

BUSINESS RESPONSIBILITY REPORT

ISSUE 2023





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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 2023, our turnover was just under £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

Our colleagues continued to fly the flag for service excellence in 2023. Together, we played a vital role in supporting frontline healthcare workers and organisations through evermore challenging times, with industry leading training, exemplary customer care and second-to-none product innovation.

Embracing our 50th anniversary with passion, the team went over and above to make the celebrations both exciting and informative. A core component of the activities included the official launch of United Vysion – a roadmap that will help ensure our continued success for decades to come. Thank you to everyone involved in bringing that strategy to life – we look forward to reporting more on it in 2024.

Les Davies
Managing Director

Giving was a big theme in 2023 too, with Vygon Together forging strong partnerships with local, relevant charities, to not only help them meet their financial targets, but to understand how we can better support them deliver against their objectives. Events hinged around key dates including World Cancer Day, Comic Relief and World Heart Day - and so many members of our team undertook personal charity efforts. In total we raised £3,888 for good causes in 2023 – such a fantastic achievement!

It is a real privilege to be at the helm of such a progressive company and I thank everyone for the individual role they play in making Vygon UK best in class.



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. The QA/RA and L&D departments monitor 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.

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

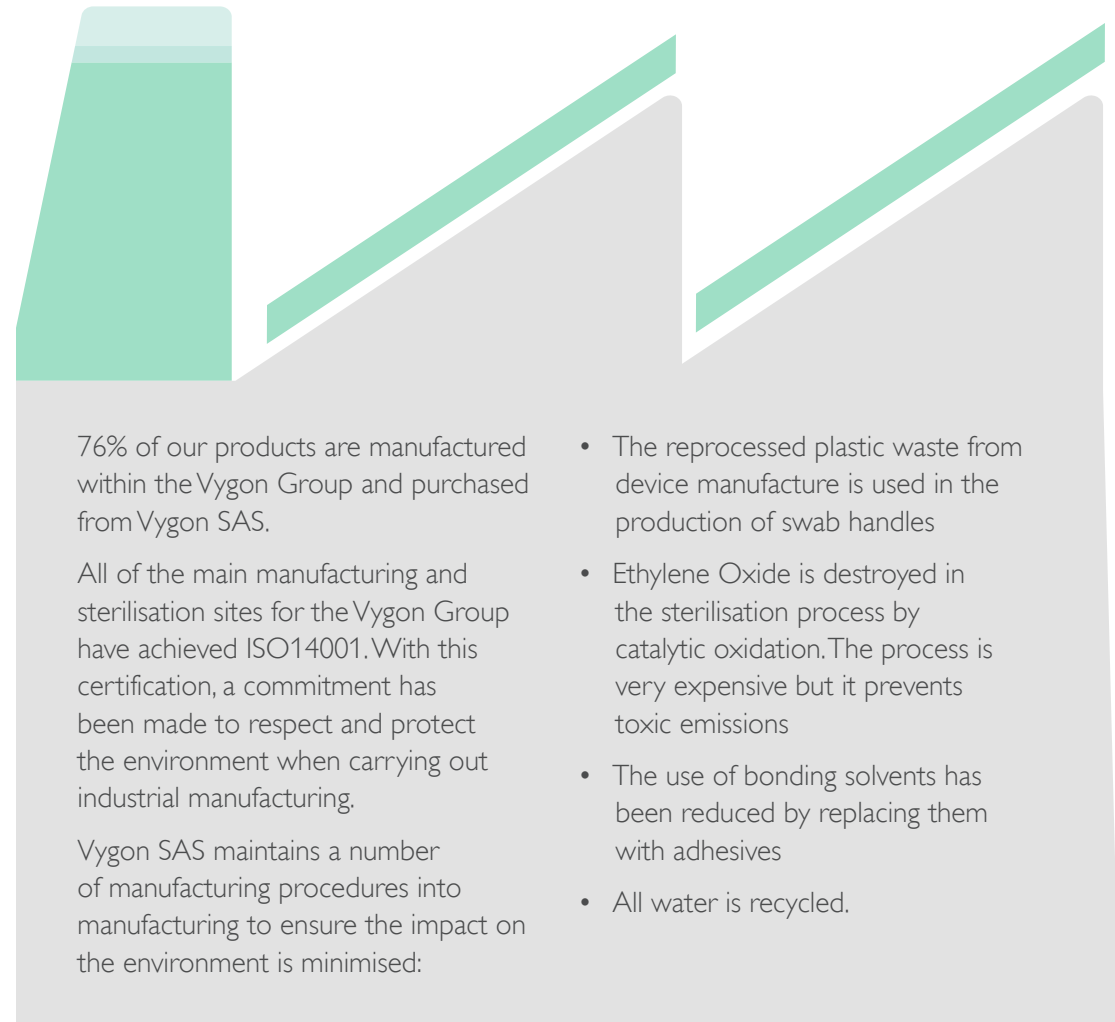
Supplier approval is in place for our current, new and potential suppliers. This consists of Quality and Ethical questionnaires, as well as risk assessments and supplier audits.

