

Pharma Intelligence Sustainability Policy

Global Policy

1st June 2022

At Pharma Intelligence, we have an ambition to become a champion of sustainability within our business and across the pharma market we serve.

We will commit to a series of specific goals and activities designed to help us become an ever more sustainable, high impact business and to support and accelerate change in our market.

Achieving these commitments is a shared task and responsibility. This policy sets out what we expect of colleagues, as well as the standards and practices we seek to collaborate with business partners, customers and other stakeholders on.

The Importance of Sustainability

Being a responsible and sustainable business is essential to Pharma Intelligence's long-term success, to the success of our partners and a driver of the benefits and value we can deliver to customers and our other stakeholders. But there are many other reasons why sustainability is important to us too.

As a global business, it is essential we comply with all applicable national and local legislation and regulations. This includes meeting and exceeding minimum standards and responsibilities in areas such as the avoidance of environmental damage and control of pollution, and in equality of opportunity and support for human rights and underrepresented communities.

Equally our stakeholders - including investors, customers and colleagues - increasingly expect us to have and to demonstrate our commitments and performance on sustainable business, and these stakeholder expectations are increasing.

We also believe there are real business and customer opportunities from putting sustainability at the heart of Pharma Intelligence and what we do. These could be through taking advantage of new business opportunities, engaging with new communities, pursuing innovation, mitigating risk, improving our positioning or building in greater resilience.

Our sustainability commitments

Our aim is to continuously improve the impact we have on the natural environment, the way we work with our colleagues, customers and all other partners, and the contribution that our business and content make to our markets, society and the economy.

We will help and promote the achievement of the UN's Sustainable Development Goals through our brands.

Faster to zero - Moving faster to become a zero waste and net zero carbon business

Sustainability Inside - Embedding sustainability inside every one of our brands to help our customers accelerate sustainable development in their specialist markets

Impact multiplier - Multiplying the positive impact we can create when we improve access to knowledge, help people connect more efficiently and invest in our communities

Scope of this Policy

This policy applies to all of Pharma Intelligence's activities, our supply chain and our products. We expect all colleagues and business partners to support our sustainability policy and commitments, and to take active steps to help Pharma Intelligence to meet its goals.

Sustainability is a broad area, and while this policy covers many aspects of sustainable and responsible business, Pharma Intelligence also has other detailed and standalone Codes and Policies for particularly

significant matters, including Anti-Bribery & Corruption, and Diversity & Inclusion. These are listed in the appendix and should be read and followed in conjunction with this policy.

What this means for Colleagues

Every colleague has a role to play in helping Pharma Intelligence be a more sustainable and responsible business. We expect all our colleagues to act with regard to the environment and society, choosing outcomes that improve our positive impacts across the economy, society and the environment and following these basic principles:

- At all times, colleagues should comply with local and international laws and regulations, including those respecting human rights, protecting the environment and relating to ethical conduct.
- All colleagues are expected to behave in a responsible and sustainable way, in line with our Codes of Conduct.
- Colleagues engaged in decision making or planning should ensure that the right balance is sought between economic, social and environmental impacts of decisions are considered, avoiding harm and seeking mutually beneficial outcomes for our stakeholders.
- Colleagues should seek to involve or consider the views of any stakeholders who are materially impacted by their decisions and seek to make the right choices for long term value creation for our stakeholder groups.

Buying Goods and Services Sustainably

How Pharma Intelligence purchases goods and services creates a greater potential environmental and social opportunity and impact than the impact of our business travel, commuting and offices combined.

Sustainability opportunities and impacts vary depending on the product and category being procured, but some general principles and expectations apply around promoting and ensuring responsible, sustainable behaviour in our supply chain and reducing our carbon footprint where we can.

- Colleagues involved in the purchasing of any kind of product or service, however significant, should consider the sustainable and responsible aspects of their purchase and seek to choose more sustainable options where possible. The total cost of ownership, which is both the direct and indirect cost of purchasing the product over the product's lifetime should be considered where appropriate.
- If due diligence is required for any product or service, colleagues should ensure they consider whether the supplier has acted in a responsible way by complying with environmental laws and respecting human rights.
- All suppliers should be made aware of and comply with our Business Partner Code of Conduct, which sets an expectation that suppliers comply with relevant local, national and international laws.
- We should only purchase products that have been produced safely and with regards to workers' wellbeing and human rights, which include the avoidance of modern slavery and child labour, and consideration for diversity and inclusion.

- We should work with suppliers to minimise waste from the product's production, shipping, use and disposal. This includes considering product longevity and disposal options.
- We should seek to support local businesses where possible as part of our contribution to local economic impact.
- Colleagues must consider all relevant ethical expectations in our dealings with our supply chain, including a zero-tolerance policy to bribery, corruption and discrimination.
- We should seek to encourage our larger suppliers to develop their own sustainability programme including setting carbon reduction targets and working towards a move towards 100% renewable electricity.
- We should encourage our suppliers, particularly key or tier one suppliers, to work with us to improve the sustainability of our products and their businesses by putting their own sustainable procurement policy in place to cover their own supply chains.

Sustainable Travel by Colleagues and Customers

Travel for business, including flights, hotel stays and mileage from taxis and trains, represents a significant part of Pharma Intelligence's environmental and social impacts.

