



**Sustainable Respiratory Diagnostics
Improving Patient Lives**

2023 Inaugural Sustainability Report



CREDITS

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A letter from our CEO	1
About This Report	2
About Vitalograph	3
Vision, Mission	3
Values	4
Global Operations	5
Customers served by Vitalograph	5
Governance Structure	6
Sustainability at Vitalograph	7
Our Sustainability Priorities	7
Developing our sustainability priorities	8
Areas of Impact / Research conducted	8
Key insights	8
Prioritisation of Material Topics	8
Alignment with Sustainable Development Goals	9

Responsible Business Practices	10
People	11
Employee Handbook	12
An Employer of Choice	12
Education and Training	13
Diversity, Equality, and Inclusion	14
Being a Good Neighbour	14
Local Philanthropy and Volunteering	14
Global Philanthropy	14
Ethical Business and Corporate Compliance	15
Policy Commitments	15
Planet	16
Biodiversity	16
Carbon Reduction Plan	16
Baseline Emissions Footprint	16
Baseline Year 2022	17
GHE Emission Assessment Result	18
Emissions Reduction Targets	19
Carbon Reduction Projects	19
Circular Solutions	20
Profit	21
Respiratory Diagnostic Innovation	22
Quality	23
Cybersecurity	23
GRI Content Index	24

A LETTER FROM OUR CEO

2023 is an exciting year for Vitalograph, notable for growth across all our markets and marked by the launch of our new range of cutting-edge respiratory diagnostic solutions for secondary care. For over 60 years Vitalograph's mission has been to improve patient lives by designing and manufacturing market-leading respiratory diagnostic solutions. Making bold investments to develop innovative and high-quality solutions that address unmet clinical needs is part of Vitalograph's DNA, from the original portable wedge bellows spirometer, developed 60 years ago to test the lungs of coal miners, to recent technological breakthroughs such as the VitaloJAK objective cough monitoring system.

The success of our company can be attributed to several factors: a culture of openness to change and innovation; our people - including a strong and growing leadership team; highly valued relationships and partnerships with clinical and industry colleagues and at all times a focus on the people who matter most - clinicians and the patients they serve. As we move forward, our customers, employees and shareholders will continue to look to Vitalograph to demonstrate how this success translates into good governance and actions regarding the environmental and social impact of our activities.

In addition to ensuring the sustainability of our business through Profitability, we take our responsibilities regarding People and Planet seriously. We will be transparent regarding our impact, conduct honest reviews of our own performance and set aspirational targets. In this corporate sustainability report, we disclose our impact including a materiality assessment which demonstrates where our impact is greatest and where opportunities lie. Additionally, we conducted an employee survey to help us understand our employees' expectations and researched stakeholders up and down the value chain to understand their sustainability priorities.

To ensure that we keep on track with the reduction of the impact of our operations and upholding the success and sustainability of our business, we identified priorities and set targets. "People" focused projects this year include: the launch of the VITAL Way leadership training programme; a new learning management system to support employee CPD; and the sterling work of our diversity, equality and inclusion employee resource group to ensure that our teams are fair and inclusive. "Planet" projects during 2023 have included: the near-shoring of 80% of our manufacturing capacity to reduce our logistics carbon footprint; designating grass areas around our sites as wildflower meadows to improve biodiversity; and upgrading our infrastructure to reduce energy use. We recognise that it is important for us to embrace continuous improvement and to make incremental changes in the interests of good global citizenship.

We look forward to the opportunities and challenges that the future holds and look to move into the future with the same pioneering spirit that has brought us this far.



FRANK KEANE

Chief Executive Officer
Vitalograph



ABOUT THIS REPORT

This is Vitalograph's first annual sustainability report. It covers the sum of the environmental, social and governance activities of Vitalograph (UK) Ltd. including all subsidiaries and provides baseline data against which improvements may be assessed in the future and outlines our material topics and areas of impact.

Data in this report covers the period 1 January 2022 to 31 December 2022, in alignment with Vitalograph's financial reporting period. It was prepared in accordance with the Global Reporting Initiative Standards 2021.

There are no restatements from previous periods as this is an inaugural report.

This report has not been externally assured.

'For over 60 years
Vitalograph's mission
has been to improve
patient lives by designing
and manufacturing
market-leading respiratory
diagnostic solutions.'

ABOUT VITALOGRAPH

Vitalograph is a global leader in respiratory diagnostic solutions. Family-owned for 60 years, the company produces high quality, accurate and reliable, respiratory diagnostic devices & services for primary and secondary healthcare, and occupational health. Vitalograph also delivers specialist respiratory clinical trial services to leading pharmaceutical companies, biotechs and research organisations.

Vision

To be the go-to people for respiratory diagnostics in healthcare and clinical trials.

Mission

To improve patient lives through supporting our customers and partners by designing and manufacturing market leading respiratory diagnostic products and services.





Values



PEOPLE

We believe in our people to develop and nurture meaningful relationships with our customers. We are empowered, accountable and work together with respect, acceptance, and trust.



INTEGRITY

We will always strive to do the right thing. We stand over every claim we make and believe in doing things the right way. We have extremely high standards in everything we do. We have a significant part to play in helping to improve patients' lives.



QUALITY

We execute with excellence and quality in everything we do. We take great pride in our work, the accuracy of our data and the reliability of our products and services.



INNOVATION

We exhibit genuine leadership and unquestionable expertise driving the creation of pioneering solutions to improve patients' lives. Developing new ways of thinking is core to our identity.

GLOBAL OPERATIONS

Vitalograph is headquartered in Buckingham, UK and operates research, development and manufacturing facilities in Ennis, Ireland with further office locations in Hamburg, Germany; Kansas City, USA; and Tokyo, Japan.

CUSTOMERS SERVED BY VITALOGRAPH

Healthcare

Vitalograph provides respiratory diagnostic solutions to healthcare professionals in the following sectors

Primary Care (General Practitioners, Lung Health and Respiratory Care Clinics including Remote Testing, Pharmacists)

Secondary Care (hospitals and lung function laboratories, specialist clinics)

Occupational Health


Clinical Trials

Vitalograph's global clinical trials business unit supports sites in more than 60 countries globally.

