

ESG REPORT 2022

oncomed

member of medac group





Foreword of the Board of Directors

oncomed manufacturing a.s. was established in 2010. In September that year, we had only 10 employees. Now, there is more than 200 of us and by manufacturing cytostatic injections for our customers, we contribute to the treatment of one of the most severe lifestyle diseases – cancer. In 2022, we produced more than 2 million vials which we distributed to patients all around the world.

In adherence to our brand vision “where courage meets knowledge”, we support continuous education of our employees and ourselves, the implementation of new processes, systems and equipment so that we can work more efficiently, produce more vials, work with more hazardous substances while maintaining safety of our employees and thus provide higher added value to end patients and the whole world around.

We like to connect different worlds and thus promote synergy. This is why we think that sustainability is and should be part of every company business, not because it is required by legislation, not because it is modern, but because it is our duty to preserve the environment and free world founded on ethical values for the coming generations.

The year of 2022 shook up the ethical and democratic values for all of us. Some of us have gone back decades and experienced so called déjà vu that we hoped would never happen again. Further difficult years await us, each of us will have to reassess our relationship to ourselves, to society, to the world and to our values. I firmly believe that the year of 2022 was an opportunity for us, an opportunity to take a breath, reflect on our activities and return to the essence of our humanity.

Renata Horáková
Member of the Board of Directors

As a member of the Board of Directors of oncomed manufacturing a.s. I am proud that you are now reading the first report of our activities in the area of sustainability and our goals that we have set for the coming period.

I would like to thank our employees, customers and business partners for their trust, thanks to which we can fulfil the mission of our company – “we help to cure”.

Company profile

We are oncomed manufacturing a.s. We are a contract developer and manufacturer of highly effective cytostatic injections for clinical and commercial use. We are based in Brno. We were established in 2010, but we are building on a more than fifty-year tradition of chemical and pharmaceutical production in Brno.

We are here to help our customers deliver medicines to doctors and hospitals in a timely manner and to contribute to the recovery of patients fighting cancer. We like challenges. We help by making products that are highly demanding to manufacture and develop and therefore sensitive to light, heat or oxygen.

Our values

As a company, we abide by these values:

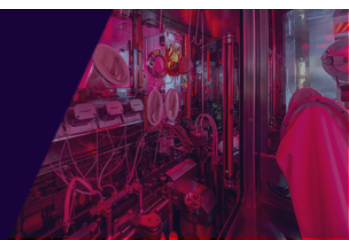


Human

A human being is both at the beginning and the end of our activities.

Openness

We believe in openness to individuality, different opinions and proposed solutions.



Profesionalism

We keep in touch with the latest scientific knowledge and always keep the quality of our products in mind.

Responsibility

We are a part of the world, so we both expect and offer a responsible approach.



Trust

We believe that only with trust we are able to be a reliable manufacturer of pharmaceutical preparations, guarantee the quality of our products, and be a socially responsible employer.

Activities



Memberships

We are members of the **Brno Regional Chamber of Commerce**, the **Czech Association of Pharmaceutical Companies**, **MedChem Bio** and **Business Leaders Forum** – the oldest platform of socially responsible companies in the Czech Republic. We are aware that education, synergy and mutual enrichment between schools, universities and industry is a prerequisite for openness, higher education, competitiveness and ultimately the growth of the Czech Republic.

In 2022, together with Masaryk University and the Brno Regional Chamber of Commerce, we founded the **Life Sciences 4.0** association, which aims to connect business and academia in the field of life sciences in order to increase the competitiveness of companies.

We support and closely cooperate with the **Secondary School of Chemistry** in Brno and the **Faculty of Pharmacy of Masaryk University**.



Support



Cooperations

We have established a strategic partnership with a non-profit organization called **Společně k úsměvu ("Together to Smile")** which supports patients who have experienced oncological disease during childhood or adolescence and are now dealing with minor or major consequences of oncological treatment. Together with our employees, we regularly contribute to the collection "Pies for hospice care" organized by the **Brno Diocesan Charity** and participate in various charity runs.

Every year, we support 4 projects of our employees focused on social responsibility to encourage active participation in socially responsible activities. We believe that only social responsibility built between individuals brings hope for its anchoring as an integral part of our culture.



Environmental

For the first time ever, we measured the carbon footprint of our company for the calendar year of 2021, and we know how we stand. In the calendar year, our operations produced 5,051.0 t of carbon dioxide-equivalents – CO₂e (S1–S3).

