Almac Group Sustainability Report 2024

A summary of our 2024 Activity

ALMAC

Partnering to Advance Human Health

About this report

Almac Group publishes an annual sustainability report to share the activities that make up our overall sustainability strategy and detail our progress on key targets and commitments. We believe this transparency is key to contributing to a more responsible working world.

The activities outlined in this report took place during our fiscal year 2024 which runs from 1st October 2023 to 30th September 2024 (referenced in this document as 2024 or 'this year'). Unless otherwise stated, the information and statistics included represent Almac's global operations.

Our sustainability strategy has been designed to align our key priorities with the United Nations' Sustainable Development Goals (SDGs) and the Pharmaceutical Supply Chain Initiative (PSCI).

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ALMAC

Partnering to Advance Human Health

Alan Armstrong
Chairman & CEO
October 2024

A letter from our CEO

Almac's mission to advance human health is the driving force behind everything we do as an organisation.

This mission extends beyond the work we do with our customers on providing life-saving therapies for patients to also ensuring the health of our planet, our colleagues and the communities in which we operate.

We continue to be proud of the progress we have made by delivering on our responsibilities this year. We recognise the unwavering dedication our colleagues demonstrate each day that plays a crucial role in impacting human health across the globe. To support our colleagues in achieving our mission and in having a fulfilling career at Almac we continue to create programmes and initiatives that promote an inclusive and inspiring culture. This year we announced that moving forward every employee will receive an additional one day of leave which will be called our Annual Diversity Day. This time can be used to celebrate diversity or alternatively it can be dedicated to voluntary or community work.

We continue to run multiple initiatives to support our employees via our All4Health programme and we are committed to delivering a working environment and an experience that supports a healthy, engaged, and motivated workforce. We are delighted to see continuous engagement with the resources we provide and visits to our dedicated health and wellbeing platform are up 90% in 2024.

As we support our partners in delivering life-saving medicines across the globe we must also be conscious of our impact on the environment. Taking care of our planet is one of our core sustainability goals.

As part of our journey to net zero we are actively working on our transition to renewable energy and a key step forward took place earlier in 2024 as we announced a virtual power purchase agreement (vPPA) with a wind farm to provide electricity for our Craigavon headquarters. 95% of the electricity used at this facility will now come from renewable sources which represents a 46% reduction in our global scope 2 emissions.

We also continue to track and report on other key environmental indicators such as waste and water. We are proud to report that we are now zero waste to landfill in the facilities that represent 80% of our employee base.

We still strive to make a positive and lasting contribution to the communities in which we operate through our Global Community Service Committee, our Science, Technology, Engineering and Maths (STEM) outreach programmes and the philanthropy of the McClay Foundation.

This year we supported 60 different charities globally, all nominated by our people and the McClay Foundation continues to partner with a large number of third-sector, research and other organisations to provide substantial financial support to multiple projects around the world.

Our STEM outreach activities include direct engagement with schools, scholarship programmes and work experiences and we estimate that this year, Almac reached over 17,000 post-primary pupils through in-person and virtual outreach programmes.

The achievements in this report reflect Almac's commitment to advancing human health through the work we do for our clients but also to ensuring a more sustainable future for the world around us. These are all made possible by the dedication of our people who I am truly honoured to work with each and every day. I look forward to further "advancing human health" with our customers, our people and our communities as we look to the future together.

Our mission as a company

The Almac Group is a global leader in providing a range of expert services and support across the drug development life cycle to pharmaceutical and biotech companies. We are trusted experts in R&D, Diagnostic Services, API Manufacture, Formulation Development, Clinical Trial Supply Services and Technologies through to Commercial-Scale Manufacture and Distribution.

We are recognised as an industry leader, providing understanding, experience and knowledge to our customers as we work together to advance human health.

We are trusted by the leading global pharmaceutical and biotech companies to provide crucial services across their drug development projects. In the last six years alone, Almac has contributed to over 50% of all FDA and EMA approved New Molecular Entities (NMEs).

Managing sustainability at Almac

Our sustainability strategy is focused on our three key areas of people, planet and place with our ethical frameworks and principles underpinning all of our activities.

We use a gold, silver and bronze framework for managing our sustainability initiatives. Our overarching strategy is set, driven, overseen and sponsored by our Board of Directors to ensure it plays an integral part in all company operations. The gold committee, comprised of our Board, managing directors and Group leadership sets strategic priorities. Our silver committee of business unit vice presidents and other key representatives ensures operational imperatives are carried out at facility level and our bronze committees comprised of subject matter experts (SMEs) for specific focus areas set and achieve tactical goals. We have coupled this with key appointments including the hiring of a dedicated Global Energy Manager.

Reporting frameworks

Almac is committed to transparent sustainability reporting, and we report our progress via a number of platforms:

- We are annually assessed on the Ecovadis platform and in 2023 we achieved a silver medal rating and were placed in the 84th percentile of all companies rated globally.
- We submit annually to CDP and this year received a score of 'C'.
- We are also regularly audited by the Pharmaceutical Supply Chain Initiative (PSCI) and the results of these audits are shared with PSCI members in line with the relevant data-sharing agreement.

Ecovadis performance by year

YEAR	SCORE	PERCENTILE	MEDAL
2020	44	45th	None
2021	53	64th	Bronze
2022	57	71st	Silver
2023	64	84th	Silver

AN OVERVIEW OF ALMAC'S SERVICES

Discovery
A research driven drug discovery business dedicated to the development of novel and innovative approaches to the treatment of diseases of unmet need.

Diagnostic Services
A stratified medicine business specialising in biomarker driven clinical trials. Our diagnostic experience spans oncology, immunology, CNS and infectious diseases.

Sciences
Providing integrated services, from development to commercial scale of advanced intermediates and Active Pharmaceutical Ingredients (API), a full suite of analytical testing, and a range of services for small molecules.

Clinical Services
Recognised as an innovative, global solutions provider within the specialised and complex market of clinical trial supply.

Clinical Technologies
Empowering trial sponsors to pro-actively manage sites, patients and clinical supplies through industry-leading Interactive Response Technology (IRT).

Pharma Services
Providing expert pharmaceutical product development solutions, and a wide range of customised commercial services.

Galen
Partnering with companies to grow and expand into new markets through sales, marketing and launch excellence.

Vision and Values

The vision of Almac Group is to 'strategically develop and expand a world-class Group of companies operating in the pharmaceutical and biotech sectors'. This vision and our mission to advance human health are woven into the culture of our organisation and achieved by championing five core values:

Outstanding Quality

We ensure exceptional and reliable quality in all aspects of our work and recognise that quality determines the extent of our success.

Exceptional Innovation

We are dedicated to solving important and challenging problems. We do this by promoting an environment where extending the boundaries of knowledge, technology and creativity is encouraged.

Superlative Customer Focus

We are committed to understanding and exceeding our customers' needs and expectations. We build relationships based on integrity, responsiveness and excellent communication.

Inspirational People

People are our core asset. Individually and collectively, people are critical to the success of our vision. We recognise excellence and acknowledge that to empower our people, we need to invest in their continuous development.

Financial Performance

We will drive excellent, sustainable financial performance, works and principles underpinning all of our activities.

THE McClay FOUNDATION

Corporate governance

Ownership

The Almac Group is a private organisation which is owned by The McClay Foundation (the 'Foundation'). The Foundation is a charitable entity which was established by the late Sir Allen McClay, one of Northern Ireland's most distinguished entrepreneurs and philanthropists and founder of the Almac Group. Sir Allen's vision for the Foundation was that it would not only leave a lasting legacy but would also fulfil his ambition to make a meaningful improvement and advancement in human health. The relationship between the Foundation and Almac Group ensures that the organisation remains privately owned and that all profits generated by Almac Group are invested back into the business to deliver further growth. This ensures that we continue to provide strength, reliability, and stability for the customers we serve, the people we employ, and the communities we support.