Pharmaceutical Companies

Clinical Research Organisations

Biotechs

A person with long blonde hair, wearing a grey beanie, a blue t-shirt, black pants, and a black backpack, is walking away from the camera on a wooden boardwalk that winds through a wetland. The water is calm, reflecting the surrounding greenery. In the background, there are dense bushes and trees. A large, semi-transparent blue circle is overlaid on the upper right portion of the image, containing white text.

'2023 is an exciting year for Vitalograph, notable for growth across all our markets and marked by the launch of our new range of cutting-edge respiratory diagnostic solutions for secondary care.'

GOVERNANCE STRUCTURE

Vitalograph's senior management team is accountable to the Board of Directors for good governance of environmental sustainability and social responsibility in the operations of the business. The Board is kept up to date with the environmental impact of operations including projects and initiatives to reduce impact and improvements to support sustainability of the business. The Chair of the Board is the chair of the highest governance body and is not a senior executive of the company.

Vitalograph's Board of Directors comprises 7 members including both independent and family-members.

Tenure

>30 years	2 members
>15 years	3 members
<5 years	2 members



'Making bold investments to develop innovative and high-quality solutions that address unmet clinical needs is part of Vitalograph's DNA.'

SUSTAINABILITY AT VITALOGRAPH

Sustainability at Vitalograph is driven by factors relating to our internal and external stakeholders. While we endeavour to be a values-driven, market-led company, we are also committed to being a steward of the planet.

Achieving this balance requires ongoing investment in environmentally friendly manufacturing practices, product innovation and sustainable growth while also adapting to an evolving business landscape.

To maintain our focus on topics most important to all our stakeholders, in 2022 we conducted a stakeholder survey and materiality assessment to establish our areas of impact and stakeholder priorities. This enabled us to formalise four strategic priorities that will help us to operate sustainably into the future.

OUR SUSTAINABILITY PRIORITIES

1 Innovate across our products, services, and manufacturing systems to make the most effective respiratory diagnostic products and services accessible to the people who need them while never compromising on quality and safety.

2 Address our environmental impact by minimising greenhouse gas emissions and waste going to landfill arising during manufacturing and across the product life cycle.

3 Support the communities and localities where we operate to have a net positive impact.

4 Cultivate partnerships across our value chain to broaden the availability of essential, quality healthcare and minimize negative impacts.



DEVELOPING OUR
SUSTAINABILITY PRIORITIES




Areas of Impact / Research conducted

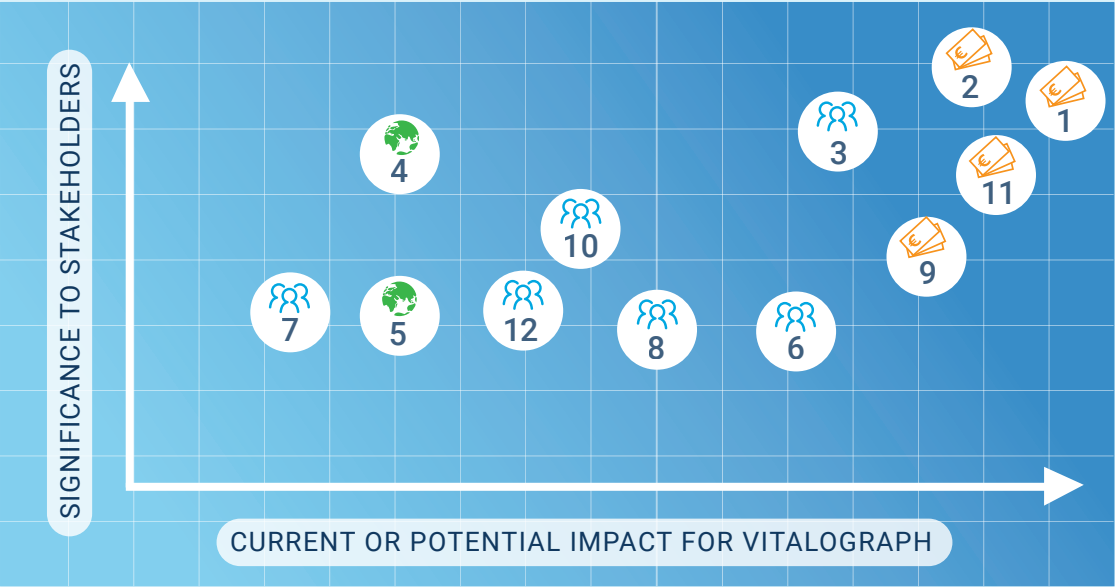
Vitalograph conducted a formal materiality assessment to understand what our internal and external stakeholders viewed as most important for us to perform sustainably. We engaged a third-party consultant to conduct interviews with leaders including members of the Board, and researched our customer and supplier priorities through their sustainability statements and reports.

Key insights

As we assessed our impacts and stakeholder priorities, key insights emerged. Product innovation and corporate compliance were our highest-ranking topics of importance with end-user and patient access to respiratory diagnostic testing, including education, and a sustainable supply chain also identified as highly significant.

Prioritisation of Material Topics

-  **PEOPLE** All Stakeholders
-  **PLANET** Environment + Resource
-  **PROFIT** Good Business Practices + Governance



- | | |
|--|---|
| 1 Innovative, high-quality product | 2 Corporate compliance |
| 3 Access to respiratory diagnostic solutions | 4 Minimise GHG emissions |
| 5 Minimise waste | 6 Be an employer of choice |
| 7 Global + local philanthropy | 8 Strong global partnerships |
| 9 Sustainable supply chain | 10 Stakeholder + workforce education + training |
| 11 Cybersecurity | 12 Diversity, equality + inclusion |

