



SUPERMAX
Healthcare Limited

AURELIA® GLOVES
A SUPERMAX HEALTHCARE BRAND

SUSTAINABILITY REPORT

2024



TABLE OF CONTENTS

SUPERMAX HEALTHCARE UK AND EUROPE: OUR SUSTAINABILITY COMMITMENT 2024	1
MESSAGE FROM OUR GROUP MANAGING DIRECTOR	3
ABOUT THIS REPORT	4
ABOUT SUPERMAX HEALTHCARE	5
ORGANIZATIONAL PROFILE	5
REPORTING SCOPE AND BOUNDARIES	5
REPORTING PERIOD AND CYCLE	6
FORWARD-LOOKING STATEMENTS	6
ASSURANCE READINESS	6
REPORTING FRAMEWORKS	7
OUR SUSTAINABILITY STRATEGY	9
DRIVING IMPACT AND ACCOUNTABILITY	9
GOVERNANCE AND ETHICAL BUSINESS PRACTICES	11
RISK MANAGEMENT AND COMPLIANCE	12
STAKEHOLDER ENGAGEMENT	14
THE MATERIALITY MATRIX AND SUSTAINABILITY COMMITMENTS	15
ENERGY MANAGEMENT AND GREENHOUSE GAS EMISSIONS	16
WATER MANAGEMENT	20
SUPPLY CHAIN MANAGEMENT	22
WASTE MANAGEMENT	24
DIVERSITY, EQUITY AND INCLUSION (DEI)	30
ANTI-BRIBERY AND ANTI-CORRUPTION (ABAC)	33
HEALTH AND SAFETY (H&S)	35
CLIMATE RISK AND RESILIENCE	37
BUSINESS CONTINUITY AND DISASTER RECOVERY	38
TALENT MANAGEMENT	40
COMMUNITY AND SOCIETY	42

SUPERMAX HEALTHCARE UK AND EUROPE: OUR SUSTAINABILITY COMMITMENT 2024

Supermax Healthcare Limited (UK) and Supermax Healthcare (Europe) Ltd (Ireland) (collectively “Supermax Healthcare” or “the Company”) are integrating sustainability into their healthcare distribution operations. As key suppliers of medical gloves and other healthcare products across the UK and Europe, our operations align with regulatory standards, ethical sourcing requirements, and environmental sustainability goals. By prioritizing compliance, responsible procurement, and eco-conscious logistics, we contribute to a more sustainable and ethical healthcare industry.

Our Commitment to Regulatory and Ethical Compliance

Supermax Healthcare are dedicated to upholding the highest standards of regulatory compliance and ethical sourcing within the healthcare industry. In the UK, our medical gloves and other healthcare products are fully certified under the UKCA (UK Conformity Assessed) marking, ensuring compliance with UK safety and quality standards. We also adhere to the UK Modern Slavery Act 2015, reinforcing transparency throughout our supply chain by implementing ethical labour practices and conducting third-party audits to prevent any form of labour exploitation.

In Europe, Supermax Healthcare operates in alignment with EU regulations, ensuring that our sourcing and distribution practices comply with European sustainability and ethical guidelines. We actively align with the NHS Sustainable Procurement Framework and European sustainability standards to support the healthcare sector in achieving long-term environmental and ethical goals.

Advancing Sustainability in Healthcare Distribution

As part of our long-term sustainability commitment, Supermax Healthcare continuously seeks to minimize our environmental footprint across our operations. Our key initiatives include:

- **Waste Reduction and Responsible Disposal:** Enhancing waste reduction strategies to minimise the environmental impact of disposable gloves and other healthcare products.
- **Sustainable Supply Chain and Logistics:** Optimising supply chain and logistics by working closely with suppliers to reduce carbon emissions from transportation and distribution, in alignment with our Supplier Code of Conduct.
- **Environmental Performance Monitoring:** Monitoring and improving sustainability KPIs, including electricity and gas consumption, waste management, and company vehicle emissions, to track progress towards environmental responsibility.

Through these sustainability-driven initiatives, we reinforce our commitment to responsible business practices, ensuring that we continue to provide innovative, ethical, and future-proof solutions for the healthcare sector.

Ensuring Resilience and Accountability

To strengthen corporate responsibility, we have taken proactive measures to enhance transparency, due diligence, and compliance across our operations. Our key initiatives include:

- **Supplier Engagement and Ethical Compliance:** Implementing a rigorous supplier approval process, requiring suppliers to adhere to our Environmental Standards Policy, and conducting regular audits to ensure responsible business practices.
- **Enhanced Due Diligence:** Strengthening risk assessments in our supply chain, ensuring suppliers meet labour and environmental compliance benchmarks as outlined in the EU Supply Chain Act and UK Modern Slavery Act 2015.
- **Employee Training and Development:** Providing environmental standards training, including awareness programs on ethical sourcing, sustainability goals, and workplace safety.

A Future-Ready Supermax UK

As the healthcare industry evolves, Supermax Healthcare remains committed to innovation, accountability, and sustainability. Through strategic initiatives and continuous improvement, we are building a more ethical, resilient, and environmentally responsible business. Our long-term sustainability efforts include:

- Aligning with global Net Zero targets, reducing our carbon footprint in distribution and logistics.
- Implementing sustainability KPIs to track energy consumption, waste reduction, and carbon emissions.
- Driving innovation in supply chain sustainability, working closely with suppliers and industry stakeholders to reduce environmental impact.

We invite our stakeholders, partners, and customers to collaborate with us in shaping a more sustainable future for healthcare distribution. This report provides insights into Supermax Healthcare's sustainability initiatives. Feedback on this report is welcome and can be shared via email at daniel.todd@supermax.co.uk.

MESSAGE FROM OUR GROUP MANAGING DIRECTOR

"At Supermax Healthcare UK and Europe, sustainability is not just a responsibility, it is a fundamental driver of long-term business success. We are committed to strengthening our Environmental, Social, and Governance (ESG) framework. Our focus is on ensuring transparency, accountability, and ethical leadership in the sale of high-quality protection solutions."

This marks our first Sustainability Report, a milestone that reflects our commitment to embedding sustainability into our operations and long-term strategy. As we embark on this journey, we have initiated financial and impact materiality assessments to ensure that our disclosures address both business performance and our wider social and environmental impact. By strengthening ethical sourcing, supply chain transparency, and responsible procurement practices, we are laying the foundation for a sustainable, resilient, and responsible business model.

Beyond compliance, we are committed to upholding human rights, fair labour practices, and inclusive employment policies throughout our supply chain. By reinforcing adherence to the EU Supply Chain Act and implementing due diligence mechanisms, we aim to set industry benchmarks for ethical business conduct and environmental responsibility.

Looking ahead, we will continue refining our sustainability strategy by enhancing resource efficiency and improving product safety and environmental impact. As we take this first step, we invite our stakeholders to join us in shaping a more responsible, resilient, and sustainable future for the protective solutions industry.

Jonathan Judge
Group Managing Director
Supermax Healthcare Limited

ABOUT THIS REPORT

This Sustainability Report outlines Supermax Healthcare's commitment to creating a safer, more sustainable future for global healthcare. It covers our performance and progress for the reporting period, with updates on initiatives within our distribution and supply chain operations.

As a leading distributor of medical gloves and other healthcare products, Supermax Healthcare prioritises product safety, quality, and sustainability. Our sustainability strategy focuses on environmental responsibility, ethical sourcing, health and safety, and compliance with regulatory requirements.

Key ESG areas addressed in this report include responsible sourcing, supply chain management, labour practices, data privacy, emissions management, and corporate social responsibility (CSR). These priorities reflect our commitment to continuous improvement and alignment with international standards and industry best practices.

Supermax Healthcare's core values guide our operations, ensuring we deliver reliable, high-quality products while advancing sustainability and supporting healthcare professionals worldwide.

ABOUT SUPERMAX HEALTHCARE

ORGANIZATIONAL PROFILE

Supermax Healthcare is a leading distributor of high-quality medical gloves and other products, committed to providing reliable and sustainable protective solutions for the healthcare and industrial sectors. As a subsidiary of Supermax Corporation Berhad, a globally recognized manufacturer headquartered in Malaysia, Supermax Healthcare ensures the efficient supply of essential medical and PPE products across the UK and Europe.

Core Business Activities

- Distribution of high-quality medical gloves and other PPE products for the healthcare and industrial sectors.
- Ensuring compliance with global safety, regulatory, and sustainability standards.
- Committed to continuously enhancing product performance, safety, and environmental impact.

Global Reach

With a strong international presence, Supermax Healthcare distributes its products to UK & EU countries, ensuring a reliable supply chain and adherence to international quality and sustainability standards.

Vision and Mission

- **Vision:** To be a global leader in the responsible distribution of medical gloves and PPE products, driving sustainability through ethical sourcing, transparent supply chains, and efficient logistics that protect healthcare workers and communities worldwide.
- **Mission:** To drive sustainable growth by upholding the highest standards in product safety, ethical sourcing, and supply chain transparency. We are committed to being responsible corporate citizens, prioritizing worker well-being, fair labour practices, and environmental responsibility across our distribution operations.

REPORTING SCOPE AND BOUNDARIES

This Report covers Supermax Healthcare, a key player in the UK's healthcare supply chain. It includes distribution and sales activities related to medical gloves and other healthcare products conducted within the UK. Manufacturing activities are carried out by our parent company, Supermax Corporation Berhad.

As this Report focuses on Supermax Healthcare's operations as a distributor, ESG disclosures are limited to aspects within our operational control. FY2024 serves as our baseline year for ESG reporting, and some data sets remain limited as we build more robust monitoring and measurement processes to support future reporting.

This Report adheres to internationally recognised sustainability standards, ensuring clear and transparent ESG disclosures that are relevant to our stakeholders, customers, and regulatory bodies. For a more comprehensive view of sustainability initiatives across the Group, please refer to our Group's Sustainability Report.

REPORTING PERIOD AND CYCLE

This report is prepared annually, covering the financial year from 1 July 2023 to 30 June 2024. As this is our first sustainability report, we focus on establishing baseline data to enhance transparency in ESG reporting moving forward.

FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements that provide stakeholders with insights into our future plans and perspectives. While we strive for accuracy, external factors beyond our control may impact actual outcomes. Readers are encouraged to exercise discretion and due diligence before making decisions based on this report. Supermax Healthcare is not responsible for any losses arising from changes in business or operational performance.

