

Sustainability Report 2021



werfen



*'We do not inherit
the Earth from our
ancestors; we borrow
it from our children.'*

**Native American
Proverb**

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Letter from the President

It is my pleasure to present the 2021 Werfen Sustainability Report, the third since becoming a signatory member of the UN Global Compact.

In this report you will find all the initiatives we carried out in 2021 which contributed to the advancement of the UN Sustainable Development Goals (SDGs).

In addition to continuing to dedicate substantial efforts to our social actions, in 2021 we significantly increased our environmental projects. In fact, I am extremely proud to report that we exceeded our goal and achieved 80% of clean energies – a momentous improvement from the 41% in 2020. This places us in a good position for carbon neutrality.

Our efforts continue to demonstrate our team's commitment to world development and sustainable social and economic growth in the countries where we operate within the framework of Environmental Social Governance.

The UN Global Compact principles and SDGs are perfectly aligned with our values and our Purpose of *contributing to the advancement of patient care around the world through innovative Specialized Diagnostics*. Our Purpose defines why we exist and the social needs we strive to serve.

I am grateful to all our employees and partners who have contributed to our successes in 2021, and I encourage everyone to participate in this exciting and long-term project.

I believe that only by companies, governments and individuals working together can we make the world a better place.

Sincerely,



Marc Rubiralta
President

Towards a more sustainable future

The UN Global Compact

In 2020, Werfen officially became a signatory member of the UN Global Compact.

The UN declared this decade a decade of action to deliver its Sustainable Development Goals (SDGs) by 2030. As a leader in our industry, we responded to this call.

Werfen supports the UN Global Compact as an integral part of our company values in favor of world development and as a differentiator for our customers, employees and partners.



We commit to the UN Social Development Goals (SDGs)

The UN SDGs establish a framework for building a more inclusive and sustainable world. They also provide Werfen with the opportunity to deepen our collaboration with our stakeholders.

We are uniquely positioned to achieve the SDGs by:

- Proactively managing our internal operations and supply chain;
- Launching Environmental Social Governance (ESG) programs;
- Practicing diversity and inclusion;
- Offering products, solutions, systems and services to our customers.

Our stakeholders

Shareholders, governance bodies, financial community, personnel, customers, distribution partners and suppliers, regulatory bodies, health competent authorities, notification/certification bodies, communities where we operate, national/international associations, patients, planet, employment candidates.

In 2021 we performed a new Materiality Assessment to identify our stakeholders and their needs, which can be found on [page 17](#).

Prioritizing the SDGs

All 17 UN SDGs are important to Werfen and we prioritize them in line with the expectations of our stakeholders.

On the next page are the 15 SDGs we worked towards in 2021.



Ten Principles of the UN Global Compact

We adhere to the Ten Principles of the UN Global Compact and commit to implementing them and making them part of our strategic vision, organizational culture and day-to-day operations.

Human Rights

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.

Labor

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 labor.

Principle 5:
The effective abolition of child labor.

Principle 6:
The elimination of discrimination in respect of employment and occupation.

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.

Anti-corruption

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

Our approach to Sustainability

We have an obligation to our employees, our customers, our partners, our communities and the environment to drive our business sustainably.

The 3 Ps of sustainability

We are focused on three areas, all equally important and interconnected:



Social equality

Our commitment to human rights, security, equality, inclusion and diversity in all respects.



Environmental protection

Our impact on the environment including CO₂ emissions, waste management or biodiversity.



Economic development

Our economic growth and our efficiency using resources like energy or materials.

How do we understand sustainability?

Sustainability is operating our business satisfying the needs of our employees, partners and customers, now and in the future, without compromising the needs of our planet and future generations, while remaining profitable.

Our sustainability principles

- ✎ We believe in the importance of sustainability for **people** (socially), our **planet** (environmentally) and our **profitability** (economically).
- ✎ Our Senior Leaders are responsible for enabling employees to contribute to our sustainability objectives and to implement our corporate policy.
- ✎ Specifically, we support the **Ten Principles of the UN Global Compact** on human rights, labor, environment and anti-corruption. We intend to implement these principles.
- ✎ We are committed to making the **UN Global Compact** and its principles part of our values, strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the UN, particularly the SDGs.
- ✎ We make a clear statement of this commitment in our annual sustainability report to stakeholders and the general public.



An overview of Werfen

Werfen is a specialized diagnostics company committed to providing innovative diagnostic solutions for hospitals and commercial laboratories for the improvement of patient care. Our business lines are Hemostasis, Acute Care Diagnostics, Autoimmunity and Original Equipment Manufacturing (OEM). We also work in the Medical Devices field.

Werfen is a private, family-owned, innovative company founded in 1966 in Barcelona, Spain.

We offer professional opportunities to thousands of people from all corners of the world. This diverse group of talented individuals, our people, are our most valued asset and the key to our success. Through prudent management, we generate the financial resources needed to invest in them for their future.

At Werfen, in everything we do, we use our passion and long-term vision to develop meaningful innovations that truly enhance patient care and help create healthier societies worldwide.



Total Sales

2021 **€1.85 billion**

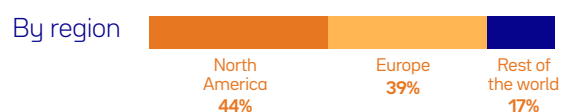
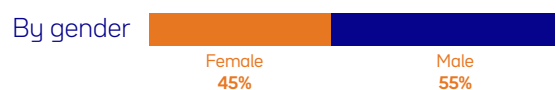
↗ **10.4% growth**
over 2020 at Constant Exchange Rates

