



Almac Group  
Corporate Social  
Responsibility  
Report  
2023

ALMAC

Partnering to Advance Human Health

## About this report

Almac Group publishes an annual report to share the activities that make up our overall Corporate Social Responsibility (CSR) strategy and detail our progress on our targets and commitments. We believe this transparency is key to contributing to a more responsible working world.

The activities outlined in this report took place during our fiscal year 2023 which runs from 1st October 2022 to 30th September 2023 (referenced in this document as 2023 or 'this year'). Unless otherwise stated, the information and statistics included represent Almac's global operations, i.e. all wholly owned sites across the globe.

Our CSR strategy has been designed to align our priorities with the United Nations' Sustainable Development Goals (SDGs) and the Pharmaceutical Supply Chain Initiative (PSCI).



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## A letter from our CEO

Almac's mission to advance human health is the driving force behind everything we do as an organisation.

This mission extends beyond the work we do with our customers on providing life-saving therapies for patients to also ensuring the health of our planet, our colleagues and the communities in which we operate.

We are exceedingly proud of how we have delivered on our responsibilities this year. We are also proud to recognise the essential role our colleagues have played in our success - by living out our mission each day, they are collectively impacting human health across the globe.

To support our colleagues in achieving our mission and in having a fulfilling career at Almac we continue to create programmes and initiatives that promote an inclusive and inspiring culture. We have continued to build out our employee support and recognition schemes and are delighted to report that 2,000 of our people received awards through the Almac Celebrates Excellence programme this year.

100% of our people now have access to all our All4Health health and wellbeing offering, and we have seen an increase in the number of staff accessing and interacting with the resources we provide.

As we support our partners in delivering life-saving medicines across the globe we must also be conscious of our impact on the environment and taking care of our planet is one of our core sustainability goals. Following on from the announcement of our net zero commitment in 2022, I am delighted to announce we made a commitment to the Science Based Targets Initiative (SBTi) in June of this year. The details of our emissions targets will be submitted for validation and approval in December 2024 and then published externally.

As part of our journey to net zero we are also actively working on our transition to renewable energy and are delighted to report that by 2030, we are aiming to have over 80% of our power coming from renewable sources. We also continue to track and report on other key environmental indicators such as waste and water.

We're making a positive and lasting contribution to the communities in which we operate through our Global Community Service Committee, our Science, Technology, Engineering and Maths (STEM) outreach programmes and the philanthropy of the McClay Foundation. This year we supported 40 different charities globally and the McClay Foundation continues to partner with a large number of third-sector, research and other organisations to provide substantial financial support to multiple projects around the world.

Our STEM outreach activities include direct engagement with schools, scholarships and work experience programmes. We estimate that in 2023, Almac reached over 10,000 post-primary pupils through in-person and virtual outreach programmes.

The achievements in this report are all made possible by the dedication of our people who I am truly honoured to work with each and every day. I look forward to further 'advancing human health' with our customers, people and community as we look to the future together.



## Our mission as a company

The Almac Group is a global leader in providing a range of expert services and support across the drug development life cycle to pharmaceutical and biotech companies. We are trusted experts in R&D, Diagnostic Services, API Manufacture, Formulation Development, Clinical Trial Supply Services and Technologies through to Commercial-Scale Manufacture and Distribution.

We are recognised as an industry leader, providing understanding, experience and knowledge to our customers as we work together to advance human health.

We are trusted by the leading global pharmaceutical and biotech companies to provide crucial services across their drug development projects. In the last six years alone, Almac has contributed to over 50% of all FDA and EMA approved New Molecular Entities (NMEs) and is currently supporting 25% of EU-approved / pre-registered gene therapy products.

## Managing CSR at Almac

Our CSR strategy is focused on our three areas of; people, planet and place with our ethical frameworks and principles underpinning all of our activities.

Our strategy is driven and overseen by our Board of Directors and Senior Executive team to ensure it plays an integral part in all company operations. The Board and Senior Executive team set our strategic CSR objectives while the tactical and operational aspects are driven through the management and operational teams.

## Reporting frameworks

Almac is committed to transparent CSR reporting, and we report our CSR progress via a number of platforms:

- **We are annually assessed on the Ecovadis platform and in 2022 we achieved a silver medal rating and were placed in the 71st percentile of all companies rated globally**
- **We submit annually to the Carbon Disclosure Project (CDP) and this year received a score of 'C'**
- **We are also regularly audited by the Pharmaceutical Supply Chain Initiative (PSCI) and the results of these audits are shared with PSCI members in line with the relevant data-sharing agreement.**

## Ecovadis performance by year

Year	Score	Percentile	Medal
2020	44	45 <sup>th</sup>	None
2021	53	64 <sup>th</sup>	Bronze
2022	57	71 <sup>st</sup>	Silver

## An overview of Almac's services:



### Discovery

A research driven drug discovery business dedicated to the development of novel and innovative approaches to the treatment of diseases of unmet need.



### Diagnostic Services

A stratified medicine business specialising in biomarker driven clinical trials. Our diagnostic experience spans oncology, immunology, CNS and infective diseases.



### Sciences

Providing integrated services, from development to commercial scale of advanced intermediates and Active Pharmaceutical Ingredients (API), a full suite of analytical testing, and a range of services for small molecules.



### Clinical Services

Recognised as an innovative, global solutions provider within the specialised and complex market of clinical trial supply.



### Clinical Technologies

Empowering trial sponsors to pro-actively manage sites, patients and clinical supplies through industry-leading Interactive Response Technology (IRT).



### Pharma Services

Providing expert pharmaceutical product development solutions, and a wide range of customised commercial services.



### Galen

Partnering with companies grow and expand into new markets through sales, marketing and launch excellence.



## Vision and Values

The vision of Almac Group is to 'strategically develop and expand a world-class Group of companies operating in the pharmaceutical and biotech sectors'. This vision and our mission to advance human health is woven into the culture of our organisation and achieved by championing five core values:

- **Outstanding Quality** - We ensure exceptional and reliable quality in all aspects of our work and recognise that quality determines the extent of our success
- **Exceptional Innovation** - We are dedicated to solving important and challenging problems. We do this by promoting an environment where extending the boundaries of knowledge, technology and creativity is encouraged
- **Superlative Customer Focus** - We are committed to understanding and exceeding our customers' needs and expectations. We build relationships based on integrity, responsiveness and excellent communication
- **Inspirational People** - People are our core asset. Individually and collectively, people are critical to the success of our vision. We recognise excellence and acknowledge that to empower our people, we need to invest in their continuous development
- **Financial Performance** - We will drive excellent, sustainable financial performance. works and principles underpinning all of our activities.



## Innovation through Green Chemistry

The need for sustainable green chemistry approaches has been long voiced. The pharmaceutical and fine chemical industry continues to innovate, and as new chemical identities and targets are selected, we recognise that Almac must have an armoury of technologies at their disposal to be able to synthesise these products from gram to potential multi-tonne manufacture efficiently and effectively and at the right price.

At Almac Sciences, innovations in biocatalysis and continuous manufacturing are aspects of our strategy formulation. There is a 'green' light on these technologies as Almac focuses on identifying opportunities for our customers where we can unlock more secure supply chains and save processing time and costs. We want to access new synthetic routes which may not have been possible using conventional chemistry and batch processing, realising many benefits, including increased speed of delivery, enhanced safety and control and the potential to generate some new IP to protect the invention of our clients.

Almac has been working on a joint technology project with bioscience company HydRegen which uses enzyme technologies from both companies to produce a cost effective manufacturing process and green alternatives to commodities.

Almac Sciences' Technology Group was selected as the winner of the 'Life Sciences Team of the Year' category at Irish Life Sciences Award ceremony. The Technology Group is a multi-disciplinary team, offering a toolbox of innovative technology solutions for synthetic chemistry including biocatalysis, biology services, custom and flow chemistry, radiochemistry and physical sciences right through to manufacture on tonne scale.

Key to the success of the team is the integration of multi-disciplinary scientific expertise with the aim of developing new greener and sustainable chemical processes that go beyond the traditional realms of chemical synthesis.

## Corporate governance

### Ownership

The Almac Group is a private organisation which is owned by The McClay Foundation. The Foundation is a charitable entity which was established by the late Sir Allen McClay, one of Northern Ireland's most distinguished entrepreneurs and philanthropists and founder of the Almac Group. Sir Allen's vision for the Foundation was that it would not only leave a lasting legacy but would also fulfil his ambition to make a meaningful improvement and advancement in human health.