ASSURANCE READINESS

Supermax Healthcare is committed to transparency, accountability, and credibility in its sustainability reporting. This Sustainability Report for FY2024 has been prepared with reference to globally recognised standards to ensure accuracy and reliability in our ESG disclosures.

To uphold the integrity of this Report, an internal assurance process was conducted to review the completeness, accuracy, and consistency of the disclosed ESG data. This assessment was carried out to verify compliance with applicable sustainability reporting frameworks.

The internal assurance process included:

- a) Verification of key ESG performance metrics.
- b) Evaluation of methodologies used for sustainability performance tracking.
- c) Review of alignment with the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD).

Supermax Healthcare remains dedicated to continual improvement in ESG performance and welcomes stakeholder engagement to enhance future sustainability disclosures.

REPORTING FRAMEWORKS

Supermax Healthcare recognizes that different methodologies are used globally to measure the sustainability performance of organizations. This report references several reporting guidelines and frameworks to ensure comparability; an approach aligned with international best practice.

EcoVadis Sustainability Rating

Supermax Healthcare recognizes the EcoVadis Sustainability Rating as a key benchmark for Environmental, Social, and Governance (ESG) performance. We aim to align our corporate social responsibility (CSR), ethical business practices, and sustainable supply chain management with industry best practices assessed by EcoVadis.

NHS Evergreen Framework

Supermax Healthcare is committed to aligning with the NHS Evergreen Sustainable Supplier Assessment to support the UK's Net Zero and sustainability goals. By adhering to the NHS Evergreen framework, the Company enhances its environmental and social responsibility, ensuring that its products and operations meet the stringent sustainability criteria set by the National Health Service (NHS) Supply Chain. This initiative strengthens Supermax Healthcare's dedication to carbon reduction, ethical sourcing, and long-term healthcare sustainability, reinforcing its position as a responsible supplier within the UK healthcare sector.

Greenhouse Gas (GHG) Emissions Data

Supermax Healthcare is committed to measuring, reporting, and managing its greenhouse gas (GHG) emissions in line with international standards, including the GHG Protocol, ISO 14064, and the IPCC Guidelines, while fully adhering to UK environmental regulations. Our emissions reporting framework is reviewed regularly to ensure compliance with evolving industry standards and regulatory requirements.

To enhance transparency, we have expanded our GHG disclosures to include Scope 3 emissions. This covers indirect emissions arising from our supply chain, logistics, and waste management activities. By taking this comprehensive approach, we can develop targeted strategies to reduce emissions across our operations and support global efforts toward net zero and long-term sustainability.

Global Reporting Initiative ("GRI") Standards

Supermax Healthcare follows the GRI Standards to provide clear and transparent reporting on our environmental, social, and governance (ESG) impacts. We report on environmental aspects such as energy use, water consumption and on economic and social impacts like supply chain sustainability, labour practices, and community engagement. By adhering to these standards, we ensure our sustainability efforts are consistent, reliable, and aligned with global best practices.

Task Force on Climate-related Financial Disclosures (TCFD)

The TCFD reporting framework in Supermax Healthcare is structured around four key pillars: Governance, Strategy, Risk Management, and Metrics & Targets. The Governance section outlines how Supermax UK integrates climate-related risks into its corporate governance framework, detailing oversight by the board and management's role in addressing environmental concerns. The Strategy section examines the potential impacts of climate-related risks on the Company's operations, supply chain, and financial planning, emphasizing Supermax UK's approach to long-term sustainability. In the Risk Management section, the report describes the Company's processes for identifying, assessing, and mitigating climate-related risks, including regulatory compliance and carbon footprint reduction initiatives. Finally, the Metrics & Targets section presents key performance indicators such as Scope 1, 2, and 3 greenhouse gas emissions, energy efficiency improvements, and progress toward sustainability goals. Additionally, the report includes content indices that align disclosures with international frameworks such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and a dedicated TCFD index, ensuring transparency and consistency in sustainability reporting.

OUR SUSTAINABILITY STRATEGY

Supermax UK is committed to embedding sustainability across its operations as a leading distributor of medical and other healthcare products. As part of a global healthcare supply chain, we recognize the importance of ethical sourcing, low-impact logistics, and responsible stakeholder engagement in achieving long-term resilience and value creation.

Our strategy is built on three focus areas that reflect the material impacts of a distributor in the healthcare sector:

a) Sustainable Supply Chain and Product Stewardship

- We collaborate with suppliers to source sustainable, ethically produced medical and healthcare products.
- Our product range includes low-carbon and biodegradable alternatives, supporting customers in achieving their sustainability goals.
- We work to improve packaging sustainability and minimize waste across the product lifecycle.

b) People, Customers, and Community Impact

- We uphold high labour standards, equal opportunity, and inclusion across our workforce and business partners.
- We engage customers on sustainable purchasing choices and product responsibility.
- We contribute to community well-being through health-focused initiatives and support for education and outreach programs.

c) Governance, Compliance, and Transparency

- ESG risks and opportunities are managed through clear leadership accountability and robust internal controls.
- We adhere to UK reporting standards, such as TCFD requirements, and are committed to transparent sustainability disclosures.
- We maintain transparent, ethical business practices through strong anti-bribery policies, fair competition standards, and responsible marketing practices.

DRIVING IMPACT AND ACCOUNTABILITY

To ensure continuous improvement and build stakeholder confidence, we track progress through measurable indicators aligned with recognised frameworks such as GRI, NHS Evergreen, and EcoVadis.

Sustainability-Linked Initiatives

We are developing sustainability-linked initiatives to guide our operational improvements and supplier engagement practices. Key areas under development include:

- **Low-Carbon Logistics and Operations:** Reducing carbon emissions in logistics and warehouse operations
- **Sustainable Packaging and Waste Management:** Promoting sustainable packaging and responsible waste management
- **Supplier Engagement and Ethical Compliance:** Enhancing supplier engagement on environmental and ethical practices
- **Customer Support for Sustainable Choices:** Supporting customers with information on sustainable product alternatives

Leadership Accountability and Stakeholder Engagement

- **Leadership Commitment:** Senior management is responsible for ESG integration across business functions.
- **Performance Alignment:** Sustainability goals are integrated into strategic decision-making and monitored through KPIs.
- **Open Dialogue:** We engage regularly with stakeholders such as customers, regulators, and suppliers to ensure transparency and maintain relevance.

FY2024 serves as our baseline year for sustainability reporting, capturing our initial progress before formal targets were set. Our strategy is currently in development, with Key Performance Indicators (KPIs) being established to guide our FY2025 commitments. This report reflects the actions taken and data collected before finalizing our long-term sustainability objectives.

By doing so, we provide an overview of the steps taken and developments made along the way, enabling us to track our journey while making necessary adjustments to support our sustainability goals.

GOVERNANCE AND ETHICAL BUSINESS PRACTICES

At Supermax Healthcare, strong corporate governance and ethical business practices form the foundation of our commitment to sustainability. As a responsible distributor, we prioritize transparency, accountability, and integrity in all aspects of our operations. Our governance framework ensures that environmental, social, and governance (ESG) considerations are embedded in our corporate strategy, supply chain management, and stakeholder engagement.

Corporate Governance and ESG Oversight

We have established a governance structure that adheres to the UK Corporate Governance Code and best practices in ESG oversight. This structure enables us to assess risks, monitor sustainability performance, and uphold ethical business practices across our distribution network.

Governance Component	Key Commitments
Board Oversight and ESG Accountability	The Supermax Board ensures sustainability strategy and governance align with UK ESG principles, focusing on ethical supply chain oversight and responsible distribution.
Sustainability Committees	The Sustainability Committee, which integrates ESG policies into supplier engagement and logistics operations.
Code of Business Conduct and Ethics	The Group-wide Code of Conduct mandates anti-corruption, fair trade practices, responsible supplier engagement, and compliance with the UK Bribery Act and Modern Slavery Act.
Corporate Governance Framework	Clearly defines decision-making structures, compliance mechanisms, and stakeholder accountability within Supermax's distribution operations.
Stakeholder Engagement and ESG Integration	Collaborate with regulators, suppliers, industry bodies, and customers to align distribution policies with UK sustainability regulations and best practices.

Governance Component	Key Commitments
Risk and Compliance Management	Implements third-party compliance checks, supplier risk assessments, and internal controls to prevent unethical business practices. Adheres to the UK Bribery Act, Modern Slavery Act, and anti-corruption policies.
Supplier Due Diligence and ESG Compliance	Establish supplier screening, ethical sourcing guidelines, and third-party audits to ensure that all procured goods and partners meet ESG expectations. Monitors distributing logistics emissions to reduce carbon impact.
Sustainability Reporting and Disclosure	Aligns with UK ESG disclosure frameworks to ensure transparent sustainability reporting on supply chain risks, compliance, and indirect environmental impact.

RISK MANAGEMENT AND COMPLIANCE

Strong risk management and regulatory compliance underpin our commitment to ethical business and sustainability. As a distributor, we mitigate supply chain risks, ensure ESG compliance, and uphold transparency.

Regulatory Compliance and Governance

Supermax Healthcare adheres to strict regulatory standards, ensuring compliance with UK and international sustainability frameworks. Our governance structure aligns with:

- **UK Bribery Act & Anti-Corruption Policies:** Enforcing strict controls to prevent unethical practices in procurement and supplier engagement.
- **Modern Slavery Act:** Conducting due diligence to prevent forced labour and unethical employment practices in our supply chain.
- **Whistleblowing and Business Ethics Framework:** Providing secure channels for employees and stakeholders to report compliance concerns.

Supply Chain Risk and Due Diligence

As a distributor, Supermax UK recognizes the importance of responsible supply chain management in ensuring ethical and sustainable business practices. Although our approach to managing supply chain risks is still in development, we are committed to taking the following steps:

- **Supplier ESG Audits:** We are in the process of evaluating the feasibility of conducting audits for manufacturers and suppliers to assess compliance with labour rights, ethical sourcing, and sustainability standards in production.
- **Third-Party Logistics (3PL) Sustainability Assessments:** Assessing logistics and distribution partners on carbon footprint, fuel efficiency, and sustainable transportation practices.
- **Supplier Code of Conduct:** Enforcing ethical guidelines and taking corrective actions against non-compliant vendors.
- **Transparency and Reporting:** As part of our ongoing efforts to enhance supply chain transparency, we plan to disclose measures taken to address supply chain risks and ESG-related concerns once we have established our supply chain frameworks and gathered sufficient data.