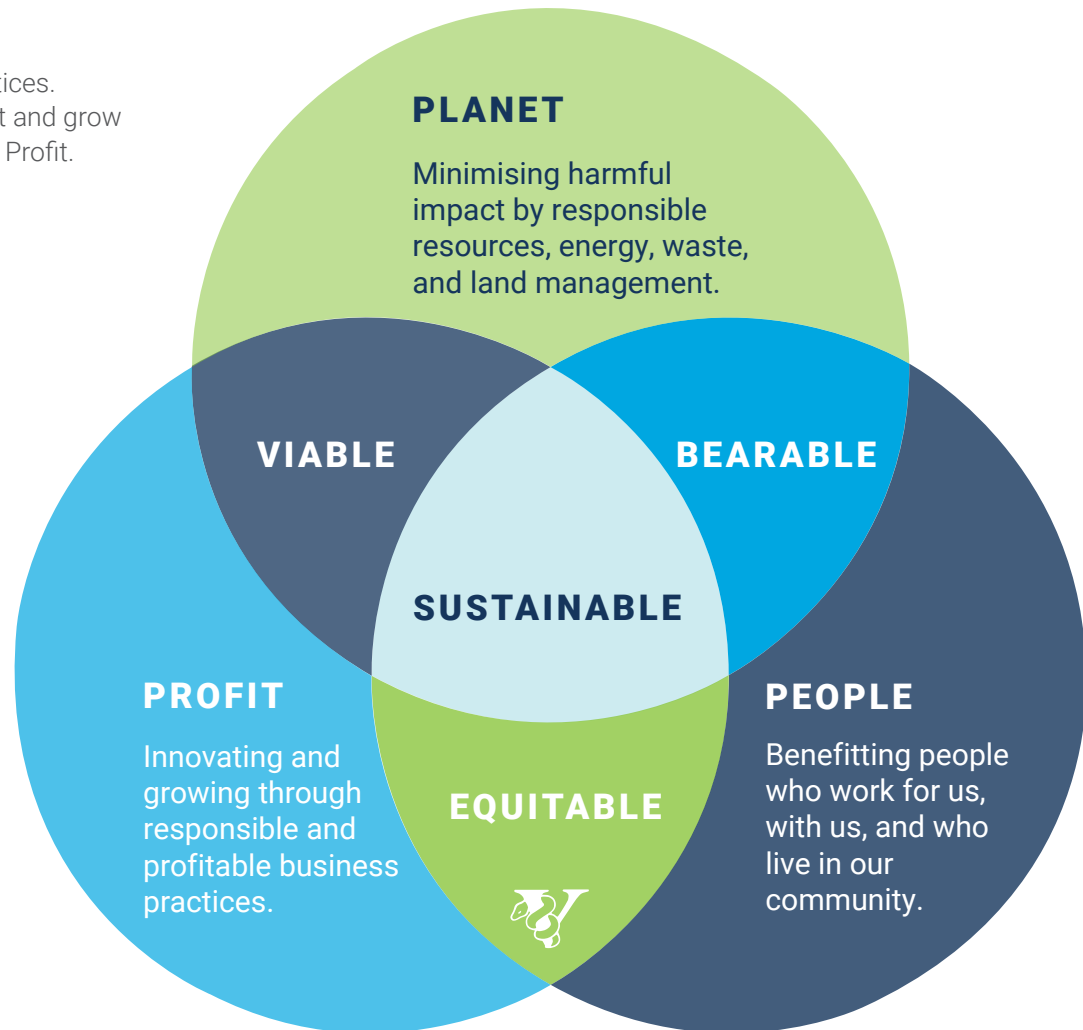
Alignment with Sustainable Development Goals

We also distributed an online survey to our employees to understand their priorities. Once these data and insights were collected and analyzed, the most impactful areas from the initial assessment were aligned with the United Nations Sustainable Development Goals and then categorized into environmental, social and governance topics. Even though our business is driven by SDG 3, and our operations are important in the work to improve patient lives, it is our responsibility to operate in a manner that has minimal negative impact in the process. The sustainability assessment process allowed us to build a sustainability strategy around topics that bring value to all our stakeholders.

UN SDG	WHAT IT MEANS TO 
 CLIMATE ACTION	Reducing our carbon footprint through our manufacturing and business practices, aiming to reduce CO2 emissions by sourcing and using energy responsibly, minimising resource use and recycling, reusing, and refurbishing to minimise waste where possible.
 RESPONSIBLE CONSUMPTION + PRODUCTION	Good quality products with long useful life, produced using as few resources as possible and responsible resource use and waste management during production, business practices and end of product life.
 GOOD HEALTH + WELLBEING	Improving patient lives by designing, manufacturing, and supplying quality respiratory diagnostic equipment and services into healthcare and clinical trials is our core function. This also means caring for the health and wellbeing of our workforce by providing a good working environment, benefits and working practices.
 QUALITY EDUCATION	Educating internal and external stakeholders about best practices in and developments in respiratory diagnostics. Building employee capabilities through education and training and creating a collaborative pipeline with educational providers.
 INDUSTRY, INNOVATION + INFRASTRUCTURE	Positively influencing our industry by innovating devices and services while ensuring compliance with relevant regulatory frameworks and industry standards. We aim to enable the pharmaceutical industry by delivering high quality, efficient respiratory diagnostic clinical trial services and to deliver effective respiratory diagnostic solutions for healthcare.
 REDUCED INEQUALITIES	We aim to reduce inequalities and promote diversity in our workforce and to ensure our suppliers adhere to fair and responsible DEI practices. We aim to make respiratory diagnostic equipment available to underserved communities and regions through strategic partnerships, pricing, and donation of equipment.
 DECENT WORK, ECONOMIC GROWTH, SUSTAINABLE CITIES + COMMUNITIES	We aim to provide fair working practices, compensation, and benefits to our workforce, ensure that our suppliers do the same and to have a positive influence on the communities where our business is located.
 PARTNERSHIP FOR THE GOALS	We aim to create strong global partnerships with bodies that have an influence on our industry and advocate for change to improve sustainable growth, positively impact our employees and improve patient lives.

RESPONSIBLE BUSINESS PRACTICES

Sustainability lies at the heart of responsible business practices. Our sustainability priorities enable us to sustainably support and grow our triple bottom line, identified as being People, Planet and Profit.



PEOPLE

Developing our people lies at the heart of Vitalograph's strategy. We are working to evolve a high-performance, team-based culture with open communication where people are fully engaged, developed, and empowered to do their best work and realise their full potential. By investing in our people, we ensure that in an increasingly complex and dynamic environment, we will always be adaptive to global market needs. By offering development opportunities to all our stakeholders, we aim to advance respiratory diagnostic domain leadership expertise. In 2022 we conducted a culture survey, seeking internal feedback to inform our people-based priorities. All employees globally with at least 6 months service (total 267) were invited to complete the survey of which 215 participated. The results were compared to global benchmarks. In 2025 we will repeat the survey to measure the success of our initiatives.

People Priorities

Developing
a team of
teams.

Empowerment
across all
levels of
seniority.

Organisational
learning and
capability
development.

2023 initiatives include:

Implementing a structured employee training and education programme.

