Environmental Sustainability Report

2024 – 25

ANTHONY NOLAN

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A word from our Chief Executive

We know climate change will have a significant impact on global health and the important work we do at Anthony Nolan. Rising temperatures and increased risk of pandemics will adversely affect patient outcomes and quality of life. Extreme weather events and natural disasters could make it increasingly difficult to deliver effective and timely care for patients.

So we're taking steps to reduce our environmental impact, from creating a strategy against which to hold ourselves accountable, to reducing our energy consumption. We and the charity sector need to act now against the environmental impact of our work to mitigate the effects on the vulnerable people we're here to support.

Henny Braund – Chief Executive

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Environmental sustainability at Anthony Nolan

Anthony Nolan has a duty of care to future patients to improve their outcomes and quality of life. This premise underpins our environmental sustainability approach.

Climate change is a significant risk to global health with increasing risks of pandemics, increasing risk of cancer due to carcinogenic exposure, and increasing weather event interference e.g. increasingly hot heat waves. Crucial supply chains will become less reliable and increase risks of delays to treatment. All of these will adversely affect patients' quality of life and survival rates. It is also likely to affect Anthony Nolan's ability to deliver transplant provisions, recruit new donors, and raise funds. It's our responsibility to ensure we minimise the impact on our patients and our work.

As a medical treatment and research charity that works closely with an international community to improve patient outcomes and lives, it can be difficult to set clear goals that will reduce our environmental impact without affecting our important work. Our current strategy includes an important list of questions to enable us to understand the difficult points and potential solutions.

Our priorities include:

- Engaging the stem cell community on Climate Change and Net Zero, building a sector-wide understanding of Net Zero.
- Reducing flying where possible and researching how we can reduce the reliance of the UK stem cell community on flights.
- Working collaboratively with partners, fundraisers, volunteers, employees, and suppliers to reduce our collective environmental impact.
- Prioritising sustainability within our property strategy and exploring Net Zero laboratories.
- Embedding sustainability in decision-making and into processes across the organisation.
- Building a unified environmental sustainability and equity, diversity and inclusion approach to ensure success in both areas.

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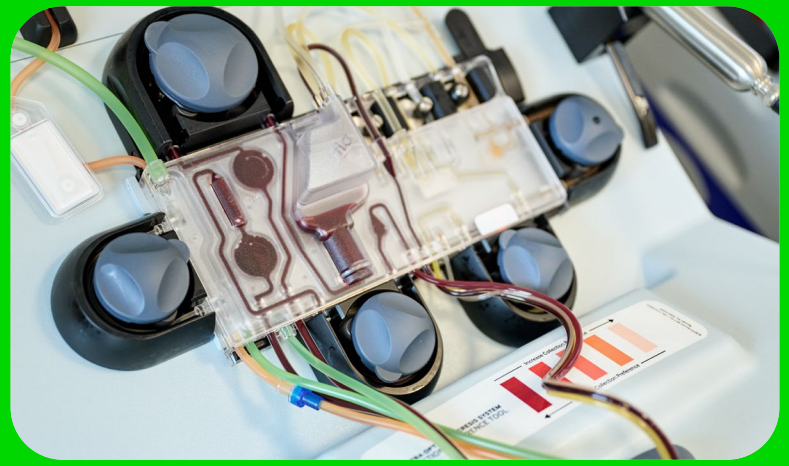
Our core principles

To be able to save the lives of patients and improve their quality of life, without negatively impacting the planet.



To ensure every person has equal access to lifesaving transplants.

To reduce our environmental impact and protect the planet for generations to come.

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Our progress

We have broken down our environmental sustainability action into five themes:

1. **Operations**- increasing desirability of Anthony Nolan donors, utilising sustainable aviation fuel, improving laboratory sustainability by using UCL's Laboratory Efficiency Assessment Framework.
2. **Supply chain** – procurement, improving sustainability and data collection of current suppliers.
3. **Premises** – facility improvements, waste management, energy and water reduction.
4. **Collaboration** – with transplant community, charity sector, the public, corporate partners, employees and volunteers.
5. **Research** – improve patient outcomes, sustainable research.

