



2022

Almac Group  
Corporate Social  
Responsibility Report



Partnering to Advance Human Health

## About this report

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

The activities outlined in this report took place during our fiscal year 2022 which runs from 1st October 2021 to 30th September 2022 (referenced in this document as 2022 or 'this year').

Unless otherwise stated, the information and statistics included represent Almac's global operations i.e. all wholly owned sites across the globe.

Our CSR strategy has been designed to align our key priorities with the United Nations' Sustainable Development Goals (SDGs).





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**Alan Armstrong** Chairman & CEO  
October 2022



# A letter from our CEO

I am delighted to publish our annual Corporate Social Responsibility report for 2022.

Almac Group's mission is to advance human health—it is the driving force behind everything we do as an organisation. We are extremely proud of how our people live out this mission each day through the work they do for our customers and the impact they have collectively on global health.

At Almac we strive to take care of our people, protect our planet and make a positive contribution to our communities. We believe this is the right thing to do and is what makes us a strong partner, employer and a good neighbour.

The strategy and activities outlined within this report demonstrate our organisation's current and future commitment to long-term corporate sustainability. Our strategy aims to promote fair and sustainable business practices, while ensuring we continue to prioritise initiatives with the greatest impact on human health.

In this report, you will see evidence of how we are making excellent progress in our focus areas and looking forward, we will continue to introduce new initiatives to deliver our future ambitions and expand our positive impact. Key highlights and milestones covered in this year's report include:

- **Making a commitment to be net zero by 2045**
- **Achieving ISO50001 certification (the international standard for energy management) at our UK and Ireland sites**
- **An 80% engagement rate with our people via our health and wellbeing platform, All4Health**
- **Approaching our 100th apprentice employed since starting our higher-level apprenticeship programme**
- **Hiring over 200 Graduates across the organisation**
- **Almost 400 colleagues advancing their careers through internal transfers and promotions**
- **Reaching over 8,800 secondary school pupils as part of our STEM outreach activities**

We remain committed to our mission through continued reinvestment in our business, while also focusing on our key goals in the areas of people, planet and community.

The achievements in this report are all made possible by the dedication of our people who I am truly proud of – both in terms of their hard work in delivering to customers, but also their willingness to help and support us as we embrace sustainable and ethical practices. It is an honour to work with each and every one of them and to lead this incredible organisation as Chairman and CEO of Almac Group. I look forward to further “advancing human health” with our customers, people and community as we look to the future together.



# Our mission as a company

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

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

We are trusted by the leading global biopharma companies to provide crucial services across their drug development projects. In the last five years alone, Almac has contributed

to approximately 50% of all US FDA approved New Molecular Entities (NMEs) and are currently supporting 30% of EU approved / pre-registered gene therapy products.

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

- **Outstanding Quality** - we ensure exceptional and reliable quality in all aspects of our work and recognise that quality determines the extent of our success
- **Exceptional Innovation** - we are dedicated to solving important and challenging problems. We do this by promoting an

environment where extending the boundaries of knowledge, technology and creativity is encouraged

- **Superlative Customer Focus** - we are committed to understanding and exceeding our customers' needs and expectations. We build relationships based on integrity, responsiveness and excellent communication
- **Inspirational People** - people are our core asset. Individually and collectively, people are critical to the success of our vision. We recognise excellence and acknowledge that to empower our people, we need to invest in their continuous development
- **Financial Performance** - we will drive excellent, sustainable financial performance.

## An overview of Almac's services:



### Discovery

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



### Diagnostics

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



### Sciences

Providing integrated services, including development to commercial scale-up of advanced intermediates and Active Pharmaceutical Ingredients (API), a full suite of Analytical Testing, and a range of services for small molecules.



### Clinical Services

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



### Clinical Technologies

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



### Pharma Services

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



### GALEN

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

## Corporate governance

Corporate governance is fundamental to the Almac Group and provides the foundation for everything that we do. Our commitment to corporate governance starts at the top with the Group's Board of Directors who set our strategic direction and have overall responsibility for providing oversight of the business.

Our Executive Leadership team shares this commitment to sound corporate governance and is responsible for ensuring that it is reflected in the execution of our strategy and in all areas of our business.

The Almac Group is a private organisation and the shareholder is a charitable entity, The McClay Foundation (the "Foundation").

The Foundation was established with the vision to "make a meaningful improvement and advancement in human health," by the late Sir Allen McClay, one of Northern Ireland's most distinguished entrepreneurs and philanthropists and founder of the Almac Group.

The relationship between The McClay Foundation and Almac Group ensures that the organisation remains a privately owned entity providing strength, reliability, and stability for the customers we serve, the people we employ, and the communities that we support.

THE  
*McClay*  
FOUNDATION



# Future investment and growth

As a privately owned company, Almac Group is committed to re-investing 100% of the organisation's corporate profits back into the business to support our customers and people. These investments bolster innovation, sustain our best-in-class services, and allow us to continue to "advance human health" as drug development becomes more complex.

Over the next three years, our planned global investment will exceed £200 million and includes:

- **Expansion of our dedicated Diagnostic Kit Commercial Manufacturing Centre**

- **Building our Centre of Excellence for Commercial partnership – a facility which will support the product launch of life-enhancing and life-saving medicines**
- **A major scale-up of our Clinical Manufacturing and Packaging facilities**
- **Investment in our new commercial scale API Manufacturing facility**
- **Further investment in global cold chain infrastructure and Just-In-Time processing capabilities to meet the demands of Advanced Therapy Medicinal Products (ATMPs)**

- **Additional office suites and campus improvement updates designed with the health, safety and comfort of our people in mind and to accommodate our growing global workforce**

As we grow as a business, we remain conscious of our impact on the world around us and on our communities. From January 2022, all new building projects at Almac Group campuses are designed and constructed to Building Research Establishment Environmental Assessment Method (BREEAM) or Leadership in Energy and Environmental Design (LEED) certification standards.





# Innovation

Our mission to advance human health drives our commitment to innovation. We strive to continually improve and expand our portfolio of services and products in line with our customer needs and expectations.

Almac also advances research and discovery of new medicines through the contribution of our biotech company, Almac Discovery.

Almac Discovery is an independent research driven company dedicated to the development of first-in-class therapeutics addressing unmet medical needs and new chemical entities (NCEs) and novel protein therapeutics through to the pre-clinical candidate/IND-ready stage, after which the company seeks to collaborate with partners to continue development of the molecule.

