

## Our Commitment to Environmental Sustainability

Accordience is committed to reducing our carbon emissions from our direct operations and across our supply chain to ultimately reach net zero by 2040.

This commitment is integral to achieving our purpose “It’s time to reimagine health” so that we can collectively contribute to a better and healthier future for patients around the world.

## Our Policy & its Scope

Compliance with this policy will enable Accordience to meet Inizio Group Limited’s science-based targets and support a global transition to a zero-carbon economy.

### Scope of this policy

Accordience’s Environmental Sustainability Policy applies and pertains to:

- All of our locations, divisions, businesses, and affiliates,
- All employees, contingent workers, and contractors, and
- Any other person acting on behalf of the Group.

## Reducing energy consumption and a shift to 100% renewable energy sources

We will work to reduce our total energy consumption across our offices by utilising energy efficient technology and encouraging employee responsibility to switch off workstations and lights when no longer in use. When considering new office space, we will endeavour to select properties that are sustainable and green certified.

In addition to reducing energy consumption, Accordience aims to purchase 100% of its electricity from renewable resources by 2030 for the entire Group. We will do this by the direct purchase of renewable electricity via energy contracts either directly with energy companies or via landlords. Where purchase is not possible, central procurement of Energy Attribute Certificates will be made.

## Waste management

Accordience recognises the importance of reducing the amount of waste to landfill and to promote recycling in all of our offices. We will work with our employees to educate and instil positive waste management practices and engage with our landlords to ensure proper recycling facilities are available. Accordience also operates a “Zero Single Use Plastic” policy.

## Procurement

Accordience’s environmental footprint is linked to that of our suppliers. In order for us to reduce our carbon emissions within our supply chain, we need our suppliers to reduce their operational emissions also. Accordience is working to develop a sustainable procurement programme to incorporate environmental considerations within our supplier selection criteria.

## Local-level and client obligations

This policy establishes minimum environmental sustainability standards for all Accordience business and subsidiaries.

All Accordience businesses and subsidiaries should comply with applicable environmental laws and standards in the countries in which they operate. If a client sets stricter requirements in their policies or supplier codes of conduct, these should be duly considered and adhered to.

## Accordience’s environmental framework

Our commitment to reduce carbon emissions across our operations and supply chain is enacted via the following areas:

- Reducing energy consumption and a shift to 100% renewable energy sources,
- Waste management,
- Sustainable procurement, and
- Business travel and commuting.

## Business travel and commuting

We seek to promote employee initiatives that facilitate a diversity of transport methods for commuting purposes, for example: providing bicycle storage at office locations, participation in local bicycle incentive schemes and encouraging public transportation where available. Accordience’s approach to hybrid working also serves to reduce our transport emissions..

We encourage all staff to consider whether air travel is the most appropriate means of travel in the relevant circumstances. To help our staff make an informed decision on the environmental impact of their travel decisions, we will be encouraging the use of online tools such as carbon calculators when planning travel.

Residual travel emissions arising from our business travel will be carbon offset centrally. All offsets purchased must be verified by a carbon offset standard, for example Verified Carbon Standard or Gold Standard, and must comply with the recommendations outlined by the International Carbon Reduction and Offsets

We will continue to engage in dialogue with our stakeholders on environmental sustainability issues. We pledge to listen and learn in ways that enhance our commitment to increasing our environmental stewardship..



