

Our ESG report

November 2023 to October 2024



From our Chief Executive Officer

This report showcases our significant achievements from November 2023 to October 2024, as well as describing all of our environmental, social and governance (ESG) activities and processes.

I would like to thank all of my colleagues for the success of our ESG activities this year, in particular those who have implemented our global environmental management system.

This year, we have appointed our first Non-Executive Director to provide independent oversight and constructive challenge to the rest of the Board.

As you will see, our approach to ESG is to look after our planet, support our colleagues and ensure responsible governance. The highlights on this page are just a few examples of what we have achieved during 2023/2024.



Chris Winchester



Environmental highlights

- EcoVadis Silver medal
- ISO-certified environmental management system
- Validated SBTi targets^a



Social highlights

- Open Pharma
- Talent development
- Equality, diversity and inclusion



Governance highlights

- Best IT practice
- Business ethics
- Cyber security



OUR PHILOSOPHY

To do consistently great work,
we look after our people,
our teams, our clients
and our company

^aSee page 5 for details of our commitment with the Science Based Targets initiative.

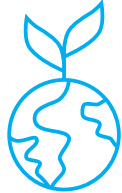


Summary

We have ...



... an EcoVadis 2024 Silver medal



... our near-term environmental goals validated by the Science Based Targets initiative^a



... ISO accreditation of our environmental management system



... official recognition as a Great Place To Work[®]



... continued to drive positive change in the communication of pharma-sponsored research

2023/2024 awards



^aSee page 5 for details of our commitment with the Science Based Targets initiative.

Environmental highlights



We are in the top 15% globally of companies assessed by sustainability ratings platform EcoVadis



Our targets for reducing greenhouse gas emissions have been validated by the Science Based Targets initiative^a



Our environmental management system has been certified and audited to international standard ISO 14001:2015



Environmental



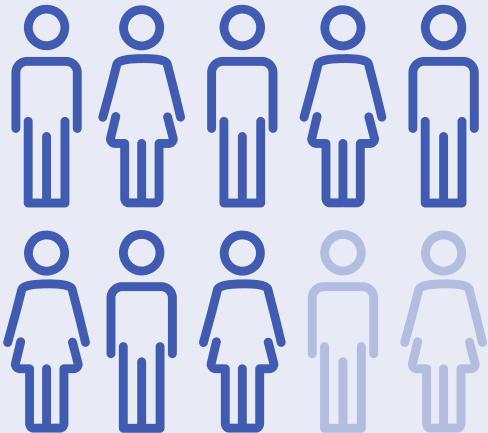
Social



Governance

“Our global Facilities Team has implemented an environmental management system that has received ISO certification. This milestone reflects our strong commitment to environmental management, which will help us to achieve a sustainable future.”

Emma Parmenter
Global Facilities Manager



Our environmental awareness training has been completed by

82%

of colleagues

^aSee page 5 for details of our commitment with the SBTi.

Commitment to environmental sustainability



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Our ESG team reports directly to the Board on how it is implementing our work on environmental sustainability.

ESG team activities include:

- collecting and monitoring environmental data
- implementing impact assessments and plans for sustainable development
- auditing and analysing environmental performance
- submitting data to external environmental bodies.



Special thanks to our Facilities Team colleagues who have implemented our new environmental management system this year.



Our near-term targets for reducing greenhouse gas emissions were validated by the Science Based Targets initiative this year.

Our official near-term targets

- We have committed to reducing absolute scope 1 and 2 greenhouse gas emissions by 42% by 2030 from a 2023 base year.
- Additionally, we have committed that 82% of our Scope 3 suppliers by emissions (covering purchased goods and services, capital goods and business travel) will have science-based targets by 2028.



We are one of more than 130 000 companies across 180 countries and more than 200 industries that submitted evidence to the sustainability ratings platform EcoVadis.

This year's Silver award indicates that we are in the highest-performing 15% of the companies who provided documented evidence.

We have been participating in the Carbon Disclosure Project's Climate Change Questionnaire since 2021.

NQA, an independent global certification body, has confirmed our environmental management system to ISO 14001:2015 standard and our GHG data to ISO 14064-1 standard, to show that our operations meet globally recognized standards and are aligned with those of our clients.



Sustainable transport: We provide a cycle-to-work scheme, an electric vehicle salary sacrifice scheme and rail season ticket loans, as well as electric vehicle charging points at our Oxford Barns site for our colleagues and visitors.

