



# Healthy Business Healthy World





## Integrating sustainability into our business

As a business, our actions and choices have an impact on the health of the planet. We choose to make that impact a positive one. That's why we run a responsible, sustainable business, supporting our employees, our partners and the communities where we work to grow together and create a healthier world for us all.

## Integrating sustainability into our strategy

**Our sustainability approach is integral to our business strategy.**

By collaborating with our internal and external stakeholders and integrating environmental and social governance factors into our decision making processes, whilst also retaining and attracting talent of the highest quality, we have the long-term aim of enhancing the company value and continuing to build on our strong reputation to become leaders in the Small to Medium Enterprise (SME) segment of the pharmaceutical market.



**Being a People Business**



**Being a Competitive Business**



**Being a Responsible Business**

## Our 3 Pillars of Sustainability

To successfully integrate sustainability into our business's strategy, it must address how we look after our people, our business, how we are competitive, and how we can be responsible in our actions.

Therefore our three pillars of our sustainability strategy are:

 <p><b>Being a People Business</b></p> <hr/> <p>People's health is at the heart of our business. We are supporting the wellbeing of our employees and the local communities where we work. We are creating a positive workplace for people at every stage of their career.</p>	 <p><b>Being a Competitive Business</b></p> <hr/> <p>To build a healthy business, we are finding new, sustainable ways of doing things while sharing our goals and progress. We are honest about what is working and what is not so that we can all improve.</p>	 <p><b>Being a Responsible Business</b></p> <hr/> <p>We make decisions that create a healthier world. We are focusing on the carbon footprint of our business, the impact of our products and supply chain, and how our workplaces operate.</p>
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## Aligning our 3 Pillars with SDG Goals

Our 3 pillars of sustainability are aligned with the United Nations Sustainable Development Goals



**Being a People Business**

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**Sustainable Development Goals**

- Good Health & Wellbeing
- Quality Education
- Sustainable cities and communities

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3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

11 SUSTAINABLE CITIES AND COMMUNITIES

# Aligning our 3 Pillars with SDG Goals

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## Being a Competitive Business

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**Sustainable Development Goals**

- Decent work & economic growth
- Industry, Innovation and Infrastructure
- Partnership for the Goals

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**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**17** PARTNERSHIPS FOR THE GOALS





## Being a Responsible Business

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**Sustainable Development Goals**

- Affordable & clean energy
- Responsible Consumption and Production
- Climate Actions

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**7** AFFORDABLE AND CLEAN ENERGY



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



## Putting our 3 Pillars into action



### Being a People Business

#### How we're making an impact

- Employee training and education
- University partnerships to create internships
- Give back to local communities with charity days
- Great Place To Work certification
- Support employees' mental health and wellbeing



### Being a Competitive Business

#### How we're making an impact

- Show how sustainability is part of our vision and mission
- Showcase our sustainable brand and agenda at events
- Share our sustainability communications plan with all stakeholders
- Connect with talented innovators and start-ups to find solutions
- Working towards a B Corp Certification



## Putting our 3 Pillars into action

...continued



### Being a Responsible Business

#### How we're making an impact

- Reduce our carbon footprint including sustainable workplaces and practices
- Reduce our carbon footprint by building a responsible supply chain
- Work to align to NHS net zero plans (UK only)
- Employee Sustainability Award
- Development of ESG criteria and working towards annual reporting with development of updated policies



If you would like any more information or to talk to us further about our sustainability strategy, please get in touch with Karen Pulley on the details below:

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