The relationship between the Foundation and Almac Group ensures that the organisation remains privately owned and that all profits generated by the Group are invested back into the business to deliver further growth. This ensures that we continue to provide strength, reliability, and stability for the customers we serve, the people we employ, and the communities that we support.

THE  
*McClay*  
FOUNDATION

### Oversight

The pursuit of the Almac Group's mission to advance human health requires a strong commitment to corporate governance. This commitment starts at the top with the Board of Directors. The Board sets our strategic direction and has responsibility for ensuring the long-term success of the business. Our Senior Executive Leadership Team shares this commitment to corporate governance and is responsible for ensuring that it is reflected in the execution of our strategy and in all areas of our business.

Throughout the year, the Board, in collaboration with the Senior Executive Leadership Team and other senior business leaders, oversee our global operations and ensure that we continue to deliver on our ambitious growth strategy while still maintaining the highest ethical standards.



## Future investment, growth, and innovation

Almac Group is a private organisation committed to reinvesting 100% of the organisation's corporate profits back into the business. As drug development continues to become more complex, we understand that Almac must invest to grow, sustain best-in-class service, and bolster innovation.

This year, we continued to make significant progress against our ambitious growth strategy that will result in a total of 8,000 employees across the globe and over £200m in global capital investments by 2026. See the graphic on the next page for a snapshot of our progress.

As we grow as a business, we remain conscious of our impact on the world around us and on our communities. Our objective is that new building projects at Almac Group campuses are designed and constructed according to the Building Research Establishment Environmental Assessment Method (BREEAM) or Leadership in Energy and Environmental Design (LEED) certification standards.



**January 2022: Almac begins progress on capital growth plan with investments including:**

- Cold chain infrastructure and technology to support clinical and commercial customers progressing Advanced Therapeutic Medicinal Products (ATMPs)
- Expanding and commercialising Companion Diagnostics Technologies to support bringing new therapies to patients in disease areas of high unmet need
- Partnering to identify novel chemical compounds against selected Deubiquitinating enzyme (DUB) targets
- Investment in Nuclear Magnetic Resonance instrumentation to increase through-put capacity, and speed for customers in Analytical Services
- Launching an industry leading, software-based monitoring system to provide on-demand visibility of the data history of patient kits, subjects and sites – ahead of impending regulatory changes.

**FY 2023: Almac furthered growth and investment by:**

- Reaching 7,000 employees
- Breaking ground on \$65 million expansion of cold chain, just-in-time processing, and analytical capabilities in Souderton, USA
- Launching a cryogenic service solution in Durham, USA
- Opening of a new custom-built GMP warehouse and dispatch hub in Craigavon, UK to support active pharmaceutical ingredient (API) manufacturing and laboratory activities, from development to commercialisation

**Looking forward, Almac will:**

- Reach 8,000 employees
- Complete major scale-up of our Clinical Manufacturing and Packaging facilities
- Open a dedicated Diagnostic Kit Commercial Manufacturing Centre
- Build our Centre of Excellence for Commercial partnership – a facility which will support the product launch of life-enhancing and lifesaving medicines
- Open additional office suites and campus improvement updates designed with the health, safety and comfort of our people in mind and to accommodate our growing global workforce

# Investing in our People

Almac's people are our core asset - without a healthy, engaged, and motivated workforce, we cannot deliver for our customers or on our mission to advance human health. We are therefore committed to supporting, developing, and rewarding our people at every step of their journey with Almac. Together, we strive to foster a working environment and culture that is safe, inspiring and inclusive.







## Take Your Child to Work Day

This year, Almac was delighted to welcome over 140 children and grandchildren of our employees into our Souderton, Audubon, and Durham facilities for 'Bring Your Child to Work Day' 2023.

Almac marked this occasion by hosting a full day of sessions for children aged 8-17. These sessions included a science experiment, age-modified teambuilding activities, a charitable activity, facility tours, and an interview skills workshop.



## Employers for Carers

This year, Almac joined Carers UK's business forum Employers for Carers (EFC), to enhance the support we currently give to working carers. We were proud to be the first indigenous Northern Irish company to join EFC, which provides guidance on how employers can support carers within the workplace.

To complement this partnership, our #All4Health team designed a bespoke carers toolkit to help employees define what it means to be a carer and how to access available support. We also set up a dedicated carers network to encourage employees to share advice and guidance with others and to help develop the business's understanding of what additional support they need.



## Movement March

This year we ran a month-long series of activity-related events for our key pillar of physical health. The main activity throughout the month was 'The Almac Games' - a movement competition using an online app to track movement and award points accordingly. Hundreds of active players across the organisation took part.

We also hosted on-site yoga sessions and educational webinars on the importance of daily movement.

## Supporting our workforce through our 'All4Health' programme

Almac's comprehensive employee health and wellbeing offering aims to provide support for our people in the areas that really matter to them.

Our health and wellbeing initiatives are driven from the very top of the organisation and decisions are made by a team that includes Almac's Board of Directors as well as the Senior Executive team.

To focus our activities in this area we developed a Health and Wellbeing strategy which was formally launched in 2019 and was reviewed and enhanced in 2022 based on employee feedback. This plan is supported and endorsed at Board and Senior Executive Level.

Our strategy aims to create a proactive culture which prioritises prevention and early intervention. It promotes and enables self-care by educating and supporting employees using a wide range of initiatives and programmes.

This year, All4Health programming and a custom wellness platform portal were both launched in the US, meaning that 100% of our global workforce is now covered by All4Health resources.

Globally, our wellbeing activity is driven by a dedicated Health and Wellbeing team to ensure our policies, initiatives and events are shaped with the wellbeing of our employees in mind. We pride ourselves on going that extra mile when it comes to the health and wellbeing of our employees - in designing our strategy we use feedback from our employees as well as looking at industry trends and topical issues.

**100% of our people** have access to our All4Health resources.

**26% increase year on year in sessions** on our All4Health resource pages.

Our #All4Health programme is coordinated through regionally bespoke employee portals, which act as a central resource to host online events, share details on various benefit packages, dedicated helplines, access to dedicated health apps and additional resources. From this portal, we gather sign-ups for our suite of in-person initiatives throughout the year and give our people access to resources such as:

- **The very latest health news and information**
- **A wellbeing calendar highlighting Almac's events, awareness campaigns**
- **Resources to help, identify, train and support the wellbeing of our people**
- **Helplines and webchats covering a range of specialist issues enabling direct communication with experts who can help**
- **Health apps, health checks and other digital wellbeing tools**
- **Bookable workplace wellbeing services**

## Engaging with and listening to our people

We actively engage with our people on an ongoing basis to shape the development of our support and reward packages. We hugely value their input and want to ensure our initiatives are relevant to their needs and challenges.

Our employee forums and site group meetings are the main mechanisms we use to directly gather feedback from our people, ensuring open channels of communication should anyone wish to raise an issue. We also survey our people on issues that may affect them - this year a car share scheme was implemented at our Craigavon site based on employee feedback.

## Reward and recognition

The levels of success, performance and quality achieved by the Group today are primarily due to the people who work for Almac, and we recognise and reward them for the vital work they do.

Our Global Recognition Programme, which is open to all, enables our people to receive recognition from their peers/colleagues and line manager when they demonstrate exceptional behaviours related to our core values. We actively recognise the positive results, behaviours and company values demonstrated by our people through our Almac Celebrates Excellence (ACE) recognition programme.

Over 2,000 awards have been given out across the business in the last year.

We ensure that our wide range of benefits reward our teams and support a work-life balance. This includes fully flexible and hybrid working to suit personal needs where job roles permit. We also continue to offer an annual bonus for all and a holiday buy-back scheme so that our people can purchase

or sell holidays, allowing for much more flexibility to suit personal circumstances.

This year more than 2,000 employees globally took part in the holiday buyback scheme.

In the US, 99.7% of our employees are full-time and benefits eligible. We are proud to offer a comprehensive benefits package to employees, including five 100% company-paid benefits.

**Number of pastoral care sessions - 1,000**

**Number of recognition awards - 2,000**

## Pastoral Care

As part of our Health and Wellbeing strategy, a full-time Pastoral Care Manager is employed at Almac, based in our Craigavon HQ. Stuart Argue is a permanent workplace caregiver, dedicated to supporting the wellness of our colleagues, on a confidential basis, neutral from company operations. Our Pastoral Care Manager is an experienced confidante who listens to any issues our people may be experiencing and signposts them in the right direction to receive further advice if needed, as well as offering them immediate support.

Stuart has held almost 2,000 sessions with our people in the past two years.

