

## POLICY

# Marken Sustainability Policy

### 1. Statement

- 1.1 Marken acknowledges that each individual and corporate citizen plays its own role in the incremental deterioration of natural resources. As such, we all are responsible for, and must play our part in, reducing our carbon footprint for the betterment of society, both locally and globally (see POL-SUS-005 Marken Environmental Policy).
- 1.2 Marken also believes that it has overarching commitments to its people, the patients who benefit from its services and the wider community, through ethical practices (see POL-SUS-001 Marken Code of Ethics) and an appreciation that objectives focused not only on profit, but also on the betterment of society, inadvertently benefit us as a company.
- 1.3 Marken strives to be a socially responsible organization that works with only customers, employees and vendors who meet our strong values through our POL-HRS-001 Marken Anti-Corruption Compliance Policy and POL-SUS-001 Marken Code of Ethics. This Policy sets out our sustainability commitments and objectives.

### 2. Scope

#### 2.1 Temporal Scope

- 2.1.1 Refer to ZenQMS for the effective date of this Policy.

#### 2.2 Organisational Scope

- 2.2.1 This Policy applies to all Marken employees.

#### 2.3 Jurisdictional Scope

- 2.3.1 This Policy applies globally.

### 3. Policy Responsibility and Implementation

- 3.1 **General Counsel** has overall responsibility for the Marken Sustainability Policy which applies across the whole of Marken and to all employees, directors and officers ("**Employees**").
- 3.2 The **Corporate Sustainability Department** is responsible for Marken's corporate sustainability strategy which includes:
- (a) setting objectives and targets to achieve a more sustainable business;
  - (b) creating metric and emission reduction scorecards for branches;
  - (c) aligning current practices with and providing strategic advice to the executives on the Ten Principles of the UN Global Compact at Marken and how we can demonstrate compliance;
  - (d) maintaining certifications and memberships that demonstrate Marken's Corporate Sustainability commitments, including but not limited to, EcoVadis and the UN Global Compact;
  - (e) working with the Human Resources Department to improve Employee satisfaction, ensure our policies and procedures meet industry best practice and ensure Marken achieves its diversity and inclusion goals;
  - (f) working with the Legal Department to ensure that Marken adequately meets its anti-corruption, anti-bribery and anti-money laundering obligations through staff and supplier training and certification;
  - (g) supporting Branch Managers and Employees who manage OSPs to advance the existing qualification program year on year as outlined in GOP-GQM-016 Vendor Evaluation, GDP Certification, and Audits; and
  - (h) providing an annual update for Marken's President on corporate sustainability strategy and objectives for the following year.
- 3.3 **Branch / Depot Managers** are responsible for:
- (a) appointing an Environmental Officer for the branch;
  - (b) branch compliance with environment, health and safety objectives (as determined by the Environment, Health and Safety (EHS) team); and
  - (c) working with the Environmental Officer and Corporate Sustainability Department to reduce scope 1 and 2 emissions year on year. This entails completing the branch / depot 'Greener Facilities Scorecard' annually (MF-SUS-003) and ensuring that all new branches complete the 'Greener Facilities Pre-Approval Checklist – New Facilities' (MF-SUS-002).