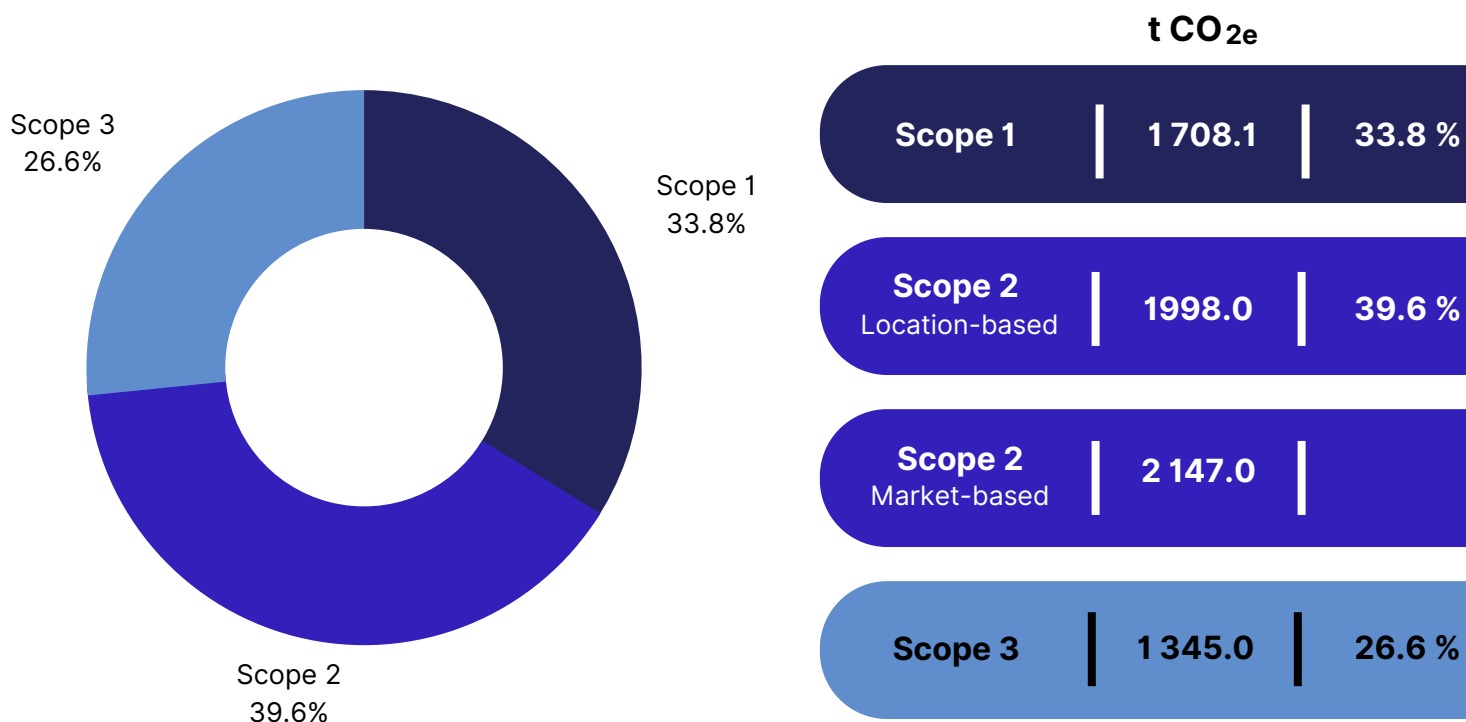
The largest emissions of greenhouse gas in 2021 were produced by electricity consumption and associated losses and WTT (53.4 %), natural gas consumption and associated losses and WTT (35.6 %), and purchased raw materials and products (4.8 %). Consumption of other items was less significant.

We launched a project focused on energy saving. We continue to monitor the effectiveness of individual steps and measures in order to achieve the greatest savings possible.

In October 2022, monthly electricity consumption of the company was the lowest since April 2017. Total gas consumption was lower than in 2021.

We actively support employees to sort municipal waste. We recycle mobile phones and other small electrical devices and accessories in cooperation with a Czech organization Remobil.

We introduced a new waste water technology operating on the basis of carbon filters and we use it to decontaminate waste water from individual workplaces. When testing the waste water technology unit, we prepared a mixture of the substances we use with a standard concentration. The wastewater decontamination process has successfully demonstrated that the technology works flawlessly and that our wastewater does not contain hazardous substances.



Scope 1: Emissions produced by activities that fall under the scope of the enterprise (e.g. emissions from boilers, automobiles owned by the enterprise or emissions from industrial processes).

Scope 2: Emissions that are not produced directly in the company, but are a consequence of the company's activities (e.g. purchase of electricity, heat or steam).

Scope 3: Emissions that are a consequence of the company's activities, but are not classified as "indirect emissions from purchased energy" (e.g. business trips by plane, landfilling, etc.).



Social

As part of our commitment to society, we have implemented the following measures. We have introduced KPIs to monitor diversity and part time employment to support parents when returning to work from maternity and parental leave and gender equality.