In FY 24-25

Within the last year we have focused on developing and implementing our organisational strategy and building our internal resource and knowledge.

- We are a founding member of the Charity Sustainability Network.
- Our Net Zero goal for Scope 1 & 2 is 2040.
- We have reduced our scope 1 & 2 greenhouse gas emissions by 25% against our 20-21 baseline.
- Our laboratories are UCL's Laboratory Efficiency Assessment Framework accredited, H&I lab is Silver accredited, and our CTC and Research labs are bronze. LEAF is a sustainable lab accreditation which has 3 different levels that you can progress through to reduce your impact.
- We are improving our online environmental sustainability presence.

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UN Sustainable Development Goals

The SDGs are an internationally recognised framework, adopted by all UN member states, that we can align our ES strategy and goals with to demonstrate our commitment to ES as an organisation. Some are directly related to Anthony Nolan's core mission; these are outlined in the following section as our primary and secondary SDG goals. This section also sets out what action we have taken in the FY24-25.

Goal	Why	Action
Primary goals		
	Our primary organisational goal is to save the lives of our patients, which is why SDG 3 is our primary goal. Target 3.2 and 3.4 are relevant to Anthony Nolan.	• In 2034/24 we gave 1,448 patients another chance at life and in 2024/25 this increased to 1,703 patients. • We contributed to the approval of 15 new therapies by the NHS since 2023/24. • In the last ten years we funded 24 healthcare professionals (17 clinical nurse practitioners and 7 clinical psychologists) to work in post-transplant care across the UK. These posts provide patients with personalised support and advice, to help their recovery post-transplant. • Currently we only report on broad adult and paediatric groups of patients helped. In future we will ensure our reports include further age breakdown of paediatric patients, specifically 0-4-year-olds.
	Our research division does incredible work to increase the chances of survival and improve the quality of life our patients have. Target 9.5 is relevant because of Anthony Nolan's commitment to this research but also the creation of our own cell collection centre which increases the capabilities of the UK to provide stem cells. Target 9.4 relates to our environmental sustainability programme.	• Over the last year we have been working hard to prepare for the opening of our very own cell collection centre in 2025. The cell collection centre will expand our work providing cells for medical research and treatments, helping to develop new therapies that have the potential to save many more lives in the future. • 61 adult donors donated their cells for medical research and treatments in FY24/25. (51 adult donors donated their cells for medical research and treatments in FY23/24.) • Our tech team provide much of the tech expertise for the global Search, Match, Connect system which then benefits many countries. This system is important to the provision of transplants globally. This contribution would positively impact target 9.1. • Our environmental sustainability programme aims to improve Anthony Nolan's environmental impact, increasing resource efficiency and improving the industry's impact generally.

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Goal	Why	Action
Primary goals		
	A third of our organisational strategy focuses on how we can reduce inequalities within the work we complete, Stem cell transplant survival rates differ significantly between population groups. Target 10.2 and 10.3 are the relevant ones for our organisation.	• We have launched our Equity, Diversity and Inclusion Strategy (EDI) 2024 – 2030 that outlines our commitment to leading with equity, evolving to meet the needs of those we serve, listening with curiosity, and taking meaningful action. Our aim is to create a future where equity is not just an aspiration but a reality for our people and patients. • We have completed our Ethnicities and Outcomes study, in collaboration with BSBMTCT. This confirmed for the first time in the UK that ethnicity affects survival and clinical outcomes of patients receiving an allogeneic SCT. • We have commenced our SEQoL (SocioEconomic and Quality of Life) project, to understand the impact of SCT on patient outcomes and differences in experience that may influenced by characteristics such as ethnicity or socioeconomic background.
Secondary goals		
	Within its role as an employer Anthony Nolan has a responsibility to ensure there are equal opportunities for both sexes. Targets 5.1 & 5.2 highlight this responsibility.	We are committed to making Anthony Nolan a truly inclusive and diverse organisation, and reducing our gender pay gap is a critical part of this. Our mean gender pay gap has decreased by 1.3% from 2023 to 11.9%. We have taken the following actions: • Our EDI Strategy (2024-2030) sets out our commitment to advancing equity at Anthony Nolan, with a clear focus on tackling inequalities, including gender, in the workplace. • We recognise that addressing inequities requires both structural change and cultural transformation. To support this, we regularly host awareness events to engage colleagues and have introduced an EDI Education Series to equip them with the knowledge they need on their allyship journeys. • We are proud to have introduced three Affinity Networks to empower our colleagues: the Race, Ethnicity, and Cultural Heritage (REACH) Network, the LGBTQ+ Network, and the Accessibility, Neurodiversity, and Disability (AND) Network. These networks provide safe spaces for colleagues to share their lived experiences and play a vital role in informing our intersectional approach to EDI. • We have introduced a career development process and trained managers in coaching for development. This initiative will ensure that all colleagues can discuss development plans that enable growth. We have also partnered with the Charity Mentor Network for colleagues who are looking for external support in their careers.