Patient samples tested around the world with our reagents and systems

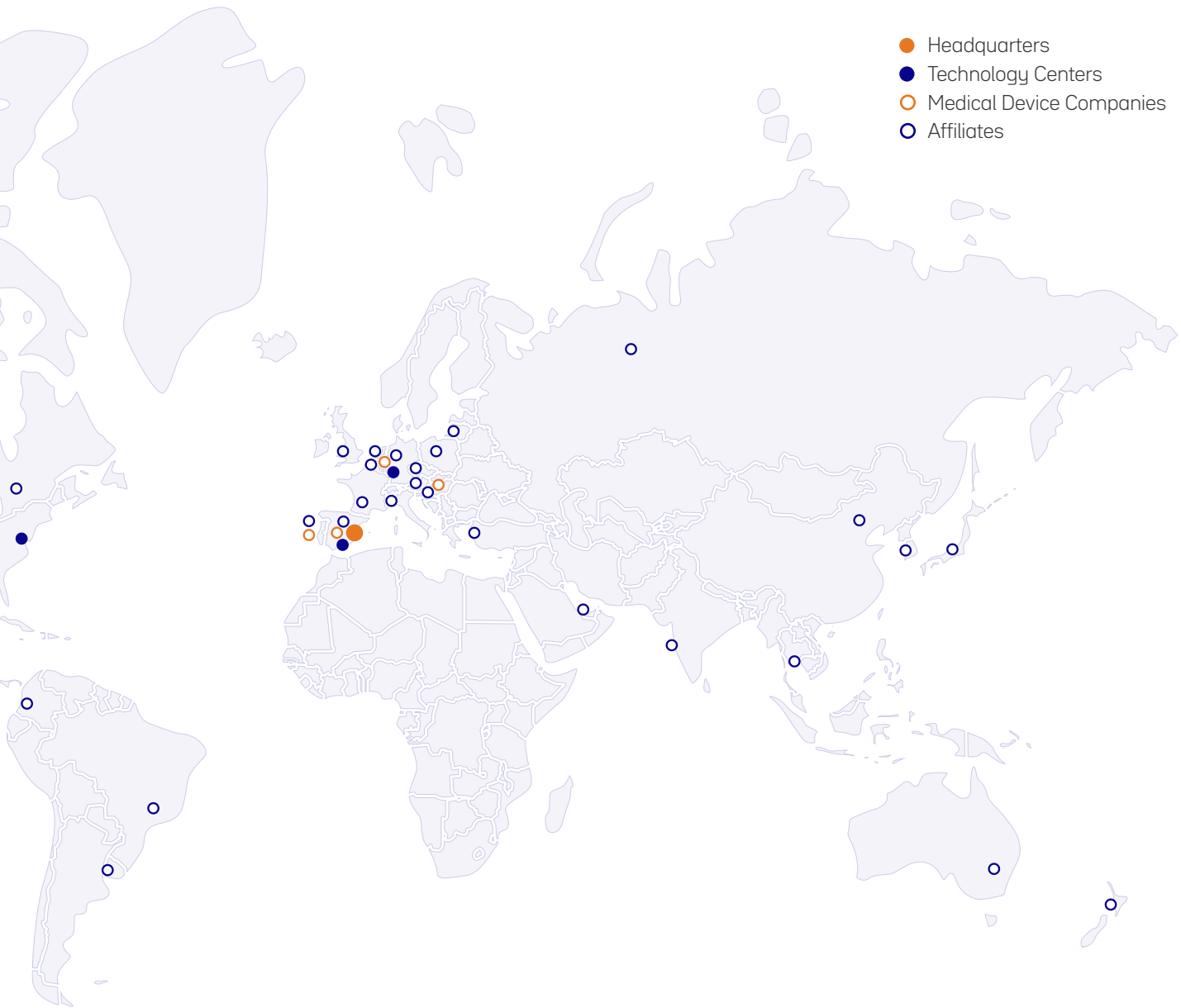
Every day **1.8 million samples**

People working at Werfen

2021 **5,643 employees**



NOTE: Percentages may not add up due to rounding.



Werfen around the world

Headquarters

Barcelona, Spain

Hemostasis and Acute Care Diagnostics

Headquarters and Technology Center:

Bedford, MA, USA

Technology Centers:

Hemostasis and Blood Gas Reagents
Orangeburg, NY, USA

Whole Blood Hemostasis
San Diego, CA, USA

Patient Blood Management
Munich, Germany

Autoimmunity

Headquarters and Technology Center:

San Diego, CA, USA

Original Equipment Manufacturing

Technology Center:

Barcelona, Spain

Medical Device Companies

Izasa Medical
Izasa Scientific
Leventon
MC Medical
Nicolai

Affiliates

Australia	Lithuania
Austria	Mexico
Belgium	Netherlands
Brazil	New Zealand
Canada	Poland
China	Portugal
Colombia	Russia
Czech Republic	South Korea
France	Spain
Germany	Thailand
Hungary	Turkey
India	UAE
Italy	UK
Japan	Uruguay



2021
Turning up
the volume

In 2021 we dialed up our sustainability efforts. We continued to encourage all local action and initiatives, while also implementing corporate strategies and governance.

With each of the UN SDGs in mind, we set out specific objectives for 2021 and planned actions to meet them.

What follows is a detailed report on our achievements for each of our objectives, with a deep dive into all our Environmental Social Governance (ESG) initiatives around the world.

2021

Turning up the volume

Environmental

In 2021 we significantly increased our environmental projects, with a focus on minimizing the global impact of our CO₂ emissions.

Of our total, annual, worldwide consumption of electrical power, 80% was from clean energy sources, exceeding by far our goal of 55%, almost doubling the percentage from the previous year.

Another major milestone last year was the introduction of solar power for the first time. We completed solar panel installation in the production site in the United Kingdom and began the installation in one of the sites in Spain.

Social

Not only did we continue with our social actions, but we increased them, strengthening our partnerships with the foundations and non-profit organizations that we work with.

While employees continued to face the effects of the pandemic, they continued to make contributions.

These funds were multiplied by Werfen, and mainly donated to organizations working locally to alleviate poverty and hunger and give comfort to those in need.

Total % of electrical power from Clean Energy

2020 41%

2021 80%

Contributions made to foundations and non-profit organizations

2019 €5.9 million

2020 €11.7 million

2021 €8.88 million

"In 2021 our social initiatives intensified, while we also bolstered our environmental efforts, especially the reduction of our CO₂ emissions."

Marc Bellosta

Vice President, Corporate Quality Assurance & Regulatory Affairs and Sustainability



Governance

In 2021 we developed a strategic sustainability plan with initiatives designed to integrate social, environmental and economic considerations into our core values, our culture and our day-to-day operations. A head of corporate sustainability was appointed to lead and develop this program, and our contribution to the UN's broader development goals and SDGs.

This is the year we pulled out the stops and ramped up communications to embed sustainability internally under the premise of transparency and accountability.

↘ *Please read on and learn about our initiatives in 2021.*



Sustainability policy

In 2021, we launched a [Sustainability policy](#) which sets out the principles that govern our business operations.

Sustainabilityseeds

As part of an internal campaign, in 2021 we launched *Sustainability Seeds*, a video series that presents some insight into the program, sustainability, our efforts and commitments.

ESG Materiality Assessment

In 2021 we performed a new Environmental Social Governance (ESG) Materiality assessment, a formal exercise aimed at better understanding our stakeholders' needs and priorities to ensure an effective sustainability action plan and program.