**Stuart Argue**  
Pastoral Care Manager



## Talent acquisition

To support our future growth, Almac announced that we will hire 1,800 new people by the end of 2025. We are well on track to meet this goal and reached a milestone of 7,000 employees in June 2023. Our talent acquisition team is responsible for engaging our new colleagues, ensuring that we attract high-potential candidates from a range of diverse backgrounds.

This year we increased our focus and investment in our talent acquisition methodologies, using innovative technologies and communication channels to provide increased access to candidates. We also held and attended several recruitment events globally, including Singapore, USA, England, and Northern Ireland.

## Nurturing talent and fostering a career pipeline

At Almac, we aim to build careers, not just offer jobs. In addition to developing our people, this year saw an increased focus on early talent acquisition programmes, aimed at developing the talent of the future and fostering a career progression pipeline.

For the UK, these include:

- **Offering a range of Higher Level Apprenticeship (HLA) programmes**
- **Relaunching our degree apprenticeship programme, Almac Accelerate. Building on the success of the first year of our degree apprenticeship programme, Almac Accelerate, we increased our intake of Higher Level Apprentices to Project Management roles**
- **Developing partnerships with colleges and universities to offer opportunities to students prior to graduation, including industrial placements designed for second-and third-year undergraduate students**
- **Expanding our in-person work experience offering to cater for more students, whilst also providing an interactive work experience platform online, the virtual work experience hub. All students, both online and in person, gain insight into the wide variety of rewarding career paths available at Almac Group**
- **To date, Almac's partnerships in NI with local education providers Southern Regional College and Ulster University, have created 95 apprenticeship jobs with 80% of apprentices who completed their HLA programme taking up a permanent role with us.**



## Our award-winning Higher Level Apprenticeship scheme

We were awarded the Manufacturing Apprenticeship/ Training Scheme award at the 2023 Insider Media Made In NI awards.

This is one of many recognitions our apprenticeship programme has achieved, another being the selection of two of our apprentices to compete as part of Squad UK at World Skills 2024 in Lyon, France.

## Career progression and performance evaluation

Across our business units, career progression pathways provide a roadmap for moving upwards and between functions. We equip our people with key criteria to aid their progression and encourage conversations with line management to facilitate forward planning.

We also actively promote our internal opportunities - this year the total number of internal hires and promotions was 889.

## Growth and development

We now employ 7,000 people around the globe and offer employment in over 120 professions. We recognise the importance of effective learning and development in terms of how it benefits and motivates our people but also the company as a whole in achieving our overall business objectives. Unlocking the potential in our people can impact profitability, productivity and growth while also developing long and rewarding careers. We maintain policies in the areas of

Professional Development, Higher Education, and Job Specific Technical Training so our people can make requests and receive support.

We invest in the development of our people at all stages of their careers and Almac's learning and development strategy links these activities with business needs. The Global Training department partners with the business to understand current and future development and growth. This enables us to drive learning that is strategic, measurable, and effective.

Across all our global sites, Almac offers both internal certification programmes and open programmes to help our people learn and grow.

## Leadership training programmes

We aim to develop leaders within our organisation and are proud that our people can grow their careers alongside the growth of our company. We offer a range of leadership certification programmes for managers, supervisors and senior leaders that aim to help our people reach their maximum potential.

Certification programmes include:

- **Leadership certifications for managers and supervisors**
- **Almac defined effective project training (ADEPT)**
- **Grow our Almac leaders (GOAL)**
- **Achieving your potential (AYP)**

Our internal e-learning platform houses bespoke training programmes, and we have the capability to develop specific e-learning content as required.

**More than 4,000** colleagues have attended internal training sessions in the last year.

**Over 1,300** colleagues have attended external training sessions in the last year.

There have been almost **140,000 e-learning courses** completed globally in the last year.





## Ensuring the health and safety of our people

Ensuring the health and safety of our employees is paramount to our core values. Almac is committed to the provision of a work environment that prioritises well-being and actively mitigates risks. Our ISO-accredited Health, Safety & Environmental (HSE) integrated management systems (IMS)(ISO45001 and ISO14001) establish the framework that provides our workforce with the necessary guidance, training and support to deliver continuous improvement and create a culture that prioritises safety and sound environmental performance. Strong emphasis is placed on identifying and evaluating risks and continuously improving our processes through regular assessments, reviews and internal audits. 100% of our operational sites are covered by regular HSE inspection and audit assessment processes.

A highlight of this year is the accreditation of our Singapore site to the ISO 45001 and 14001 standards, a key part of our ongoing strategy to roll out these certifications across 100% of global sites by 2025. The process to include our US sites has started with the initial certification scheduled for 2024.

The Almac Group has a dedicated HSE team and we have recently increased our focus on process safety, putting an additional headcount in place to progress our health and safety initiatives in these areas.

We use our HSE policy handbook and rely on our dedicated HSE leaders at various sites to work together and drive compliance with all HSE initiatives.

Training is a further key component of the HSE management system – when joining the organisation all our colleagues receive HSE training as part of their induction program and refresher training is delivered through a variety of internal and external courses.

The adoption of proactive and reactive monitoring techniques, supported with KPI reporting, underpins and provides confidence that our systems are delivering the required standards to meet the requirements of the accredited safety and environmental management systems.

Internal teams perform regular audits and inspections whilst an external verification body completes the annual IMS certification audits. Regular internal business resilience and continuity audits and exercises are performed to test our processes and ensure continued uninterrupted services for our customers.

	2021	2022
Lost time incident severity rate	0.04	0.04
Lost time incident frequency rate	2.49	2.74
Number of fatalities	0	0

NB – Data is recorded in December of each year, data for calendar year 2023 is not yet available. Lost time incident severity rate = days lost due to occupational accident X1000/actual hours worked by employees on site. Lost time incident frequency rate = number of accidents with lost time x 1000000/actual hours worked by employees on site.

## Diversity and inclusion

Our mission to advance human health can only be achieved when we attract, retain and motivate the best and most diverse talent. This belief is reflected in our diversity mission statement:

Embracing diversity is at the heart of our unique culture and reflects our fundamental belief that everyone deserves equality, inclusivity and the opportunity for advancement. We are committed to cultivating a welcoming, supportive, and inclusive environment for all. Together, we will harness the strength in our diversity and deliver exceptional solutions to advance human health globally.

As part of a launch pilot we established a Diversity, Equality and Inclusion (DE&I) Executive team and sub-committee. Phase 1 of that pilot is now successfully complete and we are currently in phase 2 which will involve refreshing our DE&I strategy and setting objectives. This team will be responsible for overseeing and implementing various initiatives to promote diversity, equality and inclusion across our organisation.

Our ongoing DE&I initiatives include:

- **Talent acquisition – we have updated recruitment protocols to ensure fair and unbiased hiring practices**
- **Training – providing ongoing and compulsory training programmes for our employees on diversity, equity, and inclusion**
- **Sharing Concerns - facilitating a way of safely sharing concerns, issues and feedback**
- **Engaging with over 10 external DE&I focussed organisations such as Disability Action NI and Autism NI to understand best practices, guide our initiatives and support employees**

- **Working with expert external bodies to create supportive toolkits which aim to raise awareness and understanding in various areas such as menopause, domestic abuse and working carers.**

All initiatives are aligned with our internal policies on equal opportunity and dignity at work which ensure that every employee has the opportunity and support necessary to develop their full potential. Our policies outline our zero-tolerance approach to bullying or harassment and to discrimination in any form, including on the basis of age, disability, gender or gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.



## Almac partners with Willie A. Deese College of Business and Economics

Almac was proud to launch a new strategic partnership this year with the Willie A. Deese College of Business and Economics at North Carolina Agricultural and Technical State University, the US's largest and top-ranked public historically black college and universities (HBCU).

The partnership is designed to build a talent pipeline between Almac and the university, serving as a springboard for unique student engagement, recruitment, and mentorship opportunities with Almac Group. The esteemed university, located just an hour's drive from our Durham facility, has approximately 1,800 students, 87% of whom are Black and 95% of whom are from underrepresented populations.

Engagement launched in March 2023 with a 'Day in the Life' visit with the university's supply chain club, which included a meet and greet for students and Almac's global supply chain leadership, a facility tour and a panel discussion on topics ranging from global supply chain opportunities to industry career advice.



## Almac supports SistersIN

SistersIN is a leadership programme that aims to empower and develop young women in sixth form to build their confidence and raise their aspirations for future senior leadership positions.