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Goal	Why	Action
Secondary goals		
	As an organisation that is based in London, Nottingham and other cities across England, we have a responsibility to limit our emissions and reduce our contribution to low air quality. The move towards an electric fleet is an example of our action for target 11.6.	• We have discussed sustainable travel with our courier companies to encourage greener methods of delivery within London (i.e. bikes etc.) which will reduce air pollution.
	We must manage the use of resource and our waste streams to reduce our environmental impact, both in the offices and within our labs. Targets 12.4, 12.5 and 12.6 highlight the responsibility we have.	• All new vendors are asked if they have an environmental sustainability policy, and for large contracts this is a requirement. • Environmental sustainability has been embedded within the business case process. • Our facilities team have implemented LED lighting and other energy saving measures across the estate. • Glove and tip box recycling has been implemented within our laboratories reducing our plastic waste going to incineration.
	SDG 13 is key to Anthony Nolan's approach to environmental sustainability. 13.1 is an area that Anthony Nolan can support through the improvement of our national ability to deliver stem cells to patients – through the cord bank and the cell collection centre. 13.2 and 13.3 factors into our planning and is an area we can make change in through our work in WMDA and PPA.	• Since FY 23-24, we have created and implemented a new environmental sustainability strategy which sets our direction of travel and gives us an annual reduction target for between now and 2030. • For the FY 24-25 carbon footprint we have improved our reporting of our scope 3 to cover most of the scope 3 categories. The data utilises spend-based factors which have a high level of variation - this is an area for improvement over the next few years. • In our updated environmental sustainability policy, we have updated our scope 1 & 2 Net Zero goal to 2040. We have hired an environmental sustainability lead to deliver this project and the savings required. • We delivered our third annual Green Week where we engaged with employees on our environmental sustainability work and climate change.

