

# 2022 Sustainability Report

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June 2023



# Contents

## What is ESG?

E = Environmental  
 S = Social  
 G = Governance

At Envision, our environmental, social, and governance (ESG) priorities are all tied to our passion for our work in supporting patients, and our purpose through our Envision core values which we use as our compass in guiding our decisions – and why we continue to focus on ESG issues that matter to our company, our stakeholders, and our industry. As global citizens, it is our responsibility to create a more sustainable future for our planet and our people – with fairness and equity for all.

<b>03</b>	Statement from the CEO and letter from the ESG Steering Committee	<b>11</b>	Our ambition for sustainability at Envision	<b>21</b>	Disclosure and transparency
<b>04</b>	Letter from the ESG Steering Committee	<b>12</b>	Diversity, equity, and inclusion	<b>22</b>	Our ambition for sustainability at Envision
<b>05</b>	Company overview	<b>16</b>	Employee health, safety, and well-being	<b>23</b>	GHG emissions/ environmental impact
<b>06</b>	Our approach to sustainability	<b>17</b>	Our ambition for sustainability at Envision	<b>27</b>	Appendix
<b>07</b>	Sustainability at Envision Pharma Group	<b>18</b>	Ethics and compliance		
<b>09</b>	2022 Sustainability highlights	<b>20</b>	Responsible supply chain practices		

# Statement from the CEO

Leading through action to do what is right for the environment, for the health of all across the world in a just and equitable manner is at the heart of everything our talented people do at Envision Pharma Group. In 2022, we continued to take important steps to integrate our environmental, social, and governance (ESG) agenda into our business core across our global footprint.

Our ESG priorities are tied to both our passion for our work in supporting patients and our purpose through our Envision core values. These values help shape our decisions and fuel our focus on the ESG issues and priorities that matter to our company, our stakeholders, and our industry.

We have aligned our sustainability strategy with the issues that are most likely to have an impact on both our business operations and our stakeholders:

- Diversity, Equity, and Inclusion
- Employee Health, Safety and Well-being
- Ethics and Compliance
- Responsible Supply Chain Practices
- GHG Emissions/Environmental Impact
- Disclosure and Transparency

ESG remains central to our purpose, passion, and business strategy. I'm deeply proud of Envision's continued approach to act and prioritize sustainability, the impacts of which will benefit our people, our society, and our planet for generations to come.

Thank you,



Howard Miller  
CEO, Envision Pharma Group





# Letter from the ESG Steering Committee

At Envision Pharma Group, sustainability is integrated into the heart of our business and embedded within our ways of working that impact every employee across each market we operate in. Our efforts contribute to building a world that is healthier, promotes climate consciousness, and is rooted in fairness and equity for all. Our commitment to sustainability is reflected in our inclusive work environment where diversity, equity, and inclusion is brought to life by valuing the differences of our people, living our mission and purpose, and enabling our performance through fulfilling our global responsibilities to create a more sustainable society for our employees, stakeholders, and partners.

To identify our priority areas, we conducted a materiality assessment to better understand our impacts, risks, and opportunities that support our sustainability goals and ambition. As a result, a roadmap has been created with annual KPIs to build organizational capabilities that progress these priorities across our global markets with an established cross-functional governance body of senior leaders.

The top priorities of our sustainability goals are diversity, equity, and inclusion, employee health, safety, and well-being, ethics and compliance, responsible supply chain practices, GHG emissions/environmental impact, and disclosure and transparency. These priorities are the foundation of our inclusive work environment where every employee is engaged, involved, and included in driving our sustainability actions across our global communities.



# Company overview

## About Envision Pharma Group

Envision Pharma Group is a global, innovative technology and scientific communication company headquartered in Horsham, UK, serving pharmaceutical, biotechnology, and medical device companies. We are a leading provider of evidence-based communication services and industry-leading technology solutions (iEnvision®) that have applicability across many areas of medical affairs and related functional responsibility.

## Envision’s mission and values



Driven by evidence and enabled by technology, our mission is to make the world a healthier place by bringing new healthcare treatments to market – and turn vision into reality. Our values of trust & respect, people first, accountability, team spirit, continuous innovation & improvement, and client centricity are the fundamental beliefs that are at the core of our culture. They guide our internal behaviors and approach, as well as our relationships with clients and suppliers.

## Our presence

As of the end of 2022, we have 22 offices in the UK, Europe, North America, and Asia Pacific.



**1350**  
team members  
in **8** countries

# Our approach to sustainability

## Materiality assessment

With the help of Savills Sustainability, our third-party consultants, we undertook our first materiality assessment to help prioritize ESG areas that are relevant to our business and our stakeholders. Our materiality assessment followed the Global Reporting Initiative (GRI). The materiality assessment methodology included identifying the potential material issues, assessing the importance of these issues to internal and external stakeholders, identifying the high-priority areas and focusing the company's sustainability strategy on these key areas.

This approach aligns our sustainability strategy with the issues that are likely to have an impact on both our business operations and our stakeholders. Therefore, we have based our sustainability strategy on six material sustainability themes which we cover in our report:

- Diversity, equity, and inclusion
- Employee health, safety, and well-being
- Ethics and compliance
- Responsible supply chain practices
- GHG emissions/environmental impact
- Disclosure and transparency

As we continue to develop our sustainability strategy, we will continue to refine and update our materiality methodology and priority issues.



- |                                     |                                 |  |
|-------------------------------------|---------------------------------|--|
| 1 Diversity and inclusion           | 9 Climate change adaption       | 17 Community engagement                |
| 2 Occupational health and safety    | 10 Energy efficiency            | 18 Technological innovation            |
| 3 Employee training and development | 11 Sustainable procurement      | 19 Fair working hours and wages        |
| 4 Regulatory compliance             | 12 Waste management             | 20 Water efficiency                    |
| 5 Customer privacy                  | 13 Alignment to ESG standards   | 21 Sustainable and resilient transport |
| 6 Disclosure and transparency       | 14 Human rights in supply chain | 22 Renewable energy                    |
| 7 Supplier environmental practices  | 15 Customer health and safety   | 23 Materials usage                     |
| 8 Supplier social practices         | 16 ESG risk management          | 24 Business travel                     |
|                                     |                                 | 25 Circular economy                    |

# Sustainability at Envision Pharma Group

## Sustainability strategy

Our Sustainability Strategy is guided by our materiality assessment, which was used to identify our priority sustainability themes. We will strive to incorporate these themes into our decision-making, taking into consideration our stakeholder's interests and business priorities.