Electronic recycling: In the past year, we donated 117 laptops to several local community charities: Aspire Oxfordshire Community Enterprise and Jacari (UK), Philadelphia Children's Foundation (USA) and PCs for Kids (Australia). We dispose of other redundant IT equipment in accordance with the UK's 2023 Waste Electrical and Electronic Equipment regulations and the equivalent local regulations in the other countries in which we operate.



A new tree is planted for every new employee

Honey bees are hosted at our Oxford Barns site

Environmental awareness training: We assign accredited and approved environmental awareness training to our colleagues when they join us and every 2 years thereafter.

Waste management: We monitor our waste continually to reduce consumption, maximize recycling and minimize contamination of recycling.

IT infrastructure: With our data now stored on cloud servers, we are continuously removing redundant on-site infrastructure and reducing the amount of data stored. These efforts deliver environmental benefits.

Sustainable procurement: Our global sustainable procurement policy aims to reduce any adverse social, environmental and economic effects of goods and services supplied to us.

The Sustainable Healthcare Podcast: As part of our long-standing interest in sustainability in our sector, our CEO, Chris Winchester, contributed to a podcast about emission reduction in the pharmaceutical industry (available at open.spotify.com/episode/3jNu6ZmsFwicIUu9IP69vF).



Member of the Sustainable Medicines Partnership: As part of helping to reduce medicines waste, we are focusing on better digital access to high-quality medical information by healthcare professionals and anyone else who needs it.

Investor in Wildlife with the Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust (BBOWT): Our membership of BBOWT helps to safeguard the biodiversity of local ecosystems across the three counties by creating havens for wildlife.



**Berkshire
Buckinghamshire
& Oxfordshire
Wildlife Trust**

Investors
in Wildlife



Social highlights



Along with Open Pharma Members and Supporters from across the pharmaceutical industry and medical publishing, we are driving positive change in the communication of pharma-sponsored research.

35 UK hub days
in 2023/2024 helped
to bring remote
colleagues together



£32 180
donated to **26**
charities

**Six 2024 awards for
Great Place to Work®
and Best Workplaces™**



**We are funding a
DPhil about diversity
in dermatology**



"We are proud to facilitate and co-fund Open Pharma. Our colleagues relish the opportunity to collaborate with industry leaders and innovators to conduct research, educate and build advocacy for openness in pharma-sponsored research."

Paul Farrow
Executive Director



Industry leadership



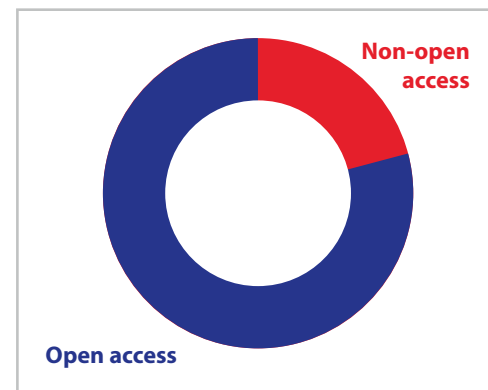
We are proud to be the co-founder, co-funder and facilitator of Open Pharma with the mission to advance open science, transparency and equity for pharma-sponsored research publications. This year, the membership grew to 17 pharmaceutical companies and one publisher.

A key long-term goal for Open Pharma is to secure the same publishing terms for authors of company-funded research as for those publishing research funded by other sources. It is committed to working closely with publishers and pharmaceutical companies to ensure that the gold-standard Creative Commons CC BY 4.0 licence can be used sustainably to make all research free to read and reuse.

As well as conducting research and developing educational resources, Open Pharma hosts a dashboard that explores trends in open access. It also provides a blog and a weekly newsletter of open

science updates, and champions plain language summaries and responsible data sharing.

Access models for pharma company articles published from December 2022 to December 2023



Highlights from 2023/2024

- Engagement campaign at the Open Pharma summit in November 2023, which focused on three topics relating to equitable access to research findings: plain language summaries and discoverable content; open access; and data and metadata
- Two roundtable sessions (open access and data sharing) at the European and Annual Meetings of the International Society for Medical Publication Professionals (ISMPP) in January and April 2024, respectively
- Poster at the Annual Meeting of ISMPP in April 2024, presenting findings of a survey on challenges related to journal data sharing policies
- Article in The MAP Newsletter in April 2024 to demystify Creative Commons licences for industry-funded research

- Article on open access publication trends for biomedical and health sciences research in September 2024 using data from the Open Pharma online dashboard
- Collaborative research project with the Sustainable Medicines Partnership to encourage pharma companies always to ask journals for open access and evaluate the outcome of these requests
- Our collaboration with Green Templeton College, University of Oxford, enabled an intern to work with the Open Pharma team this summer

Copyright Confusion: Demystifying Creative Commons Licenses for Industry-Funded Research

Apr 16, 2024 | News and Trends



Amber Tear, Oxford PharmaGenesis, UK; Valérie Philippot, UCB Inc., USA; Sonia Schweers, Bristol Myers Squibb, USA; Slávka Bardiniková, Galapagos NV, Belgium; Jill Shuman, Life Science Communication, USA; Joana Odrício, Oxford PharmaGenesis, UK



Charity

Our charity work raises funds for initiatives that work towards the betterment of health, people and/or society.

