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**Our 2030 Vision
will be the guiding
principle that leads us
to sustained success**

Letter from the CEO

As a global business and employer, we are acutely aware of our responsibilities to our people and planet, whilst balancing purpose and profit. It is necessary to continually review how we can achieve real progress, uphold our values, and meet the commitments set out in our 2030 Vision. Our 2030 Vision will be the guiding principle that leads us to sustained success – growing profitably whilst making a positive difference to our four key stakeholders: our customers, our users, our associates and our environment.

That final stakeholder, our environment, is embedded at the heart of everything we do. We take our sustainable responsibilities very seriously and have once again had a year of responsible advancements within our business space. With our commitment to a 50% reduction in carbon emissions by 2030, achieving a Net-Zero carbon footprint by 2045 and our continued implementation of science-based targets, sustainability forms a large part of our present activities, and it sets the tone for what is to come over the horizon for us.

This past year we have continually invested in our sustainability agenda. From the installation of additional Electric Vehicle charging ports, 'greener' generators, and solar panels across our manufacturing sites worldwide; to the funding of localised biodiversity uplift projects within our community and the consolidation of our local and global transport networks to reduce carbon emissions – sustainability has been at the forefront of our operations. Our state-of-the-art Witney facility has also reached practical completion and is edging ever closer to achieving its BREEAM certification which will put it in the UK's top 25% of buildings assessed through this method.

As one of the first medical device companies in the world to achieve B Corp certification, we continued our commitment to these guiding principles with our yearly B Corp progress report being recognised as a best practice example. This achievement is a testament to the dedication, hard work, and unwavering support of every individual at Owen Mumford. Our focus on sustainability, responsible business practices, and positive social impact has been at the forefront of our journey, and we're proud to say that it is making a difference.

As we look towards the future, our Net-Zero roadmap, which was published this year, will be a guiding force for the progress of tomorrow. We are confident that the milestones we have achieved and the goals we have set will support our vision and propel us towards success. Every associate has a part to play in our voyage towards a more responsible future, and I am so thankful for the work that has already been done. Through continued product development, sustainable expansion and the power of our talented associates, we are confident of our ability to contribute towards the world's progress in tackling global sustainability challenges.

Jarl Severn

Malaysia highlights

Our Malaysian site has taken significant strides in advancing its Environmental, Social, and Governance (ESG) policies, showcasing an unwavering commitment to sustainability and responsible business practices. Through concerted efforts and strategic initiatives, the Malaysian division has demonstrated exceptional progress in aligning its operations with global sustainability goals.

From implementing eco-friendly manufacturing processes to fostering a diverse and inclusive workplace, Owen Mumford Malaysia has emerged as a beacon of ESG excellence within our organisation. This remarkable journey towards a more sustainable future is a testament to Owen Mumford's dedication to making a positive impact not only in the healthcare industry but also in the broader global community.



Mental health

We are fully dedicated to nurturing a workplace culture that prioritises mental health and well-being for everyone. Five of our team members have obtained Mental Health First Aider certification from Malaysia Mental Health Associates (MMHA), a nationally recognised program. Additionally, we've joined with a licensed psychology centre to launch an Employee Assistance Program (EAP) onsite. This EAP offers an array of services, including mental health talks, psychological screenings, round-the-clock emotional support, and assistance for critical incidents.

To further our commitment, we've established a dedicated mental health committee and created a Wellness Room for individual and group well-being activities, fostering relaxation and community-building. Our mental health and wellbeing initiative encompasses all aspects of well-being, including emotional, financial, and physical. Each month, we focus on one element, promoting awareness, education, understanding, and gratitude among our associates. Together, we strive to maintain a culture of inclusivity, support, and continuous growth in mental health and well-being.

Employee wellbeing

We've launched an initiative to empower our associates to balance work and life. This includes flexi-time and remote working options, promoting job satisfaction and productivity. To support this, we conducted ergonomic assessments to ensure that our team have comfortable workspaces and to minimise injury risks. Furthermore, audiometric tests took place with our associates to ensure hearing health and limit the risk of hearing loss.

