

We are pathfinders

GRI DISCLOSURES 2023

CLINIGEN



GRI is an independent, international organisation that provides widely used standards for corporate sustainability reporting. The following GRI index table indicates alignment with the GRI Standard (Core option) with Clinigen's Sustainability Impact 2023.

We are pathfinders

Referenced to Clinigen's
Sustainability Report 2023 and
Corporate Website

GRI Index Table



GRI 2: General Disclosures

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
2-1	Organisational details	-	Clinigen Limited Pitcairn House Crown Square Centrum 100 Burton On Trent Staffordshire DE14 2WW
2-2	Entities including in the organisation's sustainability reporting	Audited consolidated financial statements or financial information	Clinigen Limited and all entities/subsidiaries of the group.
2-3	Reporting period, frequency and contact point	-	Reporting period: 1 July 2022-30 June 2023 (Clinigen financial reporting year)
2-4	Restatements of information	-	Not applicable
2-5	External assurance	-	Not applicable
2-6	Activities, value chain and other business relationships	Sustainability Report, Page 6-8	Company overview / business model
2-7	Employees	Sustainability Report, Page 16-18	Total number of employees, and a breakdown of this total by region and gender can be provided upon request.
2-8	Workers who are not employees	https://www.clinigengroup.com/modern-slavery-statement/ https://www.clinigengroup.com/about/sustainability/reports-policies-and-data/	See Clinigen's latest Modern Slavery Statement published on our corporate website. Further information relating to our human rights commitments can be found within our Global Human Rights and Anti-Slavery Policy.
2-9	Governance structure and composition	Sustainability Report, Page 21	Governance structure set out on page 21 of the Sustainability Report.
2-11	Chair of the highest governance body	https://www.clinigengroup.com/media/2924/final_clinigen-business-transformation-and-leadership-appointments.pdf	Colin Shannon, Chairman [appointed June 2023]


GRI 2: General Disclosures

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
2-12	Role of the highest governance body in overseeing impacts	Sustainability Report, Page 21	The Board of Directors ("Board") are responsible for overseeing the impact of Clinigen's sustainability strategy and implementation of the supporting action plan. At a minimum, the Board reviews the impact of the strategy twice per annum. In addition, the impact of the strategy is also overseen by Triton's ESG team, with Clinigen completing a scorecard submission to Triton in February each year.
2-13	Delegation of responsibility for managing impacts	Sustainability Report, Page 21	Reflective of the importance of sustainability within the company, overall responsibility and sustainability decision-making authority sits with the Senior Leadership Team, which includes the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, and Chief People Officer. The VP Risk, Assurance & Compliance has delegated responsibility for implementation of the sustainability strategy and action plan, reporting directly to the Chief Executive Officer.
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report, Page 21	The Board is responsible for approving the annual Sustainability Report, Sustainability Strategy and Action Plan, and the annual scorecard submission to Triton.
2-15	Conflicts of interest	-	No reported conflicts of interested in relation to Board members.
2-18	Evaluation of performance of the highest governance body	Sustainability Report, Page 21	The Board undertakes a review and evaluation of Clinigen's sustainability performance twice per year. In addition, Triton operate an ESG Framework which includes assessment of each portfolio company against a range of ESG metrics. An overall evaluation and score is provided by Triton's ESG team annually. In 2023, Clinigen achieved a score of 81 out of 100 from Triton for its sustainability performance.
2-19	Remuneration policies	Schedule of Matters Reserved for the Board – Clinigen Limited	Clinigen operates a remuneration committee, a delegated sub-committee of the Board. This committee sets the remuneration policies for Clinigen's directors, officers, and employees.
2-20	Process to determine remuneration	Schedule of Matters Reserved for the Board – Clinigen Limited	The remuneration committee meets at least annually to review remuneration policies. An external firm is used to support policy making.
2-22	Statement on sustainable development strategy	Sustainability Report, Page 3	CEO statement on page 3 of the Sustainability Report 2023.
2-23	Policy commitments	Sustainability Report, Page 4	<p>We use a precautionary approach, meaning we strive to protect the environment even in the absence of scientific certainty or regulatory requirements. Our four material commitments are outlined on page 4 of the Sustainability Report and include:</p> <ul style="list-style-type: none"> - We improve lives by accelerating access to medicine for patients in every corner of the globe. - We take collective action to reduce emissions and minimise our impact on the environment. - We empower the people we work with every day to expand our positive impact. - We build trust through collaboration, inclusion, and transparency, creating a culture where ethics drive our success.

