

Simbec-Orion

Annual Sustainability Report 2023



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01. Message from our CEO



We are a Contract Research Organisation (CRO) specialised in complex trials and indications of high medical needs, particularly oncology and rare or ultra-rare diseases and translational medicine. We have an incredible opportunity to support the development and delivery of advances in medicines which can potentially transform the lives of patients.

We have a strong heritage, having been established nearly 50 years ago and responding to the evolving needs of our clients has made us the organisation we are today. Offering a full-service clinical development portfolio, but with the size, agility, and structure to bring added value and to respond rapidly when needed.

How we continue to sustainably develop our business is a crucial element of the strategic vision of our company. We continue to change the way we think and work to better address our impact on the world around us. We are now focused on improving how we measure and disclose our impact.

For the first time in 2022, we have started to better understand and measure our impact on the planet by calculating our carbon footprint (Scope 1 to 3 emissions). We have offset our 2022 and 2023 Scope 1 and 2 carbon emissions and are developing a carbon emissions reduction plan.

This is our first Annual Sustainability Report. This report outlines our approach and assesses how we are meeting our responsibilities to ensure a sustainable future.

We have responded well to the challenges that 2023 has presented, through our team's dedication to delivery, their resilience and teamwork and the ongoing support of our Board. We remain agile and proactive to emerging industry trends and encourage all our employees to continue to be forward-thinking.

Fabrice Chartier, Group CEO

02. We Are Simbec-Orion

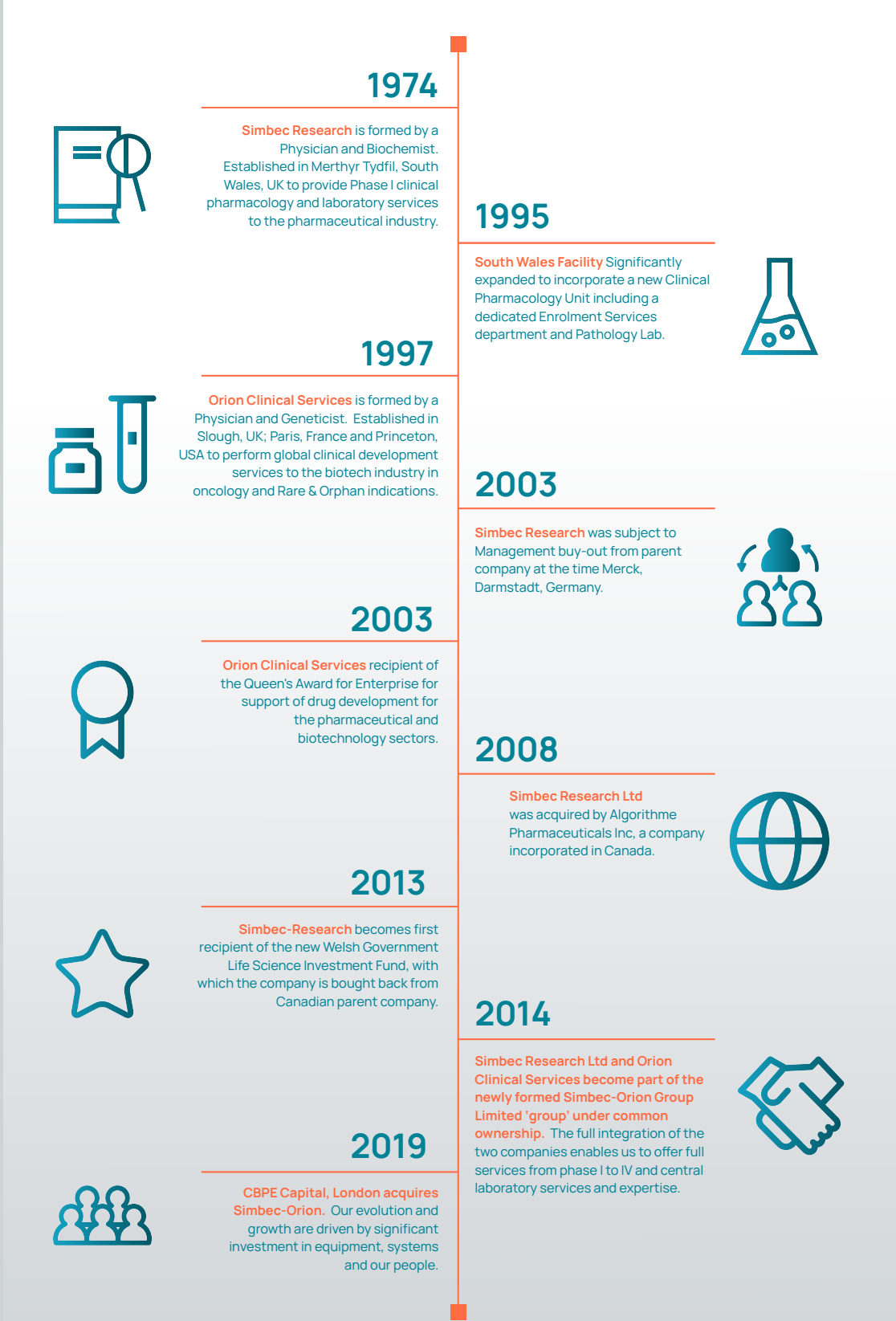
We are Simbec-Orion, a **full-service Contract Research Organisation (CRO)**, who for nearly five decades, has been providing clinical trial services across a wide range of therapeutic indications and drug development phases. We have a flexible, specialist approach and we strive to become a trusted partner for our clients. Our passion is Oncology, Rare & Orphan indications and clinical pharmacology.

We provide full-service clinical development solutions for small and mid-size drug developers.

With a focus on tailor-made and scalable solutions, we adapt our delivery style, communications, and operations to suit the demands of our clients' projects, helping them to achieve their drug development objectives. Ultimately, our common goal is to improve patients' lives.

We are managing our growth as a full service CRO to ensure we can continue to bring key benefits for our client: the trials we manage will gain from the broad experience and services of a larger organisation, with the compassion, personal service, dedication, and care of a smaller one.

Our History



2023 Industry Trends and Challenges

People



In 2023, especially in the first half of the year, we continued to see Cost of Living inflationary pressures on our employees along with a competitive recruitment environment.

We have remained fully committed to our Corporate objective of Making Simbec-Orion a Great Place to Work including a continued focus on competitive and fair pay and ongoing enhancements to our Benefits package to support our employees. We have also created a new Learning and Development Team to support employee personal and professional development.

As we grow, we are also determined to remain as agile as possible in all aspects of our organisation and if we can see an opportunity where we can make a positive impact, we will endeavour to take action. We were able to implement the 2022/2023 winter allowance and additional days of company leave for the festive break in December 2023 which were well received by our teams.

We continue to see positive trends in employee engagement through our annual survey and through other avenues. We were very pleased that 87% of our team engaged with our 2023 employee survey - the results of which are informing our focus and actions for 2024.

Prosperity



2023 has been one of the most challenging years for the UK regulatory environment in recent memory due to the MHRA suffering a well-publicised crisis with reduced staff resulting in extensive delayed timelines and backlog for CTA and Substantial Amendment reviews. These delays have particularly impacted the UK Phase I industry including our own Clinical Pharmacology Unit. Whilst the group has still grown in revenues by 7% from 2022 to 2023, these UK regulatory challenges have impacted the level of growth. However, since September 2023, the latest MHRA performance data shows that clinical trial applications continue to be handled within 30 days and amendments within 35 days, i.e. applications are now being handled within statutory timescales. Through our engagement with the MHRA and Phase I community, we are confident that these challenges are being put behind us and that the MHRA is committed to ensuring the UK is promoted as a great place to conduct early-phase research.