- Diversity, equity, and inclusion
- Employee health, safety, and well-being
- Ethics and compliance
- Responsible supply chain practices
- GHG emissions/environmental impact
- Disclosure and transparency

To track our progress against these areas, we have set several measurable objectives and targets. Our sustainability strategy supports eight of the United Nations Sustainable Development Goals (SDGs). Through the implementation of our sustainability strategy, we are committed to making a positive impact on each of these goals.

Our sustainability policy articulates the strategic themes and provides a high-level overview of the related objectives and actions needed to have accountability. Furthermore, to ensure that the policy remains relevant, it also states the governance process and provides an ESG risk management overview.

Our sustainability strategy supports eight of the United Nations Sustainable Development Goals (SDGs)

<p><b>Diversity, equity, and inclusion</b></p> <p>5 GENDER EQUALITY   10 REDUCED INEQUALITIES</p>	<p><b>Employee health, safety, and well-being</b></p> <p>3 GOOD HEALTH AND WELL-BEING   8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>Ethics and compliance</b></p> <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>
<p><b>GHG emissions/ environmental impact</b></p> <p>13 CLIMATE ACTION   7 AFFORDABLE AND CLEAN ENERGY</p>	<p><b>Responsible supply chain practices</b></p> <p>13 CLIMATE ACTION   12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><b>Disclosure and transparency</b></p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION   16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>



# Sustainability at Envision Pharma Group



## Stakeholder engagement

Our key stakeholder network includes clients, investors, shareholders, suppliers, and employees.

At Envision Pharma Group, we hold regular dialogue with these stakeholders to help advance our sustainability strategy. Stakeholder feedback also informs our approach to reporting and disclosure and underpins our materiality assessment.

### Clients

We engage with clients through a variety of platforms and interactions to understand their views and expectations.

### Investors and shareholders

We maintain continuous dialogue and ongoing collaboration with our investors and shareholders to ensure important information and updates about the company are disclosed in a timely manner.

### Suppliers

We are keen to increase engagement with our suppliers to encourage the adoption of more sustainable practices that align with our sustainability strategy.

### Employees

We engage with our employees through internal communication channels, meetings, team activities, and performance reviews.

# 2022 Sustainability highlights



## Diversity, equity, and inclusion

### Build a diverse pipeline of talent

- We had a strong gender balance, with a female representation of 49% in senior leadership
- Achieved 62% female representation across all levels
- We have a workplace that welcomes individuals with different backgrounds to connect, collaborate, and innovate
- Our multi-generational workforce enables us to tap into the best talent and skills of our employees at every level
- We achieved a 14.5% gender pay gap in 2022 in the UK which is below the national statistic

### Foster a culture of engagement and belonging

- We launched The Menopause Employee Resource Group (ERG)
- We prepared to launch the Women’s Business ERG in 2023
- We launched and rolled out all employee diversity training

### Advance community impact and partnerships

- We launched our global partnership with the Healthcare Businesswomen’s Association
- We launched a new training program targeting candidates in Johnson City, where there is a high under-employment rate
- Several of our offices participated in fundraising events for the LGBTQ+ community as part of our global Pride Month celebrations. We matched every employee’s contribution



## Employee health, safety, and well-being

### Foster a culture of engagement and belonging

- Our #InThisTogether wellness program was launched globally
- 25 global #InThisTogether Champions leading initiatives across our global markets

### Health and safety

- Our flexible work arrangement policy was maintained and supported across all global markets
- We continued to provide our global offering of employee assistance program services, providing mental health, financial, legal, and caregiver resources
- We continued to implement our global health and safety program, which considers the health and safety regulations of all the countries it operates within
- We completed our annual health and safety audits across all our offices

# 2022 Sustainability highlights



## Ethics and compliance

### Information Security

- Maintained ISO 27001 and ISO 9001 certification
- All new employees received Information Security, Privacy, and the Company Code of Conduct training
- Annual Information Security and Privacy policy refresher training issued

### Cyber Security

- All of our employees received training related to Wi-Fi Security awareness and phishing, and vishing and smishing awareness
- We sent out phishing simulation emails to all our staff



## Disclosure and transparency

- Completed the Ecovadis sustainability assessment
- Performed a gap analysis to prepare for reporting to the Carbon Disclosure Project (CDP) – climate change questionnaire in 2023
- We prepared our sustainability strategy based on the outputs of our materiality assessment, which followed the GRI guidance
- We launched the ESG Steering Committee in 2022, which is responsible for the company’s sustainability strategy and policy
- We prepared our first sustainability report with reference to the GRI standards



## Environmental impact

- We started the internal process to pursue committing to set science-based targets (SBT)
- 17% decrease in emissions from the 2019 baseline (Scope 1 and 2)
- Completed our company’s first Scope 3 GHG Emissions Report
- Replaced old lights with LED across multiple offices in the UK
- We turned on the “Green Flag” on our business travel management software Concur to highlight lower emissions travel options when booking flights
- When ordering supplies, we prioritized ecologically friendly options, eg, green cleaning products
- Recyclable products were used where possible, and reusable dishware and silverware are used at events

# Our ambition for sustainability at Envision



## Diversity, equity, and inclusion

At Envision Pharma Group, diversity, equity, and inclusion (DEI) are central to how we operate and are embedded in our culture and values of trust & respect, people first, accountability, team spirit, continuous innovation & improvement, and client centricity.

We are committed to pay equity as part of our inclusive work environment that respects and values the contributions of every employee.

Our key DEI strategic priorities include building a diverse pipeline of talent, fostering a culture of engagement and belonging, and advancing our community impact and partnerships.

We are also in the process of developing an enterprise diversity, equity, and inclusion policy and an established governance committee.



## Employee health, safety, and well-being

Envision Pharma Group strives to cultivate an environment where all employees can thrive.

EPG prioritizes employee health and well-being and aims to set the conditions for colleagues to thrive physically, mentally, and emotionally, enabling social connectivity and financial security through wellness programs, Employee Assistance Programs (EAPs), and flexible work arrangements that meet colleagues' needs at every stage of life.

# Diversity, equity, and inclusion

At Envision Pharma Group, diversity, equity, and inclusion are central to how we operate and are embedded in our culture and values of trust & respect, people first, accountability, team spirit, continuous innovation & improvement, and client centricity.