Other key innovation highlights from this year include:

- **Increased investment and roll-out of cold chain infrastructure and technology to support clinical and commercial customers progressing ATMPs, making us one of the first EU companies to support this innovative market**

- **Expanding and commercialising companion diagnostics technologies to support bringing new therapies to patients in disease areas of high unmet need**
- **Partnering to identify novel chemical compounds against selected Deubiquitinating enzyme (DUB) targets**
- **Investment in Nuclear Magnetic Resonance instrumentation to increase through-put capacity, and speed for customers in Analytical Services**
- **Launching an industry leading, software-based monitoring system to provide on-demand visibility of the data history of patient kits, subjects, and sites - ahead of impending regulatory changes that will make such visibility compulsory**



# Investing in our people

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



Partnering to Advance Human Health





*Anna*

ALMAC  
Diagnostics

*Nekia*

ALMAC  
Diagnostics

Clean 600  
PCR Workstation

## Annual financial wellbeing week

This year we were delighted to once again host our annual on-site financial wellbeing event. financial wellbeing week gives our people a chance to attend and partake in several events, workshop sessions, and online webinars to learn and further develop their understanding of many finance-related topics.

The diverse range of events included titles such as protecting you and your family, why having a will matters, pension and insurance advice and money management.

Many local companies, such as Advice NI, shared expert advice to help our people safeguard their financial futures.



## Supporting our colleagues during Men's Health week with our "Donut and Dander" event

In support of Men's Health Week, Almac's health and wellbeing committee, All4Health, hosted a "Donut and Dander" afternoon in June 2022.

Colleagues at our Craigavon campus were encouraged to choose from several available time slots, meet at a designated area and receive a donut and tea/coffee while listening to a quick word from our Pastoral Care Manager on the importance of mental health. They were then welcomed to take a short walk around campus to support the cause.

The event saw many men from across our Craigavon campus come together and support Men's Health week while connecting and socialising.

Stuart Argue, Almac's Pastoral Care Manager, commented:

*"This event was a great success in communicating to our men on campus the importance of mental health and de-stigmatising mental health among men, which is a major barrier for seeking help when needed. We strive to make it clear there is always a listening ear for all of our colleagues whenever they need it."*



## Supporting our workforce through our 'All4health' programme

Like so many others, our people have been faced with, and will continue to face many personal and professional challenges.

In order to support them, we offer a comprehensive health and wellbeing programme called 'All4Health' which is available at our UK, ROI and Singapore sites. This programme is underpinned by our Health and Wellbeing strategy which was formally launched in October 2019 with a three-year plan and which was reviewed and enhanced in September 2022. The strategy aims to create a proactive culture which prioritises prevention and early intervention. It promotes and enables self-care by educating and supporting our people using a wide range of initiatives and programmes.

This programme is driven by a dedicated Health and Wellbeing team to ensure our policies, initiatives and events are shaped with the wellbeing of our people in mind. We also have a dedicated Wellbeing Committee which is made up of 12 champions from across our relevant geographical locations.

The champions focus on engaging with our people, providing a contact point for ideas, suggestions and concerns about health and wellbeing. Our wellbeing champions help

to support communication of the campaigns and initiatives and signpost colleagues on how they can find additional help and support should they need it.

The plan is coordinated from our 'All4Health' online portal and acts as a central resource to host online events, share details on various benefit packages, our dedicated helplines, access to dedicated health apps and additional resources. From this portal, we gather sign-ups for our suite of in-person initiatives throughout the year and give our people access to resources such as:

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

- **Resources to help, identify, train and support the wellbeing of our people**

We are proud of how our people have embraced this offering - with an 83% engagement rate with our colleagues since the portal launched in 2019.

In the United States of America (US), we offer a holistic benefits package to support our people and their families. Beyond our comprehensive medical, dental, and disability plans, our offering includes an Employee Assistance Programme (EAP) to support counselling, work-life balance services, legal services, financial health guidance, and other web-based resources.

*"Our programme of benefits and rewards aims to support, develop and reward our people and show our gratitude for their consistent hard work and dedication, even in the most difficult of circumstances."*

### **Sue Bill**

Global Vice President  
of Human Resources



## Engaging with and listening to our people

We actively engage with our people on an ongoing basis to shape the development of our support and reward packages. We hugely value their input and want to ensure our initiatives are relevant to their needs and challenges. The sheer size of our workforce and our presence across the globe means that we must empower a team of workplace champions who work hard to ensure that engagement remains a focus.

Our regular forums are the mechanism we use to directly gather feedback from our people.

## Pastoral care

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

Stuart has held over 1,500 sessions with our people in the past two years.



**Stuart Argue**  
Pastoral Care Manager

## Reward and recognition

We recognise and reward our people for their vital work. The levels of success, performance and quality achieved by the Group today are primarily due to the people who work for Almac.

Our Global Recognition Programme, which is open to all, enables our people to receive recognition from their peers/colleagues and line manager when they demonstrate exceptional behaviours related to our

core values. We actively recognise the positive results, behaviours and company values demonstrated by our people through our Almac Celebrates Excellence “ACE” recognition programme.

We ensure that our wide range of benefits reward our teams and support a work-life balance. This includes fully flexible and hybrid working to suit personal needs. This year, working hours were reduced from 40 to 37.5 at our UK and Ireland locations, with no loss in pay, to allow our people to have a better work life balance and spend more time with their families. We also introduced a holiday buy-back scheme so that our people can purchase or sell holidays, allowing for much more flexibility to use holidays to suit personal circumstances.

Almac continually monitors global circumstances and in addition to annual salary increases and annual bonus payments, we awarded COVID support payments in 2021 in light of the pandemic.

In continuation of this, we issued a discretionary cost of living payment in 2022 to offset rising household costs due to the global rise in inflation.



**Almac's award-winning Higher Level Apprenticeship (HLA) programme**

Recruiting and retaining the best talent, across all job roles, is key to achieving continued growth and to ensuring that Almac maintains its position as an industry leader. As we continue to grow, Almac actively explores new pathways to engage emerging talent.

Our apprenticeship programme is central to the growth and development of our organisation. It was initially developed in 2016 with the Southern Regional College (SRC) in Portadown, Northern Ireland to support young people in our community as they seek employment opportunities. In partnership with the college and our designated industry mentors, each apprentice is nurtured and encouraged

to excel and thrive within a supportive environment and on completion of their course through to full-time employment. Apprentices are employed across five different business areas.

Since 2016, we have extended the range of apprenticeships available to include Computing, Mechatronic Engineering, Joinery and Electrical Engineering, and the Life Sciences pathway of Applied Industrial Sciences. In May 2022, we further expanded the programme to include opportunities for entry to Project Management and procurement roles through the introduction of our degree apprenticeship programme, Almac Accelerate.