We have also observed some challenges in the Biotech funding environment with some Biotech companies initiating employee reductions and streamlining clinical development plans to conserve cash. The funding difficulties in our clients and would-be clients have sometimes meant delays in decision-making or adjustment to clinical development plans. In 2023 we have placed particular emphasis on developing senior client governance relationships to ensure we build trusted relationships where clients share their corporate challenges, and we can help them find solutions to the most cost-effective ways to execute their clinical development plans. We also target a steady revenue stream by ensuring we target a variety of studies and multi-asset clients and ensuring no single client contributes more than 15% of our annual revenue.



We are keeping a close watch on emerging technology and trends, including AI. We were excited to announce our strategic partnership with biotx.ai in 2023, which will bring AI-powered insights and predictive models to support data-driven clinical trial design for our clients and ultimately has the potential to support the acceleration of time-to-patient access.



Despite global challenges such as the UK regulatory environment, the Biotech funding environment, and Geopolitical tensions we have still managed to achieve global growth in 2023 importantly we have laid strong foundations for nearly 20% growth in 2024.

Strategically we remain committed to doing meaningful work contributing to global health improvement.

Planet

In 2023, we started our carbon literacy journey in earnest, and reducing our carbon footprint will perhaps be one of our biggest challenges, for which we will need support from all our employees.

For the first time in 2022, with the support of a specialist provider using available data and recognised methodology, we calculated our carbon footprint (2022: Scope 1-3 1,542.2 tonnes CO₂e). In 2023, we have continued to refine our data collection and analysis, including staff commuting and business travel surveys, to more accurately calculate our footprint. Our 2023 carbon total emissions (Scope 1 to 3) were 1,749 tonnes CO₂e, with our carbon intensity (43.7 tonnes CO₂e per £m revenue) being below the average for the industry sector (sector average 60 tonnes CO₂e per £m revenue).

The highest emissions for Simbec-Orion are generated by Purchases (34.6%), Transport (20.8%), Business Travel (18.6%) and Staff Commuting (14.1%). Whilst we have expanded geographically, we have made a strategic decision to reduce our physical footprint with the downsizing of office space in Slough and Paris. Although it is estimated that Working from Home contributes 5.8% of our carbon emissions, we will continue to ensure that Working from Home remains embedded culturally and operationally as it provides a sustainable alternative to expanding our physical footprint. We have continued to invest in and protect our line of business IT systems to ensure we enable working remotely efficiently and collaboratively. A core part of our business is monitoring Investigator sites, and where possible we are performing remote visits and recruiting CRAs locally to sites to minimise business travel.

2023 has made us much more aware of the material ESG impacts/opportunities through our risk assessment in line with the Task Force on Climate-Related Financial Disclosures (TCFD). This in turn has made us much more aware of the carbon footprint and sustainability pressures that our clients and vendors are also experiencing. We are convinced that our ongoing focus and efforts such as investment in technology/digitalisation will support carbon footprint reduction in the wider drug development cycle.

03. Our Approach to Sustainability



We are aligning our approach with the United Nations seventeen Sustainable Development Goals (SDGs) which aim to address inequalities and challenges across the planet whilst aiding development and protecting the environment. We are focussing on addressing the following SDGs where we can make the most impact due to our business and expertise.

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION

The following four pillars provide our Environmental, Social and Governance (ESG) framework:



Principles of Governance



Planet



People



Prosperity

Principles of Governance

Our Corporate Governance is guided by our Values.

Our Core Values



- Living our five Values helps us to make Simbec-Orion a Great Place to Work.
- It's not just about what we do. It's equally important to think about how we work – our Values are our guiding principles that form our beliefs and behaviours.
- We use our Core Values as part of our hiring and onboarding processes, so we recruit like-minded people with values that align with ours. By attracting the right talent, who join a team already proud to work for Simbec-Orion, we will continue to make a difference both in the way we work and in the lives of patients around the world.

We monitor our performance over time with a clear focus on continuous improvement.

Our Board of Directors and Senior Leadership Team are focused on building a sustainable business and long-term value creation. A member of the Board (Managing Director, Clinical Pharmacology) has been assigned to lead on Environmental, Social and Governance and works closely with the rest of the Senior Leadership Team to provide direction and take action.

Since 2022, formal ESG Metrics are collated and reported against our four pillars through the Worldfavour platform. Metrics are in line with the European Union's (EUs) Sustainable Finance Disclosure Regulation (SFDR).¹

We work with our investor's specialist ESG service provider Anthesis for our annual ESG review to evaluate our ESG management maturity and the creation of an annual "rolling" ESG Action plan.

We use these metrics and action plans to reduce risk in our organisation and continue to make steps forward to proactively contribute to a more sustainable future.

We have demonstrated good progress in 2023. Based on key policies, systems and initiatives we have in place to manage key ESG issues, we achieved an ESG Management Score of 67% in 2023, a 13% increase on the 2022 score.

SFDR – The European Union's (EUs) Sustainable Finance Disclosure Regulation (SFDR) – Principle adverse sustainability impacts statement, Climate (including Green House Gas (GHG) Emissions) and other environmental related indicators.

¹ Principles of Governance – General Indicators: Company profile, supply chain, governance structure and ethics	People – Social Indicators: Diversity and Inclusion, Human rights, employee health and wellbeing and training
Prosperity - Economic Indicators: Employment and wealth creation, innovation and community contribution	Planet – Environmental Related Indications: Climate Change Initiatives, Biodiversity, Water and Waste

ESG Management Score



Answering its questions on key policies, systems and initiatives in place to manage typical key ESG issues, Simbec-Orion achieved a score of 67% in 2023, a 13% increase on the 2022 score. Key improvements in the past 12 months are set out on the following pages. Whilst this is below RiskHorizon's Best Practice and Market Leading benchmarks of 75% (labelled 2 above) and 85% (labelled 1) respectively, the Company has shown improvement against CBPE's core pillars, in particular the Planet and People Pillars. Source: Anthesis CBPE 2023 ANNUAL ESG REVIEW – SIMBEC-ORION (June 2023)

Engagement, Actions and Reporting

Through stakeholder engagement, reporting and clear action plans, we can better manage and influence our ESG impact on people and the planet. We will continue to increase engagement with our stakeholders in 2024. An ESG working party is being created to continue to drive our ongoing ESG agenda, performance and to communicate our progress.

In 2024, our corporate website will be further developed to include more details on our ESG and policies and commitments.

All employees receive mandatory training on Diversity and Inclusion, Cybersecurity and Anti-Bribery Anti-Corruption. In 2024 we intend to expand ESG related learning and development across the organisation with carbon literacy training and the UN's Sustainable Development Goals – providing opportunity for all employees for Sustainability knowledge and awareness for the future. We believe every individual can positively impact our approach and can be equipped to take meaningful action outside of work.

We will continue to use our company "all hands" meetings to share information on our ESG direction, impact, and initiatives.

Supplier Governance



We have an extensive list of suppliers who are located across several countries. We have comprehensive SOPs for Vendor Assessment, Vendor Qualification and Management and Vendor Audits which outline the requirements including the risk-based approach and periodic re-assessment of vendors.

At the end of 2022, we onboarded a Contracts Manager, a new role at the time, to support supplier/vendor selection, management, and oversight. We are incorporating ESG-related questions into our vendor qualification process and will be developing a Code of Conduct for all our suppliers in 2024.

Business Ethics



It is Simbec-Orion's policy to conduct all our business in an honest and ethical manner.