Oversight

In pursuing its mission to advance human health, the Almac Group displays a strong commitment to corporate governance. This starts at the top with the Board of Directors (the 'Board'). The Board sets our strategic direction and has responsibility for ensuring the long-term success of the business. Our Senior Leadership Team shares this commitment to corporate governance and is responsible for ensuring that it is reflected in the execution of our strategy and in all areas of our business. Throughout the year, the Board, in collaboration with the Senior Leadership Team and other senior business leaders, oversees our global operations and ensures that we continue to deliver on our ambitious growth strategy while still maintaining the highest ethical standards.

Future investment, growth, and innovation

Almac Group is a private organisation committed to reinvesting 100% of the organisation's corporate profits back into the business. As drug development continues to become more complex, we understand that Almac must invest to grow, sustain best-in-class service, and bolster innovation.

This year we confirmed that we are on track to exceed £400m in global capital investments by 2026. In line with the expansion of our global footprint we reached a key employee milestone of 7,500 employees.

As we grow as a business, we remain conscious of our impact on the world around us and on our communities. Our objective is that new building projects at Almac Group campuses are designed and constructed according to the Building Research Establishment Environmental Assessment Method (BREEAM) or Leadership in Energy and Environmental Design (LEED) certification standards.

This year we made announcements on:

- A 100,000 sq. foot, state-of-the-art, multi-product, Centre of Excellence for manufacturing which will house a custom designed dispensary area, multiple production suites, process equipment wash facilities and a lineside warehouse for ambient, refrigerated and frozen storage. The new facility will primarily support solid oral dose products, complementing Almac's existing capabilities in this area and is located at our Craigavon headquarters.
- A 40,000 sq. foot diagnostic development and manufacturing centre for Almac Diagnostic Services located at our Craigavon headquarters.
- New frozen capabilities in Singapore, which will quadruple the existing facility's floor space and provide an additional 480 storage locations for investigational medicinal products.
- Significant expansion of global analytical services capabilities.
- A 120,000 sq. foot expansion of our facility in Souderton, PA.
- Additional office suites and campus improvement updates designed with the health, safety and comfort of our people in mind and to accommodate our growing global workforce.

We also were delighted to announce the completion of the following projects at our Craigavon HQ:

- A major scale-up of a 32,000 sq. foot custom built high-volume facility to significantly increase commercial manufacturing and packaging of sachet drug product presentations.
- A 28,000 sq. foot GMP facility that more than doubles peptide API manufacturing - enhancing synthesis, purification and isolation capabilities for clinical development and commercial products.

Investing in our People

Almac's people are our core asset - without a healthy, engaged, and motivated workforce, we cannot deliver for our customers or on our mission to advance human health.

We are therefore committed to supporting, developing, and rewarding our people at every step of their journey with Almac. Together, we strive to foster a working environment and culture that is safe, inspiring and inclusive.

Minding your Mind Month

Running from World Suicide Prevention Day on 10th September to World Mental Health Day on 10th October, All4Health hosted a global initiative, 'Minding Your Mind Month'.

Our aim of the month was to help employees reflect on their mental fitness. We hosted webinars, seminars and workshops across the globe, including our Craigavon HQ, Dundalk, Singapore, and the US facilities. These sessions were designed to provide valuable insights and practical tools for maintaining mental wellbeing.

Active April

This year, we organised a month-long series of events focused on one of our key pillars of physical health. The highlight of the month was 'The Almac Games,' a movement competition using an online app to track activity and award points. Over 1,700 hours of exercise were logged with a 97% engagement rate with the challenge throughout the month.

Additionally, we hosted on-site yoga sessions, boxercise classes, bike maintenance checks, and educational webinars on the importance of daily movement, among other activities.

Financially Fit Programme

In September our US facilities successfully concluded a Financially Fit programme, an initiative aimed at enhancing the financial wellbeing of our employees. Throughout July, August and September employees had access to a variety of online resources, including detailed articles, interactive tools and financial assessments which were conducted to provide personalised feedback.

Supporting our workforce through our 'All4Health' programme

Almac is committed to supporting our employees' health and wellbeing through a comprehensive, holistic and strategic approach. Our initiatives are led by the Board of Directors and the Senior Executive team, ensuring top-level commitment and decision-making.

Our Health and Wellbeing strategy aims to create a proactive culture that prioritises prevention and early intervention. We promote and enable self-care by educating and supporting our employees through a variety of initiatives and programmes to cater for our diverse, multi-generational workforce.

Our global wellbeing initiatives are driven by a dedicated Health and Wellbeing team, ensuring that our policies, programmes, and events are crafted with the utmost consideration for our employees' wellbeing. We take pride in our commitment to going above and beyond in promoting the health and wellbeing of our workforce. Our strategy is informed by employee feedback, industry trends and our employee demographic, ensuring a comprehensive and proactive approach.

Our All4Health programme is coordinated through regionally bespoke employee portals, serving as a central hub for hosting online events, sharing information on various benefit packages, providing access to dedicated helplines, health apps, and additional resources. Through this portal, we facilitate sign-ups for our suite of initiatives throughout the year.

Employees can access resources such as:

- **The latest health news and information**
- **A wellbeing calendar highlighting Almac's events and awareness campaigns**
- **Resources to help identify, train, and support employee wellbeing**
- **Helplines and webchats for direct communication with specialists on a range of issues**
- **Health apps, health checks, and other digital wellbeing tools**
- **Bookable workplace wellbeing services**

Engaging with and listening to our people

We continuously engage with our employees to shape the development of our support and reward packages, valuing their input to ensure our initiatives address their needs and challenges. Our primary mechanisms for gathering feedback include employee forums and facility group meetings, which maintain open channels of communication for raising any issues. For example, this year we have surveyed our employees on our All4Health offering and have also started a survey programme to gather feedback on our recruitment and onboarding process.

Reward and recognition

The success, performance, and quality achieved by the Group today are largely attributable to the dedicated individuals who work for Almac. We recognise and reward their vital contributions through our Global Recognition Programme, which is open to all employees. This programme allows our people to receive acknowledgement from their peers, colleagues, and line managers for demonstrating exceptional behaviours aligned with our core values.

We celebrate our employees' positive results, behaviours, and company values demonstrated through our Almac Celebrates Excellence (ACE) recognition programme.

Over 3,000 awards have been given out across the business in the last year.

We provide a wide range of benefits designed to reward our teams and support a healthy work-life balance. This includes flexible and hybrid working arrangements, where job roles permit, to accommodate personal needs. Additionally, we offer an annual bonus for all employees and a flexible holiday scheme, enabling our people to purchase or sell holidays to suit their personal circumstances.

In the US, 99.7% of our employees are full-time and benefits-eligible. We are proud to offer a comprehensive benefits package to employees, including five 100% company-paid benefits (short term disability, long term disability, life insurance, critical illness, and accidental death and dismemberment).

Number of pastoral care sessions - >**1,000**

Number of recognition awards - >**3,000**

Pastoral Care

As part of our Health and Wellbeing strategy, Almac employs a full-time Pastoral Care Manager who is based at our Craigavon headquarters. Stuart Argue, our dedicated workplace caregiver, provides confidential support to our colleagues, independent of company operations. As an experienced confidante, Stuart listens to any difficulties or challenges our employees may be facing, offers immediate support, and directs them to additional resources if needed.

This year, the pastoral care service has held over 1,000 sessions with our staff.

Stuart Argue
Pastoral Care Manager

Talent acquisition

Our talent acquisition team is dedicated to engaging new colleagues and ensuring we attract high-potential candidates from diverse backgrounds.