We respect the diversity of our people, their backgrounds, and experiences. We understand that to maximize diversity's value, we must lead with inclusion and establish a workplace where differences can thrive and be leveraged to empower the lives of our employees, patients, and customers globally.

## Structure and approach

As a global company, we strive to foster an inclusive work environment where all employees feel engaged, involved, and included with a strong sense of belonging and are able to contribute fully.

Our inclusive work environment is built upon a focus on our people, organizational processes, and strategic partnerships to enable us to maintain progressive practices that empower people to reach their full potential. We made significant progress against key DEI strategic priorities:

**Build a diverse pipeline of talent:** Attract, develop, and retain the diversity of talent and experiences to meet the needs of patients and customers. Our global dimensions of diversity are women, people with disabilities, ethnic/cultural diversity, and sexual orientation.

**Foster a culture of engagement and belonging:** Establish equitable workplace practices to support the growth, development, and overall well-being of each employee to thrive and succeed.

**Advance community impact and partnerships:** Establish organizational partnerships and networks to connect and develop relationships that value and respect the people and culture of the communities within our global markets.

### Our key targets

01

Achieve 50/50 male/female representation in senior leadership positions (by 2028)

02

100% of hiring managers receive training on DEI (by 2023)

03

Develop and publish enterprise DEI policy with an established governance committee (by 2023)



# Diversity, equity, and inclusion

## Build a diverse pipeline of talent

Our people are our most valuable capital. Their continued efforts and dedication enable us to grow and deliver our vision. Envision Pharma Group had a workforce of 1350 employees at the end of the reporting period, of which 1251 were full-time and 99 were part-time. 399 new employees were hired in 2022. With employees spanning different age groups, our multi-generational workforce enables us to tap into the best talent and skills of our employees at every level.

Through hiring and talent development efforts, we strive to achieve 50/50 male/female representation in senior leadership positions. As of the end of 2022, we achieved 49% female representation in senior leadership roles and 62% female representation across all organizational levels.

In the US, we maintained ethnic diversity with a representation of 23%, which is comparable to industry targets.

## Foster a culture of engagement and belonging

At Envision Pharma Group, we promote equitable practices to create an inclusive work environment that enables the growth and development of all employees regardless of differences. We value the diversity of our workforce through supporting employee resource groups, observing cultural practices that demonstrate respect and dignity of the customs and heritage within our local markets and enacting all employee training to reinforce our commitment to diversity, equity, and inclusion.

2022 also marked our first year creating opportunities for our employees to actively champion inclusion. Through our communications and engagement efforts, we successfully launched The Menopause Employee Group which provides the basis that enables us to expand into other communities in 2023 and beyond.



### Career progression

- Based on merit and accompanied by training and development opportunities
- The gender profile of promotions tracks with our gender profile for the organization

### Recruitment

- We attract a diverse pool of candidates, and select the right candidates through a fair and balanced process



# Diversity, equity, and inclusion

## Employee training and development

Our people are the central pillar underpinning our success and the key driver propelling our business development. We are dedicated to providing our employees with training and education opportunities that support their professional development. We want our team members to expand their knowledge and enhance their skills. When we excel as individuals, we succeed as a team. We nurture a culture to encourage professional development and recognize and reward each other's achievements.

An array of training has been rolled out to enhance our employees' professional competence, such as our Foundation and Next Level leadership and Early Talent development programs. We also run soft skills training courses. On-demand access to a broad range of eLearning resources is available via our learning management system.

Furthermore, we offer personal and professional development planning and coaching to team members identified via quarterly talent reviews. The majority of our employees received a performance and career development review in 2022.

## Pay equity

We are committed to pay equity as part of our inclusive work environment that respects and values the contributions of every employee. As part of this commitment, we strive to be externally competitive while ensuring internal equity across our organization through core benchmarking practices and market assessments of targeted roles to achieve pay equity across all global markets.

In the UK, we achieved a 14.7% gender pay gap in 2022, which is below the national statistic. Our success was due to benchmarking roles, reviewing our compensation philosophy and assessing the competitive landscape of our most critical roles.

In 2022, we completed a Total Rewards survey to understand the needs/wishes of the organization with regards to reward and compensation. We also embarked on a market evaluation of all salaries, which will continue into 2023. We successfully launched The Menopause Employee Group which provides the basis that enables us to expand into other communities in 2023 and beyond.

# Diversity, equity, and inclusion

## Advance community impact and partnerships

In 2022, we launched a global partnership with the Healthcare Businesswomen's Association. This partnership will kick off our Women's Business Resource Group and help shape the efforts of this global community.

A new training program was launched targeting candidates in Johnson City, Tennessee where there is a high unemployment rate, aimed at teaching the foundation of pharmaceutical government pricing. The trainees identified were a diverse group of candidates with over 50% female representation across multiple generations. This program provides training which positions these individuals for a long-term, progressive career in the niche field of government price reporting.

Several offices in the UK and US participated in fundraising events for the LGBTQ+ community as part of our global Pride month celebration(s) in 2022. We also doubled the amount fundraising by matching every employee's contribution.

## HOPE Foundation

Led by the Board of Directors and guided by an employee-run steering committee, the Envision HOPE Foundation's mission is to improve the lives of underserved people by supporting health education and medical care from the local to global level. The foundation supports activities that expand access to healthcare including nutrition and mental health, equality to science and medicine, funding medical research, providing educational opportunities, or otherwise benefit an underserved population.

The iEnvision submission portal was launched in 2022, through which employees can submit requests to support local, regional, or international charities. The iEnvision portal is used to track and keep a record of all foundation donations. During 2022, we've made donations toward the Ukraine support programs of four charities, namely the Doctors Without Borders, World Central Kitchen, Sunflower of Peace, and Direct Relief. Other programs supported include the Student Voice Prize initiative championed by Beacon for Rare Diseases, which seeks to expose medical students to the rare disease patient experience, as well as The Deirdre O'Brien Child Advocacy Center, Preventive Cardiovascular Nurses Association, and a fundraising matching for the Campaign Against Living Miserably.

# Employee health, safety, and well-being

Our Envisionary culture is a special environment that gives every employee a voice, the space to invent, and the chance to excel. A place where, every day, people laugh, think, and are excited about the possibilities the day brings. We place our employees' health, safety and well-being at the centre of our business model.