In line with our value of Radical Honesty, ethics and compliance are at the heart of what we do. We communicate clearly, openly and with respect and we are not afraid to talk about things when they go wrong. We always strive to do the right thing, in the right way – even under challenging circumstances. We manage expectations, deliver information consistently, and work with transparency.



We have a clear Policy Statement in place on Good Research Practice – Fraud/Misconduct, outlining our expectations that everyone should strive for the highest achievable standards and demonstrate integrity. We foster a culture which supports and embeds good research practice and aims to prevent research misconduct.



Simbec-Orion takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all of Simbec-Orion's business dealings and relationships wherever Simbec-Orion operates. We have Anti-Bribery clauses in our Master Service Agreements with our clients and service providers and are committed to implementing and enforcing effective systems to counter bribery and corruption.



Simbec-Orion upholds all laws relevant to countering bribery and corruption in every jurisdiction in which it operates and remains bound by the laws of the UK, including the Bribery Act 2010 ("UK Bribery Act" or the "Act"), which govern Simbec-Orion's conduct both within the UK and elsewhere.



We have a clear policy on Anti-Bribery and Anti-Corruption in place. All employees are required to undergo mandatory training on Anti-Bribery Anti-Corruption policy and procedure, with an accompanying e-learning module.



We do not tolerate bullying or harassment or any unwanted behaviour which makes an individual feel humiliated, degraded, offended, or intimidated. We have an Employee Concerns policy in which, in the event of any concerns, we commit to those concerns to be heard in a safe environment and work together to find a resolution.

Progress in 2023

-  Board member assigned to lead on ESG.
-  External 3rd party whistleblowing channel incorporated into Whistleblowing policy.
-  98.6% employees have undergone ABAC policy training (on Nov 23)
-  Anti-Bribery Anti-Corruption e-training module developed in 2023 to accompany updated Anti-Bribery Anti-Corruption policy.
-  Conflict of Interest policy developed and finalised
-  Environmental, Social and Governance policy under development
-  Supplier Code of Conduct under development
-  Business Ethics Code of Conduct under development
-  Modern Slavery and Human Trafficking policy under development

Risk and Opportunity Oversight

A Corporate Risk Register is maintained by the Senior Leadership Team, with risks categorised into Internal/Organizational and External/Environmental. Each risk is assigned a Senior Leadership Team owner(s) and mitigating actions are detailed. The Risk Register is reviewed periodically and presented to the Board annually.

Risk management is embedded throughout the organisation with Risk Management plans / Risk Registers maintained for each clinical trial we manage.

Material ESG impacts/opportunities are defined through a risk assessment in line with the Task Force on Climate-Related Financial Disclosures (TCFD)* - aimed at assessing the following climate risks and opportunities:

- Transitional Risks (Policy & Legal, Technology, Market and Reputation)
- Physical Risks (Acute and Chronic)
- Resource Efficiency Opportunities
- Energy Source Opportunities
- Products and Services Opportunities
- Markets Opportunities
- Resilience Opportunities

*As outlined on their website About I Task Force on Climate-Related Financial Disclosures (TCFD) (fsb-tcfd.org) *Concurrent with the release of its 2023 status report on October 12, 2023, the TCFD has fulfilled its remit and disbanded. The FSB has asked the IFRS Foundation to take over the monitoring of the progress of companies' climate-related disclosures". Further information can be found here: <https://www.ifrs.org/sustainability/tcfd/>

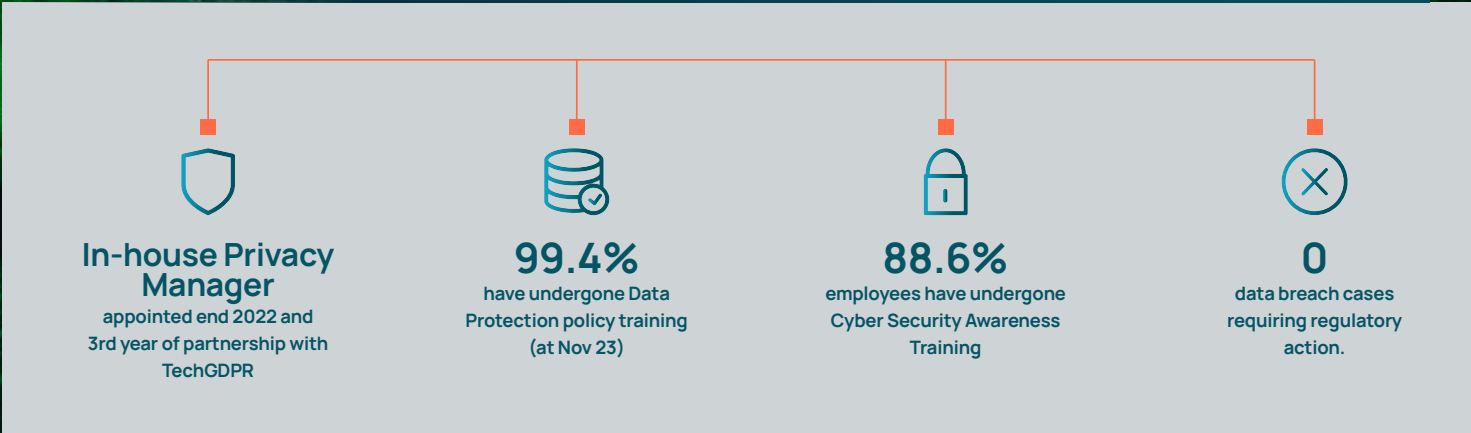
Digitalisation,
Information
Security and
Protection

Information is a fundamental asset to us as a knowledge-driven organisation. Our policy is that the information we manage is protected against the adverse effects of failures in confidentiality, integrity and availability and we ensure compliance with all regulatory and legal requirements.

Information systems underpin our activities and are essential to delivering Clinical Research outcomes for our clients. We are fully committed to maintaining Information Security and continuing to invest in e-systems, digitalising and protecting our data and our client's data. We conduct an annual penetration test and regularly report on data and cybersecurity to the Board.

We firmly believe it is essential that all members of Simbec-Orion understand and play their part in safeguarding the information they hold or access. All employees receive mandatory training on our Information Security policy and e-training on Cybersecurity.

We believe in the principle of the protection of Personal Data and have established safeguards in respect of Personal Data. We have a comprehensive Data Protection policy and associated procedures in place and have appointed TechGDPR DPC GmbH as our Data Protection Officer.



Green House
Gas (GHG)
Emissions

Planet

We are taking actions for a more sustainable future and to help protect our planet.

Our objectives are to continue to invest in technology and systems to enable us to continue move to paperless environment, enable our team to access systems / information remotely and provide information to our employees on how they can support reduction in individual and organisational carbon footprint.

Global collective urgent action is needed to mitigate emissions and reduce GHG concentrations in the atmosphere. We are committed to fully understanding our GHG emissions and taking steps to reduce our impact.

We calculated our Scope 1, 2 and 3 emissions for the first time in 2022 and are committed to perform this annually (2023 Scope 1-3: 1749.05 tonnes CO2e; 2022 Scope 1-3: 1,542.2 tonnes CO2e).

In 2023, we have continued to refine our data collection and analysis, including staff commuting and business travel surveys, to more accurately calculate our footprint:



Our electricity usage at our Headquarters in South Wales, UK can now be verified as from a renewable source meaning our Scope 1 and 2 emissions for Electricity are now calculated as zero compared to 2022 121.51 tonnes CO2e for Electricity (Scope 2) in 2022.