We have increased our focus and investment in talent acquisition methodologies, utilising innovative technologies and communication channels to enhance candidate access. Additionally, we have hosted and attended several recruitment events globally, including in Singapore, the USA, England, and Northern Ireland.

Career pathways

At Almac, we are committed to building careers, not just offering jobs. This year, we have increased our focus on early talent acquisition programmes, aimed at nurturing future talent and fostering a robust career progression pipeline.

In the UK, these initiatives include:

- **Offering a range of Higher Level Apprenticeship (HLA) programmes.**
- **Developing partnerships with colleges and universities to provide opportunities for students prior to graduation, including 54 industrial placements for second and third year undergraduates in the 2023/24 academic year.**
- **Expanding our in-person work experience offerings to accommodate more students, while also providing an interactive online platform, the virtual work experience hub. Both online and in-person students gain insights into the diverse and rewarding career paths available at Almac Group.**
- **To date, our partnerships with education providers, such as Southern Regional College and Ulster University, have created 122 apprenticeship jobs, with 84% of apprentices who completed their HLA programme securing permanent roles with us.**

Our award-winning Higher Level Apprentices

We're pleased to say that in the past year, apprentices and a mentor from our Higher Level Apprenticeship scheme have received awards in 2024 at both a local and national level.

These awards include 'Mentor of the year' at the 2024 Northern Ireland Apprenticeship Awards, 'Young Apprentice of the Year' at the NI Young Professionals Awards and Gold award in the 'Laboratory Technician' category at the 2024 WorldSkills UK National Competition.

One of our HLAs was also selected to represent the UK at the WorldSkills Olympics in Lyon in 2024.

WorldSkills is a global body created to support young people via competition-based training, assessment and benchmarking.

Almac's apprenticeship programmes enable students to develop the technical knowledge and skills they need to support projects at different stages in drug development. The support and mentorship we offer our apprentices, as well as the opportunity to take part in competitions like WorldSkills, really helps them develop valuable interpersonal skills and grow in confidence in their respective roles.

Career progression and performance evaluation

Across our business units, career progression pathways offer a structured roadmap for upward and cross-functional movement. We provide our employees with key criteria to support their advancement and encourage proactive discussions with line management for effective forward planning.

Additionally, we actively promote internal development, with over 1,000 employees making internal moves this year that will help grow their careers within Almac.

Growth and development

We now employ 7,500 individuals globally, offering opportunities in over 120 professions. We recognise the critical role of effective learning and development in benefiting and motivating our employees, as well as in achieving our overall business objectives. Unlocking our employees' potential positively impacts profitability, productivity and growth, while fostering long and rewarding careers.

We maintain policies in Professional Development, Higher Education, and Job-Specific Technical Training, allowing our employees to request and receive support. We invest in our people's development at all career stages, aligning our learning and development strategy with business needs. The Global Training department collaborates with the business to understand current and future development requirements, driving strategic, measurable, and effective learning initiatives.

Across all our global facilities, Almac offers both internal certification programmes and open programmes to support our employees' growth and development.

Leadership training programmes

We are committed to developing leaders within our organisation and take pride in enabling our employees to grow their careers in tandem with the company's growth. We offer a variety of leadership certification programmes for supervisors, managers and senior leaders, designed to help our people reach their full potential.

These certification programmes include:

- **Achieving your potential (AYP)**
- **Almac defined effective project training (ADEPT)**
- **Leadership certifications for managers and supervisors**
- **Grow our Almac leaders (GOAL)**

Our internal e-learning platform houses bespoke training programmes, and we have the capability to develop specific e-learning content as required.

More than 4,000 colleagues have attended internal training sessions in the last year.

Over 2,000 colleagues have attended external training sessions in the last year.

There have been over **170,000 e-learning courses** completed globally in the last year.

Inaugural Internship Programme Launch in Pennsylvania

This Summer, we welcomed 20 students from various colleges and universities to our Pennsylvania facilities as interns with the launch of our formal internship programme. These students held roles in Central and Business Unit functions and received hands on experience in our critical work to advance human health.

This year's new programme built on Almac's previous summer internships. By bringing our internships into a formalised programme, we were able to offer new and enhanced opportunities for students to build their professional skills at Almac, such as peer-to-peer networking, professional development training, and coaching.

Ensuring the health and safety of our people

Almac is committed to the provision of a work environment that prioritises employee wellbeing and actively mitigates risks. Our ISO-accredited Health and Safety integrated management system (ISO 45001) establishes the framework that provides our workforce with the necessary guidance, training and support to create a culture that prioritises safety. Strong emphasis is placed on identifying and evaluating risks and continuously improving our processes through regular assessments, reviews and internal audits. All our operational facilities are covered by regular health and safety inspection and audit assessment processes. This year successfully re-certified our European facilities to ISO 45001.

Internal teams perform regular audits and inspections whilst an external verification body completes the annual IMS certification audits. Regular internal business resilience and continuity audits and exercises are performed to test our processes and ensure continued uninterrupted services for our customers.

	2021	2022	2023
Lost time incident severity rate	0.04	0.04	0.05
Lost time incident frequency rate	2.49	2.74	2.53
Number of fatalities	0	0	0

NB – Data is recorded in December of each year, data for calendar year 2024 is not yet available.

Lost time incident severity rate = days lost due to occupational accident X1000/actual hours worked by employees on site. Lost time incident frequency rate = number of accidents with lost time x 1000000/actual hours worked by employees on site.

Diversity and inclusion

Our mission to advance human health can only be achieved when we attract, retain and motivate the best and most diverse talent. This belief is reflected in our diversity mission statement:

Embracing diversity is at the heart of our unique culture and reflects our fundamental belief that everyone deserves equality, inclusivity and the opportunity for advancement. We are committed to cultivating a welcoming, supportive, and inclusive environment for all. Together, we will harness the strength in our diversity and deliver exceptional solutions to advance human health globally.

As part of our commitment to fostering an equitable and inclusive workplace, we have established a Diversity, Equality and Inclusion (DE&I) Executive team and sub-committee. Together they are responsible for overseeing and implementing various initiatives to promote diversity, equality and inclusion across our organisation and work with other teams across the business to ensure these are effectively delivered. Some of these initiatives include:

- **Talent acquisition – continual review of protocols to ensure fair and unbiased hiring practices.**
- **Training – providing ongoing and compulsory training programmes for our employees on diversity, equality, and inclusion.**
- **Sharing Concerns - facilitating a way of safely sharing concerns, issues and feedback.**
- **In the UK, engaging with external DE&I focussed organisations such as Disability NI and Autism NI to understand best practices and guide our initiatives and policies and providing specific training for relevant line management.**
- **In the US, continued to conduct targeted recruitment outreach initiatives aimed at reaching underserved and diverse populations, such as hosting a dedicated Veteran's Career Fair at Almac's Souderton, PA facility as well as Historically Black College & Universities (HBCU) university recruiting.**
- **Working with expert external bodies to create supportive toolkits which aim to raise awareness and understanding in various areas such as menopause, domestic abuse and working carers.**

Commencing in January 2025, and continuing in each year following, **our people will receive an additional one day of leave which will be called our Annual Diversity Day.** This time can be used to celebrate diversity; be it, amongst others, race (including colour, nationality or ethnic origin), religion or belief, gender (including gender reassignment), sexual orientation, disability, marital status, age, culture or, however our employees choose to use it. Alternatively, it can be dedicated to voluntary work or community work.

All initiatives are aligned with our internal policies on equal opportunity and dignity at work which ensure that every employee has the opportunity and support necessary to develop their full potential. Our policies outline our zero-tolerance approach to bullying or harassment and to discrimination in any form, including on the basis of age, disability, gender or gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

Working Carers Network

At Almac, we support our carers through our Working Carers Network Group. Over the past year, this initiative has experienced significant growth, with our group in Craigavon almost doubling in size, driven by programmes such as Carers Week, which focus on building awareness, as well as our ongoing classes and resources available to the group throughout the year.