- 3.4 **Environmental Officers** are responsible for:
- (a) branch / depot metric reporting each year; and
  - (b) project managing emission reduction and environment, health and safety strategies at the branch / depot level.
- 3.5 **Employees who manage OSPs** are responsible for reducing scope 3 emissions by:
- (a) reviewing supplier sustainability objectives / metrics submitted through any Request for Information (RFI) or Request for Proposal (RFP) process and the vendor qualification process set out in GOP-GQM-016 Vendor Evaluation, GDP Certification, and Audits;
  - (b) reviewing Marken's logistics network to determine whether improvements to the way we work can be implemented without impacting Marken's key objective of delivering lifesaving shipments; and
  - (c) working with the Corporate Sustainability Department to create metrics to assess OSPs for their corporate sustainability objectives and ensuring that emission reduction is a criterion for OSP selection.
- 3.6 The **Governance, Risk and Compliance Department** shall be responsible for auditing branches and CTD facilities (depots) based on metric reporting (year on year).
- 3.7 The **Legal Department** shall be responsible for anti-corruption, anti-bribery and anti-money laundering objectives.
- 3.8 The **Human Resources Department** shall be responsible for improving Employee satisfaction (including metrics and targets), ensure our policies and procedures meet industry best practice and for Marken achieving its diversity and inclusion goals;
- 3.9 The **Innovation & Strategic Operations Department** shall be responsible for OHS and Security and shall work with Human Resources, the Branch / Depot Managers and the Corporate Sustainability Department to achieve adequate targets for the branch / depots to meet.
- 3.10 The **Information Technology Department** shall be responsible for:
- (a) advancing IT infrastructure and systems to continuously improve efficiency and to reduce reliance on manual processes and natural resources such as paper, IT resources, power and equipment;
  - (b) keeping information safe and secure, including personal data, confidential data and highly confidential data; and

- (c) together with the Privacy Office, adequate electronic archiving in line with our obligations under local laws and our POL-DAT-004 Records Management Policy.

3.11 The **Environment, Health and Safety Department** shall be responsible for:

- (a) key EHS and OHS policies and procedures throughout Marken;
- (b) ensuring compliance with all EHS related responsibilities outlined in POL-SUS-005 Marken Environmental Policy;
- (c) obtaining ISO14001 (Environmental Management Systems) global certification; and
- (d) keeping records of any OHS / EHS incidents at Marken globally (including, but not limited to, OSHA logs).

3.12 The **Innovation & Technical Operations Department** shall be responsible for:

- (a) seeking out new technology and opportunities to source lower carbon emission / closed loop packaging solutions; and
- (b) reduce single-use packaging throughout the network.

3.13 All **Employees** have a responsibility to support our environmental objectives and seek opportunities to reduce emissions and share their thoughts with the Corporate Sustainability Department.

#### 4. Corporate Sustainability

4.1 Marken appoints the Corporate Sustainability Department to:

- (a) set environmental objectives and targets, including the development of metric and emission reduction scorecards for branches / depots and OSPs;
- (b) support the business in reducing emissions year on year and integrate corporate sustainability, including the Ten Principles of the UN Global Compact, as a key business objective;
- (c) foster a sense of ingenuity across the business by challenging the way 'we have always done things', and instead having a preference for thinking 'outside the box' to achieve newer and improved solutions; and
- (d) implement Marken's corporate sustainability strategy as outlined in Section 3.2

4.2 Each year, the Corporate Sustainability Department shall present an updated strategy to Marken's President for consideration and implementation.

## 5. UN Global Compact Commitment

- 5.1 Marken strives to meet the Ten Principles of the UN Global Compact. Marken is signatory to the UN Global Compact.
- 5.2 Marken demonstrates compliance with the Ten Principles of the UN Global Compact through the following:

No.	Principle	Marken Compliance
<b>Human Rights</b>		
(1)	Support and respect the protection of internationally proclaimed human rights; and	See POL-SUS-001 Marken Code of Ethics and MF-SUS-001 Vendor Code of Ethics.
(2)	Make sure that Marken is not complicit in human rights abuses.	
<b>Labour</b>		
(3)	Freedom of association and the effective recognition of the right collective bargaining;	Employees are free to join any unions, trade memberships or work councils.
(4)	Elimination of all forms of forced and compulsory labour;	See POL-SUS-001 Marken Code of Ethics and MF-SUS-001 Vendor Code of Ethics.
(5)	Effective abolition of child labour; and	
(6)	Elimination of discrimination in respect of employment and occupation.	
<b>Environment</b>		
Businesses should:		
(7)	support a precautionary approach to environmental changes;	See POL-SUS-005 Marken Environmental Policy and MF-SUS-003 Greener Facilities Scorecard.
(8)	undertake initiatives to promote greater environmental responsibility; and	
(9)	encourage the development and diffusion of environmentally friendly technologies.	<p>Marken actively manages its IT systems and technology through its IT Operations Team and the safety of personal data through the Privacy Office Team and the Information Security Team. We take our obligations with respect to personal data seriously. The following policies / SOPs set out our obligations to date subjects, our clients, Employees and the wider community:</p> <ol style="list-style-type: none"> <li>1. POL-DAT-001 Global Privacy and Data Protection Policy;</li> <li>2. POL-ITS-003 Marken Global Information Security Policy;</li> <li>3. MOP-ITS-022 Acceptable IT Use Procedure; and</li> <li>4. POL-DAT-004 Records Management Policy.</li> </ol>

