



Healthy Business
Healthy World



**Consilient Health
Sustainability Report
2022**



A letter from our Chief Executive



I'm pleased to present our second sustainability report which outlines our endeavours to create a Healthy World, by creating a Healthy Business and continuing to make our medicines accessible to all those that need them.

Our Vision is to create value for all our stakeholders by bringing licenced pharmaceutical products to market.

We seek to deliver on our mission through our sustainable pillars of 'Being a People Company', 'Being a Competitive Company' and 'Being a Responsible Company' and these will continue to define how we are realising these goals and remain integral to how we conduct our business.

This report sets out to share with our stakeholders the success and challenges we have faced in 2022.

Our people remain at the heart of the way we do business. Achieving Great Place to Work® for the second year in a row reflects the commitment of our people to growing the business whilst maintaining a warm and inclusive culture which we are very proud of!

Key to our success is to continue to deliver business through our core values which are at the heart of Consilient Health's ambition to build and maintain a sustainable business, equitable relationships with patients, health care professionals and payers. The way we will do this is through our values of 'Teamwork,' 'Working in partnership,' with an 'Intelligent approach'.

We are always focused on delivering high quality medicines to meet ever changing patient needs and we can only do this by remaining committed to working with our partners and suppliers whilst still operating as a competitive and responsible business. Later in this report we will share with you the Consilient Health carbon reduction plans and commitment to achieving Net-Zero through measuring and monitoring our footprint to transparently show our dedication to creating a healthier world for all patients.

2022 has been a year of change for Consilient Health and we could not have remained focused on delivering our medicines in a competitive, ethical and sustainable way if it were not for our people and the support of all our stakeholders so I would like to express my gratitude to you all for your consistent hard work and support.

Luke Crosbie, Chief Executive
June 2023



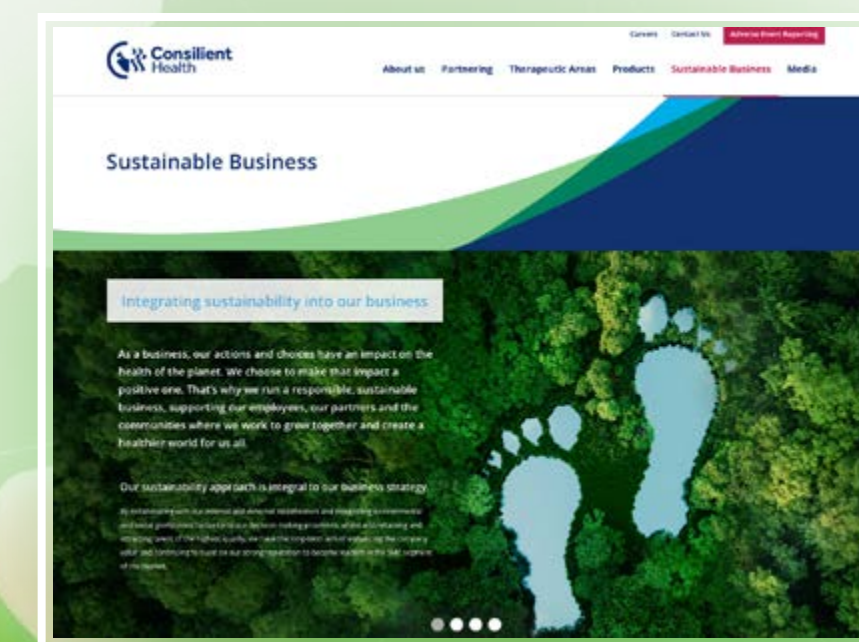
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Online resources 2021 Sustainability Report



Sustainable Business Website



Our second Sustainability Report shares our achievements and continued commitment to delivering the Consilient Health sustainability agenda in 2022. Through quantitative and qualitative data, we outline the progress of our sustainability agenda and share some challenges we have faced in an open and transparent manner whilst benchmarking it against our baseline year 2021.

With the support of the Management Team and the Board, the Sustainability Team continues to produce an honest, fully disclosing report and provides an outlook to future commitments.

We hope that you will continue to take this journey with us!

Consilient Health Highlights 2022



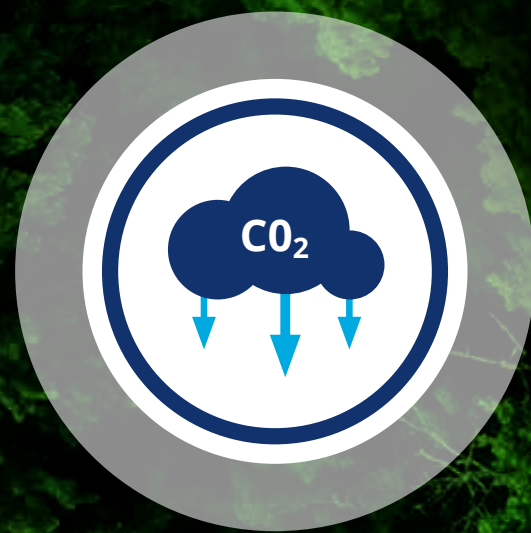
Code of Conduct



New product
launches



Urology
academy



Submitting Science-Based
Targets for carbon reduction



Great Place
to Work 2022!



Restructure of
Operations Team and
Business Development function



1515 training
hours



Sustainable Medicine
Partnership founding
member



Developing a mental health plan

Healthy Business, Healthy World – The Consilient Health Way



Company overview

Consilient Health is a privately-owned pharmaceutical company which was founded in 2005. It has since grown into a profitable business with a 2022 turnover of over €73 million and 85 employees. Our Headquarters are in Dublin, Ireland. Our European Operational Hub is in London, UK and our Nordic Regional Office is in Uppsala, Sweden. We have partnerships in Benelux and Spain.

Our vision and mission

Consilient Health’s vision and mission is to provide meaningful medical treatments to patients in Europe in the areas of women’s health, endocrinology, bone health and urology by being the partner of choice to developers and manufacturers. This way, we live by our motto of creating a healthy world through running a healthy business.

Whilst we do not research, develop or manufacture medicine, our business model is to offer insightful and innovative commercialisation expertise to our partners who might lack a physical presence, know-how or desire to commercialise their products in our geographic markets. Our capabilities include regulatory affairs through to market access, supply chain, distribution, medical affairs, marketing and sales, all underpinned by quality and compliance. This way, we offer the expertise and geographical reach to provide affordable medicines to patients in our markets.



Total number of full-time employees (Dec 2022)	85
Retention rate/turnover 2022	16 starters, 16 leavers
Ratio men:women in Management Team	Male 41% : female 59%
Ratio men:women in Senior Management Team	Male 73% : female 27%
Average sick days per employee	1.3*

* Compared to Office for National Statistics 2022 figures for number of sick days per employee (the number of days lost per worker was 5.7 in 2022).

Healthy Business, Healthy World – The Consilient Health Way

Our values



Teamwork

We work collaboratively and recognise the strength of individuals. We empower people with the relevant experience, opinions and ideas to lead teams and optimise results



Working in partnership

We foster mutually beneficial relationships with our partners, both business and healthcare. We define expectations and operate with fairness and integrity. Our communication is timely, transparent and understandable



Intelligent approach

We seek deep insight and understanding to deliver better outcomes. Our decision making process is robust and nimble so we execute quickly and effectively to deliver success for all parties



At Consilient Health, innovative solutions for patient health are our focus

In the UK and Europe we offer a wide range of prescription products including branded ranges of licensed vitamin D products, women's health products and a specialist urology product. During 2022, we continued to strive to deliver value to the NHS and access to important medicines for patients. More than 8M packs of Consilient Health prescription medicines were dispensed, supporting an estimated **1.1M patients** in the UK, and nearly **163,000** in Ireland. In our Nordic territories we distributed about **414,500 packs** of medicine to pharmacies and hospitals.