Our matched funding scheme supports colleagues in their activities by matching their fundraising achievements.

In this way, our fundraising is driven by our colleagues and supported by a company budget.

2023/2024 | **26** causes



Making a difference in our community

We are delighted to continue to support a funded DPhil studentship in Translational Health Sciences in collaboration with Green Templeton College at the University of Oxford, UK. This studentship is examining the importance of diversity in dermatology, particularly when applying emerging techniques in artificial intelligence and machine learning.

Fundraising for Kidney Health Australia

Our Oxford PharmaJoggers in Melbourne took part in the annual 'Run Melbourne' event. With support from our Melbourne and UK colleagues as well as friends and family, and with the company's match-funding, they raised AUD\$881 in aid of Kidney Health Australia.



Our Chairman and CEO unveil our ox with Professor Meghana Pandit, CEO of Oxford University Hospitals

This summer's OxTrail across Oxford city centre

Our ox, decorated by children's illustrator and author kOrky Paul, was sited outside the John Radcliffe children's hospital all summer to bring joy to the unit's visitors and patients. We gave donations to the children's hospital and the Oxford-based charity Sobell House Hospice.

CEO Sleepout Oxford

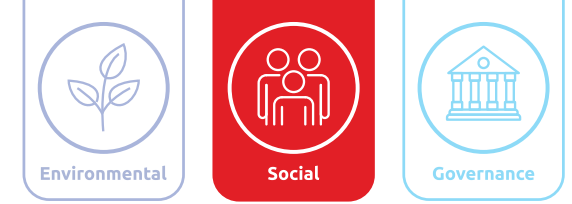
Our CEO, Chris Winchester, joined other Oxford business leaders at the CEO Sleepout in October. He met people with lived experience of homelessness as well as local MPs and politicians to learn about homelessness in Oxford. Including the company's matched-funding, he raised more than £4000 in sponsorship.



Chris with business leaders from two of our partners after sleeping overnight in an Oxford park



Equality, diversity and inclusion



We are committed to preserving and promoting equality of opportunity in all aspects of our business.

To make access to our EDI and wellbeing resources even easier for our busy colleagues, we merged these two sections on our intranet into one this year, with a simpler layout to show the variety of support and resources available: we are now seeing increased numbers of visits to our Inclusion section.

Care UK

As part of our efforts to support and educate colleagues in recognition of World Alzheimer's Month, Oxford PharmaGenesis collaborated with Care UK to raise awareness of dementia and its impact, reduce stigma by encouraging people to talk about dementia and provide support to affected individuals and their families.

This dedicated time provided a focus for learning about Alzheimer's and dementia, advocating for those affected and helping with continuing research.



Women in Senior Leadership

Our Women in Senior Leadership group promotes and increases the visibility of women in senior positions in our company.

This year, members have recorded their individual leadership stories as part of the #IamRemarkable campaign, which aims to engage and inspire women in the workplace.

Disability Confident Committed employer

We are committed to providing:

- inclusive and accessible recruitment
- an interview for disabled candidates who meet the role's essential criteria
- support to existing colleagues.

Our disability awareness and inclusion course increases awareness about:

- how disabilities, either visible or invisible, may affect someone's working life
- how equal opportunities can be given to people with disabilities.



'Highly Commended' at the Communiqué 2024 Awards

Oxford PharmaGenesis was recognized as 'Highly Commended' in the category for Action on Workforce Diversity, Equity and Inclusion in the 2024 Communiqué Awards.

The commendation reflects many colleague-driven global internal and external EDI initiatives, which include:

- introducing inclusion-friendly policies
- launching internal educational resources
- increasing opportunities for colleagues to participate in developing EDI programming
- evolving our company structure to include more women in management roles
- increasing support for our clients' work in EDI
- maintaining high inclusion scores in annual engagement surveys.



Commitment to supporting our colleagues



Great Place to Work®

All of our offices are certified as a Great Place to Work®, an achievement of which we are proud because the awards are based on a third-party anonymous survey of colleagues.