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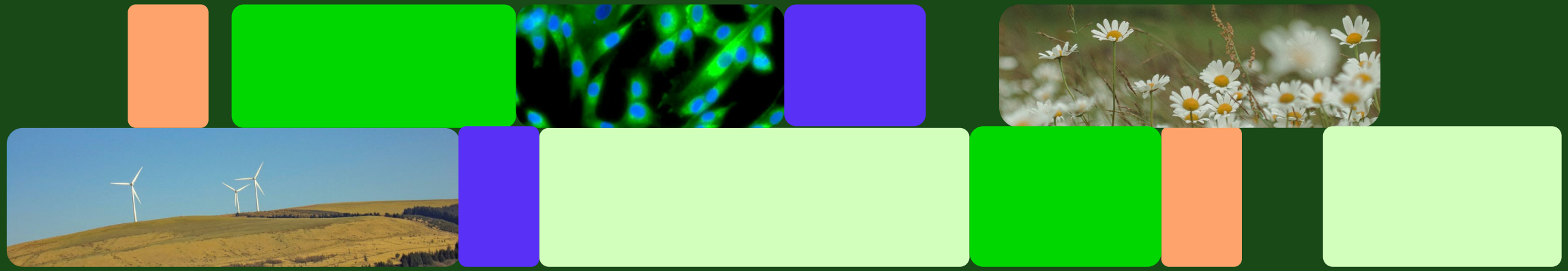
Goal	Why	Action
Secondary goals		
	We contribute to the completion of this goal through our work with WMDA and the stem cell community. Targets 17.10, 17.11 17.16 and 17.18 highlight this further.	• We are an active participant of a charity working group and WMDA to increase knowledge-sharing and expertise. • We will co-host the 2027 IDRC with DATRI, India's largest stem cell register. • We are collaborating with DATRI to address the global shortage of stem cell donors for patients of South Asian heritage. Our DATRI project is ongoing, supporting recruitment of 10,000 Indian donors in areas of India where there is a likelihood of genetic affinity with the British South Asian population. Although the analysis focuses on UK patients with South Asian heritage, patients in India have also benefited from the recruitment drive in general, as several donors recruited through the DATRI project have gone on to donate to Indian patients. • We have partnered with DATRI to utilise our technical expertise and analysed their register with our in-house bioinformatics tools, providing insights into the genetic data stored on their register, which could help them with recruitment beyond this collaboration. • We partner with diverse organisations including the African Caribbean Leukaemia Trust (ACLT) who are dedicated to addressing health inequalities. They do this by focusing on increasing the number of potential stem cell donors to improve the chances of finding lifesaving matches for patients in need, particularly within Black and ethnic minority communities. • One Voice Blackburn (OVB) delivers education and recruitment events in colleges, with a focus on engaging and educating young people with South Asian heritage, busting myths and taboos around faith and donation in Islam, and providing the opportunity to join the register.



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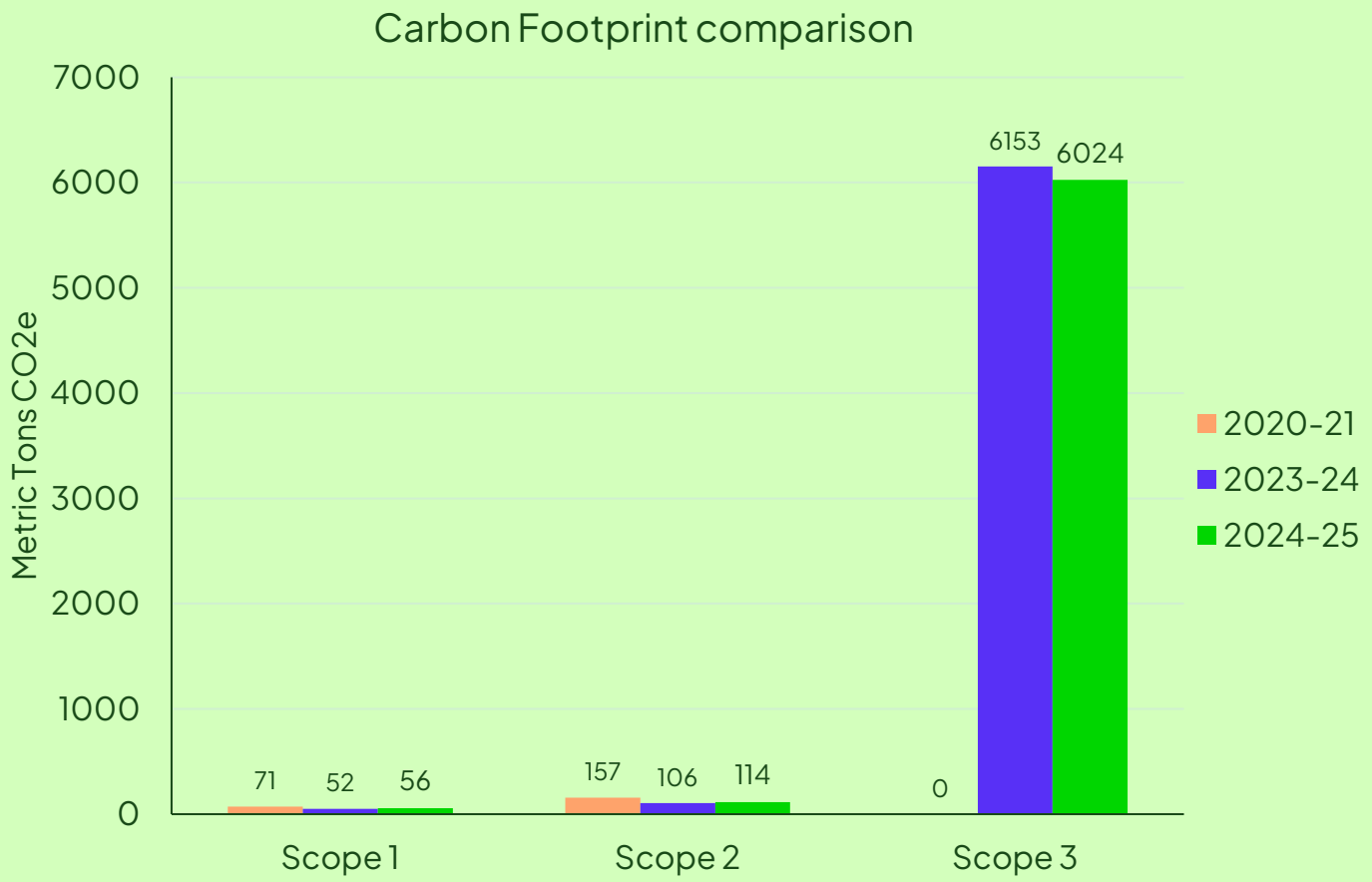
Our emissions in FY 24-25