Access to healthcare professionals continued to be a challenge as the NHS recovered from the pandemic however Consilient Health continued to find effective ways of getting valued educational content to prescribers with over 1,000 attendees at Consilient Health organised Webinars through the year. In addition, the rollout of sites such as the Urology Academy provided online access in the UK to digital learning content designed to enhance knowledge and skills around patient care. Also, in Ireland we hosted 11 webinars, reaching over 850 healthcare professionals.

For over 17 years, our UK commercial team have successfully partnered with reliable manufacturers to supply competitively priced generic drugs for injectable and infusion treatments as well as solid dose medicines of various therapy areas to both customers and patients. The retail generics business unit is primarily responsible for the sales of our retail pharmacy generic portfolio into national pharmacy chains, independent multiple pharmacy chains and regional wholesalers. We have recently extended our account base to deal with the 'Healthcare at Home' section of the market. In 2022 we supported patients by providing over **3,265,000 generic packs and bottles of medicine**.

The Consilient Health hospital division has access to all UK NHS and private hospital groups and engages with commercial compounding companies, home care providers and clinical trial suppliers. In 2022 our hospital products have treated **980,000 patients** in the UK.

161,930
patients were supported by CH prescription medicines in Ireland

1.1M
patients in the UK were supported by CH prescription medicines

Nordic territories
414,500
distributed packs to pharmacies and hospitals

Over 3,265,000
generic packs and bottles of medicine

Treated 980,000
hospital patients in the UK

Healthy Business, Healthy World – The Consilient Health Way

We constantly expand existing partner relationships and scout for new providers of medication and medicinal products to be distributed and marketed to offer further treatment options to patients. As part of a product strategy change to be implemented in 2023, our business development team has interacted with over 240 companies, thereby exploring more than 100 ideas.

The New Product Development Team at Consilient Health was formed to centralise all required expertise for taking on new products. We have specialists across regulatory affairs, project management, supply chain, quality assurance and pharmacovigilance working on all operational tasks from commercial agreements up until launch of a product. This approach has led to the successful launch of 30 new products (including different strengths) in 2022.

This restructure helps the Operations Department to focus on routine work in quality assurance, supply chain and regulatory affairs. Our Regulatory Affairs Life-cycle Maintenance Team is responsible for all the maintenance activities for the marketing authorisations held by Consilient Health as well as any maintenance required for products Consilient Health distributes as own label supplier.

We responded to
**462 medical
information
enquiries** in 2022

Ensuring quality, safety and compliance

Everything we do is driven by compliance to ensure that the products we provide to patients are safe and of high quality.

In 2022, a new medical department was created to focus on excellent medical services for healthcare professionals as well as patients. In line with UK and European regulation, pharmacovigilance specialists record and report all adverse events associated with our products, thereby ensuring that the benefits of our products always outweigh the risks. In 2022, the number of adverse events reported was 226.

Our quality department works tirelessly, alongside a rigorous internal quality management system, to maintain the high quality of our products within strict GMP and GDP regulation. In 2022 we processed 136 product quality complaints and only two minor product recalls, as a result of defective tamper evident seals.

Our work is regularly audited by partners and inspected by health organisations. In 2022, there were no critical findings resulting from those.

Successful launch
of **30 new
products**
in 2022

Department audited	No. of inspections by health authorities	No. of audits by partner companies	No. of critical findings
Quality Assurance	2	2	0
Pharmacovigilance	1	2	0

For transparency and balance in addition to the achievements we celebrated in 2022, we would also like to mention challenges we faced that year.

Having overcome supply chain challenges during the Covid-19 pandemic and Brexit during the last couple of years, we were then faced with the war started in the Ukraine by Russia. This led to a significant cost increase along the supply chain impacting cost of goods for suppliers, Consilient Health and customers.



Sustainability in the pharmaceutical industry

Whereas in the past the pharmaceutical industry has been relatively late to the game when it comes to recognising their environmental and social responsibilities, over the last few years this has been changing. Sustainability is fast becoming part of the pharmaceutical industry's day-to-day operations, with many skilled individuals working in sustainability roles. We are starting to see initiatives from companies across the world, from investment in renewable energy, low-carbon inhalers and recycling schemes, to net-zero buildings, thereby demonstrating their commitment to tackling the challenges in building a greener pharmaceutical industry. At Consilient Health we recognise that as a small to medium enterprise (SME) we cannot make meaningful progress just on our own. Previously, generic medicine providers saw themselves in competition about pricing, but sustainability has become an area requiring collaboration and partnerships across the industry stakeholders.

In the UK this has been driven significantly by the expectations from the main medicine customer, the National Health Service (NHS), who includes social and environmental criteria in their tendering process. By expecting its suppliers to align to their carbon reduction targets, the NHS uses its leverage to drive holistic change in the pharmaceutical industry. Consilient Health are working with a wide range of stakeholders to drive forward progress and address challenges together. As a sector with complex global supply chains with high environmental emissions and social impacts, we are acting in partnership to create lasting change and embrace more sustainable practices.



“Consilient Health’s groundbreaking initiatives over the past two years have served as a catalyst for the creation of a UCL white paper that examines how small and medium-sized enterprises (SMEs) are adapting to the increasing demands arising from the NHS’s aspiration to become the world’s first net-zero national health service. The commitment of Consilient Health to sustainability is exemplified by their pioneering efforts in decarbonisation, positioning them as one of the forefront SME pharmaceutical companies to adopt science-based targets, potentially making them among the first of their kind worldwide.”

Paolo Taticchi, OMRI
Professor, UCL School of Management
Sustainability Advisor, Consilient Health

A greener NHS: implications for the pharmaceutical industry and SMEs, UCL White Paper, Taticchi and Corvaglia (2022)

[Read the full White Paper here.](#)

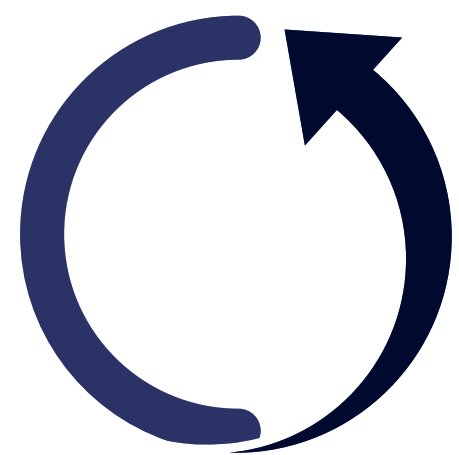


Our 3 sustainability foundations

The Consilient Health Sustainability Strategy is built on three foundations in line with the 'three P's' of sustainability 'People, Planet, Profit' to guarantee a holistic approach to doing business. Under these foundations we group initiatives according to themes we have identified as material for our organisation.