<b>Anti-Corruption</b>	
Businesses should:	
<b>(10)</b>	work against corruption in all its forms, including extortion and bribery.
	<p>POL-HRS-001 Marken Anti-Corruption Compliance Policy.</p> <p>Staff are required to undergo anti-corruption and bribery training and certify compliance annually (TR-ALL-034).</p> <p>Vendors are required to undertake Marken’s Vendor Anti-Corruption Questionnaire (MF-DAT-003) and certify compliance in line with Marken’s vendor qualification process (GOP-GQM-016).</p>

## 6. Setting Targets

### 6.1 Environmental Metrics and Targets

6.1.1 Marken is committed to transparency around its corporate sustainability program and GHG emissions. Each year, Marken shall publish a Sustainability Report which will be made available at [www.marken.com](http://www.marken.com). All environmental metrics are stated in the POL-SUS-005 Marken Environmental Policy.

6.1.2 POL-SUS-005 Marken Environmental Policy contains all measures, objectives and commitments related to the following Marken Environmental Areas of Focus:

- (a) Energy Consumption and Greenhouse Gases
- (b) Air Pollution
- (c) Materials, Chemicals, and Waste
- (d) Promotion of Sustainable Consumption

### 6.2 Social Metrics and Targets (incorporating Human Rights and Labour)

6.2.1 The Human Resources, Corporate Sustainability, EHS, and Innovation & Strategic Operations Departments shall work together to perform the following responsibilities.

- (a) Undertake a benchmarking for benefits and salaries each year. The benchmarking process shall also assess minimum wage review and a modern slavery assessment in each location.
- (b) Undertake debarment checks on all Employees (subject to applicable data protection laws).

- (c) Ensure employees undertake Diversity and Inclusion training(s) as set out in POL-HRS-014 Diversity and Inclusion Policy. Training statistics will be reported annually in the Sustainability Report.
- (d) Each Marken branch and depot are to complete the MF-SUS-Environmental, Health, and Safety Management System Audits annually with the EHS Department.
  - (i) In 2024: Marken shall aim to have 75% of branches and depots complete the MF-SUS-004 EHS MS Self-Assessment Audit; and
  - (ii) In 2025: Marken shall aim to have 100% of branches and depots complete the MF-SUS-004 EHS MS Self-Assessment Audit.
- (e) Undertake a ISO14001 Environmental Management System Certification at a minimum of 1 location per year starting in 2024.
- (f) Report annually on injury rates provided by G-Shrmis and provide a report on this data as outlined in the MOP-SHE-001 Workplace and Auto Accident First Aid Near Miss Reporting and Investigation Procedure.