## Talent acquisition

In order to support our future growth, Almac announced that we will hire 1,800 new people over the next three years. Our talent acquisition team is responsible for engaging our new colleagues, ensuring that we attract high potential candidates from a range of diverse backgrounds.

During 2022, we increased our focus and investment in our talent acquisition methodologies, using new technologies and communication channels to provide increased access to candidates.

## Fostering talent throughout the career pipeline

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

These include:

- **Offering a range of Higher-Level Apprenticeship (HLA) programmes**
- **Introducing Almac Accelerate, a degree apprenticeship programme launched to offer candidates entry to Project Management and Procurement Roles**
- **Strengthening our trainee operator programme, a mentorship of junior colleagues qualified with A-levels or BTEC equivalent, to highlight the possibilities that come with their skillset and developing those skills to unlock their potential career progression and growth**

- **Developing partnerships with post-secondary schools and universities to offer opportunities to students prior to graduation, including industrial placements designed for second and third year undergraduate students**
- **Expanding our virtual/in-person work experience hub - an interactive platform that gives an insight into the wide variety of rewarding career paths available at Almac Group**

To date Almac's partnership with SRC has created 66 apprenticeship jobs - with more than 75% of apprentices completing a HLA programme taking up a permanent position with us.

This year, we are proud that we are approaching our 100th apprentice since launching the programme.





## Our onboarding process

It is our priority to make new colleagues who have joined Almac feel welcome and motivated, while also making sure they are equipped with the tools they need to get started in their new role.

Over the last year we have invested additional time and resources in improving our onboarding process, whether it be face to face or virtual, and have personalised our approach at each facility to meet local and unique needs.

## Growth and development

We employ over 6,500 people around the globe and offer employment in over 120 professions. We recognise the importance of effective learning and development in terms of how it benefits and motivates our people but also the company as a whole in achieving our overall business objectives. Unlocking the potential in our people can impact profitability, productivity and growth.

Almac's learning and development strategy links learning and

development activities with business needs. The Global Training department contributes to the achievement of the Almac vision and the success of the organisation by partnering with the business to understand current and future development and growth. This enables us to drive learning that is strategic, measurable and effective. Across all our sites globally, Almac offers both internal certification programmes and open programmes to help our people learn and grow.

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

We believe that professional development and continuous learning is necessary to maintain the quality of Almac's people and their continued readiness and ability to contribute effectively to the business. Therefore, we maintain policies in the areas of professional development requests and receiving support.

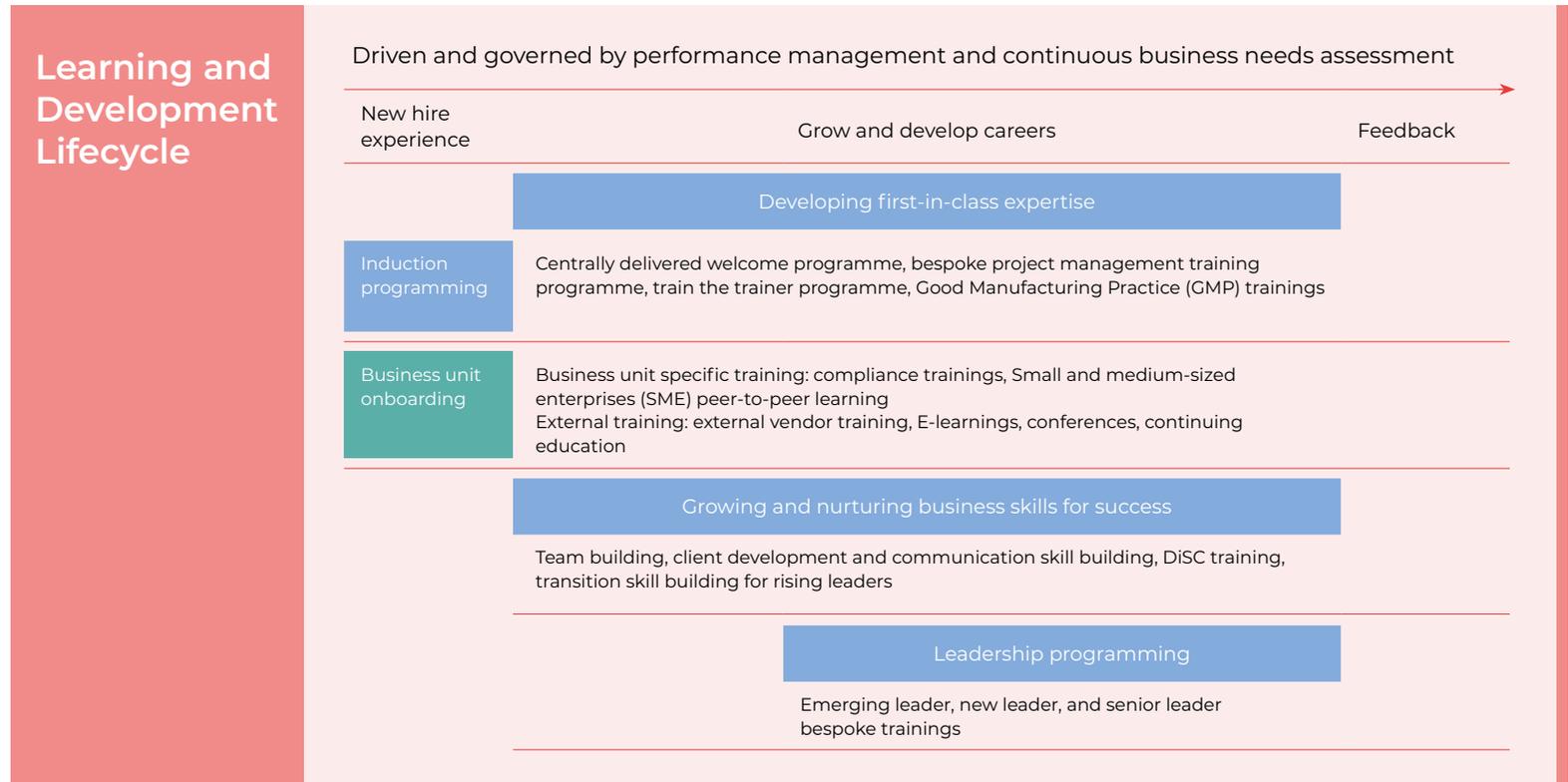
Therefore, we maintain policies in the areas of Professional Development and Higher Education and Job Specific and Technical Training so our people can make requests and receive support.