Being a People Business



Being a Competitive Business



Being a Responsible Business



Being a People Business

People's health is at the heart of our business. We are supporting the wellbeing of our employees and the local communities where we work. We are creating a positive workplace for people at every stage of their career. Committed to fostering a healthy work environment that supports the needs, interests and wellbeing of our people, we have established various initiatives that aim to create a positive culture and environment where our employees can thrive.

People Initiatives:

- Great Place to Work
- Mental Health and Wellbeing
- Mental Health First Aiders (MHFAs)
 - Lunch & Learns
 - Local communities
 - Give-back day
- Training and development
 - Policies





Consilient Health is a Great Place to Work®

We regained our certification for being a **Great Place To Work®** in 2022. The certification is based on survey participation of all employees who get a chance to feedback on company processes, culture, management, leadership and express their level of satisfaction with their employer. Our primary purpose for participating in the Great Place To Work® programme is to have a structured and benchmarked employee feedback process.

Consilient Health scored highly in fairness, leadership and employee engagement. The metrics also help in identifying areas for improvement which for Consilient Health are rewards & recognition and training & development. The scores and measures to address areas of improvement were communicated back to all employees.

Areas of High Achievement	Top scoring statements	% CH v score compared to Medium Best Workplaces
Employee Engagement	The work I do helps to achieve the company's mission	92% (95%)
Fair Treatment	People here are treated fairly regardless of their race	95% (95%)
Leadership	I know how to get things done	100% (95%)
Areas of Improvement	Statements to improve	% score compared to Medium Best Workplaces
Development of People	People here take ownership and responsibility for their results	75% (no comparison data)
Recognition & Reward	We recognise small wins	65% (no comparison data)

Mental health & wellbeing

Following the Covid-19 pandemic, the UK government developed a 'Well-being Recovery Action Plan' which sign-posted businesses to put in place programmes to promote positive mental health to support individuals. The mental health charity 'Mind' developed the Mental Health in the Workplace Commitment resource packs, aimed particularly towards SME companies.

Based on this guidance, in 2022 Consilient Health created and implemented our own Mental Health in the Workplace Plan based on 6 key standards. These commitments and progress on them are reviewed quarterly by the Head of Sustainability with input from the team of Mental Health First Aiders.

Standard 1

Prioritise mental health in the workplace by developing and delivering a systematic programme of activity

- We produce and maintain a mental health yearly plan designed to deliver activity across the whole organisation in an organised manner
- We provide a mental health intranet for resources to support employees and managers
- We offer annual mental health awareness training to managers
- We have rolled out a mental health policy





Being a People Business



Standard

2

Proactively ensure work design and organisational culture drive positive mental health outcomes

- We have created a healthy and sustainability office design and environment

Standard

3

Promote an open culture around mental health

- We have ten trained Mental Health First Aiders (MHFAs) available for anyone to speak with across all levels relating to work and other issues
- We run monthly Lunch & Learn sessions including mental health topics
- In May we celebrate the mental health awareness week.
- Our HR generalist is trained as a MHFA to support any HR related work
- In 2022 we celebrated International Women's Day
- We have a working from home policy in place and a flexible working policy

Standard

4

Increase organisational confidence and capability

- All managers receive annual awareness training, supported by access to resources, stored within our mental health intranet
- Our mental health policy is reviewed annually
- Our MHFAs receive regular refresher training
- Every new starter meets with a MHFA to learn about resources and processes we have at Consilient Health regarding mental health



- We published a comprehensive policy and plan to cover mental health and wellbeing aspects



**Standard
5**

Provide mental health tools and support

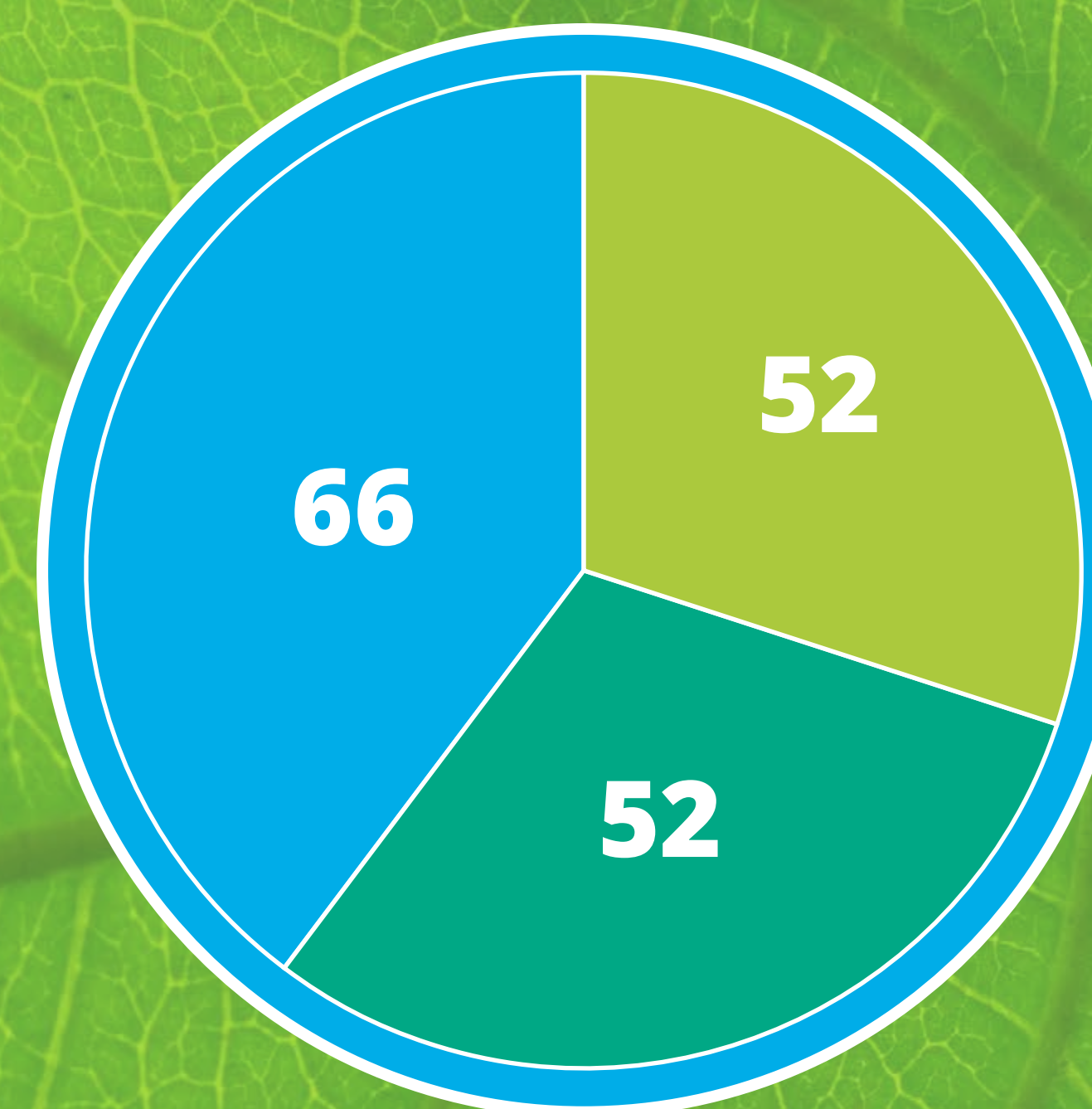
- Our ten MHFAs are trained in the difference between mental health and wellbeing issues
- We have a focus on menopause management and sign-posting
- We offer the mindfulness app Headspace for all employees which offers meditation, sleep, focus and movement exercises
- We have a free and confidential Employee Assistance Programme (EAP) in place
- In 2022, we supported our staff during the cost-of-living and energy crisis financially and with resources on how to save money and energy
- We have health and safety training in place including a workplace risk assessment and implement mitigation measures at the office and at home

