

Document ID: CORP-POL-00057	Policy	Revision: 03
Social Value and Environmental Policy		

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

Purpose and Commitment Statement

Crescent Pharmaceutical Group recognises that reliable access to high-quality medicines, environmental responsibility and positive social value are closely connected. We are committed to reducing the environmental impacts associated with the development, manufacture, storage and supply of medicines; supporting fair and inclusive employment; strengthening ethical and resilient supply chains; and contributing positively to the communities in which we operate.

Through investment in UK pharmaceutical manufacturing, energy-efficient infrastructure, responsible procurement, employee development and transparent carbon reporting, Crescent aims to support a more sustainable and resilient healthcare system. All environmental and social initiatives will be implemented in a manner that protects patient safety, product quality, regulatory compliance and continuity of medicine supply.

The purpose of this policy is to:

- Define Crescent's approach to social responsibility and environmental management.
- Support compliance with applicable UK environmental, procurement and social value requirements.
- Support applicable NHS Net Zero and Social Value objectives.
- Align with the applicable UK Government Social Value Model and public procurement requirements, the Carbon Reduction Plan requirements under PPN 006, the NHS Net Zero Supplier Roadmap and the NHS Evergreen Sustainable Supplier Assessment.
- 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.

Alongside our commitment to the reliable supply of medicines to the NHS and UK healthcare system, Crescent has donated more than 250,000 packs of medicines to charitable causes and continues to support charities and communities through financial, in-kind and employee-led initiatives.

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.

NHS Net Zero and Sustainable Procurement Alignment



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Crescent Pharmaceutical Group supports the NHS ambition to achieve a net zero healthcare supply chain and seeks to maintain alignment with the NHS Net Zero Supplier Roadmap.

Crescent will maintain a current, Board-approved Carbon Reduction Plan and will complete and periodically update the NHS Evergreen Sustainable Supplier Assessment where required. The results of the assessment will be used to identify improvement priorities, strengthen sustainability governance and support transparent engagement with NHS customers.

Crescent is developing its emissions reporting and governance arrangements in preparation for the NHS April 2027 supplier requirements, including reporting of Scope 1, Scope 2 and all relevant Scope 3 emissions across the applicable organisational and geographical boundary. Crescent will progressively develop the data, systems and supplier engagement necessary to support product-level carbon footprinting requirements for medicines supplied to the NHS as these requirements and methodologies are introduced.

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.
- 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.

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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.
- 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.
- Sites will identify material water uses and pollution risks and maintain appropriate controls for effluents, drainage, chemical storage, spill containment and emergency response.
- 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 opportunities to reduce unnecessary packaging, optimise pack configuration, improve material efficiency and increase the use of recyclable or lower-impact materials where compatible with product protection, patient information, regulatory approval, serialisation, tamper evidence, GMP and supply continuity.
- Seek to communicate environmental performance transparently through the Carbon Reduction Plan and other appropriate means.

Current Actions and Progress

Crescent's current environmental initiatives include:



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- conversion of approximately 90% of lighting systems across the UK estate to energy-efficient LED lighting;
- installation of solar photovoltaic generation at selected UK sites and continued assessment of opportunities for further installations;
- review and modernisation of HVAC systems, manufacturing equipment and building infrastructure;
- implementation of digital-first document and communication processes to reduce paper and office consumable use;
- a reduced printer estate and increased use of electronic quality, HR and operational workflows;
- travel guidance that prioritises rail, public transport, vehicle sharing and remote meetings where practical;
- increased waste segregation and recycling arrangements across operational sites;
- use of enterprise, warehouse and forecasting systems to improve inventory visibility, reduce avoidable product wastage and support more efficient logistics planning; and
- employee training covering environmental awareness, pollution prevention, waste management, carbon reduction and NHS Net Zero expectations.

Carbon Reduction and Climate Action

Crescent Pharmaceutical Group is committed to measurable carbon reduction aligned with the UK's statutory Net Zero 2050 target, applicable Government requirements and the NHS Net Zero Supplier Roadmap.

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 Crescent Pharmaceutical Group's operations.
- **Carbon Reduction Plan** - Maintain and publish an annual Board-approved Carbon Reduction Plan in accordance with applicable Government and NHS requirements. This will cover Scope 1 and Scope 2 emissions and the applicable Scope 3 categories, progressing to all relevant Scope 3 emissions in accordance with the NHS 2027 Carbon Reduction Plan requirements. The Carbon Reduction Plan will be signed by a Director and published on the Company website.
- **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 Crescent Pharmaceutical Group.
- **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 using recognised reporting methodologies, supported by appropriate operational evidence and reviewed through proportionate internal governance processes. Crescent will continually improve the quality, completeness and transparency of environmental reporting as additional operational and supplier data becomes available.