Identifying leaders and potential leaders throughout the organisation, develop leaders to lead high performance teams and provide them with the tools and means to succeed.

Implementing companywide education on environmental and social sustainability issues.

Employee Handbook

The Vitalograph Employee Handbook lays out practical guidelines and our conduct expectations for all employees. To ensure understanding, all employees complete training on the employee handbook during their induction and with more detail in certain areas depending on their role. By ensuring all employees understand and agree to follow the company handbook, Vitalograph can uphold its reputation as a company that employees, customers and our communities can trust.

While the Employee Handbook is comprehensive, we recognise that situations may arise that are not covered directly within it. We therefore have a whistleblower policy, through which we encourage employees to raise concerns, knowing that when we report and act on questionable conduct, we are protecting our reputation and our stakeholders' trust.

An Employer of Choice

Vitalograph is a global leader in respiratory diagnostic solutions, and we recognise that this is the result of our employees' hard work and dedication. Their cumulative efforts position our company for success. In turn, we aim to provide a safe and inclusive work environment in all our locations that serve the needs of our employees and our surrounding communities.

'We believe
in our people
to develop and
nurture meaningful
relationships with
our customers.'



Education and Training

Vitalograph prioritises education and training for our workforce to motivate, uphold and develop the skills and expertise required to maintain our position as a global leader in respiratory diagnostic products.

Employee education and training initiatives include:

The Vitalograph Centre of Learning

This is Vitalograph's employee education portal offering relevant, high quality, certified online training modules accessible to all.

The Vital Way

Vitalograph's leadership programme, this training programme enables leaders at all levels of the business to develop and uphold good practices and ethical behaviours through effective communication and developing the leadership qualities of:

Vision Accountability Influence Learning Trust

Graduate Leadership Programme

A comprehensive program to equip our graduate joiners with the professional skills, leadership capabilities, and industry-specific knowledge necessary for success.

Education and training are also an integral part of the solutions we offer to our customers. This supports access to respiratory diagnostic solutions for patients by ensuring that the knowledge and skills required to offer diagnostic testing using our device solutions are available to clinicians.

'We are empowered, accountable and work together with respect, acceptance, and trust.'



Diversity, Equality, and Inclusion

An inclusive workplace nurtures diverse perspectives, talents and experience which are essential for innovation and business success. Vitalograph is committed to providing a work environment where everyone is welcomed and valued. We aim to ensure fair treatment and equality of opportunity in recruitment and career progression.

Vitalograph has an active diversity, equality, and inclusion employee resource group, established in 2022. This employee-led group of volunteers fosters a diverse and inclusive work environment for employees including a DEI events calendar to raise awareness of cross-cultural celebrations and noteworthy events.

COUNTRIES			TOTAL NUMBER OF EMPLOYEES						
IRELAND			297	(45% women)					
UK			109	(56% women)					
USA			40	(53% women)					
GERMANY			9	(33% women)					

Being a Good Neighbour

Vitalograph's philanthropic activities support three of our sustainability priorities by:

- Making a positive impact in our communities and localities
- Helping to make effective respiratory diagnostic services accessible to the people who need them

- Cultivating partnerships across our value chain to broaden the availability of essential, quality healthcare

Local Philanthropy and Volunteering

Local philanthropy at Vitalograph is led by volunteers through a fundraising and social employee resource group. Recent initiatives include:

- Fundraising for Asthma Society of Ireland
- Fundraising for A+LUK
- Fundraising for the American Lung Association
- Sponsoring Buckingham Rugby Club and Maids Moreton School Football
- Sponsoring Ennis Golf Club
- Sponsoring local schools

Global Philanthropy

- Donating spirometers to Makerere University Lung Institute in Uganda
- Donating spirometers to the Hermansky Pudlak Syndrome network in Puerto Rico
- Sponsoring spirometry training in Vietnam
- Donating spirometers to the Fresh Air Project, supporting the IPCRG

Ethical Business and Corporate Compliance

Vitalograph is committed to acting ethically and with integrity across our organisation and in our interactions with our supply chain. Vitalograph has developed codes of conduct to guide ethical behaviour throughout the company which are introduced during staff induction training and through the staff handbook, setting out the ethical expectations of all Vitalograph employees. These include areas such as equality and diversity, data protection, working practices, human rights and workers' rights including modern slavery and supplier selection.

Policy Commitments

Supplier Code of Conduct

Our Global Supplier Code of Conduct outlines how we do business and our standards for integrity and compliance on topics such as antibribery, anticorruption, conflicts of interest, environmental protection, and human rights. Vitalograph expects its Suppliers to conduct business responsibly, with integrity, honesty and to adhere to our values and the principles within the Vitalograph Global Supplier Code of Conduct. Our Supplier Relationships Policy, Supplier Qualification Procedure and Supplier Control Procedures further support these efforts.

Employee Health and Safety

Vitalograph takes a proactive approach to employee health and safety, with a robust induction training programme and safe workspaces. Every employee, whether on site or at home, has a workstation safety assessment and first responders are trained as required for each site. We monitor our health and safety performance and have had no reportable or recordable health and safety incidents for over 10 years.

Strong Global Partnerships

Vitalograph is an active member of a number of trade and industry associations including:

The Association for Anaesthetic and Respiratory Device Suppliers (Barema)
The Association of British Health Tech Industries (ABHI)
The American Thoracic Society (ATS)

Human Rights

Vitalograph is committed to respecting the human rights and dignity of everyone, and we support related international efforts. We do not tolerate abuse of human rights in our operations or supply chain, and we explicitly state our expectations for suppliers to promote human rights and fair worker treatment in our Global Supplier Code of Conduct. We also expect suppliers to comply with all laws prohibiting slavery, human trafficking, and other forms of forced labour, including child labour. In addition to our Global Supplier Code of Conduct, we document human rights expectations in our Modern Slavery Statement pursuant to supply chain diligence, specifically section 54 of the UK Modern Slavery Act 2015, and Article 4 of the European Convention on Human Rights and upheld across all Vitalograph's global operations.

Data Privacy and Information Security

The Vitalograph Global Privacy Policy helps to ensure protection of critical information for our employees, customers, and partners. Data privacy is vital to our success, and as global data breaches continue to rise, we continually work with suppliers and vendors to improve our data privacy and security standards. Vitalograph provides ongoing training to develop our employees' abilities to identify and handle email attachments, recognize phishing emails and other provisions of advanced security protection. Vitalograph's information security management system aligns with ISO 27001 with a target for certification in 2024.