**Standard
6**

Increase transparency and accountability through internal & external reporting

- On a quarterly basis we report internally to the Board on MHFA updates and training along with numbers of mental health or well-being discussions across the company
- In 2022 the MHFAs were approached 146 times in total
- External reporting occurs via our sustainability report

**Utilisation of 10 MHFAs in 2021/22
Number of discussions with MHFAs in 2022**



- Joint mental health & wellbeing discussions
- Wellbeing discussions
- Mental health discussions





A Consilient Health grant funded 12 teachers from 10 disadvantaged secondary schools in Dublin to complete eight hours of CPD training in empathy education facilitation.

Narrative 4



The training provided teachers with the skills to deliver evidence-based programmes designed to teach empathy skills to address bullying and hate speech in the classroom. A recent study of teachers by the University of Limerick has found that these interventions are 'absolutely essential' in today's schools.

Five of the ten schools involved did not have any teachers trained prior to receiving this bursary. As a result of this training opportunity from Consilient Health, hundreds of new students can now benefit from Narrative 4's empathy education programme that previously did not have the opportunity.

Local Community

As part of being a people business, Consilient Health are committed to investing in our local communities on a long-term basis.

The Victoria Foundation

The Victoria Foundation, based in Richmond, London, aims to transform lives where there is an opportunity to do so - either through medical provision or by ensuring that those young people destined to become the future generations of doctors are not thwarted by financial restrictions. Consilient Health has donated towards the foundation, providing support to 10 medical students around the country in the way of grants (see table*). These students will graduate between June 2023 and June 2026.

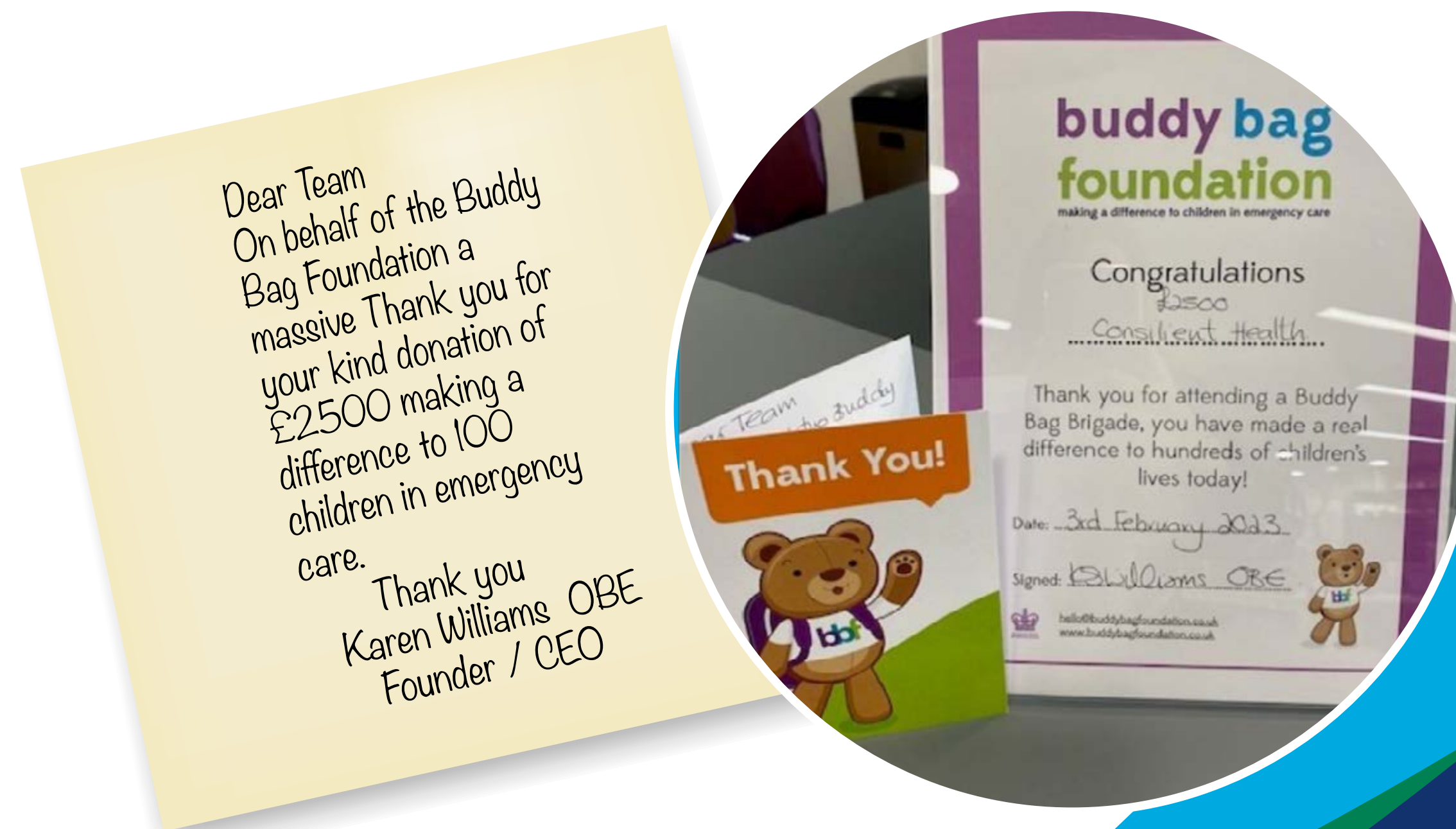
* Summary of Grants awarded to students through the support of CH

Summary of grants awarded to students through the support of Consilient Health		
University attended	Grant award amount and details	Graduation
Plymouth University	£250 - Consilient Health Toolkit £250	01.06.2023
University of Manchester	£250 - Consilient Health Toolkit £250	01.07.2023
University of East Anglia	£250 - Consilient Health Toolkit £250	16.06.2026
Brighton & Sussex Medical school	£500 - Consilient Health Toolkit £250 & TVF Toolkit £250	21.06.2024
King's College London	£250 - Consilient Health Toolkit £250	01.06.2026
University of Exeter	£500 - Consilient Health Toolkit £250 & TVF Toolkit £250	01.07.2024
University of Manchester	£500 - Consilient Health Toolkit £250 & TVF Elective £250	01.07.2023
University of Edinburgh	£250 - Consilient Health Toolkit £250	31.05.2025
Lancaster University	£500 - Consilient Health Toolkit £250 & TVF Toolkit £250	20.06.2026

The Buddy Bag Foundation



Every year we have a company event where we invite our Consilient Health employees to donate money that will be given to their chosen charity and matched by Consilient Health. This year the chosen charity was 'The Buddy Bag Foundation' providing 100 children who enter emergency care with essential care items after fleeing violent situations at home.