Strengthening Operational Resilience

To safeguard long-term operational resilience, Supermax Healthcare implements proactive risk mitigation strategies, including:

- **Cybersecurity and Data Protection:** Ensuring compliance with data protection regulations to safeguard sensitive customer and business information.

Looking ahead, we plan to:

- **Integrated ESG Risk Identification:** Embedding environmental and social risk assessments into strategic decision-making.
- **Supply Chain Risk Management:** Enhancing due diligence processes to mitigate financial, regulatory, and operational risks in distribution.

Environmental and Operational Risk Management

Sustainability risks in distribution operations are actively monitored and mitigated through:

- **Waste Reduction Initiatives:** Monitoring packaging waste and promoting sustainable warehousing practices.

Looking ahead, we plan to:

- **Climate Risk Resilience:** Assessing potential disruptions from climate change and implementing contingency plans to ensure operational stability.
- **Carbon Footprint Benchmarking and Public Transparency:** Implement a “Carbon Footprint Scorecard” to rank suppliers based on sustainability performance.

Commitment to Transparency and Continuous Improvement

Supermax Healthcare remains committed to ongoing improvements in risk management and compliance. Through continuous monitoring, stakeholder engagement, and transparent reporting, we aim to strengthen our sustainability performance while upholding the highest ethical standards in our operations.

By integrating robust risk management frameworks, regulatory compliance measures, and ethical business practices, Supermax Healthcare ensures a sustainable, resilient, and responsible distribution network aligned with UK and global sustainability expectations.

STAKEHOLDER ENGAGEMENT

Commitment to Stakeholder Engagement

Supermax Healthcare ensures transparent and proactive engagement with stakeholders to uphold ethical, efficient, and sustainable operations. Our framework aligns with UK and EU sustainability regulations, focusing on compliance, supply chain integrity, and responsible business practices.

Stakeholder Engagement Channels

As a distributor, we prioritize logistics, regulatory compliance, and ethical sourcing, engaging stakeholders to maintain supply chain transparency, product availability, and safety standards.

Key Stakeholders and Engagement Priorities

Stakeholder Group	Engagement Focus	Regulatory and Compliance Frameworks	Engagement Channels
Capital Providers (Investors and Shareholders)	ESG risk management, financial disclosures, compliance with sustainability reporting standards	UK Corporate Governance Code, FCA ESG Guidelines	Annual Reports, Investor Briefings, General Meetings, ESG Disclosures
Customers (Healthcare Providers, Distributors, Retailers)	Product safety, supply chain reliability, ethical sourcing	UK Medical Device Regulations (MDR), NHS Supply Chain Standards, ISO 13485 (PPE Safety)	Service Centers, Customer Portals, Training Sessions, Compliance Reports
Employees and Contractors	Workplace health and safety, modern slavery compliance, diversity, equity and inclusion	UK Modern Slavery Act 2015, Equality Act 2010, HSE Workplace Safety Regulations	Employee Surveys, Internal Newsletters, Training and Development, Whistleblower Mechanism
Partners (Suppliers and Logistics Providers)	Ethical procurement, responsible sourcing, carbon footprint tracking	UK Procurement Policy Note (PPN 06/21), UNGP on Business and Human Rights, ISO 14001 (Environmental Management)	Supplier Audits, Compliance Reviews, Industry Partnerships, Certifications
Regulators and Government Bodies	Regulatory compliance, sustainability disclosures, anti-corruption policies	UK Bribery Act 2010, UK Climate-related Financial Disclosure	Government Consultations, Compliance Audits, Regulatory Filings
Community and NGOs	Corporate social responsibility, fair labour, sustainable business practices	UK Companies Act 2006 (CSR Reporting)	Community Outreach, Public Consultations, NGO Partnerships, CSR Programs

Materiality and Stakeholder-Driven Sustainability Assessment

Supermax Healthcare follows the UK best practices for sustainability disclosures, ensuring transparency and accountability in all business activities.

The Materiality Assessment Process identifies ESG risks and opportunities that impact business operations and stakeholder interests, ensuring compliance with UK sustainability frameworks:

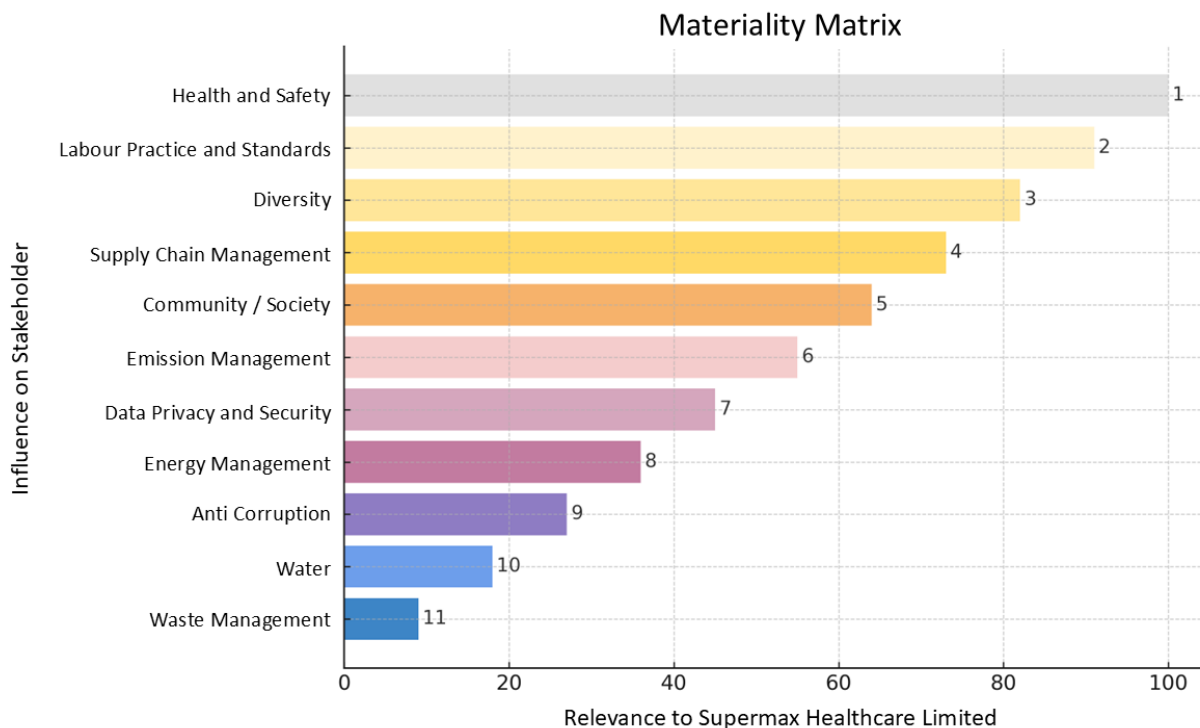
- UK Modern Slavery Act 2015 – Ethical sourcing and labour rights in supply chains.
- GRI 3: Material Topics (2021) – Stakeholder-driven sustainability focuses areas.

By integrating these frameworks, Supermax Healthcare ensures its stakeholder engagement strategy aligns with UK regulatory requirements, reinforcing supply chain resilience, ESG transparency, and ethical business conduct.

THE MATERIALITY MATRIX AND SUSTAINABILITY COMMITMENTS

At Supermax Healthcare, sustainability is embedded in our supply chain operations, ethical sourcing practices, and ESG risk management. As a leading distributor in the healthcare sector, we prioritise compliance, resilience, and sustainability across our global supplier network.

Our materiality assessment has identified waste management, ethical sourcing, and supply chain reliability as key ESG priorities. These focus areas are essential for ensuring regulatory compliance, financial integrity, and long-term business resilience.



Sustainability in the Healthcare Supply Chain

As a distributor, our role in sustainability is driven by partnership, compliance, and responsible sourcing. Our ESG strategy focuses on:

- **Waste Reduction:** Transitioning to more recyclable packaging for distributed products.
- **Carbon Footprint Tracking:** Partnering with logistics providers to reduce Scope 3 emissions across our operations.
- **Diversity, Equity and Inclusion:** Strengthening leadership representation and inclusive practices across all business units.

These initiatives align with UK regulatory standards, ensuring Supermax's continued leadership in sustainable healthcare distribution. Our annual Sustainability Report will track these commitments, ensuring measurable impact and transparency.

ENERGY MANAGEMENT AND GREENHOUSE GAS EMISSIONS

Carbon Footprint Measurement and Reduction

Supermax Healthcare recognises its responsibility to reduce carbon emissions as part of its broader sustainability strategy. While we do not engage in direct manufacturing, our distribution and supply chain activities contribute to global carbon emissions. We are committed to the transparent measurement, reporting, and reduction of our carbon footprint in line with recognised industry standards and best practices.

FY2024 Scope 1, 2 and 3 Emissions Performance

a) Emission Category - Scope 1 (Direct Emissions)

- Fuel consumption from company-owned where the Company controls fuel use.
- On-site fuel combustion at company-owned or controlled distribution facilities (e.g., gas heating, generators).

FY2024 Performance

In FY2024, Supermax established a baseline for Scope 1 emissions to build a clearer understanding of the Company's direct environmental impact. During the year, the business did not operate company-owned vehicles or use petrol and diesel-powered machinery. However, natural gas was consumed to support essential heating and operational needs across company-owned distribution facilities.

A total of 26,473 kWh of natural gas was used during the reporting period. Applying an emission factor of 0.20 kg CO₂e/kWh, this consumption resulted in 5.29 tCO₂e direct greenhouse gas emissions.