When colleagues travel, they should make use of more sustainable travel options including public transport where practical and safe to do so. We expect them to:

- Prioritise personal safety, and that of others, when travelling.
- Only travel when necessary for business and make use of digital communication tools instead where practical.
- Always choose to travel responsibly by balancing cost, wellbeing, safety and environmental impacts. This includes whether to choose to fly, and what class to fly.
- Choose trains and public transport wherever practical, particularly when moving within cities.
- When engaging in travel, consult and follow our Anti-bribery and Corruption policy and our wider Code of Conduct, particularly when in countries where corruption is more prevalent.

Responsible HR and recruitment

Pharma Intelligence is at its best and most successful when colleagues can be themselves at work, develop their skills and make a contribution, no matter who they are, what their background is, where they are located and in what team they work.

As a people business, it's important to foster a way of working that helps all colleagues, and all of our partners, to experience a safe, supportive and inclusive environment in which they can use their skills and expertise to make a difference at work, within their markets and within the community.

Pharma Intelligence believes strongly in the value of diversity and the importance of all colleagues around the world being able to equally contribute, be heard, and hopefully be inspired. All colleagues, but particularly our managers, have a responsibility and should be supported to foster an inclusive and open environment. The importance of this agenda, and our collective commitment to it, is explained in more

detail in our Diversity and Inclusion Policy.

We do not support recruitment that imposes financial burdens on candidates or workers, nor creates any form of bonded labour, in recognition of the modern slavery risks associated with recruitment fees. Therefore, our recruitment process will never request candidates or workers to make any payment as part of the process.

More details on the expectations of colleague (including contractor) behaviours and experience are given in our [Code of Conduct](#).

In summary:

- In this area, all colleagues have a role to play in ensuring Pharma Intelligence provides equality of opportunity in recruitment, developing and promoting colleagues and providing opportunities to colleagues and candidates. Unlawful and unfair discrimination has no place in recruitment (whether for permanent or temporary positions and contractors). We also don't support recruitment that imposes financial burdens on candidates or workers, nor creates any form of bonded labour.
- All colleagues have a right to come home from work healthy and safe, both physically and mentally.
- All colleagues should be treated equally and fairly, based on each person's skills, abilities and performance, without regard to a characteristic such as, but not limited to, gender, gender identity or expression, race/ethnicity and physical appearance.
- Any form of discrimination, harassment, bullying, intimidation or exploitation is unacceptable.

Volunteering, donating and supporting charitable causes and community groups

Supporting charitable causes and community groups can bring many direct benefits to our communities as well as indirect benefits to colleagues and our business.

We encourage all colleagues to explore how they can support causes they care about with their skills and resources, and establish strategic, long term and mutually beneficial partnerships with community organisations.

These activities can however introduce new obligations and risks, which must be carefully managed.

- Community partners, donation recipients and volunteer hosts must be registered charities
- We cannot support any organisation that discriminates against any group or person, or acts in any way that is inconsistent with Pharma Intelligence's Diversity and Inclusion Policy.
- We do not support political causes or single issue lobbying with volunteering or other resources such as donations or free promotional space.
- Volunteering and donations cannot be for religious outreach, but we do allow Colleagues to work with organisations who are founded on religious principles providing they are non-discriminatory and are not working to attract converts to the religion.
- Ideally, volunteering should be spent working with a charity or on community work, ideally working with beneficiaries directly. Whilst we respect colleagues' rights to attend a demonstrations, protests and rallies in their own time, this activity is not eligible for paid volunteering days.

Sustainability & Our Products

We're proud to produce data, analysis and content and connection-based services that aim for the highest levels of quality, accuracy and integrity and can be trusted and valued by customers.

We also know that our products and services can influence our markets, and that they have the potential to create a range of different environmental and social impacts.

We are committed to including relevant sustainability content in each of our products: content that helps our markets and customers understand and address the challenges and opportunities presented by their own long-term responsible and sustainable business activities. This is also in support of the UN's Sustainable Development Goals.

These are summarised below, and additional relevant policies to be aware of include our Editorial Code and our Responsible Advertising Policy.

Corporate development and business additions

Pharma Intelligence is committed to ensuring that we consider appropriate sustainability factors when buying or selling businesses (mergers and acquisitions). This includes, but is not limited to:

- Compliance with environmental, social and governance laws
- Safety and environmental records
- Reputational risks from operating in certain geographies or markets
- Whether sustainability issues present an opportunity or a risk within the specific markets

All colleagues working on transactions are required to consider relevant factors as part of the due diligence process.

Compliance with this policy

We expect all colleagues to engage with and support Pharma Intelligence's sustainability programme, and not to act in such a way as to undermine deliberately the achievement of our publicly reported targets.

Colleagues who actively undermine or counteract the sustainability programme, or whose actions cause Pharma Intelligence to breach any of our legal or regulatory responsibilities, may be subject to disciplinary action, up to and including dismissal, or may find themselves criminally liable.

Further information and assistance

For questions, advice and guidance contact Phil.Jarvis@informa.com

Appendix 1: Other relevant policies

Sustainability is a broad area, and while this Sustainability Policy covers many aspects of sustainable and responsible business, Informa also has other detailed and standalone codes and policies, including the following documents, many of which are available on pharmaintelligence@informa.com

- Anti-Bribery and Corruption Policy
- Business Partner Code of Conduct
- Colleague Code of Conduct
- Diversity and Inclusion Policy
- Travel Policy
- Editorial Code
- Gifts and Entertainment Policy
- Modern Slavery Statement
- Privacy Policy
- Responsible Advertising Policy