

## Our Commitment

At Inizio, we are committed to becoming a Net Zero business by 2040. This commitment is integral to achieving our purpose “It’s time to reimagine health” so that we can collectively contribute to a better and healthier future for patients around the world.

To drive this transformation, we are placing a strong emphasis on sustainability in our strategy, governance, operating procedures, including our supply chain.

The first phase of our decarbonisation program is guided by near-term greenhouse gas (“GHG”) emission reduction targets covering our operations and value chain. These targets have been verified by the Science-Based Initiative (“SBTi”) as being in line with a 1.5°C decarbonisation pathway. As our supply chain accounts for the largest proportion of our emissions footprint, we are asking our suppliers to engage with us and work towards decarbonising their organisations.

### For suppliers with anticipated annual spend exceeding \$1 million.

Inizio expects that suppliers will abide by the following minimum standards:

- Supplier shall annually calculate its GHG emissions inventory (inclusive of scope 1, 2 and applicable scope 3 emissions), in accordance with the Greenhouse Gas Protocol Corporate Standard and share this data with Inizio.
- Within one year of contracting with Inizio, supplier shall commit to setting near-term science-based emission reduction targets.
- Within two years from committing to set science-based targets, supplier shall submit the targets to the SBTi for external validation.
- Supplier shall use efforts in good faith to achieve these targets.
- Upon request, supplier shall complete an annual questionnaire regarding its environmental, social and governance practices using a third party platform.

## Our Policy & Its Scope

### Aim of this policy

The aim of this policy is to establish a minimum standard of business practices expected from our suppliers when working with Inizio.

### Scope of this policy

Inizio’s Sustainable Procurement Policy applies to Inizio’s tier 1 suppliers with additional expectations for suppliers with anticipated annual spend with Inizio exceeding \$1 million.

### Inizio’s environmental sustainability framework

Our commitment to reduce GHG emissions across our operations and supply chain is enacted via the following areas:

- Transitioning Inizio’s fleet to hybrid and electric vehicles
- Reducing energy consumption and procuring 100% renewable energy
- Where feasible, choosing sustainable modes of transport for commuting and business travel
- Embedding sustainability within our supply chain processes.

### For all suppliers (irrespective of annual spend with Inizio).

Inizio expects that suppliers will abide by the following minimum standards:

- Supplier shall comply with the International Labour Organisation (“ILO”) principles in respect to human rights and conditions of employment.
- Supplier shall ensure that slavery, human trafficking and corruption is not taking place in any of their supply chains and in any part of their business
- Supplier shall adhere to our Supplier Code of Conduct

This policy, together with our Purchasing Policy, Supplier Code of Conduct and Environmental Sustainability Policy forms part Inizio’s Environmental Sustainability Framework. Please contact [ESG@inizio.health](mailto:ESG@inizio.health) with any questions pertaining to the specifics of this policy or our framework.



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## Approval Actions

Title	Status	Actionee	Job Title	Issued	Due	Done
Author Stamp	Completed	dervalaleahy	Head of Group ESG	23 Jul 2024	25 Jul 2024	23 Jul 2024 11:55 AM
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Approval	Completed	Neil Jones	Group Corporate Development Director and Head of Group Infrastructure	23 Jul 2024	5 Aug 2024	8 Aug 2024 08:30 AM
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