

Document ID: CORP-POL-00057	Policy	Revision: 01
Social and Environmental Policy		

Approved By:	Samie Aldoori, Director
Companies Included:	Crescent Pharmaceutical Group, including Crescent Pharma Ltd, Crescent Manufacturing Ltd, Crescent Medical Ltd, and Thorpe Laboratories Ltd
Review Frequency:	Annually, or sooner following legislative, regulatory, or organisational change

Purpose and Commitment Statement

Crescent Pharmaceutical Group is committed to operating as a responsible and sustainable organisation that seeks to minimise environmental impact, promote social value, and contribute positively to society.

The purpose of this policy is to:

- Define Crescent’s approach to social responsibility and environmental management.
- Demonstrate compliance with UK environmental and social value regulations.
- Support applicable NHS Net Zero and Social Value objectives.
- Align with the UK Government Social Value Model (PPN 06/21) and relevant NHS social value objectives.
- Ensure continuous improvement in environmental performance and community engagement.

Crescent Pharmaceutical Group strives to achieve a balance between economic success, social progress, and environmental protection, with the aim that its business activities create long-term value for stakeholders and future generations.

Scope

This policy applies to all Crescent Pharmaceutical Group operations, including:

- Manufacturing, distribution, and laboratory activities.
- Procurement and supply chain management.
- Office, warehouse, and logistics operations.
- Community and stakeholder engagement.
- Employee wellbeing and development.

It covers both environmental protection and social value creation across the Group’s UK operations and global partnerships.

Legal and Regulatory Framework

This policy supports compliance with:

- Environmental Protection Act 1990.
- Climate Change Act 2008 (amended 2019).
- Environment Act 2021.
- Health and Safety at Work etc. Act 1974.
- Waste (England and Wales) Regulations 2011.

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- Working Time Regulations 1998.
- Equality Act 2010.

Responsibilities

Board of Directors

- Provide governance and resources to ensure compliance and continuous improvement in social and environmental performance.
- Oversee preparation and publication of the annual Modern Slavery Statement (where the group meets the s.54 turnover threshold) and ensure compliance with the Bribery Act 2010 and support compliance with applicable public procurement requirements.

Environmental and Sustainability Lead

- Manage the environmental programme, oversee sustainability reporting, and drive progress toward Net Zero.

Human Resources Team

- Promote social value through employee wellbeing, equality, diversity, and inclusion initiatives.

Procurement and Supply Chain Teams

- Engage with suppliers who share the company's environmental and social responsibility standards.
- Undertake proportionate risk-based due diligence of suppliers and business partners in relation to environmental management, ethical conduct, labour standards and modern slavery risks.

Where appropriate, suppliers may be requested to provide evidence of relevant policies, certifications, or environmental commitments.

All Employees and Contractors

- Comply with this policy, support environmental initiatives, and act responsibly towards people, communities, and the planet.

Policy Statement

Crescent Pharmaceutical Group will:

- Comply fully with all applicable environmental, social, employment and procurement legislation and seek to minimise environmental impact, so far as is reasonably practicable, through pollution prevention, waste reduction, and sustainable resource use.
- Set, review and work towards carbon reduction targets that support the UK's Net Zero 2050 target and relevant customer commitments (including NHS Net Zero objectives).
- Conduct all operations in compliance with applicable environmental laws and regulations.
- Promote equality, diversity and inclusion throughout the organisation in accordance with the Equality Act 2010 and prevent discrimination on the grounds of any protected characteristic.
- Support employee wellbeing, fair working conditions, and continuous learning.

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- Create positive social value through community engagement and local employment, where reasonably practicable.
- Work collaboratively with stakeholders to improve environmental and social performance across the pharmaceutical sector, where appropriate.
- Take a zero-tolerance approach to modern slavery, human trafficking, bribery and corruption across our operations and supply chain.

Environmental Commitments

Crescent Pharmaceutical Group's environmental objectives are guided by the principles of sustainability, prevention, and continuous improvement.

The company will:

- Monitor and, where reasonably practicable, reduce energy, water, and resource consumption across all sites.
- Manage waste responsibly, seeking to promote reuse, recycling, and recovery where reasonably practicable.
- Seek to prevent pollution through appropriate controls on emissions, effluents, and chemical handling, so far as is reasonably practicable.
- Comply with applicable COSHH and environmental safety regulations for hazardous materials.
- Support the transition to renewable energy and low-carbon technologies where reasonably practicable and commercially viable.
- Seek to communicate environmental performance transparently through the Carbon Reduction Plan and other appropriate means.

Where reasonably practicable and consistent with product quality, regulatory and patient safety requirements, Crescent seeks to support sustainable packaging initiatives and reduction of unnecessary packaging materials. Environmental objectives will be pursued in a manner consistent with product quality, patient safety, Good Manufacturing Practice (GMP), Good Distribution Practice (GDP), and applicable regulatory obligations.

Carbon Reduction and Climate Action

Crescent Pharmaceutical Group is committed to measurable carbon reduction aligned with the UK's statutory Net Zero 2050 target, the NHS Net Zero Supplier Roadmap, and PPN 06/21.

Key commitments include:

- Targets - Reduce total Scope 1 and Scope 2 greenhouse gas emissions by at least 25% by 2035 against our baseline and achieve Net Zero greenhouse gas emissions across Scopes 1, 2 and 3 by 2050. Targets and trajectories will be reviewed at least every three years to reflect changes in legislation, guidance, customer requirements, and the Company's operations.
- Carbon Reduction Plan - Maintain and publish an annual Carbon Reduction Plan in the format prescribed by PPN 06/21, covering Scope 1, Scope 2 and covering the mandatory Scope 3 categories required under PPN 06/21, together with any additional relevant categories reported by the Company. The Carbon Reduction Plan will be approved at Board level, signed by a Director, and published on the Company website.

