



Corporate Social Value & Sustainability

 **ASPIRE**[®]
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Corporate Social Value & Sustainability at Aspire

At Aspire Pharma we are fully committed to Sustainability and Corporate Social Value. In the last 3 years we have undertaken independent assessments by a third party to evaluate progress, demonstrate continuous improvement, plan our path for the future and invest in people, products and to fight climate change.

We believe that businesses have an essential role in society. Creating sustainability and prosperity for people and the planet, now and in the future.

Corporate Social Value is a critical factor in our strategy as it represents the ‘giving back to society in general’ supporting the local community, healthcare system, and reducing our carbon footprint to establish a cleaner more sustainable future for generations to come.

We’ve set our ambitions and targets for the future through our carbon reduction plan and an ESG framework that incorporates all aspects of Aspire’s Sustainability commitment.

Sustainability & Corporate Social Value - Our 4 Pillars

Our overarching sustainability and corporate social value strategy uses 4 pillars from which activities are driven and measured.

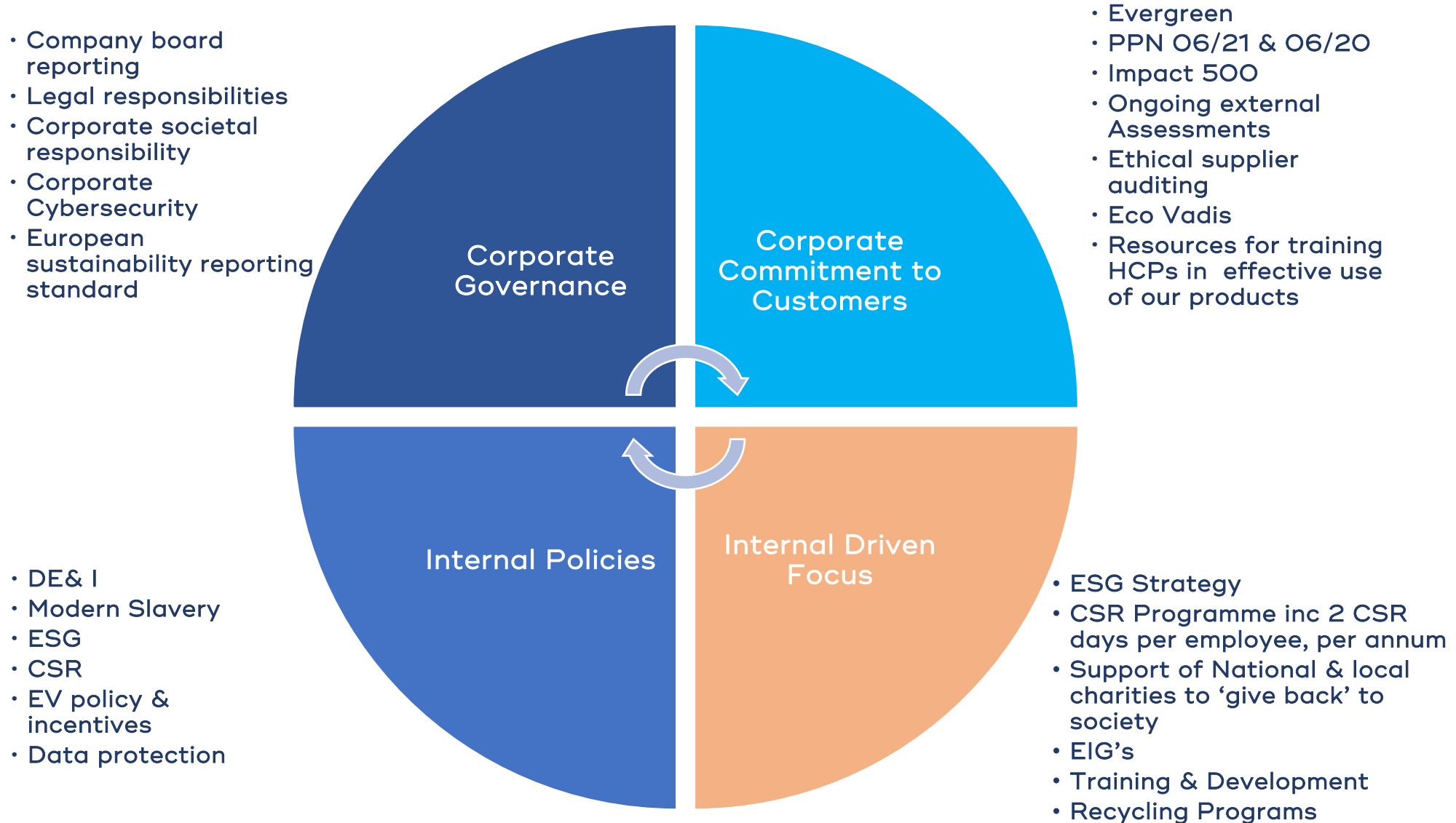
Corporate
Governance

Corporate
Commitment to
Customers

Internal Driven
Focus

Internal
Policies

From those pillars we have identified areas across the business and environment where we can drive change and continuous improvement



Social Value and Sustainability – our commitment

Adding value by providing additional services and support via training and resources to HCPs to ensure efficient use of the products we provide

Support of both National charities and local projects to give back to local communities in both time and fundraising.

2 CSR days per year to each employee to foster a 'giving back' to society in general

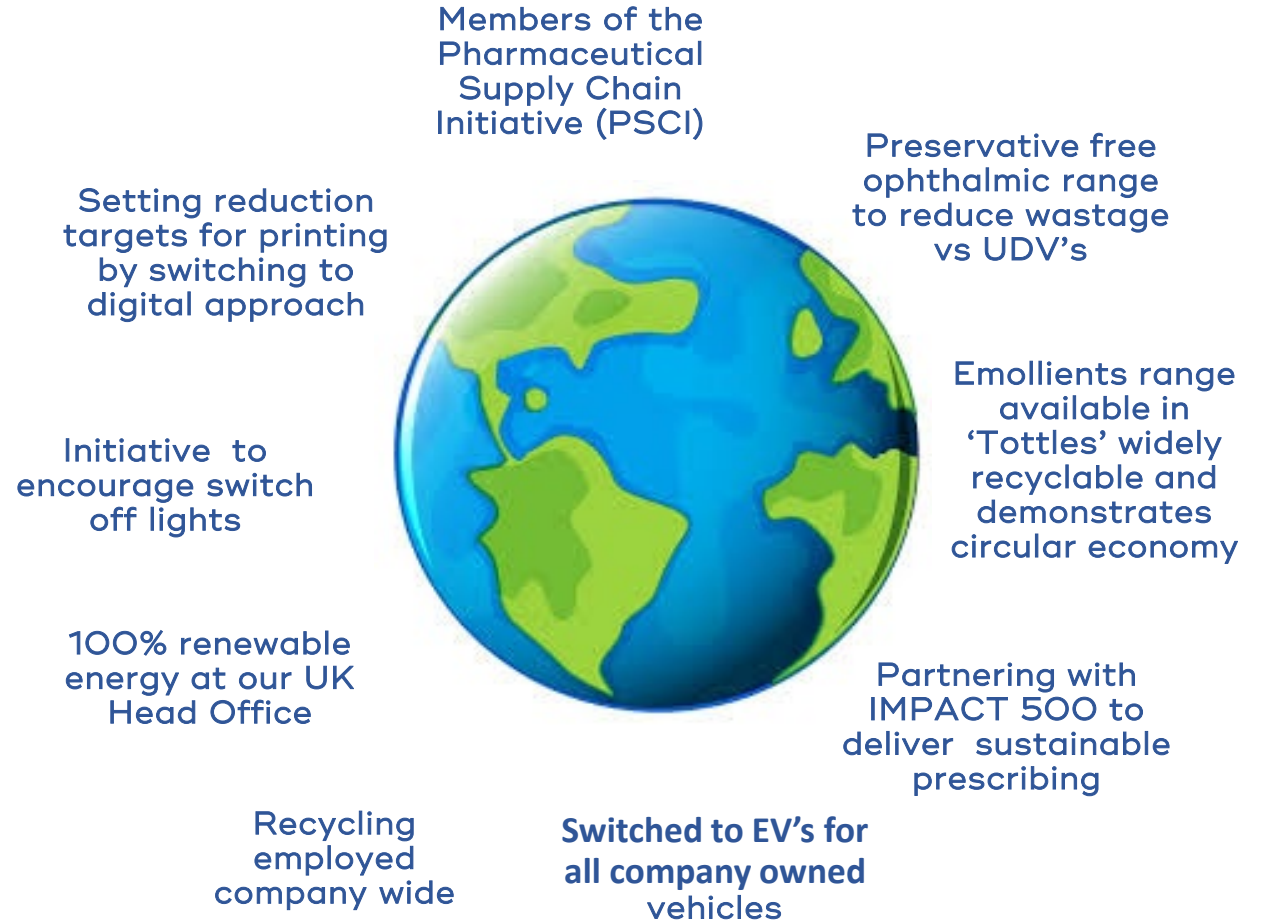
Corporate governance and finance moving towards European sustainability reporting standards

