

Alliance Pharma plc – Sustainability metrics summary

Area of Focus	Metric	2020	2021
Product quality & safety	Number of supplier audits carried out	5	9
	Coverage of our supplier base on a rolling 3-year average basis ¹	data unavailable	67%
	Number of external regulatory inspections Alliance operating companies have been subject to	5	7
	Number of enforcement actions taken by Competent Authorities in response to non-compliance with appropriate manufacturing and regulated standards	0	0
Ethical sales practices	Number of routine internal audit assessments carried out	40	22
	Coverage – expressed as a percentage of total promotional pieces approved per annum (target 10%).	9.4%	4.5%
	Number of upheld complaints were made to the ABPI, PAGB, FTC, NAD, or other Codes of Practice bodies regarding promotion of Alliance products, where Alliance is directly responsible for promotion	0	0
Business ethics	Online course completions ²	1,359	1,407
	Total amount of monetary losses we incurred as a result of legal proceedings associated with bribery, corruption and other unethical business practices	£nil	£nil
People and human capital management ³	Total headcount (incl. non-execs and fixed term contractors (FTCs))	245	245 [corrected]
	Employees by gender - % of female employees:		
	Board & SLT (n=10)	20%	20%
	Senior managers (n=27)	22%	26%
	All employees (n=245)	57%	58%
	Employee engagement (GPTW survey):		
Survey response rate:	73%	74%	
Overall Trust Index© rating:	79%	76%	
Employee turnover rate ⁴ :			
	Voluntary	9.6%	20.6%
Involuntary	0.4%	8.6%	
Supply chain management	Number of finished goods supply partners being monitored by our 'Know Your Supplier' programme	0	53
	Percentage of our total finished goods suppliers this represents	(programme only implemented in 2021)	90%
	Number of significant issues detected		0

We do not currently publish metrics around Product environmental H&S, Packaging lifecycle management or Environmental impacts of our supply chain & logistics activities. As metrics are developed to evidence our progress and performance in these areas, these will be added to this table, together with comparative data if available.

1 Calculated as the total number of suppliers audited over the 3 years from 2019 – 2021, divided by the number of active suppliers as at 31 December 2021.

2 Vinciworks is a suite of online training modules covering anti-bribery, anti-money laundering, competition law, GDPR, market abuse, Modern Slavery Act, sanctions and the prevention of tax evasion.

3 Addition data on the age profile of our employees, their length of service and geographical location for 2020 and 2021 can be found on page 30 of our 2021 Annual Report.

4 Voluntary turnover is defined as those leaving the business by virtue of resignation, or retirement, or the expiry of fixed term contracts; involuntary turnover is defined as those leaving the business by virtue of dismissal or redundancy.