

SUSTAINABILITY STRATEGY

Introduction from our CEOs:

Our mission is to save the lives of patients around the world, by empowering our partners to efficiently and sustainably progress cell & gene therapies. We achieve this by fostering a culture of excellence by managing our environmental impact, investing in our people, promoting learning and development and a safe, inclusive and fulfilling working environment.

At RoslinCT we are committed to playing our part in contributing to the achievement of the UN Sustainable Development Goals. We understand that increasing climate change impacts global health in a number of ways. Exposure to extreme weather events, heat, poor air and water quality, biodiversity loss and reduced food security can lead to failings in health systems, lack of leadership and governance, poor service delivery, and an increased lack of medical products and technologies in the global regions that need them most.

Climate-related health outcomes as a result include increased mortality, heat-related illnesses, respiratory illnesses and non-communicable diseases such as cancers and diabetes.

Our social impact is through the development of transformative therapies that can improve the health and wellbeing of people, globally. We have a pivotal role to play in advancing careers and equal opportunities within the life sciences industry, in a safe and sustainable way, and we are committed to being transparent in our progress as a business, every step of the way.

Peter Coleman

Patrick Lucy

Environmental / Living within limits:

As an advanced cell & gene therapy CDMO we are committed to doing all we can to minimise our scope 1, scope 2 and scope 3 greenhouse gas emissions, increase our use of renewable energy and reduce our climate impact.

We will aim to maximise our utilisation of renewable electricity and introduce energy efficiency measures across our facilities to reduce reliance on fossil fuels.

We will introduce measures and incentives to reduce our business travel emissions and encourage the use of more sustainable forms of transport.

We will work with our suppliers to ensure they are working with us to reduce our material consumption, encouraging all of our major suppliers to have their own emissions reduction targets. It is estimated that life scientists alone are responsible for producing around [2% of global plastic waste](#). We will work internally to improve our operating procedures to minimise waste and work with our suppliers to procure responsibly.

Our Environmental Commitments:

Cut Scope 1 and Scope 2 GHG emissions by 50% by 2030



Adopt 100% renewable energy across our business

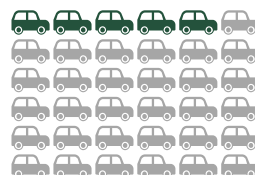


Work with supply chain partners to cut Scope 3 GHG emissions:

By 2025, develop and implement a waste reduction plan



By 2025 develop and implement a business travel emissions reduction plan



Develop and implement a supply chain sustainability plan by 2025



By working towards our environmental commitments we will contribute towards the following global goals



Social/People and Patients

Through our services with our partners we are providing world class autologous and allogeneic therapies for patients worldwide. We offer our partners quality, agility, and flexibility as we advance their cell therapy products from development to commercialization. The RoslinCT purpose-built facilities in the UK and the US, our focus on innovation, and collective experience enable our partners to deliver cost-effective and compliant cell-based therapies to patients in need.

We strive to harness our enthusiasm for scientific discovery and excellence, and influence the next generation of leaders. We will work with our partners to donate our time and equipment across our communities and in classrooms, and provide all our employees with the opportunity to undertake community volunteering, charitable, and STEM-related activities. We will work with partner organisations to grow our network of STEM Ambassadors, promote careers in science and provide opportunities to young people to learn about the impact they can have in global health and wellbeing.

Our Social Impact Commitments:



Undertake 250 hours of community volunteering and/or STEM engagement annually



Implement sustainability training program in 2024, and aim to train 90% of employees by end 2025

By working towards our social commitments we will contribute towards the following global goals



Governance and Ethics

At RoslinCT sustainability is everyone's responsibility, regardless of their position in the organisation. We will create a network of sustainability champions across the organisation to lead by example and influence others to implement sustainable behaviours in the workplace and at home.

Our Senior Leadership Team has a responsibility to monitor performance, provide guidance to and help the Sustainability Management Team execute our sustainability plans. Our Sustainability Management Team is led by our Head of Sustainability.

Our approach is one of complete transparency around our sustainability journey, providing regular disclosures and updates on our goals, KPIs and roadmaps for longer terms initiatives. This is reinforced through our codes of conduct for employees and suppliers, and our policies on sustainability, human rights, EHS, and Equality, Diversity & Inclusion.

Our Governance Commitments:



Begin sustainability reporting from 2024 onwards



Executive level compensation linked to company ESG goals



Promote equal opportunity and diversity at all levels (Employees and Board)

By working towards our governance commitments we will contribute towards the following global goals