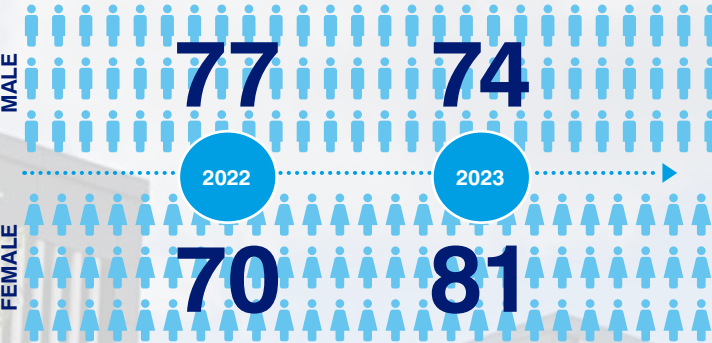
We partnered with the Malaysia Red Cross for First Aid and CPR training and held emergency response training equipping our team to manage health emergencies. Comprehensive insurance and benefits packages are also in place to support our associates' healthcare needs. These efforts reflect our commitment to a supportive and adaptable work environment, enhancing overall well-being and workforce success.

Equality

We proudly secured the BMCC Business Excellence Awards – Diversity and Inclusion Award, validating our strong commitment to diversity in the workplace. It is a powerful validation of our exceptional dedication to the development and execution of highly effective strategies and initiatives, all aimed at championing the enduring significance of diversity and equity in the workplace. We champion effective strategies that cultivate an inclusive and equitable environment for all, regardless of background.

Our unwavering dedication to gender equality includes equal pay, transparent standards, and leadership accountability. Additionally, our leadership development programme, features 7 female leaders, showcasing our dedication to diversity in leadership. We've extended paternity leave to 7 days and maternity leave to 98 days, to support our associates in managing work and family responsibilities.

Workforce by Gender



Sustainability

Owen Mumford Malaysia has continued to demonstrate a steadfast commitment to environmental sustainability. Through rigorous resource management, energy conservation, and waste reduction initiatives, we have not only minimised our ecological footprint but also set new benchmarks in responsible manufacturing practices. Our onsite solar panels will generate approximately 420,000kWh and save 288 tonnes of CO₂ per year. The implementation of eco-friendly technologies and the adoption of renewable energy sources further underscore our dedication to mitigating environmental impacts.

Closing remark

As we move forward, Owen Mumford Malaysia remains resolutely committed to advancing our ESG initiatives. We understand that the journey towards sustainability is ongoing and requires constant innovation and collaboration. By leveraging the collective strength of our employees, partners, and stakeholders, we are poised to drive positive change not only within our organisation but also in the broader communities we serve.

SDG progress update



Promoting work-life balance and supporting our associates' well-being

Fostering wellness

Having implemented an official well-being policy last year, we have built upon this commitment and further underscored the importance of mental health support to associates company wide.

It was clear to see why our team in Malaysia won the HRD Corp's Human Resources Development Award when considering the efforts, they made this year. Five OMM associates achieved certification as Mental Health First Aiders, equipping them with the skills to assist associates who may be experiencing mental health issues. Further to this, OMM partnered with a licensed psychology centre to launch a comprehensive worksite-based Employee Assistance Programme. This program aims to identify, help and resolve behavioural, health and productivity issues that may impact the well-being of an associate.

In a similar vein, our UK team paired with the Banbury Therapy Centre last year, and the organisation now visits each of our sites once a month for a day, offering associates the opportunity to discuss any issues they may be experiencing with a trained therapist. To bolster our wellbeing initiatives, we have continued to arrange these wellness days for the second year in a row.

Empowering our team

We understand the value our associates bring to the business, and we like to make sure no associate's efforts go underappreciated. That is why we offer additional work benefits to empower our teams.