Our Working Carers Networking Group provides a platform for our working carers to connect, share experiences, learn from experts, and engage in enjoyable activities. Additionally, our Working Carers Toolkit offers a clear understanding of what it means to be a carer, raises awareness about caring responsibilities, and guides carers to available support resources.

Almac Group partners with Reach Out and Read at Children's Hospital of Philadelphia

Reach Out and Read is a national, award-winning early literacy intervention and access programme, enabling physicians and nurse practitioners to distribute books directly to patients during milestone visits.

This year, Almac was pleased to announce that we have funded the Children's Hospital of Philadelphia's (CHOP) award winning, national Reach Out and Read programme serving the Primary Care Practice based in Souderton PA for one year, effective April 2024.

Almac's backing allowed Reach Out and Read at CHOP to procure 6,000 books to be distributed by medical providers in Souderton to all patients ages newborn to five during well-child visits. These books are used as a developmental surveillance tool by the healthcare provider during the visit, and a springboard for conversations with parents about the importance of reading aloud, all while building home libraries for children no matter their financial resources. Books are carefully selected by the programme to reflect the specific patient population of each primary care location that it serves, including a wide variety of cultural backgrounds.

The employees at Almac's Pennsylvania facilities volunteered their time to help prepare over 1,000 books for the inaugural book delivery.

Almac supports SistersIN

SistersIN is a Northern Ireland-based charity committed to empowering young women and addressing gender disparities in society. Their flagship SistersIN programme aims to support female leaders of tomorrow by creating an ecosystem in which 16-17 year old girls can grow in confidence, discover their potential and unlock new possibilities for their professional journeys.

Almac continued its support of the SistersIN programme as a Growth Partner in 2023-2024, with ten senior leaders from across the business providing mentorship over a four-month period to sixth form girls from schools across Northern Ireland.

The students also visited Almac's Craigavon facility to spend time with their mentors and learn more about the Almac business. The programme culminated in a celebration event in Belfast, attended by the Almac mentors and members of Almac's Outreach and Talent Acquisition teams.

Workforce data

This year we continued to develop and enhance our processes for diversity data collection:

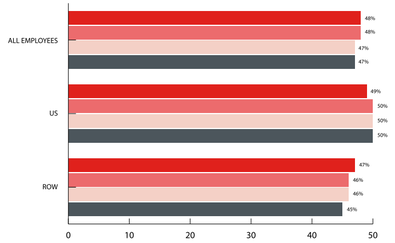
US ethnicity	FY21	FY22	FY23	FY24
Asian	12%	12%	13%	14%
American Indian/Alaskan Native	<1%	<1%	<1%	<1%
Black or African American	12%	13%	14%	14%
Hispanic or Latino	3%	3%	4%	4%
Native Hawaiian or other Pacific Islander	<1%	<1%	<1%	<1%
White	68%	67%	65%	65%
Two or more races	1%	1%	1%	1%
Not specified	<1%	<1%	<1%	<1%

US management ethnicity	FY21	FY22	FY23	FY24
Asian	6%	9%	10%	9%
American Indian/Alaskan Native	0%	0%	0%	0%
Black or African American	6%	7%	8%	8%
Hispanic or Latino	3%	3%	3%	3%
Native Hawaiian or other Pacific Islander	0%	0%	0%	0%
White	85%	81%	79%	80%
Two or more races	<1%	0%	0%	0%
Not specified	0%	0%	<1%	0%

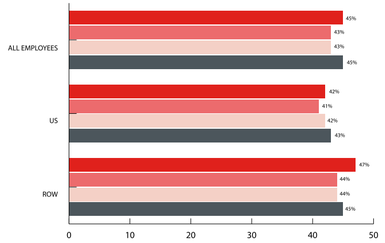
US new hire ethnicity	FY21	FY22	FY23	FY24
Asian	11%	17%	14%	23%
American Indian/Alaskan Native	0%	0%	<1%	0%
Black or African American	11%	22%	20%	13%
Hispanic or Latino	6%	3%	8%	9%
Native Hawaiian or other Pacific Islander	<1%	0%	0%	0%
White	69%	55%	54%	51%
Two or more races	2%	<1%	2%	2%
Not specified	1%	1%	2%	3%

NB Numbers add to more or less than 100% due to rounding

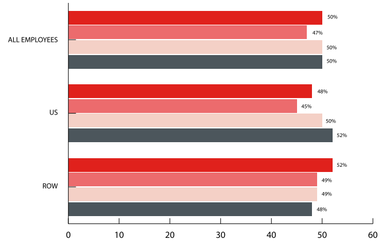
Global Gender Diversity - % of female colleagues



Global Gender Diversity - % of female colleagues in management roles



Global Gender Diversity - % of female new hires



Protecting our planet

At Almac, we are very aware that as we work towards achieving our mission to advance human health, we must do it in a way that considers the overall health of our planet.

As part of our environmental strategy, Almac is committed to the responsible management of energy, water and waste and continually strives towards improvements aligned with our committed targets.

OUR COMMITMENTS

NET ZERO EMISSIONS BY 2045

50%
REDUCTION IN SCOPE 1 AND SCOPE 2 EMISSIONS BY 2030 FROM A 2019 BASELINE

27.5%
REDUCTION IN SCOPE 3 EMISSIONS BY 2030

Our approach

Our environmental actions are guided by our Environmental Management System certified to the international standard ISO 14001.

We are also implementing ISO 50001, a key standard in energy management and conversation across all our operational facilities. This standard provides a framework of requirements for us to develop a policy for the more efficient use of energy and implementation will form a key part of our path to net zero emissions.

Our actions

In 2024 we made significant progress on our goal to reduce our scope 1 and 2 emissions by 2030. The signing of a Virtual Power Purchase Agreement (VPPA) with renewable energy provider NTR plc has allowed us to source 95% of the electricity at our Craigavon facility from a local wind farm. This represents a 46% in our scope 2 emissions globally.

Management systems

Coverage of ISO Standards

ISO Standard	Standard type	% Operational facilities – current percentage	% global employees current percentage
ISO 14001	Environment	62.5	66.3
ISO 45001	Health and Safety	50	64.7
ISO 50001	Energy	62.5	66.3
ISO 27001	Data Security	100	100
ISO 14064	GHG data verification	100	96.5

Transparency and reporting

In June 2023 we joined the Science Based Targets Initiative (SBTi), which defines and promotes best practices in science-based target setting. These targets will be submitted by December 2024. Almac also reports energy use at all sites through an annual Carbon Disclosure Project (CDP) submission. We will continue to use this to standardise reporting across all our operations.

In August 2024 Almac successfully completed our first ISO 14064-1 verification. This validates our commitment to accurate and reliable reporting of greenhouse gas (GHG) emissions as well as underscoring our dedication to environmental sustainability and transparency. We will continue to be audited annually going forward.

Last year, we participated in Business in the Community NI's (BITCNI) environmental benchmarking survey which scores Northern Irish based organisations on the measures they take to protect the planet. We were awarded 'Gold' level as well as 'Top performing new business', underpinning our commitment to improving our environmental impact.

