



**BUSINESS
RESPONSIBILITY
REPORT**

ISSUE 2025

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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 2025, our turnover was just under £59 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 GENERAL MANAGER

The past 12 months have demonstrated how, through collaboration, focus and dedication, we can remain resilient in the face of change within our industry, across the NHS and in the wider world.

In 2025, we made good progress in sustainability, earning Planet Mark Certified Business status for the third consecutive reporting period and exceeding our targets. These encouraging results support our journey towards net zero by 2045 and would not have been possible without the commitment of our employees – thank you.

Sharing our innovative product range remained a focus, and this was nationally recognised too, with our MostCare Up haemodynamic monitor named a finalist in two Health Service Journal Partnership Awards.

Importantly, we also celebrated our team's success at the Pierre Simonet Awards, and we extend congratulations to the peer-nominated winners for their contributions.

We have continued to share our expertise with others, both within our organisation, through hosting business T Level student placements, and externally through the expansion of Campus Vygon.

Since its launch, page views on the learning platform have doubled, with clinicians continuing to access a wide range of evidence-based resources and modules to support their practice. This robust educational offering builds on the impact of our international events, such as VYHEMDDAYS and VYVAEXPERTS held in Valencia in 2025, and demonstrates how Vygon UK is valued as a trusted advisor to our NHS partners.

Colleagues made it a priority to give back this year. From World Cancer Day to Macmillan Coffee Morning, our teams rolled up their sleeves for charity initiatives. We are proud of every staff member who contributed time, effort and funds to support worthwhile causes.

It's a privilege for me, in this new role, to reflect on our many achievements, and to thank all staff for their hard work as we continue to pursue our mission; helping clinicians deliver the best possible outcomes for their patients.

Dale Keegan
General Manager

SUSTAINABLE DEVELOPMENT GOALS



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 a clearly defined management structure in place to coordinate business responsibility and sustainability activities. Oversight is led by the Quality Assurance and Regulatory Affairs (QA/RA) department, working collaboratively with other relevant functions involved in business responsibility, sustainability and modern slavery. Objectives and priorities are reviewed, assessed and recommended for consideration by the Management Review Team.

Management Review Team meetings include members of the Senior Leadership Team, the Responsible Person and appointed Management Representatives. These meetings are held at least annually, with additional meetings convened where required.

Following each Management Review Team meeting, responsibility for the implementation, monitoring and reporting of approved objectives or improvement actions is assigned to the relevant objective owner. The QA/RA and Learning and Development (L&D) departments actively monitor organisational knowledge, alongside emerging business responsibility news and trends. Relevant updates are reported to the Management Review Team to ensure timely review and, where necessary, the implementation of changes. L&D is also responsible for delivering business responsibility training to Vygon UK employees at all levels of the organisation.

All employees are encouraged to contribute ideas for continuous improvement and to support initiatives that enhance how Vygon UK meets its wider responsibilities and supports the community.



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 our suppliers to 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.

All suppliers are subject to risk assessment prior to onboarding and periodically after.

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) to Level 2. 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 practices. LSAS objectives are set annually and reviewed during business management meetings.





