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# ESG Report 2022

Environment | Social | Governance

# Foreword by the CEO and CFO



At DFE Pharma, we aim to conduct our business sustainably to ensure a positive impact on our environment and society. In 2022, we made further steps in strengthening the foundation of our ESG Program. We validated our baseline environmental performance, established long-term targets (described in this report), and refined the reporting and disclosure approach. We also executed a limited materiality assessment to be further extended in 2023.

In 2022, our greenhouse gas reporting standards were reviewed and endorsed by a third party. We are committed to reaching net-zero emissions by the year 2030 within our own operations. We created and validated the corresponding roadmap toward that commitment. We are off to a promising start in pursuit of the net zero with the kick-off of a project that will eliminate at least 20 percent of our greenhouse emissions. With the baseline, targets, and roadmap set, we will submit our climate commitments to the Science-Based Target Initiative (SBTI) in 2023. SBTi enables organizations to establish climate commitments in line with the Paris Agreement. We have also set targets on waste, water, and packaging. For packaging, we aim for fully recyclable packaging downstream.

We also reinforced our Social Program through the selection of the following focus areas: Health and Well-being, Volunteering and Diversity,

Equity and Inclusion (DE&I). DFE Pharma continues to encourage its employees toward healthier lifestyles through training, voluntary check-ups, and sponsoring sporting events. We revised our volunteering policy to allow every employee to volunteer for up to eight hours annually. Our workforce is diverse with multiple nationalities and languages spoken. In 2023, our aim is to sharpen our DE&I program through the definition of focus topics for us and our workforce. In 2023, we will also expand our corporate sponsorship with the intention of further contributing to the organizations that make an impact in the societies where we operate.

Doing good and honest business is crucial for DFE Pharma and our stakeholders. It is critical that DFE Pharma maintains the trust and confidence of all its stakeholders. We do that by conducting business in accordance with the principles of our Compass Code of Conduct. Respect and transparency are key pillars. We also revised our Speak Up Policy. We consistently ensure that all employees are trained on the principles.

We continue strengthening our ESG Program through the execution of our roadmap. We will use our best efforts to achieve the Ecovadis Gold status based on our 2023 performance (to be published in early 2024). With that in mind, we hope you will enjoy reading the report and we look forward to engaging and exchanging ideas with you (contact: [esg@dfepharma.com](mailto:esg@dfepharma.com)).

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# About this report

## Scope

DFE Pharma Group

## Standards

GRI Standards 2021

## Aspects

Environmental  
Social  
Governance

### Reporting Scope

This is the annual ESG Report of DFE Pharma, including its subsidiaries. This report voluntarily informs our stakeholders about our strategy, commitments, and progress regarding our environmental, social, and governance aspects. Our headquarters are located at Kleverstraße 187, 47574 Goch, Germany.

This report covers the activities of the year from January 1 to December 31, 2022. Unless otherwise stated, this report includes information and the consolidated figures of DFE Pharma Group. It is published in English on our website. The 2021 ESG Report is also available on our website (published in August 2022).

### Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021.

The greenhouse emission figures were produced according to the Greenhouse Gas Protocol (GHG Protocol). A third-party reviewed and assured our emissions reporting standards is in accordance with GHG Protocol.

DFE Pharma uses Ecovadis to measure the progress of its ESG journey. As such, we participate in an annual assessment.

The 2022 data are reported in the ESG Performance Data section of this report.

### Materiality

We performed a limited materiality assessment in 2022 to determine the ESG issues relevant to DFE Pharma and its stakeholders. The materiality was mainly comprised of desk research on the issues relevant to our different internal and external stakeholders.

In 2023, we will expand our materiality assessment in line with the double materiality assessment principles. This is a crucial step in our readiness for Corporate Sustainability Reporting Directive (CSRD).



# Our Purpose

## About us

We strive to bring value to all our stakeholders by: providing premium quality services to our customers and their patients; supporting the communities we live and work in; and creating a great place to work for our employees. We are driven by our purpose - “Your medicines, our solutions. Moving together to a healthier world” - every day and everywhere.

Our vision is to continue being a global leader in future-proof and sustainable excipients. We are focused on remaining a formulation and excipients expert with a truly worldwide presence. This approach, together with leveraging digitalization, will allow us to be closer to our customers and deliver even superior customer service. We are ready to lead in delivering solutions in all our product categories with the highest standards.

## About our market and customers

The pharmaceutical industry has a need to accelerate the transition to more socially and environmentally sustainable business models. DFE Pharma aims to ensure collaboration throughout our entire value chain toward better overall performance on environment, social, and governance. DFE Pharma welcomes cooperation from all stakeholders toward sustainable change. We have embedded sustainability into our corporate strategy.

## About environment and society

By setting our ambitious environmental targets, we aim to reduce our impact on the environment. Additionally, we have improved our social program to maximize our positive contribution to the societies in which we operate.



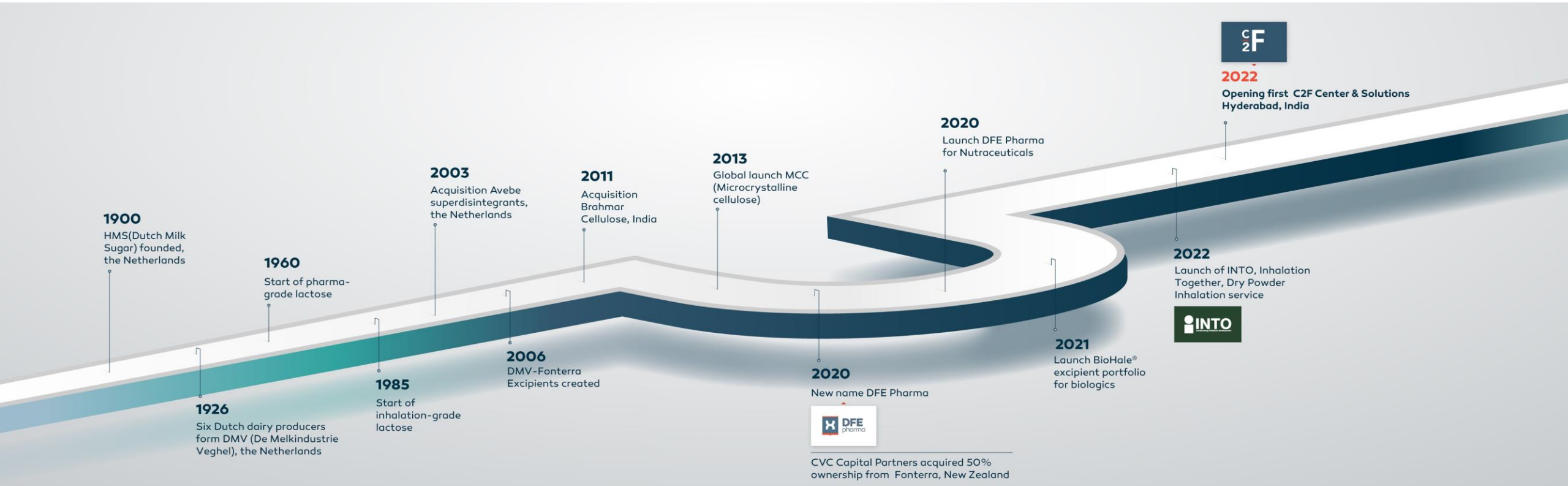
**“We have embedded sustainability into our corporate strategy”**

# Our Heritage

## Our legacy – dating back more than 100 years

Building on more than a century of heritage, we strive for customer satisfaction from formulation development to excipient delivery, by leading in quality and global supply. We are focused on supporting our customers toward reaching their time-to-market goals.

When it comes to health, patients and consumers deserve nothing but the best solutions. We offer a broad portfolio of more than 200 premium products. Globally, more than 80 percent of global dry powder inhalers and almost one out of every two lactose excipient tablets use DFE Pharma products. Below, you can see our history.



# DFE Pharma: 2022 in numbers



**5000 Customers**



**450 employees**



**24%/76% | Female-Male Ratio (worldwide)**



**35 nationalities**



**More than 100 years of experience**



**More than 200 excipients**



**Exporting to more than 100 countries**



**2 shareholders | Royal Friesland Campina & CVC Capital Partners**



**7 sales offices**



**5 manufacturing sites**



**Center of Excellence “Closer to the Formulator”**

# Our ESG Strategy

“YOUR MEDICINES, OUR SOLUTIONS.  
MOVING TO A HEALTHIER WORLD.”

**Our Purpose**

**Core Targets**

**Anticipated UN SDG Impact Areas**

**Key Performance Indicators**

## ENVIRONMENT

### By 2025

- Zero waste to landfill
- 50% water reduction compared to 2020

### By 2030

- <sup>1</sup>Scope 1 and <sup>2</sup>Scope 2: Net Zero
- <sup>3</sup>Scope 3: 30% reduction compare to 2020.
- Fully recyclable packaging



- Total waste in tons
- Water intensity (m<sup>3</sup>/tons)
- Carbon intensity
- Recyclable packaging in %

## SOCIAL

### By 2023

- 8 hours volunteering per employee annually
- 3 events per employee (health, social and sport)
- Increase corporate sponsorship
- Promote Diversity, Equity and Inclusion (DE&I)



- Total volunteering hours
- Total events per employee
- Total donation value (EUR)
- DE&I – to be defined

## GOVERNANCE

### By 2024

- Minimum of 2 ethics trainings annually
- Reach Ecovadis Gold Medal
- Execute a materiality assessment as per CSRD<sup>4</sup> requirements
- Accelerate supplier collaboration on ESG



- Total number of trainings
- Ecovadis score
- CSRD roadmap completion
- Average Supplier Rating

<sup>1</sup>Scope 1 are emissions from sources owned or controlled by DFE Pharma.