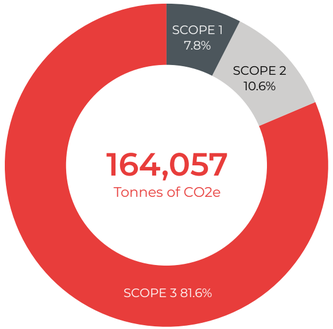
Emissions data

Our Global total emissions by scope - 2023

SCOPE 1
Emitted directly - 12,278 Tonnes of CO2e

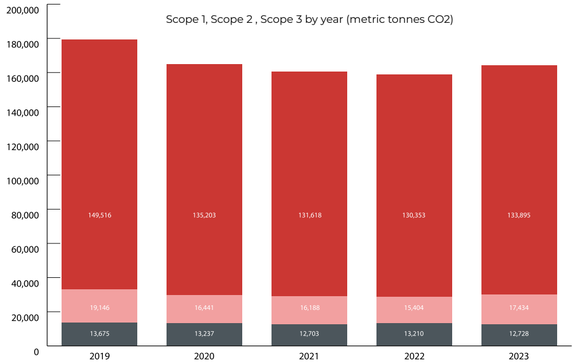
SCOPE 2
Emitted indirectly - 17,434 Tonnes of CO2e

SCOPE 3
All other indirect emissions - 133,895 Tonnes of CO2e



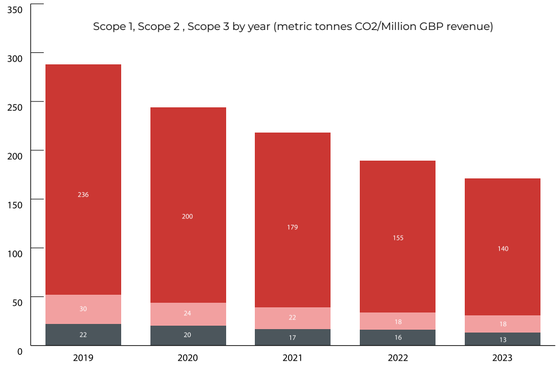
Absolute emissions by scope

Scope 1
Scope 2
Scope 3



Emissions intensity by scope

Scope 1 / Million £
Scope 2 / Million £
Scope 3 / Million £



2023 Scope 3 breakdown

CATEGORY	DESCRIPTION	2023
3.1	Purchased goods and services	66,308
3.2	Capital goods	19,345
3.3	Fuel and energy related activities	1,105
3.4	Upstream transformation and distribution	6,230
3.5	Waste generations in operations	9,995
3.6	Business travel	3,168
3.7	Employee commuting	6,545
3.9	Downstream Transportation & Distribution	5,751
3.13	Downstream leased assets	15,450

SCOPE	2023
Scope 1 (Tonne)	12,728
Scope 2 (Tonne)	17,434
Scope 3 (Tonne)	**133,895**

OUR SCOPE 3 METHODOLOGY

LITERATURE REVIEW

Analysed research papers to understand the industry average scope 3 emissions

INDUSTRIAL DATA ANALYSIS

Collected and analysed peer industrial carbon emission data and developed our scope 3 target figure

SCOPE 3 CALCULATION

Calculated Almac scope 3 according GHG protocol. Used a spend based average data method.

Source: UK Government (BEIS, DEFRA, DESNZ), Ecoinvent, U.S. Government (EPA), EXIOBASE

Engaging with our supply chain

This year we finalised the calculation of our value chain emissions using a spend based method. Our methodology and assumptions were validated by our ISO 14064 audit and certification. Our analysis has confirmed that approximately 82% of our emissions are in our value chain. This year we have initiated a project to start collecting and tracking scope 3 emission data across all categories in our supply chain.

Once we establish a baseline we will:

- **Work with strategic vendors to set carbon reduction targets in alignment with Almac's net zero commitment; and**
- **Encourage these strategic vendors to engage with SBTi to verify these targets.**

Climate Change risk assessments

In addition to the measures, we are taking to reduce our greenhouse gas emissions we are also addressing the issues around adaptation and the resilience of the organisation in the face of our changing climate.

A comprehensive climate change risk assessment has been completed for the Almac Group value chain as part of our compliance with the Task Force on Climate-related Financial Disclosures (TCFD) regulations. This considered both physical and transitional risks and incorporated scenario analyses based on different Representative Concentration Pathways (RCPs).

Risks determined as significant in either the short, medium or long term are then subject to more detailed risk assessments which consider issues such as infrastructure, supply chain, information systems and energy security. This is also aligns with new requirements in the ISO certification standards.

Almac will continue to identify and implement suitable actions to minimise and reduce climate related risks.

Reducing waste at Almac

We have worked on a number of sustainability initiatives within Almac Sciences which are aimed at reducing waste throughout their operations.

Solvent recovery

A new solvent recovery process established has resulted in 975 barrels of solvent having been recycled this year. This equates to over 145 MT of material and on average 47% of this waste category is now being recycled outside of Almac.

Packaging processes

Where possible Almac is moving to biobased drums to ship final products. These are 100% recyclable, climate neutral and can be recycled with standard HDPE products. Biobased plastics are made of renewable biological resources and are a sustainable alternative to fossil-based plastics. The containers meet European and US Pharmacopeia standards and can be used as primary packaging for pharmaceuticals.

All products used in packaging processes are 100% recyclable/biodegradable. Where feasible waste cardboard is converted into loose-fill packaging materials by shredding surplus material. Resuable boxes will also be used for temperature-controlled shipments instead of single-use shipment containers.

Waste management

Waste reduction, recycling and responsible disposal are key components of our overall environmental strategy.

As part of our commitment to improving waste management we have increased the number of facilities which are zero waste to landfill from one last year (Global Headquarters, Craigavon Northern Ireland) to four this year; Craigavon (Northern Ireland), Charnwood (England), Dundalk (Ireland) and Souderton (USA).

The amount of waste generated across all facilities is shown in the table below:

Waste generated - all facilities		
Year	Total Weight (tonne)	kg/employee
FY22	7,910	1,215
FY23	7,793	1,107
FY24	8,932	1,191

NB this year we have changed the reporting period for waste to align with our fiscal year

The amount of waste generated in the last year has increased alongside the expansion of Almac's operations globally. Annual variations also occur depending on the type and nature of work carried out.

Successful initiatives to increase recycling and recovery volumes have been implemented and we continue to keep this under review for further improvements.

Further analysis of waste data is provided below showing waste volumes 'diverted from disposal' Vs. 'directed to disposal'.

Almost all plastic and cardboard waste is sent for recycling.

Waste Type (FY24)	Waste Generated (tonne)	Diverted from disposal (tonne)	Directed to disposal (tonne)
Hazardous waste	7,010	1,181	5,829
Non-Hazardous	1,922	1,117	804
Total	8,932	2,298	6,633

This year we introduced initiatives at various facilities to support our goals in the responsible management of energy, water and waste:

- Process optimisation resulting in less solvent use, less waste and price and lead time reductions – Athlone
- Plastic Index created to inform future initiatives on plastic reduction - Craigavon
- Lighting upgrades – Craigavon and Durham
- Reduction in use of chilled water for roller compactors – Craigavon
- Move from manual to automatic washing - Craigavon
- Purchase of new machinery with higher output and reduced overheads – Craigavon

Water

Following a Water Stress review in 2023, water use has not been identified as a significant aspect in Almac's ISO 14001 Environmental Management System. We recognise however that it is good practice to monitor water use across our sites. We are also committed to improving the process for collecting and monitoring water use at all sites.

	Water use (1,000m³)	Use (1000m³/ employee)
2021	122.48	19.64
2022	115.89	17.15
2023	132.14	18.66

NB Due to lead time of availability of water consumption data water use is reported for calendar year

Pharmaceuticals in the Environment

Pharmaceuticals in the Environment, or PIE, typically occur via three main routes: Improper disposal of unused medicines, waste from production and patient use, as some APIs can pass through our bodies and into waterways.

