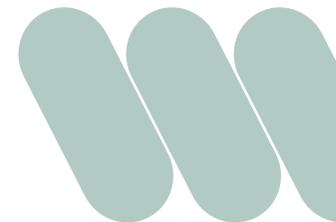


BUSINESS RESPONSIBILITY REPORT

ISSUE 2022





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The Vygon Group was established in France in 1962 by Pierre Simonet; the business has expanded with subsidiaries all over the world and product distributors operating in 64 countries. There are seven factories producing Vygon products, certified to ISO13485:2016.

Vygon (UK) Ltd was established in 1973, and in terms of turnover is the largest subsidiary of the group. In 2022, our turnover was just over £56 million. We are a leading and trusted supplier of medical and surgical consumables to the NHS, as well as operating in the private, homecare and veterinary markets.

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INTRODUCTION FROM THE MANAGING DIRECTOR

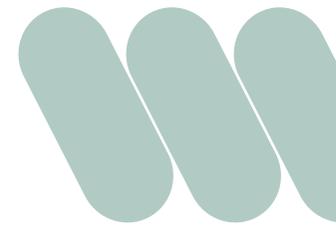
As we returned to a 'new normal' with many of the team settling into a hybrid way of working, 2022 was an instrumental year in bringing valuable ambitions to life and getting back into our local communities. It was heartwarming to hold more in-person events and our Vygon Helping Others initiative raised over £2,000 for meaningful charities close to our hearts. Thank you to everyone involved.

With learning and development such an integral part of Vygon's DNA, we were proud

to begin planning for the Vycademy. This new educational function will be accessible to Vygon colleagues worldwide, and it's exciting to be expanding our training provision for 2023 and beyond.

Most importantly, through excellent service, product innovation and second-to-none training, we continued to go over and above for our customers, helping them navigate new challenges by being a trusted partner.

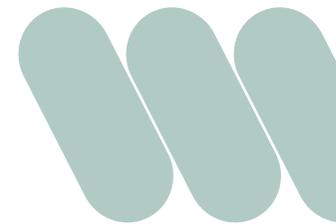
Les Davies
Managing Director



The Sustainable Development Goals (SDGs) are a UN initiative, setting global goals for people and the planet.

The SDGs provide a powerful aspiration for improving our world - laying out where we collectively need to go and how to get there.

We have applied these icons to the relevant content throughout this report, to show how we relate to the SDGs.



BUSINESS RESPONSIBILITY GOVERNANCE

Vygon (UK) Ltd has established a clear management structure for coordinating business responsibility and sustainability. All aspects are assessed by the Quality Assurance and Regulatory Affairs (QA/RA) department. The goals and objectives are assessed and prioritised for recommendation to the Management Review Team.

Following the Management Review Team meetings, the owner of the objective, or proposed improvement, is then responsible for its implementation, monitoring and reporting. QA/RA monitors the company's collective knowledge, as well as business responsibility news and trends, which are then reported to the Management Review Team so that changes can be made where necessary. QA/RA is also responsible for training Vygon UK employees at all levels on business responsibility matters.

The Management Review Team

includes members of the Senior Leadership Team, the Responsible Person and Management Representatives. Meetings are held at least annually but more often if necessary.

Our charity employee group, Vygon Helping Others,

has been successfully running for ten years now, looking after and arranging all charitable events at Vygon UK.

All employees are encouraged to propose and implement ideas for continuous improvement as well as how Vygon UK can better support the community in all aspects of our wider responsibilities.