<sup>2</sup>Scope 2 are emissions from the generation of purchased electricity, heating and cooling consumed.

<sup>3</sup>Scope 3 are emissions that occur outside DFE Pharma.

<sup>4</sup>CSRD is the Corporate Sustainability Reporting Directive.

# Governance of ESG at DFE Pharma

## Embedding ESG into our corporate strategy

It is of key importance for us to ensure that our ESG strategy is sufficiently linked and embedded in our overall corporate strategy. Our goal to develop and supply sustainable products confirms this.

## Governance of the ESG Strategy

The Leadership Team defines the ESG strategy and relevant targets in consultation with the Governance Board.

The ESG Steering Team shapes the ESG Strategy. This team also tracks progress and ensures that the ESG actions and initiatives comply with the overall corporate strategy.

The ESG Team facilitates the overall ESG Program, engages with different stakeholders, and executes the materiality assessments. The team also ensures coordination across different departments and supports ESG-related actions and initiatives.

The ownership and responsibility for driving action on ESG are shared by the different departments.





# Our approach to materiality assessment

## Our materiality assessment enables us to prioritize and properly manage the ESG risks and opportunities.

In 2022, we undertook our materiality assessment to identify the key issues for our stakeholders. The assessment was based on desk research, where we collected different publicly available information on the ESG programs of our different stakeholders. Below are the key steps that we followed in our materiality assessment.

### 01 Definition of purpose and scope

The materiality assessment's objective was to identify key ESG areas. This input serves for target setting to improve the business and ESG Performance. The scope of the assessment was limited to the operational control boundary of DFE Pharma.

### 02 Identification of potential topics

We identified potential topics by reviewing the Biotechnology & Pharmaceuticals industry standards described in the Sustainable Accounting Standards Board (SASB). We also checked the different subjects described by our different stakeholders in their annual reports and public information.

### 03 Categorization of topics

The identified topics were clustered while ensuring balance among the three pillars of ESG.

### 04 Impact and Importance of topics

Information on strategic importance and impact of each topic were gathered through consultation with stakeholders. A scoring methodology was also defined.

### 05 Prioritization of topics

Based on gathered information and scoring method, the topics were prioritized according to the importance of each topic to DFE Pharma and its stakeholders. This categorization resulted in the materiality matrix presented in the next page.

## Outlook for our materiality approach

We aim to further improve our materiality assessment through the inclusion of stakeholder validation of the prioritized topics. We acknowledge this gap within our current assessment. However, in 2023, we will execute a double materiality assessment based on the Corporate Sustainability Reporting Directive (CSRD).

# Materiality Matrix

## Materiality Results

The results of our materiality assessment are presented below. These topics were established based on the process described in the previous page. The results of this materiality assessment were used to shape the initial ESG strategy of DFE Pharma. The current limitations in our materiality approach have been addressed and will be resolved in 2023 as we continue our ESG journey.

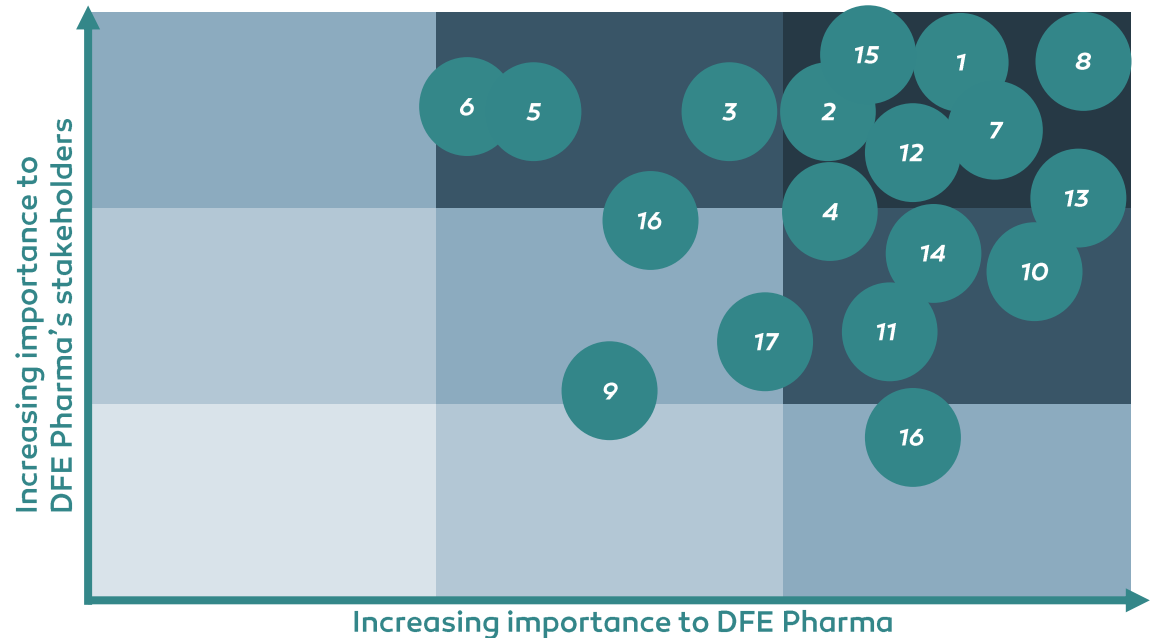
## Materiality Analysis

1. Greenhouse gas emissions
2. Water conservation
3. Waste management
4. Sustainable packaging
5. Biodiversity
6. Animal health and welfare
7. Diversity, Equity, and Inclusion
8. Employee safety, health, and wellbeing
9. Community engagement
10. Employee retention
11. Human Rights
12. Patient safety
13. Data and Information Security
14. Speak Up
15. Ethics
16. ESG public disclosure
17. Responsible sourcing

## Preparing for CSRD

In preparation for the Corporate Sustainability Reporting Directive (CSRD) adopted by the European Commission (EC), DFE Pharma will execute a materiality assessment in line with the requirements established in November 2022. The evaluation according to the EC mandate will improve our current materiality matrix and ensure readiness for the 2025 reporting year.

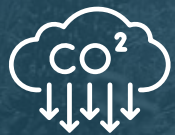
## Materiality Matrix





# ENVIRONMENT

*DFE Pharma takes responsibility for delivering its solutions and products in an environmentally friendly manner.*  
Decarbonization of our operations, reduction of waste, water conservation, and sustainable packaging: all contribute to our efforts in ensuring that limit our impact on the environment.



**Net-Zero by  
2030 for Scope  
1 & 2**



**Fully recyclable  
packaging downstream  
by 2030**



**Zero waste to  
landfill by 2025**



**50% freshwater  
reduction, 2025  
compared to 2020**

# Greenhouse Gas Emissions

DFE Pharma is committed to reach net zero by 2030 within its Scope 1 and Scope 2.

- Scope 1 is emissions from sources owned or controlled by DFE Pharma.
- Scope 2 is emissions from generations of purchased electricity, heating, and cooling consumed by DFE Pharma.



As part of the Paris Agreement to limit the planet’s warming to less than 2°C, and preferably to less than 1.5°C, DFE Pharma has developed a greenhouse emissions reduction roadmap.

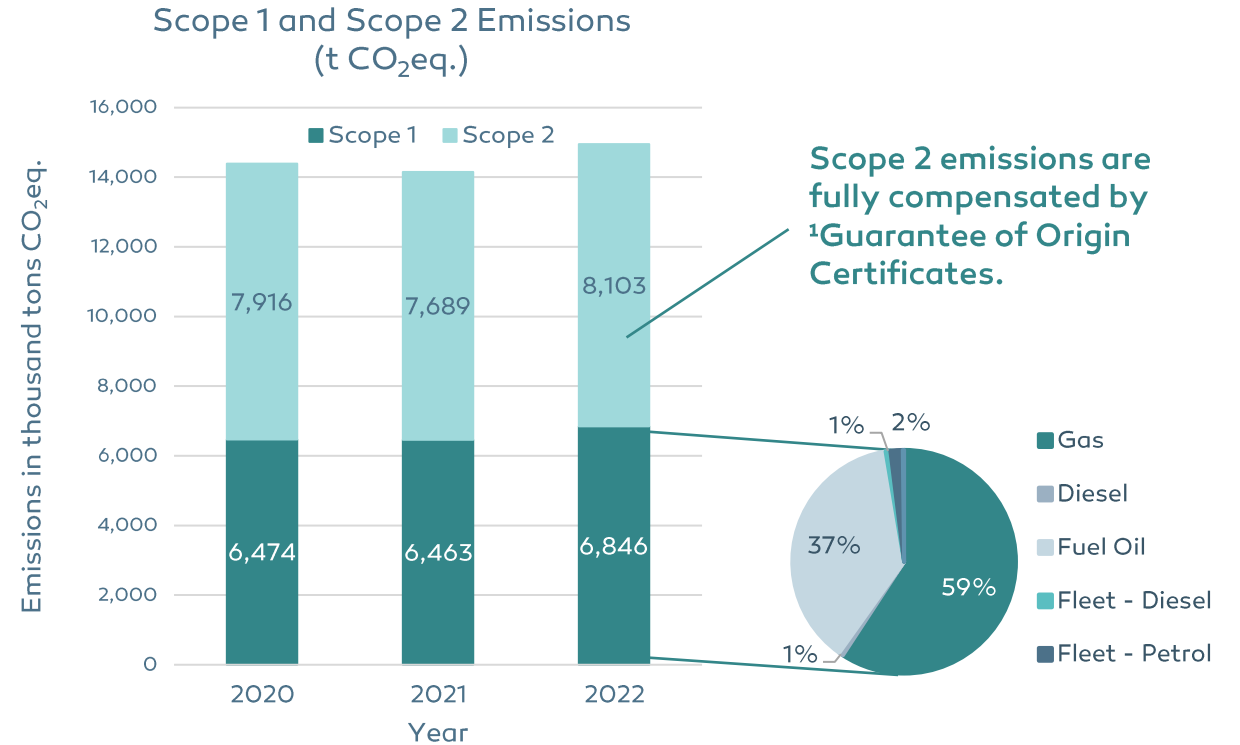
## A closer look at 2022:

DFE Pharma accelerated the path toward net zero. The following major milestones were completed:

- Creation and validation of the 2030 Net Zero Roadmap
- 100% of our Scope 2 is offset via Guarantees of Origin

## In 2023 and onwards

In 2023, DFE Pharma will submit its targets to Science-Based Target Initiative (SBTI).