*“Overall I have found the course very beneficial and have already started to use the techniques which I had learnt in my day-to-day job duties. I found the face-to-face sessions particularly beneficial as it allowed interaction with others which encouraged discussion around certain topic areas.”*

**Almac colleague**



# Almac's model for growth and development



## Leadership training programmes

We aim to develop leaders within our organisation and are proud that our people can grow their careers alongside the growth of our company. We offer a range of leadership certification programmes for managers, supervisors and senior leaders that aim to help our people to reach their maximum potential. There are currently over 200 colleagues progressing through these leadership programmes.

## Career progression and performance evaluation

Across our business units, career progression pathways provide a roadmap for moving upwards and between functions. We equip our people with key criteria to aid their progression, and encourage conversations with line management to facilitate forward planning. Career pathways tie in with the performance management process and personal development. The total number of internal moves and promotions this year was 396.

## Ensuring the health and safety of our people

Our ISO-accredited Environmental, Health and safety (EH&S) standards (ISO 14001 and ISO 45001) help us to keep our workplace safe and to minimise any health and safety related incidents. Our integrated framework provides our workforce with guidance and support regarding the management of Health, Safety and Environment (HSE), from identifying and handling risks to evaluating and continuously improving processes and is updated and improved through regular assessments, reviews and internal audits.

A highlight of this year is the accreditation of our Dundalk site to

both of these standards, a key part of our ongoing strategy to roll out these certifications across all global sites with an ambition to certify Singapore in 2023 and begin the process for US sites in 2024.

The Almac Group has a dedicated HSE Team. The team is made up of 20 dedicated full time and four part time HSE personnel based at the Craigavon site, with six additional personnel based in our US facilities who are responsible for all our facilities across the globe. We have recently increased our focus on process safety and have put in place additional headcount to progress our health and safety initiatives in these areas.

We also issued our most recent HSE handbook in February 2022 to align with these standards. We rely on our dedicated HSE leaders at our various sites to work together and drive

compliance with all HSE initiatives.

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

We have a range of proactive and reactive monitoring techniques and KPIs which underpin the accredited safety (ISO 45001) and environmental (ISO 14001) management systems. Internal teams perform regular audits and inspections whilst an external verification body completes the annual IMS audits. We also regularly conduct internal business resilience/continuity audits to ensure continued uninterrupted services for our customers.

## Health and safety data

Data recorded in

December of each year	2018	2019	2020	2021
Total number of employees globally	5324	5618	5915	6510
Lost time accidents (LTA)	24(0.72%)	19(0.37%)	24(0.45%)	33(0.55%)
Number of fatalities	0	0	0	0

NB – Data for calendar year 2022 not yet available

## Diversity and inclusion

Our ability to achieve our mission as a company is directly attributed to our ability to attract, retain and motivate the best and most diverse talent. Embracing diversity is at the heart of enhancing Almac Group's unique culture and reflects our fundamental belief that everyone deserves equality, inclusivity and the opportunity for advancement. We are committed to cultivating a welcoming, supportive, and inclusive environment for all. Together, we will harness the strength in our diversity and deliver exceptional solutions to advance human health globally.

Our Diversity, Equity and Inclusion (DE&I) Executive team and sub-committee was formed in 2020 and as part of our commitment to fostering an equitable, inclusive working environment Almac is focused on:

- **Talent acquisition - updating recruitment protocols**
- **Ongoing and compulsory training programmes for our people on diversity, equality, and inclusion**
- **Facilitating a way of safely sharing concerns, issues and feedback**

The initial focus has been on our US sites. In 2023, we will review the outcomes and learnings from these activities to inform our future plans.

## Talent acquisition

This year we completed a comprehensive review of our recruitment policies and procedures at our US sites and put in place a number of enhancements including monitoring the diversity of applicants and the candidate pool, initiatives to drive diversity in the promotion of our roles and appropriate training for our recruiters. In January 2022 we implemented these measures and began a pilot test of the revised approaches. The feedback and data from this pilot is regularly reviewed by our DE&I executive committee.

## Training programmes

We recognise the importance of equipping our leaders and people with the understanding and skills necessary to help foster a more inclusive workplace for all.

DE&I training was rolled out to all senior staff and all US staff this year. This training focused on DE&I awareness and unconscious and interactional bias. It provided advice and guidance for daily interactions, interviewing and performance management. Regular refresher training is planned as part of our ongoing DE&I activities.

## Sharing concerns

During 2022, we developed our DEI advisor policy in the US. We are currently running a 12-month pilot scheme at one of our US sites where we have DE&I advisors in place.

These advisors are trained specifically in DE&I matters and provide advice and support for our people when raising their concerns.

This policy allows us to engage with our people who have concerns around non-inclusive behaviour in a way in which they feel protected and supported but still able to be open and honest.

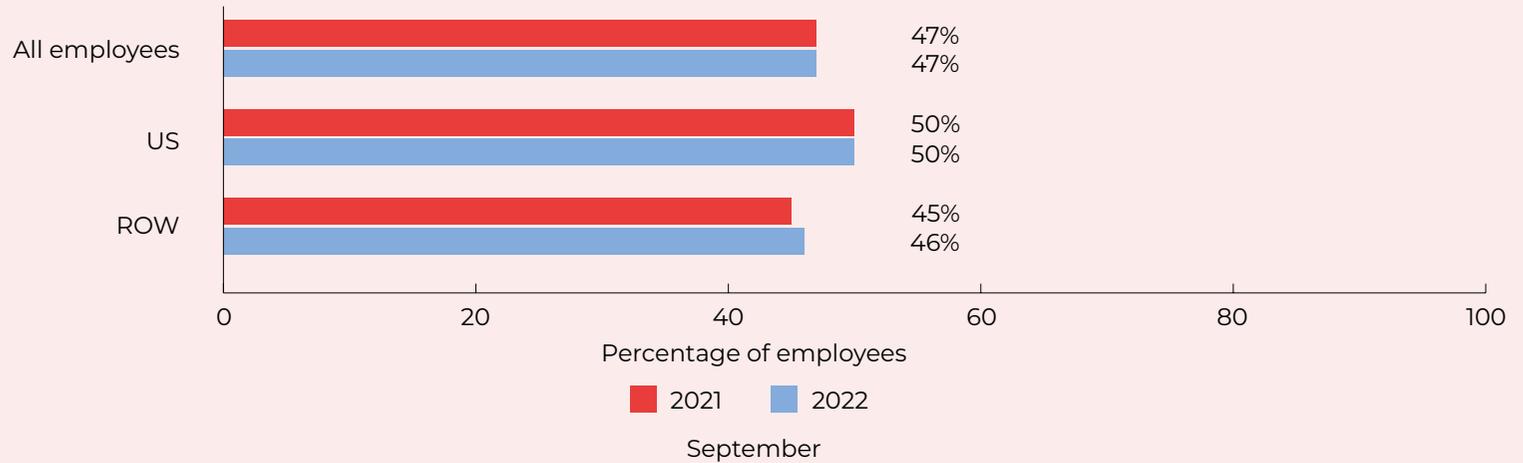
## Workforce data

During this fiscal year, processes have been put in place to collect diversity data at our various sites. We are continuing to develop and enhance these processes in order to consolidate the data which we are able to collect.

