

SUSTAINABILITY

Prioritising people, planet and product

OUR APPROACH

We are committed to operating our business in a responsible way, minimising our negative impacts and maximising our positive contribution while promoting the sustainability of our business for the longer term.

OUR SUSTAINABILITY FRAMEWORK

Our sustainability framework identifies the key areas we are focusing on to deliver on our purpose and to assure the future of our business for the longer term.

PURPOSE

We empower people to make a positive difference to their health and wellbeing.



Visit our Sustainability hub

Learn more on our website and in our Online Sustainability Report at alliancepharmaceuticals.com/sustainability





SUSTAINABILITY CONTINUED

Overview

We made good progress against our sustainability agenda in 2023 – below is a summary of our key achievements in the year and our main areas of focus for 2024.

Further detail, including relevant metrics for all the areas of focus forming part of our sustainability framework, can be found in our Online Sustainability Report.

Identified focus areas for 2023



PEOPLE

To increase our organisational agility – developing the requisite capabilities through a combination of talent acquisition, training, and cultural change.

To maintain and enhance our high levels of employee engagement.

To launch our Employee Code of Conduct, setting the benchmark for the ethical behaviours we expect from colleagues.



PLANET

To continue to work towards developing our Scope 3 emissions reduction targets, through:

- › embedding ownership of product-related emissions within the appropriate functional areas of the business; and
- › continued methodology improvements to increase the accuracy of emissions measurement across all categories.

To continue to develop our packaging strategy, confirming and publishing sustainability improvement targets for both primary and secondary packaging.



PRODUCT

To obtain formal confirmation from our CMOs that they comply with our ethical standards.

To tighten our processes around modern slavery in our supply chain.

Progress in the year

- › Implemented our new global Human Resources Information System.
- › Maintained Great Place to Work® certification in the UK, US, China and Singapore (see page 31).
- › Introduced new ethical and legal compliance training (see page 06) with new modules on issues such as unconscious bias.
- › Launched and rolled out our Employee Code of Conduct (see page 06).
- › Continued our early years career programme (see page 23).
- › Implemented a comprehensive programme of Lunch and Learn events for colleagues on a diverse range of topic.

- › Scope 1 and 2 (location based) emissions up 13% versus 2022 as more colleagues return to the office, but 76% reduction in market based emissions through use of green energy suppliers. 48% reduction in location based emissions versus 2018 baseline.
- › Offset these emissions, and those for 2022, through the purchase of carbon credits.
- › Commenced a project to install photovoltaic (“PV”) panels onto the roof of our headquarters in Chippenham. (See page 32).
- › Set a Scope 3 emissions target to achieve a 25% reduction (versus 2022 baseline) by 2030 and to achieve net zero by 2044.
- › Continued to develop our packaging strategy and initiated an agreement with Valpak to create and maintain a database of all our packaging.

- › Moved Nizoral API manufacture from Belgium to India and China.
- › Moved Nizoral finished good production from Belgium to Thailand.
- › 98% of CMOs managed by our sourcing team have either signed up to our Partner Code of Conduct or provided us with a copy of their equivalent code.
- › Carried out a strategic gap analysis and developed a three-year anti-slavery strategy and action plan (see page 33).
- › Introduced a modern slavery module into our compliance training.
- › Carried out a tender assessment on third-party warehouse and logistics partners.

Focus for 2024

- › Continue to increase and improve communication throughout the business.
- › Continue to embed a culture of wellbeing
- › Further the development and implementation of our reward and recognition proposition
- › Develop a comprehensive three-year People strategy to support Alliance’s growth ambitions and business strategy.

- › Begin to generate our own electricity through the PV panels. Continue to engage with our CMOs and LSPs to improve the calculation of our Scope 3 emissions.
- › Develop a sustainable packaging strategy with appropriate KPIs.
- › Launch new packaging for Nizoral™ Derma Daily with 35% post recycled plastic and primary carton box removed.
- › Publish a Travel policy for employees to encourage more sustainable modes of transport.

- › Continue to provide modern slavery training to relevant colleagues including senior leaders.
- › Undertake a supply chain human rights risk assessment and supplier lifecycle due diligence review.
- › Develop a comprehensive Human Rights strategy.
- › Develop a procurement framework including sustainability criteria.