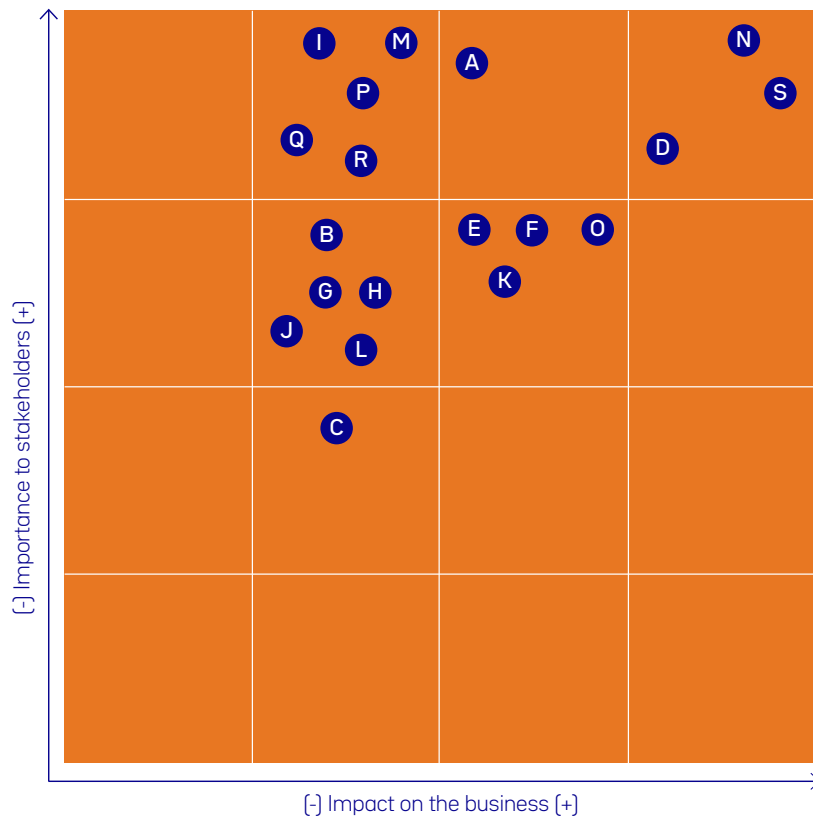
1. We identified our internal and external stakeholders and their needs and expectations in relation to sustainability:

Stakeholder	Internal	External	Communications	Needs/Requirements	Expectations
Shareholders	<input checked="" type="checkbox"/>		Meetings, email, intranet, governance, online meetings, Teams, telephone.	Sustainability.	Long term sustainability.
Governance Bodies	<input checked="" type="checkbox"/>		Meetings, email, intranet, governance, formal documentation, online portals, online meetings, telephone.	Sustainability.	Long term sustainability.
Financial Community		<input checked="" type="checkbox"/>	Meetings, online meetings, email and website.	Sustainability.	Long term sustainability.
Personnel	<input checked="" type="checkbox"/>		Meetings, SAP, email, intranet, Teams, online meetings, telephone.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.
Customers		<input checked="" type="checkbox"/>	Email, meetings, e-business, online meetings, congresses, social media, telephone, website.	Safe, efficient, valuable and sustainable product/service.	Short- and long-term commitment to improvement initiatives.
Distribution Partners and Suppliers		<input checked="" type="checkbox"/>	Email, meetings, online meetings, social media, telephone, website.	Sustainability and profitability.	Long term partnership.
Regulatory Bodies		<input checked="" type="checkbox"/>	Email, meetings, online meetings, inspections, telephone, formal documentation , on-line portals, website.	Regulatory compliance.	Regulatory compliance.
Health Competent Authorities		<input checked="" type="checkbox"/>	Email, meetings, online meetings, inspections, website.	Regulatory compliance.	Regulatory compliance.
Notified/Certification Bodies		<input checked="" type="checkbox"/>	Audits, email, meetings, online meetings, telephone, website.	Regulatory compliance.	Long term partnership.
National/International Associations		<input checked="" type="checkbox"/>	Email, meetings, online meetings, telephone, website.	Membership.	Long term partnership.
Communities where we operate		<input checked="" type="checkbox"/>	Website, social media.	Positive social impact.	Long term sustainability
Patients		<input checked="" type="checkbox"/>	Website, social media.	Safe product.	Safe product.
Planet		<input checked="" type="checkbox"/>	Environmental interaction.	Neutral or positive environmental impact.	Long term sustainability.
Employment Candidates		<input checked="" type="checkbox"/>	Website, interviews, social media, email, telephone, job fairs.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.

2. We also assessed our sustainability materiality in relation to its importance to our stakeholders versus its impact on the business:

Code	Materiality	Main ESG group	Main SDG
A	CO ₂ footprint	E	13
B	Affordable and Clean Energy	E	7
C	Water management	E	12
D	Environmental compliance of our products/services	E	12
E	Circular economy	E	12
F	Waste management	E	12
G	Gender Equality	E	5
H	Diversity	E	10
I	Safety and Health at work	E	8
J	Human Rights	E	1-5

Code	Materiality	Main ESG group	Main SDG
K	Ethics and Compliance	E	16
L	Quality Education	E	4
M	Good health and well-being	E	3
N	Industry, innovation	E	9
O	Responsible consumption and production	E	12
P	Decent work and economic growth	E	8
Q	Zero Hunger	E	2
R	No Poverty	E	1
S	Safety compliance of our products/services	E	12





↘ Objective in 2021:

To undertake specific actions to tackle poverty in at least three different countries.

↘ Result:

Achieved. In 2021 we carried out actions in four different countries.

1
NO
POVERTY



SDG 1.

No poverty

End poverty in all its forms everywhere

SDG 1. No poverty

End poverty in all its forms everywhere



Gifts that transform lives – Brazil

Amigos do Bem's work began in 1993 with a small group of friends. Today, it's one of the largest social projects in Brazil, regularly assisting more than 75 thousand people in the states of Alagoas, Pernambuco and Ceará. It promotes the transformation of many lives through continuous projects focused on education, income generation, access to water, housing, and health with the aim of breaking a centuries-old cycle of poverty in the Northeastern hinterland of Brazil.

To cover the basic needs and provide opportunities to more than 10,000 children and young adults in these states, *Amigos do Bem* created a production chain that generates employment, income and brings dignity to thousands of families in the hinterland. In addition to generating work, all income from sales of their products is 100% reverted to social projects.

In 2021 Werfen supported *Amigos do Bem* by sending gift baskets to employees from our annual kick-off meeting that included local products such as cashews, jams and craftworks.



Gift baskets for Brazil employees and partners in support of *Amigos do Bem*.

Charitable contributions in North America – United States

In 2021, Werfen donated €22,650 to various worthy causes supporting local communities, including:

- Baby items to support military families
- School supplies for children
- Clothing drives
- *Toys for Tots*, which provides children with gifts during the holiday season
- Animal shelters
- Local food banks
- Employee charitable contributions and gift matching program, which matches funds to the charity of the employee's choice



SDG 1. No poverty

End poverty in all its forms everywhere

Pane Quotidiano Milan – Italy

Pane Quotidiano was founded in Milan in 1898 as a non-religious, non-political, non-partisan and non-profit organization, whose primary objective is to distribute free food packages and comfort goods to communities in need along with those who drop in to its premises.