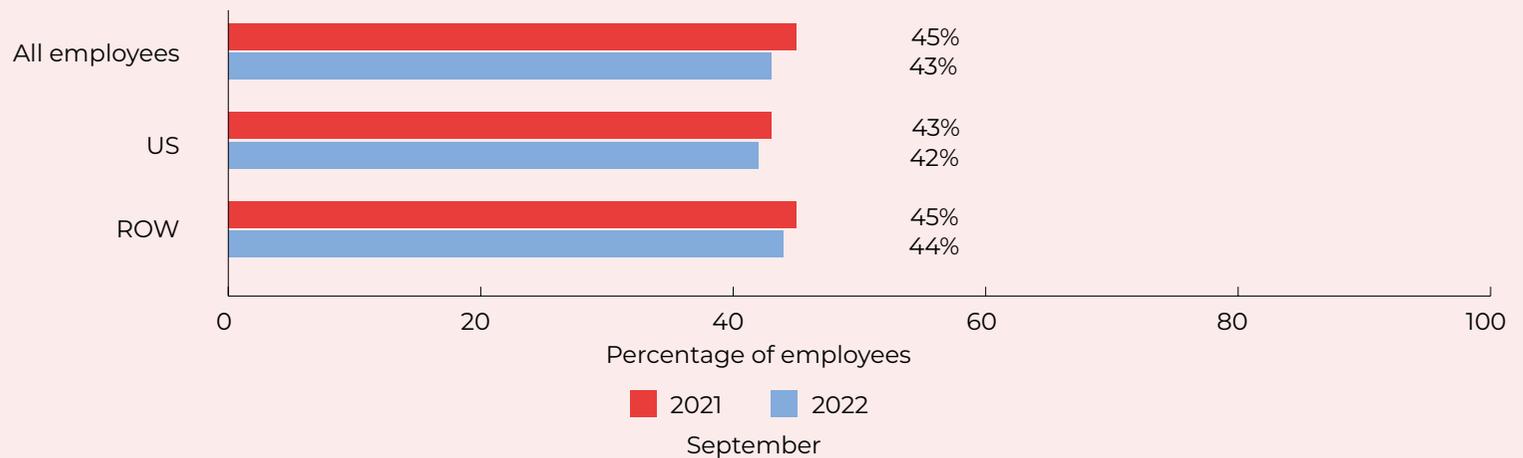
### US workforce – ethnic/racial diversity

	2021 (Sept)	2022 (Sept)
Asian	12.10%	13.01%
American Indian/Alaskan Native	0.21%	0.19%
Black or African American	13.00%	14.56%
Hispanic or Latino	3.66%	3.64%
Native Hawaiian or other Pacific Islander	0.11%	0.05%
White	68.10%	66.26%
Two or more races	1.65%	1.50%
Not specified	1.17%	0.78%

## Global gender diversity - % of female colleagues



## Global gender diversity - % of female colleagues in management roles



# Protecting our planet

At Almac, we are very aware that in striving to achieve our mission to advance human health, we must also consider the overall health of our planet and take action to improve environmental performance.

As part of our environmental strategy, Almac is committed to the responsible management of energy, water and waste and continually strives towards improvements aligned with our committed targets.



Partnering to Advance Human Health







## Our commitments

To provide a strategic approach to environmental protection we have implemented an Environmental Management System certified to the international standard ISO 14001. The scope of the system currently covers our operations in Craigavon and Charnwood in the UK and Dundalk in the Republic of Ireland (ROI). This scope will be extended to our sites in Singapore in 2023 and The United States of America (US) in 2024.

Environmental challenges are addressed globally and in response to the global climate emergency and we have developed a Climate Action Plan which details our objectives and targets:

- **Be net zero by 2045**
- **Reduce our scope 1 and 2 emissions by 50% by 2030 (with a base year of 2020)**

In addition we will engage with our supply chain as the first stage in developing a target to reduce our scope 3 emissions.

We will submit these targets to the Science Based Targets initiative (SBTi) for approval and verification.





## Our actions

Decisive action will be required to achieve these goals and will include changes in procurement and energy generation as well as the implementation of energy saving initiatives.

Currently 55% of the electricity used at our Craigavon headquarters is generated from renewable resources whilst our sites in the ROI use 100% renewable electricity. A review of all sites is underway with the goal of all electricity coming from renewable sources either through targeted

procurement, on site generation or the use of Power Purchase Agreements (PPAs).

Almac report energy use at all sites through an annual Carbon Disclosure Project (CDP) submission. We will continue to use this to standardise reporting across all our operations. From 2023 our CDP submission will be public and as such available to all interested parties to view. Another action taken to address energy use has been the implementation of ISO 50001 which is the international standard

for energy management. This was certified in September 2022 at our UK and Ireland sites and plans will now commence to extend the scope to our US and APAC sites.

As part of our Climate Action Plan we have joined the Energize programme. Energize is a new educational programme designed to provide guidance to pharmaceutical companies on energy efficiency and achieving carbon emission reductions.

## Results

Greenhouse gas emissions are shown in the table below: Data recorded in December of each calendar year

	Scope 1 (metric tons CO2e)		Scope 2 (metric tons CO2e)	
	2020	2021	2020	2021
Europe	9,310	8,408	9,536	8,838
USA	2,749	3,399	10,822	12,800
ROI	538	282	1,295	779
Total	12,597	12,089	21,653	22,417

NB – Data for calendar year 2022 not yet available

Almac experienced an 8.6% increase in revenue and a 5.8% increase in staff numbers for the period in question (2020 to 2021). Despite this significant increase in the scale of our business, total greenhouse gas emissions globally for the Group remained relatively stable year on year.

As a shared facility in a leased building, we do not have enough accurate data to report on the energy use at our Singapore site. Action will be taken to address this in 2023.