SUPPLY CHAIN

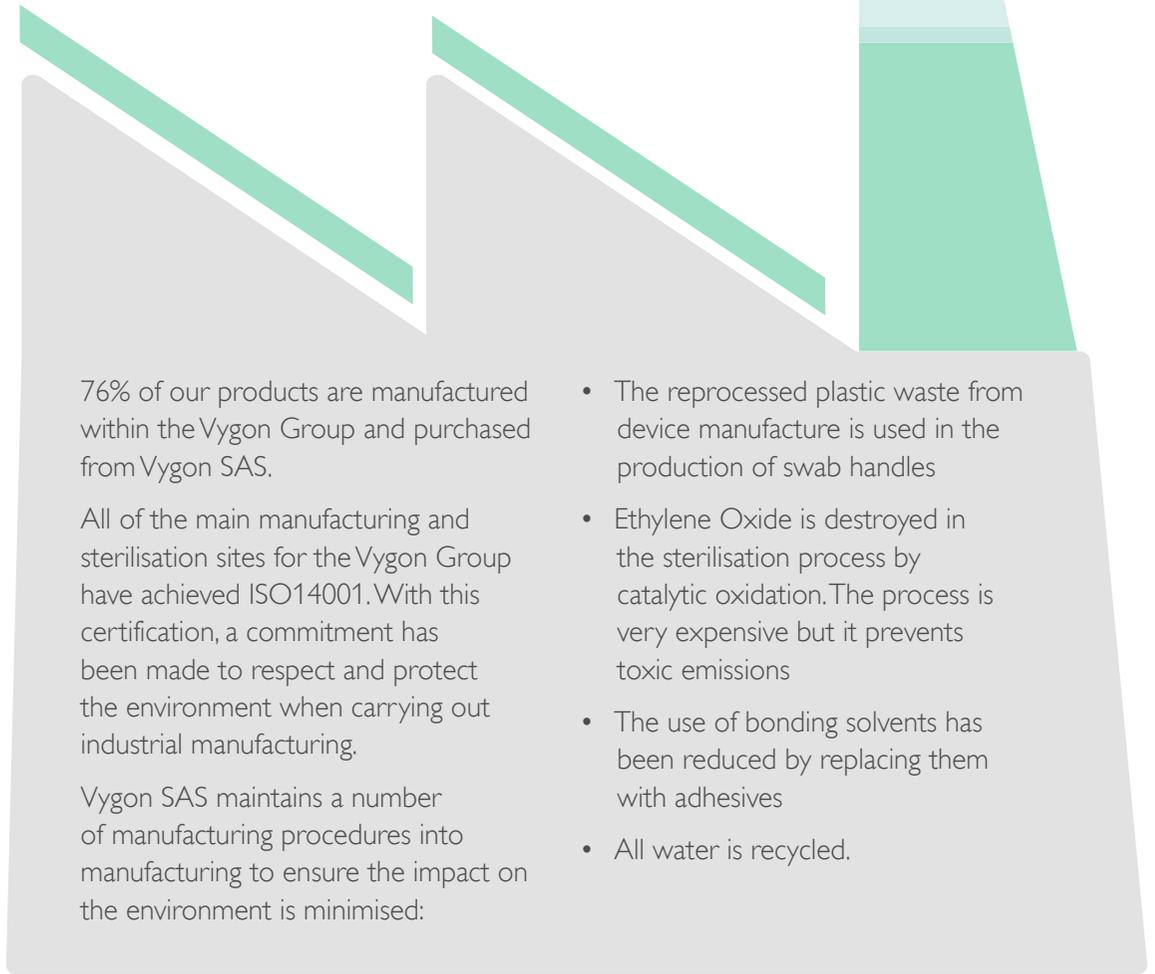
Supplier approval

Supplier approval is in place for our current, new and potential suppliers. This consists of Quality and Ethical questionnaires, as well as risk assessments and supplier audits.

We expect that our suppliers uphold the same high labour standards. Our Supplier Code of Conduct and numerous policies (including Labour Standards and Bribery and Corruption) address our commitment to extend our support of labour rights to our supply chain. Specifically our suppliers are expected to address: child labour; the elimination of discrimination in regard to employment and occupation, freedom of association and collective bargaining, prevention of human trafficking and forced labour and wages, among other labour related issues.

Labour Standards Assurance System (LSAS)

As part of our ongoing conformance with the Department of Health and NHS Supply Chain, we have continued to maintain a Labour Standards Assurance System (LSAS). This provides Vygon UK with a clear framework to ensure the goods and services we supply, as well as obtain from suppliers around the world, are produced using fair labour practises.



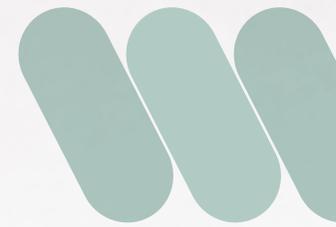
76% of our products are manufactured within the Vygon Group and purchased from Vygon SAS.

All of the main manufacturing and sterilisation sites for the Vygon Group have achieved ISO14001. With this certification, a commitment has been made to respect and protect the environment when carrying out industrial manufacturing.