**In 2022, we launched a project in Cuddalore (India) to replace the fossil boiler with a biomass boiler. This project will reduce our greenhouse emissions by at least 20%.**

We will continue investing in projects within our operations toward greenhouse gas reduction. Additionally, collaboration projects with suppliers will be initiated.

<sup>1</sup> Guarantees of origin are certificates issued for each unit of electricity and/or gas from renewable sources: wind, solar, co-fermentation of biomass, and manure fermentation.

# Greenhouse Gas Emissions

DFE Pharma aims for a 30% absolute reduction of its Scope 3 emission by 2030 compared to 2020

- Scope 3 emissions are indirect emissions that occur outside DFE Pharma, including both upstream and downstream emissions



## A closer look at 2022:

DFE Pharma made progress in the collection of the majority of important data for a more accurate Scope 3 calculation. The following milestones were completed:

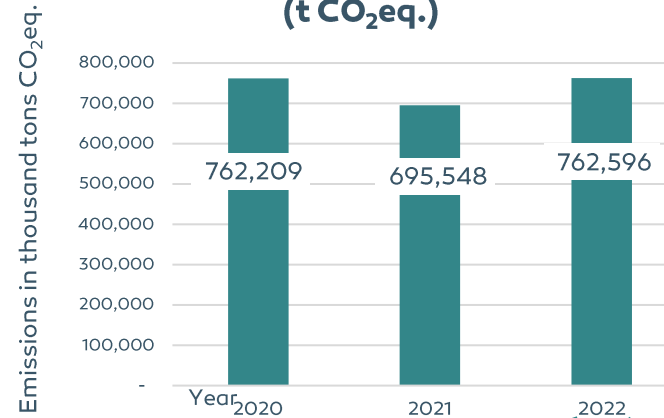
- Recalculation of Scope 3 emissions using supplier emission factors
- Calculated the remainder of Scope 3 with reference to the Greenhouse Gas Protocol guidelines

## In 2023 and onwards

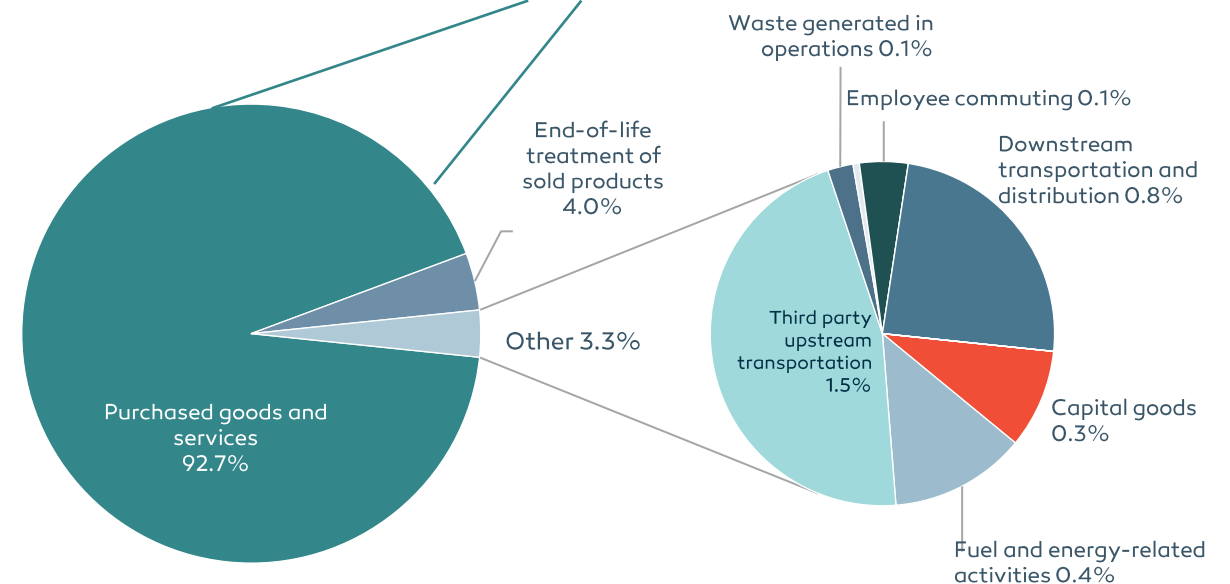
In 2023, DFE Pharma will submit its targets to Science-Based Target Initiative (SBTI).

DFE Pharma will further collaborate with its suppliers toward reduction of the Scope 3 emissions.

Scope 1 and Scope 2 Emissions (t CO<sub>2</sub>eq.)



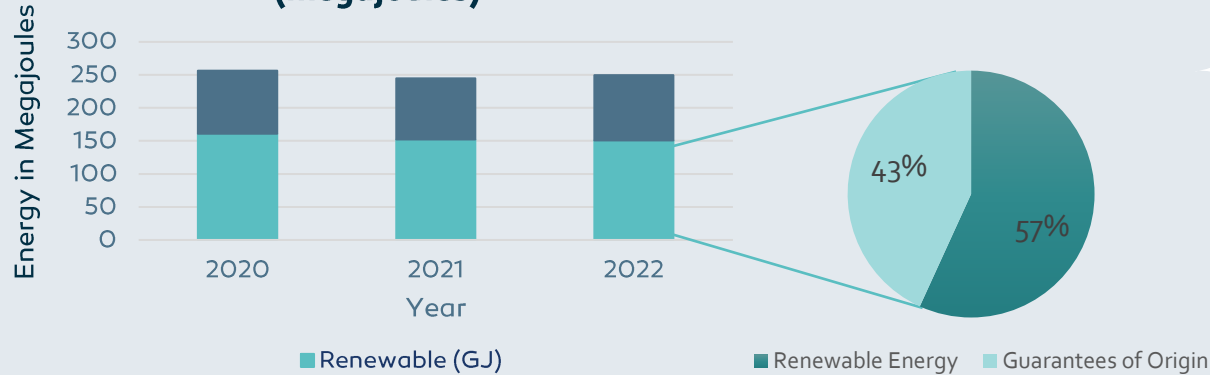
Collaboration throughout the value chain remains crucial toward reduction of our Scope 3 emissions. This will be a key area in our responsible strategy.



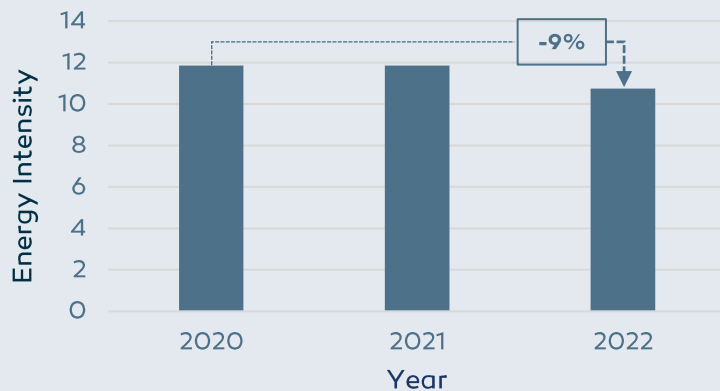


# Our roadmap to net zero by 2030

**Total Annual Energy Consumed (megajoules)**



**Annual Energy Intensity (EI)**



*Energy Intensity = total energy consumed in gigajoules divided by the total volume produced in metric tons.*

## DFE Pharma aims to reach net zero by 2030 for Scope 1 and Scope 2.

Below, we describe our approach toward this commitment.

### How do we aim to achieve the net zero objective?

Net zero for DFE Pharma means that we will have reduced the majority of possible fossil carbon emissions to zero by reducing energy consumption and switching to renewable sources. Where necessary, we will compensate for the residual carbon emissions.

### Current Status

Our entire Scope 2 emissions are compensated using Guarantees of Origin (Green Certificates). Guarantees of origin are certificates issued for each unit of electricity and/or gas from renewable sources: wind, solar, co-fermentation of biomass, and manure fermentation. Such certificates are used to guarantee that the electricity used in DFE Pharma production facilities is generated from renewable sources.