Almac ensures that all pharmaceutical waste is disposed of in properly licensed facilities with strict controls on environmental emissions. Stringent cleaning procedures are in place to ensure that residual material is removed and disposed of appropriately (incinerated) from processing equipment. The final water rinse is either sent to a contained tank from where it goes to an off-site chemical treatment facility or is sent to the municipal sewer. When sent to sewer a detailed procedure is in place to limit the amount of pharmaceutical material entering the wastewater system and to calculate the predicted environmental concentration (PEC) in the receiving watercourse. The calculated PEC is compared with the Predicted No Effect Concentration (PNEC) for the specific material. In all materials evaluated to date the PEC has been well below the relevant PNEC and therefore is no threat to the environment.

Biodiversity

We recognise that our activities have the potential to impact on biodiversity and have recently introduced a biodiversity policy.

To support this policy, we recently welcomed Ulster Wildlife to our Craigavon campus who toured our HQ to assess actions we could take to enhance biodiversity at our facility. Following the assessment, we have been provided with recommendations on how to implement future biodiversity initiatives and are working these into the plans for our upcoming expansions.

Plans are also in place for a biodiversity area in our newly redeveloped facility in Souderton, PA and we will continue to look for opportunities to work on projects that contribute positively to the natural environment around us.

Contributing to our communities

We are proud of the work we do to make a positive and lasting contribution to our communities through our Community Service Committee, our Science, Technology, Engineering and Maths (STEM) outreach programmes and the philanthropy of the McClay Foundation.

The McClay Foundation

The McClay Foundation was established in 2008 by the Almac Group's visionary founder, the late Sir Allen McClay. The Foundation's overarching vision is to make a meaningful improvement and advancement in human health which is borne out in its mission to support those involved in advancing biomedical research, human health and wellbeing around the world.

The Foundation's vision and mission are demonstrated by its charitable objectives:

- **The advancement of health and healthcare by the support and encouragement of research and innovation in the field of healthcare and allied technologies.**
- **The prevention, control and cure of disease by advancing the use of diagnostic tools.**
- **The advancement of the health and wellbeing of all people and specifically those in poor communities to enable them to access and benefit from the latest advances in healthcare.**
- **The relief of poverty, unemployment and financial hardship by the generation and promotion of employment opportunities for the people of Northern Ireland.**
- **The support and promotion of education.**

The Foundation has partnered with a large number of organisations and has provided substantial financial support to multiple projects and initiatives around the world. This support aligns with the Foundation's four strategic focus areas:

- **Innovation: Research and development of new medicines.**
- **Oncology research: Targets and biomarkers.**
- **Dignity and Compassion: Research-led care for those in end-of-life or life-limited circumstances.**
- **Health and Wellbeing: Promoting health and wellbeing in disenfranchised communities in both the developed and developing world.**

Further details are available on the McClay Foundation website mcclayfoundation.org.

Fields of Life

Fields of Life is a charity which seeks to transform the lives of vulnerable people in East Africa through working with local partners to deliver quality education, clean water, health promotion and other community-based programmes.

Fields of Life believes that talent is equally distributed, but opportunity is not. In Uganda, youth unemployment is high. There are few opportunities given to the poorest young people, and many are trapped in generational poverty.

In 2021 Fields of Life opened a Vocational Training Institute in Gulu, Northern Uganda. The McClay Foundation helped with the construction costs and has subsequently provided funding for a number of Vocational Scholarships. The Scholarships have enabled some of the most vulnerable young people in the area to attend the Institute for a two year period to gain vocational skills in courses such as Construction, Carpentry, Automotive Mechanics, Tailoring, Fashion Design and Hotel & Catering.

The first intake of students graduated in late 2023 and many have secured employment. The McClay Foundation is now funding a new intake of students who will graduate at the end of 2025.

fields of life
CHANGING LIVES, BUILDING HOPE

Cancer Fund for Children

Cancer Fund for Children operates throughout the island of Ireland. The charity exists to provide practical, emotional and financial support to children and young people aged 0-24 years diagnosed with cancer, and their families. They also support children living with a parent who has been diagnosed with cancer.

Services are delivered on the ward, at home, in the community and at Daisy Lodge, their therapeutic short break facility in Co. Down, Northern Ireland. Cancer Fund for Children plans to build a second facility in Cong, County Mayo and The McClay Foundation has agreed to provide funding to assist with running costs.

The new facility, once operational, will offer therapeutic short breaks to an additional 800 families affected by cancer every year.

Johns Hopkins - Hopkins Community Connection

The Hopkins Community Connection (HCC) works to screen patients for essential resource needs during their routine medical appointments and uses student volunteers and Community Health Workers to navigate them to community resources. In doing so, the students become trained as future leaders who champion a more just healthcare system through an innovative and patient-centred approach to addressing social determinants of health.

The McClay Foundation is providing funding to the HCC to cover the costs of student stipends, office supplies and patient transportation costs.

Action Cancer

The McClay Foundation has been a long-standing supporter of Action Cancer, a Northern Ireland charity supporting people impacted by or at risk of a cancer diagnosis.

The McClay Foundation has recently agreed to provide funding for the replacement of Action Cancer's 'Big Bus' Mammomat (an X Ray machine with 3D Digital Breast Tomosynthesis (DBT)) and the Mammomat at Action Cancer House in Belfast.

The life span of the machines is approximately six years, during which time approximately 30,000 women will receive mammograms. Many of these women will be younger women who are not eligible for routine breast screening through the NHS. Approximately 350 of these women will receive a breast cancer diagnosis and thousands of others will be provided with reassurance.

Almac's Global Community Service Committee

Almac is proud of our corporate record of charitable donations together with our colleagues' charitable giving achievements and overall commitment and success in community life. This is evidenced by the number of colleagues who give up their personal time to raise money for charitable causes or who are involved in their community in some other way. In recognition of our people, Almac supports charities nominated by them through direct financial gifts. Colleagues across the globe are given the opportunity to nominate a charity, which is assessed and granted funding by regional committees.

Across the globe, we have supported 50 different charities through our community service committees this year, all nominated by our people.

Fun Run & Walk in aid of Air Ambulance Northern Ireland

This year, we witnessed a record turnout at our 2024 charity Fun Run & Walk, with over 1,000 attendees. This event, open to both employees and the public, raised £15,000 for Air Ambulance Northern Ireland (AANI).

The donation to AANI will help provide critical Helicopter Emergency Medical Services across NI, operating daily to respond swiftly to serious trauma and medical emergencies. The funds will support their mission to deliver timely pre-hospital care, significantly improving survival chances for critically injured patients.

The Annual Grand Draw

This year's Annual Grand Draw raised an incredible £60,000 for our two chosen charities, Cancer Focus NI and Northern Ireland Chest, Heart & Stroke.

The generous donations from Almac employees helped these charities to continue to provide invaluable support to individuals living with illness and their families across Northern Ireland.

US Kicks off Summer with June "Month of Volunteering"

This June, Almac's employees across our US facilities came together to support three fantastic charities by participating in hands-on, voluntary service events offered locally in Pennsylvania and North Carolina. The charitable causes were carefully selected based on local employee interest and aligned with key "giving back" initiatives for Almac Group— sustainability, food insecurity, children's causes, and homelessness.

The month kicked off with a 'Day at the Farm' at the Hatfield Farm near Souderton, PA supporting Garden of Health. This local organisation provides thousands of pounds of fresh produce a year to food insecure families—and rely 100% on volunteers to garden and harvest the produce for distribution. Our team "dug" right in—helping with gardening tasks such as weeding, planting, and watering.

Next, we hosted Note in the Pocket's mobile volunteer programme at our facility in Durham, NC. Note in the Pocket's mission is to provide clothing and dignity to impoverished and homeless children in the local community. Our employees gathered clothes via clothes drive, and helped quality check and sort a large set of donations for distribution.