In the US our associates have access to Atlanta Braves' (local baseball team) tickets which they can enjoy during leisure time with a loved one away from work. The US associates can also access company subsidised healthcare to greatly reduce the cost of obtaining quality healthcare.

We have built on our already existing mental health and well-being foundations with various initiatives throughout the year. These range from physical activities such as futsal tournaments and HIIT classes, to financial talks on pensions and emotional support such as talks on 'How to overcome relationship stress'.

Health and safety

We continue to uphold quality health and safety policies across all our sites to mitigate any risks and protect our valued associates.

This commitment was solidified by our Cotswold site recently achieving a new milestone in safety, as they worked an entire year without any lost time accidents reported on site. Such an achievement demonstrates that by reporting and acting upon safety observations we can successfully prevent workplace injury.

Further to this, our Malaysian site have conducted several risk assessments to seek ways to minimise the risk of work-related injuries. This involved an ergonomic risk assessment with the aim to create a workspace where associates can perform tasks comfortably and efficiently.

Flexible working and annual leave

Continuing to implement our hybrid working policy for office-based associates, all our sites worldwide now operate a flexible working policy, allowing associates to manage their work schedule around core business hours and work from home two days a week.

Our team in the United States has introduced a vacation rollover and buyback scheme. This allows associates to rollover a portion of unused vacation into the next year and/or allow associates to have the company 'buyback' unused days for additional income.

Finally, in the UK we have updated our sickness policy increasing from 20 days of paid sick leave to three months. Such an increase gives our associates the financial stability they deserve when struggling with illness.



Committing to monitoring and improving policies to promote gender equality across our global network

Gender pay monitoring

We have been monitoring and addressing disparities in pay between genders across all our sites. We are an equal-opportunity employer that does not discriminate based on race, gender expression, sexuality, or religion.

Training

We have continued our leadership and management pathway training programme, providing consistent education, tools, and support to associates on topics including gender equality, unconscious bias, and diversity in the workplace. This provides all associates with the necessary guidance to realise their full potential and boost their careers.

Equality at work

Across our sites worldwide, each region employs an equitable balance between men and women, fostering an inclusive work environment. In France, our team consists of 83% women, and 17% men, with both Germany and the US employing a team of 55% men and 45% women. Then our Malaysian team consists of 52% women and 48% men, with seven women in managerial positions.

With our Malaysian team winning the Diversity and Inclusion award at the 2023 BMCC Business Excellence Awards, this serves as a testament to our unwavering dedication to nurturing a culture of diversity, equity, and inclusion.

Enhanced parental leave

We have extended our paternity leave to seven days and maternity leave to 98 days at our Malaysian site in compliance with the amendment of the Employment Act 2023. These enhanced parental leave provisions are aimed at supporting our associates in balancing work and family responsibilities.





Transforming our framework and embedding technological advancements

Logistics

Within the Logistics team, we are committed to continually improving both our global and local transport networks. At a global level, we introduced an embargo on the use of 20ft containers from Malaysia to the UK, operating only fully optimised 40ft containers. This change has seen at least one container removed from the roads of Malaysia and the UK per month, representing a reduction of over 6,000kg of CO₂e per annum.

We conducted further optimisation within the UK of our offsite storage network and consolidation of our factory-to-factory movements by using a 'one truck' policy

where possible. The initiative resulted in savings of over 18,500kg of CO₂e per annum. This was swiftly followed by integrating our sterilisation transport into our offsite storage network, with a strong emphasis on eliminating empty runs, this project is predicated to save over 31,000kg of CO₂e annually.

Material use

We have been looking into scrap reduction initiatives in both our moulding and assembly stages of production, intending to make further environmental improvements to reduce waste and create a more sustainable production stream.

