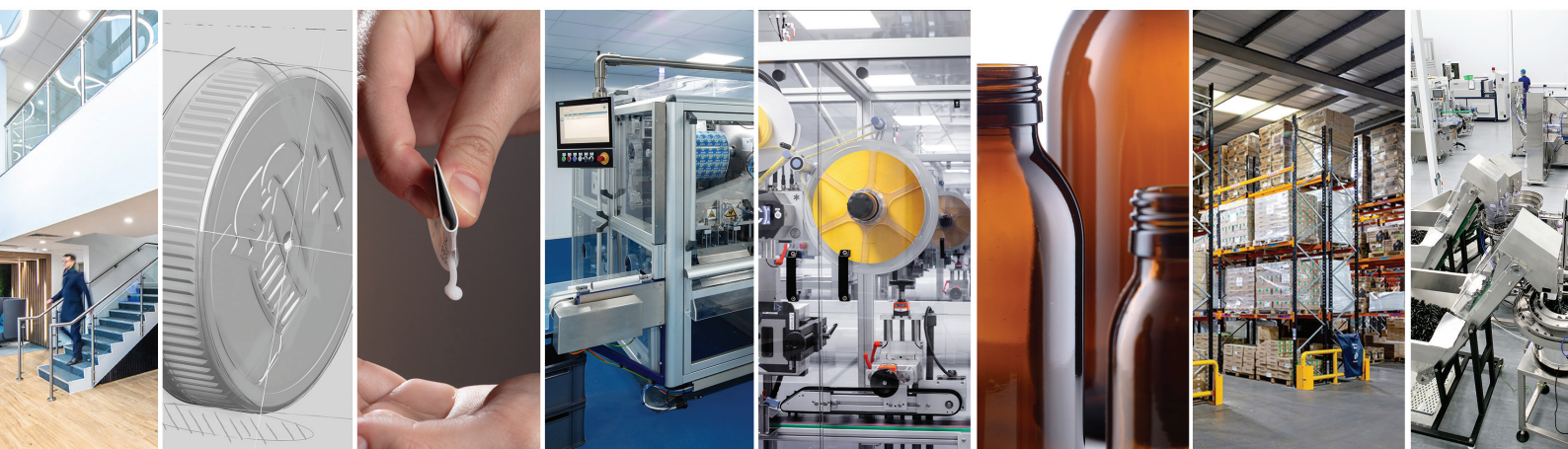




Corporate Social Responsibility

About Origin's Corporate Social Responsibility (CSR) Policy Statement

Document history

Version 1 - Created in 2022. Origin's Corporate Social Responsibility (CSR) Policy statement will be reviewed by Origin at appropriate intervals and revised when deemed necessary. Changes will be communicated effectively with suppliers.

This policy statement stipulates Origin's basic stance on its relationship with stakeholders, the community, and the environment. The overarching principles that guide our activities are:

Responsibility

We are responsible for our products, our commitments and our delivery and recognise that conservation of the global environment is an issue of concern for all humanity. We are committed to reducing our environmental burden through environmentally conscious business activities. We acknowledge the importance of compliance with the laws, regulations, and social requirements of the countries in which we operate and strive to fulfil our responsibilities based on international standards in a spirit of sincerity and honesty.

Integrity and Respect

We fulfil our responsibilities towards stakeholders, the community and the environment and recognise that sustainable corporate growth can only be achieved on a foundation of honesty, integrity, good relationships, and co-prosperity with the society at large. We strive to achieve fair and transparent disclosure of information through dialogue with stakeholders, including shareholders, customers, business partners, and employees, to earn and retain the trust of society.

We embrace diversity and aim to achieve a work environment which is based on mutual respect for individuality and human rights and free from abusive labour practices, including forced and child labour. We respect the culture and customs of different countries and regions in which we operate and are open to participate in social contribution activities for the benefit of local communities. To enhance the safety, quality, and reliability of our products, we strive to engage in fair business transactions based on transparent and free competition in harmonious cooperation with business partners.

Innovation and Humility

We are always learning, always looking at new enhancements and how we can adjust and improve our impact. We've not arrived, we're still working and will continue to work on our foreseeable destination, whilst scanning the horizon for new achievements with material benefit to our stakeholders.



A message from Keith Wade

Founded almost 60 years ago, Origin's values remain embedded in everything we deliver. 'For Health' and 'For Life' mark Origin's ambition to protect the health, and honour the hopes of seven billion men and women globally. We accept a responsibility toward all our stakeholders. We are committed to improving access to innovative, safe healthcare solutions and uphold high ethical standards in all our activities. Always promoting the development of our workforce, and making every effort to minimise our impact on the environment.

Origin Group works hard to achieve sustained growth and contribution through attention to societal issues and this charter comprises a statement of our corporate social responsibility, and four CSR goals.

Environmental Responsibility

We recognise a shared responsibility to protect our planet. We proactively aim to reduce our environmental impact of our business activities and demonstrate initiative in reducing current environmental issues of society by regularly discussing sustainability in our strategy meetings, with output/actions assigned to relevant stakeholders within Origin. For instance, in terms of innovation, new product design and R&D, we proactively work on materials which are recyclable, or made from recycled material and our design innovations are based on the 3 R's: reduce, reuse, and recycle.