Our Business Travel emissions in 2023 were estimated to be 324.54 tonnes CO2e - an increase of 10% on 2022 (294.16 tonnes CO2e in 2022). Business travel has increased from 2022 primarily with the addition of Grey Fleet emissions. Grey fleet is defined as the use of their private vehicles for business travel by employees. This has been added for 2023 based on data gathered by the employee survey carried out for the period.



Through the employee survey, we have refined calculations further in 2023 for Employee Commuting: Estimated to be 245.93 tonnes CO2e in 2023, a decrease of 37% on 2022 (338.00 tonnes CO2e in 2022).



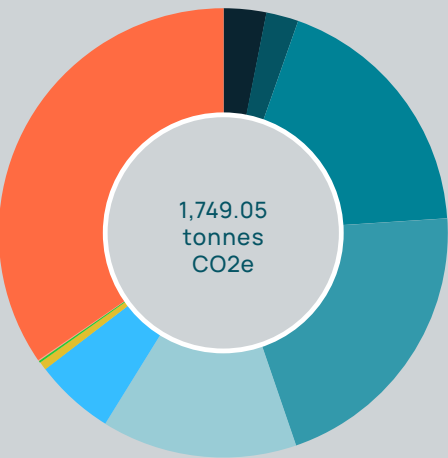
Our emissions from Waste have reduced: 10.08 tonnes CO2e in 2023 versus 15.44 tonnes CO2e in 2022.

Through increased data and analysis on Purchased Goods and Services in particular sub-contracted clinical trial vendor services and purchased equipment, our estimated emissions from Purchases has significantly increased: 605.24 tonnes CO2e in 2023 versus 238.72 tonnes CO2e in 2022. Of the 605.24 tonnes CO2e, 303.51 tonnes CO2e is from Top 20 Suppliers and these will be our initial focus areas.

A detailed breakdown on 2023 emissions is provided on page 18.

Simbec-Orion Total Carbon Footprint

Aspect	Total	Scope 1	Scope 2	Scope 3	%
Main Gas	54.56	46.62	0.00	7.94	3.1%
Electricity	40.64	0.00	0.00	40.64	2.3%
Business Travel	324.54	2.21	0.00	322.33	18.6%
Transport	363.06	0.00	0.00	363.06	20.8%
Staff Commuting	245.93	0.00	0.00	245.93	14.1%
Working from Home	102.24	0.00	0.00	102.24	5.8%
Waste	10.08	0.00	0.00	10.08	0.6%
Water & Sewerage	1.17	0.00	0.00	1.17	0.1%
Air Con Cooling	1.60	1.60	0.00	0.00	0.1%
Purchases	605.24	0.00	0.00	605.24	34.6%
Total	1,749.05	50.43	0.00	1,698.62	100%



Carbon Intensity is a metric to allow a company to compare its emissions year on year as the size and activity of the business increases or decreases (calculated by measuring emissions per £ million of revenue). Simbec-Orion's carbon intensity metrics selected for for 2023 it was 43.7 tonnes per £m of revenue from the last reported financial year. The metrics also allow future comparison to industry averages and similar organisations that are also publishing their carbon intensity metrics. Simbec-Orion is below the average for the industry sector (sector average 60 tonnes CO2e per £m revenue).

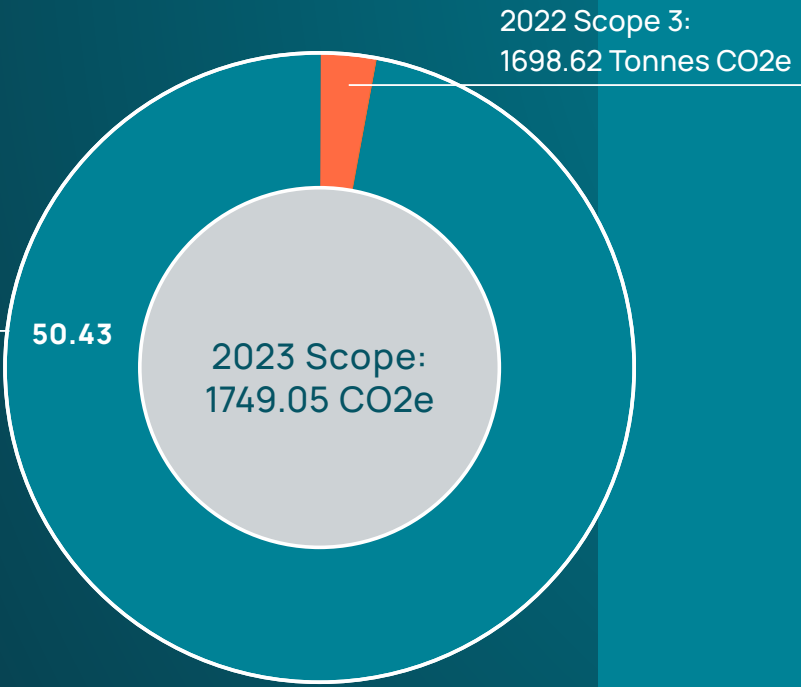
We are offsetting our 2023 Scope 1 and 2 emissions through a contribution to the "M'tetezi Improved cook-stoves Balaka District, Malawi" project which supports the UN Sustainability Goals 1, 2, 3, 5, 7, 8, 13, 15.

The energy-efficient M'tetezi cook stove is a portable biomass stove designed for burning wood. The replacement of traditional stoves with M'tetezi stoves improves heat transfer, hence reducing the total amount of fuel required for cooking and reducing the amount of GHG emitted into the atmosphere.

Wood is increasingly expensive and scarce in most parts of Malawi. Besides reduced greenhouse gas emissions, the M'tetezi cook stoves furthermore reduce indoor air pollution (carbon monoxide and particulate matter). This reduction in exposure of especially women and young children is expected to reduce the risk related to their health (e.g., respiratory problems, issues related to eyes due to smoke). In comparison to open cooking fires, the use of the M'tetezi cook stove will reduce the amount of time spent obtaining wood fuel, especially for children and mothers. The saved time can be channelled to other activities like buying food, clothes, medical treatments, etc.

A carbon footprint reduction plan has been developed with our partner CarbonLens. We are setting formal GHG reduction targets in order to reach net zero by 2050 to support The Paris Agreement of 2015.

*Carbon Footprint Ltd offset proposal



2023 Scope 1 and 2 Offsetting

M'tetezi Improved cook-stoves Balaka District, Malawi Project



Responsible consumption and waste management

Our headquarters in South Wales, UK is our main physical footprint comprising our Phase I Clinical Pharmacology Facility, our Laboratory Services, our GMP Facility and office space. We have three other office locations (Slough, UK, Paris, France and Budapest, Hungary) which are much smaller managed services offices.