Scope 3 emissions are wide ranging and difficult to quantify accurately. A project to address data collection in this area will be started in 2023. This will involve significant engagement with our supply chain.



**Almac engages with the Responsible Plastics Management Program (RPM) to understand the plastic landscape**

In 2022, Almac engaged specialist external support and employed dedicated resource to undertake a specific project to quantify the plastics used and disposed of at our Craigavon headquarters using the RPM Plastic Indexing tool.

The project used RPM to take a first step to understand the plastics landscape within relevant Almac business units, configuring the RPM Plastic Indexing tool and using this to quantify the plastics encountered at Almac's Craigavon facility.

The data will be used to inform the discussion on responsible plastic management and assist with a general review of the compliance and options landscape relating to medicine contact, facilities and non-contact plastic and also to inform the discussion and direction of sustainable packaging criteria and guidance.



## Waste management

Waste reduction and recycling is a key aspect of our overall environmental strategy. Our global headquarters in Craigavon, Northern Ireland is zero waste to landfill and we promote zero waste to landfill at all of our sites through a combination of initiatives. Non-hazardous waste generation at our Craigavon site was 1,217 tonne in 2019, 1,047 tonne in 2020 and 1,059 tonne in 2021. These figures were significantly affected by the COVID-19 pandemic.

## Plastic use

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

In 2022, Almac engaged specialist external support and employed dedicated resource to undertake a specific project to quantify the plastics used and disposed of at our Craigavon headquarters using the RPM Plastic Indexing tool.

## Water

A review of water stress at all Almac's sites was carried out in 2021. This report used data from the 'Progress on Level of Water Stress report' (sub-titled - Global Status and Acceleration Needs for SDG Indicator 6.4.2) published by the Food and Agriculture Organisation of the United Nations. The only site located in an area of high stress is our site in Singapore which is a low water use facility.

Almac recognises that some of our activities may result in small quantities of active pharmaceutical ingredients (APIs) being introduced into wastewater. A detailed set of guidelines to calculate the levels entering the receiving watercourse after treatment in the relevant Municipal Wastewater treatment plant have been developed. Discharges assessed to date have all resulted in levels well below the Pharmaceutical No Effect Concentration (PNEC). A target of all discharges being below the PNEC is in place.

Aqueous discharges from higher risk processes are captured in underground tanks and sent for off-site treatment by a licensed waste contractor. The aqueous waste is removed from the site and treated at a full licensed water treatment facility operated by McQuillan Envirocare. This facility is audited regularly by Almac personnel and is in compliance with the relevant Pollution, Prevention and

Control (PPC) permit.

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

We have successfully completed a 20-month project to install a state-of-the-art Regenerative thermal oxidizer (RTO) and scrubbing system costing in excess of €5 million. This has enabled us to comply with environmental control best practice and provides a full and permanent resolution to air emissions. Arran has also implemented a ground water extraction programme over the last three years at the site with positive remediation results.







## Biodiversity

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

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

# Contributing to our communities

We are proud to work with our people to make a positive and lasting contribution to our communities through the philanthropy of the McClay Foundation and our Science, Technology, Engineering and Maths (STEM) outreach programmes.



Partnering to Advance Human Health





## The McClay Foundation

The McClay Foundation was established in 2008 by the Almac Group's visionary founder, the late Sir Allen McClay. The Foundation's overarching vision is to make a meaningful improvement and advancement in human health as demonstrated by its charitable objectives, which are:

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

For further information on the Foundation's charitable objectives please refer to the McClay Foundation website <https://mcclayfoundation.org>

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

- **Research and development of new medicines**
- **Oncology research – targets and biomarkers**
- **Research led care for those in end of life or life limited circumstances**
- **Promoting health and wellbeing in disenfranchised communities**

The Foundation is proud to have supported a wide variety of organisations, including but not limited to the following beneficiaries:

## Children's Hospital of Philadelphia's 'Home Plate' programme

The Foundation has supported The Children's Hospital of Philadelphia in its work to provide vital services for disadvantaged patients and their families. Their "Home Plate" programme teaches low-income families how to plan, shop, cook and eat healthy food with the aim of reducing food insecurity throughout the community. The programme seeks to provide these families with the support and skills to remain food secure in the long-term in addition to meeting short-term food needs.





*“The McClay Foundation is an amazing supporter and enabler of the work of the Northern Ireland Hospice and Children’s Hospice. Your funding partnership has enabled the delivery of vital specialist palliative and end of life care services and infrastructure needed to care for over 4000 local infants, children and adults each year in Northern Ireland. The generosity, and genuine interest in the work of the charity has spanned nearly ten years, during which time the Foundation has played a pivotal role in helping the charity deliver the most ambitious capital build project undertaken by a Hospice. We have benefited not just from the funding but from the community of support at Almac, this is something we cherish and deeply appreciate. The legacy of the support we have received is visible and felt every single day by our team of staff and volunteers. Put simply we couldn’t do what we do without the Foundation’s support. Thank you very much.”*

**Heather Weir**

Chief Executive Officer,  
Northern Ireland Hospice

**NI Hospice**

The NI Hospice is a long-standing partner of the Foundation. The Foundation has supported a number of initiatives over the years, including the construction of NI Hospice’s ‘Somerton House’ facility in Belfast. Most recently, the Foundation contributed to NI Hospice’s ‘Home from Home Bed Service’, which provided a specialist palliative care bed at the NI Hospice in Belfast.

This service seeks to enhance the care which the NI Hospice provides to children in life limited circumstances and their families.

## EMMS International

EMMS International is a healthcare charity working in some of the poorest countries in the world. The Foundation is proud to have been able to support the work of EMMS International in Nepal in the following two meaningful ways:

- **Funding to provide training for EMMS International's first palliative care specialist nurse in Nepal**
- **Funding towards the construction of a specialist palliative care unit at Green Pastures Hospital in Nepal.**

The palliative care specialist nurse who has been trained is able to assess the pain of vulnerable patients, provide relief from suffering and bring holistic care to those who are terminally ill. The palliative care unit is a Centre for Excellence which, in addition to caring for patients, provides training for other nurses in palliative care. In recognition of the impact of the COVID-19 pandemic which occurred during the palliative care unit's construction, part of the Foundation's grant was allocated to the construction of an additional four-bed annex to allow for urgent care to be provided to COVID-19 patients.

## Almac's Global Community Service Committee

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

In the UK and US, we supported 35 different charities through our community service committees, all nominated by our people, during 2022. This year, the Community Service Committees across Almac facilities joined together to spearhead an in-kind donation drive and online fundraising appeal for the humanitarian crisis in Ukraine. After only one week, Almac's global workforce raised over £20,000 for the British Red Cross, which was matched by Almac Group for a total donation of £47,615.84.