Finally, in Audubon, PA our volunteers pitched in to assemble 300 'Code Red' kits in collaboration with Project HOME for summer heat relief. Each reusable knapsack included essential items for emergency relief from heat as well as personal care items for Project HOME's street outreach.

Festive Drives

Almac employees showed overwhelming generosity in the weeks leading up to the festive period, in donating food, gifts and other essential items to our charity food and gift drives.

Donations of food and essential items went to people who vitally need support in Portadown, Ballymena and Belfast thanks to the fantastic work of the Ballymena FoodBank.

It was also wonderful to see so many gifts donated to Northern Ireland Adoption & Foster Care. These gifts were given to young people aged 16 – 21 across Northern Ireland who live on their own or have no support from family members.

Charity Shop's Challenge - Cancer Focus NI

Almac Group recently took on Business in the Community Northern Ireland's Charity Shop's Challenge in partnership with Cancer Focus NI and together we raised nearly £5,000 for this fantastic local charity.

As part of the challenge, businesses across Northern Ireland took over the running of a Cancer Focus NI charity shop for a day to raise funds. In the lead-up to the takeover day, Almac employees also engaged in various fundraising activities including a sponsored walk, bake sale, quiz night and more.

Investing in the next generation

Almac Group is committed to investing in the next generation of scientists, technologists and engineers who may one day contribute to our mission to advance human health.

Our outreach activities include direct engagement with schools, strategic partnerships with leading educational museums and institutions, scholarship programmes, work experiences, and support of live events and community efforts. We estimate that in 2024, Almac reached over 17,000 students through in-person and virtual outreach programmes.

Our Partnership with W5

Almac's partnership with W5, an award-winning science, discovery, and education centre based in Belfast, is an example of our commitment to invest in the next generation of scientists, engineers and technologists. Our MED-LAB exhibit, launched in 2019, was recently updated with day-in-the-life videos, a new interactive quiz, memory game and a photo stand-in for children and their parents/guardians. This year W5 had over 250,000 visitors.

As part of Almac's work experience programme, 196 students gained valuable practical biology and chemistry skills, taught by Almac scientists, in the W5 laboratory. Almac partnered with W5 to design and deliver workshops in DNA Extraction and White Powder Analysis to attendees of their W5 Late CSI event, during the Northern Ireland Science Festival.

Science-in-a-Box

This year, Almac Group has continued its strategic partnership with STEAM Education Limited, facilitating the 'Science in a Box' initiative for 10-11-year-old students for the third year running. This curriculum-aligned programme has been implemented in 46 primary schools across Northern Ireland, benefiting approximately 3,000 children with essential STEM teaching resources. Each school receives a comprehensive Science-in-a-Box package, including resource replenishment, a training webinar, and continuous support from Almac and STEAM Education Ltd. Furthermore, Almac STEM Ambassadors actively engage with participating schools through presentations and scientific demonstrations.

School visits

Almac is committed to fostering STEM education and career awareness through regular career outreach sessions hosted on-site for students and educators throughout the academic year. These sessions have garnered significant interest from both students and teachers, who are eager to promote key areas of the STEM curriculum and highlight career opportunities within our sector.

This year, our dedicated STEM Outreach team has expanded its efforts to include 11 scientist visits to primary schools, with on-site visits including five school visits, two QUB work shadow days, and collaborations with SistersIN (a Northern Ireland-based charity who enable, empower and develop female pupils) and Include Youth (a rights-based charity for children and young people in or leaving care, from disadvantaged communities or whose rights are not being met). Almac employees have actively participated in delivering presentations and attending career conventions at various schools to help facilitate our STEM activities.

Work Experience

Throughout 2024, Almac's Craigavon facility welcomed pupils from across Northern Ireland for our work experience programme. This initiative provides a fantastic, hands-on opportunity for young individuals interested in pursuing a career in STEM.

We hosted several three-day programmes, achieving a 37% increase in pupils participating in work experience at our Craigavon facility, with almost 300 pupils engaging in tours and practical workshops. These included a day at the Almac W5 laboratory in Belfast, interactions with industry professionals, and insights into the diverse and rewarding career paths available at Almac.

Feedback from participants is extremely positive, underscoring the programme's significant impact in aiding young people to make informed decisions about their future education. All pupils reported a better understanding of Almac's operations and the potential career paths they could pursue within our organisation.

Removing barriers to higher education

In 2021, Almac Group entered two partnerships with community organisations local to our Pennsylvania and North Carolina facilities to establish an 'Almac Scholars' programme for students with demonstrated financial need and an aspiration to study in a STEM field.

Both partner organisations - The Philadelphia Education Fund and the Triangle Community Foundation were chosen due to their alignment with our belief that educational opportunity has the power to transform lives and communities.

We continue support four 'Almac Scholars,' who will be supported through to completion of their undergraduate degrees.

Operating to the highest ethical standards

Ethical business practices are not just a legal requirement; they are fundamental to the success of our organisation. We hold ourselves to the highest ethical standards and have similar expectations of anyone we do business with.

Ethics

Our commitment to ethical business is not just good policy; it is fundamental to the success of our organisation and to our mission to advance human health. This commitment is firmly embedded within our culture as an organisation. It is endorsed by our Board of Directors and Senior Executive Leadership Team and flows throughout our organisation. We have robust policies and procedures in place which ensure that we maintain the highest ethical standards in our day-to-day business activities. These policies cover matters such as bribery and corruption, human rights, slavery and human trafficking, conflicts of interest, fraud prevention, money laundering, fair competition, trade compliance and global data privacy.

We have implemented an Employee Code of Ethics ('Code') which reflects our commitment to doing business ethically. It serves as a guide to ethical decision-making and ensures that we act responsibly when engaging with our customers, suppliers and other stakeholders.

Ethics Training

We ensure that all our people understand the importance of doing business ethically, know how to raise queries or concerns when they arise and understand the consequences of potential misconduct.

Training on ethics forms part of the induction process for all new staff members. Training on topics which are relevant to specific business functions or business roles is provided on an ongoing basis. Next year, we plan to roll out training to all staff on our new Employee Code of Ethics. Training is provided through various mediums, including Almac's online Learning Management System, as well as in-person training focused on key ethical challenges such as bribery and corruption and fair competition.

Speaking Up

At Almac we are committed to doing business the right way and we strive to promote an environment in which people are encouraged to speak up and raise issues so we can work to resolve them. We believe that by speaking up we can protect our people and organisation from harm.

We have implemented a whistleblowing policy and have a dedicated whistleblowing line which enables employees and other stakeholders to raise concerns confidentially and, if they wish, anonymously. Any concerns raised are taken seriously and investigated in a professional and fair manner. We recognise that it takes courage to speak up and are committed to ensuring that anyone who raises a concern is protected from retaliation.

Quality management

The highly regulated nature of our business means that quality is a number one priority for our customers and is important in ensuring the integrity and safety of the products that we partner to develop & supply – meaning that patients can receive the treatments they need in the safest way possible. We have a strong focus on all aspects of quality and 700 of our people across the business are in dedicated quality control and assurance roles.

Our global Quality Management system sets out the relevant policies and procedures that enable us to meet the highest quality standards. Our people receive training on our approach to quality as part of their onboarding and we reinforce our commitment to quality on an ongoing basis through regular business briefings, knowledge sharing and refresher training.

All our manufacturing facilities are routinely inspected by competent authorities including (but not limited to) the US Food and Drug Administration (FDA), the Irish Health Products Regulatory Authority (HPRA), the U.K. Medicines and Healthcare products Regulatory Agency (MHRA) and the Singapore Health Sciences Authority (HSA).