Almac supported the SistersIN programme as a Growth Partner in 2023. A group of female leaders across the business mentored a range of 16–17 year old girls from schools across Northern Ireland over a four month period providing career guidance and advice. The programme culminated in a day on-site at Almac's Craigavon facility where the students met their mentors face-to-face and spent time learning more about the Almac business.

# Workforce data

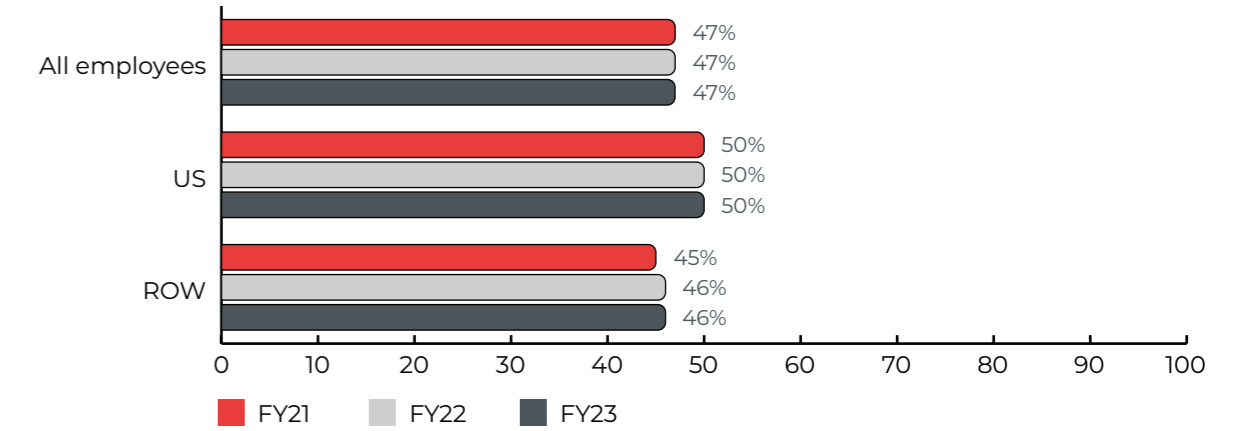
This year we continued to develop and enhance our processes for diversity data collection:

US ethnicity	FY21	FY22	FY23
Asian	12%	12%	13%
American Indian/Alaskan Native	<1%	<1%	<1%
Black or African American	12%	13%	14%
Hispanic or Latino	3%	3%	4%
Native Hawaiian or other Pacific Islander	<1%	<1%	<1%
White	68%	67%	65%
Two or more races	1%	1%	1%
Not specified	<1%	<1%	<1%

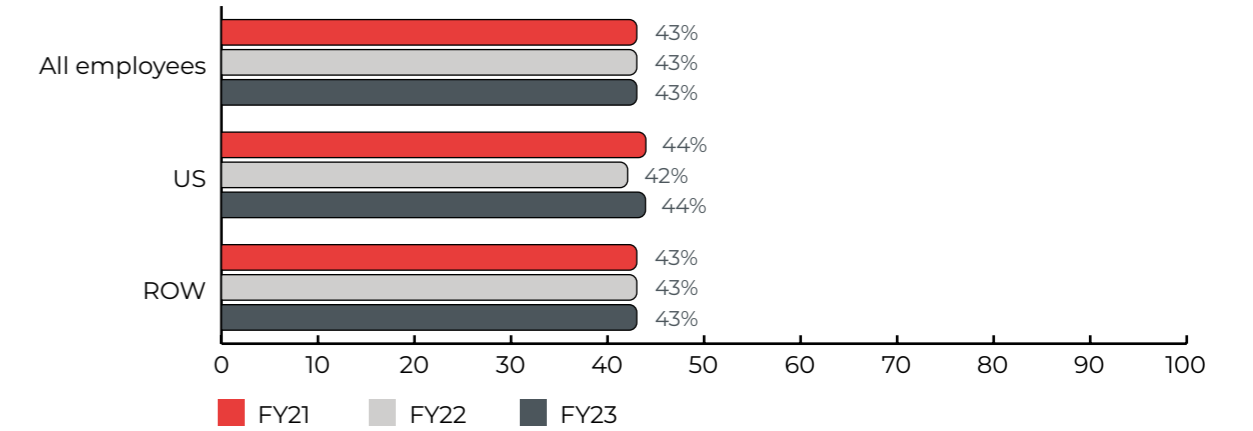
US management ethnicity	FY21	FY22	FY23
Asian	6%	9%	10%
American Indian/Alaskan Native	0%	0%	0%
Black or African American	6%	7%	8%
Hispanic or Latino	3%	3%	3%
Native Hawaiian or other Pacific Islander	0%	0%	0%
White	85%	80%	79%
Two or more races	1%	0%	0%
Not specified	0%	0%	<1%

US new hire ethnicity	FY21	FY22	FY23
Asian	11%	17%	14%
American Indian/Alaskan Native	0%	0%	<1%
Black or African American	11%	22%	20%
Hispanic or Latino	6%	3%	8%
Native Hawaiian or other Pacific Islander	<1%	0%	0%
White	69%	55%	54%
Two or more races	2%	1%	2%
Not specified	1%	1%	2%

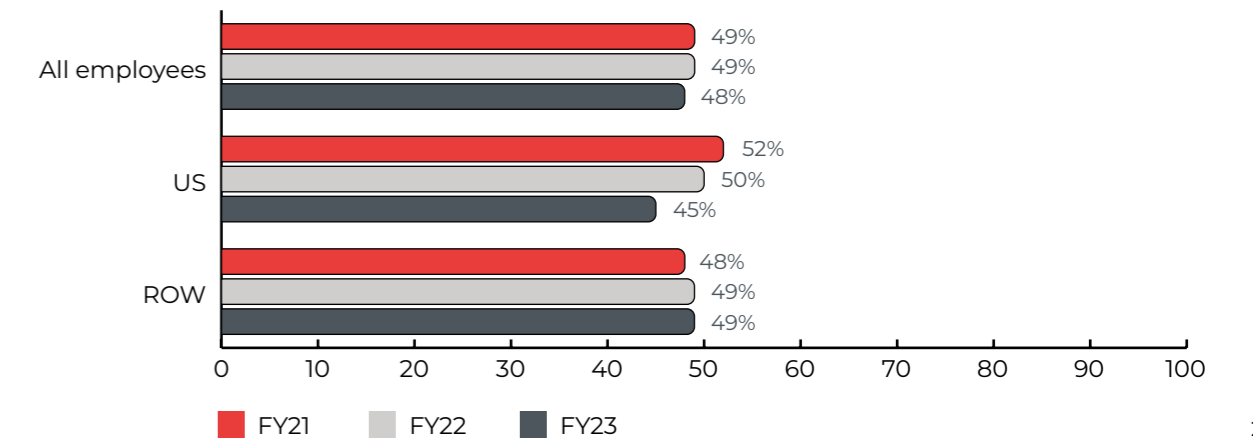
## Global Gender Diversity - % of female colleagues



## Global Gender Diversity - % of female colleagues in management roles



## Global Gender Diversity - % of female new hires



# Protecting our planet

At Almac, we are very aware that as we work towards achieving our mission to advance human health, we must do it in a way that considers the overall health of our planet.

As part of our environmental strategy, Almac is committed to the responsible management of energy, water and waste.

We continually strive towards improvements aligned with our committed targets, such as becoming net zero by 2045.



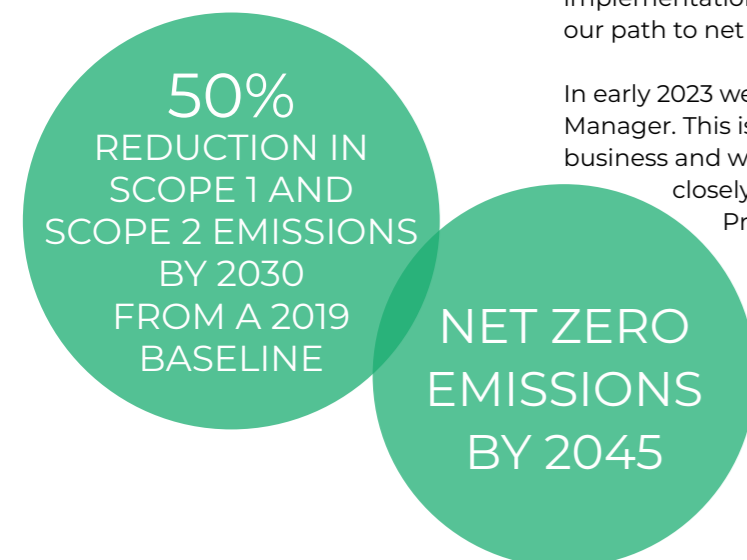


## Our commitments

We recognise the part we play in responding to the global climate emergency and our climate strategy includes commitments that align with the Paris Agreement.