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.

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). 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. LSAS objectives are set yearly and reviewed during business management meetings.



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.





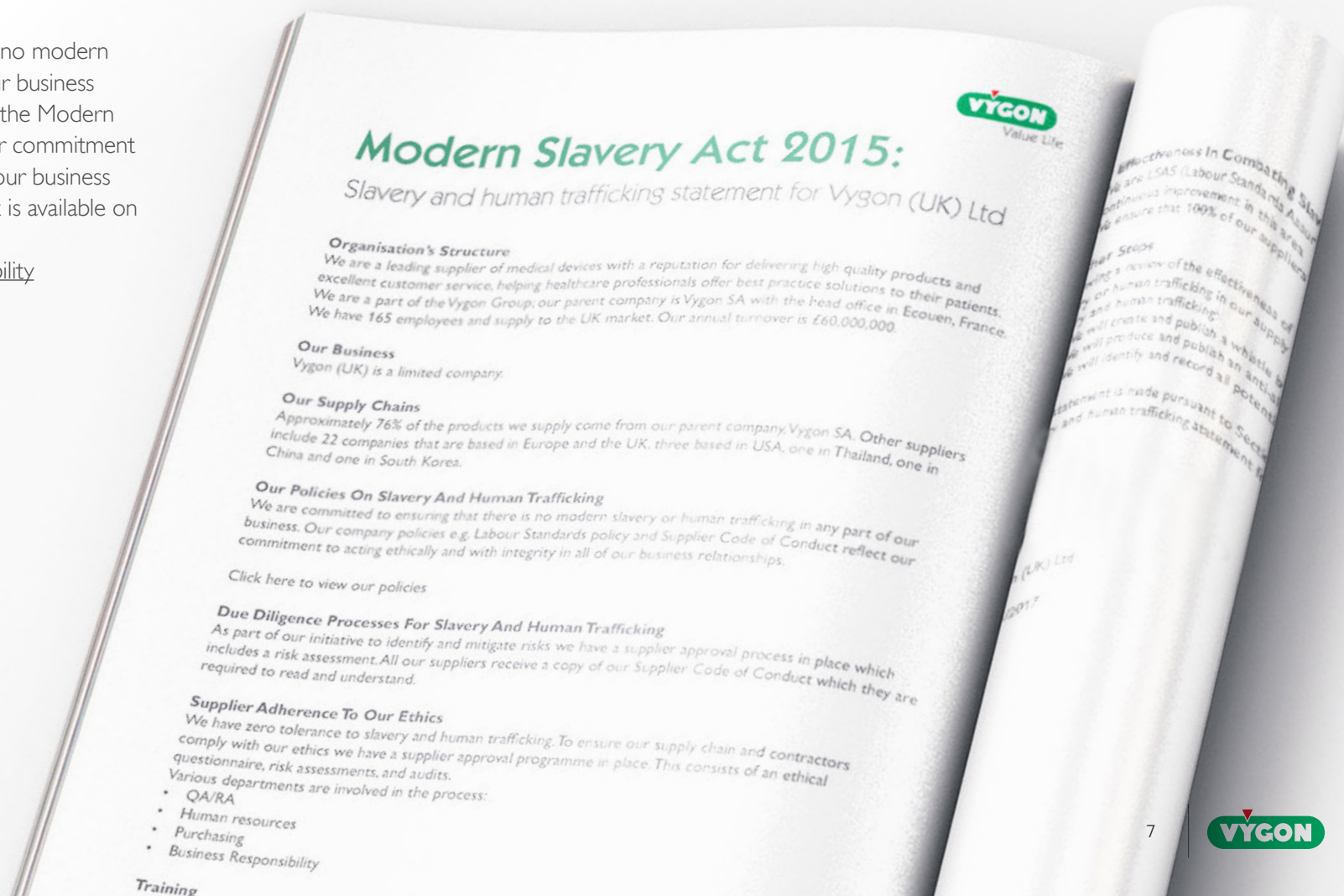
Bribery and corruption

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

CARBON NEUTRALITY

2021 was a landmark year as Vygon UK achieved carbon neutrality in accordance with the guidance set out in PAS 2060, with certification renewed in 2022 as year-on-year emission reductions were achieved and the residual emissions were offset with the purchase of high-quality Verified Carbon Standard (VCS) emission reduction projects.

Vygon are in the process of expanding its emissions reporting to include Scope 3 emissions, this will involve a baseline year reset & result in reporting higher emissions than in previous years and therefore, unable to purchase carbon credits.

Following the baseline year and emission targets reset, our focus will be to regain Carbon Neutral status.

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 44 vehicles of which 42 are hybrids (93%) with average fleet emissions below 30g/km, with full EVs scheduled to be introduced during 2024, as we progress with our long term plan to run a zero/low emission fleet.