We also have ranked positions for three Best Workplaces™ awards: Development, Wellbeing and Women.



Menopause

We are delighted to maintain our Menopause Friendly Employer accreditation.



Our focus this year has been on hormone replacement therapy (HRT), emphasizing the role of this therapy in managing menopausal symptoms and improving long-term health outcomes for women. We also ensure our colleagues are aware of the HRT pre-payment plan, enabling them to access HRT-related medication at a reduced rate.



Talent development

As well as accessing instructor-led learning, our colleagues have completed more than 5000 self-led e-learning courses this year via our learning management system.

Adoption of AI

To support our global rollout of Copilot for Microsoft 365, the Talent Development team is partnering with our in-house AI Task Force to provide an internal onboarding and adoption programme. More than 99% of colleagues have signed our mandatory AI policy and have access to this new technology.

Growth mentoring programme

We launched our first growth mentoring programme this year to equip participants with the knowledge, skills and confidence to excel in client service and organic business development. This 6-month programme matched 70 mentees with 7 mentors across all global locations.

Discovery Insights®

Discovery Insights® psychometric profiling has proven invaluable throughout 2023/2024 in helping colleagues to adapt to other people's communication preferences. This awareness is shaping better interactions between colleagues and teams and with our clients.

Winners of *PharmaTimes* 'Medical Affairs Communications Team of the Year'



Governance highlights



Our phishing education campaign of more than 5000 simulation emails achieved a reporting rate of

93%

42

GDPR audits have been completed within our 2-year rotation

More than **60** global policies are reviewed annually to ensure alignment with relevant laws

We have appointed our first **Non-Executive Director** to provide independent oversight and constructive challenge to the rest of the Board

We have achieved **Cyber Essentials Plus** certification for the fifth consecutive year



"Celebrating 5 years of Cyber Essentials Plus certification, we continue to uphold the high standards expected by our clients. Our proactive measures and our advanced monitoring ensure robust protection against threats, to safeguard company and client information. This year, we have enhanced our focus on cybersecurity, data privacy and GDPR compliance."

Katharine Murkett
Global Director of IT Services

We have created a new global employee forum to foster communication and collaboration, helping to build one global community across our company

Commitment to business ethics



Our company's Board always takes an ethical approach for a sustainable future.

- ESG and climate-related issues are discussed as a standing agenda item at our quarterly Board meetings.
- If needed, ad hoc Board meetings are held to ensure that time-critical issues are handled appropriately.
- Our Chief Operating Officer, Global Finance Director and one of our Executive Directors are members of our ESG team, ensuring Board involvement in all ESG matters.

Annual reporting of gender pay

Our annual Gender Pay Report has been shared internally and externally since 2020.

Employee forum

Our global employee forum is important in fostering communication and collaboration, to build one global community across our company. It is the

voice of our colleagues, providing a channel to raise concerns, share ideas, ask questions and collaborate on projects and initiatives.

Having had individual location-based employee forums previously, this year we reorganized the structure into a single global employee forum to bring our colleagues together as a single global team.

Highlights from 2023/2024

- Contributing to the launch communications of our new global promotions process to ensure better understanding.
- Commenting on our hybrid working guidelines to ensure that all ways of working are considered.

Compliance training

Our colleagues receive all relevant compliance training related to their role, notably the following.

- Anti-bribery and corruption: Our ABAC policy is mandatory reading for all colleagues and we also offer online training.
- Good Publication Practice: We provide introductory videos on the background to compliance in our industry and how to apply the principles of GPP in our everyday work.
- Guidelines from the Association of the British Pharmaceutical Industry and the European Federation of Pharmaceutical Industries and Associations: We provide online training on compliance principles

for all new colleagues; after this, we offer regular update sessions on the latest code cases and learnings from them.

- Prescription Medicines Code of Practice Authority: We provide online training about the guidance for social media usage.

We ensure that our compliance training is reviewed annually.

Our global policies are reviewed on an annual basis and aligned with relevant laws, including:

- *UK Bribery Act*
- *The Foreign Corrupt Practices Act of the USA*



Cyber security and data privacy



IT security

- Our IT services partner completes annual penetration tests and logs any subsequent findings for ongoing management and/or mitigation.
- Industry-leading security software is configured to monitor adverse security behaviours and protect against ransomware.
- A Managed Threat Response team monitors and manages security on a 24/7/365 basis, including endpoint detection and response.
- All colleagues have a global unique identifier for log-on to our systems, and access to Office 365 accounts and our virtual private network (VPN) are further secured with two-factor authentication.
- All our key applications use single sign-on and multi-factor authentication protocols to ensure enhanced security.