Vygon SAS maintains a number of manufacturing procedures into manufacturing to ensure the impact on the environment is minimised:

- The reprocessed plastic waste from device manufacture is used in the production of swab handles
- Ethylene Oxide is destroyed in the sterilisation process by catalytic oxidation. The process is very expensive but it prevents toxic emissions
- The use of bonding solvents has been reduced by replacing them with adhesives
- All water is recycled.





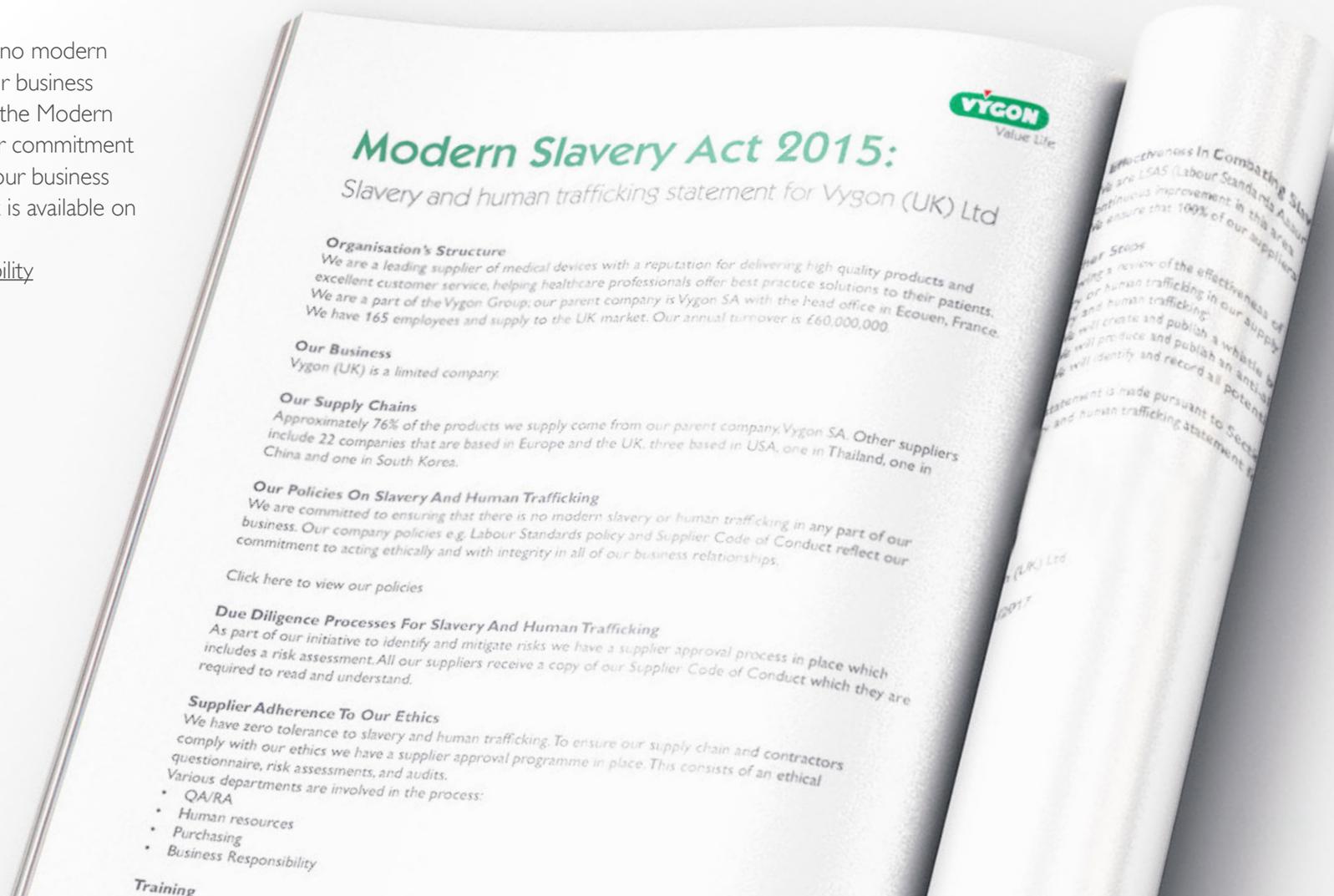
Bribery and corruption

Vygon UK is committed to conducting all of its business in an honest and ethical manner. We have a zero tolerance approach to any breach of the Bribery Act 2010 and any issues raised will be treated with the utmost importance.