We are committed to:



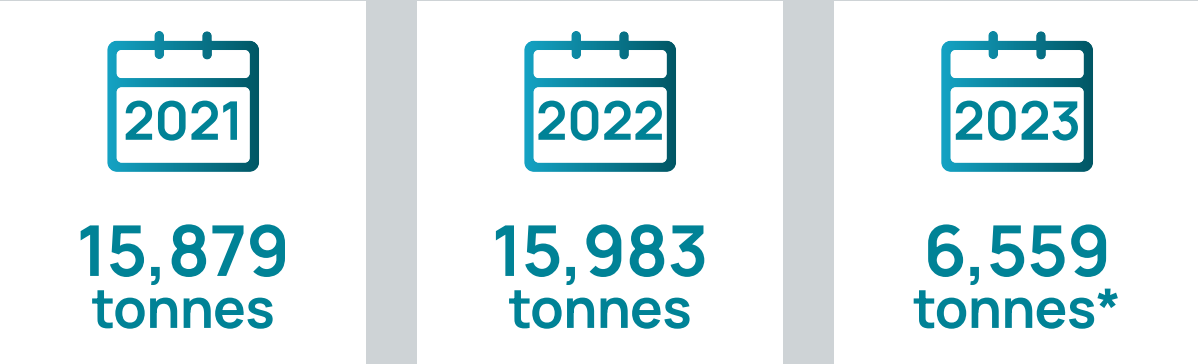
- Maintaining our Environmental Management System at our headquarters in South Wales, UK including monitoring our impact on the environment through monitoring energy and waste metrics.
- Reducing the carbon intensity of our operations through investment in technology and systems and moving to paperless where possible.
- Improving the efficiency of our use of natural resources through improvements in which we use energy at our UK headquarters e.g. through use of more efficient equipment as we upgrade, minimising the amount of waste to Landfill, re-use and recycling, purchasing sustainable materials and goods designed to last.
- Responsible waste management, pollution avoidance and full compliance with environmental regulations.

Over the last 2 years we have made significant changes and improvements at our UK Headquarters including:



- Changing fluorescent lighting to LED lighting
- Improving the heating, air conditioning and insulation
- Changing cleaning products (more concentrated product in smaller containers = less waste, manufactured in the UK = reduce carbon footprint, more environmentally friendly product (PH neutral) = less impact to aquatic life),
- Changing polystyrene canteen takeaway containers to biodegradable containers
- New Electric energy Contract is from 100% green source
- Airconditioning units placed on timers
- Hot water dispensers purchased to reduce energy usage
- Increased signage for Recycling
- Policy to encourage use of e-diaries rather than paper diaries

UK Headquarters Waste to Landfill



*N.B. Reporting metrics from Waste contractor amended from start of 2023. 2021 and 2022 landfill waste collected from Merthyr Tydfil facility. The metrics for waste to landfill in 2023 are significantly lower than 2021/2022 as the Waste Contractor now provides the tonnage after further sorting and segregating at disposal point. This is also combined with reduced major upgrades onsite in 2023 versus 2021/2022, which has reduced the amount of large scale waste generated.



A priority for 2024 is reduction in use of resources such as paper and single use plastics, improvement in recycling rates and ongoing reduction in waste to Landfill from our UK Headquarters.



In our French office, the team has had eco-themed newsletters to share and encourage eco-friendly gestures at work (such as energy saving, recycling, and encouraging eco-friendly travel) and share information on what planet-friendly measures have been put in place along with how employees can go further with their efforts. The Paris office lease management company are also implementing significant measures to reduce carbon footprint such as reduced heating and use of hot water, removal of plastic bottles and cups, free charging stations for electric cars, bike rental and improved recycling.

Impact of Travel



Since the pandemic we have continued to embrace home and hybrid working as we know this is a preferred way of working for many of our employees and importantly it also supports reduction of our carbon footprint through reduced commute/transport emissions. We have a clear home/hybrid working policy to support our employees and have implemented e-systems to ensure we enable home/remote working including Docusign and Zoom Videoconferencing.

Our challenge continues to be how we can further reduce our travel carbon footprint when a key part of our business is our CRA teams performing essential monitoring services at investigator/hospital sites around the world to check the data and files for the clinical trials we are managing.

We continue to look at technology and systems for solutions to further reduce travel. At the end of 2023 we implemented an electronic Investigator Site File (eISF) for our Clinical Pharmacology Unit which should enable a reduction in the number of visits to site needed by CRAs.

Supporting a Shift to Sustainable Transport

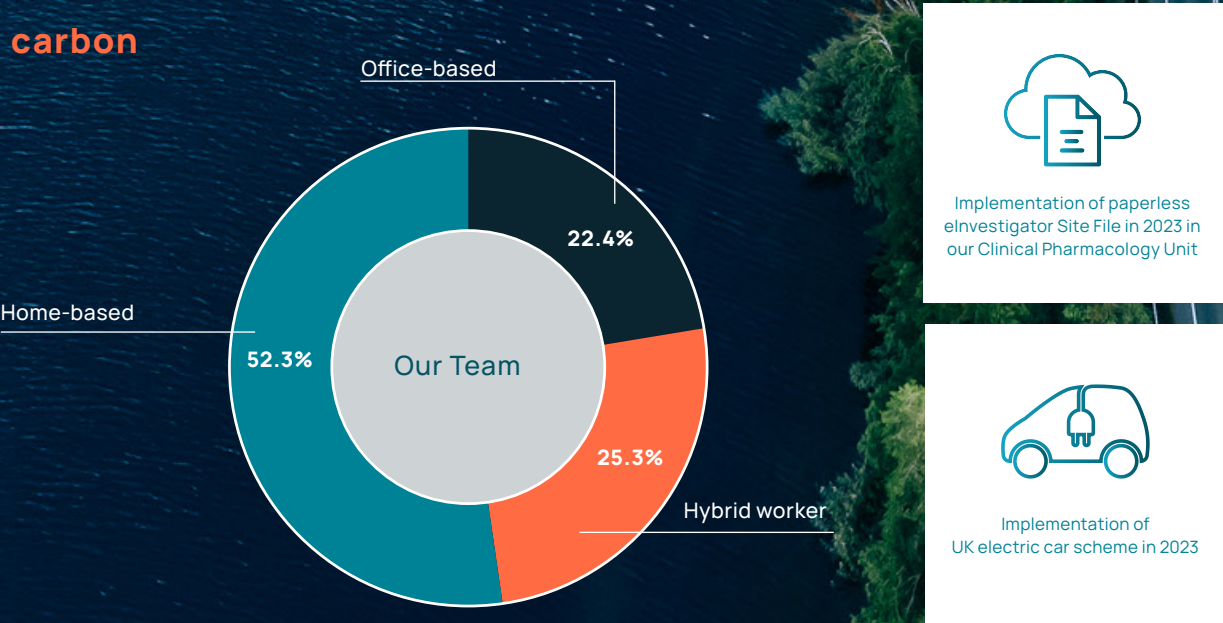


In 2023, emissions generated from travel made a significant proportion of total carbon emissions (Business Travel 18.6% and Employee Commuting 14.1%).

In the UK, we continue to offer our Cycle Scheme, a salary exchange scheme which offers tax and NI savings on bikes and bike equipment and accessories for those looking for discounts and to spread the cost of travelling via bike.

In 2023, for our UK employees, we implemented an electric car scheme to support our employees with the shift to sustainable transport.

Reducing carbon footprint



Transportation



Transportation was estimated to account for 20.8% of our carbon emissions in 2023.

We are seeing a growing requests from our clients for Laboratory Services supporting sample analysis for global Investigation sites. Transport of kits/samples from sites to our Laboratories accounted for an estimated 17.4% of our total carbon emissions in 2022 and we are calculating this % for 2023. We will remain focussed on ongoing Laboratory growth to support our Investigator sites and our business growth. However, we continue to look at strategies to minimise transportation such as batching of samples and kit shipments and development of partnerships with Laboratories around the globe, to ensure we are always able to meet local investigator site needs yet minimise carbon footprint where possible.

Information Sharing and Carbon Literacy Training



We believe that positive change to minimise our impact on climate change is possible through engagement and information sharing.

We are committed to:

- Sharing key carbon footprint metrics and actions we are taking as an organisation.
- Providing training on sustainability, carbon footprint, impact of everyday activities on climate change and actions that can be taken both inside and outside of work to reduce emissions.