Within the last financial year, we have implemented carbon accounting software. This allows us to have greater insight and increase our reporting to cover most of scope 3. The system utilises spend-based factors to provide estimates of our emissions in areas where collection of data is extremely complex. This allows us to understand the areas of our emissions which are material and therefore should be the focus of our action.

FY 2024-25 is our second year reporting on our scope 3 emissions. We originally reported on a subsection of scope 3 due to the available data. The table on the next page highlights the original FY 23-24 data and compares it to the updated FY 23-24 carbon footprint which includes all applicable categories.

Our baseline years for our carbon footprint are FY 20-21 for scope 1 & 2 and FY 23-24 for scope 3. Annual carbon footprints will be compared to these years.

While there has been some increase in our scope 1 & 2 in the FY 24-25, this remains below our baseline and will be reflecting the inclusion of our emissions from non-managed sites and increased occupancy in the offices.



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Carbon Emissions	FY 24-25	FY 23-24 Updated	FY 23-24 Original	FY20-21
Scope 1: Direct CO_2e emissions				
Direct emission from burning fuels for energy	56.01	-	52	65
Direct emission from burning fuels for transportation	0	-	9	6
Fugitive emissions	0.2	-	-	-
Scope 2: Indirect CO_2e emissions				
Indirect emissions from office electricity	112.28	-	101	157
Indirect emissions from heating	1.81	-	-	-
Scope 3: Indirect CO_2e emissions outside of our direct control				
Purchased goods and services	4,123.72	4705.47	-	-
Capital goods	108.77	15.03	-	-
Fuel and energy-related activities	46.51	33.3	33.3	
Transportation and distribution	360.96	270.00	175	-
Waste	5.91	5.64	3.7	-
Business travel	874.20	702.18	657.6	-
Commuting	375.48	364.56	218.3	-
End-of-life treatment of sold products	0.88	0.76	-	-
Pensions	63.88	55.64	-	-
Digital working	1.31	-	-	-