Give-back days

As part of Consilient Health's ongoing commitment to sustainability and employee wellbeing, we encourage all employees to take part in our company wide 'Give Back' day initiative so that they can volunteer to commit time or complete sponsorships for a charity close to their heart.

In Ireland, our commercial and finance teams volunteered at Saoirse Domestic Violence Service. Since opening its doors in Tallaght in 2006, the refuge centre has welcomed hundreds of families in need of crisis refuge support to provide a safe, supportive, and confidential service for women and children experiencing violence. Our teams helped to give the exterior of the building a 'facelift' to make it more welcoming to families when they arrived. Following a day of hard work, the outside of the building was completely transformed.



Our branded pharma marketing Team in the UK had the opportunity to be involved in a volunteering day at Salcey Forest in Northamptonshire. As trees are vital for our planet as carbon storage, flood prevention and as habitat providers, the team's task was to make a substantial clearing around a 600-year-old oak tree in the centre of the forest and then to clear the surrounding foot paths leading to the tree. The aim of this was to protect the tree's roots and to help it gain more natural light.





International Women’s Day

At Consilient Health, we celebrate various awareness days over the year. International Women’s Day was a day we really wanted to make stand out. To mark this occasion, we did a series of interviews with impactful women working in Consilient Health which was met with great interest.

Training

Training our staff and offering options for professional and personal development are now high on Consilient Health’s agenda, since the Great Place To Work™ (GPTW) feedback. In addition to an extensive induction training session to on-board new employees and efficiently prepare them for their roles, on-going training is offered and encouraged. In addition, in 2022 Consilient Health invested in over 1515 hours of training for our employees.

Policies

At Consilient Health we started updating many of our policies in 2021 and now in 2022 we have in place all the following policies alongside the Consilient Health Code of Conduct. The documents are reviewed on an annual basis, and we encourage awareness amongst our employees.



Governance & ethics	HR
<ul style="list-style-type: none"> · Consilient Health Code of Conduct · Anti-corruption & Bribery Policy · Falsified Medicines Policy · Whistleblowing Policy · Modern Slavery Policy 	<ul style="list-style-type: none"> · Alcohol & Misuse Policy · Annual Leave Policy · Capability Policy · Disciplinary Policy · Dress Code Policy · Equal Opportunities & Diversity Policy · Grievance Policy · Homeworking Policy · IT Equipment Usage & Internet Policy · Recruitment Policy · Right to Disconnect Policy · Sickness & Absence Policy · Smoke-free Policy
Mental health	
<ul style="list-style-type: none"> · Mental Health Policy · Health & Safety Policy · Menopause Policy 	
Environment	
<ul style="list-style-type: none"> · Environmental Policy · Animal Welfare Statement 	

Our 3 sustainability foundations

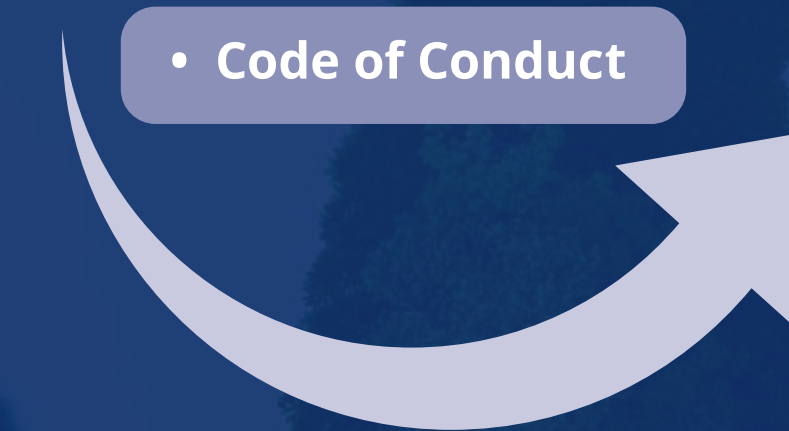


Being a Competitive Business

To build a healthy business, we are finding new, sustainable ways of doing things while sharing our goals and progress. We are honest about what is working and what is not so that we can all improve on this journey.

Competitive Initiatives:

- Communication plan
- Digital Transformation
- Code of Conduct

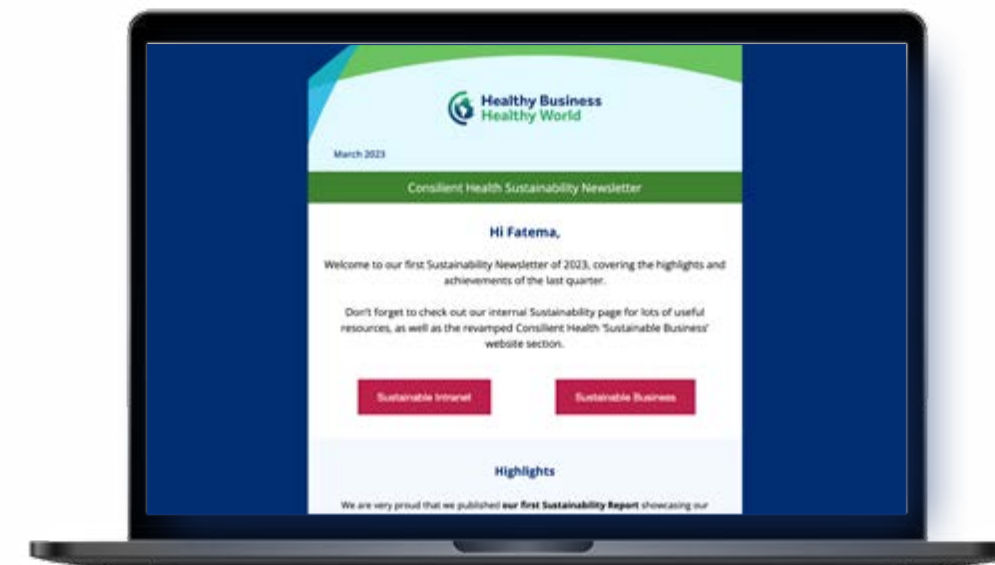




Being a Competitive Business

As part of being a competitive business, it is important that we are transparent about what we do. As part of sharing information, we produced our first sustainability report during 2021 outlining the development of our sustainability strategy and achievements within that year. We remain committed to delivering annual reports and sharing information publicly.

Internally, we have a quarterly newsletter that updates our colleagues on the initiatives that are on-going within Consilient Health. This newsletter provides a reminder of all the good things that are happening within our organisation.



Partnerships and collaborations

One way of remaining a competitive company means maintaining awareness of what is happening outside of Consilient Health and to give something back to support the pharmaceutical industry stakeholders. Karen Pulley, our Head of Sustainability, holds a supporting position within the British Generic Manufacturing Association (BGMA) as Chair of the Sustainability Working Group. The aim is to share best practice, work with external organisations so that together we can achieve the best outcomes for patients in a sustainable manner.



Contributing to educating responsible leaders and changemakers

In 2022, Consilient Health was the subject of sustainability classes at University College London, Imperial College London and EADA Business School in Barcelona.

Marketing and MBA students studied the UCL case study presenting the work of our company. Students had the opportunity to discuss practically the design and implementation of sustainability strategies with Professor Paolo Taticchi, OMRI who was pivotal as an external advisor in the development of the Sustainability Strategy for Consilient Health, and with the Sustainability Team who shared their experience of driving change with the students.