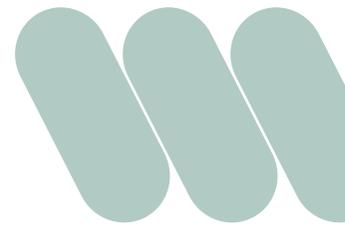
Modern slavery act

Vygon UK is committed to ensuring there is no modern slavery or human trafficking in any part of our business and our supply chain, and to complying with the Modern Slavery Act. Our company policies reflect our commitment to acting ethically and with integrity in all of our business relationships. Our Modern Slavery statement is available on our website.

www.vygon.co.uk/about/corporate-responsibility



ENVIRONMENTAL



WE ACHIEVED CARBON NEUTRALITY

2021 was a landmark year as Vygon UK achieved carbon neutrality in accordance with the guidance set out in PAS 2060:2014, with certification renewed in 2022. Vygon UK reached this milestone through sustained investment in energy efficiency with an interim need to offset any residual emissions. All emissions were offset with the purchase and retirement of high-quality Verified Carbon Standard (VCS) emission reduction projects.



Other initiatives included:

Following the decision in 2021 to replace petrol & diesel vehicles in the company fleet with Hybrids, the fleet is now comprised of 45 vehicles of which 42 are Hybrids (93%) with average fleet emissions below 30g/km, with full EVs scheduled to be introduced during 2023, as we progress with our long term plan to run a zero/low emission fleet.

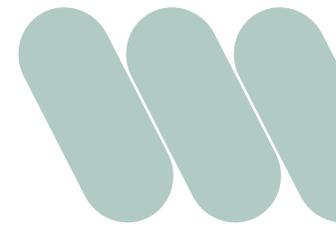
Following the installation of a 503.94 kWp solar system in October 2020, significant reductions have been made to the organisation's energy consumption. In 2022, our solar system produced 453,299 kWh of zero carbon electricity (saving 97.0 tCO₂e),

the remaining requirement of 710,466 Kwh electricity was purchased from 100% renewable resources generated by wind and/or hydro assets.

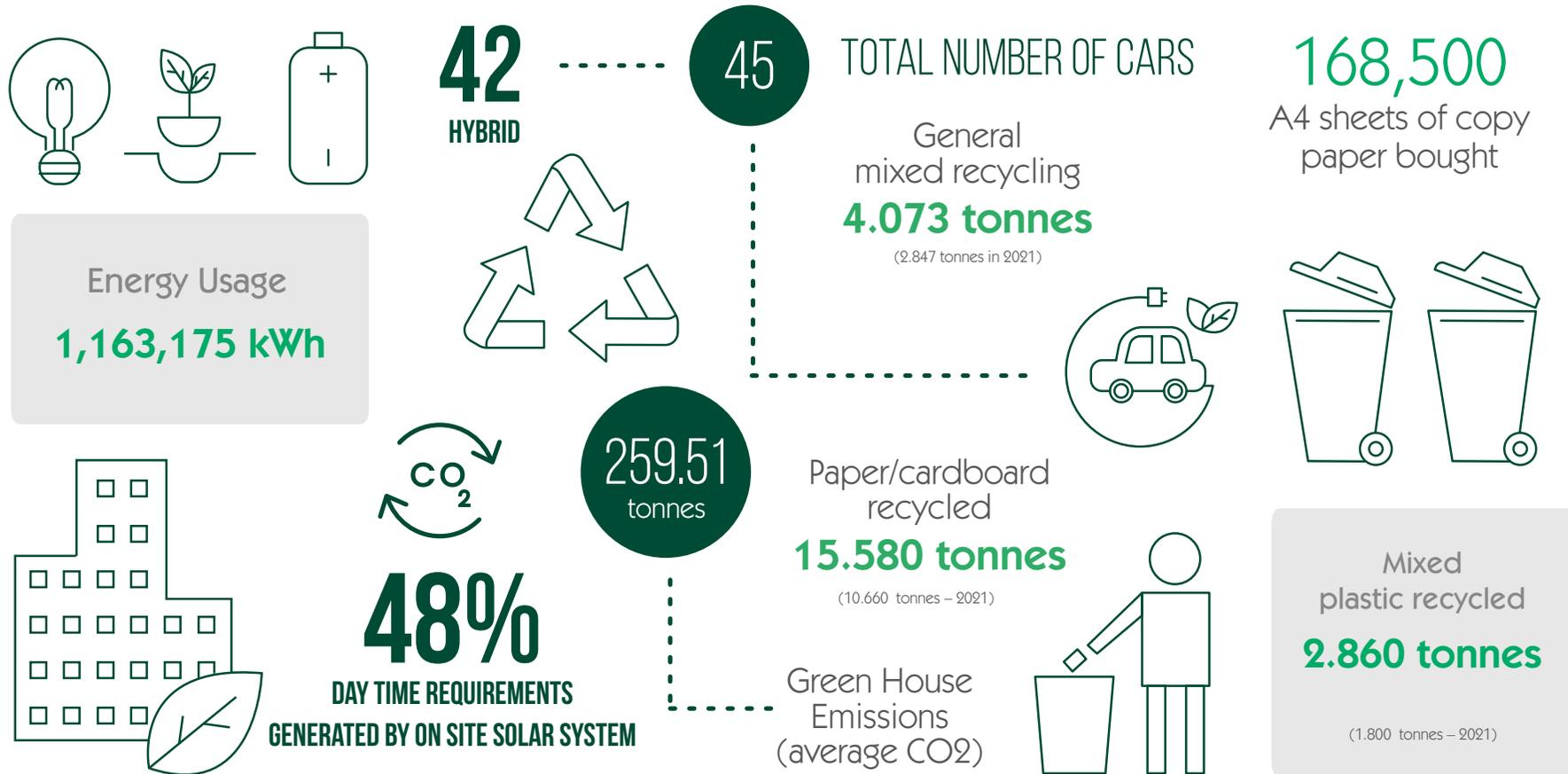
The continuing use of a managed print service resulted in reduced paper usage and related savings, for example 33.54% of a tree saved, 35.70 kg of CO₂ not generated (equivalent to 2223 bulb hours).