GRI 2: General Disclosures

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
2-24	Embedding policy commitments	Sustainability Strategy and Action Plan	The Sustainability Strategy and Action Plan approved by the Board on an annual basis is the core mechanism for enabling sustainability policy commitments to be embedded. The sustainability governance structure outlined on page 21 of the Sustainability Report enables effective implementation of the action plan across the business.
2-26	Mechanisms for seeking advice and raising concerns	https://clinigengroup.integrityline.com/ https://www.clinigengroup.com/media/2858/global_freedom-to_speak_up_-_whistleblowing-policydocx.pdf	Clinigen operates a secure and anonymous whistleblowing hotline which is available to all employees internally on the intranet and externally via the Corporate website. Our policy is set out in the Freedom to Speak Up Policy also available on the Corporate website.
2-27	Compliance with laws and regulations	Sustainability Report, Page 20-21	Clinigen has established a global Compliance Management System (CMS) to support compliance with laws and regulations.
2-28	Membership associations	https://www.clinigengroup.com/media/2862/global_human-rights__anti-slavery_policy.pdf	Clinigen recognises that all its employees have the right to form and join organisations of their own choosing. The company takes active measures to seek employees' views about the business, respects employees' rights to belong to trade unions and fully complies with our legal obligations to inform and consult employees.
2-29	Approach to stakeholder engagement	Sustainability Report, Page 10	See page 10 of the Sustainability Report "Engaging with our Stakeholders".
2-30	Collective bargaining agreements	https://www.clinigengroup.com/media/2862/global_human-rights__anti-slavery_policy.pdf	See Clinigen's Global Human Rights and Anti-Slavery Policy.

GRI 3: Material Topics



GRI #	GRI disclosure name	Location Ref #	Additional disclosure
3-1	Process to determine material topics	Sustainability Report, Page 9	See materiality assessment within the Sustainability Report 2023
3-2	List of material topics	Sustainability Report, Page 9	See materiality assessment within the Sustainability Report 2023
3-3	Management of material topics	Sustainability Report, Page 9	See materiality assessment within the Sustainability Report 2023

GRI 205: Anti-Corruption



GRI #	GRI disclosure name	Location Ref #	Additional disclosure
205-1	Operations assessed for risks related to corruption	-	A bi-annual anti-corruption risk assessment is completed by the Risk, Assurance & Compliance team supported by Legal. This assessment covers Clinigen Limited and all activities/entities.
205-2	Communication and training about anti-corruption policies and procedures	-	Mandatory Anti-Bribery and Corruption ("ABAC") training is completed by all employees on an annual basis. +90% of employees completed this training in the reporting year.
205-3	Confirmed incidents of corruption and actions taken	-	There were no incidents of corruption in the reporting year.

GRI 206: Anti-Competitive Behaviour



GRI #	GRI disclosure name	Location Ref #	Additional disclosure
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	There were no legal actions relating to anti-competitive behaviours in the reporting year.

GRI 302: Energy



GRI #	GRI disclosure name	Location Ref #	Additional disclosure
302-1	Energy consumption within the organization	CDP Climate Change Questionnaire 2023	FY23 total energy consumption = 11,482,531 kWh.
302-2	Energy consumption outside of the organization	-	Not currently reported.
302-3	Energy intensity	-	1.97 (using total kWh reported / total revenue FY23).
302-4	Reduction of energy consumption	CDP Climate Change Questionnaire 2023	3.6% reduction in energy consumption in FY23 compared to FY22 baseline.
302-5	Reductions in energy requirements of products and services	-	Not currently reported.