At our Malaysian site we have reduced our moulding scrap rate from 6.8% to 4.1%, which in turn saves 17 tonnes of CO₂ a year. Additionally, our assembly scrap rate has been reduced from 3.7% to 3.5%.



Evaluating our processes and operations to meet business needs more efficiently

Consolidation of operations

We are always looking for ways in which we can maintain or improve our business efficiencies through more responsible methods. One area of progress for us has been the consolidation of our processes and operations to enhance our responsible and sustainable practices.

At our new Witney site, we have switched from a diesel generator to one powered by Hydrogenated Vegetable Oil, giving us a fully sustainable fuel source with highly reduced CO₂ emissions. Further to this, all non-essential equipment has been turned off at Witney following the practical completion of the site.

Across our UK sites, we have continued this initiative with ongoing reviews of the business to identify areas for further improvement. We carry out room-by-room audits to continuously identify areas offering energy-saving improvements. At Woodstock we combined our cooler circuit with the chiller circuit so there is just one system running rather than two, allowing us to halve the associated energy consumption and costs. We have even placed occupancy sensors in our restrooms to save energy, demonstrating our commitment to responsible improvement.



Pioneering progress, one sustainable step at a time, as we refine our operations to harmonise with the environment and shape a greener, more responsible future.

Solar power

The implementation and expansion of solar energy have been at the core of our business strategy for the past decade now, and this year we built on our sustainable expertise with an ever-growing reliance on green energy. With solar panels now installed at our phase 2 facility in Malaysia, this is a big step for us in ensuring our sustainability goals are shared across the whole business and all associates are part of our eco-friendly journey.

Another achievement for us this year was our solar panels at the new Witney site becoming operational. Since being switched on they have generated over 21,000 kWh of energy for the facility. This impressive achievement has not only exceeded our original estimate of generating 11,000 kWh in a full year; it has been achieved in half the time.

Reduce, reuse, recycle

In addition to the reduction of transport from our roads, we introduced a 're-use' process for the plastic pallets that our UK site receives from the Malaysian team. Previously, these plastic pallets would either be disposed of, recovered (by a third party) or recycled. Now all pallets received from Malaysia are consolidated and sent back (using existing transport) to Malaysia to be re-used. This means no pallets are wasted, or any extra energy is expended returning them, giving us a slick, cyclical pallet system.

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Through clear targets, innovative solutions, and a transparent framework, we aim to lessen our carbon footprint and to also set an example for others in the industry.



Actively driving climate action initiatives to reduce our carbon footprint

Biodiversity uplift project

With our new Witney site reaching practical completion, a plan to boost biodiversity in the region is also being realised. As part of the responsible development process, we donated to a local charity, the Trust for Oxfordshire’s Environment (TOE).

Using our donation, TOE will be returning arable land to species-rich grassland, using locally sourced seed from a diverse meadow. Traditionally managing the project with a mix of low-level grazing and hay cuts, this long-term project aims to secure a high-quality species-rich meadow for at least the next 30 years.

As a global company, we of course have a commitment to carry out our business responsibly across all our markets, however, due to our roots within Oxfordshire, the importance of our local community plays a markedly special role.

Road to Net-Zero

Having set a target to achieve Net-Zero by 2045, this year we published our Road to Net-Zero roadmap to detail our key actions in achieving our goal. This roadmap embodies a proactive approach towards achieving carbon neutrality and sustainability, reflecting the fundamental objectives of SDG13. Through clear targets, innovative solutions, and a transparent framework, we aim to lessen our carbon footprint and to also set an example for others in the industry, fostering a collective effort towards a more sustainable future and contributing significantly to the global fight against climate change. We project that our carbon emissions will decrease over the next seven years by 42%.

Responsible construction

Implementing responsible construction practices allows us to develop our existing sites, whilst keeping sustainability in mind. Our new Witney site has been outfitted with 12 electric vehicle charging stations. By promoting the use of electric vehicles, we hope to reduce our output of carbon emissions and reduce our reliance on fossil fuels.