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- NHS Supplier Roadmap - Track and seek to meet the milestones of the NHS Net Zero Supplier Roadmap, including the requirements relating to Carbon Reduction Plan publication, public emissions reporting, and product-level carbon footprinting as they become applicable to the Company.
- Transition - Progressively transition to renewable electricity, low-carbon transport, and energy-efficient technologies, subject to technical feasibility, commercial viability, and regulatory requirements.
- Reporting - Where in scope, comply with Streamlined Energy and Carbon Reporting (SECR) disclosure requirements in the Group's annual financial statements.
- Relevant sustainability and carbon reduction information may be communicated externally through the Company's Carbon Reduction Plan, customer questionnaires, tender responses, and other appropriate disclosures.

Environmental and sustainability data will be recorded and reported in good faith using reasonable methodologies and available operational data.

Resource Management and Waste Reduction

- Segregate and recycle waste streams (paper, plastic, glass, and metals) where reasonably practicable.
- Eliminate unnecessary single-use plastics where practical, and where not reasonably practicable, seek to reduce and substitute them with more sustainable alternatives.
- Ensure disposal of pharmaceutical and hazardous waste in compliance with applicable legal and regulatory requirements.
- Crescent seeks to minimise adverse impacts on the environment, including pollution prevention and responsible resource management.

Social Responsibility and Community Engagement

Crescent Pharmaceutical Group believes in giving back to the communities it serves and operates within. The company will:

- Support charitable, health, and education initiatives aligned with its mission, where appropriate and reasonably practicable.
- Engage with local communities to create employment and skills opportunities, where reasonably practicable.

Employee Wellbeing, Equality, and Inclusion

Crescent values diversity and fairness and promotes an inclusive workplace where every employee is respected and supported.

The company will:

- Provide a safe, healthy, and supportive environment in accordance with the Health and Safety Policy and applicable legal requirements.
- Promote equality and prevent discrimination in accordance with the Equality, Diversity and Inclusion Policy and applicable legal requirements.
- Offer training, development, and career growth opportunities, where reasonably practicable.

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- Support flexible and family-friendly working practices, where reasonably practicable and consistent with business needs.
- Encourage open communication and consultation with employees, where appropriate.
- Comply with the Equality Act 2010 in respect of all nine protected characteristics, including by making reasonable adjustments for disabled employees and applicants.
- Maintain a confidential whistleblowing channel in accordance with the Whistleblowing Policy and the Public Interest Disclosure Act 1998, available to employees, contractors, and supply chain workers. Crescent prohibits retaliation against individuals who raise concerns in good faith.

Ethical and Sustainable Procurement

Crescent will:

- Take account of opportunities to work with local suppliers, small and medium-sized enterprises (SMEs) and voluntary, community and social enterprises (VCSEs), where this is consistent with value for money, equal treatment, non-discrimination and applicable procurement rules, and where it helps to reduce transport emissions and support local economies.
- Continue to manufacture locally in the UK at our MHRA approved sites.
- Conduct due diligence on suppliers in respect of modern slavery, human trafficking, bribery, corruption, and labour standards and require suppliers to comply with the Crescent Supplier Code of Conduct.
- Publish an annual Modern Slavery Statement under section 54 of the Modern Slavery Act 2015 where the Group meets the statutory turnover threshold, approved by the Board and signed by a Director.
- Collaborate with suppliers to achieve shared Net Zero and social value goals aligned with the Social Value Model (PPN 06/21), where appropriate and reasonably practicable.
- Where appropriate and proportionate to risk, the Company may review supplier compliance through questionnaires, documentation review, meetings, or audit activities.

Crescent does not tolerate forced labour, human trafficking, or modern slavery within its operations or supply chain and seeks to operate in accordance with the Modern Slavery Act 2015. Crescent seeks to respect internationally recognised human rights principles throughout its operations and supply chain.

Monitoring and Continuous Improvement

Objectives and targets will be reviewed and updated periodically, with the aim of achieving continual improvement. The Environmental and Sustainability Lead, supported by the relevant functional leads will monitor performance against this policy and report at least annually to the Board.

Reporting will include, as a minimum:

- Scope 1, Scope 2 and material Scope 3 greenhouse gas emissions (tCO₂e), with progress against the targets defined in our Carbon Reduction plan.
- Energy and water consumption across all sites.
- Waste generated, segregated by stream, and recycling/recovery rates.
- Employee training completion rates for environmental, EDI, and modern slavery awareness.
- Supplier engagement coverage on Net Zero and ethical sourcing.

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- Social value activities and outcomes delivered against PPN 06/21 themes.

Objectives, targets and KPIs will be reviewed at least annually and updated to drive continual improvement.

Training and Awareness

All employees will be made aware of this policy via the company handbook. Full versions of this policy will be visible to all employees via MasterControl and the Company's electronic HR system.

Review And Reporting

This policy will be reviewed annually. Environmental and social performance indicators may be periodically reviewed by senior leadership to support continual improvement and governance oversight. Compliance with this policy may be monitored through internal review processes, audits, management oversight, and continual improvement activities where appropriate.

Approval

Policy prepared by: Environmental Sustainability Lead

Policy approved by:



Name: Samie Aldoori

Role: Director

Date 05/01/2026