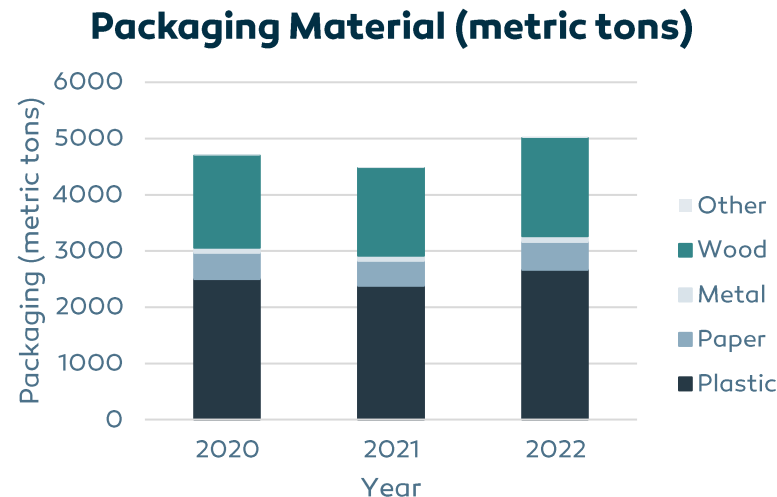
Through our World Class Operations Management (WCOM) and Continuous Improvement Programs, we have managed to execute a diverse number of projects which enabled us to reduce our energy consumption. We achieved a 9% reduction in our energy intensity.

# Sustainable Packaging

*More sustainable packaging has become increasingly important within our value chain. Our customers and legislative bodies are requesting more sustainable packaging toward 2030. DFE Pharma recognizes sustainable packaging as one of the most important areas for the reduction of climate impact. Therefore, we aim for fully recyclable packaging downstream by 2030.*

## Fully recyclable packaging by 2030 downstream

The aim is to ensure that all packaging materials used by DFE Pharma are fully reusable or recyclable downstream while complying with the quality and legislative requirements within the market. To achieve this ambition, close collaboration is required with our suppliers and customers.



## In 2022, we executed product life cycle assessments.

This assessment was executed in accordance with ISO14040 on one of our main products to identify the hotspots within the products' lifecycle. The scope of the assessment was all upstream activities in our operations until our distribution warehouses. Improvement points from this assessment were noted and will be included in the next round the of life cycle assessment.

## Product Life Cycle Assessments

In 2023, life cycle assessments will be executed for all products. The results of these assessments are input toward refining our sustainable packaging strategy.

Gathering this information for all our products enables us to provide accurate data to our customers, thereby increasing the emissions transparency of the entire value chain. Additionally, we will be able to track our progress toward fully recyclable packaging by 2030.

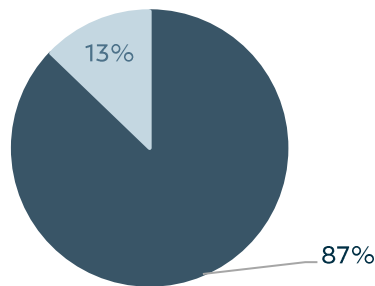
# Sustainable Packaging Roadmap

## Responsible use of materials

The aim is that by 2030, all packaging is designed such that it is suitable for recycling or reuse downstream. Together with our stakeholders, we work to ensure that we reach this goal while fully complying with the applicable legislation.

**Up to 87% of our packaging already enables convenient separation of materials.** One of the main prerequisites for recycling packaging is material sorting. Therefore, packaging designs that fulfill this requirement are crucial for our goal.

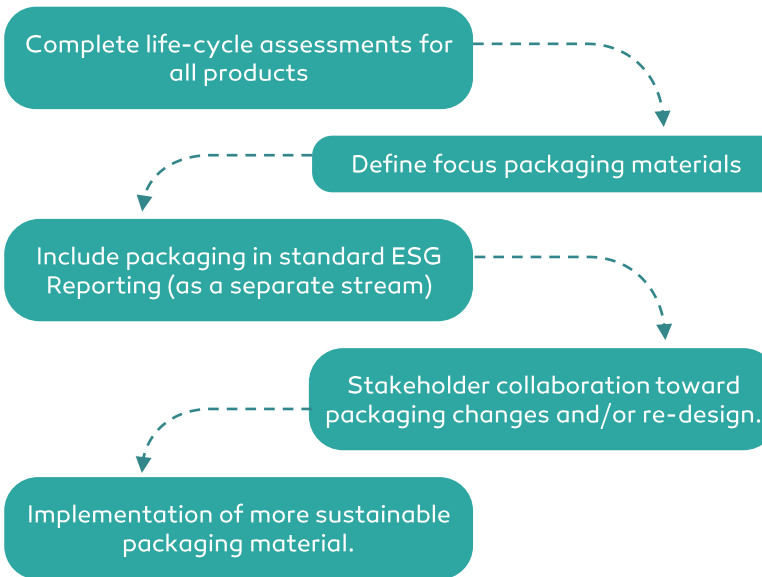
### Degree of Packaging Material Separation



■ Separation Possible ■ Separation Possible with extra steps

## How do we aim to achieve our packaging goals?

Collaboration with our suppliers and customers is key to reaching fully recyclable packaging. This cooperation will also enable our different customers to attain their packaging goals. We have defined key milestones toward fully recyclable packaging. The milestones are summarized below.






# Water and Waste

**By 2025, we aim for a 50% reduction of our freshwater consumption compared to 2020.**

As a result of the urgency to act on water resources directly or indirectly, we executed a water hotspot analysis in 2022 to identify the current and future water risks. The output will be applied in the finalization of our water strategy, and ultimately the definition of site-level water management plans starting with priority sites.

In 2023, we will finalize our water management plans and update our Business Continuity Plans where required.

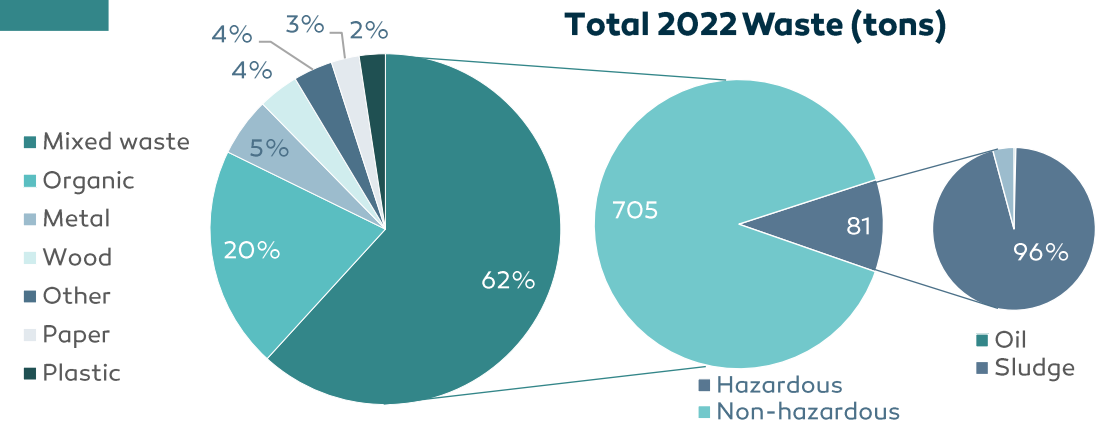
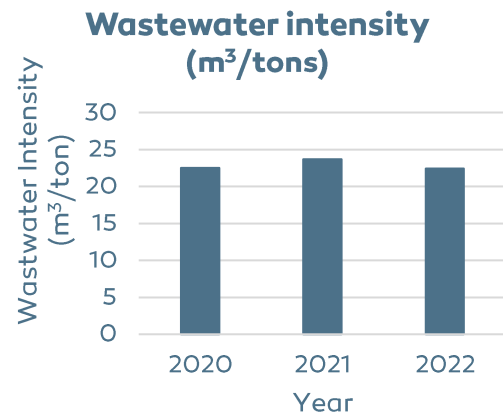
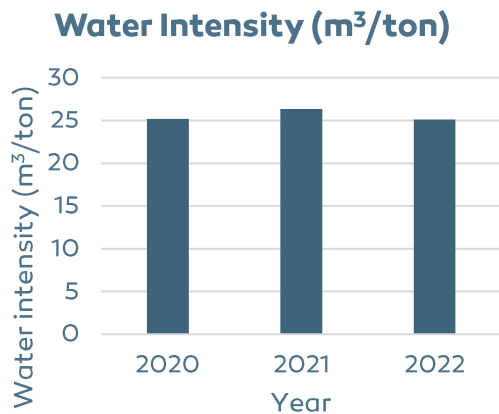
### Project Highlights

-  4320m<sup>3</sup> water annual reduction at Cuddalore (India).
-  Project completed to recover up to 69% more ethanol from the waste water at Foxhol (Netherlands).
-  75% general waste reduction at Kapuni plant, New Zealand.

## Zero waste to landfill by 2025

Different forms of waste are generated in our operations. Our ambition is continuous reduction, reusing, and recycling as part of our efforts toward a circular economy. In the past months, we have successfully created and updated our waste stream maps. From that exercise and our Product Life Cycle Assessments, we have identified potential improvement projects.

In 2023, our aim is to execute projects which will include waste separation to ensure easy recycling and re-use. In parallel, we will run waste reduction projects.





# SOCIAL

*At DFE Pharma, we pay the utmost importance to being an employer of choice and contributing to society.*  
We value and encourage the wide diversity of our teams all over the world, and we strive together to make a positive impact on the communities we work and live in.