People



Good Health and Wellbeing being one of the UN's Sustainable Development Goals (SDG#3) to promote healthy lives and wellbeing for all at all ages. As a CRO specialised in oncology, rare and orphan diseases and more generally indications with high medical need, through clinical research projects, we aim to improve patient's lives. Our purpose is to partner with our clients to develop more effective therapies for patients and in doing so contribute to improvement in global health.

3 GOOD HEALTH AND WELL-BEING



Our Impact:

104

clinical trials and development projects actively worked on during 2023

Our People



411 Employees



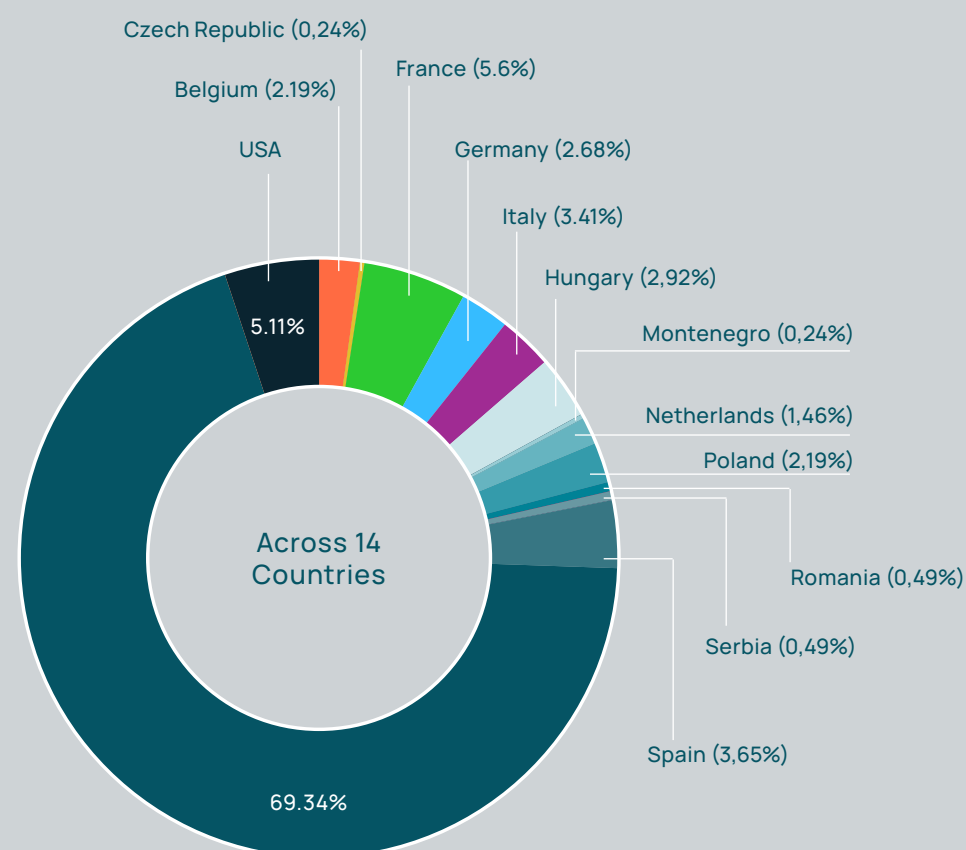
322

Clinical research professionals



13%

Staff Turnover
(Last 12 month to Jan 24)



*December 2023 data

We are a people business. We understand the importance of having skilled, competent and empowered people who are happy and feel valued. Since 2020 we have formalised our intention to invest in People into our Corporate Objectives with a clear objective to "Make Simbec-Orion a Great Place to work", which means to us:

- Living the Company Values and encouraging the right behaviours
- Recruiting, retaining and developing a highly performing team who deliver value and excellence to our clients
- Building an inclusive working community and creating a sense of belonging for all our employees
- Creating a culture that empowers our employees to be inquisitive and drive their own learning, developing their skills and capabilities to fulfil their potential
- Caring for our environment
- Working together as one team - respecting one another, valuing the skills and knowledge of our fellow employees



We perform an annual employee engagement survey and benchmark our data against industry data (Benchmarks: UK, R&D Industry and Organisations in transition).

We ensure we take action and retain a focus on ongoing improvement as a result of feedback we receive.

We are committed to ongoing investment in our People including a focus on our Pay & Benefits package. We provide a portfolio of benefits, depending on the country, including:

- Life Assurance
- Private Medical
- Eyecare
- Cycle Scheme
- Electric Car Scheme
- Tech Scheme
- Restaurant Voucher / Discount schemes
- bYond Card - earning up to 15% cashback every time employees shop at over 80 retailers, restaurants and supermarkets

Health and Safety



We are committed to the Health and Safety of every employee. We strive to provide a safe working environment for all our employees, contractors, suppliers, and customers who visit our sites.

Simbec-Orion has a H&S policy and a series of Occupational Health and Safety Procedures (OHSPs) and Safe Working Practices (SWPs) in place.

Responsibility for the overall implementation, maintenance and development of our safety management system, rests with the Senior Leadership team, including the setting and reviewing of objectives and the provision of adequate resources to allow those objectives to be achieved. We are committed to a proactive approach through continuous improvement in H&S performance.

A H&S committee is in place at our Headquarters and meets at least twice a year. An annual H&S review is performed with the CEO annually.

Every individual within Simbec-Orion has a vital role in maintaining H&S. We encourage the reporting of any hazard or risk that may adversely affect H&S. A H&S Accident & Incident reporting log is maintained, and metrics are shared with the Board monthly.

There have been no accidents or incidents of concern, or reportable to the H&S executive in 2023.

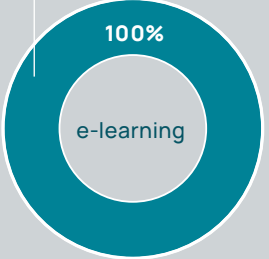
Equality, Diversity, and Inclusion



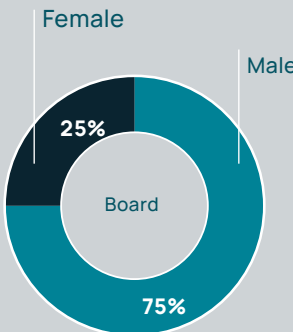
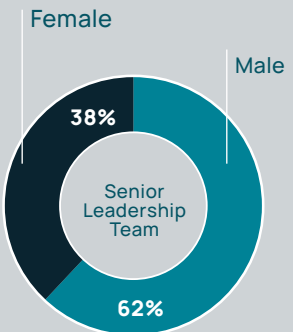
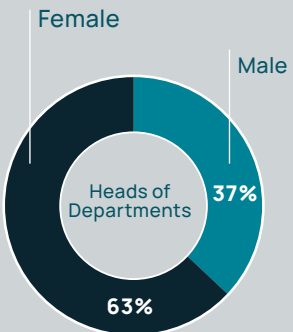
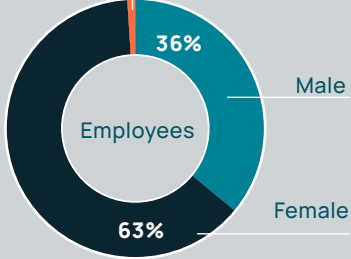
We are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best. We have a clear Equality, Diversity and Inclusion policy which is fully supported by the Senior Leadership Team.

We continue to work towards ensuring a more balanced gender representation on the Board, with our first female executive director joining the Board of Directors in 2023.