PLANET

Minimising harmful impact by responsible resources, energy, waste, and land management.

Biodiversity

Our sites in Ireland and the UK are in beautiful rural settings and we are mindful of our responsibilities as stewards of the land for our human and wildlife neighbours. At both locations we are re-wilding areas of previously manicured lawn to wildflower meadow. In the UK, where our property includes farmland, we work with the government's environmental land management schemes to identify areas of land that are suitable for local nature recovery.

Carbon Reduction Plan

Vitalograph is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

'We stand over every claim we make and believe in doing things the right way.'

'We will always strive to do the right thing.'

'We have extremely high standards in everything we do.'

'We have a significant part to play in helping to improve patients' lives.'

Baseline Year | 2022

Additional Details relating to the Baseline Emissions calculations

Official and approved GHG Protocol methodology: ISO 14064-1 GWP 100

Measurement scope | All emissions under operational control

Scope 1, Scope 2, Scope 3

Exclusions: 3.9, 3.11, 3.12, 3.13, 3.15, contracted farm

Primary data | Accounting files, Employee survey,
Activity data for some key emission sources.



GHE EMISSION ASSESSMENT RESULT

Scope 1 & 2	408 tCO2e	0.9 t/employee
Scope 3	8.3 ktCO2e	18 t/employee
Total	8.2 ktCO2e	19 t/employee

SECTOR BENCHMARK

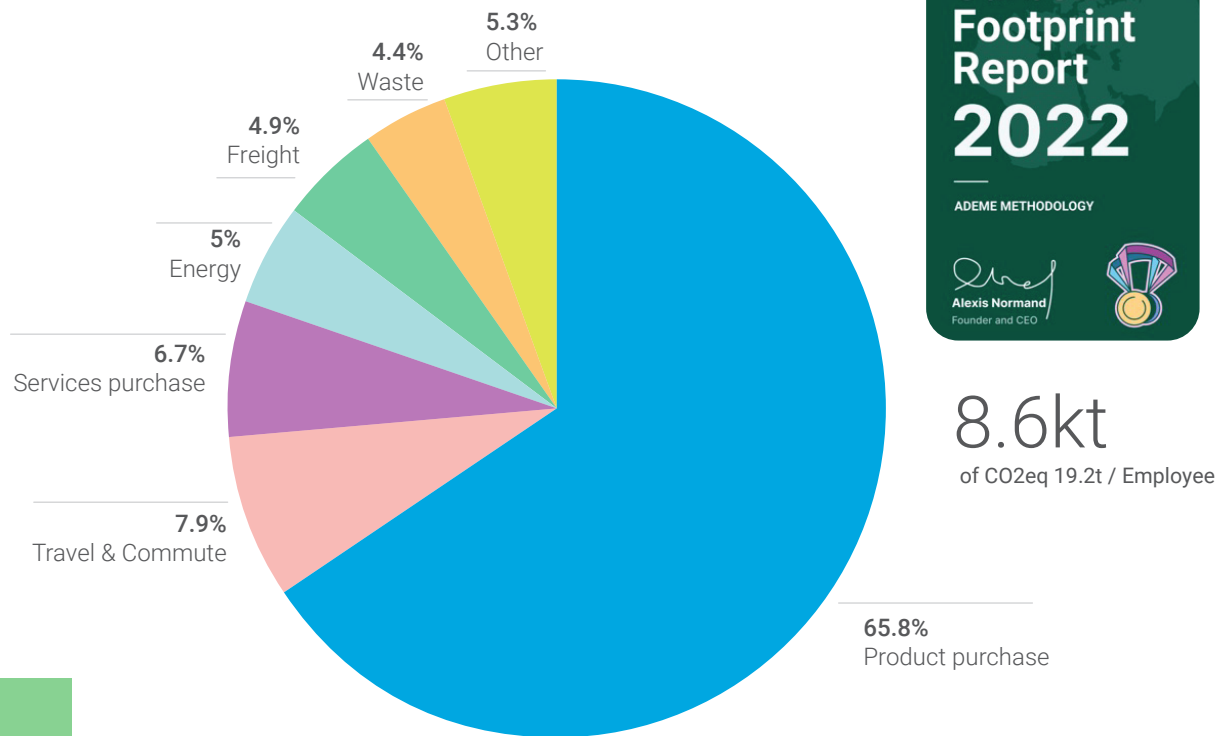
Medical and wellness devices
76 tCO2e/employee
Scope 1, 2 & 3
Based on 8 companies in the sector

ATTRIBUTED TO VITALOGRAPH

Comparison
4 900 Number of London / New York round trips
785.9 Hectares of forest storing carbon during 1 year

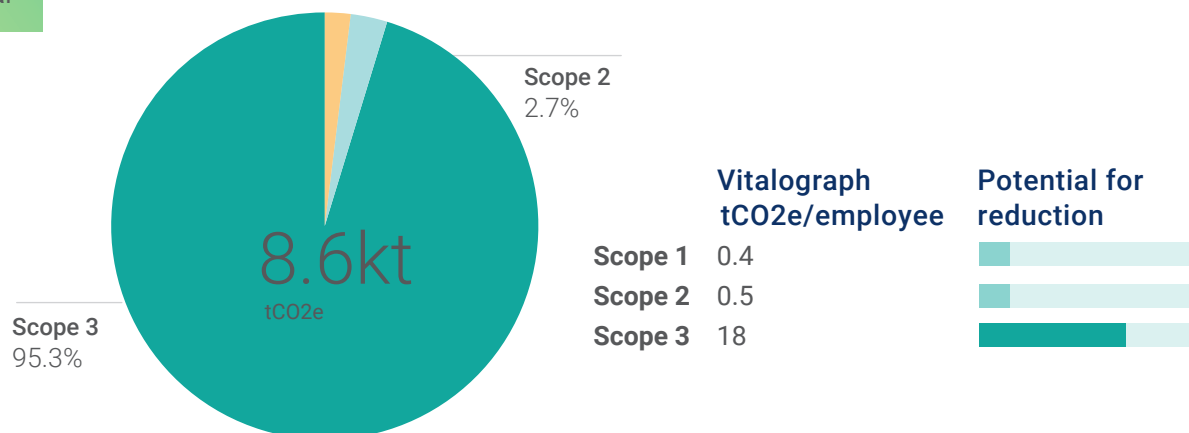
8.6 ktCO2e IS EQUIVALENT TO

1	5k London - New York round trips
2	The annual emissions of 710 English people
3	The amount of CO2 sequestered annually by 785 hectares of growing forest



8.6kt
of CO2eq 19.2t / Employee

TOTAL EMISSIONS OF VITALOGRAPH by Scope (% tCO2e)



Emissions Reduction Targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next four years to 7.9k tCO₂e by 2026. This represents a 25% reduction in our scope 1 and 2 emissions and a reduction of 10% of our overall emissions.