In 2021, the EEMEAI team collected second-hand clothes and 12 pallets of food for *Pane Quotidiano*.

Following the rebrand of Werfen in July 2021, EEMEAI organized volunteering afternoons for a *Back to School* initiative, which consisted of donating our old-branded items.

The team collected backpacks, pens, notepads, sticky notes, stationery and tote bags from our Roncello warehouse which were then delivered to school children from vulnerable families.



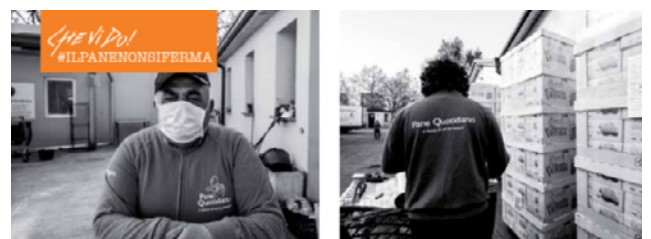
EEMEAI colleagues preparing backpacks for the *Back to School* initiative.



No child without a Christmas gift – Spain

The team in Lliçà d'Amunt, the town where Technology Center, OEM is located close to Barcelona, helped local families at risk of social exclusion by organizing a toy collection campaign called *No child without a gift*.

Employees were able to donate new toys or gifts that children had asked for in their letter to the Three Kings. Traditionally in Spain, children receive presents from the Three Wise Men, known as the Three Kings, on January 6. Employees sponsored a total of 45 children's letters.



Pane Quotidiano, Milan, Italy.

SDG 1. No poverty

End poverty in all its forms everywhere



Helping families in need – Brazil

The *Gerando Falcões* network is a social development ecosystem that operates through a network of 130 NGOs in neighborhoods and slums throughout Brazil, where 13.6 million people currently live.

Gerando Falcões works on six core pillars: socio-emotional skills, community expertise, private sector expertise, public policy, technology, and innovation.

When the COVID-19 pandemic started, *Corona no Paredão* was created, a project which delivers baskets with basic products and food to families in need. With Werfen doubling donations, the team raised €2,700 and donated 312 basic baskets.

Werfen is proud to have contributed to what resulted in a total delivery of 223,000 baskets by *Gerando Falcões*, helping more than 1 million people in 27 states of Brazil and 5,180 *favelas*.

Community outreach in San Diego – United States

In September, Werfen organized a clothing drive benefiting *Sharia's Closet*, which provides free emergency clothing to individuals and families who are experiencing financial hardship or crisis.

Four large boxes of clothing were donated, along with notebooks and water bottles.

La Palma, Juntos Sumamos – Spain

In 2021, Spain's La Palma volcano in the Canary Islands started erupting in September for more than two months; affecting more than 1,000 hectares and burying hundreds of houses. It was the longest known eruption of a volcano on La Palma and created damage worth more than €900 million.

Werfen contributed help to those affected by the eruption with 224 employees participating in this initiative. The company multiplied funds raised tenfold, donating a total €23,144 to this initiative.



Helping families in need, Brazil.



Volcano eruption in Cumbre Vieja, La Palma, Spain.

Objective in 2021:

To collaborate in at least two projects to tackle hunger.

Result:

Achieved. In 2021 we participated in five initiatives.



SDG 2.

Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



South Orangetown Central School District (SOCSD) – United States

In December, €2,265 in gift cards were delivered to the SOCSD to support local families in need.

Karen Tesik, Ed.D., Assistant Superintendent for Pupil Personnel Services at the SOCSD said, “We have been so fortunate to receive support from local businesses over the past 13 months and we are incredibly grateful for Werfen’s generous support”.

Supporting local food banks – Spain and Portugal

Local food banks help people in need to improve their food security and nutrition.

Employees from Spain (383) and Portugal (64) participated in the *Juntos Sumamos* and *Juntos por um Mundo sem Pobreza* programs by making donations to *Banc dels Aliments* in Barcelona and *Banco Alimentar* in Lisbon.

The funds raised were multiplied tenfold, resulting in a donation of €6,000 in Portugal, and €36,179 in Spain.

Food collection – Spain

Colleagues from the Technology Center, OEM in cooperation with other local entities, contributed to a campaign to collect food to support vulnerable families in Lliçà d’Amunt, Barcelona. A total amount of 14,000 kg of food was donated.



General Manager Scott Case and Senior Manager of Human Resources Lisa Brady were given a quick tour of the Food Pantry and an overview of its operations.





↳ Objective in 2021:

To develop at least two initiatives to improve health and well-being in our communities.

↳ Result:

Achieved. We participated in 10 health and well-being initiatives.

3 GOOD HEALTH
AND WELL-BEING



SDG 3.

Good health and well-being

Ensure healthy lives and promote well-being
for all at all ages

SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



Oncotrail race – Spain

The Oncotrail race is an annual 100 km race which raises funds for cancer research. People take part in teams of six to eight people, where six members need to be constantly running. The supporting members can take over from their colleagues at any of the checkpoints.

A group of employees participated in the Oncotrail race in 2021, sponsored by Werfen. As well as paying for their registration for the race, the company made a €1,000 donation to the cause.



Oncotrail race.

Barcelona Women's Race – Spain

The Women's Race is the largest women's sporting event in Europe, and it raises funds to fight breast cancer.

In 2021 it took place in Barcelona with thousands of runners taking part, despite COVID-19, and after running it virtually in 2020.

A group of employees participated in this special event by completing the race, choosing their own routes, in different parts of the city.



Movember – Australia 🐱

Movember is an annual charity event involving the growing of moustaches during the month of November to raise awareness of men's health issues such as prostate cancer, testicular cancer, or men's suicide.

Werfen donated €675 for this event run by the Movember Foundation. The company matched the donation. A total of €1,350 was raised for Movember in 2021.



Barcelona Women's Race.

Red Cross – Japan

In 2021, employees donated money to the Japan Red Cross. Werfen doubled the amount, totaling €3,016.

SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

Carrera de las Empresas – Spain

In November, a group of colleagues participated alongside *Fundación Española para la Ciencia y la Tecnología (FECYT)* and the *Universidad Europea* in the race *III Carrera de las Empresas de Alcobendas*, in Madrid.

Organized by the *Fundación Deporte Alcobendas (FUNDAL)*, the event consisted of a 5 km run. Under the motto "Alcobendas works and runs as a team", teams were made up of business colleagues with a group time trial format to encourage team spirit among the runners.



Employee Recreation Center – Italy

The Employees Recreational Center in Italy is a volunteer association of employees who share common interests and promote cultural, sports and leisure initiatives.

In 2021, the Italy and EEMEAI Employee Recreation Center organized three charity actions in support of the *Italian Association Against Leukemia* and the *Italian Association Against Multiple Sclerosis*, raising a total of €4,131.



Colleagues at *Carrera de las Empresas* in Madrid.