Recording these emissions establishes a reference point for future measurement and improvement efforts. This baseline data will guide the Company's energy efficiency initiatives and inform reduction strategies in the years ahead. By capturing and disclosing Scope 1 emissions transparently, Supermax demonstrates its commitment to monitoring and reducing the carbon footprint associated with its controlled operation

Reduction Strategy

- **Energy Efficiency Measures:** Implementing energy-saving initiatives in company-owned facilities, including upgrading to energy-efficient equipment and optimizing heating and cooling systems.
- **Process Optimization:** Enhancing distribution efficiency to minimize energy and fuel consumption in operational processes.

b) Emission Category - Scope 2 (Indirect Emissions)

FY2024 Performance

Energy Source Unit	Consumption (kWh)
Unit 8	10,669.60
Unit 10	23,608.60
Unit 12	2,416.80
Unit 13*	1,712.40
Unit 14	6,175.70
Unit 15	19,133.30
Unit 16*	10,567.53
Total	74,283.93

**Note: Estimated consumption figures for Unit 13 and Unit 16 include partial extrapolations for certain months where supporting data was unavailable.*

Overall, the Company recorded total electricity consumption of 74,283.93 kWh in warehouses and offices during FY2024. Applying the emission factor of 0.207074 kg CO₂e per kWh, this resulted in total Scope 2 greenhouse gas emissions of approximately 15.38 tonnes of CO₂ equivalent (tCO₂e).

These figures reflect energy use within green-certified buildings, reinforcing the Company's commitment to sustainable operations and responsible energy management. The reliance on electricity as the predominant energy source supports low-emission objectives and demonstrates effective oversight of indirect emissions.

Establishing this baseline enables the Company to measure year-on-year performance, track progress against future reduction initiatives, and identify opportunities to further optimize energy use. The process of collecting and validating consumption data has also highlighted opportunities to improve record-keeping and documentation, which will be addressed in future reporting cycles.

Reduction Strategy

- **Renewable Energy Transition:** Explore partnerships to gradually increase the share of renewable electricity used in operations.
- **Energy Efficiency Improvement:** Implement smart metering and energy optimization initiatives to monitor and reduce consumption across all units.

c) Emission Category - Scope 3

i) Supply Chain Emissions

FY2024 Performance

FY2024 marks the Company's baseline year for monitoring Scope 3 emissions from transportation and logistics, laying the groundwork for comprehensive emissions tracking and continuous improvement across our global supply chain.

Throughout the reporting period, goods were transported from manufacturing sites to international ports, shipped across ocean freight routes, and delivered to distribution hubs and end customers. This included both upstream and downstream logistics activities, encompassing road transport, maritime shipping, and last-mile delivery.

In total, products were moved across 8,849,204 km, resulting in estimated emissions of 505.652 tCO₂e. This baseline reflects the scale and complexity of our logistics operations and underscores the significance of supply chain emissions within our overall footprint.

Our procurement profile remains internationally focused, with a substantial share of sourcing linked to overseas suppliers. Expanding local procurement continues to be recognised as an effective strategy to reduce transport emissions and strengthen regional supply resilience.

Collecting and analysing this data equips the Company with valuable insights to identify reduction opportunities, enhance logistics efficiency, and advance long-term emissions management strategies across the supply chain.

Reduction Strategy

- **Supplier engagement:** Expanding sustainability audits and requiring EcoVadis compliance.
- **Green logistics partnerships:** Collaborating with low-carbon transport providers.
- **Local Sourcing Initiatives:** Encouraging local sourcing to cut down on transport-related emissions.

ii) Business Travel

FY2024 represents the Company's first year formally measuring Scope 3 emissions related to business travel. During the reporting period, employee air travel covered a total of 69,548 km, resulting in approximately 17.747 tCO₂e.

Business travel remains essential for stakeholder engagement, operational oversight, and international collaboration. However, the environmental impact of air transport is acknowledged, and this baseline provides a reference point to evaluate future reductions and implement responsible travel practices.

iii) Staff Commuting

This reporting period also established a baseline for Scope 3 emissions arising from daily staff commuting. Employees collectively travelled 133,259.80 km, which generated an estimated 20.013 tCO₂e during the year.

These commuting patterns highlight the role of individual travel choices in the Company's indirect emissions profile and present an opportunity to encourage more sustainable commuting options.

Net Zero Roadmap

Supermax Healthcare is committed to achieving a significant reduction of emissions in its distribution and logistics operations by 2030, in alignment with the UK's Net Zero commitments. We are in the process of finalizing the geographical boundary, emissions, and target year for our net zero goal as we continue gathering complete Scope 3 data from across our value chain.

Governance and Reporting Transparency

a) Board Oversight:

- Supermax Healthcare's Sustainability Committee reports directly to senior leadership and investors on climate-related risks and emissions performance.
- Annual carbon performance disclosures align with NHS Evergreen frameworks.

b) Risk Management

- We conduct climate risk assessments to identify transitional risks (regulatory changes, supplier sustainability) and physical risks (climate-related supply chain disruptions).
- Climate risks are integrated into financial planning to mitigate exposure to carbon taxes, regulatory fines, and emissions reporting obligations.

Strategic Climate Partnerships and ESG Investments

To accelerate decarbonization, Supermax Healthcare is:

- Exploring partnerships with low-carbon logistics providers to reduce Scope 3 emissions.
- Engaging NHS Evergreen suppliers to ensure carbon footprint transparency across our supply chain.
- Exploring carbon credit investments to offset unavoidable emissions.

WATER MANAGEMENT

Water Usage and Efficiency Strategies

While water plays a role in facility operations and sanitation in healthcare distribution, Supermax Healthcare’s overall consumption is minimal. Nonetheless, responsible water management aligns with UK regulatory requirements, NHS Evergreen sustainability targets, and contributes to corporate sustainability performance (EcoVadis, GRI).

Supermax Healthcare prioritizes water efficiency by:

- **Monitoring and Data Transparency:** Annual tracking of water usage and efficiency aligned with GRI 303 (Water and Effluents) and UK environmental reporting frameworks.
- **Operational Water Efficiency:** Reducing water consumption in distribution facilities through leak detection, staff awareness programs, and low-flow fixtures.Future Water Reduction Initiatives: Exploring rainwater harvesting and wastewater reuse feasibility to enhance resilience.

Water Consumption Performance

Description	FY2024 (m³)
Municipal Fresh Water*	451
Total Consumption	451

**Note: Water consumption data includes partial extrapolations for selected months due to unavailable billing records.*

FY2024 marks Supermax Healthcare’s baseline year for measuring water consumption. The Company’s total water consumption was estimated at 451 m³, sourced entirely from municipal fresh water. No rainwater harvesting or alternative water sources were utilised during this reporting period, highlighting an opportunity to explore sustainable water sourcing initiatives such as rainwater collection systems or water reuse strategies in future sustainability planning.

Establishing this baseline supports Supermax Healthcare’s long-term commitment to water stewardship and provides a foundation for tracking improvements in efficiency and resource management over time.

Wastewater Treatment and Discharge

Description	FY2024 (m³)
Wastewater Generated	145.50
Total Generation	145.50

Currently, no treated water is recycled within operations due to low wastewater generation. Future initiatives will focus on optimizing water efficiency and enhancing discharge monitoring. Supermax Healthcare ensures compliance with UK wastewater discharge regulations through periodic reviews and reporting.

Climate Risk Management

While Supermax Healthcare has low water consumption and wastewater generation, responsible water management remains part of our broader ESG strategy. We recognize that climate-related water risks, evolving regulations, and sustainability expectations require a proactive approach to water stewardship.

- a) Water Security & Compliance – Although direct operational water use is minimal, we ensure compliance with UK wastewater regulations through periodic reviews and reporting.
- b) Climate Risk & Business Resilience – Water risk assessments are embedded into our broader climate risk management processes to support long-term operational resilience and business continuity planning.
- c) Alignment with NHS Evergreen – Our approach supports the NHS Evergreen framework by focusing on supplier engagement and responsible water use across the value chain.
- d) Future Water Efficiency Measures – Instead of large-scale water reuse projects, we are evaluating practical water efficiency improvements, including feasibility studies for rainwater harvesting where applicable.

By embedding water stewardship into our sustainability strategy, Supermax Healthcare reinforces its ESG leadership while ensuring regulatory compliance and long-term sustainability.

SUPPLY CHAIN MANAGEMENT

Supermax Healthcare recognises that supply chain sustainability is essential to our business resilience, regulatory compliance, and ESG commitments. As a non-manufacturing distributor of medical and healthcare products, we uphold a responsible procurement approach that prioritises ethical sourcing, regulatory alignment, and risk mitigation across our global supplier network.

In line with our commitment to sustainability, we adhere to SA8000 standards and NHS Evergreen requirements to ensure our suppliers meet appropriate ethical and environmental expectations.

Our ESG governance framework sets out plans to conduct regular supplier evaluations, strengthen due diligence processes, and implement corrective action plans where needed to enhance supply chain integrity and support continuous improvement.

Performance and Key Metrics

Performance Area	Metrics	FY2024 Data
Supplier Management and Compliance	Total suppliers	151
	Spending on local suppliers	18.0%
	Spending on international suppliers	81.0%
	Supplier audits and evaluations	Ongoing third-party monitoring
Product Responsibility and Recalls	Product recalls due to safety issues	0
	Customer complaints related to supply chain	44 cases (addressed with corrective actions)
Environmental Impact and Circular Economy	Use of renewable materials	Under review
	Environmental considerations in product design	Policies under development

Circular Economy and Waste Reduction

To reduce waste, we are reviewing our supply chain strategies. We plan to:

- Implement a supplier evaluation system that prioritizes supplier initiatives which make a telling impact, such as a clear sustainability disclosures and transparent reporting.
- Recognize and reward suppliers demonstrating climate initiatives such as strong circular economy practices in procurement decisions.
- Transition to low-emission transport solutions, including electric vehicles, hybrid fleets, and other low-carbon logistics options, for medical and PPE distribution.

Scope 3 Emissions and Supply Chain Decarbonization

Supermax Healthcare recognizes that logistics and supplier operations contribute significantly to our Scope 3 emissions. We aim to:

- Develop supplier decarbonization roadmaps by working with key suppliers on measurable emission reduction plans.
- Transition to low-carbon logistics through partnerships with alternative fuel and electric-powered transportation providers.
- Enhance Scope 3 tracking by improving lifecycle emissions assessments to identify high-impact reduction areas.

ESG Governance and Transparency

We are committed to building accountability across our supply chain through a robust ESG governance framework, which includes:

- Plans to conduct third-party sustainability audits to monitor supplier compliance.
- Developing ESG risk assessment processes aligned with SA8000 and NHS Evergreen requirements and recognised industry standards.
- Working towards real-time monitoring of supplier performance through key performance indicators (KPIs).