## McClay Foundation: Supporting UNICEF UK's Emergency Humanitarian Response to the Conflict in Ukraine

In addition to the colleague-driven donation effort and corporate match within Almac, The McClay Foundation was also proud to support emergency response in Ukraine by donating £100,000 to UNICEF UK. This critical appeal effort enabled UNICEF to scale up its response, establishing 51 local and national partnerships by the end of February 2022 and reaching children in all 24 regions of Ukraine with life-saving interventions spanning child protection, health, education, water, sanitation and hygiene.

The appeal also enabled UNICEF to work with governments and local authorities to provide longer-term support for children and families who have fled Ukraine.





*"The partnership between The McClay Foundation and Fields of Life is having an incredible and life-changing impact on thousands of children and young people living in vulnerable communities in East Africa. The McClay Foundation has played a vital role in improving health and wellbeing for young people, especially girls, in areas where there has been trauma, extreme poverty, and marginalisation. From improving health and wellbeing for adolescent girls through our I AM GIRL programme, to supporting vocational scholarships, this partnership is providing long-lasting and significant improvement to some of the most vulnerable young people in our world. We are so thankful for this partnership and the difference it is making."*

**Naomi Campbell**

Grants and Partnership Manager,  
Fields of Life

**Fields  
of Life**

Fields of Life is a charity which seeks to transform the lives of vulnerable people in East Africa through working with local partners to deliver quality education, clean water, health promotion and other community-based programmes. The Foundation values the long-term relationship which it has with Fields of Life, and has been pleased to support a number of Fields of Life's initiatives in the past five years, including the construction of a Vocational Training Institute for young adults in Northern Uganda, the provision of funding for students that are attending the Institute and support for Fields of Life's flagship 'I AM GIRL' initiative which aims to empower girls to complete their education and to grow into strong, healthy young women.

## Investing in the next generation

Almac Group is committed to investing in the next generation of scientists, technologists and engineers who may one day contribute to our mission to advance human health, whether that is through a career at Almac Group or in a career in our communities. Our outreach activities include direct engagement with schools, strategic partnerships with leading educational museums and institutions, scholarship programmes, work experiences, and support of live events and community efforts. We estimate that in 2022, Almac reached over 8,800 post-primary pupils through in person and virtual outreach programs.

## School visits

In the UK and US, Almac hosts regular career outreach sessions onsite for students and educators throughout the academic year. These prove to be very popular with students and teachers that are keen to promote the key areas of the STEM curriculum and to highlight career opportunities within our sector. In addition to our onsite sessions, our dedicated STEM and Outreach Manager co-ordinates through our STEM ambassadors to visit schools and deliver presentations and participate in career conventions.

## STEAM Boxes

Almac Group partnered with Science, Technology, Engineering, Art and Maths (STEAM) Education Limited this year to give year six and seven children across Northern Ireland access to “Science in a Box”, a fun and engaging curriculum-linked science program. Almac distributed 24 of these boxes as part of this program, valued at £500 each, to 12 schools and will continue the initiative next year covering different primary schools. Each of the schools will receive a Science-in-a-Box programme, along with a training webinar, resources and support from staff at Almac and STEAM Education Ltd.

Almac hopes that 50 schools and approximately 3,000 children will participate in the programme over the next three years.





## Engaging over 6,300 young people through 4C UR Future LIVE events

Almac Group was a Gold sponsor this year of the “4C UR Future LIVE” event series in Northern Ireland. These events used skills games and work-based challenges designed and delivered in collaboration with local employers to help young people get an insight into the future world of work.

There were 11 events in total, held in various locations across Northern Ireland, involving 52 schools, reaching over 6,300 Year nine pupils. Over the course of the series, Almac engaged 33 volunteers from across the organisation who helped to run our custom designed game, created by Almac’s STEM Outreach Manager, at the live events. Pupils will receive a profile of skills and attributes they demonstrated during the challenges and will have access to additional employer information via a bespoke careers portal created for attendees.

## Souderton Library Project, PA

This year, Almac celebrated the official ribbon cutting and dedication of the “Almac Career and Collaboration Corner,” the culmination of a three-year, innovative community-based partnership between Almac, Souderton Area School District, and the Indian Valley Education Foundation. This partnership enabled Almac to support not only a physical space remodel at the high school’s library, but also an innovative hands-on, careers exploration experience with students.

The new physical space which has been fitted out with new furnishings and technology to foster collaboration, small group opportunities, and speakers was made possible through Almac’s financial support and was designed and developed with student input. The hands-on, careers exploration experience included two parts—a student video project, and a careers exploration digital tool.

Through the video project, students directed, produced, edited, and filmed features of Almac colleagues sharing their career paths and current roles for their peers. The careers exploration digital tool, fully designed and programmed by computer science students, created a medium for students to view the videos of Almac’s people, and explore how the career path corresponds to their coursework. The tool will remain a permanent resource within the Almac Careers and Collaboration physical space at the school’s library.



**“Rocking the Block” for Earth Month with Habitat for Humanity**

Almac Group was proud to celebrate Earth Month this year by participating in a key sustainability initiative of Habitat for Humanity of Montgomery and Delaware Counties (MontDelco), Rock the Block 2022.

Habitat for Humanity of MontDelco’s annual “Rock the Block” events are an opportunity for the local community to join Habitat for Humanity for community clean up, tree planting, invasive species removal, and other activities that support sustainability, accessibility and beautification in the community.

This year’s event, which took place in April, was sponsored and supported by Almac. Volunteers from across the business joined over 100 volunteers in support of Habitat for Humanity’s goal to plant 500 trees in Montgomery County, PA.



## Dr John Hinds Scholarship Award

In the UK and Ireland, the College of Paramedics partners with Galen, a member of the Almac Group, on an annual basis to offer a scholarship award to paramedics who, through evidence of their commendable work and dedication to the profession, receive a fully funded place on the much-coveted Anaesthesia Trauma and Critical Care (ATACC) course. This scholarship is presented in memory of the late Dr John Hinds, a world-renowned critical care physician who educated and supported paramedics and ambulance staff across Ireland before his untimely death in 2015.

## Almac McKervey Award for Excellence in Chemistry

The Almac McKervey award was established in 2018 as a commemoration to the life and work of one of Ireland's most distinguished scientists, Professor Tony McKervey. The award is open annually to students studying Chemistry or Medicinal

Chemistry at the School of Chemistry and Chemical Engineering at Queen's University Belfast, and is presented each year to a top applicant selected on both academic achievement and performance at an interview with Almac's chemistry experts.