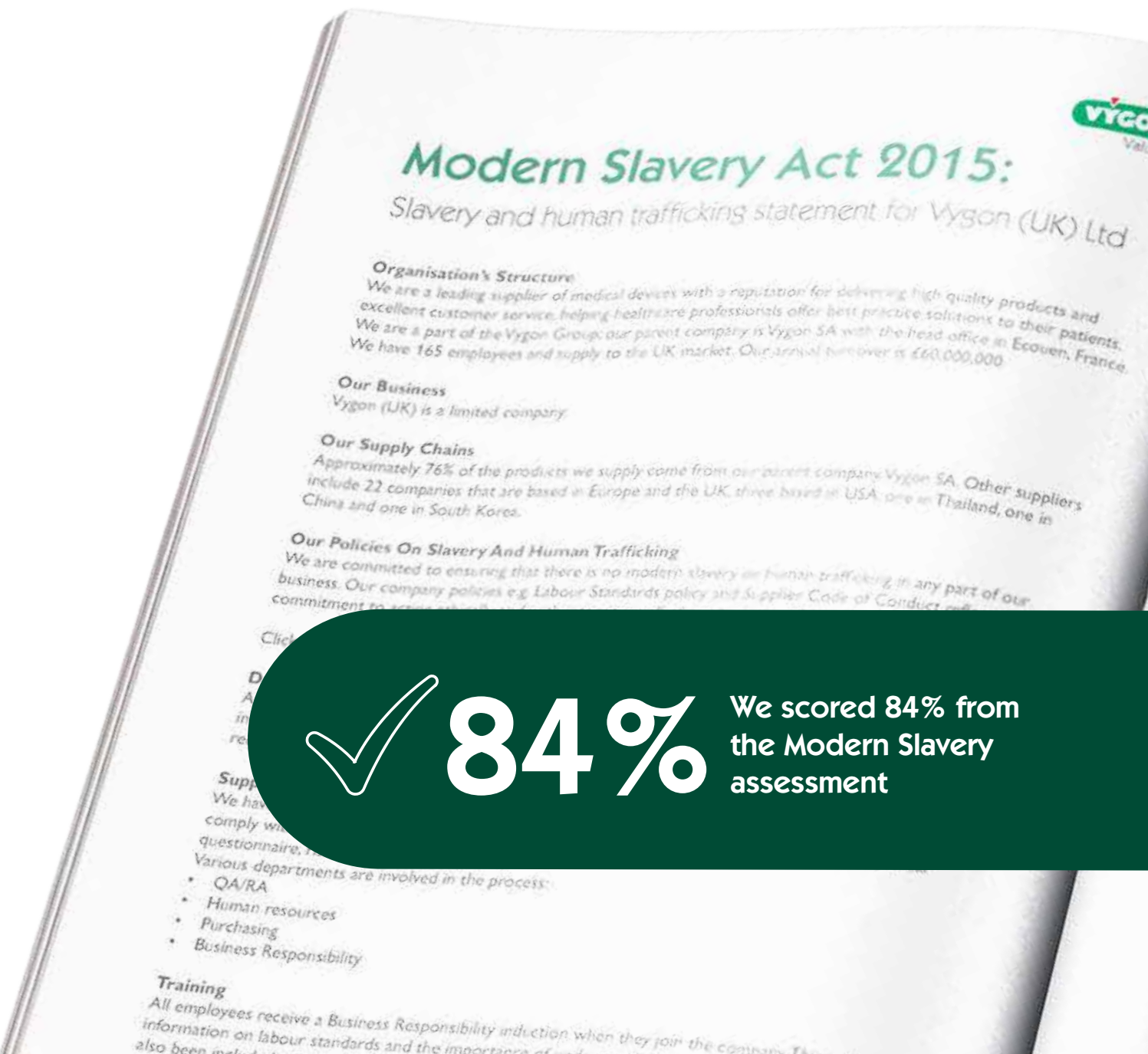
Bribery and corruption

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 complying with the Modern Slavery Act and ensuring there is no modern slavery or human trafficking in any part of our business and our supply chain. 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



✓ **84%** We scored 84% from the Modern Slavery assessment

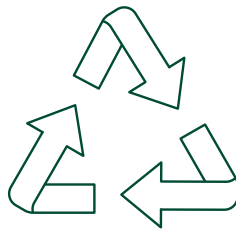
ENVIRONMENTAL

2025 was our third year reporting Scope 1, 2 & 3 carbon emissions, surpassing our target of a 5% reduction and retaining Planet Mark Business Certification.



Energy Usage
955,235 kWh

27



General mixed recycling
4,012 tonnes
(5,192 tonnes in 2023)

Hybrid or electric vehicles



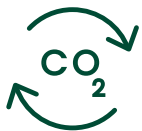
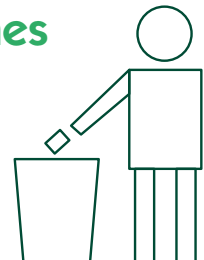
27,635
KG

Paper/cardboard recycled
11,600 tonnes
(19,380 tonnes – 2024)

15%

GENERATED BY ON SITE SOLAR SYSTEM

Green house gas emissions saved
(average CO₂)



213,750
A4 sheets of copy paper bought

214,263 kWh

GENERATED RESULTING IN CO₂ SAVINGS OF 54,851 KG



Mixed plastic recycled
3,520 tonnes
(4,938 tonnes – 2024)



CHARITY



2025 was a successful and steady year for Vygon Together. We hosted a variety of employee-led participation events to raise funds for several charities, and we were proud to support our colleagues in their personal fundraising efforts as well.

The events we supported:

- WCD (World Cancer Day) *Vygon Global Event*
-Vygon UK donated £380
- WPD (World Prematurity Day) *Vygon Global Event*
-Vygon UK donated £721.50
- Macmillan Coffee Morning
-Vygon UK donated £422
- Christmas Jumper Day
-Vygon UK donated £415

Vygon Together donated to the following Charities:

- Shine Cancer Support - £380
- Macmillan - £422
- Bliss - £721
- Prospect - £250
- Wiltshire Air Ambulance - £415

£2,188.50
raised for charity in
2025



LEARNING & DEVELOPMENT

Project SEARCH

In 2025, a group of managers and team leaders at Vygon UK volunteered to work with Swindon Borough Council and contribute to their Project SEARCH. The initiative is designed to support young adults with a learning disability and/or autism to prepare for employment. Vygon UK ran several workshops covering the topics of Employer Expectations, and Bullying & Harassment. The young people were engaged and enjoyed the interaction with local, experienced managers.