We aim to achieve 100% Tier 1 supplier compliance by 2028, ensuring alignment with ethical sourcing, environmental impact reduction, and fair labour standards. To strengthen supply chain sustainability and governance, we plan to:

- Implement Supplier ESG Scorecards to track supplier performance, with key insights shared in periodic sustainability disclosures.
- Enhance post-audit corrective action plans to address compliance gaps and deliver measurable improvements.
- Strengthen board-level ESG oversight to improve risk management across supply chain operations.

Strategic Climate Partnerships & Supply Chain Sustainability

Supermax Healthcare aims to strengthen responsible procurement by engaging with regulatory bodies, industry associations, and sustainability-focused organisations where relevant. Our strategy prioritises:

- Developing supplier partnerships with clear sustainability roadmaps and measurable ESG progress.
- Exploring green logistics initiatives to reduce environmental impact in transportation and distribution.

We aim to integrate ethical sourcing, enhanced emissions tracking, waste reduction, and ESG transparency into our supply chain to strengthen long-term resilience, investor confidence, and environmental impact.

WASTE MANAGEMENT

Supermax Healthcare integrates waste management into its broader ESG strategy, with board-level oversight ensuring compliance with UK environmental regulations and NHS Evergreen sustainability requirements. The ESG Committee provides regular updates to the Board of Directors on waste reduction initiatives, regulatory risks, and supplier compliance.

Our Sustainability and Supply Chain teams collaborate to implement waste reduction strategies, monitor supplier practices, and drive circular economy initiatives. We engage third-party waste management partners to ensure proper waste segregation, tracking, and recycling in accordance with ISO 14001 standards.

To ensure continuous compliance, we conduct quarterly internal audits and engage third-party compliance reviewers to validate adherence to UK Waste Regulations 2011 and NHS sustainability guidelines.

Waste Management Risks & Mitigation Strategies

As a non-manufacturing distributor, our primary waste-related risks stem from packaging materials, logistics, and supply chain activities rather than production waste. Key risks and mitigation strategies include:

Risk Factor		Potential Impact	Mitigation Strategy
Regulatory Compliance	Non-	Fines, reputational damage, loss of NHS Evergreen status.	Adherence to UK Waste Regulations 2011 and NHS guidelines.
Supplier Practices	Waste	Indirect impact on sustainability credentials.	Strengthening supplier ESG requirements.
Recycling Volatility	Market	Increased waste disposal costs.	Securing long-term recycling partnerships.
Customer Expectations on ESG		Loss of market share due to weak sustainability reporting.	Enhancing transparency in waste disclosures and aligning with recognised sustainability frameworks.

Waste

As a distributor, Supermax Healthcare is committed to reducing packaging waste and enhancing recycling practices across its supply chain. We have already taken steps to:

- Expand partnerships with recycling facilities to improve waste recovery and explore responsible disposal options.

Looking ahead, we plan to:

- Enhance packaging sustainability criteria in supplier selection and procurement processes.
- Optimize packaging materials to minimize excess waste while ensuring product protection.
- Maintain the use of recyclable and sustainable materials in shipping and distribution packaging.

By integrating circular economy principles, we aim to strengthen sustainability in logistics and distribution while reducing environmental impact.

Risk Management - Waste Data and Monitoring

FY2024 serves as Supermax Healthcare’s baseline year for waste data monitoring. Currently, there is limited internal recording and categorisation of waste generated across operations.

To improve data reliability and transparency, the Company plans to enhance its internal waste data collection practices and establish more structured processes for recording and reviewing waste disposal activities. These improvements will support clearer waste performance insights and better alignment with UK and international sustainability standards in future reporting periods.

Waste Segmentation and Regulatory Compliance

Our waste management strategy follows the UK Environmental Protection Act 1990 and GRI 306 (Waste 2020) for waste categorization:

Waste Category	Regulatory Compliance	Tracking Mechanism
Non-Hazardous Waste	NHS Evergreen, UK Waste Regulations.	Digital waste reporting via ISO 14001-certified partners.

FY2024 Metrics and Targets - Waste Reduction Performance

Type of Waste	Total Weight (tonnes)	Recycled (tonnes)
Paper	579.734	579.734
Plastic	5.661	5.661
Total	585.40	585.40

In FY2024, Supermax Healthcare achieved a 100% recycling rate across all waste streams, successfully diverting 585.40 tonnes of paper and plastic from landfill. No hazardous waste was generated during the reporting period, underscoring our commitment to safe and responsible waste management. All waste data were independently verified by ISO 14001-certified partners, ensuring accuracy, regulatory compliance, and alignment with our sustainability objectives.

Key Takeaways

- **Regulatory Compliance:** Maintained full compliance with UK Waste Regulations 2011, NHS Evergreen, and ISO 14001 standards
- **Zero Hazardous Waste:** Confirmed no hazardous waste generation across operations.
- **100% Recycling Rate:** Successfully recycled 585.40 tonnes of waste in 2024, including 579.73 tonnes of paper and 5.66 tonnes of plastic.
- **Third-Party Verification:** Engaged ISO 14001-certified partners to verify waste disposal and recycling data.
- **Governance Oversight:** Board-level ESG Committee monitors waste reduction, supplier compliance, and regulatory risks.

Future Commitments and Targets

As FY2024 represents our baseline year, formal KPIs and quantitative targets are still under development. However, our intended areas of focus include:

- **Supplier Accountability:** Progressively work towards aligning Tier 1 suppliers with NHS Evergreen and EcoVadis sustainability expectations, with the goal of strengthening compliance in future reporting periods.
- **Recycling and Waste Reduction:** Develop initiatives to monitor and reduce packaging waste through more efficient materials use and supply chain practices.
- **Regulatory Compliance:** Continue to comply with UK waste regulations and explore opportunities to maintain or adopt relevant certifications for waste tracking and reporting.
- **Carbon Impact Mitigation:** Establish methodologies to assess and report Scope 3 emissions related to waste disposal as part of future ESG disclosures.

Future performance targets and KPIs will be defined once sufficient baseline data is collected and verified.

LABOUR AND HUMAN RIGHTS

At Supermax Healthcare, we are committed to upholding ethical labour practices and human rights across our operations and supply chain. As a distributor in the healthcare sector, we recognize the importance of ensuring fair wages, worker protection, and responsible supply chain management.

Ethical Labour Practices

We uphold fair labour conditions by ensuring that all employees are treated with dignity, respect, and fairness. Our key policies include:

- **No Forced or Child Labour:** Strict adherence to UK and international labour laws.
- **Non-Discrimination and Equal Opportunity:** Ensuring fair hiring, promotion, and pay equity for all employees.
- **Freedom of Association:** Supporting workers’ rights to collective bargaining and workplace representation.

In 2024, 100% of employees were covered by our ethical labour policies, reflecting our commitment to responsible employment practices and ongoing alignment with national and international labour standards.

Fair Wages and Worker Protection

As a UK-based employer, we ensure:

- Compliance with the National Minimum Wage and Living Wage standards.
- Equal pay across gender and roles, in line with the Equality Act 2010.

Key FY2024 Performance Metrics

Training Metric		Value
Total Training Hours		1,272
Participation in Ethical Training		87% of staff
Environmental Training Attendance (All Employees)	(All Employees)	95%
Environmental Training Attendance (Senior Management)	(Senior Management)	100%
Investment in Training		£2,825

Metric	Value
Employees earning at or above the UK Living Wage	100%
Gender Pay Gap	0% (Equal pay policy in effect)
Workplace Injuries	0 incidents (Zero-harm workplace target achieved)

We also provide:

- Mental health and well-being support (access to Employee Assistance Programs).
- Regular health and safety audits (aligned with UK OHS laws).

Supplier Audits and Due Diligence

As a distributor, we do not manufacture products but are committed to holding our suppliers to high ethical standards. We are working towards:

- Implementing a Supplier Code of Conduct requiring compliance with the Modern Slavery Act.
- Introducing third-party audits to help ensure ethical labour practices among suppliers.
- Applying risk-based supplier due diligence, with a focus on high-risk jurisdictions and industries.

Supplier ESG Onboarding & Future Screening Plan

FY2024 represents our baseline year for supplier screening. During this period, no formal audits or compliance screenings were conducted, as our assessment processes and governance frameworks are still being established. This initial phase has focused on building the foundations necessary to ensure robust and consistent evaluation of supplier practices in the years ahead.

While formal screening has not yet commenced, we recognise that supply chain transparency and accountability are critical to upholding our ESG commitments, meeting customer expectations, and complying with regulatory requirements such as the UK Modern Slavery Act. As such, we have taken proactive steps to strengthen supplier engagement and prepare for full implementation of our screening programme.

Whistleblower and Grievance Mechanisms

To ensure transparency and accountability, we provide:

- Confidential reporting channels for employees and supply chain workers, such as Protect Charity.
- 100% non-retaliation policy, ensuring safe and anonymous reporting.

FY2024 Complaints Handling

Complaints Category	Reported Cases	Resolved (%)
Labour Rights Violations	0	100%
Supplier Non-Compliance	0	100%

Future Focus Areas

- Improving human rights checks by carrying out more supplier audits and using independent reviews to strengthen oversight.
- Strengthening whistleblower protections and training, so employees feel safe reporting concerns and know how to do so confidentially.
- Developing clear targets and performance indicators, so we can better measure how well our suppliers and internal teams are meeting our standards.

By maintaining high standards for labour practices and human rights, Supermax Healthcare aims to run our business responsibly, meet the expectations of investors and regulators, and build trust with all stakeholders. As we move forward, we will keep investing in the tools, training, and partnerships that help us make steady progress on our commitments.

Employee Engagement and Well-being

We prioritize a positive and inclusive work environment by organizing employee engagement activities such as Anniversary Day, Staff Christmas Party, Summer Family Day, and After-Work Events. These initiatives foster a sense of belonging and enhance employee morale, which directly impacts retention and productivity.

DIVERSITY, EQUITY AND INCLUSION (DEI)

At Supermax Healthcare, Diversity, Equity and Inclusion (DEI) is overseen by our Board and Executive Leadership to ensure alignment with UK equality laws and International Labour Organization (ILO) standards. Our core values of Commitment, Accountability, Doing the Right Thing, Compassion and Collaboration focus our DEI commitment. Supermax Healthcare Ltd believes that it is important to recognise the importance of sound Diversity, Equity and Inclusion policies, addressing the underlying causes and factors in vulnerability, avoiding anyone falling into ILO forced labour situations.

