

## SUSTAINABILITY POLICY

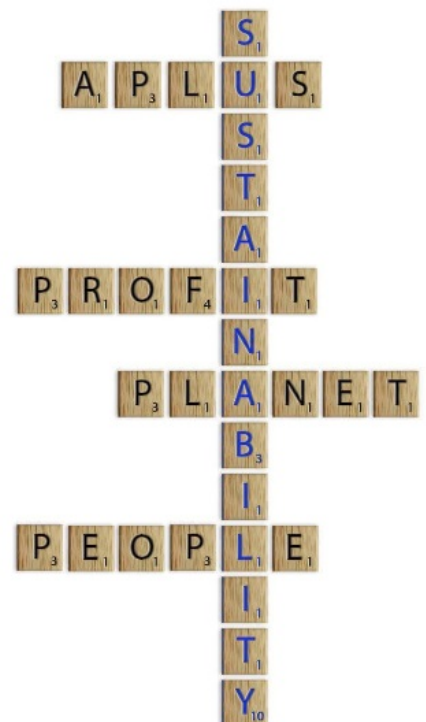
The Sustainability Policy for A+ Science is built around the triple bottom line: People, Planet & Profit.

### People

Investing in the development and the wellbeing of our people and offering wellness contributions is an investment in the future of our company as well as a key to building a successful and sustainable business. Through this we can improve employee engagement, which ultimately results in a win-win situation, with improved job satisfaction and greater productivity. The company's flat organization facilitates the decision making and reporting processes.

We focus on training our people to constantly develop their skills and expertise. We continue to strengthen our internal communications and make sure everyone is aware of the business' strategy and performance, as well as the short- and long-term business priorities. We run the company together, we are a committed team.

We are committed to employing and engaging the best people, irrespective of background, gender, orientation, race, age or disability. Everyone's voice is heard, all suggestions matter and are valuable! Each member of our team contributes uniquely to the diverse mix of skills and expertise on which the success of our company relies.



### PLANET

Sustainability at A+ Science is about building a better business with brighter tomorrow. We use our core skills, knowledge and capabilities to make an active contribution to the wider society.

We continuously strive to be a good and responsible member of the community and cultivate confidence in our company. We contribute to charitable organisations by supporting research. Through our charitable contributions we aim to improve the lives of people who are in need.

We reduce the impact our activities have on the environment by promoting environmental awareness. Waste disposal at A+ Science is carried out in a thoughtful manner and recycling is always considered. Our goal is to continuously improve our impact on the environment.

Our travel policy encourages our people to check before travelling whether there are alternative ways to carry out the work e.g. telephone calls/conferences, video conferences. Furthermore, everyone is encouraged to consider to use public transport such as train or bus whenever possible. This way we are also cost efficient.

Whenever possible using environmentally-friendly taxi vehicles is preferred.

## **PROFIT**

By taking the triple bottom line into consideration in all business decisions we improve the health and wellbeing of our people, our business and the environment. It also fortifies the profitability of our business through employee engagement and productivity.

Our top priority is to maintain services with the highest quality standards and ensure patient safety in accordance with GCP (Good Clinical Practices) and other local authority requirements. This leads to an ethical and sustainable approach in our business and generate long-term economic benefits, both to our company and to the community. Acting in a sustainable manner helps us maintain profitability and trim costs through increased employee engagement and performance, reduced staff turnover and an ongoing environmental awareness.