**Diversity, Equity &  
Inclusion**



**Health  
& Wellbeing**



**Community  
Engagement**



# Employee Safety

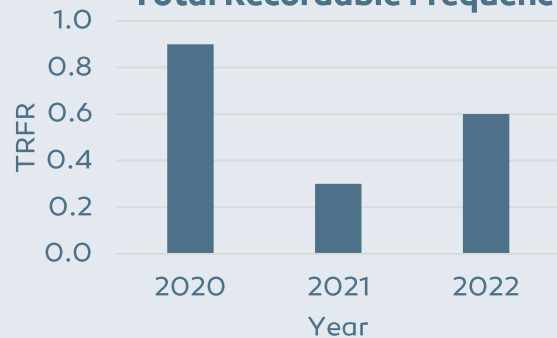
The safety of our employees and everyone involved in our business has our highest priority. We believe that all accidents can and must be avoided.

We continue to run our extensive Safety Program. This program includes policies, procedures, and training for employees. Additionally, continuous dialogue and feedback loops are included in our program. DFE Pharma regularly measures safety performance through key performance indicators.

We use the Fine and Kinney Method to evaluate risks and appropriate measures based on the risk class. The findings are shared in the organization to foster awareness. Safety Toolkits are used to retrain employees. Our safety projects and actions focus on further reduction of the Total Recordable Frequency Rate (TRFR).



**Total Recordable Frequency Rate**



*TRFR = [total recordable of own personnel] multiplied by [hours worked] divided by [200'000]*

78% of our employees say that Our Safety Program and Standards are the main contributors to why our employees love working for us.

The results are based on 207 responses received from an employer branding survey. In 2022, all employees received refresher Safety Training.

Product Range  
 Compliance & Speak up  
 Open Minded and Dynamic Culture  
**FREEDOM SAFETY**  
 QUALITY FOCUS Quality of work  
 Nice Colleagues  
 Trust, Respect & Reliability **Customer-focused**  
 People take ownership  
**DIVERSE WORK** WORK LIFE BALANCE

## Priorities for 2023

For 2023, we will continue improvements in our Safety Program. We will focus on further embedding safety leadership and behavior for our employees. Additionally, we will expand our machine safety assessment and implement follow-up actions as required. Finally, we will ensure that all our production locations are ISO14001 certified.

# Employee Health & Wellbeing

It is also our responsibility to safeguard employees against work-related illnesses. At DFE Pharma, we take steps to assist our employees by offering different health and well-being activities, such as workshops on stress reduction, and regular medical check-ups. We encourage our employees to implement preventive health actions into their daily routines. As part of our return to the office after the COVID-19 pandemic, we also established a guideline allowing our employees to work both from home and the office where operationally possible.

## Health checks-ups and vaccination during 2022

To better protect the health and wellbeing of our employees, in 2022 we organized health check-ups and vaccination appointments.

	Number of Participants	% from total number of Employees on Location
Influenza Vaccinations in Germany	21	17%
Health Check-ups in Germany and the Netherlands	107	55%
Health Check-ups in India	132	100%

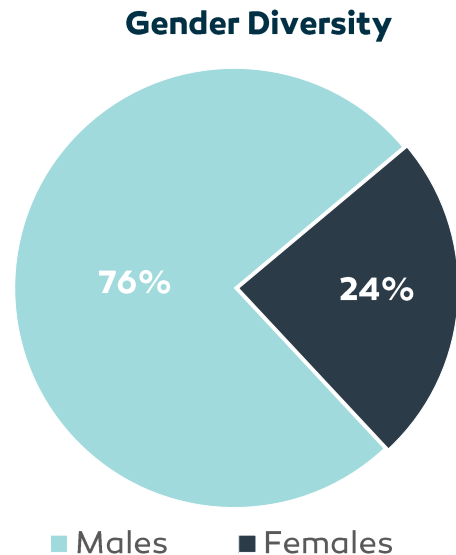


**“Promoting our employees’ well-being is a key target for DFE Pharma”**

# Diversity at DFE Pharma

We want to promote diversity within our workforce. DFE Pharma has over 35 nationalities among its employees. We aspire to extend a corporate culture where diversity and inclusion are integral.

DFE Pharma recognizes the value of having a diverse workforce and creating an inclusive workplace, where everyone feels valued, respected, and supported. The company believes that Diversity, Equity, and Inclusion (DE&I) initiatives can help drive innovation, improve decision-making, and ultimately lead to better business outcomes.



## Our plan for the DE&I Program

As a global company with customers around the world, we will further strengthen our DE&I program from 2023 onwards. We will pursue a holistic diversity, equity, and inclusion approach that encompasses key topics for us and our stakeholders. Our DE&I program intends to further promote a fair and inclusive society. After gathering all ideas and perspectives from different employee groups, we will select a few focus areas to take forward into our DE&I program. DFE Pharma will ensure that all relevant stakeholders are included in the refinement and launch of our DE&I program.

# Employee Engagement

## DFE Pharma aims to be a great workplace for all its employees.

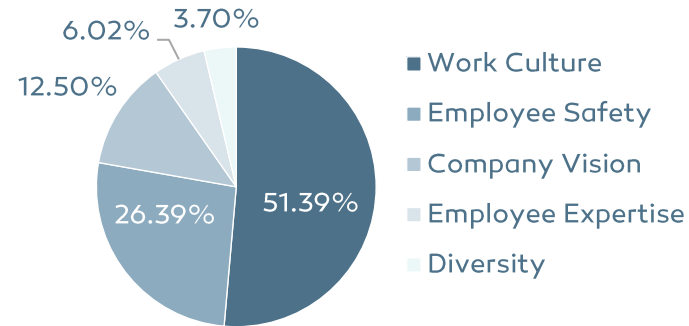
DFE Pharma encourages continuous dialogue between managers and employees, actively listens and reflects on feedback, and measures the effectiveness of its efforts through surveys such as Employee Engagement, and Employer Branding Surveys.

Additionally, DFE Pharma supports and respects the employees' freedom of association with workers' unions and councils. DFE Pharma is committed to continuously improving and enhancing the work environment to make it more stimulating and rewarding.

### Employer branding survey

In 2022, we executed an employer branding survey. The purpose was to gain more information on the attributes that makes DFE Pharma a unique employer and points for improvement. 46% of our employees participated in the employer branding survey.

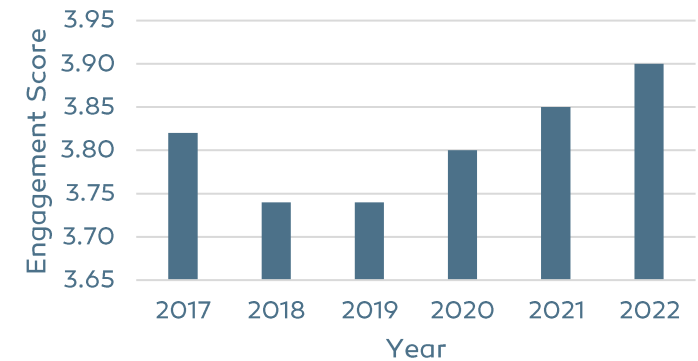
### Top Reasons to work for DFE Pharma (Employer Branding)



### Employee engagement survey

DFE Pharma's yearly Employee Engagement Survey shows a positively improving trend, indicating higher levels of engagement among employees. 63% of our workforce participated in the most recent survey for 2022. The engagement survey results are discussed on both company and team levels.

### Employee Engagement Score (scale: 1 to 5)



### More in 2023

DFE Pharma is refining a People Strategy for 2023-2027 with specific actions aimed at improving the employee experience and well-being. The following will be implemented:

- Recognition Policy to uniformly praise and reward our employees
- Revamped Intranet Platform to promote sharing experiences, ideas, and information

These initiatives reflect DFE Pharma's commitment to creating a supportive and engaging workplace culture that values its employees' well-being.



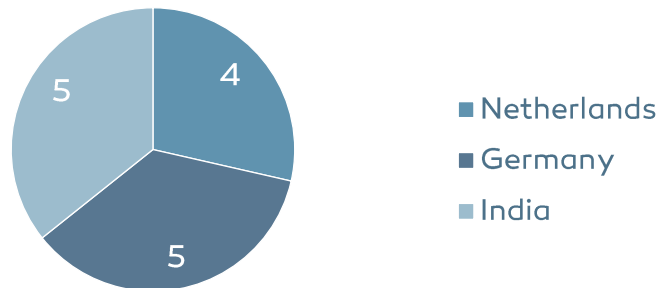
# Employee Social & Sports Events

At DFE Pharma, we strongly encourage and enable our employees to have a good work-life balance. Social and sporting events were organized for our employees globally. Apart from fun, the activities also provide additional opportunities for fostering teamwork, relationships, and collaboration among different departments.

DFE Pharma has taken part in various social and sports events, such as Global Virtual Run “Wings for Life”, Local Runs in Nörten-Hardenberg, as well as organizing summer and winter parties, holiday celebrations and others.

As of 2023, we have formalized the requirements for each of our locations to plan and execute social and sporting events regularly throughout the year.

Total Number Sport & Social Events in 2022



**“Participating at sports events gave us an opportunity to bond as a team outside of work”**



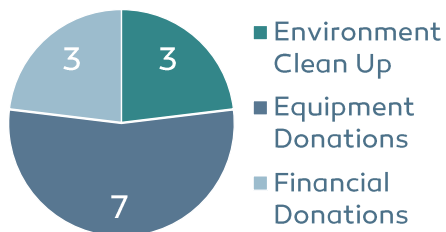
# DFE Pharma in the Community

DFE Pharma recognizes its responsibility to positively contribute to the communities around it.