CO₂ Sensors – Spain

To mitigate potential risks of air contamination during the pandemic, the manufacturing site in Lliçà d'Amunt installed CO₂ sensor units to manage the air renovation system in a more efficient way.

In 2021, €11,500 was invested to increase the number of sensor units in areas of high people density in order to reduce risk, resulting in a total of 35 units.

Over the last three years a total of €29,500 was invested.



CO₂ sensor units.

SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



A tribute to Rogério Maria – Brazil

Rogério Maria, who joined Werfen in 2012, sadly died at the age of 43 due to COVID-19 complications in May 2021.

Art of Love, an artistic movement in 2021, featured 70 giant hearts throughout São Paulo, painted by talented Brazilian artists. After the exposition, the hearts were sold at auction with 50% of the revenue given to an NGO chosen by each sponsor.

Werfen sponsored a heart to thank the professionals and families who were deeply affected by COVID-19.

A heart was bought for €1,000 to honor Rogério, part of the donation going to the artist and part going to *Pró Criança Cardíaca*, a non-profit medical institution founded in 1994 by cardiologist Dr. Rosa Celia.

In 26 years, *Pró Criança Cardíaca* has assisted more than 15,000 children and young adults with heart problems, performing more than 33,000 cardiac medical appointments, 1,600 invasive procedures (cardiac surgeries and catheterizations, diagnosis and therapeutics), in addition to integrated care actions. Every month they assist approximately 140 patients, who are not able to afford such care.

Bambini Cardiopatici nel Mondo ONLUS – Italy

Bambini Cardiopatici nel Mondo (Cardiopathic Children in the World) is an Italian association that works to reduce mortality in children affected by congenital heart disease by providing high quality treatments and heart surgeries all over the world, especially in poor and developing countries.

Congenital cardiac deformities are the leading cause of death among children. More than 6 million children suffer from heart disease worldwide, and 80% of newborns affected by one of these deformities typically do not survive. This organization is working to improve those odds.

In 2021, Italy and EEMEA donated €15,000 to the association.



Employees from the Brazil team with the *Art of Love* heart we sponsored in honor of Rogério Maria, in the Werfen office.



The *Bambini Cardiopatici nel Mondo* team, in Kurdistan.

SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

Helping St. Damien Hospital – Haiti

In 2021, Werfen donated €73,500 to *Nuestros Pequeños Hermanos* (NPH International) for the fight against COVID-19 in the St. Damien pediatric hospital in Haiti.

We wanted to help the Haitian children facing this enormous challenge.

St. Damien hospital is located in Tabarre, 15 minutes from Port-au-Prince, and provides healthcare to 3 million people in the surrounding area. It is the only pediatric hospital in Haiti and the only healthcare center specializing in the treatment of children's respiratory diseases.



Child being treated in the respiratory infections ward of St. Damien pediatric hospital, Haiti.



Children being treated in the malnutrition ward of St. Damien, in Haiti.



Mother with her daughter, recovering at St. Damien pediatric hospital, in Haiti.



↘ Objective in 2021:

To incorporate 563,253 hours of internal training.

↘ Result:

Achieved. We performed 668,000 hours of internal training.

4 QUALITY EDUCATION



SDG 4.

Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Werfen's continuous internal training and education

At Werfen we believe training is key for the continuous development and engagement of our people. In 2021, despite all the challenges of COVID-19, we were able to carry out a total of 59,658 sessions, offering an estimated 668,000 hours of training. In 2020, we carried out 12,201 sessions and an estimated 557,000 hours of training.

Hours of internal training

2020 **557,000** est. hours

2021 **668,000** est. hours

School kits – Spain

An enthusiastic 65 employees from various locations in Spain donated school material to vulnerable collectives.

Volunteers made school kits for the organization *Aldeas Infantiles SOS*, to provide children with the material they need to start the school year, particularly to support families who had been impacted by COVID-19.



Volunteers making school kits for *Aldeas Infantiles SOS*.

Middlesex Community College scholarships – United States

Since 2019 Werfen in Bedford, MA, has donated €9,056 annually to help deserving students who have completed a significant portion of the coursework required to earn their associate degree from Middlesex Community College (MCC), but are struggling financially to continue their studies. This scholarship is granted to two MCC students each year.

In 2021, we donated €86,032 in scholarships which included scholarships for two students at MCC, who are pursuing degrees in Healthcare and Engineering: Daniella Dankwa, who is working on her nursing degree and hopes to pursue a medical degree, and Vraj Patel, who is pursuing a degree in computer science.



The recipients of the MCC scholarship Daniella Dankwa (above) and Vraj Patel (below), together with Arlene Rodriguez, Interim Provost and Vice President, Academic and Student Affairs at MCC; Philip Sisson, President of MCC; and Tony Bretti, VP Human Resources, Hemostasis and Acute Care Diagnostics, at Werfen.

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

School supplies in Rockland County – United States

In August, the team in Orangeburg partnered with the Center for Safety and Change in Rockland County, NY, to assist in the collection of school supplies for those in need.

For 40 years, the center has been providing critical services and support to women and all victims and survivors of gender-based violence and other crimes while working towards justice by creating social change.



School supplies in Rockland County.

Care for Children – China

The Care for Children activity center, donated by Werfen employees, was completed in Ta'er Community, Datong County in Qinghai Province. Designed to cater to the needs of left-behind children, it is the first of its kind in Qinghai Province.

In China there are more than 9 million children in need of care, struggling with parent-child relationships, education and psychological health. A *Better Tomorrow for Children* is a public welfare project, launched by the China Charity Federation. Its mission is to provide care for children in need.

In 2020, employee donations towards *A Better Tomorrow for Children* project helped launch the activity center in 2021.

The donations were spent on renovating the activity center, procuring equipment, etc., along with money towards summer class and warm winter class-themed activities, according to Zhang Guiping, director of Ta'er community in Datong County.

The charity supports and provides for 107 local children and the activity center can accommodate 50 children per activity. Activities include picture book reading, schoolwork counseling, and psychological counseling and care.

Here the children can learn and make friends, and teachers are available to guide them.



Care for Children activity center in China.

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Werfen Academy Hemostasis Forum – China

On December 23, 2021, the Second Werfen Academy Hemostasis Forum of 2021, *Discussing Thrombosis, Evaluating Risks*, was successfully concluded. The event attracted over 3,200 viewers.

Professor Zhou Zhou, Director of the National Center for Cardiovascular Diseases and the Laboratory Diagnosis Center of Fuwai Hospital at the Chinese Academy of Medical Sciences, was invited to serve as the chairman of the forum. He spoke highly of the forum as a communication bridge between the physicians involved in testing and clinical practices.



Werfen Quality Management Forum – China

On December 16, 2021, at the Werfen Quality Management Forum which was successfully broadcast live online, Chinese and foreign experts got together to discuss the blood gas quality management system and the value of intelligent quality management. The Forum attracted more than 4,400 viewers.

