



Environmental Sustainability Policy



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PURPOSE

WCG Clinical (WCG) measurably improves the quality and efficiency of clinical trials, helping research sponsors, CROs, sites and participants navigate the clinical research journey. It is our mission to provide those who perform clinical trials with the highest quality of services to accelerate the scientific advancement of human health, while ensuring that the risks of progress never outweigh the value of human life.

As a company focused on delivering ethical services and improving human health, we are committed to making a positive impact on society and the environment and ensuring our business strives for improvement in performance through an environmentally sustainable manner.



SCOPE

This policy applies to applicable WCG employees, stakeholders, and contingent workforce.

POLICY

WCG recognizes the critical importance of environmental sustainability in our business operations and the overall impact it has on a global scale and future generations. We are committed to minimizing our environmental footprint, conserving resources, and promoting sustainable practices throughout our organization and in the services we provide. WCG realizes our ability to create positive change by inspiring our employees, stakeholders, contingent workforce, and suppliers to adopt sustainable practices and minimize environmental impacts. This policy outlines our commitments and provides a framework for achieving our environmental sustainability goals.

COMMITMENTS

In accordance with this policy, WCG is committed to the following:

1. Conducting and operating business in a safe and environmentally sustainable manner.
2. Integrating environmental considerations into business strategies and procurement decisions.
3. Continually reviewing and improving our environmental program, processes, and procedures to enhance environmental performance and reduce potential negative impacts of our operations and services.
4. Complying with all relevant international and domestic environmental laws and regulations.
5. Conserving and utilizing natural resources in a sustainable manner by implementing measures to improve resource efficiency, including the adoption of energy-efficient technologies where feasible.
6. Addressing internal and external stakeholders' environmental concerns.
7. Striving to reduce waste associated with our operations through responsible waste management practices, including recycling at all facilities, proper signage on waste bins, and staff education/training.
8. Striving to reduce the environmental impacts on the entire value chain that WCG can directly control or influence.
9. Ensuring our contractors and suppliers uphold our environmentally sustainable principles, in part, through our vendor assessment and onboarding process.
10. Collaborating with our customers, suppliers, and other stakeholders to advance and promote environmental conservation, encourage sustainable practices in the procurement of goods and services, and promote the use of sustainable materials whenever possible.
11. Provide training for all WCG employees to educate them on relevant sustainability issues, the commitments of this policy, office etiquette, and how to implement sustainable practices.
12. Ensuring those who oversee sustainability-related issues have sufficient competence on these matters to make appropriate decisions on sustainability matters.

In order to assess and monitor our commitment towards becoming a more sustainable company and hold ourselves accountable to mitigate the effects of climate change, WCG has implemented the following:

1. Tracking and reporting Environmental, Social, and Governance (ESG) metrics beginning in 2022. The metrics are aligned with the Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards (SASB): Professional & Commercial Services Standard.
2. Tracking and reporting our greenhouse gas (GHG) emissions and energy consumption beginning in 2022. The GHG inventory was developed in accordance with the methodology from the Greenhouse Gas Protocol Corporate Standard.
3. Committing to a science-based target in alignment with climate science beginning in 2023 via the Science Based Targets initiative (SBTi) Standard Commitment Letter.
4. Identifying and responsibly managing material physical and transition climate-related risks that are likely to significantly affect sustainability, growth, employee health and safety, and the communities in which we operate.
5. Incorporating environmental sustainability criteria in our vendor screening process to identify areas of risk and improvement. While we do not have direct control over our vendors and service providers, we recognize the importance of reducing our impact and will continue to look for areas of advancements.
6. Evaluating and tracking leased office space that is guided by various green building certification systems, such as LEED (Leadership in Energy and Environmental Design), BREEAM (Building Research Establishment Environmental Assessment Method), or Green Star, which provide guidelines and standards for assessing and rating the sustainability of buildings. This also includes leased office space that promote sustainable energy and water use, waste management and recycling programs.
7. Evaluating and tracking IT assets (computer hardware, cell phones, servers) to ensure destruction and disposal is conducted in a secure and sustainable manner when possible.
8. Providing flexible work arrangements for the majority of employees to work remotely, which will reduce operational GHG emissions.