GRI 305: Emissions

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
305-1	Direct (Scope 1) GHG emissions	CDP Climate Change Questionnaire 2023	Direct (Scope 1) GHG emissions FY23 = 662 tCO ₂ e.
305-2	Energy indirect (Scope 2) GHG emissions	CDP Climate Change Questionnaire 2023	Energy indirect (Scope 2) GHG emissions FY23 = 2,910 tCO ₂ e.
305-3	Other indirect (Scope 3) GHG emissions	CDP Climate Change Questionnaire 2023	Other indirect (Scope 3) GHG emissions FY23 = 32,035 tCO ₂ e. Clinigen uses both the GHG protocol Quantis Modelling tool and actual purchased spend data from its ERPs to estimate the impacts of purchased goods and services procured by Clinigen. The spend data is loaded into the Greenstone+ platform which calculates our emissions based on spend. This approach is in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and provides a comprehensive overview of the life cycle-based impacts embedded within a company's supply chain. Spend data was cleansed by removing any spend relating to items other than purchased goods and services. Negative spend was also removed.
305-4	GHG emissions intensity	CDP Climate Change Questionnaire 2023	Global combined Scope 1 and 2 emissions for the reporting year in metric tons CO ₂ e per unit currency total revenue = 6.1 GHG emissions intensity.
305-5	Reduction of GHG emissions	CDP Climate Change Questionnaire 2023	9.3% increase in total GHG emissions in FY23 compared to FY22 mainly as a result in increased scope 3 emissions attributable to growth in revenue and ultimately increased emissions associated with transportation (air and road freight).

GRI 306: Waste

GRI #4	GRI disclosure name	Location Ref #	Additional disclosure
306-1	Waste generation and significant waste-related impacts	-	<p>FY23 = 2,459 tCO₂e</p> <p>All waste generated in our operations is reported. Data is captured direct from supplier invoices. Waste categories reported included pharmaceutical waste disposed off, municipal mixed waste, cardboard, and plastics. tCO₂e emissions for waste have been calculated using Defra 2022 and IEA 2022 emissions factors within the Greenstone+ platform.</p>
306-2	Management of significant waste-related impacts	https://www.clinigengroup.com/media/2857/global_environmental_policy.pdf	Please refer to Clinigen's Global Environmental Policy published on the Corporate website. Clinigen is also ISO 14001 Environmental Management System accredited and manages its environmental aspects and impacts through the management system.
306-3	Waste generated	-	FY23 = 6,004 tonnes
306-4	Waste diverted from disposal	-	<p>The following data is not available for reporting purposes:</p> <ul style="list-style-type: none"> - Waste diverted from disposal from offices, warehouses, and distribution centres as we are currently working to acquire it.
306-5	Waste directed to disposal	-	<p>The following data is not available for reporting purposes:</p> <ul style="list-style-type: none"> - Waste directed to disposal from offices, and warehouse, and distribution centres as we are currently working to acquire it.

GRI 308: Supplier Environmental Assessment



GRI #	GRI disclosure name	Location Ref #	Additional disclosure
308-1	New suppliers that were screened using environmental criteria	Sustainability Report, Page 20	Scope limited to existing suppliers contained within Oracle ERP (circa 1,200 suppliers). All existing suppliers were screened in Aravo (Third-Party Risk Management) software using Dun & Bradstreet's (DnB) ESG Insights data. A target of 95% of our suppliers to be screened on ESG criteria in 2024 has been set.
308-2	Negative environmental impacts in the supply chain and actions taken	-	Analysis of the screening results in underway in 2023-24.

GRI 401: Employment



GRI #	GRI disclosure name	Location Ref #	Additional disclosure
401-1	New employee hires and employee turnover	-	The reported attrition rate in 2023 was 23%, whilst voluntary turnover was 17%.
402-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report, Page 17 https://www.clinigengroup.com/about/careers/	The report highlights just some of the benefits provided to full-time and part-time employees. Clinigen offers a full and comprehensive range of benefits to its employees.
403-3	Parental leave	Clinigen Employee Handbook	All employees who have at least one year's continuous service and have a child under the age of 18 have the statutory right to take Parental Leave.