Internal security training

- All new colleagues complete mandatory cyber security and GDPR awareness training.
- Every year, existing colleagues must read key IT security information and are required to refresh their cyber security knowledge.
- Phishing simulation emails are sent to all colleagues every month and are followed up with additional training if required. This year, we have sent more than 5000 phishing simulation emails and achieved a 93% reporting success rate, which is above average within our industry.

General Data Protection Regulation (GDPR)

- We use a comprehensive information security programme for people, process and technology which is overseen by our Data Protection Officer and external legal counsel.
- For projects involving data processing, we enforce a rigorous

Data Protection Impact Assessment process.

- We continually assess our security against disclosure, loss, misuse, unauthorized access or alteration of personal information using appropriate measures, which include:
 - using encryption to help to protect the transmission of personal information, when appropriate
 - protecting the security of sensitive data
 - ensuring that our colleagues, contractors and agents comply with our IT security policies.
- Over the past 2 years, we have completed 42 internal GDPR audits across the global business, which are aimed at identifying any gaps in processing or training.
- All new colleagues are provided with GDPR awareness training as part of their induction, and existing colleagues are required to refresh GDPR awareness training every 2 years.



Cyber Essentials Plus certification

We are delighted to have achieved Cyber Essentials Plus certification for the past 5 years. Cyber Essentials Plus is the highest level of certification offered under the Cyber Essentials scheme and was awarded after rigorous testing of our cyber security systems and our protection against basic hacking and phishing attacks.

Security with AI

Responsible use of AI by our colleagues is mandated in our AI policy. In addition, we ensure the privacy of our own personal and company data, and that of our clients and other external stakeholders, with our AI vendors.



Supporting best practice



Within our sector

As well as facilitating Open Pharma (see page 8), we engage closely with industry bodies.

International Society for Medical Publication Professionals (ISMPP)

- Our Director of Innovation is currently the Chair.
- Our Chief Executive Officer was on the steering committee for the development of the ACCurate CONsensus Reporting Document (ACCORD) guideline, published in January 2024.

Medical Affairs Professional Society

- Employees are members of the Executive Partner Circle Subcommittee and Focus Area Working Group Engagement.

Communiqué Awards

- Our Chief Operating Officer is a member of the steering committee.

European Medical Writers Association (EMWA)

- Our Chief Executive Officer is a member of the EMWA Medical Communications Special Interest Group.

PM Society

- Our Client Partnerships Director sits on the Industry and Agency Relationships and the Careers Interest Groups.
- Our Chief Executive Officer was a member of the Diversity Interest Group from 2020 to 2024.

Healthcare Communications Association (HCA)

- Our Chief Operating Officer is a member of the Optimizing Business Partnerships for Success and Sustainability working group and the Environmental Sustainability working group.

National Library of Medicine

- Our Chief Executive Officer is a Director of the Friends of the National Library of Medicine.

Within our company

We support our colleagues to gain industry-relevant accreditations, including:

- Certified Medical Publication Professional certification for medical communications specialists.
- Chartered Institute of Personnel and Development for human resources and learning and development specialists.
- Association of Chartered Certified Accountants (ACCA) for finance specialists.

If accreditation is required on a course that is not offered, colleagues may review external options with the company.



From our Chief Operating Officer

Oxford PharmaGenesis aims to make a positive difference in the world. This approach is carried forward to our commitments to our corporate responsibilities.

We focus on ESG as our route to sustainability in all its aspects. None of this would be possible without the support of our colleagues, clients, suppliers and collaborators, to whom I extend my sincere thanks. We look forward to continuing to improve our sustainability in the coming years.



Richard White



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Appendix



Our environmental data

Across all of our locations, an independent third party, NQA Certification Ltd, has provided:

- verification of our 2022/2023 greenhouse gas emissions inventory (ISO 14064-1)
- certification of registration of our environmental management system (ISO 14001:2015).

	2023
GHG emissions, tonnes CO ₂ equivalents	1443.31
Scope 1	108.38
Scope 2, market-based (location-based)	118.14 (140.40)
Scope 3	1216.79
1 Purchased goods and services	43.53
2 Capital goods	22.81
3 Fuel and energy related	24.49
4 Upstream transportation and distribution	0
5 Waste generated in operations	0.71
6 Business travel	766.11
7 Employee commuting	359.14
8 Upstream leased assets	0
9 Downstream transportation and distribution	0
10 Processing of sold products	0
11 Use of sold products	0
12 End of life treatment of sold products	0
13 Downstream leased assets	0
14 Franchises	0
15 Investments	0