In 2021 a project to create an orchard within the Head Office grounds started, with the planting of 20 fruit trees by the office team as part of National Tree Planting Week, a further 10 fruit trees were planted in 2022, as this has become an annual event.

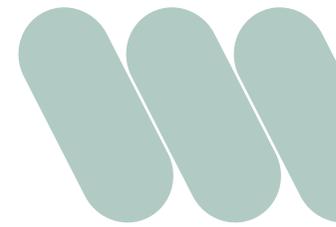




ENVIRONMENTAL



CHARITY



In 2022 Vygon Helping Others (VHO) were able to resume office events, and support employees doing outside personal events with match funding.

These were some of the events:

- WCD (World Cancer Day) Vygon Global Event – Raised £150
- Employee Walking challenge – Raised £100
- Summer Event – Raised £750 (Donated to 3 Charities 2 Local and 1 National)
- MacMillan Cake Sale - £250

In addition to the charity efforts from the teams, VHO also donated to the following charities:

- Dressability £250
- Prostate Cancer £250
- British Heart Foundation £250
- Save The Children £200

£2,150.50
raised for charity in
2022



OUR CUSTOMERS

Training

At Vygon UK, we take great pride in providing comprehensive training to nurses and clinicians in hospital settings. Our dedication to knowledge development has allowed us to play a pivotal role in empowering healthcare professionals with the skills and expertise required to utilise our products effectively. It has been an immensely gratifying journey, observing these dedicated professionals gain proficiency and confidence while using our devices in their daily routines.

The feedback we have received has been incredibly encouraging, reaffirming our belief in the significance of ongoing education and support within the healthcare industry. We eagerly anticipate further collaboration with hospitals and healthcare organisations to ensure their staff is well-equipped to provide the highest quality of patient care.

As a student nurse I came into this training/study day not knowing too much but I have learnt so much, the practical workshops helped me learn especially, I thoroughly enjoyed it.

Student Nurse

All the sessions were really informative. It's the best study day I've attended in a long time. So much practical application which makes it relevant to own work area.

Sister, children's community nursing team

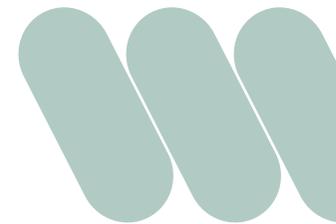
Good overview and reinforced of concepts with each speaker. Each had something good and different to add.

Consultant Interventional Radiologist

Useful learning that I can apply to my role within the community setting to help meet the needs of the children.