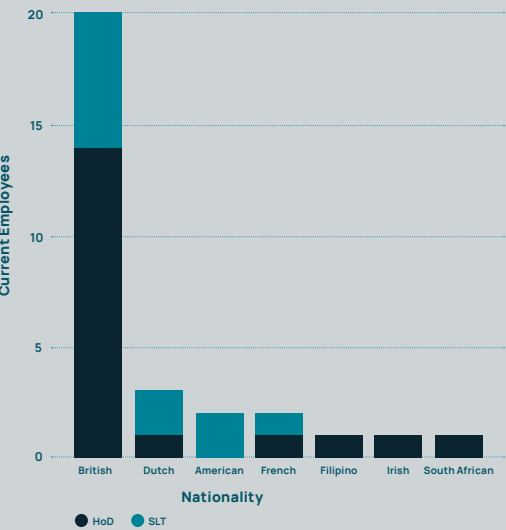
Employees have received Diversity e-learning training.



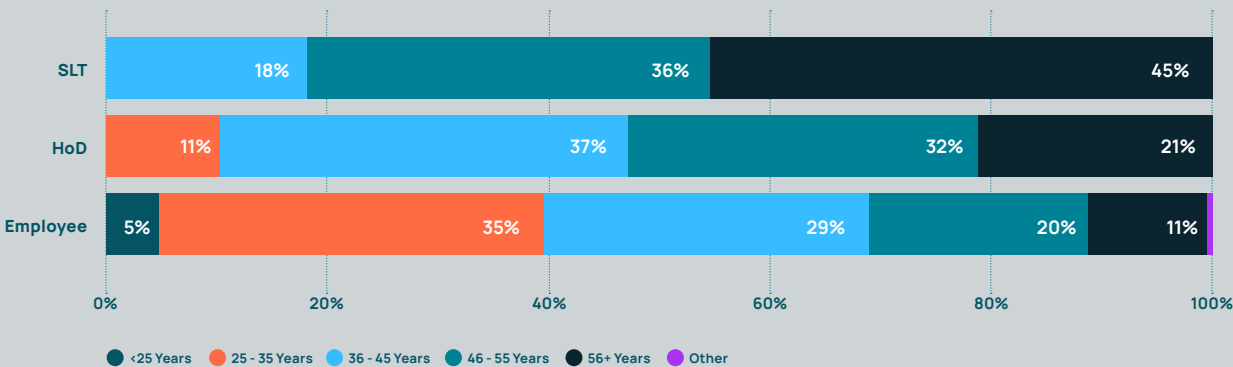
Gender Neutral (1%)



Nationality by SLT and HoD



Age Profile



We want to be able to really show our appreciation to our colleagues for the support they have given in enabling our success.



Dedicated to Delivery is one of our core values, so being able to recognise and celebrate those individuals who have delivered a great piece of work or gone the extra mile, can make a real difference. We have created an opportunity for employees to be able to nominate a colleague who has done just that through our All Stars scheme. All recognition is linked to our core values. Sharing recognition in this way supports our growth and enhances a positive working culture.

We value the continual commitment longer serving employees show to Simbec-Orion. Their loyalty supports our growth and helps us build our business's reputation, enabling us to improve patients' lives. We believe that their commitment deserves recognition. We therefore celebrate and recognise long service, and we reward service at 5-year milestones.

Employee Health and Wellbeing



Caring Ambitiously is a core value to all of us at Simbec-Orion, and to champion and embrace that value, our objective is to provide an environment that effectively promotes health and wellbeing for all our employees.

We provide tools and resources to support our employees in achieving a good level of health and wellbeing for themselves and those around them.

Counselling & Life Management (CALM): Our Counselling and Life Management (CALM) Program is run by an independent Mental Health Practitioner. Donna Burden is a qualified Mental Health Nurse, counsellor, Clinical Hypnotherapist and Mediator with 32 years' experience working in the UK for the NHS and for Voluntary Services Overseas where she developed a countrywide community Mental Health Service with local staff in The Gambia. Through CALM, Donna provides a telephone based, confidential and proactive solution focussed support for any personal and professional challenges. Donna is available to support all employees globally, no matter the country or time zone they live in. Donna has also run several health and wellbeing sessions including on Sleep, Anxiety, Menopause, Seasonal Depression and the Importance of Unplugging, all of which remain available as podcasts on our HR Hub.



Skill for Now and for the Future



Mental Health First Aiders: We have a number of accredited MHFA England employees across the business who can act as a point of contact for a colleague who is experiencing a mental health issue or emotional distress. An interaction with an accredited colleague could range from an initial conversation to supporting someone to get appropriate help.

Creating a culture that empowers our employees to be inquisitive and drive their own learning, developing their skills and capabilities to fulfil their potential and developing a high performing team is a critical part of our corporate objective of making Simbec-Orion a great place to work.

The UN's Sustainable Development Goal of Quality Education (SDG#4) includes the objective to promote lifelong learning opportunities for all.

We have a well-established competency based technical and operational training, the management of which has been further enhanced as our electronic Quality Management System (eQMS), launched in 2022, has been further embedded and refined through 2023.

In addition to our commitment to developing a high performing team that delivers excellence and value for our clients, we also work with leading international Scientific Advisory Board members to ensure our skills and experience on the most complex indications are among the very best in our industry.

In late 2022 we formed a dedicated L&D department to support our commitment to our employees – which was soon followed by a **Drive Your Own Development Survey** and our **Be Inquisitive** campaign.

Our new L&D hub and catalogue of courses was launched 2023 with a host of Learning resources including on Communication Skills, Emotional Intelligence, Giving and Receiving Feedback, Goal Setting, Influencing and Persuading, Managing Projects, Negotiation Skills, Presentation Skills and Time Management.

We continue to focus investment and energy into L&D and have developed a Simbec-Orion Leadership Academy – launched in 2024.

2023 L&D Metrics



510
Number of attendances at Learning Bursts



162
Number of attendances at Skills based sessions




13
Coaching
Number of managers attending LM-specific initiatives (including training and coaching)



75
Number of attendees at Insights Discovery courses (a tool that helps people to understand themselves and others better)




35,732
hours spent on Training and L&D in 2023




TIME MANAGEMENT
Do you always feel you have too many plates spinning at one time? Find yourself setting too ambitious a goal over and over? Not sure what to prioritise first? Then this time management course is for you. You'll learn hints and tips to assist with these daily issues and much more!

[More Information](#) [Check Availability](#)




PRESENTATION SKILLS
Presenting is more than just opening a slide-deck and reading off a slide to an audience, either face-to-face or virtually. Learn how to build powerful slides, create those WOW moments and deal with presentation anxiety, and become the best powerful presenter you can be.

[More Information](#) [Check Availability](#)




VIRTUAL MEETING ENGAGEMENT
Notice others switch off during your Zoom meetings or that everyone is disengaged, off camera and paying little attention. Need a way to keep control of the meeting and maximise the outputs in a virtual meeting space. Then look no further and discover hints and tips to improve your virtual meeting engagement.

[More Information](#) [Check Availability](#)



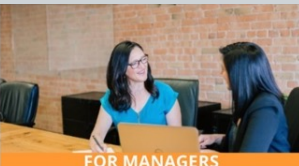
INFLUENCING AND PERSUADING
You know what needs to be done, but people are sitting on the fence. How can you win them round? The subtle tools of persuasion and influence are key. We explore how you don't need to be influential to have influence, and it is about learning techniques and principles for you to put into practice.

[More Information](#) [Check Availability](#)




LEARNING BURSTS
What can you learn in 1-hour? You may think, "not a lot". Well we are more than happy to prove you wrong. Throughout the year, we put on several "learning burst" sessions that anyone can attend on a wide range of different topics, ranging from First Aid Basics to Personal Safety. Come along, and see how much you can learn in 1-hour.