We provide substantial benefits for health, finances and well-being, and our #InThisTogether well-being program provides nominated mental health champions, programs, and training. As part of our mission to create an inclusive workplace, we will continue to collect and analyze workforce data on diversity to implement targeted and focused initiatives across the business. In 2022, we had 25 #InThisTogether Champions leading these initiatives in all our markets globally.

We have always supported flexible working, for example, through remote working and part-time working. Our Flexible Working Framework, launched in 2019, continues to allow team members to adapt their working arrangements to support themselves.

We also operate a global health and safety program that takes into consideration the health and safety regulations of all the countries in which we operate. We conduct annual health and safety audits to ensure we are fully compliant with all relevant laws and regulations.

### Our key targets

01

100% of offices covered by health and safety reviews (by 2023)

02

100% employees to complete Display Screen Equipment (DSE) assessments (by 2023)

03

100% of employees have access to wellness and employee assistance programs and flexible work arrangements (by 2025)



# Our ambition for sustainability at Envision



## Ethics and compliance

We are committed to ensuring that customer information and privacy are adequately protected and properly managed. Envision Pharma Group is certified under ISO 27001, which is an auditable international best practice standard that formally outlines requirements for an Information Security Management System, and ISO 9001 (Quality Management).

Envision Pharma Group protects prospective and existing clients with pertinent security and privacy regulatory requirements, such as Privacy Shield and GDPR.

We endeavor to retain our ISO 27001 certification and extend its coverage where possible. We will also look at using other suitable ISO certifications, such as ISO 27701 (Privacy Information Management).



## Disclosure and transparency

At Envision Pharma Group, we are committed to disclosing accurate information to help our stakeholders better understand our performance on ESG matters.

We will disclose our ESG information in line with well-established sustainability benchmarks such as EcoVadis and CDP, and reporting frameworks such as GRI.

To further ensure robust governance and transparency, we will use standards such as ISO to manage the company's operations in a responsible manner and will comply with all appropriate legal requirements.



# Ethics and compliance

Ethics and compliance are crucial to the long-term development and success of Envision Pharma Group. We are committed to complying with all relevant and applicable laws and regulations of the countries in which we operate.

## Governance

Corporate governance is an important factor in our success, providing a strong foundation for the establishment of trust and transparency with our clients, employees, and business partners. As outlined in our code of conduct, we commit to and require that each of our directors, officers, and employees always conduct in accordance with ethical principles that reflect the highest standard of corporate and individual behavior.

We are committed to acting professionally, fairly, and with integrity in all our business dealings and relationships. We uphold all laws relevant to countering bribery and corruption in all jurisdictions in which we operate, including the US Foreign Corrupt Practices Act 1977 and the UK Bribery Act 2010, and expect strict compliance with our Anti-Corruption and Bribery Policy. We take a zero-tolerance approach to modern slavery and are dedicated to maintaining a fair and ethical workplace for all our team members.

We comply with all applicable employment legislation relating to employee recruitment and employment terms. We further require our contractors and suppliers to prevent modern slavery by ensuring all their employees and workers are treated with dignity and respect in a fair and ethical working environment. We have a process in place to assess potential vendors and ensure that they can comply with our values and standards,



# Ethics and compliance

## Customer privacy

Protecting privacy is critical to our operations, our reputation, and maintaining the trust of the clients, employees, business partners, and others with whom we interact. We are a global company and tailor our practices to meet all applicable requirements for data protection and privacy.

We are certified under the International Standard Organization (ISO) 27001 and ISO 9001. By attaining these certifications, we ensure the fulfilment of commercial, contractual, and legal responsibilities, provide a common security approach within the business units and a formal basis for interoperability between the business and our customers, as well as ensuring that a quality management system is in place.

We protect prospective and existing clients with pertinent security and privacy regulatory requirements, such as Privacy Shield and GDPR. We endeavor to retain our information security accreditations and extend their coverage where possible. We will also look at using other suitable ISO certifications, such as ISO 27701 (Privacy Information Management).

In addition, we utilize data protection impact assessments to identify, analyze, and minimize data protection risks and have a process in place to appropriately respond to data subject access requests.

In 2022, we also conducted training on security and privacy policy, shared WiFi security awareness, phishing, vishing, and smishing awareness. All new employees were also offered training on information security, privacy, and our code of conduct.

### Our core privacy principles

Lawfulness, fairness, and transparency

Personal data must be processed lawfully, fairly, and in a transparent manner

Purpose limitation

Personal data must be collected for specified, explicit, and legitimate purposes

Data minimization

Personal data must be adequate, relevant, and limited to what is necessary

Accuracy

Personal data must be accurate and, where necessary, kept up to date

Storage period limitation

Personal Data must be kept for no longer than is necessary for processing purposes

Integrity and confidentiality

Appropriate measures must be used to ensure appropriate data security

### Our key targets

01

Maintain information security accreditation (ISO 27001/ISO 9001/SOC2) (Annually)

02

Implement a monitoring process to ensure clients covered by security and privacy regulatory requirements (by 2024)

