brave steps toward a sustainable future—because the work we do today will define the world we leave behind. Thank you for being an essential part of our progress.





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