

# Environmental, Social & Governance (ESG)

## hVIVO's success is underpinned by rigorous governance and a growing focus on its environmental and social impact

### Our approach to ESG

At hVIVO, we play an important role in improving global health by supporting the clinical development of medicinal products, especially infectious and respiratory disease products, through human challenge trials. As a growing organization, we recognise the importance of continually improving our governance and prioritising social and environmental concerns in all our work.

We are committed to operating as a responsible business; and as part of this commitment, we are currently assessing the Company's environmental, social and governance protocols and policies. hVIVO has established a cross-business working group, called the ESG Group, which focuses on identifying risks and opportunities related to climate change and other social and governance topics. Yamin 'Mo' Khan leads the ESG Group and report directly to the Audit and Risk Committee. The ESG Group consists of representatives from various areas of our business and report to the to Audit and Risk Committee, which is responsible for reviewing the Company's ESG reporting and recommending it to the Board.

### Our ESG Values

- 1 **Commitment to Ethical & Compliant Business Practices**
- 2 **Advancing Health & Research**
- 3 **Commitment to Volunteers & Patients**
- 4 **Commitment to our Staff**
- 5 **Social & Community Investment**
- 6 **Operating Sustainably**

*"Our ESG policies have been developed in-line with hVIVO's core values to ensure we engage in ethical and compliant business practices, from the execution of our clinical trials to our interactions with colleagues, volunteers, clients, vendors, investors and all other stakeholders.*

*In the workplace, we aim to build and maintain a diverse and inclusive environment to allow our talented team to thrive."*

*"We recognise our responsibility to reduce our impact on the environment whenever possible and strive to minimise our carbon footprint through energy efficient practices, sourcing from local and sustainable suppliers, and reducing waste."*

Yamin 'Mo' Khan, CEO & Head of the ESG Group



# Environmental

hVIVO is committed to effective environmental management and to minimising the impact of our business on the environment. We are working towards implementing the principles of ISO14001. In 2022, our Environmental Policy was implemented and made available to all staff to ensure awareness of their roles and responsibilities in relation to environmental management.

We are currently conducting a review of our operations to identify any processes that impact key environmental issues, including energy use, waste control, purchasing, contractor management, transport, and emergency response. Once we have obtained adequate measurable information on our environmental impact, we intend to implement environmental targets.

## Streamlined Energy and Carbon Reporting ('SECR')

hVIVO plc has reported greenhouse gas (GHG) emissions for Scope 1 and 2 (and associated Scope 3) in accordance with the requirements of Streamlined Energy and Carbon Reporting (SECR). This includes emissions for the first mandatory reporting year, which covers the 12 months from 1 January 2022 to 31 December 2022.

## Energy efficiency action

### The Company's Progress in 2022

- Energy consumption monitoring has been introduced
- Remote working has led to reduced energy consumption in the corporate office
- Sensor lights implemented across most sites
- The Employee Cycle to Work scheme successfully implemented
- Employees encouraged to utilise virtual meeting technology instead of business travel whenever practical
- Low carbon modes of transport encouraged where possible (season ticket loan)

### Plans for the Group in 2023 and beyond

- Electric Vehicle (EV) scheme implemented in the UK (March 2023)
- Seek renewable energy sources
- Implement energy targets
- Implement process to switch off energy sources when not in use across all sites
- Increase Company / Employee engagement on implementing environmental initiatives

Emissions (tCO <sub>2</sub> e)	2022
Scope 1 Emissions from combustion of gas	63.8
Scope 2 Emissions from purchased electricity	12.9
Scope 3 Emissions from business travel in rental cars or employee vehicles where company is responsible for purchasing the fuel	27.6
<b>Total</b>	<b>104.3</b>
<b>Other metrics</b>	
Intensity ratio from Scope 1, 2 & 3 (tCO <sub>2</sub> e / £10,000 turnover)	0.021
Intensity ratio: tCO <sub>2</sub> e from Scope 1, 2 and 3 / FTE	0.497
<b>Total energy used (GWh)</b>	<b>517,113</b>

Methodology: Emissions were calculated using data, estimates or extrapolations collected by the Company, according to the 2022 UK Government Greenhouse Gas Conversion Factors for Company Reporting



# Environmental

## Continued



7,500  
KG Recycled \*



6,000 KG  
Waste Converted  
to Energy\*

\*Corporate office and volunteer screening sites

### Waste Management

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#### hVIVO is committed to monitoring and reducing our waste

- We monitor the amount of waste produced and have implemented recycling facilities at all hVIVO sites
- We vet and monitor our waste contractors

#### 2023 and beyond:

- hVIVO will ensure that any sites producing more than 200kg of hazardous waste in a 12-month period are registered
- We will develop new initiatives to reduce waste generation

### E-Waste, Electronic & Hazardous Waste, Machinery

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#### hVIVO is committed to monitoring and reducing our carbon emissions

- We now monitor total E-Waste emissions
- Electronic waste is disposed of in line with WEEE regulations
- Hazardous waste is monitored and disposed of in line with regulations and reduced where possible

A planned preventative maintenance program is in place to ensure all plant and equipment is maintained at its optimum level and is replaced at the end of its lifecycle.