This policy will be reviewed annually for continuous improvement opportunities.

ROLES AND RESPONSIBILITIES

1. The Board and C-suite level executives are champions and approvers of the ESG and environmental sustainability strategy with responsibility for holding the company accountable for meeting ESG/ sustainability goals and targets.
2. The Chief Legal Officer has oversight of the development and implementation of ESG/sustainability efforts by communicating risk and opportunities, developing ESG reporting and disclosure mechanisms, and influencing the regulatory environment.
3. The Chief Compliance Officer oversees the company's adherence to laws, regulations, and ethical standards through its' compliance programs while also mitigating potential risks. The CCO has the ability to understand organizational gaps based on current/ future business changes and to develop proper controls and policies pertaining to environmentally sustainable practices.
4. The VP of Compliance manages the sustainability and ESG programs from an operational perspective and reports directly to the Chief Compliance Officer.



DEFINITIONS

The following key terms are introduced in this Policy:

Climate Change

Climate change is a long-term alteration in the Earth's local, regional, and global climates. Due to human activities, the effects of climate change are currently being realized with increased frequency and intensity of forest fires, droughts, temperatures, severe storms, and loss of biodiversity and species.

Environmental, Social, and Governance (ESG)

A set of principles used to measure and evaluate the sustainability and ethical impact of a company or organization. There are 3 pillars that comprise ESG:

Environmental: Focuses on a company's impact on the environment, including its efforts to reduce carbon emissions, manage waste, conserve resources, promote renewable energy, and address climate change-related risks.

Social: Considers a company's relationships with its employees, customers, suppliers, communities, and other stakeholders. It involves factors such as employee welfare, diversity and inclusion, labor practices, human rights, customer satisfaction, and community engagement.

Governance: Evaluates a company's internal structures, policies, and practices that guide decision-making and ensure accountability and transparency.

Environmental Sustainability

The responsibility to conserve natural resources and protect global ecosystems to support health & wellbeing.

Greenhouse gas (GHG)

Gases in the earth's atmosphere that trap heat.

Science Based Targets

A specific and quantifiable GHG emissions reduction goal set by a company.

Science Based Targets initiative (SBTi)

The SBTi is a partnership between CDP, the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

Material physical and transition climate-related risks

The risks of climate change can be divided into two categories: physical and transition risks. The physical risks are risks resulting from climatic events, such as wildfires, storms, and floods, whereas transition risks result from policy action taken to transition the economy off of fossil fuels.

Green Building

Refers to both a structure and the application of processes that are environmentally responsible and resource-efficient throughout a building's life-cycle: from planning to design, construction, operation, maintenance, renovation, and demolition.

REFERENCES

1. Global Reporting Initiative (GRI) Standards: [GRI - Standards \(globalreporting.org\)](https://www.globalreporting.org/)
2. Greenhouse Gas Protocol Corporate Standard: [Corporate Standard | GHG Protocol](https://www.ghgprotocol.org/corporate)
3. Sustainability Accounting Standards (SASB): [SASB](https://www.sasb.org/)
4. Science Based Targets initiative: [Ambitious corporate climate action - Science Based Targets](https://sciencebasedtargets.com/)



WCG is a global leader of solutions that measurably improve and accelerate clinical research. Biopharmaceutical and medical device companies, contract research organizations (CROs), research institutions, and sites partner with us for our unmatched expertise, data intelligence, and purpose-built technology to make informed decisions and optimize study outcomes, while maintaining the highest standards of human participant protection. WCG raises the bar by pioneering new concepts, reimagining processes, fostering compliance and safety, and empowering those who perform clinical trials to accelerate the delivery of medical therapies and devices that improve lives. For more information, please visit wgcclinical.com or follow us on LinkedIn or X @WCGClinical.

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