Clinical Education Facilitator





OUR EMPLOYEES

The new normal

During 2022 life returned to a new normal, staff were back in the office working under the new hybrid working measures which allowed up to 2 working days at home for those who want it.

Employee engagement

As pandemic restrictions were eased, we were finally able to have an "in person" celebration in the summer of 2022 where we had a big top tent, circus skills, a BBQ and an awards presentation, the first time the whole company had been able to come together since the start of the pandemic in 2020!

The company continued to deliver online quarterly staff meetings,

presenting on sales and other financial information.

Vygon UK maintains a strong commitment to health and welfare of its employees. We continue to offer an Employee Assistance Programme which supports staff and their families with regards to mental health support, counselling, health advice and some legal advice. In addition to this, we also introduced a Healthcare Cashplan incentive for all our employees to help towards costs for dental, optical, prescriptions and other healthcare costs. We also ran a flu clinic later in the year to provide our staff with easy access to the vaccination if they chose to.

Our staff engagement group ran the annual Christmas competitions

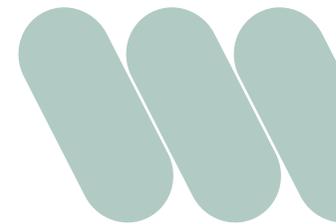
with some excellent prizes and gifts up for grabs including an air fryer, heated blankets, smart speaker and many others.

Vyacademy: Learn | Share | Grow

As part of the Group-wide initiative called Vysion, a project team was set up to explore the idea of a Vygon academy of learning and development. The team set out to create a new permanent function and team that will bring knowledge and training to all Vygon staff worldwide. Covering both classroom courses and e-learning, the team designed a solution with a wide range of expertise, including soft skills, operational competencies, selling skills and of course product and

clinical training. The proposal gained momentum and, with the support from the senior leadership and from learning ambassadors across the Vygon entities globally, started to take shape. It included the definition and search for a group learning platform. By the end of 2022, the project was on track for a Spring 2023 launch of the new Vyacademy.





Equal opportunities

Vygon UK is an equal opportunity employer. We are committed to ensuring, within the framework of the law, that our workplaces are free from unlawful discrimination on the grounds of colour, race, nationality, ethnic or national origin (including members of the Traveller Community), sex (including gender reassignment), pregnancy or maternity, sexual orientation, religious belief, or political opinion, age, marital or civil partnership or physical or mental disability.

We value diversity and are committed to promoting diversity within the workplace by seeking to ensure that all individuals are treated fairly with dignity and

respect and by recognising and encouraging individual contribution within the company.

We are committed to ensuring that our staff and all applicants for employment are protected from unlawful discrimination. We are committed to creating a working environment that promotes dignity and respect for all and where individual differences and the contributions of staff are recognised and valued. It is also our policy that all employees should be allowed to work in an environment free from harassment, bullying, victimisation or unsolicited or unwelcome comments or overtures on discriminatory grounds.

WORKPLACE DIVERSITY IN NUMBERS:

EMPLOYEES AT VYGON UK

145

LEAVERS

27

UNDER 30

male 14
female 9

30-40

male 21
female 24

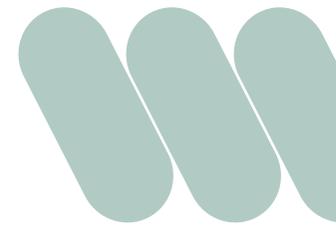
41-50

male 11
female 13

OVER 50

male 21
female 32

full time 128 part time 17
MTWTF MTWTF



Our impact

With so much positive news to share about the work we are doing within the communities we serve, in 2022 we appointed a specialist healthcare public relations (PR) agency, The Tonic Communications.

Acting as an extension of our marketing team, The Tonic's helped develop compelling content – such as expert commentary editorials, media-friendly case studies and high-impact award submissions.

This external support has ensured that media exposure has focused on the

Vygon brand, our hardworking colleagues, innovative product portfolio, customer relationships and learning and skills expertise. It has also allowed Vygon to further strengthen ties with Trusts – highlighting how by partnering with Vygon they are benefiting from organisational efficiencies, improved patient outcomes, and reduced costs.

Our relationship with The Tonic will continue throughout 2023 and media and award successes will be shared across the company.



FOR FURTHER INFORMATION, PLEASE CONTACT: info@vygon.co.uk

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