At Supermax Healthcare, we are made stronger by the fact that each member of the team has their unique vision, story and perspective shaped by their individual experiences. We encourage everyone to have freedom to succeed in their own authentic way, which in turn grows a culture of acceptance of people as people. We endeavour every day to bring our values to the table to ensure that people are treated fairly and equitably, whether as our customers, suppliers, or colleagues and friends.

Our commitment to people, regardless of personal characteristics including, but not limited to age, disability, or medical condition; colour, ethnicity, race, citizenship, and national origin; religion or faith; pregnancy, family status and responsibilities; sexual orientation; sex, gender identity, gender expression, political affiliation, socio-economic background, size, or any other basis protected by appropriate law, is paramount to our business culture and mission.

Governance Structure

- **Board-Level Oversight:** Regular review of DEI metrics and KPI, including gender representation, workforce diversity, and equal opportunity compliance.
- **Executive Accountability:** Senior leadership teams are responsible for implementing inclusive hiring, retention, and professional development strategies, aligned with company policy and laws, ensuring that the focus is on the best fit for the role.
- **Stakeholder Engagement:** We engage employees, investors, and regulators to align DEI initiatives with industry best practices and evolving compliance expectations.

Workforce Demographics and Representation

Supermax Healthcare is committed to transparent workforce reporting in line with GRI 405 (Diversity and Equal Opportunity), EcoVadis, and ILO labour standards.

FY2024 Key Workforce Statistics

Metric	Value
Total Workforce	37 employees
Foreign Workforce Representation	9 employees
Female Representation (Leadership)	13 employees

Analysis and Progress

- **Gender Representation:** We maintain balanced gender representation across the workforce and are developing initiatives to strengthen diversity.
- **Foreign Workforce:** Approximately 24% of employees are foreign workers, reflecting our commitment to a globally inclusive workplace, focused on talent.

Future reports will include defined goals and progress metrics as additional baseline data is collected and verified.

Commitments to Fair and Inclusive Work Practices

- **Anti-Discrimination and Equal Pay Policies:** Fully compliant with the UK Equality Act 2010, ensuring fairness in treatment, compensation, and workplace conduct.
- **Recruitment and Promotion Transparency:** Structured and merit-based hiring processes promote diverse representation across all job levels.
- **Gender Pay Gap Analysis:** Conducted annually to identify disparities, with corrective action taken to promote pay equity.
- **Inclusive Workplace Policy:** A zero-tolerance approach to harassment and discrimination, supported by confidential reporting channels and clear leadership accountability.

Employee Training and Inclusion Initiatives

We invest in structured employee development programs to enhance inclusivity and foster an equitable workplace.

FY2024 Training and Development Metrics

Training Focus	Employee Participation (%)
Ethical and Compliance Training	100%
Mental Health and Well-being Programs	100%

Enhancing Workforce Capability

- **Embedding Diversity:** Supermax Healthcare Ltd is dedicated to upholding its equal opportunities plan that spans across the company, including the recruitment process, training, career development and promotions. By assuring the fair treatment of all employees, the equal opportunities plan guarantees compliance with all legal requirements across all the equality categories.
- **Mental Health and Well-being Support:** Mental health and overall well-being is at the core of the business and a key part of our future plans.

We continuously monitor progress against our DEI objectives and are committed to maintaining transparency in reporting and accountability.

Future Commitments

- Maintain diversity, antidiscrimination and fair treatment policies across the business.
- Maintain monitoring of metrics and ensuring that all hiring, training, career development and promotions are conducted fairly.
- Regular stakeholder reporting on DEI performance, risks, and opportunities, enhancing investor confidence.

Supermax Healthcare's commitment to DEI strengthens employee engagement, operational efficiency, and long-term value creation. Through clear governance, structured policies, and data-driven reporting, we continue to uphold the best UK and global practices, ensuring sustainable and inclusive growth for all stakeholders.

ANTI-BRIBERY AND ANTI-CORRUPTION (ABAC)

Supermax Healthcare is committed to upholding the highest standards of integrity, ethics, and compliance with UK anti-bribery laws, including the UK Bribery Act 2010. As a healthcare distributor, we recognise the inherent risks associated with supply chain operations, third-party engagements, and evolving regulatory requirements. This section outlines our ABAC governance, policies, and key compliance measures.

Governance Structure

- **Board-Level Oversight:** The Board of Directors, supported by the Audit Committee, provides strategic oversight of ABAC policies and ensures alignment with the UK Bribery Act 2010 and the NHS Evergreen framework.
- **Risk and Compliance Committee:** Monitors legal and regulatory developments and ensures consistent implementation of ABAC policies across all operations and business units.

Compliance with UK Anti-Bribery Laws

Supermax Healthcare is committed to upholding a zero-tolerance approach to bribery, corruption, and unethical practices. Our internal policies aim to align with the following legal and ethical frameworks:

- **UK Bribery Act 2010:** Commitment to meeting anti-corruption requirements, including controls on facilitation payments, corporate liability, and due diligence for third-party engagements.
- **NHS Evergreen Framework:** Integration of ethical conduct principles within procurement, reporting, and supplier engagement practices.

Key Compliance Measures

- **Code of Conduct and Ethics Policy:** Applicable to all employees, contractors, and business partners, promoting ethical behaviour and accountability.
- **Gift and Hospitality Policy:** Clear restrictions on the acceptance or offering of gifts, entertainment, or business courtesies to prevent conflicts of interest.
- **Transparent Procurement Practices:** Formal procurement procedures are in place to prevent supplier-related corruption risks, including competitive bidding, documentation, and segregation of duties.

Whistleblowing and Ethics Training

We foster a culture of transparency and accountability through the following initiatives:

- **Whistleblower Protection:** All reports are reviewed within a defined timeframe, with confidentiality and protection provided to whistleblowers in accordance with best practices and UK legislation.
- **Employee Training:** Mandatory ethics and anti-bribery training is conducted for all staff to reinforce awareness, strengthen controls, and reduce the risk of misconduct.

Ethics and Anti-Bribery Training (FY2024 Metrics)

Training Program	% Employee Participation
Anti-Bribery and Corruption Training	100%
Ethical Business Conduct Workshops	100%

Third-Party Due Diligence

As a distributor, Supermax Healthcare operates within a highly regulated supply chain, where managing third-party risks, especially in supplier contracts and business partnerships, remains a key priority.

Planned Third-Party Risk Assessment Measures

- **Supplier and Vendor Screening:** The Company aims to introduce enhanced due diligence processes for new third parties to assess corruption risks prior to onboarding.
- **Contractual Anti-Bribery Clauses:** Plans are in place to strengthen contracts with legally binding provisions to ensure alignment with the UK Bribery Act 2010 and NHS procurement expectations.

To further strengthen our ABAC framework, we are committed to:

- **Expanding Due Diligence Coverage:** Gradually increasing third-party due diligence activities, with a focus on high-risk suppliers, to improve risk identification and prevention.
- **Enhancing Ethics Training:** Continuing to provide regular ethics and anti-bribery training for all employees to build awareness, accountability, and a strong culture of integrity.

As this is our baseline year, we are still developing detailed targets and performance indicators, which will be established as data collection and risk assessments progress.

HEALTH AND SAFETY (H&S)

At Supermax Healthcare, the health, safety, and well-being of our employees, contractors, and stakeholders are fundamental to our operational strategy. As a distributor within the healthcare industry, we recognise the critical importance of workplace safety, regulatory compliance, and proactive well-being initiatives in maintaining a secure and resilient workforce.

Workplace Safety Performance

Supermax Healthcare is committed to maintaining a safe and healthy work environment through preventive measures, real-time risk assessments, and continuous training.

In FY2024, regular workplace inspections and spot audits were conducted to identify hazards and ensure compliance with UK Health and Safety Executive (HSE) standards. All incidents and near misses were documented and investigated using a structured root cause analysis process, with corrective actions implemented to prevent recurrence.

Emergency preparedness remained a priority, with quarterly fire drills, evacuation exercises, and first aid training carried out across all sites to ensure readiness. Mandatory health and safety training was completed by all employees and contractors, covering first aid, ergonomic practices, manual handling, and PPE compliance.

These efforts reflect our proactive approach to risk management and our commitment to continuously improving health and safety standards across our operations.

Key Workplace Safety Measures

- **Risk Assessments and Hazard Identification:** Regular site inspections and risk evaluations are conducted to ensure compliance with UK Health and Safety Executive (HSE) standards.
- **Incident Reporting and Investigation Protocols:** All safety incidents are documented, reviewed, and addressed through a structured root cause analysis process to prevent recurrence.
- **Emergency Preparedness and Response:** Fire safety drills, first aid training, and evacuation exercises are held quarterly to maintain a high level of readiness across all sites.
- **Training and Competency Development:** All employees and contractors participate in mandatory health and safety training covering first aid, ergonomic practices, and personal protective equipment (PPE) compliance.

FY2024 Workplace Safety Metrics

Safety Indicator	FY2024
Lost Time Injury Frequency Rate (LTIFR)	0
Recordable Incident Rate (RIR)	0
Near-Miss Reporting Rate	0
H&S Training Participation (%)	100%

Employee Well-being Programs

As a healthcare distributor, employee well-being is part of our health and safety strategy to promote productivity, resilience, and job satisfaction.

Comprehensive Well-being Framework

- **Mental Health Support and Employee Assistance Program (EAP):** A confidential 24/7 helpline and access to licensed therapists for mental health support.
- **Ergonomic Workplace Assessments:** Regular workstation reviews to help prevent musculoskeletal issues and reduce fatigue.
- **Health Screenings and Preventative Care:** Annual wellness checks, flu vaccinations, and on-site health screenings for all employees.
- **Financial and Occupational Wellness:** Educational seminars on financial planning, stress management, and preparation for retirement.

PPE Standards and Safety Compliance

Compliance with Personal Protective Equipment (PPE) standards is essential to protect our employees and meet regulatory requirements.