Additionally, the same site features LED, bat-friendly, external lighting to ensure the local wildlife are not disturbed in their natural habitat. Further to this, installing bird boxes, fosters biodiversity and supports local ecosystems, contributing positively to the environment, and aligning with the broader goals of combating climate change.



UN Global Compact

10 Principles



Human Rights – Modern Slavery Policy updated every year

Principle 1: businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses

Our commitment

We stand by the provisions of the Modern Slavery Act 2015 and recognise that we operate as part of a wider ecosystem of customers, suppliers and other partners. We are committed to protecting human rights to ensure that every single person is treated with respect and professionalism.

As part of our commitment to identify and mitigate risk, we are required to adhere to strict requirements. These include using no forced, underage or compulsory labour, voluntary employment terms, a wage and benefits package that meets or exceeds the legal minimum, working time directive legislation, and no engagement with slavery, servitude or human trafficking outside the UK which would constitute an offence if it took place within the country. We encourage any subcontractors or suppliers to adhere to these requirements.

Successful outcomes

Our approach to ethical trade and human rights is supported by our commitment as an organisation to the United Nations Global Connect Ten Principles, and incorporates a robust suite of policies including whistleblowing, recruitment and selection, anti-bribery and equal opportunity. All people managers are required to complete a modern slavery training module which is refreshed every two years.

Labour

Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: the elimination of all forms of forced and compulsory labour

Principle 5: the effective abolition of child labour

Principle 6: the elimination of discrimination in respect of employment and occupation

Our commitment

We are committed to building and maintaining a work culture that encourages honesty and openness, allowing our associates to work to the best of their talents. Associates at all levels are encouraged to attend training and personal development activities in their specialist fields, sponsored by the company as appropriate.

Our working policies are continuously improved to promote a healthy work-life balance, including hybrid working, flexitime and flexi-days that help associates create schedules that fit around their personal priorities.

Our benefits package includes company pension schemes, life assurance and enhanced maternity, paternity and adoption leave to ensure our packages keep pace with associate needs.

Successful outcomes

We recognise the provisions of the Modern Slavery Act 2015 and are committed to ensuring transparency within our company and with our suppliers to meet our legal obligations. We require all suppliers to ensure they comply with applicable laws and regulations including those in relation to employment conditions, human trafficking or forced labour. We hold ourselves and our supply chain accountable to a myriad of requirements that ensure the protection and the rights of our associates and stakeholders.



Owen Mumford takes a stand against corruption, weaving integrity into every operation. Building a future where trust and innovation go hand in hand.

Environment

Principle 7: businesses should support a precautionary approach to environmental challenges

Principle 8: undertake initiatives to promote greater environmental responsibility

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Our commitment

We are a B Corp-certified company and are committed to balancing people, profit and planet in our business operations and objectives. We have amended our Articles of Association so that we are legally committed to this promise.

This year, the solar panels at our Witney facility generated an impressive 21,000 kWh of energy for the facility. Whilst other solar panels have been fitted across our sites worldwide and are now operational.

Additionally, our internal lifecycle assessment tool has reached its second year of performance. This tool is essential in transforming the way we develop our products. Coinciding with SDG 12, we can identify areas of environmental impact across all areas of development using technology, whether material, physical or systemic and improve the emissions footprint of our product portfolio.



Anti-corruption

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.

Our commitment

We engage in constant collaboration with our product end users and the organisations that represent them to solidify our commitment to product development that supports healthcare professionals and patients, medical research, and the sharing of valuable clinical experience. This collaboration always obeys industry laws and regulations.

We are committed to the highest standards of ethical conduct and integrity in our activities across our entire business network. Every associate and individual acting on the company's behalf is responsible for maintaining these standards and upholding our strong corporate reputation whilst conducting company business honestly and professionally. Our anti-bribery policy outlines the company's position on preventing and prohibiting bribery, in accordance with the Bribery Act 2010. This year we also introduced an eLearning platform so all associates can easily access anti-corruption training modules, alongside other courses.