This year's recipient is Alex Olsen, from Portadown, Northern Ireland. Alex, a MChem Chemistry student, has begun a year-long industrial placement in Almac Sciences' Process Development Chemistry group and received a £1,500 bursary towards his tuition fees and plaque award from Dr Stephen Barr, Managing Director and President, Almac Sciences and Almac Discovery.



### Dr Stephen Barr

Managing Director and President, Almac Sciences and Almac Discovery presents the 2022 Almac McKervey award

## Removing barriers to higher education

Through the McClay Foundation, Almac Group entered two partnerships with community organisations to establish an "Almac Scholars" programme for students in need located in Philadelphia, PA and the Triangle Region, North Carolina. Both organisations were chosen due to their alignment with our belief that educational opportunity has the power to transform lives and communities. Both scholars will be supported by the Foundation through to completion of their four year undergraduate degree in 2025.

# Operating to the highest ethical standards

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



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## Ethics

We conduct our business in an honest and ethical manner and in full compliance with all legal requirements in the jurisdictions in which we operate. This commitment to high ethical standards is firmly embedded within our culture as an organisation. It is endorsed by our Board of Directors and Executive Management team and cascades throughout our organisation. Our ethics and compliance programme ensures that we prevent, detect and fully investigate potential misconduct. The programme is overseen by the Corporate and Legal Affairs department supported by a multi-disciplinary Compliance Committee.

Our commitment to ethical business practices is set out in a number of policies which are contained within our Employee Handbook, including the following:

- **Anti-Corruption and Bribery**
- **Anti-slavery and Human trafficking**
- **Corporate and Social Responsibility**
- **Conflicts of Interest**
- **Fraud Prevention**
- **Prevention of Tax Evasion**

We have also recently published our Anti-Money Laundering (AML) Statement and Fair Competition and Anti-Trust Statement on our website. We plan to implement a new and updated formal code of conduct for our people in 2023.

## A culture of transparency and fairness

Almac is committed to ensuring that our people are able to report any suspected breaches of legal obligations or related concerns. We have recently implemented a new Whistleblowing Policy which affirms Almac's long-standing commitment to a safe and supportive environment that encourages the reporting of any concerns about potential misconduct or violations of law. The policy is designed to help those working for Almac to understand their responsibilities if they believe misconduct has occurred, explains the process by which such concerns are investigated and affirms Almac's commitment to protecting whistleblowers who escalate concerns in good faith.

## Ethics Training

We ensure that all of our people understand the importance of doing business ethically, know how to raise queries or concerns when they arise and understand the consequences of potential misconduct.

Training on ethics forms part of the induction process for all new staff members. Ongoing training is provided to existing colleagues through various mediums, including Almac's on-line 'Learning Management System' as well as annual refresher training focused on our customer facing business development staff. Our Corporate and Legal Affairs team also offers ad hoc training to address topics which are critical to specific functions. In 2022, 100% of all new colleagues joining the company received training on Almac's Anti-Bribery and Corruption policy.

## Ethics through our Supply Chain

It is our expectation that anyone who provides services to Almac shares our values and our commitment to the highest ethical standards. We require our suppliers, agents and representatives to strictly adhere to all applicable laws and regulations in the jurisdictions in which they are based, including laws addressing Anti-Corruption and Bribery. Our requirements are documented in the contracts that we enter into with our suppliers, agents and representatives and in our recently implemented Supplier Code of Conduct.

## Quality management

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

All Almac business units abide by the relevant quality standards and are audited by the appropriate regulatory bodies.

## Responsible Sourcing - Transparent and sustainable supply chains

Almac is committed to working in partnership with its supply base to drive a robust and collaborative approach to corporate social responsibility. We have published a comprehensive Supplier Code of Conduct which sets out expectations of our suppliers in terms of:

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

Suppliers are responsible for ensuring that they comply with the principles in this Code, and that any third parties engaged by them also apply the same principles.

We will partner with suppliers that share our values and consistently monitor supplier performance. Almac recognizes that c.80% of its global carbon footprint sits within

its value chain and we will work collaboratively with suppliers across our Supply Chain to focus on the reduction of Scope 3 emissions. We will adopt a whole life cycle cost modelling approach to our sourcing activity and sustainability will be a key input factor in this regard, addressing ethical, environmental and social considerations to underpin commercial and quality requirements. To inform this approach, we will embark on a prioritisation exercise across our supply base, where analysis will be informed by a combination of risk and commercial considerations. Our procurement team oversees supply chain strategy and we audit all suppliers prior to initial engagement and periodically thereafter in line with our Quality Management systems.

We have used the Ecovadis assessment platform for a number of years to evaluate supplier corporate social responsibility practices and to ensure their actions align with our own internal targets.

# Safeguarding data privacy and corporate cyber security

Almac is committed to preserving the privacy of all individuals whose personal information is shared with Almac. We ensure that when handling information about any individual, we do so with full regard to the individual's privacy and in full compliance with applicable laws on data privacy and confidentiality.

Our data privacy programme protects our business, our customers and the highly sensitive information entrusted to us. We have comprehensive policies – including Almac's global [privacy policy](#) overseen at Almac Group level by a dedicated Data Protection Officer, which detail the physical, procedural and technology based controls we implement to protect data in our possession.

We require all our colleagues, third party data processors and suppliers to comply with our policies to ensure they meet our high standards and to mitigate potential risks.

Our approach to safeguarding corporate cyber security comprises three key areas:

**Prevent, detect and respond** through state-of-the-art technology and processes. We have partnered with a managed security services provider, and they are currently providing Managed Endpoint Protection Services and Managed Security Operation Center Services 24X7X365 with automated containment and isolation capabilities.

**Advise and inform** through policies, a secure software development lifecycle and by ensuring that our system designs reflect the latest approaches to data security. Our robust security controls include

- **Antivirus / AntiSpyware / AntiMalware**
- **Network and Host Firewalls**
- **Network Access Control**
- **Removable device encryption**
- **Host Intrusion Detection / Prevention**
- **Endpoint Detection and Response**
- **Hard drive encryption**

**Assure** - working in close collaboration with all our staff across the Group to ensure continuous compliance, assessment and improvement of our technology and processes. We also significantly invest in end-user security awareness training, which is updated and rolled out annually to all of our people. Throughout the year, we keep our people engaged through regular email communications and training on topics such as emerging cyber threats and scams.

We have recently been successfully audited for ISO27001 certification, an internationally recognised information security management standard.





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