## Social

# 235

Permanent Staff  
at Year End

# 48%

of employees have been  
with the company > 3 years

# 62%

Female Staff at Year End

# 18%

Turnover 2022



### Our Team

Our Employees are the key to our success, we are focussed on building a strong corporate culture that places diversity and equality at its centre.

### Equality, Inclusion, Diversity

At hVIVO, we aim to foster a culture of equality, inclusion and diversity that enables us to build a strong team and deliver exceptional results for our clients. We believe that a diverse, welcoming and collaborative workplace allows our team to thrive, and we are committed to providing equal opportunities for all. We value and respect the differences that make each individual unique and strive to create a culture that promotes meritocracy, openness, fairness, and transparency.

We treat all employees on the basis of merit and ability alone and do not discriminate against anyone on the grounds of age, race, gender, religion, sexual orientation, or any other protected characteristic. We are committed to creating an environment where everyone is treated with respect and dignity and has the opportunity to reach their full potential.

### Social & Community Investment

**At hVIVO, we believe in giving back to our community and those in need. To achieve this goal, we have implemented the following initiatives:**

- In 2022, we introduced hVIVO's Volunteering Policy, which offers all employees the opportunity to participate in volunteering schemes.
- The Venn Breda team volunteer annually at NL Doet, in support of their local community.
- Any surplus food from the FluCamp quarantine experience is donated to local homeless charities.
- Any outdated entertainment equipment following a FluCamp upgrade is donated to the local community.

**Looking ahead to 2023 and beyond we will continue to invest in social and community initiatives including:**

- The establishment of a Charitable Donations Policy, which aims to both support employee fundraising activities and identify qualified charitable organisations that align with hVIVO's mission and values. We will also provide monetary donations or donations in-kind in support of our Volunteering Policy.
- We are finalising a formal Community Engagement Programme across the Group.

# Social

## Continued

### Developing Vital Medicines

The lack of access to appropriate medical healthcare is a significant challenge to global health, and at hVIVO, we recognise our important role in helping our customers bring vital medical products to the market faster through our clinical development consulting and clinical trial services.

We prioritise the safety and well-being of our volunteers and patients, and are committed to upholding ethical standards in clinical research, including data privacy and protection. We value the feedback of our participants, and continually seek to improve our processes to ensure their voices are heard.

Our work in developing vital medicines is a key part of our commitment to social responsibility, and we will continue to strive for excellence in this area.



### Sharing Knowledge & Tackling Infectious Disease

We are committed to sharing knowledge and expertise to help tackle infectious diseases. We collaborate with industry organisations, academic centres (e.g. Imperial College, Royal Free Hospital, Emory Institute etc.) and non-profit organisations such as The Wellcome Trust and HIC-VAC to promote and expand the knowledge around human challenge trials. We have led a non-profit consortium which published 'Considerations on the Principles of Development and Manufacturing Qualities of Challenge Agents For Use In Human Infection Models' in 2022. This document will support the development, characterisation and manufacture of challenge agents in low and middle-income countries (LMIC). We believe that this will enable research to take place locally, and expedite the development of much needed new therapies for diseases that are prevalent in LMICs.

As a company we actively participate in scientific events and conferences worldwide, where we present data and insights from Human Challenge Trials, and foster scientific discussion. We regularly publish our findings together with our trial sponsors in scientific journals.



### Neglected Tropical Diseases

Until recent years, hVIVO's wide portfolio of challenge models have focussed upon respiratory infections, but from 2022 we now offer Malaria human challenge trials to assist in the advancement of novel antimalarial drug and vaccine candidates.

Malaria is a serious and life-threatening illness that disproportionately effects vulnerable populations in tropical and sub-tropical regions. With increasing resistance to current antimalarial regimens, new drugs are urgently required to address a growing medical need. New therapies will not only reduce mortality and disease in vulnerable populations, but also to help the move towards the ambitious goal of malaria elimination. Malaria is classified as an unmet need in healthcare. In 2015 the World Health Assembly endorsed aims to reduce malaria burden by 90% by 2030.

