



**ENVISION PHARMA
GROUP**

Smarter, faster outcomes for life sciences

Q&A with Kate Martin, Sustainability Manager at Envision Pharma Group



Kate Martin was recently promoted to Sustainability Manager at Envision Pharma Group (EPG), marking the first time we've created a full-time position to focus on sustainability. She's already crossed off some significant accomplishments and is looking forward to even more exciting goals. Read more about her ideas in this interview.

Can you tell us about your journey into the sustainability role at EPG?

I initially started as a temporary office manager at 90TEN, which was later acquired by EPG. I then transitioned into a full-time role on the operations and facilities team. Due to UK law, I began reporting energy statistics, which ultimately led me into the sustainability role within EPG. I've been handling this reporting for 3 years now; but this year, there's been a significant step up, driven by a strong desire to be a responsible global citizen and consider what we leave for future generations. Our clients also have these expectations. This shift toward sustainability benefits everyone at EPG, and our clients appreciate seeing us take these steps. We're moving from informal compliance reporting to being more of a leader, and as part of that, I recently stepped into the role of full-time Sustainability Manager.

What does it mean for EPG to be more active in sustainability?

It means creating our first published sustainability report for 2022, which is a significant step as it represents a commitment and holds us accountable. This is a massive leap forward because we're putting ourselves out there for everyone to see. Our investors are also keen to see this report.

We're shifting from just compliance, which involves measuring and reporting, to committing to specific targets. For the first time, we've also submitted to the Carbon Disclosure Project, a global platform, and the scores will be released in January. We have yet to share this widely, so it's an exciting development worth highlighting. All of this we're doing means we're looking forward, not just backward. We're focused on developing a roadmap and communication strategies around it.

How do you stay updated on best practices and trends in sustainability?

The field of sustainability is ever-changing. It's crucial to attend webinars and stay engaged. We're committed to disclosing on three different platforms. Regarding developing and tracking KPIs, we recognize that everyone's environmental, social, and governance (ESG) journey is different. Part of the process involves communicating with both internal and external stakeholders to determine what's important. Our strategies are tailored to those needs. While many of our partners are in manufacturing and may focus on energy consumption, for us, the emphasis is on people first, particularly the social pillar.

Are there different challenges for sustainability in different global regions?

Absolutely, it's a complex landscape out there. Everyone is sharing their practices as a learning process, and it's valuable to hear. Each locality has regulations about what can or can't be disclosed, some of which are confidential. We have to find a way to create a sense of cohesion across the company rather than specific targets on a local level. Our strategy is to activate locally but align it all with our global goals. Inclusivity doesn't just refer to diversity, equity, and inclusion and encompasses class, affluence, training, and background. It's about a holistic approach.

How do you collaborate with cross-functional teams to promote sustainability practices?

This work cannot be done in silos; it's not feasible. "Good" looks like when employees feel empowered to understand our ambitions for ESG and are comfortable discussing it with clients. We're in the process of building a plan and outlining the steps to get there. We started with the sustainability report and held sessions where people could drop in and ask questions. We have six areas of focus, which can be found in our [Sustainability Report](#).

What are the main barriers and opportunities in advancing sustainability at EPG?

The most challenging aspect is getting traction because we want to integrate sustainability into our everyday business practices. The initial push can take time, like setting big cogs in motion, but once they start moving, we gain significant momentum. Our first step is figuring out how to embed sustainability, making concrete plans, establishing communication channels, and ensuring people can access information and fully embrace our goals.


What are your 5-year goals for sustainability at EPG? Are there any particularly ambitious targets?

Our long-term goal is to have conferences where we discuss ESG collaboratively. It's important to share and demonstrate awareness of what we're doing within the company. This kind of launchpad opportunity would be fantastic to bring along clients and suppliers.

Sustainability at Envision Pharma Group


Sustainability targets

- Each sustainability theme has a set of measurable, time-bound objectives and targets, which we will report against through our annual sustainability disclosure
- Having clear targets will also allow us to report concise information that provides a meaningful picture of progress to stakeholders




Diversity, equity, and inclusion

- Achieve 50/50 male/female representation in senior leadership positions (by 2028)
- Develop and publish enterprise diversity, equity, and inclusion policy with an established governance committee (by 2023)
- 100% of hiring managers receive training on diversity, equity, and inclusion (by 2023)




Employee health, safety, and well-being

- 100% of offices covered by health and safety reviews (by 2023)
- 100% employees to complete DSE assessments (by 2023)
- 100% of employees have access to wellness and employee assistance programs and flexible work arrangements (by 2025)




Ethics and compliance

- Maintain information security accreditation (ISO 27001/9001/SOC2) (Annually)
- Implement a monitoring process to ensure clients covered by security and privacy regulatory requirements (by 2024)
- Align to an environmental ISO (by 2025)
- Plan, prepare, and implement ISO 27701 – Security techniques (by 2024)




Responsible supply chain practices

- Develop a supplier program (by 2023) to implement (by 2024)
- Publish supplier diversity/responsible sourcing program information on our website (by 2024)
- Develop a strategy to increase spend with small & local suppliers (by 2024)



Disclosure and transparency

- Conduct a climate risks and opportunities assessment (by 2023)
- Align sustainability report to the global reporting initiative (by 2024)
- Establish an ESG committee (by 2023)
- Develop a website section disclosing ESG strategy and progress (by 2023)
- Achieve CDP score B for the climate change questionnaire (by 2027)
- Achieve Ecovadis score of 50 and above (by 2025)



Environmental impact

- Decrease scope 1 and 2 emissions by 25% from 2019 baseline (by 2030)
- Decrease scope 3 emissions by 10% by from a 2022 baseline (by 2030)
- Develop a science-based target to reduce our GHG emissions (by 2023)
- Procure 100% renewable electricity (by 2030)

At Envision Pharma Group, it's important to us that we set ambitious goals. To do the best we can for our people and our planet, we are challenging ourselves to go above and beyond what we previously thought was possible. We believe in the purpose of these ESG goals, and we are gearing up for the journey it will take to get there.