Looking ahead

A company’s journey towards net-zero carbon emissions requires a multifaceted approach, encompassing everything from energy transition to supply chain engagement and employee empowerment. With a clear roadmap in place, ambitious targets, and a commitment to innovation, companies can play a pivotal role in addressing the global climate crisis. In doing so, they contribute to a more sustainable future and position themselves as leaders in their industries.

We have unveiled our emissions reduction objectives in line with the Science Based Targets initiative (SBTi). We aim to achieve net-zero emissions by 2045, adhering to the guidelines set forth in the 2015 Paris Agreement.

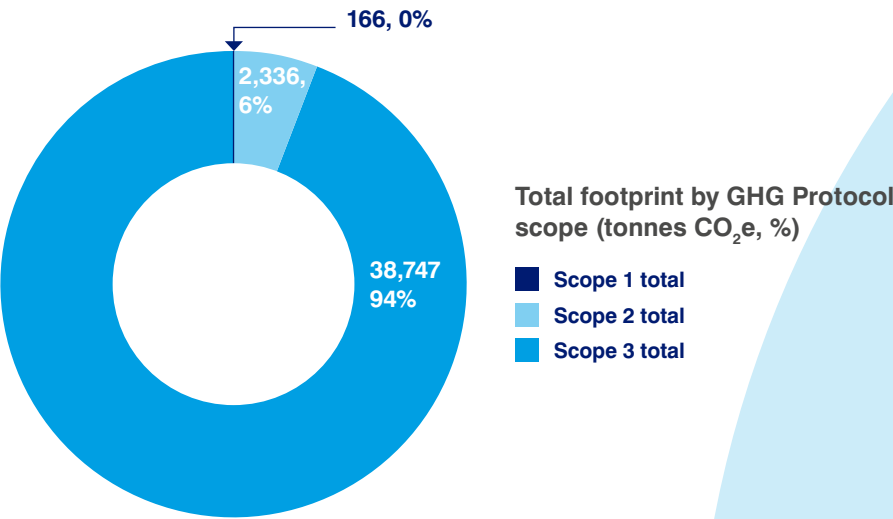
The SBTi aligns emission reduction targets with climate science, providing crucial support to companies in their endeavours to pursue ambitious climate action within the private sector. To date, over 2,000 global companies have established their emissions targets.

Recently, Owen Mumford achieved a significant milestone by establishing our carbon reduction roadmap which includes a comprehensive emissions assessment.

This key step in the journey involves a thorough examination of the company’s current emissions profile. This includes direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2), as well as indirect emissions from sources like supply chains, employee commuting, and business travel (Scope 3). This assessment provides a baseline against which progress can be measured.

Our baseline carbon emissions across scope 1, 2 and 3:

Total footprint (m)	Scope 1	Scope 2	Scope 3	Total (scope 1, 2m, 3) intensity
41,249	166	2,336	38,747	0.0004
tonnes CO ₂ e	tonnes CO ₂ e	tonnes CO ₂ e	tonnes CO ₂ e	tonnes CO ₂ e / £ revenue



“Establishing a science-based target through the SBTi will serve as a mechanism to uphold accountability and propel the company toward its net-zero emissions goal for 2045

Following from this we will identify ways in which we can reduce our carbon emissions, by:

- Continuing to transition to renewable energy sources, a cornerstone of any effective net-zero strategy. This involves investing in solar, wind, and other renewable technologies to power our operations.
- Continue to invest into our global operations, implementing energy efficiency measures. We can achieve this by retrofitting buildings, upgrading equipment, and optimising manufacturing processes. Embracing innovative technologies like LED lighting, advanced HVAC (Heating Ventilation and Air Conditioning) systems, and energy-efficient machinery can yield substantial gains.
- With the majority of our emissions produced by those within scope 3 it is vital that we engage with our suppliers and value chain partners. The impact of a company’s emissions extends beyond its immediate operations. Engaging with suppliers and value chain partners to encourage sustainable practices is essential. This can involve setting emissions reduction targets for suppliers, sourcing materials responsibly, and collaborating on innovative solutions.