GRI 403: Occupational Health and Safety

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
403-1	Occupational health and safety management system	https://www.clinigengroup.com/media/2859/global_health_safety_policy.pdf	Clinigen has a global HSE Management System that is aligned to ISO 45001 and ISO 14001 and follows best practices across both pharmaceutical and warehousing. In line with the Clinigen Policies, Standards and HSE Manual, each location (office or warehouse location) is required to outline the management of the risks identified in their respective risk and legal compliance registers using a site Safety Management Plan (SMP). The SMP's reference Standard Operating Procedures (SOP's) applicable to the scope, nature, and extent of the operations against key risk areas and the responsible person(s) for the preventative and mitigative measures identified to reduce the risk to ALARP, which takes into consideration all employees, contractors and visitors on site. The communication of the SMP's and associated supporting documentation is conducted through multiple avenues including but not limited to the Clinigen Learning Management System (LMS), on the job training, toolbox talks, safety meetings, workplace consultations, formal HSE communication through alerts, notifications, and the global Clinigen Connect SharePoint page.
403-2	Hazard identification, risk assessment, and incident investigation	https://www.clinigengroup.com/media/2859/global_health_safety_policy.pdf	See above.
403-3	Occupational health services	https://www.clinigengroup.com/media/2859/global_health_safety_policy.pdf	See above.
403-4	Worker participation, consultation, and communication on occupational health and safety	https://www.clinigengroup.com/media/2859/global_health_safety_policy.pdf	See above.
403-5	Worker training on occupational health and safety	https://www.clinigengroup.com/media/2859/global_health_safety_policy.pdf	Employees receive HSE related training aligned to their job roles. Global training on Clinigen's HSE Policy is also mandatory.
403-6	Promotion of worker health	Clinigen Employee Handbook	Healthy colleagues are happy colleagues. We provide support across different areas of well-being with large focuses on mental health and physical health. Nearly 100% of our leadership team members are trained on how to support employees through possible mental health issues, and how to promote good mental health. As far as physical well-being, colleagues have enjoyed global fitness competitions, virtual workout classes, charity race events, and regular programming around staying physically fit.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	https://www.clinigengroup.com/media/2859/global_health_safety_policy.pdf	Clinigen has a global HSE Management System that is aligned to ISO 45001 and ISO 14001 and follows best practices across both pharmaceutical and warehousing.
403-8	Workers covered by an occupational health and safety management system	https://www.clinigengroup.com/media/2859/global_health_safety_policy.pdf	Clinigen has a global HSE Management System that is aligned to ISO 45001 and ISO 14001 and follows best practices across both pharmaceutical and warehousing.
403-9	Work-related injuries	-	Number of work-related fatalities in 2023 was 0. Number of work-related injuries reported in 2023 was 13.
403-10	Work-related ill health	-	A total of 111 days were lost to injury during 2023, with a LTIFR of 2.98.

GRI 404: Training and Education

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
404-1	Average hours of training per year per employee	-	The average number of training hours per employee in 2023 was 15 hours per year.
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report, Page 16	Clinigen offers a range of professional and personal development programs for employees, including running Apprenticeship Programmes and our flagship Leadership Management Academy.
404-3	Percentage of employees receiving regular performance and career development reviews	-	Clinigen's performance management framework sets out expectations for employees with regards to regular performance and career development reviews. Clear Review is used by employees and managers to record objectives and ongoing performance/development. In 2023, c.84% of employees globally had performance and development objectives set within Clear Review.

GRI 405: Diversity and Equal Opportunity

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
405-1	Diversity of governance bodies and employees	-	<p>Clinigen has a strong female representation in both management and operational boards. We continue to actively recruit and develop women into our top management structures to enable us to better reflect and serve the diverse communities and cultures in which we operate around the world.</p> <ul style="list-style-type: none"> - 31% of Clinigen's Senior Leadership Team are women. - 58% of Clinigen's total global workforce are women. - Clinigen does not currently report on ethnicity.
405-2	Ratio of basic salary and remuneration of women to men	<p>Gender Pay Gap Report - https://www.clinigengroup.com/uk-gender-pay-gap-report/</p>	Clinigen only currently reports on Gender Pay Gap for UK employees. The latest Gender Pay Gap Ratio reported for Clinigen was 5.9% vs the UK median of 15.4% (Office for National Statistics).

GRI 406: Non-discrimination

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
406-1	Incidents of discrimination and corrective actions taken	https://www.clinigengroup.com/media/2853/dei-policy.pdf	One incident reported during 2023 via the Clinigen Integrity Line. This incident was fully investigated, and action taken in line with our policy.

GRI 407: Freedom of Association and Collective Bargaining

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	https://www.clinigengroup.com/media/2882/supplier-code-of-conduct-2023.pdf	See Supplier Code of Conduct.

GRI 418: Customer Privacy

GRI #	GRI disclosure name	Location Ref #	Additional disclosure
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	https://www.clinigengroup.com/media/2856/global_data_protection_policy.pdf	There were no incidents of non-compliance in the reporting year. See Clinigen's Global Data Protection Policy available on the Corporate website for further information regarding our data protection framework, including breach management. Any suspected breaches are reported via our ROBUS data breach portal internally.

We are pathfinders

Thank you



www.clinigen.com