In June 2023 we joined the Science Based Targets Initiative (SBTi), which defines and promotes best practices in science-based target setting. These targets will be refined and details will be submitted for validation and approval in December 2024 and then published externally.

Almac reports energy use at all sites through an annual Carbon Disclosure Project (CDP) submission. We will continue to use this to standardise reporting across all our operations.



## Our approach

To provide a strategic approach to environmental protection we have implemented an Environmental Management System certified to the international standard ISO 14001. The scope of the system currently covers our operations in Craigavon and Charnwood in the UK, Dundalk and Athlone in the Republic of Ireland (ROI) and Singapore. Certification will be extended to our sites in The United States of America (US) in 2024.

In the UK, EU and Singapore Almac's sites are also now certified to ISO 50001, a globally recognised standard in energy management and conservation. Our UK and EU sites are currently undergoing recertification. This standard provides a framework of requirements for us to develop a policy for the more efficient use of energy and implementation will form a key part of our path to net zero emissions.

In early 2023 we hired a Global Energy Manager. This is a new role within the business and will involve working closely with our CSR and Procurement teams to develop business improvement initiatives across the globe.

## Our actions

Decisive action will be required to achieve our commitments and will include changes in procurement and energy generation as well as the implementation of energy-saving initiatives. A review of all sites is underway as we consider options for renewable sources such as on-site generation or the use of Power Purchase Agreements (PPAs).

Currently, 55% of the electricity supplied at our Craigavon and ROI sites is generated from renewable resources at the generator site. By 2030, we are aiming to have over 80% of our power coming from renewable sources.

As part of our Climate Action Plan, we have joined the Energize programme. Energize is a collaborative and educational project to identify opportunities for Power Purchase Agreements (PPAs) for the pharmaceutical industry.

## In June 2023 we joined the Science Based Targets Initiative



## Engaging with our supply chain

Based on analysis of our internal data, we estimate 75% of our emissions are generated in our supply chain. In 2023 we initiated a project to start collecting and tracking Scope 3 emission data across all categories in our supply chain.

We will engage with our supply chain by issuing a sustainability questionnaire.

Once we establish a baseline we will:

- **Engage with strategic vendors to understand their carbon reduction targets and manage alignment with Almac's net zero commitment**
- **Encourage these strategic vendors to engage with SBTi to verify these targets**

NB Strategic vendors are defined as those over a certain level of spend with Almac.

## Interview with Ramees Raja, Almac's New Global Energy Manager

### What are your primary responsibilities as an energy manager?

My job is split into three key areas- I manage Almac's day-to-day energy consumption, I regulate our energy usage, and I proactively plan energy conservation and efficiency measures in alignment with Almac's overall CSR strategy. There is one key theme that runs across every piece of work I do in this role—which is continually assessing how to move Almac forward on our net zero journey. Day-to-day, you'll find me preparing our sites for audits, developing reports on our energy management, answering queries from customers, and working towards the many energy efficiency and renewable energy projects I sponsor.

### How are we prioritising energy projects and initiatives?

Our energy prioritisation strategy can be boiled down to four key steps—measure, analyse, reduce, and renew. First, we measure our energy performance and our carbon emission data, and we analyse each business unit's performance and our significant energy users. After analysing that data, we prioritise plans to reduce the

energy consumption of each significant energy producer, which affects our energy consumption overall. Our future plans include an investment in a global energy monitoring system—this will further improve our process as it will convert our conventional way of collecting data into a way that's automated. Beyond our day-to-day prioritisation strategy, we are heavily focusing on energy efficiency and renewable energy projects across the globe. As mentioned earlier, Almac is growing, and efficient and renewable energy is part of our future!

### What is an Almac Group CSR initiative you are particularly excited about?

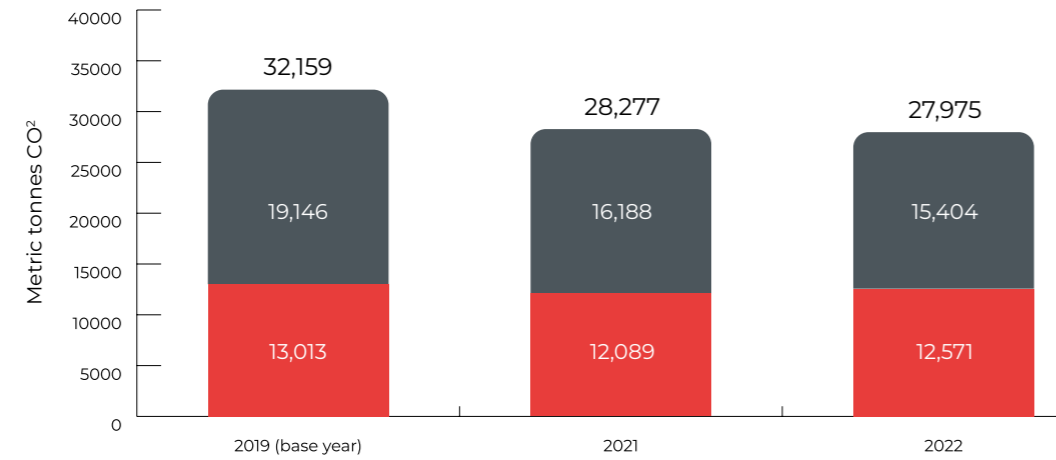
Moving forward, I'm excited about measuring and reducing our Scope 3 emissions. It's multi-layered and requires involvement right across Almac Group and with our suppliers right across The Group. Ultimately, reducing Scope 3 emissions is a huge part of our journey towards net zero and I'm excited to dig in!



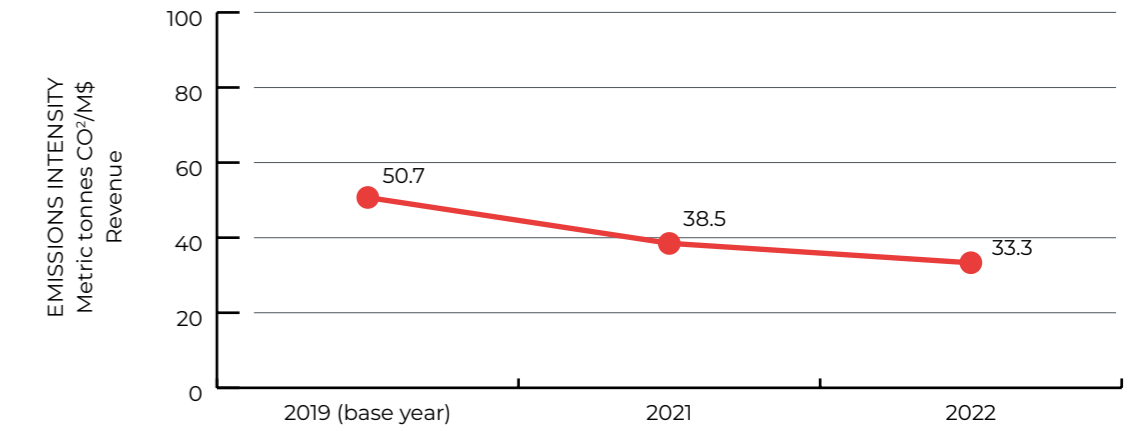
Ramees Raja - Global Energy Manager

### Scope 1 and 2 emissions

- Scope 1
- Scope 2



### Emissions intensity

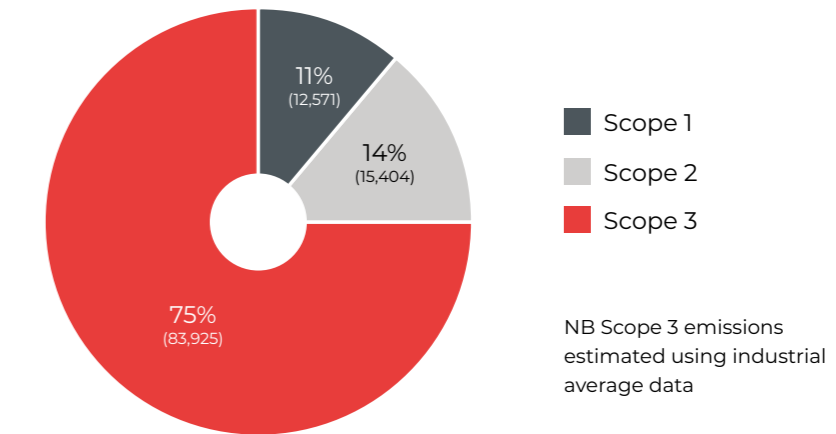


### Scope 1 and 2 emissions by region

Region	2019 (base year)	2021	2022
UK	19,578	17,246	17,347
US	10,936	9,217	8,606
ROI	908	1,061	1,106
SG	736	753	915
<b>Total S1 and S2</b>	<b>32,159</b>	<b>28,277</b>	<b>27,975</b>

NB US numbers updated this year due to improved data collection and accuracy

### Emissions breakdown 2022 - Metric tonnes CO<sub>2</sub>



NB - Data is recorded in December of each year, data for calendar year 2023 is not yet available.