### 6.3 Governance Metrics and Targets

- 6.3.1 Marken acknowledges that the key driver to increase supplier engagement and advancement against ESG principles is to set out clear expectations and commitments in contract. Marken has incorporated key ESG principles in its OSP STCs and MSA template and seeks to ensure all new OSPs, and those who are subject for review / recertification in line with GOP-GQM-016, will have signed contracts with Marken incorporating and agreeing to key ESG principles and commitments.
- 6.3.2 Marken Employees and Vendors are to comply with the POL-HRS-001 Marken Anti-Corruption Compliance Policy. Measures to ensure compliance include the following:
  - (a) Employee to complete annual TR-ALL-034 training and quiz at 100% compliance each year; and
  - (b) Vendor compliance with MF-DAT-003 Vendor Anti-Corruption Questionnaire, in line with the requirements set out in POL-HRS-001, to be at 95% each year.

## 7. Metrics and Target Appraisals

7.1 Each year the **Corporate Sustainability Department** shall:

- (a) create yearly sustainability objectives for the business which will be

presented to the Executive Committee and prioritised with the relevant departments; and

- (b) undertake an appraisal of the previous year’s key objectives and determine whether or not the implementation across the business was successful. The Corporate Sustainability Department shall undertake a ‘lessons learnt’ process to ensure the Department remains agile and present key findings to General Counsel (and where appropriate, the Executive Committee) outlining the benefits or detriment to the business of the corporate sustainability program.

**7.2 Employees shall:**

- (a) complete mandatory training TR-ALL-034 Sustainability at Marken and the associated quiz annually.

**8. Related Documents**

GOP-GQM-016	Vendor Evaluation, GDP Certification, and Audits
MF-DAT-003	Marken’s Vendor Anti-Corruption Questionnaire
MF-SUS-001	Vendor Code of Ethics
MF-SUS-002	“Greener Facilities” Pre-Approval Checklist
MF-SUS-003	Greener Facilities Scorecard
MF-SUS-004	Environmental, Health, and Safety Management System Audits
MOP-ITS-022	Acceptable IT Use Policy
POL-DAT-001	Global Privacy and Data Protection Policy
POL-DAT-004	Records Management Policy
POL-HRS-001	Marken Anti-Corruption Compliance Policy
POL-HRS-014	Diversity and Inclusion Policy
POL-ITS-003	Marken Global Information Security Policy
POL-SUS-001	Marken Code of Ethics
POL-SUS-005	Marken Environmental Policy
TR-ALL-034	Sustainability at Marken
MOP-SHE-001	Workplace and Auto Accident First Aid Near Miss Reporting and Investigation Procedure

**9. Distribution List**

Copies of this document will be available to staff via ZenQMS.

**10. Glossary of Terms and Abbreviations**

In this Policy:

“**EcoVadis**” is the world’s largest provider of business sustainability ratings.

“**Employees**” encompasses all Marken employees, directors and officers.

“**OSPs**” encompasses all Outside Service Providers.

“**GHG emissions**” means greenhouse gas emissions.

“**OHS**” means occupational health and safety.

“**EHS**” means Environment, Health and Safety.

The “**UN Global Compact**” is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN Goals.

## 11. Appendix

N/A

## 12. References

N/A

## VERSION HISTORY

### POL-SUS-002 / Marken Sustainability Policy (v3.0)

**Approved:** 05-FEB-2025 | **Effective:** 07-MAR-2025 | **Retired:** N/A

Updated to include changes to reduce to take into account the reduced audience needing training on this document; Update to the environmental section to now refer to the new environmental policy and new training, as well as the removal of Appendix A Employee Commitment Statement; Overall updates to metrics and targets of Section 6.; Revision of the responsibilities laid out in Section 3.

### POL-SUS-002 / Marken Sustainability Policy (v2.0)

**Approved:** 23-MAY-2023 | **Effective:** 19-JUN-2023 | **Retired:** 05-FEB-2025

Review of policy to bring in line with recent changes.

Formatting and minor content changes throughout; Sections 3.5(a) and 3.11 added, section 6 updated throughout.

### POL-SUS-002 / Marken Sustainability Policy (v1.0)

**Approved:** 24-MAR-2022 | **Effective:** 25-MAR-2022 | **Retired:** 19-JUN-2023

v01

## ELECTRONIC SIGNATURES

### Approvals

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