Consilient Health's sustainability strategy was also used as a case study in Imperial College London executive education programme for Bain & Company. Disseminating sustainability thinking at top Universities is crucial for educating the responsible leaders of tomorrow, and it is something we will keep doing with passion in the years coming.



Code of Conduct

To maintain our culture of being open and honest about the way we work with internal and external stakeholders, we felt it important to introduce a new Code of Conduct. It is intended to act as guidance on key business activities, outlines responsibilities and illustrates our expectations from all persons acting on our behalf.





Digital transformation

Consilient Health continues to make great strides towards enhancing its core digital capabilities, providing a strong foundation as the business grows by adding more products and partners to its ecosystem. Since starting the digitalisation program in 2021, the company has delivered on many large and small-scale digital projects, which impact sustainability in numerous ways.

In the last year, we have focused on connecting various siloed systems and increasing end-to-end transparency for our operations and quality teams. Our purchase order system is connected to our Batch Control Tower (BCT), where supply chain partners can communicate and collaborate in real-time.

Our BCT system is now being revised to include secondary packager partners, which will streamline communication with other key partners. A critical next step is to gather data to measure operational KPIs, including sustainability metrics.

The feedback from partners has been very positive in that it has made it easier for them to prioritise workload and work in a structured manner through the platform. This has reduced the cognitive burden of remembering what needs to be done, by when and by whom, as the platform takes care of the organisation and automates this.

Key realised benefits are that critical information is communicated in real time and hence better-informed data-driven decisions are made. Our supply chain teams can plan for shipments well in advance, ensuring capacity is booked and fully utilised. Meeting time is further reduced, and all communications are documented digitally for audits. Finally, there has been significant savings on storage with the platform capturing over three and a half thousand documents to date, taking up over ten gigabytes of storage. Without this central source of truth, information would be captured in multiple places like SharePoint, email and laptops. It is estimated that at least twenty gigabytes storage space has been saved, as well as a 30% reduction in email traffic.

In other business areas, our marketing teams are streamlining how they share information with customers and moving to a platform where products can be easily shared in a digital format, subsequently reducing paper usage. Another project in progress is to capture data and metrics to understand where the business can create efficiencies internally and when working with external supply chain partners. This democratisation of data will help all areas of the business to make data-driven decisions and create a more sustainable business.

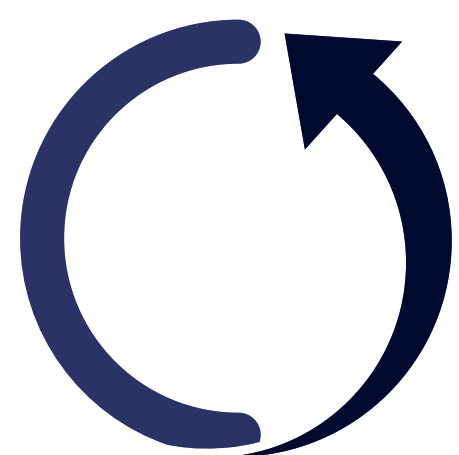
In a bid to continue to be competitive and sustainable, small wins are also important, and we have piloted digital business cards and new digital signatures, which have been a great success and will be rolled out in 2023 for all.



Our 3 sustainability foundations



**Being a
People
Business**



**Being a
Competitive
Business**



**Being a
Responsible
Business**



**Being a
Responsible
Business**

A responsible business refers to our commitment to making business decisions that will contribute to the creation of a better world. As a responsible business, we are focusing on minimising the carbon footprint of our business by reducing the impact of our products, our supply chain, as well as of our workplaces and operations.

Responsible Initiatives:

- Carbon footprint
- Science-based targets
- Waste management
- Sustainable medicines partnership
- Sustainability Award
- Sustainable Supply Chain



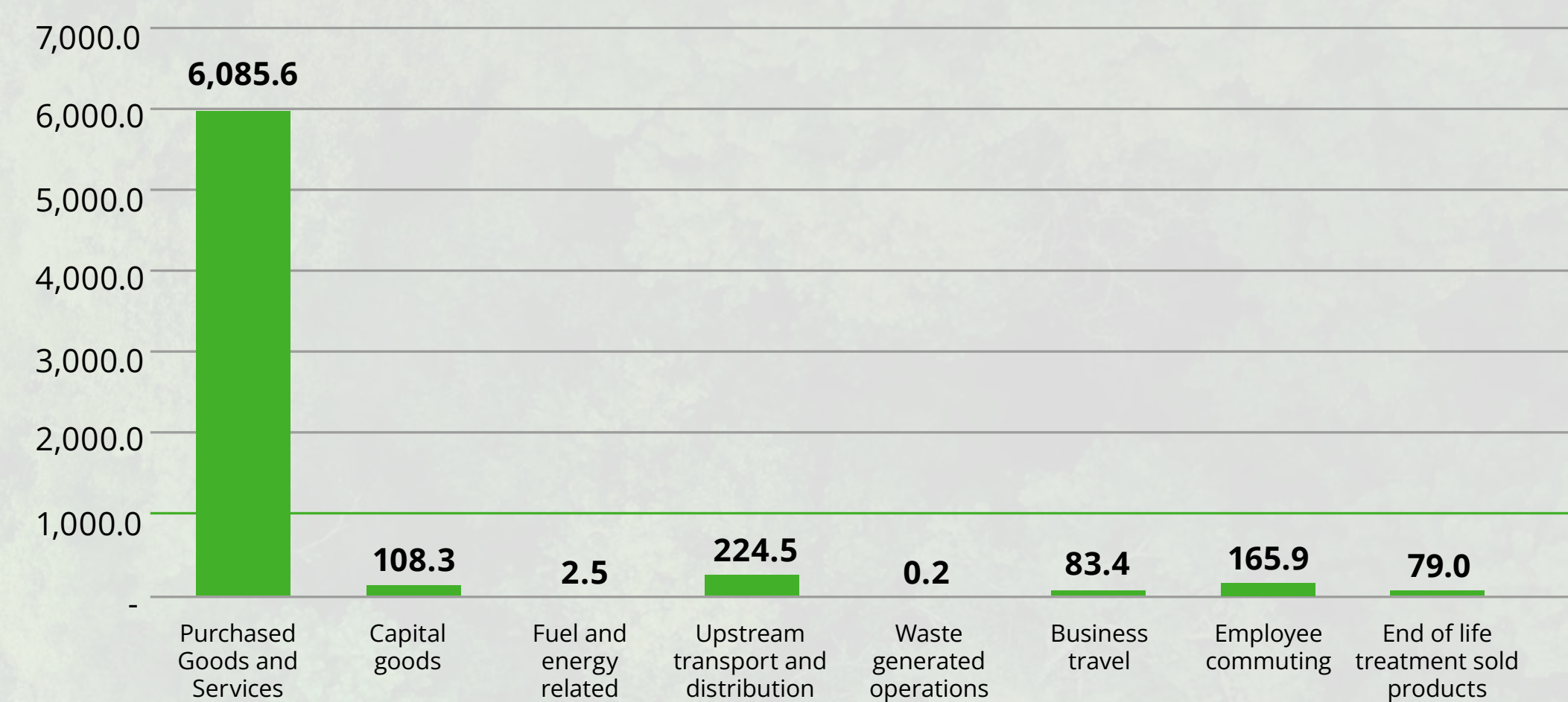
Consilient Health's carbon footprint

From the beginning, tackling the climate crisis by taking responsibility for business emissions was one of our main priorities within our sustainability strategy.