We also facilitate audits by our customers with over 350 hosted this year, all of which contributed to continued process improvement. 100% of our eligible sites worldwide adhere to Good Manufacturing Practice standards and are licensed appropriately in each territory.

Additional international quality standards related to pharmaceutical manufacture and testing, clinical, and pharmaceutical distribution practices are also followed.

Our Quality team are also responsible for monitoring and maintaining quality throughout our supply chain. This year, along with Operations colleagues, we performed over 170 audits of our suppliers alongside multiple business review and improvement meetings

Responsible Sourcing

Our supply chain plays a critical role in ensuring we can deliver on the expectations of our customers to the highest possible standards and we will only work with suppliers who share our values and commitments.

Our sustainable procurement programme outlines how we will engage and monitor our supply base.

The key objectives of our programme are as follows:

- **To align the procurement strategy with Almac's overall sustainability goals and vision.**
- **To reduce the environmental, social, and economic impacts of Almac's procurement activities.**
- **To ensure fair and ethical practices in the supply chain, such as respecting human rights, labour standards, and diversity.**
- **To create value by improving operational efficiency, reducing costs, enhancing reputation, and mitigating risks.**

We will adopt a whole life cycle cost modelling approach to our sourcing activity and sustainability will be an input factor, addressing ethical, environmental and social considerations to underpin commercial and quality requirements.

Sustainability training is currently being rolled out throughout all Procurement Departments within Almac Business Units. All procurement stuff actively work with their suppliers to educate and set expectations for them that are aligned with Almac.

Code of conduct and due diligence

As a key part of our approach, we have introduced a robust Supplier Code of Conduct which sets out our expectations in terms of:

- **Business integrity**
- **Labour and human rights Environmental and health and safety practices**
- **Management systems**
- **Transparency and reporting**

The Code of Conduct is a mandatory requirement for all existing and new suppliers.

This code has been integrated into supplier agreements and suppliers are responsible for ensuring that they comply with the principles, and that any third parties engaged by them also apply the same principles. Our New Vendor Registration Form incorporates our Supplier Code of Conduct and other key Almac policies and no supplier will be approved by Almac unless they are fully aligned to our Code.

This year, alongside our Code of Conduct, we issued a Supplier Due Diligence Questionnaire in the form of a Request for Information - approaching our key strategic suppliers initially.

This questionnaire will provide data on key topics such as ethics, net zero targets, decarbonisation and supplier diversity.

In terms of ethics, it is our expectation that anyone who provides services to Almac shares our values and our commitment to the highest ethical standards. We require our suppliers to strictly adhere to all applicable laws and regulations in the jurisdictions in which they are based, including laws addressing Anti-Corruption and Bribery.

We plan to roll this out across our wider supply base in due course and it will ultimately form part of our supplier qualification & onboarding process.

We are currently establishing a baseline measurement of our scope 3 emissions and will continue regularly engaging with our supply chain on our expectations for reductions, transparency and reporting going forward. For further detail on our scope 3 approach please see the planet section of this report.

Risk in our supply chain

Another key strand of our sustainable procurement programme is derisking our supply chain and this year we conducted additional screening on our suppliers in relation to country specific risks and restrictions.

Our analysis revealed that 98.5% of our spend is concentrated in the top 50 countries ranked in the FM Global Resilience Index*, while the remaining 1.5% is distributed among countries ranked between 51 and 84.

This index provides an enhanced picture of risk and resilience - understanding a country's vulnerability to disruptive events and its ability to recover swiftly.

In terms of human rights our analysis revealed that 88% of our supply base is situated in Tier 1 and Tier 2 countries, as classified by the Trafficking Victims Protection Act (TVPA)**.

Supplier Diversity

Our Supplier Diversity program has evolved this year with the establishment of a baseline position regarding the current diversity status of our US based supply chain.

Earlier this year we issued a supplier diversity questionnaire to 120 of our US suppliers representing 92% of our total US spend with a 57% response rate. We will continue to engage with those suppliers that have not responded as well as extending the questionnaire to the remainder of our US supply base. Next year we will be initiating a program to capture supplier diversity data for our European suppliers.

*2024 FM Resilience Index
**World Risk Map – KnowYourCountry

Cybersecurity

At Almac, we prioritise the protection of our business, customers, and the highly sensitive information entrusted to us through a comprehensive cybersecurity programme. We are proud to have achieved ISO 27001 accreditation, an internationally recognised framework for managing information security risks. This certification demonstrates our commitment to implementing an Information Security Management System (ISMS) that encompasses people, processes, and technology.

Rigorous audits by independent experts verify that we meet the best practices and requirements of the ISO 27001 standard. Our Information Security Policies outline the physical, procedural, and technology-based controls we implement to safeguard data. We require all employees, third-party data processors, and suppliers to comply with our cybersecurity policies and procedures. Continuous monitoring and review ensure we maintain high standards and mitigate potential risks.

100% of our employees were given annual refresher training in security awareness this year

Almac's Craigavon and Souderton data centres, and Group Information Services' Information Security Management System were certified compliant with ISO 27001 in November of 2022, and has maintained compliance through biannual surveillance audits.

Almac's cybersecurity strategy focuses on three key areas:

Prevent, Detect and Respond:
We have partnered with a leading security services provider to offer 24/7/365 monitoring, detection, and automated response capabilities. Using advanced tools and techniques, they prevent, contain, and isolate potential cyber threats through state-of-the-art technology and processes.

Advise and Inform:
We implement robust policies and procedures, a secure software development lifecycle, and ensure our system designs reflect the latest cybersecurity approaches. Regular internal security assessments and audits help us identify and address vulnerabilities or gaps in our systems.

Assure:
Our Information Services team collaborates closely with all employees to ensure continuous compliance, assessment and improvement of our technology and processes. We invest significantly in end-user security awareness training, updated and rolled out annually. This year, 100% of our employees were provided with annual refresher training in security awareness. Throughout the year, we keep our employees engaged and vigilant through regular communications and training on emerging cyber threats and scams. This training is tested periodically through phishing simulation exercises.

Our cybersecurity programme reflects our commitment to safeguarding the trust and confidence of our customers. We continuously strive to improve our programme through infrastructure investment and identifying opportunities to protect and enhance Almac's systems, staying ahead of the ever-evolving cyber landscape.

Safeguarding Data Privacy

At Almac we engage in ethical collection, use, management and safeguarding of personal data, the privacy of all individuals whose personal information is shared with us. We are committed to protecting the privacy and security of our employees, customers, and partners. We handle personal information with utmost care and respect, complying with all applicable laws and regulations on data privacy and confidentiality.

Our comprehensive data protection policies, including Almac's Global Privacy Policy, are overseen by a dedicated Data Protection Officer (DPO) at the Almac Group level.

The DPO assists in considering privacy matters across all business areas, including contracts, business development, clinical research, human resources, and data security.

Almac's Global Privacy Policy defines the types of personal information we may access and process, how we use it, and the steps taken to protect it. The policy outlines our compliance with data privacy laws and regulations, including the EU General Data Protection Regulation (GDPR), the EU-US Data Privacy Framework, the Swiss-US Data Privacy Framework, and other relevant laws.

We continuously review our policies to align with updates to privacy laws in the jurisdictions where we operate.

We assist our colleagues in understanding privacy requirements and solutions for their business areas, ensuring compliance with applicable laws. Every colleague is responsible for safeguarding data, this year 100% of Almac employees were provided with data privacy training, provided annually to foster a culture of privacy awareness and compliance.

We integrate data protection principles and safeguards into the design and operation of systems, products, and services that process personal data. By proactively identifying and preventing privacy risks, we ensure our systems and services are fully functional and secure without compromising privacy.

For more information, please refer to our Privacy Policy #almacgroup.com/privacy-cookie-policy.

ALMAC

Partnering to Advance Human Health

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