## Waste management

Waste reduction and recycling are key components of our overall environmental strategy. A comprehensive waste mapping program was undertaken to ensure that we know the full chain of custody of all waste types generated across our manufacturing sites and have evidence to confirm that all waste service providers hold the appropriate permits and licenses.

We have completed a process to standardise the collection of waste data across all our sites with the purpose of creating a baseline for the establishment of targets to reduce waste and increase recycling globally.

The amount of waste generated across all sites is shown in the table below. The amount of waste generated per employee has reduced by 11% from 2021 to 2022.

### Waste Generated - All Operational Sites

Year	Total Weight (tonne)	Employees	kg/employee
2021	8063	6237	1293
2022	7778	6759	1151

NB – Data is recorded in December of each year, data for calendar year 2023 is not yet available.

Our global headquarters in Craigavon, Northern Ireland sends zero waste to landfill.

Solvent recovery has been a key focus over the last year and this combined with a number of other initiatives helps us towards our contribution to the circular economy.

## Plastic use

Almac is a member of the Responsible Plastic Management (RPM) Programme as an engaged partner. We are committed to working with RPM to assess the purchase, use and disposal of plastics at our sites, and minimise the associated impacts on the environment.



## Almac Sciences manages a recycling loop for cleaning solvents used in chemical manufacturing processes

Almac uses approximately 155MT of methanol and 85MT of acetone annually. Learning from our experiences at other sites we knew that recycling of solvents was possible, so we undertook a review of our processes in Craigavon.

A new process was established to segregate the cleaning solvents preventing the need to bulk-up waste. A new solvent labelling process was also established to identify drums for recycling.

In addition, our environmental team now separate the cleaning solvent waste material for discrete collection from Almac's waste contractor. Additional testing on this material is then conducted by the waste contractor and any materials that meet specified criteria regarding solvent pH and water content are recycled for use in further external processes, e.g., fuel for burning furnaces on concrete plants or process solvents are in less regulated industries.

The data shows that without the recovery process Almac would have created an additional 1,300 drums of solvent waste in the last 12 months. This amount equates to over 200MT of solvent waste. In the same period and as a byproduct of improving our solvent waste streams we have also witnessed a 35% reduction in the amount of corrosive waste we have produced.

# Water

A Water Stress Review covering all Almac's sites was updated in 2023. This used data from the 'Progress on Level of Water Stress report' (sub-titled - Global Status and Acceleration Needs for SDG Indicator 6.4.2) published by the Food and Agriculture Organisation of the United Nations to determine the water stress level at each site. The only operational location in an area of high stress is our Singapore site which is a low water use facility.

Almac does not withdraw water from any surface water, groundwater or seawater sources.

For new commercial phase projects, manufacturing processes are assessed to evaluate Predicted Environmental Concentrations (PECs) and Predicted No Effect Concentrations (PNECs) against source process controls. Any aqueous discharges from higher-risk processes are captured in underground tanks and sent for off-site treatment by a licensed waste contractor. In addition to their statutory reporting and monitoring obligations, these contractors are also regularly audited by Almac personnel for compliance with their relevant Pollution, Prevention and Control (PPC) permit.

All other aqueous waste streams are governed and managed by Trade Effluent Consent to Discharge licences with the relevant local water authorities with routine monitoring programmes in place to ensure compliance.

Over the last four years our Athlone-based business, Arran Chemical Company Ltd, has been working tirelessly, and in close collaboration with the Environmental Protection Agency (EPA), to implement processes and equipment to address legacy issues experienced at our site.

We have successfully completed a 20-month project to install a state-of-the-art Regenerative thermal oxidizer (RTO) and scrubbing system. This has enabled us to comply with environmental control best practices and provides a full and permanent resolution to air emissions

## Total Water Used - All Operational Sites

Year	Total m <sup>3</sup>	Employees	m <sup>3</sup> per employee
2020	130,717	5652	23.13
2021	122,482	6237	19.64
2022	115,890	6759	17.15

NB – Data is recorded in December of each year, data for calendar year 2023 is not yet available.

# Biodiversity

We recognise that our activities have the potential to impact on biodiversity and have recently introduced a biodiversity policy which will aim to:

- **Lessen our overall environmental impact on biodiversity by working to implement climate change prevention measures and developing new technologies**
- **Foster a corporate culture that will act with respect for biodiversity and in a manner that is harmonious with our business activities**
- **Consider biodiversity in all relevant projects carried out by or on behalf of Almac and avoid locating new projects in areas designated as having high value for biodiversity**
- **Integrate the management of natural capital and biodiversity into Almac's Integrated Management System (IMS), setting goals, indicators and standards for the control and monitoring of biodiversity as appropriate**
- **Identify and establish management plans for invasive species that pose a risk to ecosystems and species at sites where Almac operates**
- **Promote biodiversity awareness and training for Almac's workforce, subcontracted personnel and suppliers.**

We will continue to look for opportunities to work on projects that contribute positively to the natural environment around us.





## 'Rocking the Block' for Earth Month with Habitat for Humanity in the US

Almac Group was proud to celebrate Earth Month with Habitat for Humanity this year once again by supporting their signature 'Rock the Block' programme.

This year's event, sponsored in part by Almac, benefitted local nonprofits through five separate building, revitalisation, and clean-up projects, all within three square blocks in Norristown, PA. Almac volunteers and families teamed up to support the project for Sprouts Community Garden—which included building tool storage, Adirondack chairs, and picnic tables to ensure equitable access to public green space.

Rock the Block is an extension of Habitat for Humanity of MontDelco's neighbourhood revitalisation efforts, which work holistically with communities to stabilise neighbourhoods, and improve residents' safety and quality of life.



# Contributing to our communities

We are proud of the work we do to make a positive and lasting contribution to our communities through our Global Community Service Committee, our Science, Technology, Engineering and Maths (STEM) outreach programmes and the philanthropy of the McClay Foundation.



## The McClay Foundation

The McClay Foundation was established in 2008 by the Almac Group's visionary founder, the late Sir Allen McClay. The Foundation's overarching vision is to make a meaningful improvement and advancement in human health which is borne out in its mission to support those involved in advancing biomedical research, human health and wellbeing around the world.

The Foundation's vision and mission are demonstrated by its charitable objectives, which are:

- **The advancement of health and healthcare by the support and encouragement of research and innovation**
- **The prevention, control and cure of disease by advancing the use of diagnostic tools and drugs**
- **The advancement of the health and well-being of all people specifically those in poor communities**
- **The relief of poverty, unemployment and financial hardship by the generation and promotion of employment opportunities for the people of Northern Ireland**
- **The support and promotion of such educational purposes as the trustees shall select**

The Foundation has partnered with a large number of third-sector, research and other organisations and has provided substantial financial support to multiple projects and initiatives around the world. This support aligns with the Foundation's four strategic focus areas, which are:

- **Innovation: Research and development of new medicines**
- **Oncology research: Targets and biomarkers**
- **Dignity and Compassion: Research-led care for those in end-of-life or life-limited circumstances**
- **Health and Wellbeing: Promoting health and wellbeing in disenfranchised communities in both the developed and developing world**

Further details are available on the McClay Foundation website (<https://mclayfoundation.org>). Some of The Foundation's recent beneficiaries include the following organisations:



The Foundation has had the opportunity to support Children in Northern Ireland (CiNI) in its 'Holiday Hunger' and 'Get Active' Programmes which aim to engage children and young people, ordinarily in receipt of free school meals, during school holiday periods.

CiNI's programmes seek to address issues faced by young people, including food poverty, educational underachievement and health and wellness through the provision of nutritious meals, physical activity sessions and learning-based activities.

Pauline Leeson, the Founder of CiNI, commented, "The McClay Foundation has given our young people the opportunity to develop and deliver programmes with children in their own communities to become the aspiring leaders for the future."