Our climate consultancy EcoAct verified our carbon baseline from 2021 and calculated the footprint for 2022 following an extensive scoping assessment.

Consilient Health's Value Chain Emissions	Scope	2022 Emissions (total CO ₂ emissions)	% of Total
Scope 1 Emissions	Scope 1	0	0.00%
Scope 2 Emissions	Scope 2	6.5	n/a
Scope 2 Emissions (market-based ²)	Scope 2	2.1	0.03%
Scope 3 Emissions	Scope 3	6,749.3	99.87%
Total (Market-Based)		6,751.4	100%

2022 Scope 3 Emissions (total CO₂ emissions)



To raise awareness amongst all employees, we introduced mandatory carbon literacy training which explains the consequences of the climate crisis we are in. This includes information on what our personal and business emission footprints are and how we can reduce those to contribute to a healthier planet. All our colleagues have completed the training and it is part of our onboarding process.

- We followed the GHG Protocol Corporate Accounting and Reporting Standard complemented by the Corporate Value Chain Standard
- Better granularity of data due to introduction of accounting software
- Due to a switch to electric heating (renewable energy) rather than using natural gas Consilient Health no longer has scope 1 emissions
- Increase in business travel and commuting with people returning to offices on a hybrid basis from April 2022



Being a Responsible Business



Setting science-based targets

A highlight of 2022 was the planning and submission of our science-based targets, which are emission reduction targets validated by the Science Based Targets initiative (SBTi). These are in line with the commitment of the Paris Agreement to limit global warming to 1.5 degrees.

The SBTi is a collaboration between CDP (formerly Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

The SBTi defines and promotes best practice in science-based target setting and independently assesses companies' targets, which are published on their website. After submission in December 2022, in January 2023 the SBTi has validated Consilient Health's near and long-term science-based emissions reduction targets, facilitating a robust approach to decarbonisation:

- Consilient Health commits to reduce scope 1 and scope 2 greenhouse gas (GHG) emissions 42% by 2030 from a 2021 base year, and to measure and reduce its scope 3 emissions
- Consilient Health commits to reduce scope 1, 2 and 3 emissions 90% by 2050 from a 2021 base year

By meeting both targets, and neutralising residual emissions from 2050 and beyond, Consilient Health will meet Net-Zero.



In addition to the SBTi-validated targets, Consilient Health has set further goals. **These are not validated by the SBTi**, nor by any other third party, but were deemed important by Consilient Health to contribute to meaningful emission reductions and take full responsibility for our climate impact.

Consilient Health commits to:

- reduce aggregated emissions from business travel, commuting, operational waste, and downstream distribution by 22.5% between 2021 to 2030
- achieving Net-Zero by 2050
- engage 30% of suppliers with climate-related activities by 2025, and
- engage all suppliers by 2030 and demonstrate intention to reduce emissions from purchased goods & services and capital goods by implementing climate-related supplier onboarding pre-requisites

Progress on validated and non-validated targets will be reported on an annual basis.

Disclosing our footprint

For the first time Consilient Health was requested by the UK's NHS to complete the CDP (formerly Carbon Disclosure Project) assessment. As a first-time responder, the minimal CDP questionnaire version was completed. For the 2021 emission data Consilient Health received a 'C' Score which is defined as 'Awareness meaning knowledge of impacts on, and of, climate'.

Whilst this lies below the average of B- for biotech & pharma companies, we were satisfied with the result considering this was our first year of emission assessment. We expect the score to increase in the future based on on-going and planned initiatives described in this report.

On the issue of disclosure, in 2022 Consilient Health also took part in the 'Evergreen' pilot scheme initiated by the NHS to build their own sustainable supplier assessment tool.



Sustainability Award

The 2022 Sustainability Award collected entries from all colleagues for ideas to reduce emissions within their work processes, offices or home offices.

The winner was our Commercial Sales Team who pledged to an all-round emission reduction of the teams' activities including more plant-based food, avoiding fast fashion and reducing their travel emissions and using digital business cards.

The runner-up went to the Business Development Team. Due to implementing the use of our digital signature software into their processes, they were able to save virgin wood and carbon emissions instead of printing and sending hard copy contracts to new partners.



Building a sustainable supply chain

A responsible supply chain is the backbone of an organisation such as ours as we do not manufacture our products. We value our partnerships highly and foster our relationships, therefore, we consider it our responsibility to engage our suppliers in related topics.

We have implemented environmental, social and governance (ESG) criteria for use when our Business Development Team are speaking to new potential partners to understand their sustainability credentials.

We have analysed our current suppliers as well as potential new ones and commenced further supplier engagement in 2022 to understand their climate strategies.

By initiating supplier engagement and working closely with our partners, we plan to reduce our supply chain carbon emissions and environmental and social impacts. The implemented Code of Conduct outlines our expectations of our employees and suppliers to build a more reliable and sustainable supply chain.

In 2023, we plan to include our supply chain department in even more initiatives and provide training for colleagues, so sustainability is integrated in all future decisions. To gain insight into this, we have mapped our supply chain to locate hot spots of carbon emissions.