At the end of 2022, the composition of the employees was as follows:

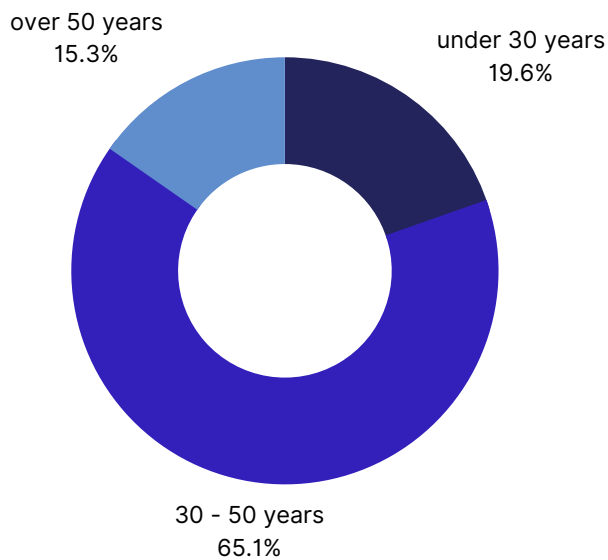
Proportion of men and women in the entire company and in management positions:

93 men/97 women, management positions: 27 men/9 women.

Age of the youngest and oldest employee:

The youngest was born in 2003 (19), the oldest was born in 1954 (68).

Number of employees

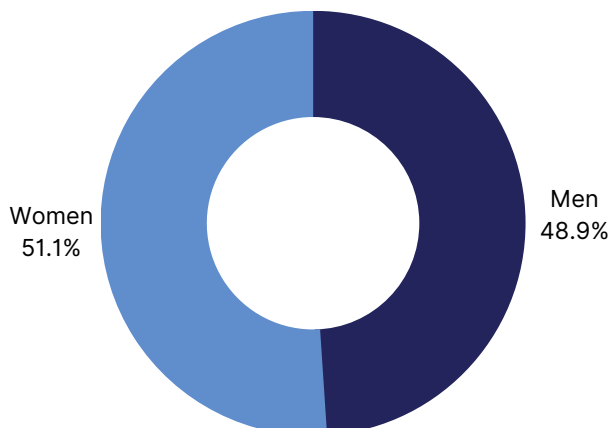


under 30 years | 41 | 19.6 %

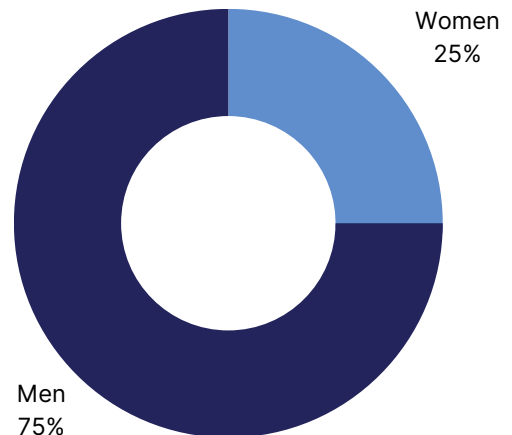
30 - 50 years | 136 | 65.1 %

over 50 years | 32 | 15.3 %

Proportion of men and women



Proportion of men and women in leadership positions



We employ only 2 workers with disabilities, which amounts to 0.96 %.

To our employees, we offer extended health examinations of various levels, a vitamin program and a program focused on well-being. We support part-time jobs for parents on parental and maternity leave, therefore they have the opportunity to stay in touch with the development of the company and do not face problems when returning.

In addition to an extra week of vacation, our employees have the possibility to take paid time off on their birthday and 1 day of paid time off for volunteer activities.

We support the education of our employees not only in the areas necessary for the performance of their jobs, we also contribute to their access to online education portals in any area they deem appropriate. As part of the benefits, employees can use an online legal consultation agency and a platform for online consultations with a psychologist or psychotherapist free of charge.

We closely monitor the remuneration of our employees and have a KPI of the average salary in the company compared to the average salary in the Czech Republic.

We have introduced leadership principles that are binding for the actions of all executives, and we regularly monitor their implementation.



In 2020, we conducted a satisfaction survey of our employees and in 2021 and 2022 we implemented measures addressing the most pressing problems. They mainly focused on a better and more effective adaptation process for new employees, on expanding the possibility to work in the home office mode as one of the ways to achieve a better “work life balance”, clear prioritization of projects so that not too many projects are worked on at once, on effective and respectful communication across departments and units, and last but not least, on the adjustment of the redistribution of work clothes for employees in the laboratories and the adjustment of the so-called day room, which consisted in the acquisition of new equipment that better corresponds to the number of employees who use the room.

One of the other reactions to the employee satisfaction survey was the introduction of so-called “sick days” for short-term indispositions.