Offsetting | we commit to offsetting at least 10% of our emissions every year.

Based on our 2022 emissions data, we offset 15% of our emissions representing 1,328 tonnes of carbon, by investing in a project providing high efficiency rocket cookstoves to displace open-fire cooking methods in Malawi and Uganda. Rocket stoves significantly reduce greenhouse gas emissions over their life time, as well as the use of non-renewable biomass from forests-saving up to 3 tonnes per stove per year and protecting watersheds and biodiversity. They also require considerably less time for firewood collecting, reducing the work burden on rural families, and presenting alternative opportunities for economic development. Moreover, they release fewer indoor pollutants, including carbon dioxide, carbon monoxide, and particulate matter, as well as reducing burn injuries. Progress towards targets is not reported in this inaugural report.

Carbon Reduction Projects

Vitalograph commits to the following environmental management measures and projects since the 2022 baseline. The carbon emission reduction achieved by these initiatives has the potential to equate to 800 tCO₂e, a 10% reduction against the 2022 baseline:

- 1) **Reshoring** | Reshore 80% of BVF manufacture to Ireland from China by the end of 2024 and 95% of all manufacturing by 2026.



'We recognise that it is important for us to embrace continuous improvement and to make incremental changes in the interests of good global citizenship.'

- 2) **Reduce packaging** | 15% reduction in cardboard and plastic packaging by 2026.
- 3) **Increase recycled materials in packaging** | 25% increase in recycled cardboard content and 50% increase in recycled plastic content by 2026.
- 4) **Shift sales of standard to eco variant of single use plastic bacterial viral filters using 50% less plastic** | from 67% to 90% by 2026 and 100% by 2028.
- 5) **Incentives to encourage and enable more sustainable commute** | to achieve a 15% replacement of thermal car use by employees with lower emitting alternatives (e.g. bike, foot, electric or hybrid vehicles) by 2026.
 - Bike scheme in Ireland
 - Electric car scheme in UK
 - Electric car charging infrastructure (UK and Ireland)
 - Electric bike charging infrastructure (Ireland)
- 6) **Energy use reduction** | infrastructure improvement project.
 - Conduct site energy surveys to identify areas for improvement
 - Upgrade all lighting to low energy lighting – 100% by 2025.
 - Install movement sensor lighting in all areas where it is safe to do so – 100% by 2025.
- 7) **Increase renewable energy** | use at our sites, prioritised by usage.
 - Update energy procurement to increase renewable energy and biogas credits – 60% by 2026
 - Ennis manufacturing – Solar PV 102.5kW by 2026

In addition to the quantified improvements outlined above, we align with the UN business travel benchmark by considering the necessity and purpose of every journey, using the most direct route available, exploring non-flight options for journeys under 6 hours and using economy travel.

We have implemented an employee education programme to support individual contributions to GHG emission reduction, appointed local sustainability champions and support local site initiatives (e.g. promote reduce, reuse, recycle; responsible consumable sourcing; biodiversity).

In the future we hope to implement further measures such as:

- Upgrade the insulation and roofing of current buildings.
- Install renewable energy at our UK and US sites.
- Prioritise excellent energy performance for new buildings and refurbishment projects.
- Work with industry partners to identify viable lower impact alternatives to virgin plastics for single use medical devices.

Circular Solutions

- We will continuously improve to reduce and optimise our use of materials in products and packaging.
- We will reuse and repurpose materials and goods throughout our operations, including end user product where quality may be maintained while doing so.
- We will implement a sustainable-by-design approach to new product developments and during continuous improvement of existing products by updating our design handbook and processes.

PROFIT

Vitalograph owes its origins, reputation and growth to its DNA of innovation. The company today manufactures and supplies high quality spirometers and respiratory medical devices. Our solutions aid the detection, diagnosis and management of respiratory conditions and are chosen by medical professionals in healthcare and occupational health settings worldwide. We also provide specialist respiratory monitoring solutions, including project and data management services, for many successful clinical trials as a supplier to some of the world's leading pharmaceutical companies, biotechs and contract research organisations.

To ensure long term sustainability, it is essential that we operate a high performing and profitable business. Vitalograph's success is based on its commitment to provide high quality respiratory diagnostic solutions that meet the diverse needs of healthcare professionals around the world. Our strategy for performing profitably is based around innovation and customer focus - to increase the depth, breadth and sustainability of our products and from our innovation to design, manufacture and distribute a full suite of sustainable and reliable respiratory diagnostic solutions that meet customer needs. To perform our core business functions in an environmentally bearable manner into the future, we aim to develop R&D processes and design criteria to move to a sustainable-by-design approach to minimise impact by consideration of the cradle to gate life of our products.

'We exhibit genuine leadership and unquestionable expertise driving the creation of pioneering solutions to improve patients' lives.'

'Developing new ways of thinking is core to our identity.'