The Chairman of the forum, Professor Wang Chuanxin, president of the Second Hospital of Shandong University, acknowledged the importance of the forum in international academic exchange.



Werfen Academy Hemostasis Forum.

Building an inclusive society with Sorri – Brazil

Sorri means to smile in Portuguese and it's the name of an NGO based in Campinas, a city in the interior of the state of Sao Paulo in Brazil. Founded in 1987, *Sorri* develops projects focused on employability for people with disabilities mostly through educational activities. They assist people during the hiring, retention, and development stages in order to find a job and to develop a professional career.

Werfen donated €1,700 for the Job Club *Empregabilidade* project, which is directed to young people who are looking for their first professional opportunity. The project includes 20 weekly meetings focusing on looking for jobs, interview preparation, strengthening the network, autonomy and self-esteem for each person that participates.



Werfen Quality Management Forum.

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Building a kindergarten – Burkina Faso

After the €25,580 that the team in Italy donated in 2020, 2021 saw an additional €15,000 donated to the Wend Barka association, to complete the build of a kindergarten in Bousse, a town about 50 km from Burkina Faso's capital of Ouagadougou.

This donation allows Wend Barka to complete the initiative with the purchase of furniture and everything needed to begin operations, which is expected in the first half of 2022.

Wend Barka is an international solidarity non-profit organization founded in 2009 to promote and support aid and development actions in developing countries, promoting educational and health care for minors, without religious, ethnic or other distinctions.

The school for young children was built within a compound managed by the Apostles of the Sacred Heart, which also contains a medical center that Wend Barka has supported with various interventions throughout the years.

The school aims to provide hundreds of children with access to education, food and health support, to fight malnutrition and social exclusion.

In addition, some colleagues in Italy have personally sponsored a child, to ensure they receive education and food.



Building a kindergarten in Burkina Faso.



IT equipment – Spain

Employees from various locations in Spain donated IT material to vulnerable collectives.

Computers were purchased and set up so that the *Centre d'Acollida Assis* association could use them in their programs to support homeless people. These computers will help this collective to acquire digital capabilities and reduce the digital gap.



Volunteers setting up computers for the *Centre d'Acollida Assis*.



↘ Objective in 2021:

To increase the percentage of women employees.

↘ Result:

Achieved. We increased the percentage to 45%.

5 GENDER
EQUALITY



SDG 5.

Gender equality

Achieve gender equality and empower all women and girls

SDG 5. Gender equality

Achieve gender equality and empower all women and girls



We promote non-discrimination of our employees for reason of gender, as well as equality of opportunity.

Werfen shares formal values that foster equality, respect and counter discrimination. We have various formal action protocols to protect employees in the event of any kind of harassment. In this respect, the Werfen Code of Ethics describes the standards all of our employees are expected to meet, at all times.

In 2021, we continued implementing actions regarding equality between women and men, to comply with local laws and to facilitate universal accessibility.

In 2020 female employees at Werfen comprised 44.9% of our workforce; and in 2021 we increased that figure to 45.0%.

Female employees

2018	2,256	
2019	2,349	
2020	2,474	
2021	2,538	

Soroptimist La Jolla – United States

In June, Werfen donated €453 to Soroptimist La Jolla in San Diego, CA, which is a volunteer organization that focuses on improving the lives of women and girls through programs leading to social and economic empowerment.

Women and science week – Spain

Werfen supports the inclusion of women in scientific and technical fields.

In February, nine scientists from our R&D team participated in a virtual macro-event, where 450 scientists from various fields shared their experiences with students from different schools; offering them encouragement in pursuing science-related careers, especially the girls and young women.

In participative sessions, the scientists explained to their groups of 12- to 14-year-old students why they opted for a career in a science-based technical field and talked about their personal and professional experiences.



Making a donation to Soroptimist La Jolla.



📌 Objective in 2021:

To participate in least one action connected to clean water.

📌 Result:

Achieved.

6 CLEAN WATER
AND SANITATION



SDG 6.

Clean water and sanitation

Ensure availability and sustainable management
of water and sanitation for all

SDG 6. Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all



Water with a mission (WAMI) – Italy

Two years ago, the EEMEAI and Italy teams joined forces with *Water with a Mission* (WAMI), a young Italian company founded in 2016, dedicated to making drinking water accessible to remote villages.

As a result, more than half a million liters of drinking water have been delivered to communities in need. The mission is funded by selling bottled water. Every bottle they sell corresponds to 100 liters of drinking water delivered to villages in need.

The bottled water in the Milan office comes from WAMI. They are made of 50% recycled plastic and are 100% recyclable.

Since partnering with WAMI in 2019, 8,640 bottles have been ordered, which corresponds to 854,000 liters of drinking water for a community abroad.

The consumption of WAMI bottled water is 8 bottles a day. The natural gesture of drinking makes it possible for an entire community to have access to this essential element.

Clean drinking water improves our daily life, health, hygiene conditions, and our economy.



WAMI bottled water in the Milan office.





↳ Objective in 2021:

To increase to 55% the kWh of clean energy used by Werfen worldwide.

↳ Result:

Achieved. We increased our clean energy sources to 80%.



SDG 7.

Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

SDG 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all



Clean energy consumption

We are committed to increasing the use of clean energies to minimize the global impact of CO₂ emissions.

Our goal for 2021 was for 55% of our total worldwide consumption of electrical power to come from clean energy sources (e.g., solar, hydraulic or wind energy). Achieving 55% would mean a 14% increase in clean energy from the previous year.

During 2021, Werfen contracted a supply of clean electrical energy for our technology centers in Bedford, Orangeburg and San Diego in the United States; adding to the locations that were already running with clean electrical power supply energies in Barcelona, Sant Esteve Sesrovires, Tarancón and Lliçà d'Amunt in Spain.

Our total worldwide consumption of electrical power in 2021 was 44,800,000 kWh, **80%** of which was from clean energy sources, exceeding by far our goal (55%) and almost doubling the percentage from the previous year.

This momentous improvement places us in a good position to achieve carbon neutrality.

Bringing solar power to our sites

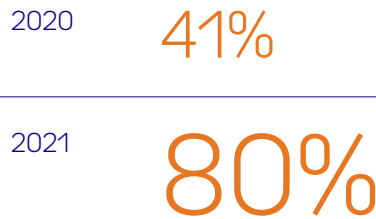
United Kingdom

Through 2019 and 2020 the team took a keen interest in the environmental impact and sustainability of their operations, launching a number of local initiatives, including carbon footprint assessment to fully understand and improve upon the level of emissions generated. With a clear picture of the energy demand and the knowledge that new UK Supply Chain operations, launched late 2020, would substantially increase the local energy consumption, on-site, generation of energy became a key issue.