To go beyond our core daily business and contribute to the communities we work in, we organized different activities in 2022. DFE Pharma made several different donations, for example, hospital equipment donated in India, as well as financial donations to the communities affected by the earthquakes in Turkey and Syria.

As part of our Environment Week with the theme “Step up for a better planet”, in October 2022, different teams cleaned the local environment through waste-picking initiatives.

## Community Activities in 2022



In 2022, we made donations of a value sum of 24k euros.

Our research paper was recognized for its contribution toward the United Nations Sustainable Development Goal number 9.

As part of our research and development program, we published an open-access paper in Elsevier. This paper\* was recognized by Elsevier for its contribution toward Building resilient infrastructure, promotion of inclusive and sustainable industrialization, and fostering innovation.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



For 2023 onwards, we have revised our volunteer policy and will launch our corporate sponsorship.

All employees will be allowed to volunteer on teams for up to eight hours annually during their work schedule. This is a step toward increasing our community impact by giving our employees flexible choices of organizations where they can volunteer and time.

DFE Pharma will collaborate with non-profit organizations in the different regions where we operate toward maximizing the impact within our communities.



**“We contribute to our communities in as many ways as we can!”**



# GOVERNANCE

*We believe in respectful, honest business relation and in showing deference for the world in which we operate.*  
Creating value while maintaining the confidence of stakeholders is the foundation of our reputation, our story and our future success.



**Good Business  
Conduct & Ethics**



**Data Protection  
& Cybersecurity**



**ESG Reporting  
& Disclosure**



**Responsible  
Sourcing**



# Our Business Ethics

To be a successful company, it is critical that DFE Pharma maintains the trust and confidence of all its stakeholders earned over decades.

**We conduct our business according to our Compass Principles: behaving with integrity, respect, and in a transparent way.**

Our Compass Principles guide every employee on the right ethical behavior. During onboarding, every new employee is required to sign and agree to the principles described in our Compass. We train employees every year on two underlying policies that cover a range of important business conduct topics, such as Doing Honest Business, Fair Competition, Avoiding Conflict of Interest, Data Protection, and Trade Sanctions. The purpose of these trainings is to refresh the Compass Principles and create awareness in the field of compliance through case discussions.

**Training and case discussions are crucial for advancing awareness among our employees.**

In 2022, three courses of refresher training were given to our employees. The training included practical cases allowing discussion of examples of good and bad behaviour, thereby reinforcing the Compass Principles.

## Training Details

Training on the basic principles in the use of company resources.

Online training on the Privacy Policy, handling of data and data protection within DFE Pharma.

Webinar in the updates of our Speak Up procedure.

**A culture of integrity needs an open and transparent environment. Our Speak Up Procedure encourages that.**

Our Speak Procedure applies and is available to all our workforce and business partners. It describes when and how to speak up, including the protection of identity and guarantee of privacy. The Integrity Committee oversees the processes of this procedure.

In 2022, the Speak Up Procedure was updated to increase the accessibility of the tools. Additionally, there was a webinar for all employees explaining the changes and creating additional awareness of the different channels available for reporting.



# Data Protection and Cybersecurity

## Strong data ethics and cybersecurity are essential for us.

As most business operations are increasingly dependent on data and digital technologies, we implement corresponding high data ethics and security. Keeping our data and that of our stakeholders safe and secure is critical.

In 2022, a renewed Cybersecurity Awareness Program was launched, focusing on:

- Creating employee awareness and training
- Securing our digital infrastructure
- Cooperating with stakeholders in the area of cybersecurity

Below are the details of the 2022 Training.

A Hack Talk was given by an ethical hacker detailing how to protect information systems.

Cybersecurity games launched given teaching the workforce steps to increase information and data security awareness.

Phishing simulations to check how the workforce responds to different attempts at unauthorized access of our data

## We encourage our employees to take responsibility for their role in keeping DFE Pharma secure.

E-learning and phishing tests were executed to create awareness. An ethical hacker was also invited to explain how he would hack a company such as ours. We intend to permanently anchor cybersecurity in our company's DNA.

## Stakeholder Cooperation in cybersecurity

We share and receive data from different external partners regularly. DFE Pharma joins forces with its stakeholders to ensure that all data are kept safe. In 2022, we executed an Information Technology (IT) Risk Assessment with select suppliers to identify existing risks and create mitigation plans.

## Data security

Our workforce is also regularly trained on our Privacy Policy and how to handle data. This ensures all information is kept secure and that we comply with legislation such as General Data Protection Regulation (GDPR). All our stakeholders are encouraged to send and receive files only via encryption services.

DFE Pharma also has Local Privacy Officers (LPOs) who are responsible for ensuring that all data processing guidelines are followed as required.

## Cybersecurity in 2023

The Global Cybersecurity Campaigns will continue running. Additional Cybergames, e-learning, and phishing simulations will also be rolled out.

**DFE Pharma has appointed two Cybersecurity Ambassadors to intensify awareness within the company.**



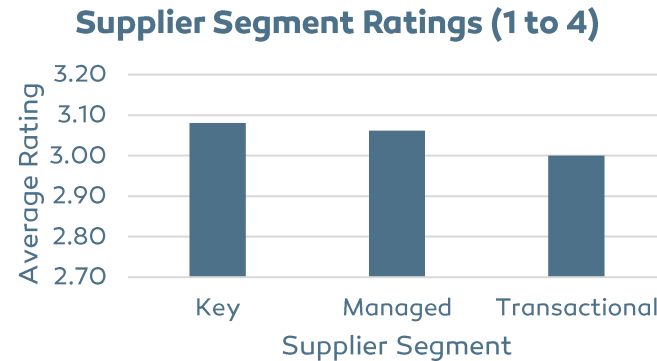
# Responsible Sourcing

**Our suppliers play a key role in our value chain's overall sustainability.** Collaboration and partnerships are key to accelerating sustainability. It is our role to ensure that our customer expectations are linked upstream within the value chain.

**We added an ESG Questionnaire in the sourcing steps.** This enables us to gather information to understand how suppliers are addressing ESG within their organizations. This questionnaire further enables us to focus on strategic engagement with our suppliers.

**All our suppliers and service providers are obliged to adhere to our Code of Conduct for Business Partners.** DFE Pharma contributes to the value chain through selection and collaboration with trustworthy partners. Therefore, we require our suppliers to sign the Code of Conduct.

**We executed supplier sustainability ratings.** Based on our materiality assessment, we selected the key topics for our sourcing decisions. We rated a select group of suppliers on those topics based on publicly available information. The output of this measurement will be used for refining the next steps of our responsible sourcing strategy.



**Supplier ESG data collection has been accelerated.** To ensure that our entire value chain is up to our ESG expectation, we have advanced our supplier data collection. This gives us more insights into the performance of our value chain.

**Supplier Management Program (SMP)**  
We are embedding ESG into our SMP. The following schematic describes how we are accomplishing this.



## 2023 and beyond

We already have a robust traceability system for our raw and packaging materials. In 2023, we will strengthen this system by going even further up the value-chain.

In 2023, we also intend to launch a collaboration for the reverse logistics of packaging material. This step contributes to our goal for fully recyclable packaging by 2030, and possibly toward circularity.

Data collection will remain our priority toward creating transparency across our value chain. Based on performance, improvement actions will be defined.

# ESG Disclosure and Reporting



## DFE Pharma discloses its ESG targets and progress regularly.

Aligned with our transparency targets, we voluntarily release different information on our ESG journey. This enables stakeholders to conveniently gather the required information. Our policies outline the disclosure frequency, target audience, and information.

Once a year, we publish an ESG Report which describes the performance of the previous year.

## DFE Pharma is in the top 31% of our sector\*.

Ecovadis has grown to become the world's largest and most trusted provider of business sustainability ratings. DFE Pharma executes an Ecovadis assessment annually to track the progress of our ESG journey. In 2022, we were awarded a Bronze Medal.

We will use our best efforts to achieve the Ecovadis Gold medal based on our 2023 performance. The results of that assessment will be published in early 2024.



## Standards

Our greenhouse gas emission numbers are calculated in accordance with the Greenhouse Gas Protocol.

Our ESG report is created with reference to the Global Reporting Initiative (GRI).



# APPENDIX



**ESG Performance  
Data**



**GRI Table**



**Glossary**

# Explanation of the Material Topics

#	Topic	Definitions
1	Greenhouse gas emissions	Minimizing greenhouse gas emissions by optimizing energy use during production and transport of our products to reduce environmental impact.
2	Water conservation	Minimizing freshwater intake and increasing the water efficiency of our operations.
3	Waste management	Minimizing waste generation from our operations to reduce scarcity of resources and waste pollution.
4	Sustainable packaging	Developing and using sustainable packaging (reduce, reuse, recycle) to reduce raw material input and waste pollution.
5	Biodiversity	Prevention, management and remediation of damage of natural habitats resulting from operations and in the supply chain.

#	Topic	Definitions
6	Animal health and welfare	Treating animals with care to ensure animal's health and welfare, including the responsible use of antibiotics and the five freedoms (freedom from hunger and thirst, from discomfort, from pain, from injury, and disease, to express normal and natural behavior, from fear and distress).
7	Diversity, Equity, and Inclusion	Providing equal opportunities and combat discrimination to increase employee wellbeing and reduce inequalities.
8	Employee Safety, Health, and Wellbeing	Implementing safety and health measures to respect and promote working safely and in a healthy working environment to promote employees' wellbeing.
9	Community Engagement	Contributing to the local communities where we operate through volunteering and corporate.