All new employees have a clearly defined adaptation plan, which leads to their successful integration and, in particular, to familiarization with all the regulations, rules and knowledge necessary to perform the given job position. A so-called mentor to facilitate this process is also defined for certain positions.

Our occupational health and safety policy obliges us and our employees to support and require complying behaviour from the members of management, employees and all other stakeholders, as it contributes to the achievement of our vision and strategy and is also an integral part of our values.

The priority is to ensure safe and healthy working conditions for our employees and other persons entering our premises in order to prevent occupational accidents and any damage to health. Our approach is based on the principle of prevention and elimination of hazards and reduction of risks in the field of health and safety. We participate and discuss health and safety issues with our employees and their representatives and we promise to find a solution that suits all parties, a solution that moves us forward and is thus widely acceptable.

We also comply with all applicable legal regulations and other requirements in the field of health and safety. We always start with ourselves, as this is the best way to protect us, our colleagues and, last but not least, the company. Continuous improvement and streamlining of the management system of health and safety is an integral part of our daily work. Our professionalism is based on the use of modern and safe technologies. We focus on the continuous development of ourselves and all colleagues, including in the area of safety. It is important for us to be a trusted partner and employer in all areas of our business activities.

We are ISO 45001 certified and our set of basic KPI includes the so-called Safety Index, i.e. the number of occupational accidents in the company, regardless of whether they to medical leave or not.



The processing of personal data of our employees is governed by the general principles of the European GDPR directive. The principles are available to all the employees on the company intranet at any time and include the definition of personal data and the rights that individual employees have in relation to the processing of their personal data by the company.

The main channel of internal communication is the company intranet. The intranet is used to share current information about developments in the company from all the departments and units and also for information that employees need for their work. The intranet portal is accessible to all employees through a remote access mode (VPN).



Governance

We have implemented a Compliance program including the Code of Ethics, individual policies aimed at preventing bribery, conflict of interest, money laundering, regulating relationships with healthcare professionals and regulating the protection of competition.

We have implemented a Whistleblowing system as well as communication boxes. Each employee has also the possibility to submit comments, suggestions and ideas via the company intranet.

We pay great attention to the protection of information and personal data not only of our company, but also of our customers, business partners and employees with strictly regulated “necessary to have” approaches.

We have issued a Code of Conduct for suppliers and business partners and we require compliance with it. The Code includes, in particular, the obligation of business partners to comply with all valid and effective legal regulations. We require business partners to observe the following basic legal, ethical and moral principles: respect for human rights and freedoms, non-use of forced or child labour, respect for equal opportunities and conditions, prohibition of discrimination, protection of the environment and sustainable development, careful use of natural resources, product safety, labelling and packaging of hazardous substances, safety and the protection of health workers and fair remuneration.

Openness and transparency are the keys to credibility and trust in business practice. oncomed expects business partners to observe the following basic principles in particular: avoidance of conflict of interest, absolute prohibition of corruption and so-called “facilitation payments”. Business partners or their representatives do not offer or provide oncomed employees or any other third parties, directly or indirectly, any disproportionate gifts or hospitality.

When dealing with governments, authorities and public institutions, the partners always strictly observe all valid and effective legal regulations as well as the basic moral and ethical principles of business dealings.

oncomed complies with all valid and effective legal regulations in the field of competition as well as other moral and ethical principles of business dealings, as a fair and responsible participant in economic competition it also complies with its contractual obligations and expects the same approach from its business partners.

Business partners comply with all rules in relation to the prohibition of money laundering and conduct negotiations only with persons whose relationship to the prohibition of money laundering is not in doubt.

Business partners publish information about their business and inform about their business activities always truthfully and in accordance with valid and effective legal regulations, they also observe all valid and effective legal regulations in relation to the protection of personal data of employees, customers, suppliers and other involved persons.



Business partners respect all intellectual property, know-how, patents and trade secrets of oncomed and third parties. Business partners treat tangible and intangible assets of the company with respect and do not use them for purposes other than those agreed upon.

If a business partner demonstrably violates any of the basic principles set out in the Code of Conduct for suppliers and business partners, the company is entitled to terminate the business relationship.



Environmental

1. Reduce carbon footprint (reduce energy consumption per vial)
2. Join a program supporting planting of greenery and subsequent care
3. Find a way how to become a part of circular economy
4. Join the #PripravBrno Memorandum

Social

People

1. Support our existing benefits from the area of social responsibility and increase employee engagement
2. Support women in leadership positions and set up a program to increase their number
3. Sign the Memorandum 2017+ relating to LGBTQ+

Partners

1. Support value-based and responsible leadership in the company
2. Include the area of sustainability into the assessment of suppliers

Governance

1. Ensure the current standard of transparent information provision and support of open dialogue with our stakeholders