Our facilities and operations have a small ecological footprint due to some of our energy coming from installed solar panels on our roof and collected rainwater which is used to flush our toilets. We actively reduce the environmental impact of our business through preservation, conservation, and waste reduction practices. We use an Environmental Management System (EMS) for tracking, verifying, and reporting environmental data, including energy efficiency, raw materials, renewable energy, waste minimisation and water use.

Although we are not currently a signatory to the UN Global Compact, we comply and follow (where applicable) the 10 Principles of the UN Global Compact. Currently our company has not made any public commitments and action plans that align with the UN Sustainable Development Goals, but as part of our CSR continuous improvement plans, we are investigating areas for improvement including greenhouse gas emissions.

Employees are encouraged to consider and attend to present initiatives, including but not limited to:

- Walking, cycling, car sharing or using public transport to get to work if possible. The 'Cycle-to-Work' scheme is accessible to all.
- Using greener fuels in vehicles if possible.
- Carefully considering energy efficiency when selecting company equipment (such as plant/machinery or cars)

Ethical Responsibility

Origin is committed to doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, and upholding our regulatory obligations. At the heart of all we do at Origin is our aspiration of 'Bringing Healing Home'. This is something which we work determinedly towards ensuring that it's incorporated in all the elements of our business, from the way we work with our clients and suppliers, respect for human rights and awareness of our partners as well as creating a safe working environment with respect for diversity and individual growth, and the creation of healthy communities.

Our efforts are focused on providing career opportunities and resources to our workforce and leading by example in areas such as workplace safety, health and wellness, diversity and inclusion, and training and development. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunities, the protection of human rights, and the prevention of human trafficking.

Our HR leadership carries out thorough employment rights checks before taking any new staff on board. If agencies are involved, we carry out a GLAA check. We aim to meet/exceed legislation such as being an Equal Opportunities Employer as per the Human Rights Act 2010, and have a Modern Slavery Act 2015 policy in place. We have health and safety policies, procedures and training in place. Staff regularly take part in training, appraisals and have personal development plans. Our staff are paid correctly and on time (our wages meet/exceed the National Living Wage), they get the appropriate pension and are offered a private healthcare provision.

We have a wellbeing programme within the scope of 'Thriving for Work' project - a government subsidised project.

Key employees are trained on the Foreign Corrupt Practices Act, the UK Bribery Act and other anti-corruption regulations. We follow a public policy of zero tolerance of corruption and bribery. We also follow the ACAS code of practice and this is captured in our Employee Handbook, which also outlines our Grievance procedure.

We respect the intellectual property rights of others and abide by applicable intellectual property rights regulations. Our policy on conflict of interest and transparency of financial information is expanded on in Origin's Supplier Code of Conduct policy document.

Philanthropic Responsibility

Reflective of the nature and vision of our company, publicly benefiting charities is substantially recognised and supported. Our contributions take the form of direct giving and packaging promotions in co-operation with nominated charities etc.



Whenever possible, we support our surrounding community by employing local people and supporting local causes, especially care settings, both for physical and mental health needs.

Origin employees are encouraged to consider and attend to future initiatives, including but not limited to:

- engaging in activities such as fund-raising events and community service
- support for small, minority, women, and disadvantaged businesses

Economic Responsibility

We ensure that every piece of work from pharmaceutical packaging manufacturing to distribution is underpinned by processes which guarantee safety for the end user. It is therefore vital for us to ensure that we use good suppliers, maintain a good working relationship with them and ensure socially responsible and ethical engagement with all participants in the value chain.

This involves adopting responsible practices that generate mutual value, in addition to focusing on efficiency and the quality of products provided by Origin. Ensuring that the value chain complies with our Code of Conduct for Suppliers and Business Partners and the principles outlined in this policy. Our detailed Supplier Questionnaire addresses policies to prevent human trafficking within our transportation operations and supply chain and asks pertinent questions on policy evidence and adherence to the Modern Slavery Act 2015 and Bribery Act 2010, as well as CSR policies and commitments.

With regards safety and quality of our products and services, Origin only purchases raw material and components from approved suppliers. This means we assess each supplier's quality system for compliance to a recognised quality standard, such as ISO 9001. All materials are purchased against an approved specification and when delivered, quality is confirmed by goods-in inspection and review of the suppliers Certificate of Analysis. Origin further ensures safety and quality by operating in accordance with the following quality management systems for which it has been independently certified: ISO 9001, BRC, ISO15378, ISO 22716. Pursuant to ISO 14001.

We prefer to use suppliers for products consumed on site. Many of our suppliers are local to our head office in North Humberside and we pay on time, and where available, take advantage of early settlement discounts. In terms of customer satisfaction and retention, we monitor our response time to customer enquiries and have KPI's in place. We also ensure all customers are contacted and communicated with on a regular basis. We have made a commitment to a new survey software - Customer Thermometer - to help improve customer satisfaction by addressing customer issues in real time

Finally, I believe that whilst it is fantastic to set ourselves goals and have CSR measures in place, it is equally important to regularly monitor and assess the effectiveness of these measures. By nominating a CSR Champion in our team and by keeping sustainability in the forefront of our minds, I am pleased to announce that we are working towards achieving certification to the ISO 14001 Environmental standard, which will further commit us to tangible and measurable outcomes going forward.

Keith Wade

Managing Director