Fighting Climate Change

We support the UN SDG's, which aim to unite governments, businesses to end poverty, fight inequality and address climate change globally.

Through our Carbon Reduction Plan (CRP) and independent assessments we've set our short and long term goals for reducing our carbon footprint to build on the work that we have already started.

Here are just some of ways we are already addressing climate change.





In 2022, we commissioned an ESG independent assessment to allow us to understand our climate impact which gave us a roadmap, action plans and set goals for the future. In 2023 we have undergone a further assessment to measure our continuous improvement and both reports along with our CRP are available on our corporate website.

In 2022 we created an ESG committee which drives and oversees the delivery of the company strategy and alignment with NHS Net Zero and reports directly to the board.

Tackling Economic Inequality

At Aspire we are dedicated to ensuring the quality and sustainability of our products in terms of sourcing, production and final delivery.

The goal requires close collaboration with our supply chain partners to ensure that they are aligned to our core values around sustainability, equality, ethical behaviour and fair pay.



Equal Opportunity

We believe that equal opportunity should be at the core of any business and should be embedded into culture and behaviours and be the fabric of any organisation. Embracing diversity, inclusion and cultural differences to foster an all encompassing environment for everyone to thrive, feel empowered and realise and reach their full potential, not only as an employee but through our customer engagement and supply chains.

Here are just some of the projects and initiatives we have implemented to ensure equal opportunity at Aspire.

Engagement with external groups representing physical disabilities, Neurodiversity, LGBTQIA+ to offer employment opportunities.	Working with well established local college to provide work experience opportunities for students with Physical disabilities their first 'workplace' experience	Succession planning through employment of graduates and engagement in the government apprenticeship levy	Ethical auditing and assessment of all suppliers to ensure they are aligned with our Zero tolerance approach to Modern Slavery	Working with NGO's through our International Aid support to address Modern Slavery on a global level	Setting company and Individual KPI's around DE&I and Sustainability
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Wellbeing

Our success depends on our people and their health, safety & wellbeing is paramount to Aspire.

Our goal is to ensure that our people have a work environment that supports this objective and services that deliver health support when needed.

To this end, we have implemented initiatives and projects including, Employee Interest Groups (EIG's) around LGBTQIA+, Neurodiversity and Women in business, introduction and training of Mental Health First Aiders at all of our sites. Our CSR 2 day volunteering programme also encourages people to engage, support and give back to society.



Covid-19 Recovery

Covid-19 had a massive impact on our society as a whole which will be felt for generations to come. During the crisis we ensured that not only our people were supported but that healthcare professionals received remote training to ensure effective use of our products, so that they could in turn support their patients. Post covid-19 this is something we have continued to build on with training, expert webinars, digitalisation of materials and easier access to learning & education

Virtual training of HCPs/Nurses during covid-19 to support learning which has continued into present day

Adoption of 'paperless' electronic based processes to allow multiple users and reduce the need for printing or hard copy storage

Minimum number of people on furlough scheme during the pandemic and all were re-employed post covid

Implementation of e-learning platform to support remote targeted learning

Introduction of Hybrid working post Covid-19 to support employees with 2 days working at home

Joint Working training project with the NHS around administration and ease of delivery for our ophthalmic range

Provided support to both patients and HCPs around our GAG therapy product during covid-19 to ensure they received continuation of treatment in clinic and at home

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