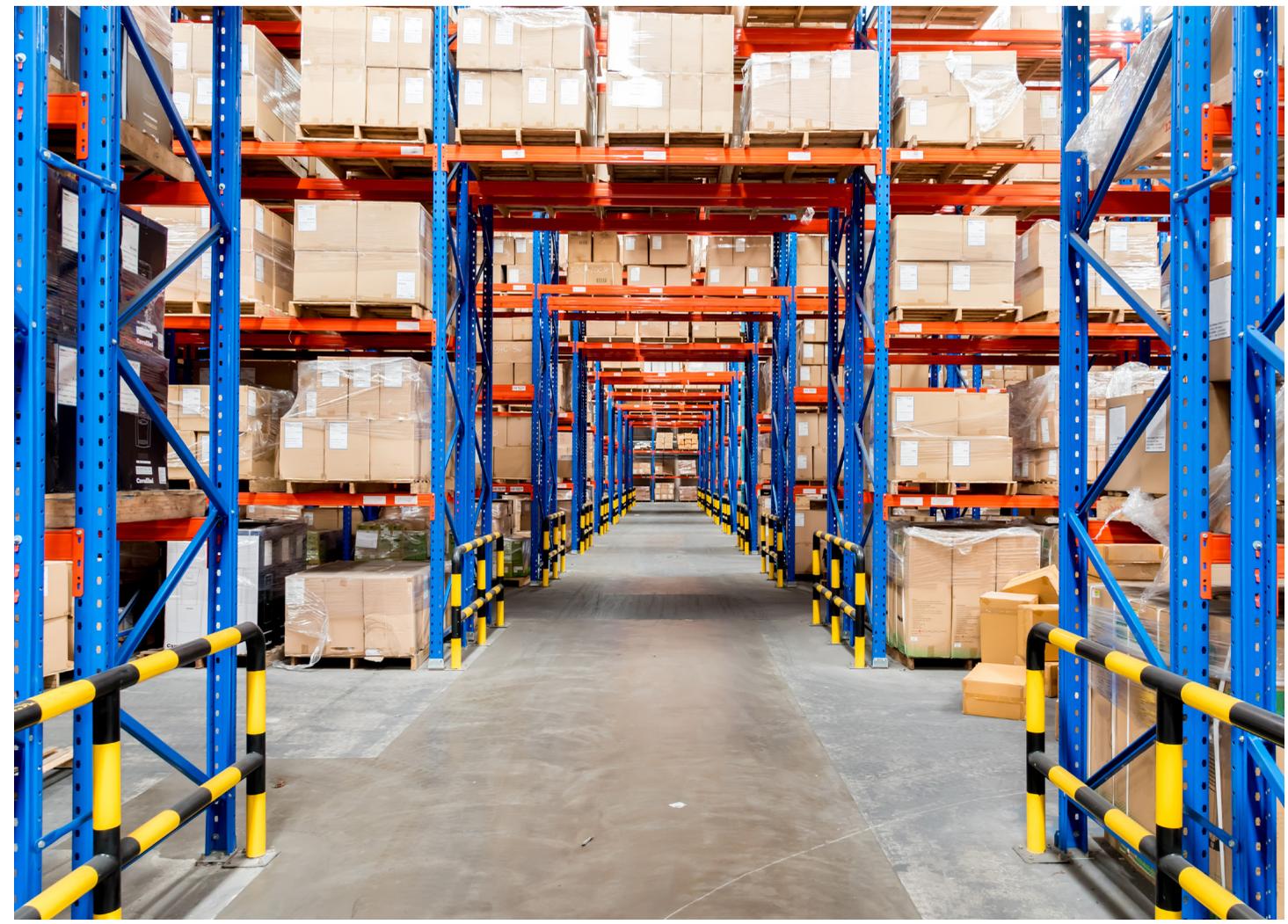
03

Align to an Environmental ISO (by 2025)

04

Plan, prepare, and implement ISO 27701 (Privacy) (by 2024)

# Responsible supply chain practices



We are committed to working with suppliers that share our aspiration to become a more sustainable business. We put emphasis on embedding high standards of environmental and social conduct across our supply chain. We practice responsible procurement and give preference to suppliers with sustainability credentials.

In order to more effectively manage the environmental and social risks in our supply chain, we are currently in the process of developing a supplier assessment framework to evaluate the sustainability performance of our potential and existing suppliers on a regular basis. In 2021, we began to screen our potential new suppliers using environmental and social criteria.

Furthermore, we will engage with our suppliers to assess compliance with sustainability requirements and encourage the adoption of more sustainable practices. By working together with our suppliers, we can strengthen the environmental, social and governance credentials of our supply chain and reduce our value chain GHG emissions.

### Our key targets

**01**

Develop a supplier program (by 2023) to implement (by 2024)

**02**

Publish supplier diversity/responsible sourcing program information on our website (by 2024)

**03**

Develop a strategy to increase spending with small and local suppliers (by 2024)

# Disclosure and transparency

Disclosure and transparency on sustainability impacts and achievements to investors, shareholders, customers, clients, and other stakeholders are integral to tracking progress and performance, promoting accuracy, and building trust.

### Reporting to sustainability frameworks

At Envision Pharma Group, we recognize the importance of sustainability reporting and have made efforts to participate in sustainability assessments and frameworks such as Ecovadis. To further demonstrate our commitment to sustainability, we have also planned to participate in the CDP Climate Change questionnaire and commit to the science-based targets initiative in 2023.

### Governance

Conducting business with trust and respect is one of our core values, and nothing is more important to our success than the strength of our reputation. In line with our vision and values, we believe that our future lies in driving growth in a sustainable and socially responsible manner and in accordance with the highest ethical standards. We ensure we comply with relevant laws and regulations in the countries in which we operate.

Over the last year, our ESG Steering Committee has been working with purpose on various initiatives covering topics including environmental sustainability, diversity and inclusion, and compliance. The ESG Steering Committee meets quarterly or monthly, depending on commitments.

The ESG Steering Committee has the overall responsibility for overseeing the implementation of our sustainability policy. Members of the senior management team will ensure actions are implemented to achieve the targets related to the policy.

Furthermore, we also have a whistle-blowing mechanism in place for potential issues to be raised anonymously.

### ESG risk management

Our risk management process focuses on assessing ESG matters across suppliers and leased offices. We pursue continuous engagement with our landlords to improve their sustainability and, more specifically, energy-related practices.

### Centralizing the process

At Envision Pharma Group, we are committed to improving our performance on sustainability and achieving meaningful, impactful targets. This includes supporting our clients to achieve their own sustainability commitments. We are currently working on our sustainability strategy and establishing sustainability goals that can be embedded into how we operate at every level.

To manage client requests in this area, we have set up a sustainability mailbox and appointed a central point of contact for all enquiries relating to sustainability across ESG matters.

Correspondence can be sent to: [SustainabilityRequests@envisionpharma.com](mailto:SustainabilityRequests@envisionpharma.com)

This mailbox will be monitored daily (on UK working days) by Envision's ESG team.

### Broadening our engagement

Our ambition is to broaden our materiality assessment scope in our next sustainability report to ensure greater alignment with clients and stakeholders as we continue our journey. This will help us define our commitments and our targets as we move to utilizing voluntary global commitment platforms for company disclosures in the coming years.

### Our key targets

- 01**  
 Develop a website section disclosing ESG strategy and progress by 2023
- 02**  
 Achieve an Ecovadis score of 50 and above by 2025
- 03**  
 Establish an ESG Committee by 2023
- 04**  
 Align sustainability report to the GRI by 2024
- 05**  
 Achieve CDP Score B for the Climate Change Questionnaire by 2027
- 06**  
 Conduct climate risk and opportunities assessment by 2023

# Our ambition for sustainability at Envision



## Environmental impact

Monitoring and reducing our impact on the environment is one of our key focus areas. Envision Pharma Group will focus on concrete actions such as improving data quality to better understand our current consumption.