Resource Management and Waste Reduction



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- 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 recognises that the reliable supply of high-quality medicines is a core responsibility of our business. Beyond this core responsibility, Crescent seeks to create additional and lasting social value for patients, communities, employees and the wider healthcare system through responsible investment, employment, skills development, inclusive opportunity and community partnership.

Our social value activities will be relevant and proportionate to identified community needs, the nature and location of our operations, applicable customer or contract requirements, available resources and our regulatory obligations.

Crescent Pharmaceutical Group will:

- Support charitable, health, education and community initiatives that are aligned with our purpose and respond to an identified community need.
- Engage with relevant stakeholders, including NHS organisations, local authorities, education providers, charities, voluntary, community and social enterprises, and community groups, to identify appropriate social value priorities and partnership opportunities.
- Support skilled employment and local economic activity through continued investment in UK-based pharmaceutical manufacturing, laboratory, warehousing, distribution and corporate operations.
- Promote fair access to employment and seek opportunities for local recruitment, entry-level employment and career progression, while maintaining objective, inclusive and non-discriminatory recruitment and selection processes.
- Seek opportunities to provide apprenticeships, work experience, internships, graduate placements, vocational development and other routes into employment across pharmaceutical manufacturing, science, quality, engineering, logistics, supply chain and business functions.
- Work with schools, colleges, universities and training providers, where appropriate, to increase awareness of careers within the pharmaceutical and life sciences sectors and to support the development of relevant technical and professional skills.
- Seek to improve access to employment, skills and development opportunities for people who may face barriers to participation, including through accessible recruitment, reasonable adjustments, appropriate training and mentoring.
- Support employee participation in approved community activities, which may include volunteering, mentoring, fundraising, educational engagement and the sharing of relevant professional skills and expertise.
- Consider opportunities to work with charities, small and medium-sized enterprises, voluntary, community and social enterprises and other responsible partners in the delivery of community programmes and contract-specific social value commitments.
- Support appropriate, non-promotional health, wellbeing, medicines-safety and public-health education initiatives where these are within Crescent's competence and are delivered in accordance with applicable legal, regulatory and pharmacovigilance requirements.

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- Seek opportunities to support initiatives that contribute to reducing health inequalities, improving access to skills and employment, or supporting the wellbeing of underserved communities.
- Where relevant to the communities and NHS organisations we support, Crescent will consider NHS Core20PLUS5, local Integrated Care System health-inequality priorities and other identified population-health needs when developing contract-specific social value initiatives.
- Crescent will seek opportunities for its community, employment, skills and charitable programmes to generate measurable benefits for people and communities experiencing inequalities in health, access to opportunity or socioeconomic outcomes.
- Work collaboratively with NHS bodies, government departments and other healthcare stakeholders, where requested and within Crescent's capability, to support continuity and resilience of medicine supply during periods of shortage, urgent demand or wider public-health pressure.
- Consider the potential social and community impacts of significant business developments, site investments and operational projects and, where appropriate, identify opportunities to create local employment, skills and supply-chain benefits.
- Ensure that charitable donations, sponsorships and community partnerships are transparent, appropriately approved, subject to proportionate due diligence and consistent with Crescent's Code of Conduct, Anti-Bribery and Corruption Policy and conflict-of-interest requirements.
- Ensure that charitable or community support is not offered or provided for the purpose of improperly influencing a business, purchasing, prescribing or regulatory decision.
- Seek feedback from employees, community partners, customers and other relevant stakeholders and use that feedback to improve future social value activities.
- Deliver social value initiatives in an inclusive, accessible and non-discriminatory manner and without compromising patient safety, product quality, Good Manufacturing Practice, Good Distribution Practice, regulatory compliance or continuity of medicine supply.

Crescent will monitor and review the effectiveness of social value initiatives through appropriate performance indicators, stakeholder feedback and continual improvement activities.

UK Employment, Skills and Pharmaceutical Capability

Crescent recognises the wider social and economic value created through investment in UK pharmaceutical capability. Through its UK manufacturing, quality, laboratory, warehousing, distribution and corporate operations, Crescent will seek to support skilled employment, career progression and the development of capabilities required for a resilient UK medicines supply chain.