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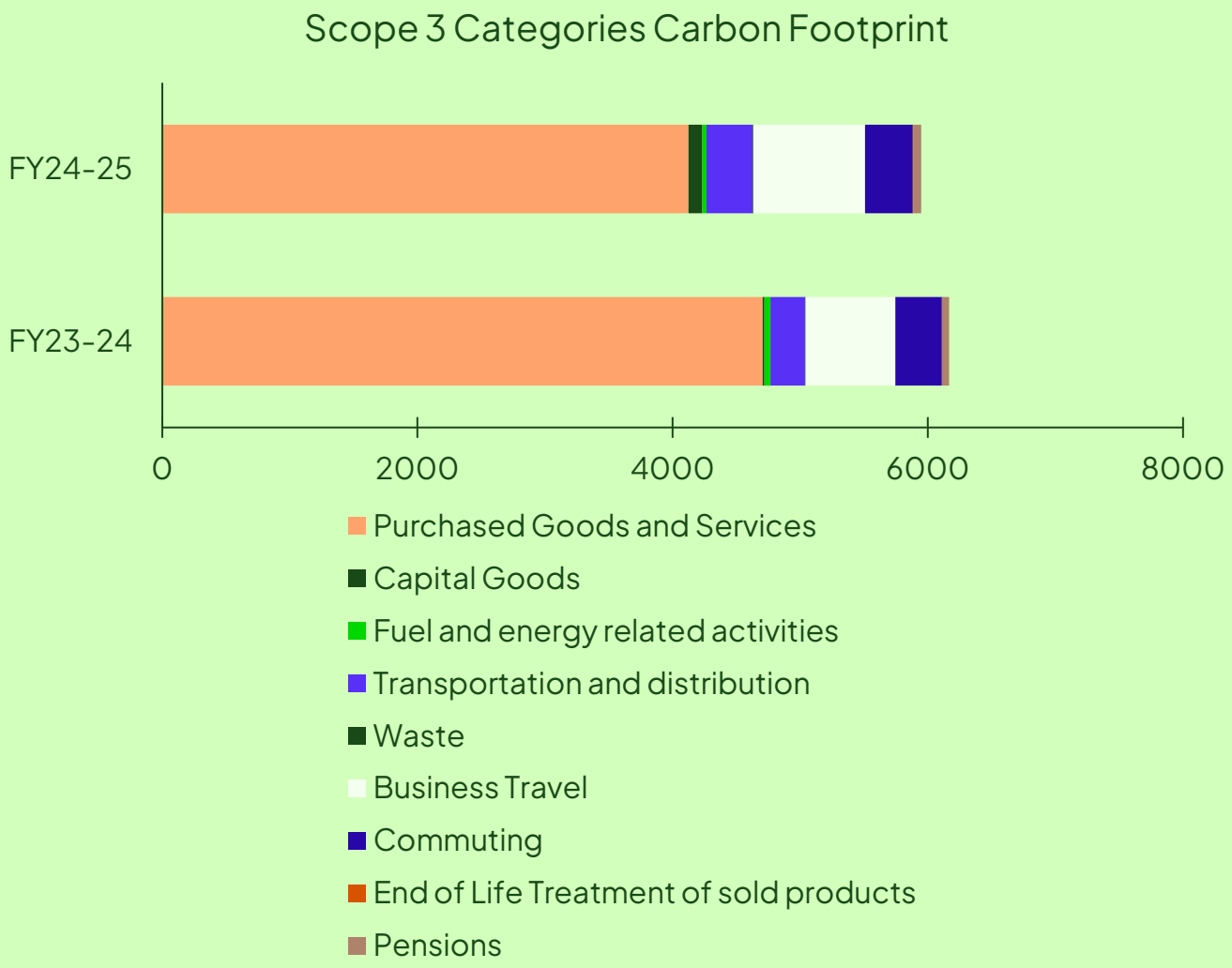
Scope 3

Our scope 3 figures come with a lot of uncertainty due to using more generic spend-based emission factors. As a result, we don't feel comfortable stating that we have seen a reduction in carbon footprint. Our areas with more certainty (business travel, transportation and distribution) have increased in part due to higher transplant provisions for the FY 24-25 (1703) vs 23-24 (1,448). This is where the complexity of what we do comes in – while it's had a greater environmental impact, it has also given another 255 patients another chance to live.

2964 metric tons CO2e of our purchased goods and services carbon is accounted to the Health and Social work emissions factor. This highlighted most of our scope 3 carbon is directly related to the important work we do to save lives.