To assess the progress of our efforts, we have increased the scope of our GHG inventory to include Scope 3 emissions and will pursue setting science-based targets.

We will aim to increase recycling rates, reduce waste across our offices, and implement sustainable travel initiatives such as awareness training to encourage low-carbon options.

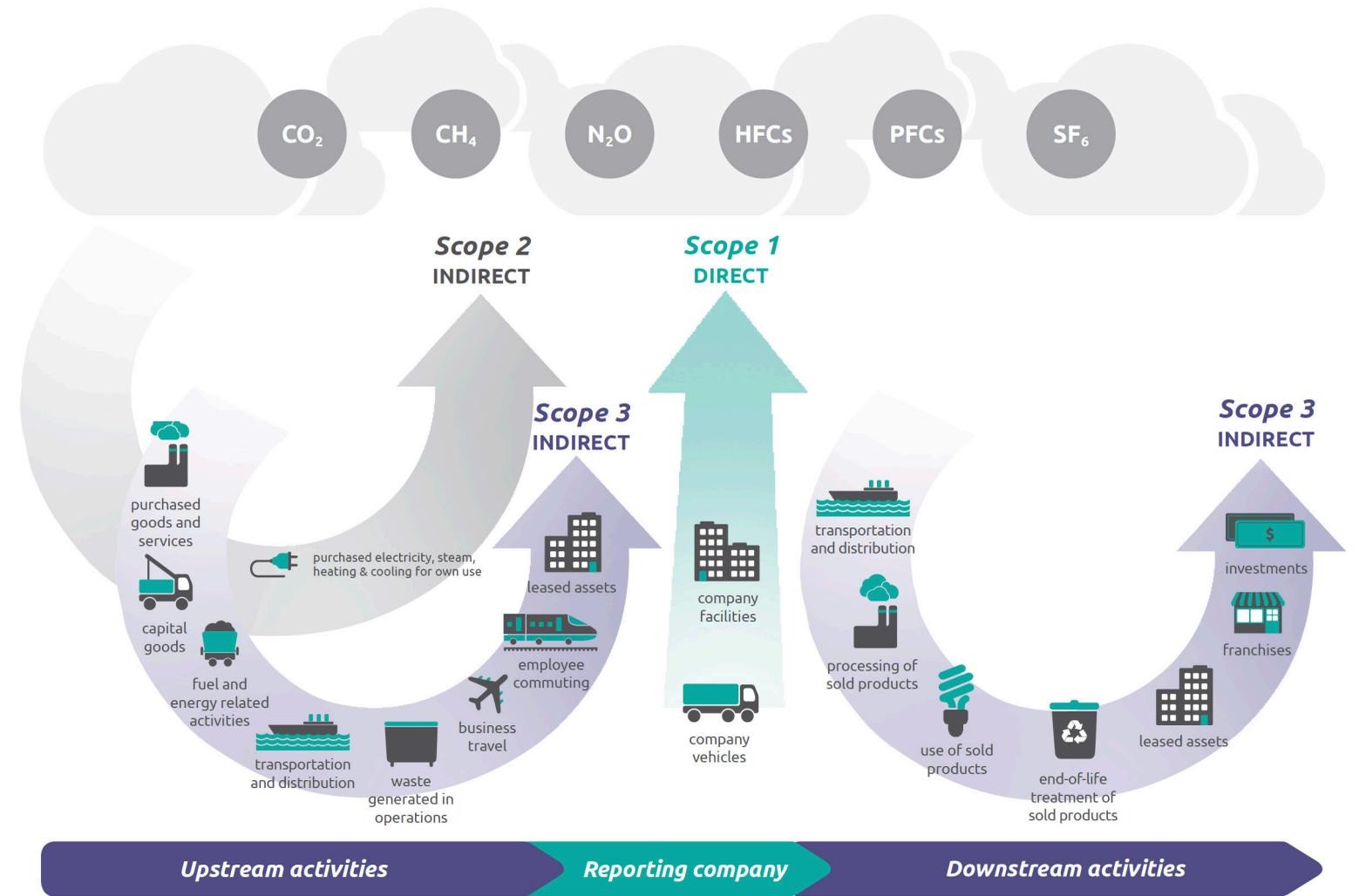


# GHG emissions/environmental impact

Envision has calculated its GHGs according to the GHG protocol, which helps us to understand our environmental footprint. This allows us to understand where our emissions are coming from and find opportunities for reduction.

Scope 1 and Scope 2 represent those areas where we have control of our emissions. Scope 3, on the other hand, represents those emissions related to our company where we have limited or no control.

This image opposite is sourced from the GHG protocol and shows the range of the emissions and activities within each of the different scopes we calculated.



# GHG emissions/environmental impact

Monitoring and reducing our impact on the environment is one of our key focus areas. At Envision Pharma Group, we support the aim of being carbon neutral. We initiated our own process in 2019. Savills Sustainability, our third-party consultants, has assisted us to assess our impact on the environment by completing our GHG emissions report.