Cirencester College

Vygon UK welcomed two T-level students from Cirencester College. As part of their training, they had to complete an in-depth placement of around 45 days with an employer, to develop technical skills relating to their specialisation. George rotated his time working across several departments at Vygon, including purchasing and marketing. "I really enjoyed seeing how a business operates day-to-day and how much variety there is," he said. "Working with different teams helped me to develop communication and people skills, and learning software like Canva and Photoshop gave me experience I can use in the future. It's also inspired me to consider a career in marketing." Phoebe, who spent her placement in Vygon's learning and development team, with additional time in marketing, added: "Being at Vygon showed me what a professional environment is like. I attended training sessions, worked across departments and joined meetings, which has given me confidence and real experience to talk about when I go for jobs. Everyone was really friendly and I learned a lot."



Academix

To support our employees' development, Vygon UK already had 10 years of experience and expertise using a learning management software. In 2025, the extensive content was migrated to the Vygon Group platform called Academix. As a result, UK staff now have access to their usual catalogue of training, including courses curated from LinkedIn Learning, as well as to the wider Vygon Group portfolio of e-learning. The project has boosted the training offering around products, therapy areas, and power skills.





OUR EMPLOYEES

Employee engagement

During 2025, we continued to strengthen employee engagement and foster a sustainable, supportive workplace culture. Our HR function remains committed to building a safe, inclusive, fair, and engaging environment that prioritises wellbeing, continuous learning, ethical conduct, and responsible labour practices.

A key highlight of the year was the Pierre Simonet Awards, where employees were recognised for exceptional contributions. Two Value Life Group Awards were peer-nominated and panel-selected, and additional internal awards celebrated excellence in categories including Top Sales Person, Best Team, Customer Service, and the Champion Award.

Our employee and charity group, Vygon Together, once again had a profound impact, raising significant funds for charity and organising our annual Christmas Quiz and Raffle, featuring prizes such as an Echo Spot, heated neck massager, outdoor speaker, and wireless earbuds. These initiatives help foster team spirit, while contributing to social causes.

Diversity, Equity & Inclusion (DEI)

Vygon UK is an equal opportunity employer committed to maintaining a workplace 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 status, or physical or mental disability.

We value diversity and strive to ensure all individuals are treated fairly, with dignity and respect. We are committed to a positive and inclusive working environment where contributions are recognised, and where all employees are protected from harassment, bullying, victimisation, or unwanted conduct of any kind.

DEI practices:

- Equal opportunity recruitment and promotion policies
- Zero tolerance approach to discrimination and harassment, supported by annual face-to-face training and relevant risk assessments
- Accessible recruitment pathways
- Ongoing investment in inclusive training for all employees.

We are also committed to ensuring that our staff and all applicants for employment are protected from unlawful discrimination. We strive to engender a positive and inclusive working environment where the individual differences, and 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.

We are committed to creating a workplace where everyone feels valued and respected.





Equal opportunities

Throughout 2025, we continued mandatory classroom training focused on tackling bullying and harassment. We also updated relevant policies and risk assessments in line with new sexual harassment legislation to ensure continued compliance and a safe working environment for all.

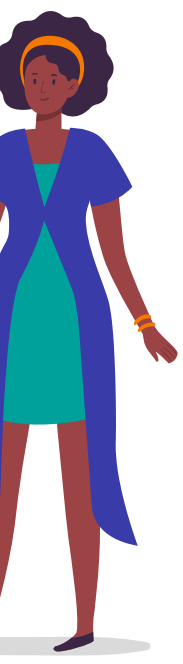
Community and social impact

HR supports meaningful community engagement through:

- Employee volunteering programmes
- Paid volunteer days
- Partnerships with charities, schools, and local organisations
- Employability projects, including interview technique workshops and sessions on workplace expectations.

These initiatives empower employees to contribute meaningfully to the community, while supporting local development and strengthening social impact.





WORKPLACE DIVERSITY IN NUMBERS:

EMPLOYEES AT VYGON UK **154** OVER 50 **63**

UNDER 30		30-40		41-50		OVER 50	
female	16	female	21	female	16	female	34
male	8	male	22	male	16	male	21
full time		female	69	part time	female	22	
MTWTF		male	66	MTWTF	male	0	







05/2025- V00337-006 v1

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