# Explanation of the Material Topics

#	Topic	Definitions
10	Employee Retention	Offering attractive working conditions and growth opportunities to increase employee well-being and to be able to recruit and maintain skillful workforce.
11	Human Rights	Aligning the approach to international human rights standards in order to prohibit the use of child labor, force/bonded labor and harsh or inhumane treatment of workers, and freedom of association, both in operations and the wider supply chain.
12	Patient Safety	Systematic efforts to address health and safety across the life cycle of the product, adherence to customer health and safety regulations and voluntary codes.

#	Topic	Definitions
13	Data and Information Security	Ensuring that all data and information is secured from misuse and following the applicable legislation.
14	Speak Up (Whistleblower)	Ensuring the systems and protection measures for whistleblowers are in place for raising and follow up of grievance.
15	Ethics	Doing good and honest business, with full compliance to all regulations.
16	ESG public disclosure	Voluntary disclosure of ESG targets and progress and compliance with the disclosure mandates.
17	Responsible Sourcing	Including ESG in the sourcing decisions to promote collaboration with suppliers that comply to all regulations and work toward reducing their environmental and social impact.

# Definition of Key Performance Indicators

KPI	Definitions
Total GHG Emissions	Total GHG emissions are reported as the sum of reported scope 1, scope 2 and scope 3 emissions.
Scope 1 Emissions	Scope 1 emissions include all direct GHG emissions that occur from sources owned by DFE Pharma.
Scope 2 Emissions	Scope 2 emissions include all indirect GHG emissions associated with the generation of electricity, heating, cooling or steam purchased for DFE Pharma's own consumption.
Scope 3 Emissions	Scope 3 emissions are indirect emissions (other than those covered in scope 2) that occur outside DFE Pharma, including upstream and downstream emissions.
Total GHG intensity	Total GHG intensity is reported as the ratio of total GHG emissions divided by produced volume.
Total Energy Consumption	Total energy consumption is all the energy consumed during operation.
Total Energy Intensity	Total energy intensity is reported as the ratio of total energy consumption divided by produced volume.
Total Water Consumption	Total water consumption is reported as the sum of all water that is consumed.
Total Water Intensity	Total water intensity is reported as the ratio of total water consumption divided by produced volume.

KPI	Definitions
Total Wastewater	Total wastewater is reported as the sum of all wastewater released from operation in liquid form.
Total Wastewater Intensity	Total wastewater is reported as the ratio sum of all wastewater divided by produced volume.
Total Waste	Total waste is reported as the sum of all solid waste types collected from premises.
Degree of material separability	Degree of material separability is defined as the effort required to separate different packaging materials from a packaging unit.
Guarantees of Origin/Green Certificates	Guarantees of origin are certificates issued for each unit of electricity and/or gas from renewable sources: wind, solar, co-fermentation of biomass, and manure fermentation.
Total Recordable Frequency Rate	The ratio of the total number of recordable of own personnel multiplied by the number of hours worked divided by 200'000.

# ESG Data: Environment

	Unit	2020	2021	2022	Comments
<b>1. ENVIRONMENT</b>					
<b>1.1 Greenhouse gases</b>					
<b>Total GHG (Scope 1,2, and 3)</b>	<b>[ton CO<sub>2</sub> eq.]</b>	<b>776,598</b>	<b>709,700</b>	<b>777,544</b>	
Scope 1	[ton CO <sub>2</sub> eq.]	6,474	6,463	6,846	
Scope 2	[ton CO <sub>2</sub> eq.]	7,916	7,689	8,103	These emissions are fully offset by Guarantee of Origin
Scope 3	[ton CO <sub>2</sub> eq.]	762,208	695,548	762,595	
<b>Total GHG Intensity (Scope 1,2, and 3)</b>	<b>[ton CO<sub>2</sub> eq./ton]</b>	<b>35.85</b>	<b>34.34</b>	<b>33.54</b>	
<b>1.2 Energy</b>					
<b>Total Energy Consumption</b>	<b>[GJ]</b>	<b>256,294</b>	<b>244,406</b>	<b>249,213</b>	
Energy consumption from non-renewable sources	[GJ]	95,605	92,457	98,770	
Energy consumption from renewable sources	[GJ]	160,689	151,949	150,443	Renewable energy via Guarantee of Origin Certificates
<b>Total Energy Intensity</b>	<b>[GJ/ton]</b>	<b>11.85</b>	<b>11.85</b>	<b>10.75</b>	
<b>1.3 Water</b>					
<b>Total Water Consumption</b>	<b>[m<sup>3</sup>]</b>	<b>542,752</b>	<b>544,545</b>	<b>581,784</b>	
<b>Total Water Intensity</b>	<b>[m<sup>3</sup>/ton]</b>	<b>25.19</b>	<b>26.35</b>	<b>25.10</b>	
<b>Total wastewater</b>	<b>[m<sup>3</sup>]</b>	<b>487,710</b>	<b>489,330</b>	<b>519,604</b>	
<b>Total wastewater intensity</b>	<b>[m<sup>3</sup>/ton]</b>	<b>22.51</b>	<b>23.68</b>	<b>22.41</b>	

# ESG Data: Environment (continued)

	Unit	2020	2021	2022	Comments
<b>ENVIRONMENT (continued)</b>					
<b>1.4 Waste</b>					
<b>Total waste</b>	<b>[ton]</b>			<b>626</b>	<b>2020 and 2021 numbers are still under review.</b>
Total hazardous waste	[ton]			81	2020 and 2021 numbers are still under review.
Total non-hazardous waste	[ton]			545	2020 and 2021 numbers are still under review.
Total waste to landfill	[ton]			98	2020 and 2021 numbers are still under review.
Total re-used or recycle waste	[ton]			270	2020 and 2021 numbers are still under review.
Total waste used for incineration	[ton]			160	2020 and 2021 numbers are still under review.
<b>1.5 Packaging</b>					
<b>Total packaging materials</b>	<b>[ton]</b>	<b>4,718</b>	<b>4,493</b>	<b>5,032</b>	
Plastics packaging materials	[ton]	2,501	2,382	2,668	
Metal packaging materials	[ton]	95	90	101	
Wood packaging materials	[ton]	1,637	1,559	1,746	
Paper packaging materials	[ton]	464	442	495	
Other packaging materials	[ton]	21	20	22	
<b>Degree of packaging material separability</b>	<b>[%]</b>	<b>80</b>	<b>77</b>	<b>87</b>	



# ESG Data: Social

	Unit	2020	2021	2022	Comments
<b>2. SOCIAL</b>					
<b>2.1 Employee Safety</b>					
<b>Total Recordable Frequency Rate</b>		<b>0.9</b>	<b>0.6</b>	<b>0.9</b>	<b>TRFR = [total recordable of own personnel] multiplied by [hours worked] divided by [200'000]</b>
Number of Safety Observation Rounds		442	604	619	
<b>2.2 Employee Health and Wellbeing</b>					
<b>Number of Medical and Health check-up campaigns</b>			<b>1</b>	<b>3</b>	
Number of Health and Well-being Trainings and Webinars			2	2	
Influenza vaccination rate	[%]			17	Only one location reported: Goch, Germany.
<b>2.3 Diversity, Equity and Inclusion</b>					
<b>Percentage Women in workforce</b>	[%]		<b>24</b>	<b>24</b>	
Percentage of women in the Leadership Team	[%]	0	20	20	
Number of nationalities			35	35	
<b>2.4 Employee Engagement</b>					
<b>Employee Engagement Score (1=poor to 5=very good)</b>		<b>3.80</b>	<b>3.85</b>	<b>3.90</b>	
Participation rate in engagement survey	[%]			63	
<b>Number of specialized skill training given to employees</b>			6	8	These are additional training to improve employees' specialized and special skills.

# ESG Data: Social and Governance

	Unit	2020	2021	2022	Comments
<b>SOCIAL (continued)</b>					
<b>2.5 Social Dialogue</b>					
<b>Number of employee townhall meetings</b>		4	4	4	Quarterly employee townhall meetings with Leadership Team.
<b>Number of meetings Leadership Team and Works Council</b>				5	Meetings between the Leadership Team and Employee Representatives (Works Councils).
Number of Works Meetings (Betriebsversammlungen)				1	Meetings by the Works Council to Update the employees on current issues and topics.
<b>3. GOVERNANCE</b>					
<b>Number of Compass Code of Conduct Trainings given</b>			2	3	
<b>Number of Data Protection and Cybersecurity training</b>			1	3	
<b>Number of IT audits on third-party suppliers</b>				1	Multiple key suppliers were assessed in this exercise to identify IT and Cybersecurity risks.
<b>Suppliers on-site ESG audit</b>				1	Supplier ESG Audits included in the Supplier Qualification Management as of 2022.
<b>Average Supplier ESG Score (1 = poor; 4=very good)</b>				<b>3.05</b>	Rating system redefined in 2022.

# GRI Content Index

## Statement of Use

DFE Pharma has reported the information cited in this GRI content index for the period 01-January 2022 to 31-December 2022 with reference to the GRI Standards.