March 2021 saw a major milestone achieved with the deployment of solar power to the building in Warrington; the culmination of a significant investment of time and effort for the team, which was successful in funding a substantial portion the project through the award of an Energy Efficiency Grant due to the project's impact in reducing Greenhouse gas emissions.

Even with the unseasonably cold spring bringing some April snow, it is highly gratifying to see daytime operations run almost fully through solar energy.

Total % of electrical power from Clean Energy



Supplemented by the removal of fossil fuel appliances and with use of a fully renewable grid energy supplier for those hours the sun doesn't shine, the UK is on its way to becoming a truly 'green' operation.

Including a UK Government subsidy, €81,913 has been invested in this project. In the first eight months of use, the solar system has generated over 56,000 kWh and produced a saving in excess of €10,000, which is on track for the projected return on investment.

Spain

At the end of 2021 the new manufacturing site in Can Margarit, Sant Esteve installed solar panels. The installation will have a peak power of 700 kW and an estimated production of 962,800 kWh per year.

The goal is for solar power to cover 15% of the total energy consumption on the site, resulting in an estimated reduction of 255 tons of CO₂ emissions per year.



Solar panels being installed in a Werfen facility in Spain in 2021.

↘ Objective in 2021:

To reduce the work accident frequency index.

↘ Result:

Achieved. We lowered it from 9.76 in 2020, to 4.57 in 2021.

8 DECENT WORK AND ECONOMIC GROWTH



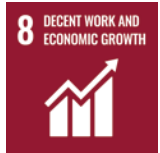
SDG 8.

Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG 8. Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



The most critical and significant aspects of our colleagues' safety, health and well-being are the catalyst for all of our planning and development activities.

The following statements from Werfen's Code of Ethics on health and safety at work demonstrate our strategic and unwavering commitment:

- Developing actions aimed at complying with local legislation in this regard.
- Ensuring that any potential risk situation that may affect employees or safety in our facilities is notified, assessed and managed as efficiently as possible.
- Striving to maintain a risk-free working environment by integrating occupational risk prevention and measures to protect and promote health and well-being into our business management.



Employees in our Headquarters and Technology Center, Hemostasis and Acute Care Diagnostics, in Bedford, MA.

Work Accident Frequency Index

The Work Accident Frequency Rate is an indicator of the state of health and safety at a work place.

It provides an outline for measuring the degree to which employees are protected from work related accidents and serves as a benchmark in the evaluation of a company's safety program.

Work Accident frequency index
(Number of occupational accidents / total worked hours) x 1 million

2020 **9.67**

2021 **4.57**



Employees in our Headquarters and Technology Center, Autoimmunity in San Diego, CA.



- Objective in 2021:
To increase our investment in R&D.
- Result:
Achieved.



SDG 9.

Industry innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

SDG 9. Industry innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Electric vehicles charging stations

United Kingdom

The team is moving towards using electric company cars. The fleet now stands at 26% Plug-In Hybrid vehicles, up from 8% in 2020. The growing percentage of PHEV is an important stepping stone to electric vehicle transition. For the last two years, Werfen has developed a growing differential and incentive to choose plug in hybrid or electric vehicles over traditional combustion engines, which is so far proving very successful.

It was anticipated the first EV would be added to the fleet in Q4 2021. Unfortunately global supply chain issues have delayed progress. This initiative is planned to challenge some of the common concerns or misconceptions surrounding electric vehicles, hoping to boost transition to electric vehicles in the UK over the coming years. In support of this, significant investment in EV charging infrastructure is planned for 2022.

Germany

In 2021, Munich installed five more electric car charging stations, and now has a total of six.

The number of hybrid cars in the fleet has increased to a total of four in 2021.



One of the charging stations in Munich in action.



Investing in innovation at Universidad de Navarra.

Investing in innovation at Universidad de Navarra – Spain

Spain donated €27,000 to the Universidad de Navarra for a specific research project that aims to identify molecules involved in the development and progression of Peripheral Arterial Disease (PAD) and diabetes.

When these two illnesses converge, it exacerbates the risk of suffering blood clots and consequential events.

This project will help to define the molecular pathways involved in the increased thrombogenicity of these patients.

R&D Investment

The R&D departments at all of the technology centers are important in the lifecycle of our products.

R&D Investment

2019	103	€ million
2020	106	€ million
2021	111	€ million

Objective in 2021:

To participate in an external initiative to contribute to the reduction of inequalities in our communities.

Result:

Achieved. We participated in three projects.



SDG 10.

Reduced inequalities

Reduce inequality within and among countries

SDG 10. Reduced inequalities

Reduce inequality within and among countries



Werfen's approach to inequality

We promote non-discrimination by reason of birth, race, gender, sexual orientation, religion, opinion or any other circumstance, personal or social condition of our employees. We also promote equality of opportunity, paying special attention to diversity, and the inclusion of people with disabilities.

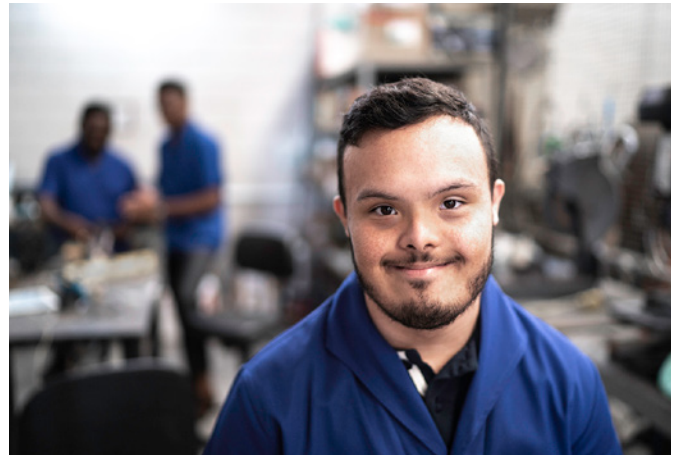
We have in-house processes which encourage all employees to apply for internal vacancies regardless of gender.

These processes foster diversity and the transfer of talent among our companies. We have shared formal values that promote respect and counter discrimination. There are also various formal action protocols that protect employees in the event of any kind of harassment. Werfen's Code of Ethics describes the standards all employees are expected to meet.

In the framework of our commitments in the area of diversity, our goal is to remove physical barriers to facilitate effective integration of employees with disabilities.

In 2021, the average number of Werfen employees worldwide with some form of disability was 31.

Since 2016, Werfen has had an Ethics Channel in place as an additional mechanism of risk control. This method of direct, confidential communication is available for all employees to enquire about matters of compliance or report possible breaches of our Code of Ethics or the internal policies we develop.



SDG 10. Reduced inequalities

Reduce inequality within and among countries

Fundació Portolà – Spain

The *Fundació Portolà* works to support social inclusion by giving jobs to people with intellectual disabilities or mental disorders in a wide range of work activities, such as gardening, manufacturing of goods, clothing production, events, gift production, maintenance or cleaning.