PPE Compliance Framework

- **Adherence to UK HSE PPE Regulations:** All PPE provided to employees complies with UK and EU safety standards.
- **Role-Specific PPE Guidelines:** Mandatory use of appropriate PPE for employees working in warehouses, logistics, and field operations.
- **PPE Training and Fit Testing:** Employees receive training and fit testing to ensure PPE provides effective protection, including respiratory equipment.
- **Supplier Due Diligence:** All PPE is sourced from certified suppliers to maintain consistent quality and compliance

FY2024 PPE Compliance Performance

Indicator	FY2024
PPE Compliance Rate (%)	100%

In FY2024, Supermax Healthcare maintained strong adherence to personal protective equipment (PPE) requirements. Spot audit reports confirmed that all employees observed during inspections were wearing appropriate PPE in line with company policies and applicable UK safety regulations. No instances of non-compliance were recorded in the sampled audits. This outcome demonstrates a consistent commitment to workplace safety and effective implementation of PPE standards across operations.

Future Commitments

- Launch a structured mental health and well-being programme for all employees, including access to counselling services and stress management workshops, starting in 2026.
- Establish an internal safety committee with cross-functional representation to regularly review and improve safety protocols by the end of 2025.

CLIMATE RISK AND RESILIENCE

Supermax Healthcare recognises the increasing risks that climate change poses to our business operations, supply chain, and stakeholder commitments. As a healthcare distributor, we do not engage in manufacturing. However, climate-related disruptions such as extreme weather events, supply chain vulnerabilities, and evolving regulations present significant risks to our logistics, warehousing, and overall operational efficiency.

Climate Risk Categories and Exposure

Risk Type	Potential Impact	Risk Mitigation Strategy
Physical Risks	Extreme weather events (flooding, heatwaves, storms) disrupt warehousing and logistics.	Climate-proof warehousing, emergency response protocols, diversified logistics partnerships.
Transitional Risks	Stricter UK and EU climate regulations affect transportation emissions and supplier standards.	Supplier engagement on emissions reduction, adoption of low-carbon logistics.
Supply Chain Risks	Disruptions in sourcing due to climate-induced delays from manufacturers.	Multi-supplier sourcing strategy, regional diversification.
Reputational Risks	Increased investor and customer scrutiny on climate-related commitments.	Enhanced climate disclosure, net-zero alignment strategy.

Adaptation Strategies for Extreme Weather Events

With climate-related disruptions increasing globally, we have put in place a resilience framework to protect our distribution networks, warehousing operations, and supply chain continuity. These efforts help ensure that essential healthcare products remain available even during adverse conditions.

Climate Adaptation Measures

We are exploring and developing several initiatives to strengthen climate resilience across our operations and supplier relationships, including:

- **Warehouse Climate Resilience:** Assessing and improving flood mitigation measures, such as drainage systems and raised storage solutions, as well as evaluating temperature control upgrades to protect inventory during extreme heat or cold.
- **Disaster Preparedness and Business Continuity:** Strengthening crisis management frameworks by updating emergency response plans, establishing clear communication protocols, and conducting regular drills to prepare for severe weather events.
- **Logistics Risk Diversification:** Evaluating strategies for multi-location warehousing and alternative transport routes to reduce the risk of disruption from localised climate events, ensuring we can maintain delivery timelines.
- **Low-Carbon Transportation Partnerships:** Engaging with third-party logistics partners to explore lower-emission transport options, including electric and hybrid delivery vehicles, that also support climate adaptation goals by reducing dependence on fossil fuels.

- **Scenario Planning and Stress Testing:** Developing climate risk assessments and conducting scenario analyses to model potential impacts on operations. These exercises will help identify vulnerabilities and inform mitigation strategies to improve overall resilience.

Climate Resilience in Supply Chain

To strengthen our supply chain against climate-related risks, we aim to:

- **Assess Low-Carbon Logistics and Transportation:** Work closely with logistics providers to identify and adopt lower-emission transport options that align with UK and EU Net Zero goals, such as electric or hybrid delivery fleets.
- **Evaluate Warehousing Efficiency Upgrades:** Identify and implement energy-efficient improvements in our warehousing operations, including better insulation, smart energy management systems, and renewable energy sourcing, to help lower our carbon footprint.
- **Develop Green Procurement Policies:** Establish clear sustainability criteria for suppliers that reflect UK and EU climate standards, ensuring that environmental performance is considered in procurement decisions.

FY2024 serves as our baseline year. Climate risk assessments and the development of low-carbon logistics partnerships are under review, and formal targets will be defined as these plans progress.

BUSINESS CONTINUITY AND DISASTER RECOVERY

At Supermax Healthcare, business continuity and disaster recovery (BCDR) are critical to ensuring uninterrupted healthcare supply distribution, regulatory compliance, and financial stability. As a distributor with no direct manufacturing, our risk exposure is primarily within supply chain logistics, cybersecurity, and regulatory disruptions.

Given the evolving landscape of global supply risks, cyber threats, and climate-related disruptions, a robust resilience strategy ensures operational stability while safeguarding stakeholder trust.

Risk Management and Crisis Response Plans

Governance and Oversight

- The Risk and Compliance team oversees business continuity, cybersecurity, and supply chain risk management at the executive level.
- Regular Board-level risk assessments are conducted to evaluate emerging operational vulnerabilities.

Key Business Risks and Response Measures

Risk Category	Potential Impact	Mitigation Strategy
Supply Chain Disruptions	Stock shortages, delayed deliveries impacting NHS and private sector clients.	Multi-supplier strategy, buffer stock policies, third-party risk monitoring.
Regulatory and Compliance Changes	Increased costs due to evolving UK and EU regulations.	Continuous monitoring, legal risk assessments, compliance training.
Pandemic and Public Health Crises	Disruptions in global medical supply chain.	Emergency stock reserves, alternative supplier network.

Business Resilience Framework and Scenario Planning

a) Scenario Analysis: Operational Resilience Under Crisis Events

Scenario	Projected Business Impact	Mitigation Strategy
Supply Chain Disruptions (e.g., Supplier Shutdowns, Shipping Delays)	Inventory shortages affect healthcare providers and NHS contracts.	Maintain buffer stock, diversify suppliers, and establish alternative logistics routes.
Regulatory Changes (e.g., Stricter ESG or Import Regulations)	Compliance risks, potential import restrictions, and increased costs.	Strengthen supplier compliance programs and monitor regulatory updates.
Extreme Weather Events (e.g., Floods, Heatwaves Impacting Warehouses or Transport)	Damage to inventory, transportation delays, and higher operational costs.	Implement warehouse climate resilience measures and secure alternative distribution hubs.
Cybersecurity Threats (e.g., Data Breaches, Ransomware Attacks)	Disruption to order processing, data loss, and reputational risks.	Strengthen cybersecurity protocols, conduct regular testing, and ensure data backup systems.

TALENT MANAGEMENT

At Supermax Healthcare, our workforce is our most asset. As a distribution-only healthcare company, talent development is critical to ensuring operational efficiency, regulatory compliance, and long-term growth. We recognize that engaged, well-trained employees drive performance, customer satisfaction, and resilience, making talent retention and leadership succession a top priority.

Employee Engagement and Development

a) Governance and Oversight

- Board-level Human Capital Committee, Leadership Team oversees talent strategy, workforce well-being, and succession planning.
- Employee engagement surveys conducted biannually, with action plans implemented based on feedback.

b) Key Metrics and Employee Experience

As this is Supermax Healthcare's baseline year for sustainability reporting, the Company has not yet established a comprehensive data collection system to track detailed workforce engagement, turnover, and retention indicators. These metrics will be developed as part of our FY2025 priorities to improve transparency and accountability in future disclosures.

Training and Upskilling Programs

a) Workforce Development Strategy

Supermax Healthcare is committed to continuous learning and professional growth to help employees stay competitive in a rapidly changing healthcare industry:

- **Digital and Data Literacy Training:** Building employees' skills in supply chain analytics, customer relationship management systems, and compliance reporting.
- **Regulatory Compliance Training:** Equipping teams with knowledge of UK MHRA regulations, data protection laws (GDPR), and anti-bribery requirements.
- **Leadership Acceleration Program:** Providing a fast-track development pathway for high-potential employees to prepare the next generation of leaders.

b) Training Performance KPIs

As this is our baseline reporting year, Supermax Healthcare is in the process of establishing reliable training performance metrics. Data collection systems are being enhanced to track employee participation, completion rates, and learning outcomes in future reporting periods.

Leadership and Succession Planning

a) Board and Leadership Development

- Strengthening leadership capabilities through targeted training and mentorship programs.
- Identifying and supporting high-potential employees to prepare them for future leadership roles.
- Promoting diversity, equity, and equal opportunities in all leadership development activities and across the business.

COMMUNITY AND SOCIETY

At Supermax Healthcare, we believe that a sustainable business thrives when it creates value not just for shareholders, but for society as a whole. Our operations impact a broad spectrum of stakeholders, including employees, customers, suppliers, healthcare providers, and local communities. By actively engaging in community development, we strengthen our social license to operate while fostering resilience in the communities we serve.

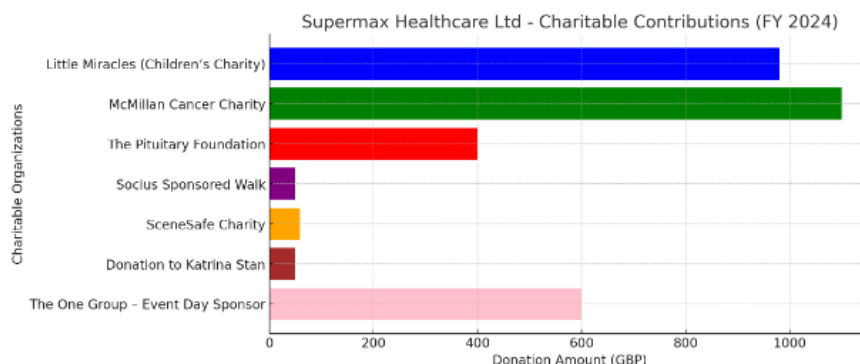
At Supermax Healthcare, corporate social responsibility (CSR) is embedded in our business strategy, ensuring that our growth translates into broader societal benefits. We take a holistic approach to community engagement by integrating ethical business practices, strategic philanthropy, and long-term partnerships.