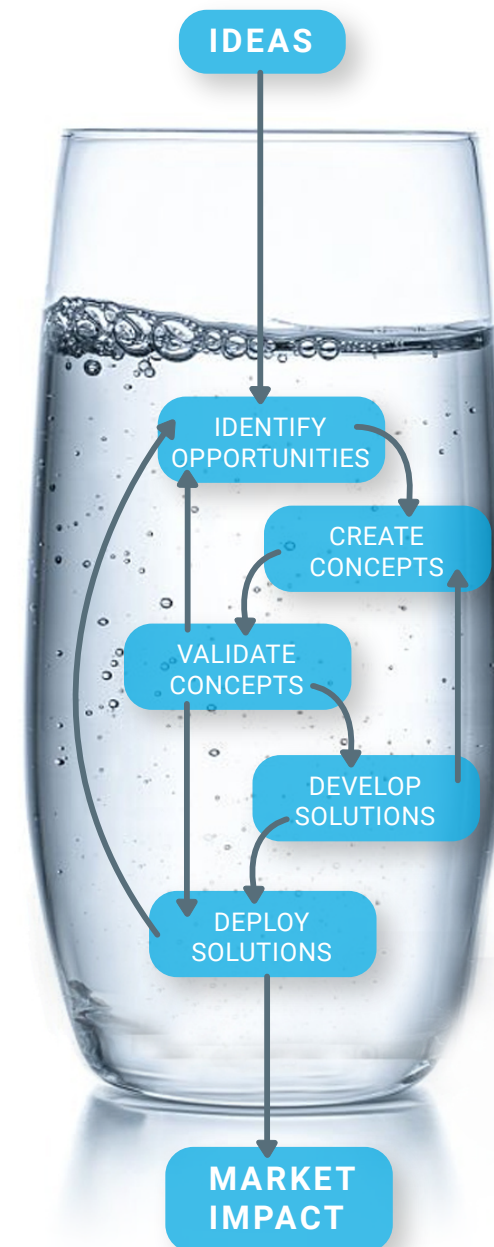
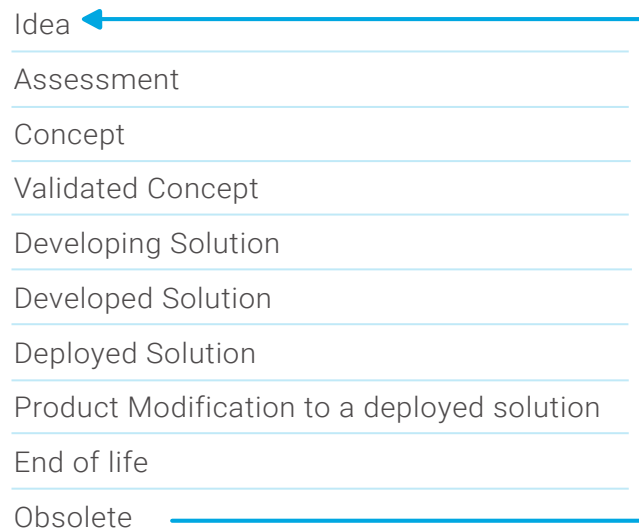


Respiratory Diagnostic Innovation

Innovation at Vitalograph aligns with ISO 56000, Innovation Management Standards.

Under these standards, the innovation process is a funnel where new ideas are identified and assessed before concepts are created. Concepts are then validated to confirm financial and technical feasibility, then the solution may be developed. Once solutions are developed they are deployed, and they enter a continuous improvement loop until they reach end of life.

At any stage an innovation entity, be it a product, offering, solution, service, or process, will be in one of these states;



Quality

The quality and safety of Vitalograph's solutions are monitored through our robust quality systems.

Quality assurance extends throughout all functions in Vitalograph for greater company efficiency and continuous improvement of product and customer service. We have implemented systems to meet relevant Clinical, Data, Management, Training, Design, Manufacturing, Distribution and Service requirements.

Cybersecurity

Cyber security is also critical to ensure the sustainability of Vitalograph's operations. Vitalograph's information security management system aligns with the requirements of EN ISO 27001, and cybersecurity risk management is included in product development and during life cycle phase review of all in-scope products. Our processes identify requirements that, when implemented, act to control or eliminate vulnerabilities or threats within the system and continue until the product is retired from production. We aim to achieve ISO 27001 certification in 2024.

In addition, Vitalograph participates with MedISAO, which is an Information Sharing and Analysis Organisation for the Medical Device Community.

QUALITY ASSURANCE

FDA 21 CFR 820 - Compliance is monitored by the FDA, with yearly onsite audits.
ICH – GCP E6
EN ISO 13485 – certificate MD 82182

DESIGN + MANUFACTURE

Vitalograph's design and manufacturing facility is located in Ennis, Ireland.
Our processes are varied and are required to meet the requirements outlined below.
IEC 62304 Medical Device Software – Software Life Cycle Processes
ISO 14971 Medical devices – Application of Risk Management to Medical Devices
CE Marking – Certificates CE 00772 and CE 85553
MDSAP Program – Certificate 700480

SAFETY + PERFORMANCE

IEC 60601-1 Series Medical Electrical Equipment
ISO 26782 Spirometers
ISO 23747 Peak Flow Meters
IEC EN 60601-2-27 ECG Devices and Software
NIOSH CWHSP
FDA 21CFR Part 11
EN ISO 14971 Medical Devices – Application of Risk Management to Medical Devices
EN ISO 10993-1 Biological Evaluation of Medical Devices, Part 1. Evaluation and Testing
ATS/ERS 2019 Spirometry Standards
IEC60601-2-25
IEC60601-2-47
EN 60601-1-11
ICH E14 (R3)

GRI CONTENT INDEX

STATEMENT OF USE	Vitalograph has reported the information cited in this GRI content index for the period 1 January 2022 – 31 December 2022, with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI STANDARD(S)	No sector guidelines apply

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 2 General Disclosures 2021	2-1 Organizational details	Vitalograph (UK) Ltd: Buckingham UK. About Vitalograph page 3
	2-2 Entities included in the organization's sustainability reporting	Vitalograph includes all its entities in the scope of this report. About Vitalograph page 3
	2-3 Reporting period, frequency, and contact point	1 January 2022 to 31 December 2022 Frequency: Annual Contact point: Sustainability@vitalograph.com Helen Venn, Strategic Projects Director
	2-4 Restatements of information	This is an inaugural report. There were no restatements of information.
	2-5 External assurance	This report has not been externally assured.
	2-6 Activities, value chain and other business relationships	About Vitalograph Global Operations page 5
	2-7 Employees	People Diversity, Equality, and Inclusion page 14
	2-8 Workers who are not employees	This is not applicable.
	2-9 Governance structure and composition	About Vitalograph Governance Structure page 6
	2-10 Nomination and selection of the highest governance body	About Vitalograph Governance Structure page 6