[More Information](#)




FOR MANAGERS
INTRO TO COACHING
As a manager or leader, one of your most important roles is developing or improving the performance of those around you. Your ability to coach people forms a key part of that. By attending this course you will learn more about what coaching is, different coaching styles and how to embed this coaching in your day-to-day working life.

[More Information](#)



FOR MANAGERS
COACHING FOR GROWTH
The follow-up to Intro to Coaching, takes place 6-10 months after your previous attendance. The course will build on what you learnt previously and the experiences you've gained during that time frame. It will explore and find solutions to challenging scenarios encountered and explore ways of giving feedback to others.

[More Information](#)



DIFFICULT CONVERSATIONS
No one enjoys having difficult conversations. As such, we sometimes have a tendency to put them off or avoid them all together. The problem rarely goes away. In fact, it usually gets bigger! This course is designed to help you consider some of the conversations we need to have and to look at how we can improve the chances of a good outcome.

[More Information](#)

Employee Voice

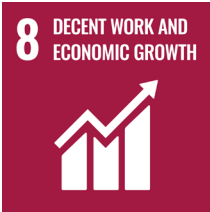


The Employee Voice is a group of volunteers from across the organisation who meet to discuss the employee experience to provide feedback for our leadership team. The goal of our Employee Voice is to make Simbec-Orion a Great Place to Work as one united company. The Employee Voice is committed to listening to our employees, hearing ideas and feedback - and will regularly feedback themes to the Senior Leadership Team to enable change.

Prosperity for All



Meaningful Work and Economic Growth



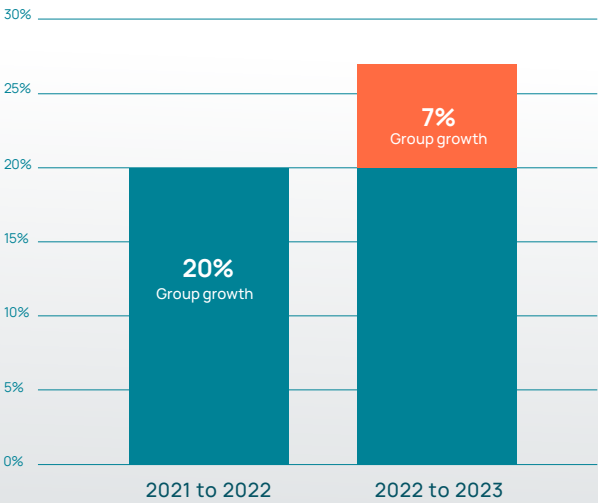
The UN's SDG8 of Decent Work and Economic Growth is to "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all".

Simbec-Orion contributes to sustainable economic growth through our own business growth and the creation of stable well-paid jobs performing meaningful work.

Since 2014, we have grown and invested in our business operations significantly. We now employ over 400 people globally and provide services in more than 30 countries. Our purpose-built facilities and headquarters in South Wales, UK is our base for nearly 150 clinical research and support professionals.

We are committed to setting sustainable growth-orientated business goals that benefit our employees, our suppliers and our customers and contribute to the local and global economy.

We perform customer feedback surveys and seek feedback from our clients through several avenues including senior governance relationships and customer feedback surveys.



Our aim is to provide a rewarding and engaging working environment with meaningful work. Each year, we seek detailed feedback from our employees on their engagement, with a view to continuous improvement.

Our objectives for our clients are:

- To create value for our clients through expertise, competence, and quality
- To provide excellent customer service and deliver on our commitments, building trusted and valued relationships for the future.

Industry, Innovation, and Infrastructure



For businesses including Simbec-Orion, this means building resilient infrastructure, promoting inclusive and sustainable work and fostering innovation.

In line with our core value of **Forward Thinking** and Corporate Objective of **Delivering Business Health**, we are committed to sustainable growth in revenues, margins, and market share, underpinned by excellent people, process and technology.

Our objective is to provide responsible well thought out capital investment in technology, people, and infrastructure to enables our culture of continuous improvement and long-term sustainability.



Capital Investment in 2023:

£2.2m

Fair Pay



At Simbec-Orion, we use Market Reference Point (MRP) as a benchmark to ensure that our salary and benefits package is competitive.

The MRP for a salary takes into account various factors such as job responsibilities, industry standards, location, the experience level of the employee, and other factors that affect the compensation package. The MRP ensures that we are providing a fair and competitive compensation package to attract and retain talent.

The data is refreshed throughout the year. We aim to ensure that all employees are paid within a salary band that is 80% - 120% of the MRP.

In the UK we are also proud to be a Living Wage employer. The real Living Wage is the UK wage rate based on the cost of living. It is voluntarily paid by over 14,000 UK businesses who believe their staff deserve a wage which meets everyday needs.

Gender Equality



Our goal is to ensure gender equality as part of our ongoing commitment to Diversity and Inclusion.

We are committed to addressing the global gender gap in leadership positions demonstrated by 59% of our management team of Heads of Departments and Senior Leadership being female. We have continued to promote or and recruit females into management and leadership positions across the business in 2023.

We are pleased to report that our mean gender pay gap is well below the UK national and global average at 4% in 2023.

Impact in our Local Communities

We want to positively impact the communities in which we operate and ensure a strong social focus where we seek to add value to society alongside our main business operations.

We make donations to Beacon, a charity supporting rare disease patient groups for all clients who complete our customer satisfaction survey.

At our headquarters in Wales, we aim to support local charitable initiatives e.g. through donation of furniture no longer needed onsite, and charitable events such as Operation Santa (a Santa appeal for local children organised by Merthyr Tydfil council and Save the Children).



Local Education Institutions

In our local community to our headquarters in Wales, UK, we have been establishing links with local colleges and universities to support education and awareness of the clinical research industry and career opportunities in STEM, including:



University of South Wales Science Futures Event



NAS Events, ICC Wales School Leavers Fair



Colleg-y-Cymoedd, FutureFest Event



BTEC STEM student visit to our Laboratories

Southeast Wales Job Fair



Cyfarthfa High School careers event, held at Merthyr College



Cardiff Metropolitan University Careers Fair

We have also supported work experience placements and Year in Industry placements for students from local universities.

Support for Volunteering

Volunteering can make a significant difference to others and the sense of achievement can have positive benefits to health also. We encourage employees to volunteer in our local communities in the UK and enable this through providing one day a year to undertake volunteering activities in UK charities and not-for-profit organizations.

We recognise that this opportunity is not taken up by employees as much as we hoped, and we will be reviewing in 2024 how we can promote this and coordinate to facilitate and support employees to volunteer.

04. Our Core ESG Ambitions for 2024 and Beyond

Governance



- Focus on completion of our Governance policies and codes of conduct.
- Cyber Security Accreditation
- Launch ESG assessments for our vendors
- Increased Stakeholder Engagement
- Achieve benchmark for RiskHorizon Best Practice ESG Management Score

Planet



- Commitment to carbon footprint reduction targets
- Ongoing digitalisation initiative through implementation of Bedside Data Capture system in the Clinical Pharmacology Unit

People



- Nurture Equality, Diversity, and Inclusion
- Support personal development of our employees
- Launch career ladders

Prosperity



- Remain agile and adapt to market trends and pressures
- Work with MHRA and Phase I community to support recovery / promotion of UK as a great place for Phase I research
- Ongoing growth especially in our core areas of First In Human/clinical pharmacology, Oncology and Rare & Orphan
- Promote a culture of operational efficiency and excellence
- Increase our positive impact on our local communities