The Foundation has recently begun providing support for a clinical nurse specialist working with Friends of the Cancer Centre in the area of upper GI cancers. Clinical nurse specialists provide seamless support to patients from diagnosis, through treatment to follow-up for patients and families.

In addition, the Foundation is also supporting Friends of the Cancer Centre's financial grant programme. By offering grants to patients and their families to cover costs such as travel expenses to and from the hospital for treatment, this programme aims to alleviate the financial burden which can be associated with a cancer diagnosis.

Recently retired CEO of Friends of the Cancer Centre, Colleen Shaw, expressed gratitude to the Foundation for this new partnership, noting that **"The funding will help us provide additional financial support and nursing hours to our patients and their families."**



## Healthy Lifestyles Market, NC

Duke University in North Carolina is helping the local Durham community by providing a 'Healthy Lifestyles Market'. The Foundation was able to partner with Duke University in this most worthwhile project which is seeking to address food insecurity and ensure that local children have nutritionally adequate and safe food.



The NI Hospice is a long-standing partner of the Foundation. The Foundation has supported a number of initiatives over the years, including the construction of NI Hospice's 'Somerton House' facility in Belfast and its 'Home from Home Bed Service', which provided a specialist palliative care bed at the NI Hospice in Belfast. Most recently, the Foundation has committed to a 5-year project supporting nurses providing palliative care to patients in their own homes.

This is part of NI Hospice's high-quality, holistic end-of-life care which enables patients to have the appropriate support to remain at home as they approach the end of life. Speaking

of the Foundation's support, Chief Executive Heather Weir noted, **"The legacy of the support we have received is visible and felt every single day by our team of staff and volunteers. Put simply, we couldn't do what we do without the Foundation's support."**

## Almac's Global Community Service Committee

Almac is proud of our corporate record of charitable donations together with our colleagues' charitable giving achievements and overall commitment and success in community life. This is evidenced by the number of colleagues who give up their personal time to raise money for charitable causes or who are involved in their community in some other way. In recognition of our people, Almac supports charities nominated by them through direct financial gifts. Colleagues across the globe are given the opportunity to nominate a charity, which is assessed and granted funding by regional committees.

Across the globe, we have supported 40 different charities through our community service committees this year, all nominated by our people.



**5/10k in aid of Southern Area Hospice**

This year, Almac organised a local 5/10k run in aid of Southern Area Hospice, a charity providing care free of charge to local people with cancer, and other terminal illnesses. The event was open to both Almac employees and members of the public. Over 700 people completed the race and it raised £10,000 for charity.



Fields of Life is a charity which seeks to transform the lives of vulnerable people in East Africa through working with local partners to deliver quality education, clean water, health promotion and other community-based programmes.

The Foundation has a longstanding relationship with Fields of Life, having supported a number of Fields of Life's initiatives over recent years, including the construction of a Vocational Training Institute for young adults in Northern Uganda and providing funding for students who are attending the Institute.

The Foundation also supports Fields of Life's flagship 'I AM GIRL' initiative which aims to empower girls to complete their education and to grow into strong, healthy young women. By constructing hygienic washroom facilities at schools, supporting school feeding to encourage school retention and providing training on child protection and gender equality, I AM GIRL seeks to reduce the barriers to adolescent girls and other children's participation in education in schools and communities in East Africa.

The Foundation's support has had a demonstrable positive impact, as Naomi Campbell, Fields of Life's Grants and Partnership Manager said **"It has played a vital role in improving health and wellbeing for young people, especially girls, in areas where there has been trauma, extreme poverty and marginalisation. We are so thankful for this partnership and the difference it is making."**





## Award-winning education partnerships

This year Almac won the 2023 Education Partnership Award at the Business in the Community Northern Ireland Responsible Business Awards. The award recognises our commitment to investing in engaging and educating the next generation of scientists, engineers and technologists through our education partnerships with W5 and STEAM Education Limited.

## Investing in the next generation

Almac Group is committed to investing in the next generation of scientists, technologists and engineers who may one day contribute to our mission to advance human health.

Our outreach activities include direct engagement with schools, strategic partnerships with leading educational museums and institutions, scholarship programmes, work experiences, and support of live events and community efforts. We estimate that in 2023, Almac reached over 10,000 post-primary pupils through in-person and virtual outreach programs.

## Our Partnership with W5

W5 is an award-winning science, discovery, and education centre based in Belfast. Building on the work we have been doing since the launch of MED-Lab, W5's interactive medical-themed exhibition area in 2019, Almac's partnership with the Odyssey Trust and W5 reached another milestone in November 2022 with the opening of a new 20,000 ft2 state-of-the-art learning centre, W5 LIFE (Learning Innovation for Everyone). This new facility will support the learning and skills pipeline in Northern

Ireland by providing immersive STEM-based experiences and wider access to skills training through strategic community, life-long learning and social inclusion programming.

Almac held a workshop on International Women in Engineering Day and sponsored the Big Bio Quiz at W5 LIFE during the NI Science Festival. As part of Almac's work Experience programme, 123 pupils spent a day in the W5 laboratory doing biology and chemistry experiments allowing them to learn about techniques used by scientists at Almac.



## Science-in-a-Box

Almac Group continued its partnership with STEAM Education Limited this year to give year six and seven children access to 'Science in a Box', a fun and engaging curriculum-linked science program. To date Almac has invested £30,000 to support 28 primary schools across Northern Ireland, each of which receives a Science-in-a-Box programme and replenishment of Science-in-a-Box resources, along with a training webinar, resources, and support from staff at Almac and STEAM Education Ltd. Almac STEM Ambassadors deliver presentations and scientific demonstrations at schools participating in the programme.



## School visits

In the UK and US, Almac hosts regular career outreach sessions onsite for students and educators throughout the academic year. These prove to be exceedingly popular with students and teachers who are keen to promote key areas of the STEM curriculum and highlight career opportunities within our sector. In addition to our onsite sessions, our dedicated STEM Outreach team coordinates visits to schools by Almac employees to deliver presentations and attend career conventions.

With a 100% satisfaction rating, feedback from participants has been extremely positive and highlights the impact that the programme has in supporting young people make decisions about their future education. All pupils agreed they had a better understanding of what Almac does and the career paths they could pursue at Almac.

Dr Frances Weldon, STEM Outreach Manager, said: "It's wonderful to be able to give so many pupils an insight into the variety of careers they could follow at Almac. We hope to see many of them return to Almac in the future."



## Work Experience

Throughout 2023, we welcomed pupils from across Northern Ireland to Almac HQ in Craigavon for our work experience programme. This programme is a fantastic, hands-on opportunity for young people who are interested in pursuing a career in STEM.

We hosted several three-day programmes in October, February and June, when almost 200 pupils took part in tours and practical workshops, including spending a day at the Almac W5 laboratory in Belfast, speaking to industry professionals, and learning about the variety of rewarding career paths available at Almac.



## Removing barriers to higher education

In 2021, Almac Group entered two partnerships with community organisations local to our Pennsylvania and North Carolina facilities to establish an 'Almac Scholars' programme for students with demonstrated financial need and an aspiration to study in a STEM fields.

Both partner organisations - The Philadelphia Education Fund and the Triangle Community Foundation - were chosen due to their alignment with our belief that educational opportunity has the power to transform lives and communities. This year, both partnerships were expanded. Our now four 'Almac Scholars' have been or will be supported by Almac through to completion of their four year undergraduate degrees.



## Operating to the highest ethical standards

Ethical business practices are not just a legal requirement; they are fundamental to the success of our organisation. We hold ourselves to the highest ethical standards and have similar expectations of anyone we do business with.



## Ethics

The Almac Group has been built upon a foundation of integrity and respect. We conduct our business in a fair, open and transparent manner and operate to the highest ethical standards in all jurisdictions in which we do business. Our commitment to ethical business is not just good policy; it is fundamental to the success of our organisation and to our mission to advance human health.

This commitment to high ethical standards is firmly embedded within our culture as an organisation. It is endorsed by our Board of Directors and Senior Executive Management Team and flows throughout our organisation.

We have robust policies and procedures in place which ensure that we maintain the highest ethical standards in our day-to-day business activities. These policies cover matters such as corruption and bribery, human rights, slavery and human trafficking, conflicts of interest, fraud prevention, money laundering, fair competition, trade compliance and global data privacy.

In early 2024, we plan to roll out a new Employee Code of Ethics which will bring together a number of our existing policies under a formal Code and further reinforce our commitment to ethical business. The Code will serve as a guide to ethical decision-making

and will help employees recognise and respond to ethical challenges they may face when engaging with our customers, suppliers and other stakeholders.