Being a Responsible Business



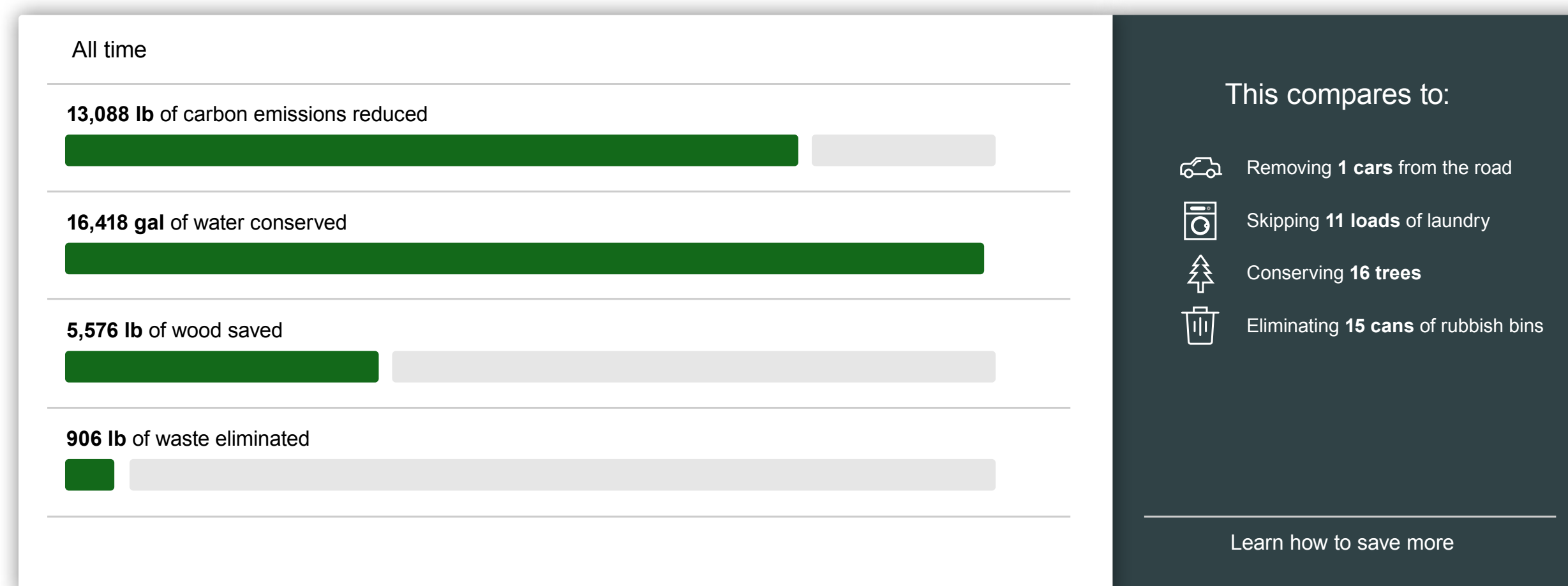
Waste management

As part of our Green Office initiative in 2022, we set the focus on waste management. Where recycling bins were not yet in place, these were introduced. These included containers for food waste as compostable material in landfill produces the greenhouse gas methane. Although our office waste footprint is small, in the future we will focus on setting up an efficient granular data collection system to be able to reduce our waste further.

During the national recycling week in September, awareness was raised internally about the importance of appropriate waste management. In July 2022, we provided resources and an engaging talk by Seven Clean Seas to speak about the problems of plastic pollution in rivers and oceans and how it can be tackled.

By introducing DocuSign as a digital signature software, Consilient Health reduces emissions, conserves water and wood and eliminates waste.

Consilient Health's environmental savings



Reducing packaging material of our products is a challenge as packaging specifics are regulated in the licence of a medicine and are not easily altered. However, we have started to make improvements. In 2022, to save on blister packaging and cardboard boxes during transport, the pack size of our Vitamin D capsules was increased from 4 to 12 soft capsules.

Our Head of Sustainability is part of the British Generic Manufacturing Association's focus group working on regulatory changes required to switch to electronic patient information leaflets which are not only more patient-friendly, but also drastically reduce the paper used and transport emissions. This is a multi-agency approach in early stages including many organisations.

The Sustainable Medicines Partnership

In October 2022, Consilient Health became a founding collaborator of the Sustainable Medicines Partnership (SMP).

The SMP is a non-profit, private-public, multi-stakeholder collaborative aimed at stopping the avoidable waste of medicines and medicines packaging. Through a four-year programme, the SMP aims to build science-based, scalable, sustainable solutions to help reduce the waste of medicines and the waste from medicines – reducing healthcare emissions and increasing health equity globally.

By joining, Consilient Health adds its rich heritage and experience to the leading pharma, generic and retail manufacturers, distributors, supply chains, technology providers, healthcare providers, hospitals, pharmacies, researchers, academics, policymakers and changemakers involved in the SMP.

Alignment to the SDGs

In 2015, the United Nations (UN) published its Sustainable Development agenda which outlines 17 Sustainable Development Goals (SDGs) to be achieved, globally, by 2030. For the goals to be realised, governments, industries, organisations and individuals need to contribute, collaborate and work together to accelerate sustainable development and transformation across the globe.

At Consilient Health, we are committed to contributing to the global SDGs movement and efforts. The goals and initiatives we have established under our three key foundations of being a people business, a responsible business and a competitive business align with, and support, several of the SDGs defined by the UN.

Consilient Health's key foundations aligned with the UN SDGs:



UN Sustainability Goals

SDG	Our initiatives	Our impact
<p>3 GOOD HEALTH AND WELL-BEING</p>	Provision of safe and affordable medicine, including products for rarer diseases (e.g., bladder pain syndrome)	We sold over 12.5M packs of medicine to patients in the UK and Europe.
	Support of The Victoria Foundation, a London-based charity	Donations to support 10 medical students
	Support of empathy training in schools via the Dublin-based charity Narrative 4	Consilient Health grant funded 12 teachers from 10 disadvantaged secondary schools in Dublin
	Internal education and training sessions	Company-wide carbon literacy training developed and rolled out. In total over 1515 training hours across all staff.
<p>4 QUALITY EDUCATION</p>	External training for healthcare professionals	Webinars run reaching over 1850 healthcare professionals in the UK and Ireland
	Great Place to Work 2022 (UK and Ireland)	Employ 85 people across Europe (in 2022) Women represent 59% of workforce, and 27% of Senior Management Team
	Engaging and initiating dialogue with partners/suppliers as part of stakeholder and carbon assessments	Plan to engage 30% of all suppliers by 2025
	Consilient Health is a co-founding company of the Sustainable Medicines Partnership (SMP)	Addressing key issues (like data and waste) in the pharmaceutical sector
<p>17 PARTNERSHIPS FOR THE GOALS</p>	Membership with BGMA (British Generic Manufacturing Organisation), engaging in sustainability topics with industry stakeholders	Collaborating with over 40 members/associate members across the industry
	Collaboration with UCL and Imperial College London, sustainability experts on strategy development; panel discussions and case studies	Participated in 4 events with universities
	Digital transformation improving processes, systems, and productivity	Real-time, centralised data storage improving communication and processes. Reduction of stored data files by two thirds and 30% less email traffic.
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Projects to reduce the environmental impact of our vitamin D3 soft capsules	Change in blister pack size to use available space for capsules and increasing share of bulk shipping and local packaging facilities
	Work in a transparent and compliant way	4 partner audits (2 Quality Assurance, 2 Pharmacovigilance) and 3 health authority inspections (2 Quality Assurance, 1 Pharmacovigilance).
<p>13 CLIMATE ACTION</p>	Setting carbon emission reduction targets to be validated by the Science-Based Targets initiative (SBTi)	Gold-standard targets in line with climate science hold the company accountable
	Conducted a carbon assessment for the year 2022, establishing our baseline for future assessments	Carbon assessment for 2021 showed Consilient Health's carbon footprint (Scopes 1, 2 and 3) amounted to 6.2 kilotons CO ₂ emissions (with over 99% being in Scope 3).



Forward view 2023

I hope by reading this 2022 report you have gained an insight into Consilient Health as a company and our sustainability journey so far! This leads me to look forward to 2023 which, for Consilient Health, will be a year of change and adaptation. Having gone through internal restructuring to build excellence across all teams, we must now focus on working together to deliver a new business strategy. In our 2023 report, our Chief Executive will elaborate on this new business strategy which aims to deliver medicines to patients that really need them.

Being a People Business, Being a Responsible Business and Being a Competitive Business will remain at the heart of what we do, and we will continue our steady drive to be Net-Zero by 2050. This will entail more in-depth supplier engagement to facilitate the collection of quality granular data. Extensive mapping of our supply chain has shown that there are areas that can help reduce our carbon footprint whilst providing a return on investment. In our 2023 report, we will share with you the outcomes of other projects that commenced within our supply chain during 2022.

Based on the output of the last GPTW survey, we will continue to focus on the 3 key people areas that we committed to in 2022 - 2023:

- Reward & Recognition
- Company Benefits
- Training and Development

The year ahead will inevitably bring challenges and opportunities and it is important that we continue to review and improve our sustainability strategy to create a robust foundation for the future.

I look forward to reporting on our improvements and challenges across all areas in 2023.

Karen Pulley | Head of Sustainability
Consilient Health



If you would like any more information or to talk to us further about our sustainability strategy, please get in touch with Karen Pulley on the details below:

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