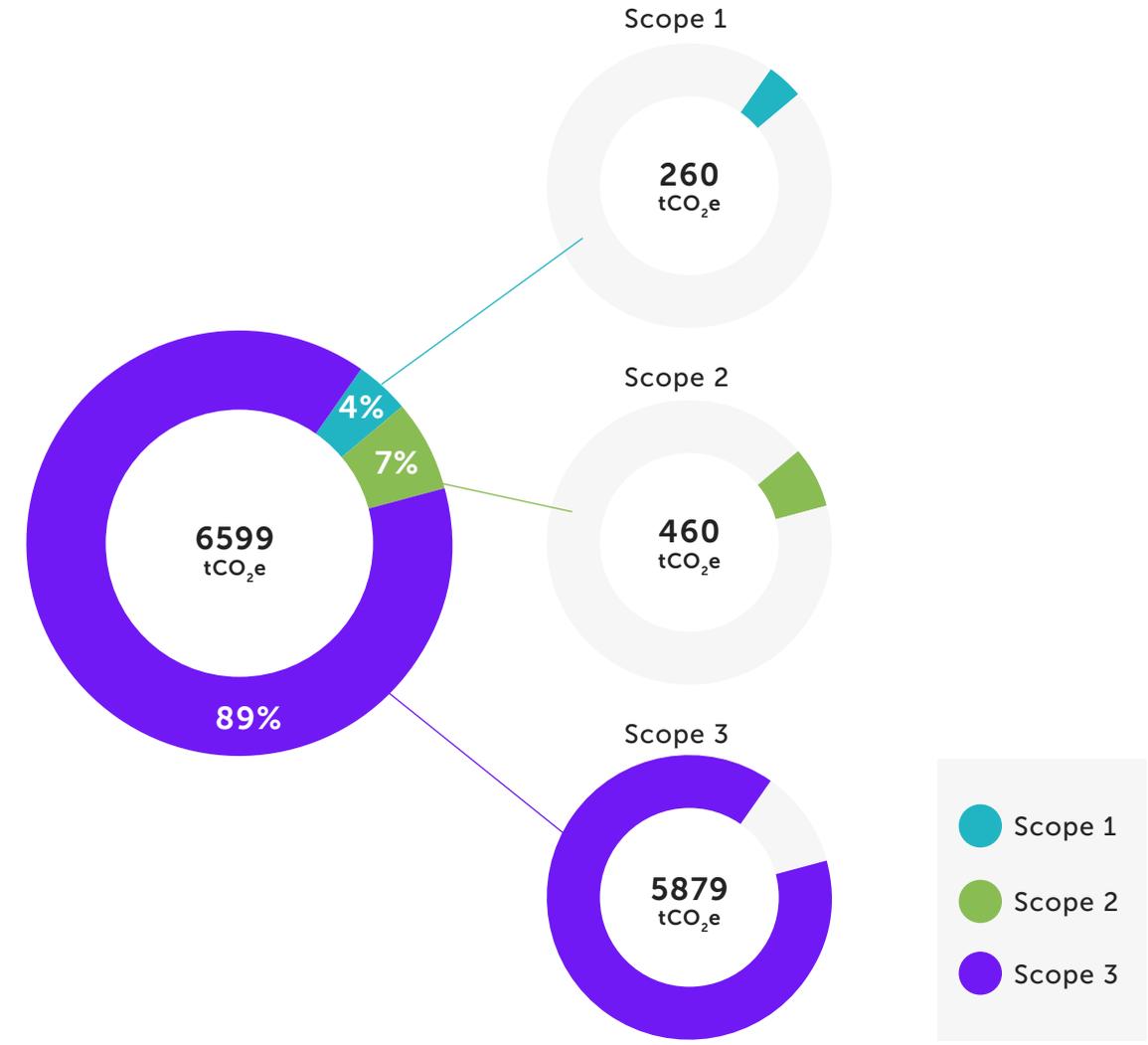
In 2022, we developed targets to address each of our priority material topics, which include environmental impacts.

We strive to improve our energy efficiency, reduce energy use and, where possible, switch to procuring renewable electricity to reduce our GHG emissions. To assess the progress of our efforts, we performed our first Scope 3 assessment that covered all relevant emissions categories. Furthermore, in 2023 we will pursue setting science-based targets.

We have also reduced waste generated from our operations by engaging charities and waste specialists to prevent waste from going to landfill. We will continue to increase recycling rates, reduce waste across our offices, and implement sustainable travel initiatives such as awareness training and highlighting the Cycle to Work scheme to encourage low-carbon travel options.

**Our key targets**

<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>
25% decrease of Scope 1 and 2 emissions by 2030 from 2019 baseline (by 2030)	10% decrease of Scope 3 emissions by 2030 from a 2022 baseline	Develop a science-based target (SBT) (by 2023)	Procure 100% renewable electricity (by 2030)



# GHG emissions/environmental impact

## Greenhouse gas emissions

At Envision Pharma Group, measuring our impact helps us to make informed decisions about how we choose what we're ordering, where we are traveling, and identifying what is consuming the most energy in order to identify reduction opportunities and put in place ambitious reduction targets. EPG has plans to commit to setting SBTs. Most of our emissions fall into Scope 3 which totalled 5879 tCO<sub>2</sub>e.

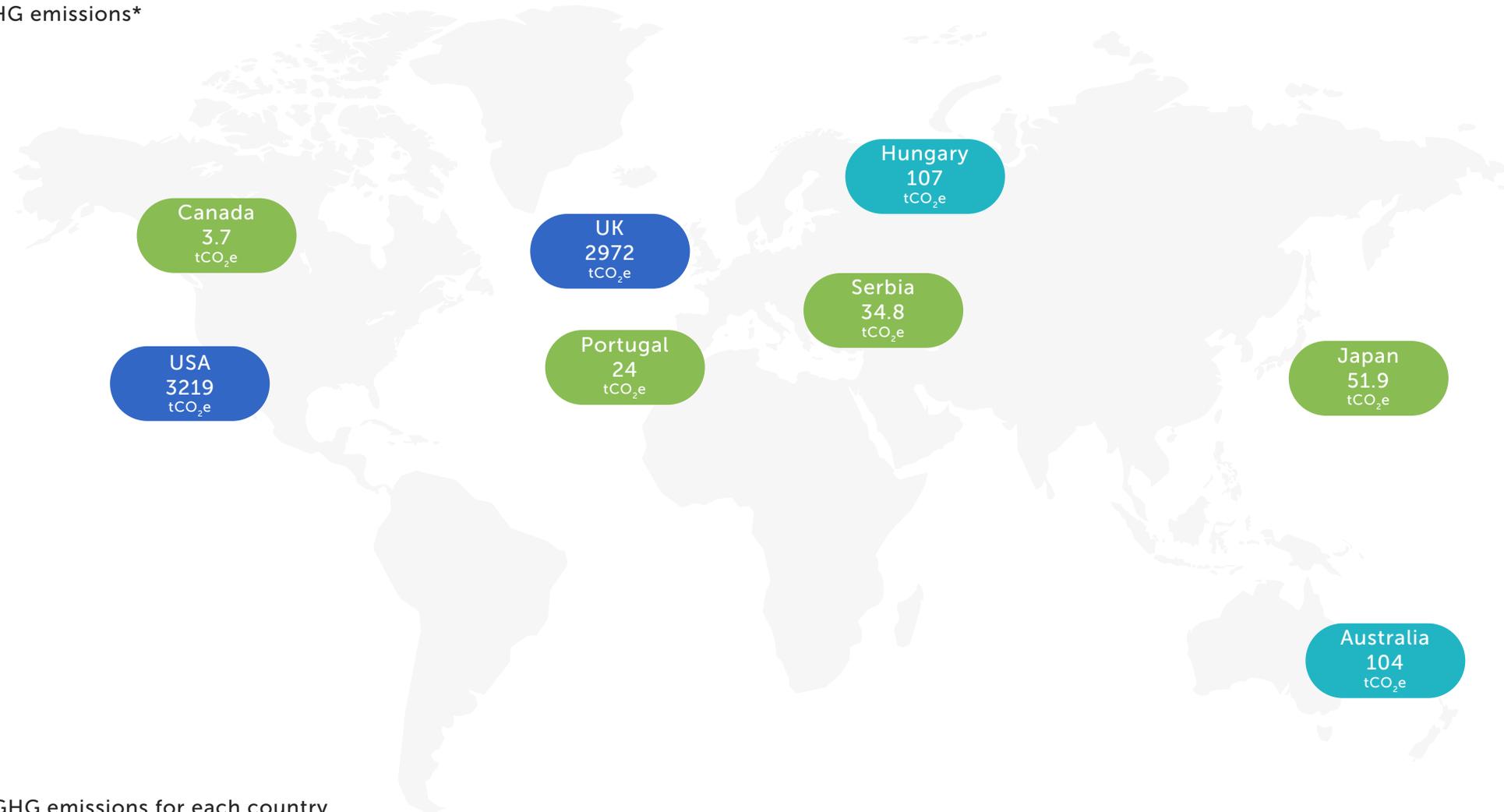
We recognize that it is important to reduce our emissions as a business and that our emissions also contribute to our clients and other stakeholders Scope 3 emissions.