- As a global business we understand the importance of innovating our transportation and logistics network; addressing emissions related to transportation is a pivotal aspect of a net-zero roadmap. Companies can electrify their fleets, invest in hybrid vehicles, and optimise logistics to reduce emissions associated with the movement of goods and personnel. Exploring alternative fuels and transport modes can also play a significant role.
- Lastly, we will plan to use carbon offsetting and removal strategy for emissions that are challenging to eliminate entirely. This can involve investing in projects that capture or prevent the release of greenhouse gases, such as reforestation, afforestation, or carbon capture technologies.

Once measures are in place we will continuously monitor and report progress towards Net-Zero targets. This allows for course correction and ensures that the company remains on track to meet its goals.

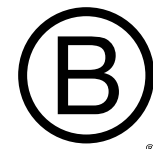
Jarl Severn, CEO at Owen Mumford, emphasised the company’s history as a medical device innovator and underscored the significance of leading by example in matters concerning the environment and business impact. Establishing a science-based target through the SBTi, Severn noted, “will serve as a mechanism to uphold accountability and propel the company toward its net-zero emissions goal for 2045”. Owen Mumford’s unwavering dedication lays the foundation for a sustainable, carbon-neutral tomorrow.

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Driven by our purpose to do business in the right way, Owen Mumford is one of the first medical device companies in the world to achieve B Corp certification.

We are a medical device manufacturer with a global presence across the UK, Europe, the US and Asia, pioneering the advancement of medical technology for over 70 years. We manufacture our own branded medical products and are a trusted partner to many of the world's largest pharmaceutical and diagnostic companies. Our leading medication administration, blood-sampling and testing solutions are designed and manufactured for the comfort, safety and dignity of patients, healthcare professionals and caregivers as a priority. Driven by our purpose to do business in the right way, Owen Mumford is one of the first medical device companies in the world to achieve B Corp certification and we have set science-based targets to achieve Net-Zero by 2045, as part of our long-established and continually evolving sustainability agenda.

Certified



Corporation

Owen Mumford



HEAD OFFICE

Owen Mumford Ltd.,
Brook Hill, Woodstock,
Oxfordshire OX20 1TU, United Kingdom
T : +44 (0)1993 812021
E : info@owenmumford.com

UK/IRELAND SALES & MARKETING

Owen Mumford Ltd.,
Primsdown Industrial Estate, Worcester Road,
Chipping Norton, Oxfordshire OX7 5XP,
United Kingdom
T : +44 (0)1608 645555
E : customerserviceuk@owenmumford.com

USA

Owen Mumford Inc.,
1755 West Oak Common Court,
Marietta, GA 30062
T : +1 800-421-6936
E : us.info@owenmumford.com

FRANCE

Owen Mumford,
BP 3333, 5 rue de la Croix Blanche,
27950 Saint Marcel, France
T : +33 (0)2 32 51 88 70
E : contact@owenmumford.com

GERMANY

Owen Mumford GmbH,
Alte Häge 1, 63762 Großostheim, Germany
T : +49 (0)6026/97750
E : de.info@owenmumford.com

MALAYSIA

Owen Mumford Sdn. Bhd. (1098634-P),
No. 19 & 21, Jalan Bioteknologi 3,
Kawasan Perindustrian SiLC, Iskandar Puteri,
Johor 79200, Malaysia
T : +60 (0)7 553 9617
E : my.info@owenmumford.com

REST OF WORLD

Owen Mumford Ltd.,
Brook Hill, Woodstock,
Oxfordshire OX20 1TU, United Kingdom
T : +44 (0)1993 812021
E : info@owenmumford.com

owenmumford.com