## A culture of transparency and fairness

We value our culture of transparency where honesty, fairness and trust are promoted. We have a longstanding commitment to a safe and supportive environment that encourages the reporting of concerns about unethical behaviour or violations of law. We believe that by speaking up, we can protect our people and organisation from harm.

Any concerns raised in good faith are taken seriously and treated fairly, and we take appropriate action based on the outcome of our investigations. We recognise that it takes courage to speak up and we are committed to ensuring that anyone who raises a concern is protected from retaliation.

## Ethics Training

We ensure that all of our people understand the importance of doing business ethically, know how to raise queries or concerns when they arise and understand the consequences of potential misconduct. Going forward, training on ethics will form part of the induction process for all new staff members. Ongoing training is provided to existing colleagues through various mediums, including Almac's online Learning Management System as well as annual refresher training focused on our customer-facing business development staff. Our Corporate and Legal Affairs team also offers training to address topics which are relevant to specific business functions.



## Quality management

The highly regulated nature of our business means that quality is a number one priority for our customers and is important in ensuring the integrity and safety of the products that we partner to develop & supply – meaning that patients can receive the treatments they need in the safest way possible.

We have a strong focus on all aspects of quality and 700 of our people across the business are in dedicated quality control and assurance roles. Our global Quality Management system sets out the relevant policies and procedures that enable us to meet the highest quality standards.

Our people receive training on our approach to quality as part of their onboarding and we reinforce our commitment to quality on an ongoing basis through regular business briefings, knowledge sharing and refresher training.

All our manufacturing facilities are routinely inspected by competent authorities including (but not limited to) the US Food and Drug Administration (FDA), the Irish Health Products Regulatory Authority (HPRA),

and the U.K. Medicines and Healthcare products Regulatory Agency (MHRA). We also facilitate audits by our customers with over 350 hosted in FY 2023, all of which contributed to continued process improvement.

100% of our eligible sites worldwide adhere to Good Manufacturing Practice standards and are licensed appropriately in each territory. Additional international quality standards related to pharmaceutical manufacture and testing, clinical, and pharmaceutical distribution practices are also followed.

Our Quality team are also responsible for monitoring and maintaining quality throughout our supply chain. In FY 2023, along with Operations colleagues, we performed over 170 audits of our suppliers alongside multiple business review and improvement meetings.



## Responsible Sourcing

Our supply chain plays a critical role in ensuring we can deliver on the expectations of our customers to the highest possible standards and we will only work with suppliers who share our values and commitments.

In 2021 we published our Sustainable Procurement policy and subsequently during 2023 we formally introduced the first phase of our sustainable procurement programme which outlines how we will engage and monitor our supply base and ensures we work with suppliers who share our commitment to sustainability.

As a key part of our approach, we have introduced a robust Supplier Code of Conduct which sets out our expectations in terms of:

- **Business integrity**
- **Labour and human rights**
- **Environmental and health and safety practices**
- **Management systems**
- **Transparency and reporting.**

This code will be integrated into supplier agreements and suppliers are responsible for ensuring that they

comply with the principles in this Code, and that any third parties engaged by them also apply the same principles.

We will roll out our Supplier Code of Conduct to our strategic vendors i.e. those with over a certain level of spend with Almac.

In order to support and inform our sustainable procurement strategy we will also issue a supplier due diligence questionnaire alongside the Code of Conduct. This questionnaire will provide data on key topics such as ethics, net zero targets, decarbonisation and supplier diversity.

In terms of ethics, it is our expectation that anyone who provides services to Almac shares our values and our commitment to the highest ethical standards. We require our suppliers to strictly adhere to all applicable laws and regulations in the jurisdictions in which they are based, including laws addressing Anti-Corruption and Bribery.

We are currently establishing a baseline measurement of our Scope 3 emissions and will continue regularly engaging with our supply chain on our expectations for reductions, transparency and reporting going forward. For further detail on our Scope 3 approach please see the planet section of this report.

Our Supplier Diversity program will evolve this year with the establishment of a baseline position regarding the

current diversity status of our US based supply chain.

We will adopt a whole life cycle cost modelling approach to our sourcing activity and sustainability will be an input factor in this regard, addressing ethical, environmental and social considerations to underpin commercial and quality requirements. To inform this approach, we will embark on a prioritisation exercise across our supply base, where analysis will be informed by a combination of risk and commercial considerations. Our procurement team oversees supply chain engagement and we audit suppliers as appropriate prior to initial engagement and periodically thereafter in line with our Quality Management systems.

We have used the Ecovadis assessment platform for a number of years to evaluate supplier sustainability practices and will continue this engagement going forward.

## Cybersecurity

We have a comprehensive cybersecurity programme that protects our business, our customers and the highly sensitive information entrusted to us. Almac has achieved ISO27001 accreditation, which is an internationally recognised framework for managing information security risks. This certification demonstrates that we have implemented an Information Security Management System (ISMS) that covers people, processes and technology. Almac has undergone rigorous audits by independent experts to verify that we meet the best practices and requirements of the ISO27001 standard. We have comprehensive policies including Almac's Information Security Policy which details the physical, procedural and technology-based controls we implement to protect data in our possession.

Almac requires all our employees, third-party data processors and suppliers to comply with our policies and procedures on cybersecurity and we continuously monitor and review our performance and compliance to ensure we maintain our high standards and mitigate any potential risks.

Almac's approach to cybersecurity comprises three key areas:

### **Prevent, Detect and Respond**

We have partnered with a leading security services provider, which provides Almac with 24/7/365 monitoring, detection and automated response capabilities. Using advanced tools and techniques they prevent, contain and isolate any potential cyber threats through state-of-the-art technology and processes.

### **Advise and Inform**

Almac implements robust policies and procedures, a secure software development lifecycle and ensures our system designs reflect the latest approaches to cybersecurity. We follow industry standards and best practices to design, develop, test and maintain secure systems that meet the needs of our customers. We also conduct regular internal security assessments and audits to identify and address any vulnerabilities or gaps in our systems.

### **Assure**

Almac's Information Services team works in close collaboration with all employees to ensure continuous compliance, assessment and improvement of our technology and processes. We invest significantly in end-user security awareness training, which is updated and rolled out annually to all of our people.

In 2022, 100% of our employees completed annual refresher training in security awareness. Throughout the year, we keep our employees engaged and vigilant through regular email communications and training on topics such as emerging potential cyber threats and scams.

At Almac, we are proud of our cybersecurity programme, which reflects our commitment to safeguarding the trust and confidence of our customers. We are continuously striving to improve our programme through investment in infrastructure and identifying opportunities to protect and enhance Almac's systems, therefore continuing to stay ahead of the ever-evolving cyber landscape.



## Safeguarding Data Privacy

At Almac, we value the privacy of all individuals whose personal information is shared with us and are committed to protecting the privacy and security of our employees, customers and partners. We handle personal information with utmost care and respect, and we comply with all applicable laws and regulations on data privacy and confidentiality. We have comprehensive policies on data protection – including Almac's Global Privacy Policy overseen at Almac Group level by a dedicated Data Protection Officer (DPO). The DPO assists the company in considering privacy matters in all business areas, including contracts, business development, clinical research, human resources and data security. Almac's Global Privacy Policy defines the main types of personal information that we may have access to and process within our organisation; how we use personal information and the steps taken to protect this information. Our Global Privacy Policy also sets out how Almac complies with data privacy laws and regulations, including but not limited to the EU General Data Protection Regulation (GDPR) and where applicable the principles of the EU-US Data Privacy Framework and Swiss-US Data Privacy Framework, and other laws implementing data privacy and confidentiality requirements. We continuously review our policies

to align with any updates to privacy laws in the jurisdictions where we do business. We also assist our colleagues across the organisation to understand privacy requirements and solutions for their business area, including in respect of collecting and handling data, in a way that ensures compliance with applicable laws. Almac continuously educates and trains its employees on privacy and data protection, in 2022, 100% of Almac employees completed this privacy training. This training is provided on an annual basis and ensures Almac continues to foster a culture of privacy awareness and compliance among its employees. 'Privacy by design' means integrating data protection principles and safeguards into the design and operation of systems, products and services that process personal data. Almac implements privacy by design as standard in our IS systems, infrastructure, and business practices. We proactively identify and prevent privacy risks. We ensure that our systems and services are fully functional and secure, without compromising on privacy.

### **Privacy Policy**

<https://www.almacgroup.com/privacy-cookie-policy/>



Partnering to Advance Human Health