Our key focus areas include:

- **Health and Well-being:** Supporting charities, sponsoring healthcare programs, and improving employees access to medical resources.
- **Community Resilience:** Providing financial assistance to social initiatives that uplift underserved communities.
- **Ethical Leadership:** Upholding human rights, diversity, equity and inclusion across all levels of our organization.
- **Employee Engagement:** Encouraging volunteerism, participation in social initiatives, and corporate giving programs.

FY2024 Performance

In 2024, Supermax Healthcare successfully implemented several community engagement initiatives, demonstrating meaningful impact:



Impact on society and employees:

- Enhanced healthcare access and support for children, cancer patients, and individuals with pituitary conditions through targeted charitable contributions.
- Strengthened community ties by sponsoring local events and supporting individual fundraising efforts.
- Empowered employees to engage in volunteering and social participation activities.
- Promoted sustainability and inclusivity by supporting diverse causes and encouraging collective action across the organisation.

Future Commitments

As this is our baseline year, specific targets and key performance indicators are still under development and will be defined as we progress in data collection and stakeholder engagement. Supermax Healthcare is dedicated to expanding its social impact through the following strategic focus areas:

- Allocate appropriate resources to CSR programmes to ensure long-term social value creation across health, education, and community development.
- Encourage greater employee participation in volunteer activities, embedding community engagement into our corporate culture.
- Improve transparency in sustainability reporting by aligning disclosures with recognised frameworks such as GRI and NHS Evergreen standards.

APPENDIX A: ECOVADIS ALIGNMENT

Supermax Healthcare's sustainability practices have been assessed against the EcoVadis framework, covering four key themes:

Environment

As a medical and healthcare distributor, Supermax Healthcare aims to minimize its environmental impact across logistics, packaging, and procurement. Planned initiatives include:

- Low-Carbon Logistics – Exploring partnerships with third-party logistics providers that offer lower-emission transport solutions.
- Sustainable Packaging – Evaluating options for recyclable and biodegradable packaging to minimize plastic waste.
- Waste Reduction – Engaging with waste management providers to improve recycling and responsible disposal of products.
- Carbon Tracking – Developing a baseline emissions assessment to measure and reduce Scope 3 carbon footprint from supplier operations and logistics.

Supermax Healthcare aims to align with EcoVadis sustainability ratings, GRI reporting (GRI 301 and 306 on materials and waste), and UK supply chain sustainability standards as part of its commitment to responsible business practices.

Labor and Human Rights

Supermax Healthcare is committed to strengthening labour and human rights policies across its supply chain. Planned efforts include:

- Fair Labor Practices – Ensuring all suppliers comply with the UK Modern Slavery Act, with due diligence measures under review.
- Diversity, Equity, and Inclusion (DEI) – Exploring initiatives to promote fair and inclusive hiring practices.
- Employee Well-being – Planning training programs on ethical sourcing, workplace safety, and compliance.
- Supplier Audits – Assessing options for third-party audits to verify supplier adherence to labour and human rights standards.

Ethics

Supermax Healthcare maintains strong ethical governance through:

- Anti-Corruption Measures: Mandatory annual compliance training for all employees on ethical conduct and anti-bribery policies.
- Regulatory Compliance: Alignment with UK corporate governance laws and industry standards such as ISO 14001 (Environmental Management).

Sustainable Procurement

To enhance sustainability in its supply chain, Supermax Healthcare plans to:

- Supplier ESG Engagement – Develop sustainability scorecards to assess supplier performance.
- Responsible Sourcing – Engage with suppliers to encourage alignment with UK/EU sustainability frameworks.
- Training & Collaboration – Consider organizing sustainability workshops to promote responsible procurement practices.

APPENDIX B: NHS EVERGREEN SUSTAINABLE SUPPLIER ASSESSMENT

Supermax Healthcare is committed to aligning with the NHS Evergreen Sustainable Supplier Assessment and supporting the NHS Net Zero and sustainability objectives. As distributors, we are working towards integrating sustainability into our operations and supply chain through the following focus areas:

Carbon Emissions Reduction

To contribute to NHS sustainability targets, we are:

- Exploring partnerships with low-emission logistics providers to reduce carbon impact in transportation.
- Assessing warehouse efficiency to identify opportunities for energy optimization.
- Engaging suppliers to understand their carbon reduction strategies and encourage alignment with NHS sustainability goals.
- Laying the groundwork for future carbon footprint tracking within our operations and supply chain.

Ethical Sourcing and Sustainable Procurement

Supermax Healthcare is developing responsible sourcing policies to strengthen ethical procurement by:

- Prioritizing suppliers that adhere to ethical labour and environmental standards in line with NHS requirements.
- Reviewing sustainable procurement frameworks to integrate certified sustainable materials where possible.
- Enhancing supply chain transparency by identifying key ESG risks among suppliers.
- Planning supplier engagement initiatives to assess and improve sustainability benchmarks.

Waste Management and Recycling

Supermax Healthcare is committed to responsible waste management practices by:

- Maintaining 100% recycling rates for operational waste, primarily paper and plastic packaging.
- Ensuring compliance with UK Waste Regulations 2011 and NHS waste disposal guidelines.
- Collaborating with suppliers to explore sustainable packaging alternatives and minimize excess waste.

Ongoing Commitment

Supermax Healthcare recognizes the importance of sustainability in NHS procurement. While we are in the early stages of implementing these initiatives, we are actively working towards embedding sustainability principles into our operations, supplier partnerships, and overall business strategy.

By integrating these practices into our operations, Supermax Healthcare reaffirms its commitment to sustainability and its role as a responsible NHS supplier.

GRI STANDARDS CONTENT

Statement of Use	Supermax Healthcare Ltd has reported with reference to GRI Standards for the period from 1 July 2023 to 30 June 2024.
GRI 1 Used	GRI 1: Foundation 2021

GENERAL DISCLOSURES		
GRI Standard	Disclosure	Page No.
GRI 2 - General Disclosures 2021	2-1 Organizational details	5
	2-2 Entities included in the organization's sustainability reporting	5
	2-3 Reporting period, frequency and contact point	6
	2-4 Restatements of information	N/A
	2-5 External assurance	6
	2-6 Activities, value chain and other business relationships	22-23
	2-9 Governance structure and composition	11
	2-12 Role of the highest governance body in overseeing the management of impacts	11
	2-22 Statement on sustainable development strategy	3
	2-23 Policy commitments	30, 33
GRI 3 - Materials Topics 2021	3-1 Process to determine material topics	15
	3-2 List of material topics	15
	3-3 Management of material topics	15-46
GRI 204 - Procurement Practices 2016	204-1 Proportion of spending on local suppliers	22
GRI 302 - Energy 2016	302-1 Energy consumption within the organization	16-18
GRI 303 - Water and Effluents 2018	303-5 Water consumption	20-21
GRI 305 - Emission 2016	305-1 Direct (Scope 1) GHG emissions	16-17
	305-2 Energy indirect (Scope 2) GHG emissions	17-18
	305-3 Other indirect (Scope 3) GHG emissions	18-19
	305-5 Reduction of GHG emissions	16-19
GRI 306 - Waste 2020	306-3 Waste generated	24-26
	306-5 Waste directed to disposal	26
GRI 403 - Occupational Health and Safety 2018	403-1 Occupational health and safety management system	35-36
	403-3 Occupational health services	36
	403-5 Worker training on occupational health and safety	35-36
	403-6 Promotion of worker health	36
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35-36
	403-8 Workers covered by an occupational health and safety management system	35

GENERAL DISCLOSURES		
GRI Standard	Disclosure	Page No.
	403-9 Work-related injuries	36
	403-10 Work-related ill health	36
GRI 404 – Training and Education 2016	404-1 Average hours of training per year per employee	40
	404-2 Programs for upgrading employee skills and transition assistance programs	40
GRI 405 – Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30-31
GRI 408 – Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	28, 30
GRI 409 – Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	28, 30
GRI 413 – Local Communities 2016	413-1 Operations with local community engagement, impact assessment, and development programs	42-43

Checklist Based on Identified Findings EcoVadis

EcoVadis Standard	Disclosure	Page No.
Reporting on Total Gross Scope 1 GHG Emissions	Prepare a Total Gross Scope 1 GHG Emissions Report.	16
Anti-Corruption Policy	Formalize an Anti-Corruption Policy.	33
	Document training materials for anti-corruption initiatives.	33-34
	Implement and record a whistleblower procedure.	33
	Conduct internal compliance audits and document findings.	34
Ethics Policies	Draft or update the Ethics Policy, integrating commitments to fair business practices.	44
Diversity, Equity & Inclusion (DE&I) Reporting	Compile an Annual Social Data Report or Equality / Diversity Report.	30-32
	Include DE&I data in the Sustainability Report.	30-32
Energy Consumption & GHG Reporting	Compile Annual Energy Consumption and GHG Emissions Reports.	16-19
Materials, Chemicals, and Waste Management	Prepare reports on raw material consumption, waste recycling, and sustainability metrics.	24-25
	Document compliance with relevant environmental regulations.	24-25

Checklist Based on NHS Evergreen

Criteria	Level 1 ¹	Page No.
Environmental measures in effect (e.g. carbon reduction projects)	Required	16-19
Scope of net zero target and emissions provided (publicly available)	Scope 1, 2 and a subset of scope 3	16-19
Geographical boundary of net zero target and emissions provided (minimum) ²	UK boundary	N/A
Net zero target year (minimum and publicly available) ³	2050	N/A
Validation of net zero target and verification of emissions provided	Not required	N/A
Entity providing target information	Reporting entity	26
Higher performer-transparency reporting (e.g. CDP, EcoVadis or B Corp)	Not required	N/A
Public modern slavery statement	As per legislative requirements	44
Modern Slavery Assessment Tool	As per legislative requirements	44
Identifying and mitigating modern slavery risks	As per legislative requirements	44
Corporate social value programme	Not required	N/A

¹ The NHS Evergreen Sustainable Supplier Assessment outlines four levels of maturity, from Level 1 to Level 4. Level 1 reflects organisations that have made a public commitment to net zero carbon and are engaged with sustainability. As FY2024 is our baseline year for alignment with the NHS Evergreen requirements, we are currently at Level 1, providing the foundation for future progression.

² We are in the process of finalizing the geographical boundary for our net zero goal as we continue gathering complete Scope 3 data from across our value chain.

³ We are in the process of finalizing the emissions, and target year for our net zero goal as we continue gathering complete Scope 3 data from across our value chain.