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 2 General Disclosures 2021	2-11 Chair of the highest governance body	About Vitalograph Governance Structure page 6
	2-12 Role of the highest governance body in overseeing the management of impacts	About Vitalograph Governance Structure page 6
	2-13 Delegation of responsibility for managing impacts	About Vitalograph Governance Structure page 6
	2-14 Role of the highest governance body in sustainability reporting	About Vitalograph Governance Structure page 6
	2-15 Conflicts of interest	Company directors are required to disclose conflicts of interest.
	2-16 Communication of critical concerns	Ethical Business and Corporate Compliance Responsible Business Practices page 10 No critical concerns were communicated to the highest governance body during the reporting period.
	2-17 Collective knowledge of the highest governance body	This information is incomplete in this reporting period. To be included in 2023 report.
	2-18 Evaluation of the performance of the highest governance body	This information is confidential.
	2-19 Remuneration policies	This information is confidential.
	2-20 Process to determine remuneration	This information is confidential.
	2-21 Annual total compensation ratio	This information is confidential.
	2-22 Statement on sustainable development strategy	Sustainability at Vitalograph page 7
	2-23 Policy commitments	Ethical Business and Corporate Compliance Policy Commitments page 15
	2-24 Embedding policy commitments	Ethical Business and Corporate Compliance Policy Commitments page 15

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 2 General Disclosures 2021	2-25 Processes to remediate negative impacts	Ethical Business and Corporate Compliance Policy Commitments page 15
	2-26 Mechanisms for seeking advice and raising concern	Ethical Business and Corporate Compliance Policy Commitments page 15
	2-27 Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations and no fines were paid during the reporting period.
	2-28 Membership associations	Performance Strong Global Partnerships page 15
	2-29 Approach to stakeholder engagement	Sustainability at Vitalograph page 7 People page 11
	2-30 Collective bargaining agreements	A small proportion of Vitalograph's workforce belong to trade unions.
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Sustainability at Vitalograph page 7
	3-2 List of material topics	Sustainability at Vitalograph page 7
	3-3 Management of material topics	Sustainability at Vitalograph page 7
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	This information is not available.
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	This process is not applicable.
	205-2 Communication and training about anti-corruption policies and procedures	Responsible Business Practice Employee Handbook page 12
	205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption during the reporting year.
GRI 206 Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There have been no legal actions for anti-competitive behaviour, anti-trust, and monopoly practices during the reporting year.

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 301 Materials 2016	301-1 Materials used by weight or volume	Our Sustainability Priorities page 7 Planet Carbon and Waste Reduction Plan page 19
	301-2 Recycled input materials used	Planet Carbon and Waste Reduction Plan page 19
	301-3 Reclaimed products and their packaging materials	This is not currently applicable
GRI 302 Energy 2016	302-1 Energy consumption within the organization	1388826.26KwH
	302-3 Energy intensity	Planet Energy Use and Greenhouse Emissions page 19
	302-4 Reduction of energy consumption	Planet Carbon and Waste Reduction Plan page 19
	302-5 Reductions in energy requirements of products and services	Performance Respiratory Diagnostic Innovation pp.X
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Planet Biodiversity page 16
	304-2 Significant impacts of activities, products, and services on biodiversity	This is not applicable.
	304-3 Habitats protected or restored	Planet Biodiversity page 16
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	This is not applicable.
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Planet Energy Use and Greenhouse Emissions page 19
	305-2 Energy indirect (Scope 2) GHG emissions	Planet Energy Use and Greenhouse Emissions page 19
	305-3 Other indirect (Scope 3) GHG emissions	Planet Energy Use and Greenhouse Emissions page 19
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This is not applicable.

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 305 Emissions 2016	305-4 GHG emissions intensity	Planet Energy Use and Greenhouse Emissions page 19
	305-5 Reduction of GHG emissions	Planet Carbon and Waste Reduction Plan page 19
	305-6 Emissions of ozone-depleting substances (ODS)	No emissions in this reporting period.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This is not applicable
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	Planet Carbon and Waste Reduction Plan page 19
	306-2 Management of significant waste-related impacts	Planet Carbon and Waste Reduction Plan page 19
	306-3 Waste generated	39520.14 Kilos
	306-4 Waste diverted from disposal	30422.66 Kilos
	306-5 Waste directed to disposal	9097.49 Kilos
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Not applicable in this reporting year
	308-2 Negative environmental impacts in the supply chain and actions taken	Not applicable in this reporting year
	401-1 New employee hires and employee turnover	This information is confidential
GRI 401 Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Handbook page 12
	401-3 Parental leave	Employee Handbook page 12

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	This is not applicable.
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Policy Commitments Employee health and safety page 15
	403-2 Hazard identification, risk assessment, and incident investigation	Policy Commitments Employee health and safety page 15
	403-3 Occupational health services	This is not applicable.
	403-4 Worker participation, consultation, and communication on occupational health and safety	This is not applicable.
	403-5 Worker training on occupational health and safety	Policy Commitments Employee health and safety page 15
	403-6 Promotion of worker health	Policy Commitments Employee health and safety page 15
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	This is not applicable.
	403-8 Workers covered by an occupational health and safety management system	Policy Commitments Employee health and safety page 15
	403-9 Work-related injuries	Policy Commitments Employee health and safety page 15
	403-10 Work-related ill health	Policy Commitments Employee health and safety page 15
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Metrics not available at this time.
	404-2 Programs for upgrading employee skills and transition assistance programs	People An employer of choice Education and Training page 13
	404-3 Percentage of employees receiving regular performance and career development reviews	100%

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People An employer of choice Diversity, Equality, and Inclusion page 14
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There have been no incidents of discrimination during the reporting year.
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Ethical Business and Corporate Compliance Policy Commitments Supplier code of conduct page 15
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Ethical Business and Corporate Compliance Policy Commitments Supplier code of conduct page 15
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	People Being a good neighbour Local philanthropy and volunteering page 14
	413-2 Operations with significant actual and potential negative impacts on local communities	This is not applicable.
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	People Policy Commitments Supplier code of conduct page 15
	414-2 Negative social impacts in the supply chain and actions taken	This is not applicable.
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Performance Quality page 23
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There have been no incidents of non-compliance concerning the health and safety impacts of products and services during this reporting period.
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Performance Quality page 23
	417-2 Incidents of non-compliance concerning product and service information and labeling	There have been no incidents of non-compliance concerning product and service information and labelling during this reporting period.

GRI STANDARD	DISCLOSURE	LOCATION or OMISSION
GRI 417 Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	There have been no incidents of non-compliance concerning marketing communications during this reporting period.
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no substantiated complaints concerning breaches of customer privacy and losses of customer data during this reporting period.