

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

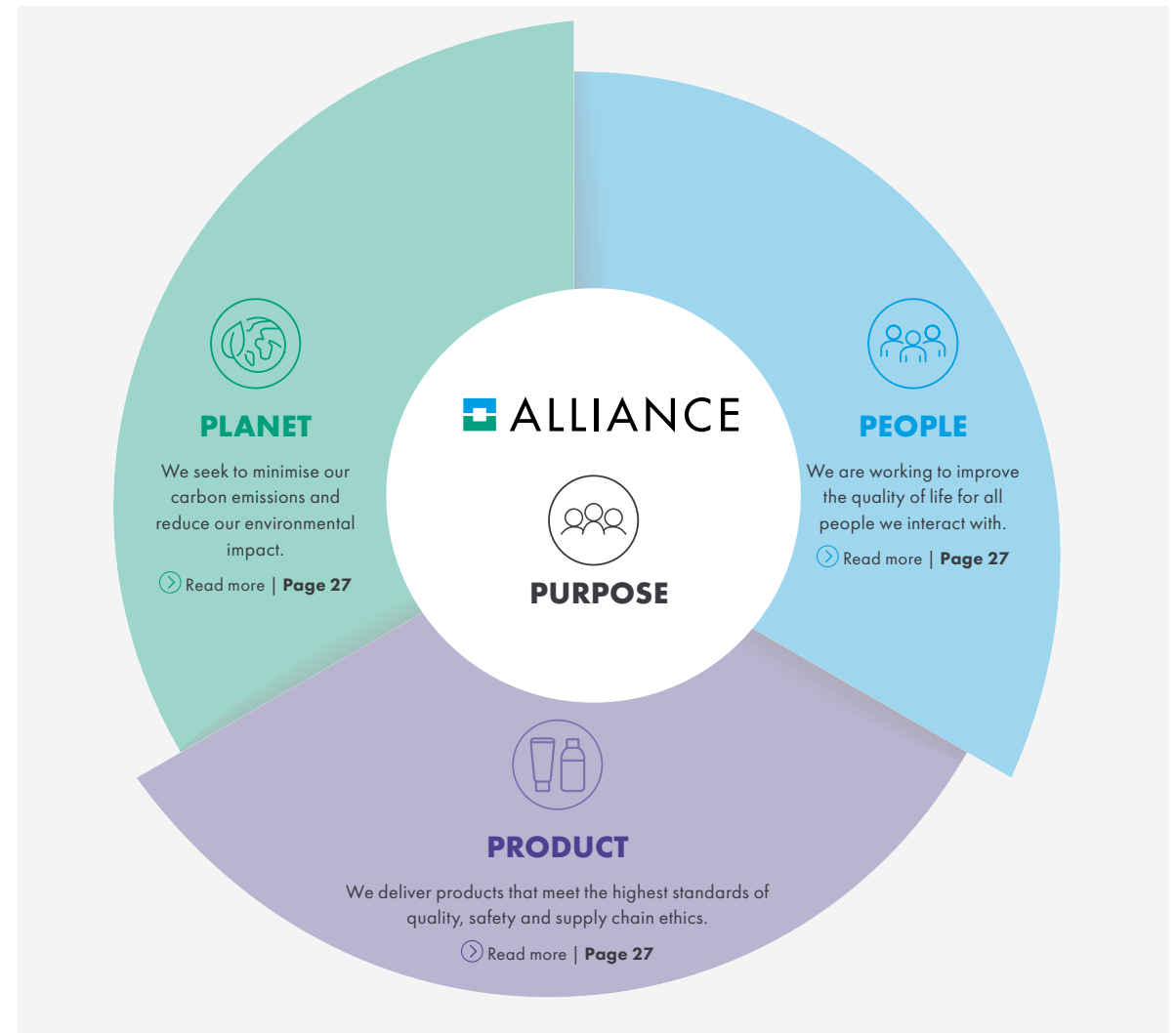
Our sustainability framework identifies the key areas we are focusing on to deliver on our Purpose and to assure the future of our business for the longer term.

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 – Overview

We made good progress against our sustainability agenda in 2024



PEOPLE

Focus areas for 2024

- Continue to increase and improve communication throughout the business.
- 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.

Progress in the year

- Refreshed our monthly business briefings, rescheduling to a time appropriate for all regions and including a diverse range of contributions from across the business.
- Maintained Great Place to Work® certification in the United Kingdom, France, China and Singapore.
- Launched a new recognition and reward suite.
- Commenced work on a belonging and inclusion policy, partnering with an external consultant to conduct a baseline assessment.
- Launched a global wellness programme, including training for mental health first-aiders in each of our locations.

Focus for 2025

- Continue to increase and improve communication throughout the business.
- Continue to embed a culture of wellbeing.
- Further the development of our learning and development platform.
- Continue to develop a comprehensive People strategy to support Alliance's growth ambitions and business strategy.



PRODUCT

Focus areas for 2024

- 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.

Progress in the year

- Contacted all contract manufacturing organisation ("CMO") and logistics service provider ("LSP") partners explaining our Scope 3 net-zero ambitions and our expectations from them to help achieve these.
- Completed a supply chain human rights risk assessment and supplier lifecycle due diligence review.
- Conducted five modern slavery audits in person from our list of 15 high-risk supplier sites.
- Provided modern slavery training to all colleagues including senior leaders.

Focus for 2025

- Continue to provide modern slavery training to relevant colleagues including senior leaders.
- Complete another five in-person modern slavery audits from the remaining ten high-risk suppliers we have identified.
- Develop a comprehensive human rights strategy.
- Develop a procurement framework including sustainability criteria.

 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 | alliancepharmaceuticals.com/sustainability



PLANET

Focus areas for 2024

To continue to work towards our net-zero targets through:

- Embedding ownership of product-related emissions within the appropriate functional areas of the business.
- Continued methodology improvements to increase the accuracy of emissions measurement across all categories.
- The development of a packaging strategy, confirming and publishing sustainability improvement targets for both primary and secondary packaging.

Progress in the year

- Scope 1 and 2 (location-based) emissions down 60% versus 2018 baseline through energy efficient improvements to the Alliance HQ.
- Scope 3 emissions down 15% versus 2022 baseline through more efficient downstream transportation and distribution.
- Joined the UN Global Compact.
- Received Level 2 accreditation in the NHS Evergreen Sustainable Supplier Assessment.
- Worked with Valpak to create a database of the weight and composition of all our packaging to enable more accurate carbon emissions reporting.
- Initiated a double materiality assessment using an external consultant.

Focus for 2025

- Develop a sustainable packaging strategy with appropriate KPIs.
- Publish a travel policy for employees to encourage more sustainable modes of transport.
- Use the outputs from the double materiality assessment to determine our long-term strategic focus for sustainability.