

LAUNCH

DIAGNOSTICS

Sustainability Policy

As a socially responsible company, Launch Diagnostics Ltd is committed to the principles of sustainability, ensuring current needs can be met without compromising the ability of future generations to meet their needs. To that end we have adopted this policy as a central tenet of all our operations.

Environmental Aspects

- Launch Diagnostics will strive at all times to minimise the environmental impact of our operations.
- We will maintain our ISO 14001 certified environmental management system through regular audit and improvement cycles.
- We will reduce waste where possible by elimination, re-use and recycling, and will engage waste disposal services that maintain a 'zero to landfill' process.
- We will reduce energy usage by means of more efficient heating systems, low energy lighting solutions, good energy use practices and the use of renewable energy suppliers.
- We will seek to reduce water waste by effective maintenance of plumbing and drainage.
- We shall collect data on our carbon emissions and prepare a carbon reduction plan each year according to the requirements of PPN 06/21, with a commitment to strive to reach Net Zero by 2050
- We shall engage in regular communications with customers to rationalise deliveries and minimise the environmental impact of the delivery service we provide.
- We shall engage in regular communication with suppliers to encourage and support their own environmental impact reduction targets and methods.

Social Aspects

- We will minimise impact of our operations on our neighbours.
- Where possible we will seek to use local service providers and provide local employment opportunities.
- We are committed to diversity and inclusion in our employment practices.
- We encourage employee participation in charity events such as the MacMillan Coffee Mornings, Cancer Research UK's Race for Life, and others.
- We shall actively seek opportunities to provide support or sponsorship for local community activities.

Economic Aspects

- As a distributor supplying products sourced from a variety of manufacturers worldwide to customers in the UK and Europe, we shall adopt sustainable procurement practices.
- We shall maintain regular communications with stakeholders above and below us in the supply chain to understand their sustainability requirements and policies.
- While giving due consideration to the healthcare impacts, we are prepared to terminate business dealings with organisations that do not align with the needs of a sustainable business.
- In this way we will help to embed sustainability throughout the supply chain.

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Health, Safety and Wellbeing

- We will ensure a safe working environment for all staff by the effective implementation of our Health and Safety Policy.
- We will promote the mental and physical wellbeing of our staff by provision of ergonomic office furniture, exercise and relaxation spaces, walking meetings, and the fostering of an understanding environment in which staff may freely discuss their concerns with management.
- We will provide a confidential helpline for employees to discuss any aspects of mental health or sources of stress that may be concerning them.
- Our first aiders have been further trained to provide mental health first aid.

General Responsibilities

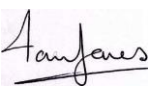

- We shall hold regular meetings on sustainability practices and encourage input from all levels of the organisation.
- We will communicate with stakeholders across the supply chain to encourage and support their own sustainability initiatives, in particular the NHS Net Zero initiative.
- We will comply with all applicable legislation around sustainability.

Responsibilities

- To be effective any policy of this nature must be driven by a 'top-down' approach, with commitment from senior management to drive compliance at all levels. Managers are therefore responsible for driving sustainability practices.
- Employees are responsible for carrying out their duties in line with this policy, suggesting areas for improvement, and highlighting any suspected breaches to management.

Review and Communication

- This policy and the effectiveness of processes within it will be reviewed at least annually.
- The most current version will be made available to all staff and stakeholders.

| Signed | Position | Date |
|---|--------------------------|--------------------------------|
|  | Joint Managing Directors | 13 th December 2023 |
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