We continue to explore new potential challenge models to help provide our clients with high quality efficacy data.



# Governance

To further enhance our governance practices, hVIVO is committed to upholding the highest standards of ethical conduct and transparency in all our operations. We provide services to one of the world's most closely regulated industries.

The Directors recognise the value and the importance of high standards of corporate governance and, given the Group's size and the constitution of the Board, have decided to apply the recommendations of the Corporate Governance Code, published by the Quoted Companies Alliance in April 2018 ("QCA Code"). Read the Corporate Governance statement on page 36.

## Dedication to Ethical, Safety and Quality Standards

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Our commitment to maintaining & continuously improving our quality systems and policies goes beyond meeting the minimum standards required by regulatory bodies. We have implemented comprehensive Standard Operating Procedures (SOPs) and policies under a controlled Quality Management System (QMS) overseen by our Head of Quality Assurance. This ensures that we conduct our trials in the highest quality, safety, regulatory and ethical environment. In addition, we have established an independent audit system and Corrective and Preventive Action (CAPA) process to maintain continuous oversight of quality throughout the conduct of studies, as stated in our Quality Policy.

To ensure compliance with relevant regulatory authorities, ethics committees and institutional review boards, we maintain regular engagement with them. Our commitment to honesty, transparency and quality is embedded in our Clinical Governance Policy and Business Code of Ethics. We conduct all of our Clinical Trials to the highest standards in accordance with Good Clinical Practice (GCP) and applicable national and international regulations.

All our trials are approved by the Medicines and Health Products Regulatory Agency (MHRA) – the UK medicines regulator – and / or an independent Research Ethics Committee (REC) to ensure they meet the highest standards of safety and ethics.

The safety of the participants in our clinical trials is our number one concern and our priority in all our activities. Before submitting a clinical trial for approval to the relevant authorities our internal experts assess the available data on the product to ensure the all the required data are available.

Our trials are designed in such a way that risk for participants is minimised. Once participants are enrolled on the study, ongoing medical oversight is maintained at all stages of the study as outlined in the Medical Management Policy.

To ensure the highest standards of quality and data integrity, our staff undergo regular training on Good Clinical Practice (GCP) and data integrity principles. All data generated in the clinical trials and laboratory assays is subject to rigorous quality control measures, ensuring that it meets the highest quality and standards.

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# Governance

## Continued

### Section 172 Companies Act 2006

The Directors acknowledge their duty under section 172 of the Companies Act 2006 and consider that they have, both individually and together, acted in the way that, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole. In doing so, they have had regard (amongst other matters) to:



**Cathal Friel**  
Chairman



**Dr. Yamin 'Mo' Khan**  
CEO



**Stephen Pinkerton**  
CFO



**Brendan Buckley**  
NED



**Elaine Sullivan**  
Independent NED



**Martin Gouldstone**  
Independent NED

### Section 172 Companies Act 2006

- The long-term consequences of any decision we make: We recognise that the decisions we make today can have a significant impact on the future success of the company. As such, we carefully consider the potential long-term consequences of our decisions and take steps to mitigate any risks.
- The interests of our employees (see page 29, Social): Our employees are fundamental to achieving our long-term strategic objectives. We value their contributions and consider their interests in all decision-making processes.
- The impact of our operations on the community and the environment (see page 27, Environmental): As a responsible corporate citizen, we operate honestly and transparently. We are committed to minimising our impact on the environment and take steps to ensure that our day-to-day operations are conducted in an environmentally sustainable manner.
- The importance of maintaining a reputation for high standards of business conduct: We believe that maintaining a reputation for ethical conduct is essential for the long-term success of the Company. We are committed to upholding the highest standards of corporate governance and good business conduct, as highlighted in our Corporate Governance Statement.
- Our obligation to act in the interests of all shareholders (see page 38): We recognise our responsibility to act in the best interests of all shareholders of the Company. We are committed to treating all shareholders fairly and equally so that they may benefit from the successful delivery of our strategic objectives.

### Our Board of Directors

Our Board of Directors is made up of a diverse range of professionals who are experts in their fields. A commitment to quality and integrity filters from the Board, company wide.

To ensure that our governance practices are effective, we have established robust internal controls and risk management systems. Our Board of Directors oversees these systems and ensure that they are regularly reviewed and updated as needed. We believe that a strong governance framework is essential to maintaining the trust of our stakeholders, including our customers, employees, investors, and the wider community.

The Strategic Report was approved by the Board on 24 April 2023 and signed on its behalf by:

**Yamin 'Mo' Khan**  
CEO