Our strategy is to introduce some education at the point at which decisions are made, when considering what we buy or what we dispose of to help empower our employees to make the right choices.

Envision Pharma Group - GHG emissions (tCO <sub>2</sub> e)						
Scope	Category	2019	2020	2021	2022	2022 vs 2019
S1	Natural gas	253	242	243	260	3%
	Company cars	8	2	2	-	-100%
S2	Scope 2 (location-based)	533	413	356	401	-25%
	Scope 2 (market-based)	608	455	387	460	-24%
<b>Scope 1 and 2 (Market-based)</b>		<b>869</b>	<b>699</b>	<b>632</b>	<b>720</b>	<b>-17%</b>
S3.1, S3.2, S3.4	Purchased goods and services, capital goods, and upstream transportation and distribution	2.0	2.0	0.7	3974	n/a
S3.3	Energy-related activities not captured in s1 or s2		Not reported		133	n/a
S3.5	Waste generated in operations	23.9	15.8	12.0	8.1	-72%
S3.6	Business travel	1658	409	83	576	-65%
S3.7	Employee commuting and working from home		Not reported		971	n/a
S3.8	Upstream leased assets		Not reported		162	n/a
S3.10	Processing of sold products		Not reported		55	n/a
<b>Scope 3</b>		<b>1689</b>	<b>427</b>	<b>96</b>	<b>5879</b>	<b>n/a</b>
<b>Total (Market-based)</b>		<b>2558</b>	<b>1126</b>	<b>728</b>	<b>6599</b>	<b>n/a</b>
<b>GHG Intensity (Market-based) (tCO<sub>2</sub>e/ft<sup>2</sup>)</b>		<b>22.94</b>	<b>8.78</b>	<b>5.68</b>	<b>51.47</b>	<b>n/a</b>

# GHG emissions/environmental impact

Global Impact – GHG emissions\*



\*Scope 1, 2, and 3 GHG emissions for each country

# Appendix: Global Reporting Initiative (GRI) content index

We use this framework to reference our report for our disclosure.

GRI Standard	Disclosure	Location in this report or direct response
GRI 2: General Disclosures 2021	2-1 Organizational details	Company overview
	2-2 Entities included in the organization’s sustainability reporting	Company overview
	2-3 Reporting period, frequency, and contact point	Letter from the ESG Steering Committee
	2-4 Restatements of information	Not applicable
	2-5 External assurance	We are reviewing the possibility of obtaining external assurance in the near future
	2-6 Activities, value chain, and other business relationships	Company overview
	2-7 Employees	Diversity, equity, and inclusion; employee health, safety, and well-being
	2-8 Workers who are not employees	In 2021, we had 135 work orders where freelancers were employed
	2-11 Chair of the highest governance body	Letter from the ESG Steering Committee
	2-12 Role of the highest governance body in overseeing the management of impacts	Disclosure and transparency
	2-13 Delegation of responsibility for managing impacts	Disclosure and transparency
	2-14 Role of the highest governance body in sustainability reporting	Disclosure and transparency
	2-23 Policy commitments	Sustainability at Envision Pharma Group
	2-26 Mechanisms for seeking advice and raising concerns	Disclosure and transparency
2-27 Compliance with laws and regulations	Disclosure and transparency	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our approach to sustainability
	3-2 List of material topics	Our approach to sustainability
	3-3 Management of material topics	Our approach to sustainability



# Appendix: Global Reporting Initiative (GRI) content index

GRI Standard	Disclosure	Location in this report or direct response
GRI 302: Energy 2016	302-1 Energy consumption within the organization	GHG emissions/environmental impact
	302-3 Energy intensity	GHG emissions/environmental impact
	302-4 Reduction of energy consumption	GHG emissions/environmental impact
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG emissions/environmental impact
	305-2 Energy indirect (Scope 2) GHG emissions	GHG emissions/environmental impact
	305-3 Other indirect (Scope 3) GHG emissions	GHG emissions/environmental impact
	305-4 GHG emissions intensity	GHG emissions/environmental impact
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	GHG emissions/environmental impact
	306-2 Management of significant waste-related impacts	GHG emissions/environmental impact
	306-3 Waste generated	GHG emissions/environmental impact
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible supply chain practices
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible supply chain practices
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity, equity, and inclusion; employee health, safety, and well-being
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversity, equity, and inclusion; employee health, safety, and well-being
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Diversity, equity, and inclusion; employee health, safety, and well-being
	404-3 Percentage of employees receiving regular performance and career development reviews	Diversity, equity, and inclusion; employee health, safety, and well-being
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, equity, and inclusion; employee health, safety, and well-being
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible supply chain practices
	414-2 Negative social impacts in the supply chain and actions taken	Responsible supply chain practices
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics and compliance