Following the installation of a 504 kWp solar system in October 2020, significant reductions have been made to the organisation's energy consumption. In 2023, our on-site solar generated 380,876 kWh of zero carbon electricity (resulting in a saving of 97.5t CO₂e), the remaining requirement of 716,842 kWh electricity was sourced from 100% Green Renewables Tariff.

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 and 2023, increasing the Orchard to 40 trees.



ENVIRONMENTAL



Energy Usage
1,097,718 kWh

42
HYBRID

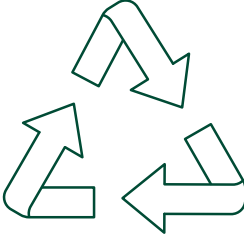
44

TOTAL NUMBER OF CARS

General mixed recycling
5.192 tonnes
(4,073 tonnes in 2022)

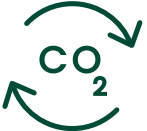
198,500

A4 sheets of copy paper bought



35%
DAY TIME REQUIREMENTS
GENERATED BY ON SITE SOLAR SYSTEM

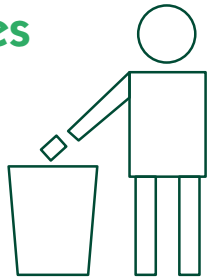
380,876 kWh
RESULTING IN CO2 SAVINGS OF 97,501KG



259.51
tonnes

Paper/cardboard recycled
9.920 tonnes
(15,580 tonnes – 2022)

Green House Emissions
(average CO2)



Mixed plastic recycled
2.680 tonnes
(2,860 tonnes – 2022)



CHARITY



In 2023 Vygon Together organised various exciting fundraising events and arranged talks from a local charity who gave us insights into how Vygon products are helping patients. In addition, we supported employees by match funding their own personal charity endeavours.