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Scope 1 and 2 Methodologies

Anthony Nolan uses the Ideagen carbon accounting platform to manage our carbon emissions and provide up to date and relevant emissions factors. Our approach is aligned to the Greenhouse Gas (GHG) Protocol standards which are the world's most widely used GHG accounting standards. We utilise an operational control approach and report on what falls within our control.

Scope	Name	Methodology	Exclusions
1	Direct GHG emissions	Natural gas used for heating and hot water is multiplied by appropriate factors. Data is available for Head Office, H&I Laboratory and Research Laboratory. Where data isn't available, we work out an equivalent using FTE and primary data from other sites.	
2	Electricity indirect GHG emissions	Electricity used for lighting, cooling, and air conditioning and the operation of laboratory equipment. Data is available for Head Office, H&I Laboratory and Research Laboratory. Where data isn't available, we work out an equivalent using FTE and primary data from other sites Electricity consumption in vehicles that are used for business i.e. fleet vehicles.	

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Scope 3 Methodologies

Scope 3 category	Name	Methodology	Exclusions
1 & 2	Purchased goods and services, and capital goods	For these two categories, EXIOBASE spend-based emission factors were applied to each account category within our financial data.	
3	Fuel- and energy-related activities	Scope 1 & 2 consumption data is multiplied by transmission and distribution and well-to-tank emission factors.	
4	Upstream transportation and distribution	Due to the nature of stem cell delivery this is a key focus for Anthony Nolan. Our lifesaving work is reliant on delivering stem cells via individual courier. Activity and carbon data is collected from our courier/postal suppliers and relevant emission factors are utilised to understand the impact. A small amount supplied by other suppliers is included.	Upstream transport emissions from most suppliers are not currently reported due to a lack of data.
5	Waste generated in operations	Data on waste generation was available for a small number of sites. Where it wasn't provided, extrapolation based on full-time equivalent (FTE) staff count was used.	Waste from our lab and medical centres is likely to be higher than reported due to higher rates of waste than in office buildings.
6	Business travel	Most of our business travel has accurate activity data provided by our travel provider. Some travel is booked directly and the spend is multiplied by EXIOBASE spend-based emission factors to gain the greenhouse gas consumption.	A small amount of travel data is only coded as public transport. For now, this has been marked as trains.
7	Employee commuting	Where no activity data is available for a Scope 3 Upstream emissions category, the emissions are estimated using a materiality model. The materiality model uses a kgCO2e/FTE value derived from Scope 3 emissions data reported by Scope 3 category from organisations in the same select sector. The emissions estimate is enriched with a measure of uncertainty.	Due to inaccurate data and a poor response rate from staff to calculate our commuting emissions data we have decided to use estimated figures for FY24-25.
12	End-of-life treatment of sold products	The plastic packaging containing transplants are the only end-of-life treatment of sold products. This is incinerated due to contamination. First the quantity of plastic waste is calculated ((number of transplants x breakdown of two days vs one day donations) x weight of packaging). Next the emissions factor for incinerated plastic is used to understand the greenhouse gas impact of incinerating the waste.	
15	Investments and pensions	Emissions from pension contributions are calculated by using spend on pension contributions, and an EXIOBASE emission factor for activity 'Insurance and pension funding services (except compulsory social security services)'.	

What's next?

For FY 2025-26 we will be aiming to build upon our existing action by:

- Improving data within key suppliers and rolling of new procurement environmental sustainability guidance.
- Achieving Gold in all our laboratories.
- Introducing travel guidance to reduce carbon emissions of travel.
- Introducing a new support programme for our functional divisions to enable them to reduce their emissions, including manager training and a focus group
  for managers.
- Continuing to invest in capital replacement energy efficient solutions. We are in year three of a five-year programme to optimise our workplaces to produce less carbon. This includes new lighting, heating and hot water intelligent controls and new water reduction solutions.
- Continuing to review our office consumables to ensure they meet sustainability standards such as Programme for the Endorsement of Forest Certification (PEFC) for paper.

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