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
<b>GRI 2: General Disclosures 2021</b>				
2-1 Organizational details	a. DFE Pharma GmbH & Co. KG b. Privately owned c. 2022 ESG Report page 4 d. See website for overview of locations: <a href="https://dfepharma.com/offices-distributors-overview/">https://dfepharma.com/offices-distributors-overview/</a>			
2-2 Entities included in the organization's sustainability reporting	a. DFE Pharma: Germany, Netherlands, India, Japan, USA, New Zealand, China, Singapore, Brazil	b-c.	Confidentiality constraints	DFE Pharma is a privately owned company and does not publish its financial information on public record.
2-3 Reporting period, frequency and contact point	a. 2022 ESG Report page 4; report is published annually b. Financial year is same as reporting year in (a) c. Publishing date is 17 April 2023 d. <a href="mailto:esg@dfepharma.com">esg@dfepharma.com</a>			
2-4 Restatements of information		a	Not applicable	No changes in information has been published.
2-5 External assurance		a-b	Information unavailable/incomplete	No external assurance has not yet been executed for this report. This will be considered for the annual next report.

# GRI Content Index

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
2-6 Activities, value chain and other business relationships	a. Pharmaceuticals b. See website About Us: <a href="https://dfepharma.com/about-us/">https://dfepharma.com/about-us/</a> c. (relevant business relationships) d. ESG 2022 Report, page 6			
2-7 Employees	a. 2022 ESG Report page 4; page 22 c. Head count	b, d, e	Information unavailable / incomplete	At the time of compilation of this report, this information was not available. This will be considered for the next annual report.
2-8 Workers who are not employees		a-c	Information unavailable / incomplete	At the time of compilation of this report, this information was not available. This will be considered for the next annual report.
2-9 Governance structure and composition	a. 2022 Annual Report Page 7 - Governance Board comprising of members from the two shareholders.	b-c.	Information unavailable / incomplete	At the time of compilation of this report, this information was not available. This will be considered for the next annual report.
2-10 Nomination and selection of the highest governance body		a-b	Confidentiality constraints	DFE Pharma currently does not publicly disclose the composition of its governance board. This information will be considered for the next annual report.
2-11 Chair of the highest governance body	a. Yes.	b	Confidentiality constraints	DFE Pharma currently does not publicly disclose the composition of its governance board. This information will be considered for the next annual report.
2-12 Role of the highest governance body in overseeing the management of impacts	a, c: 2022 ESG Report, page 9	b	Information unavailable / incomplete	Information not fully available at the time of publishing this report. This information will be considered for the next annual report.



# GRI Content Index

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
2-13 Delegation of responsibility for managing impacts		a-c	Information unavailable / incomplete	Information not fully available at the time of publishing this report. This information will be considered for the next annual report.
2-14 Role of the highest governance body in sustainability reporting		a-b	Information unavailable / incomplete	This is planned for 2023 as part of the double materiality.
2-15 Conflicts of interest		a-b	Information unavailable / incomplete	This is planned for 2023 as part of the double materiality.
2-16 Communication of critical concerns		a-b	Information unavailable / incomplete	This is planned for 2023 as part of the double materiality.
2-17 Collective knowledge of the highest governance body		a-b	Information unavailable / incomplete	This is planned for 2023 as part of the double materiality.
2-18 Evaluation of the performance of the highest governance body		a-b	Information unavailable / incomplete	This is planned for 2023 as part of the double materiality.
2-19 Remuneration policies		a-b	Confidentiality constraints	DFE Pharma currently does not publicly disclose the composition of its governance board. This information will be considered for the next annual report.
2-20 Process to determine remuneration		a-b	Confidentiality constraints	DFE Pharma currently does not publicly disclose the composition of its governance board. This information will be considered for the next annual report.
2-21 Annual total compensation ratio		a-c	Information unavailable / incomplete	This is planned for 2023 as part of the double materiality.
2-22 Statement on sustainable development strategy	a. 2022 ESG Report, Page 5			

# GRI Content Index

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
2-23 Policy commitments	See website: Governance <a href="https://dfepharma.com/our-commitment/governance/">https://dfepharma.com/our-commitment/governance/</a>			
2-24 Embedding policy commitments	a. 2022 ESG Report Page 9; See code of conduct on website: <a href="https://dfepharma.com/media/g1hh20ai/dfe-code-of-conduct-business-partners.pdf">https://dfepharma.com/media/g1hh20ai/dfe-code-of-conduct-business-partners.pdf</a>			
2-25 Processes to remediate negative impacts	2022 ESG Report Page 27; See code of conduct on our website: <a href="https://dfepharma.com/media/g1hh20ai/dfe-code-of-conduct-business-partners.pdf">https://dfepharma.com/media/g1hh20ai/dfe-code-of-conduct-business-partners.pdf</a>			
2-26 Mechanisms for seeking advice and raising concerns	2022 ESG Report Page 27; See code of conduct on our website: <a href="https://dfepharma.com/media/g1hh20ai/dfe-code-of-conduct-business-partners.pdf">https://dfepharma.com/media/g1hh20ai/dfe-code-of-conduct-business-partners.pdf</a>			
2-27 Compliance with laws and regulations	Zero			
2-28 Membership associations		a.	Information unavailable / incomplete	Information not fully available at the time of publishing this report. This information will be considered for the next annual report.
2-29 Approach to stakeholder engagement		a	Information unavailable / incomplete	Information not fully available at the time of publishing this report. This information will be considered for the next annual report.
2-30 Collective bargaining agreements		a-b	Information unavailable / incomplete	Information not fully available at the time of publishing this report. This information will be considered for the next annual report.

# GRI Content Index

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
<b>GRI 3: Material Topics 2021</b>				
3-1 Process to determine material topics	2022 ESG Report Page 10			
3-2 List of material topics	2022 ESG Report Page 11			
3-3 Management of material topics		a-f	Information unavailable / incomplete	This is planned for 2023 as part of the double materiality.
<b>GRI 301: Energy 2016</b>				
302-1 Energy consumption within the organization	2022 ESG Report, page 13, 15			Assumptions and methods will be added in the next annual report.
302-3 Energy intensity	2022 ESG Report, page 15			
302-4 Reduction of energy consumption	2022 ESG Report, page 15			Standards, methodologies and assumptions will be added in the next annual report.
302-5 Reductions in energy requirements of products and services	2022 ESG Report, page 15			Standards, methodologies and assumptions will be added in the next annual report.
<b>GRI 305: Emissions</b>				
305-1 Direct (Scope 1) GHG emissions	2022 ESG Report page 13			
305-1 Indirect (Scope 2) GHG emissions	2022 ESG Report page 13			

# GRI Content Index

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
305-3 Other indirect (Scope 3) GHG emissions	2022 ESG Report page 14			
305-4 GHG emissions intensity	2022 ESG Report page 35			
305-5 Reduction of GHG emissions	2022 ESG Report page 13			
<b>GRI 306: Waste 2020</b>				
306-1 Waste generation and significant waste-related impacts	2022 ESG Report page 18			
306-2 Management of significant waste-related impacts	2022 ESG Report page 18			
306-3 Waste generated	2022 ESG Report page 18			
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
308-1 New suppliers that were screened using environmental criteria	See website: Governance <a href="https://dfepharma.com/our-commitment/">https://dfepharma.com/our-commitment/</a>			

# GRI Content Index

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
<b>GRI 403: Occupational Health and Safety 2018</b>				
403-1 Occupational health and safety management system	2022 ESG Report Page 20; and website: <a href="https://dfepharma.com/our-purpose/safety/">https://dfepharma.com/our-purpose/safety/</a>			
403-5 Worker training on occupational health and safety	2022 ESG Report, Page 20			
403-6 Promotion of worker health	2022 ESG Report, Page 20, 21, 24			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 ESG Report, Page 20, 21, 24			
403-8 Workers covered by an occupational health and safety management system	2022 ESG Report, Page 20, 21, 24	a-c	Information unavailable / incomplete	Information currently not shared publicly. This will be considered for 2023.
403-9 Work-related injuries	2022 ESG Report, Page 20	b-g	Information unavailable / incomplete	Information currently not shared publicly. This will be considered for 2023.



# GRI Content Index

DISCLOSURE	LOCATION	OMISSION		
		Requirement(s) Omitted	Reason	Explanation
<b>GRI 405: Diversity and Equal Opportunity 2016</b>				
405-1 Diversity of governance bodies and employees	a. Board Gender Diversity: Female Percentage 17% b. Employees Gender Diversity: Female Percentage 24%	a.(ii), (iii), b. (ii)	Information unavailable/incomplete	Information was incomplete at the time of preparing this report. This information will be reviewed and will be considered for the next reporting cycle.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>				
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2022 ESG Report, Page 23	b	Information unavailable/incomplete	Information was incomplete at the time of preparing this report. This information will be reviewed and will be considered for the next reporting cycle.

# Glossary

Abbreviation	Meaning
C2F	Closer to the Formulator
CEO	Chief Executive Officer
CFO	Chief Financial Officer
COVID	Coronavirus Disease
CSRD	Corporate Sustainability Reporting Directive
DE&I	Diversity, Equity and Inclusion
EC	European Commission
EI	Energy Intensity
ESG	Environment, Social and Governance
EUR	Euro (currency)
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
GJ	Gigajoule
GRI	Global Reporting Initiative
HR	Human Resources

Abbreviation	Meaning
INTO	Inhalation Together
ISO	International Organization for Standardization
IT	Information Technology
KPI	Key Performance Indicator
LPO	Local Privacy Officer
SASB	Sustainable Accounting Standards Board
SBTI	Science-Based Target Initiative
TRFR	Total Recordable Frequency Rate
UN SDG	United Nations Sustainable Development Goals
WCOM	World Class Operations Management



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Have ESG questions or ideas?  
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