Some of the events we supported:

- WCD (World Cancer Day) Vygon Global Event – Vygon UK donated £700
- Comic Relief – donated £455
- Bap & A Chat for Mental Health – donated £100
- MacMillan Cake Sale - £234
- WHD (World Heart Day) Vygon Global Event – Vygon UK donated £393
- WPD (World Prematurity Day) Vygon Global Event – Vygon UK donated £600

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

- Cancer Research £485
- Tommy's £250
- MIND £101
- Bliss £150
- Save The Children £220

£3,888
raised for charity in
2023



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 are well-equipped to provide the highest quality of patient care.

"It has improved my knowledge on enteral tube complications and decision making for MND patients."

Dietitian

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

Clinical education facilitator

"Such a great day, found the whole day helpful. Thank you so much."

Community Children's Nursing

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

Consultant Interventional Radiologist





OUR EMPLOYEES

Employee engagement

We were able to run our Awards Ceremony in March 2023, the first since before the pandemic, and they were a great opportunity for the whole company to celebrate together. We enjoyed dinner, a disco and even a magician who performed table-top tricks during the meal. Awards were given for Top Sales person, Top Team, Champion of the Year, Customer Service Excellence and an SLT Award.

The company continued to deliver online staff meetings, presenting on sales and other financial information on a quarterly basis.

Vygon maintains the strong commitment to health and welfare of its employees. We continue to offer an Employee Assistance Programme which aids staff and their families with regards to mental

health support, unlimited counselling, health advice and some legal advice. Our Healthcare Cashplan incentive has proven to be very popular with all our employees to help towards dental, optical, prescriptions and other healthcare costs.

Our charity employee group, Vygon Together, has been successfully running for ten years now, looking after and arranging all charitable events at Vygon UK. The staff engagement group merged with the charity group and rebranded as "Vygon Together" due to the synchronicity of both groups. They have run the annual Christmas competitions with excellent prizes and gifts up for grabs, including an air fryer, heated blankets, Alexa, and many others, while also raising money for charity.

Training to tackle taboo topics

All Vygon UK employees continue to have access to an extensive catalogue of e-learning and classroom training, to cater for their individual development needs. In 2023, more content was added to educate staff on what could be seen as taboo or difficult subjects. In the spirit of equality, diversity and inclusion, awareness training was provided about the menopause (a particularly popular choice of topics), menstruation, bullying and harassment. The training formats ranged from face-to-face briefings to e-learning and "book club"-style discussions. 2023 also saw the launch of Vycademy - the culmination of an 18-month project included in the Vysion programme. The Vycademy was established as a Group-wide learning academy. It opens up even

more training opportunities for UK staff who are now able to receive train-the-trainer programmes designed centrally for all Vygon subsidiaries, covering both product knowledge and transferable skills.





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. During 2023 we ran a number of classroom-based courses on harassment and discrimination to help staff gain more understanding of these subjects.

We value diversity and are focused on promoting it 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 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.

WORKPLACE DIVERSITY IN NUMBERS:

EMPLOYEES AT VYGON UK

147 LEAVERS **40**

UNDER 30

female **6**
male **12**

30-40

female **25**
male **23**

41-50

female **15**
male **11**

OVER 50

female **32**
male **23**

full time **59**
M T W T F
female **68**
male

part time **19**
M T W T F
female **1**
male



Our impact

With so much positive news to share about the work we are doing within the communities we serve, 2023 saw us continue to work with our appointed specialist healthcare public relations (PR) agency, The Tonic Communications.

Becoming more involved with our events, products and team in 2023 the PR returned some excellent results including standout coverage about the role Accufuser played in enabling a virtual ward strategy at Medway NHS FT and how Lifecath Midline has improved patient care and efficiency at Gloucestershire Hospitals NHS FT.

Vygon UK was also recognised in several industry awards, taking home gold in the 'Best solution supporting new models of care' category at Health Tech Newspaper's Awards and being named a finalist in the highly-prestigious HSJ Partnership Awards.

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 2024 and media and award successes will be shared across the company.



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

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