Crescent will seek opportunities to provide apprenticeships, work experience, placements and other routes into pharmaceutical and life-sciences employment, including appropriate opportunities for young people and people who may experience barriers to entering employment.

Where appropriate, Crescent will work with schools, colleges, universities, training organisations and community partners to increase awareness of careers in pharmaceutical manufacturing, science, quality, engineering, logistics and supply chain operations.

Medicines Supply Resilience and Patient Access

Crescent recognises that resilient and reliable access to medicines is itself an important contribution to patients, communities and the wider healthcare system. Crescent will seek to support the resilience of the UK medicines supply chain through responsible supply planning, appropriate inventory management, investment in UK pharmaceutical capability and constructive engagement with NHS organisations, government and other healthcare stakeholders.

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Where reasonably practicable and within Crescent's regulatory and operational capability, we will work collaboratively with healthcare stakeholders to respond to medicine shortages, changes in demand and other pressures affecting continuity of patient access.

Investment decisions relating to manufacturing, warehousing, distribution and supply-chain capability will, where appropriate, consider opportunities to improve resilience, continuity of supply and patient access alongside commercial and environmental considerations.

Social Value in Action

Crescent Pharmaceutical Group is committed to delivering measurable social value alongside the reliable supply of high-quality medicines.

Crescent has donated more than 250,000 packs of medicines to charitable causes, supporting access to medicines through approved charitable and humanitarian channels. In addition to medicine donations, Crescent supports a range of charities and community initiatives through financial contributions, in-kind support, fundraising, employee participation and other forms of charitable assistance.

These activities form part of Crescent's wider commitment to improving health and wellbeing, supporting communities and contributing positively to the reduction of health and social inequalities.

Access to Medicines and Charitable Support

As a pharmaceutical group, Crescent recognises that one of the most meaningful ways in which it can contribute to society is through the responsible use of its medicines, expertise, resources and supply-chain capabilities.

Crescent Pharmaceutical Group will:

- Continue to support appropriate charitable and humanitarian initiatives through the donation of medicines where there is an identified need and where donation is legally, ethically and regulatorily appropriate.
- Build on this established track record by continuing to support appropriate charitable and humanitarian access to medicines.
- Work with established charities, healthcare organisations and other appropriate partners to support improved access to medicines and healthcare for communities in need.
- Provide additional charitable and community support through financial donations, fundraising, in-kind contributions, employee involvement and the sharing of appropriate resources or expertise.
- Seek opportunities for charitable and social-value activities to contribute to improved health and wellbeing and the reduction of health inequalities.
- Ensure all medicine donations are appropriately authorised and controlled, with due consideration given to product quality, patient safety, supply-chain integrity, pharmacovigilance, applicable Good Distribution Practice requirements and the legitimate needs of recipient organisations.
- Ensure charitable donations and partnerships are subject to appropriate approval, due diligence, transparency and Crescent's Anti-Bribery and Corruption and conflict-of-interest requirements.
- Where appropriate, work with NHS organisations, charities, voluntary, community and social enterprises and other stakeholders to identify opportunities for social-value initiatives which respond to identified local or population health needs.

Employee Wellbeing, Equality, and Inclusion

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

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Crescent Pharmaceutical Group 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.
- 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 authorised 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 applicable Government Social Value Model, 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:



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- Scope 1, Scope 2 and all relevant Scope 3 greenhouse gas emissions (tCO₂e), in accordance with applicable reporting requirements, 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.
- Social value activities and measurable outcomes delivered against applicable Government and NHS social value requirements.
- Social value and community impact, including the number of packs of medicines donated, charitable and community organisations supported, and relevant contract-specific social value outcomes.

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

Social Value Impact Reporting

Crescent will maintain appropriate records of its social value activities and will periodically publish or otherwise make available a summary of measurable social value outcomes. This may include medicines donated, charities and community organisations supported, employment and skills opportunities created, employee volunteering and fundraising and environmental improvements.

Where social value commitments form part of an NHS or other public-sector contract, Crescent will establish appropriate objectives, measures, responsibilities and timescales and monitor delivery against the commitments made.

Training and Awareness

All employees will be made aware of this policy via Crescent Pharmaceutical Group's handbook. Full versions of this policy will be visible to all employees via MasterControl and the Company's electronic HR system. Crescent will provide environmental and social responsibility training and awareness to all employees as part of their induction programme, with refresher training provided at appropriate intervals thereafter.

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 23/09/2026