Werfen has worked with this foundation for many years. In December, a group of 10 volunteers helped the professionals by working with them in a production chain.

Additionally, in 2021, a total of €201,690 was donated to the organization.



Volunteers from the Barcelona office assisting workers from *Fundació Portolà* in the assembly of Christmas hampers and other products.

SDG 10. Reduced inequalities

Reduce inequality within and among countries



Unidos somos más – Colombia

Under the slogan *Unidos Somos Más*, Werfen joined forces to help those in need. Employees made donations to help children from *Instituto CAPS San Benito*. Approximately 70 children attend this school who have cognitive problems such as autism, bipolar affective disorder and intellectual disabilities, among other conditions.

In 2021 we donated €344. Adding twice as much, the total donation in Colombia was €1,095. In addition, Christmas gifts were given, along with beverages and a prepared recreational activity (following all medical recommendations and security protocols from the institute).



Fundación Exit – Spain

In February, 14 volunteers joined the *Fundación Exit* in a coaching project that lasted for two months.

The main objective of this project was to improve the personal development of young students who face social exclusion. Each volunteer coached a teenager over the course of two months, sharing their professional and personal experience.

They then helped to explore the student's ambitions, strengths, and talents. Students were supported in their quest to realize their dreams, whatever they may be.



Werfen volunteers providing coaching to teenagers to encourage and inspire them to continue at school.

➤ Objective in 2021:

To comply with all our ten consumption goals for the year.

➤ Result:

Each goal's achievement is detailed on the next page.



SDG 12.

Responsible consumption and production

Sustainable consumption and production

SDG 12. Responsible consumption and production

Sustainable consumption and production



Envelopes as packaging – Spain

In 2021, our distribution center in Spain replaced corrugated cardboard boxes with envelopes for the shipment of small items.

This resulted in decreasing the consumption of corrugated boxes by approximately 7,000 boxes per year.

Clean water lines in Bedford – United States

In 2021, €556,192 was invested to renew the clean water lines in the manufacturing site in Bedford, MA.

The new pipelines are more efficient and help to reduce the total water consumption. The new water lines are estimated to save about 5,000 gallons of water per day.

Recycled materials in logistics – Europe

Distribution hubs in Spain and Italy supply products worldwide. Products are shipped in corrugated cardboard boxes which are made of 98% recycled material, reaching an annual consumption of about 162,500 kg of corrugated cardboard.

Additionally, in 2021 air bags made from recycled plastic began to be used as box fillers, reaching an annual consumption of about 954 kg of recycled plastic air bags.



Clean water lines in Bedford.



Recycled materials in logistics.

SDG 12. Responsible consumption and production

Sustainable consumption and production

	Objective	Result	
01	Reinforce bottom-up communication of environmental needs from stakeholders in our international distribution center in Italy.	Carried out five meetings related to environment and sustainability in 2021, and implemented an online platform to identify possible issues internally	<input checked="" type="checkbox"/>
02	Continuously improve employee awareness of environmental initiatives in our Bedford, MA facilities.	Four quarterly email communications or environmental initiatives sent and posted on TV screens.	<input checked="" type="checkbox"/>
03	Identify one or more processes that require a lot of printing and establish a baseline for number of pieces of paper used in Bedford, MA.	The International Shipping Team in has been identified as the area to work with to reduce printing. The baseline number of hardcopy pages printed is 15,000 per month.	<input checked="" type="checkbox"/>
04	Reduce the amount of paper printed in our Bedford, MA facilities by at least 50%.	The International Shipping Team has been identified as the area to work with to reduce printing. The baseline number of hardcopy pages printed is 15,000 per month.	<input checked="" type="checkbox"/>
05	Target: 125,000 lbs of waste sent to conversion facility from our Orangeburg, NY plant.	A total of 248,176 lbs was incinerated to produce electricity instead of being sent to a landfill.	<input checked="" type="checkbox"/>
06	Recycle 300 lbs of batteries in our Orangeburg, NY plant.	416 lbs of batteries were recycled	<input checked="" type="checkbox"/>
07	Set up a process to allow HemosIL Cleaning Solution waste to be processed with our in-house pH neutralization system instead of sending it out as hazardous waste, in Orangeburg, NY.	Process set up that results in a waste reduction of approx. 13,000 lbs per year.	<input checked="" type="checkbox"/>
08	Keep water consumption in m ³ /m ² x employee under 0.0006 in our distribution center in Spain.	0.0005	<input checked="" type="checkbox"/>
09	Keep electricity consumption in KWh/m ² x delivery note to under 0.00031 in our distribution center in Spain.	0.00028	<input checked="" type="checkbox"/>
10	Keep the waste ratio (kg / delivery note x 100) at 81% or lower, in our distribution center in Spain.	80%	<input checked="" type="checkbox"/>



↘ Objective in 2021:

To implement at least two initiatives to reduce our CO₂ footprint.

↘ Result:

Achieved. We implemented eight CO₂-reducing initiatives.



SDG 13.

Climate action

Take urgent action to combat climate change and its impacts

SDG 13. Climate action

Take urgent action to combat climate change and its impacts



Installation of LED bulbs in our facilities

Italy

In 2021 the installation of LED lamps was completed in the Roncello distribution center, with an investment of €36,600 and estimated savings of 144,000 kWh per year.

Spain

In 2021 old bulbs were replaced with LED bulbs in the Tarancón distribution center, an investment of €33,248.

United States

In Bedford, Orangeburg and San Diego, €143,902 was invested in new LED bulbs in the manufacturing sites resulting in a 60% to 70% reduction of electricity consumption in lighting.



LED bulbs were installed in our Roncello facility in Italy.

Plastic reduction – Spain

In 2021 plastic water bottles and packaging were replaced in the canteen and vending machines of the Technology Center, OEM with reusable glass bottles and biodegradable packaging.

Additionally, 100% of the plastic cups were eliminated at our Corporate Headquarters, replacing them with compostable fiber cups.

These actions resulted in a reduction of 2,162 kg of plastic usage in 2021.



LED bulbs were installed in the Bedford, MA, facility in the US.

Car fleet renewal – Italy

Hybrid cars were made available in Italy. Of the 209 total fleet, 17 are hybrid cars, representing an estimated average reduction of 25g/km in CO₂ emissions.

Calculating our CO₂ emissions – Europe

In 2021, Werfen invested €6,405 to obtain more precise calculations of our CO₂ emissions during transportation for distributions in Europe.



LED bulbs were installed in our Orangeburg, NY, facility in the US.

SDG 13. Climate action

Take urgent action to combat climate change and its impacts

Lithium forklift batteries – Spain

Standard batteries were replaced for cleaner lithium-based batteries in forklifts in the distribution center in Tarancón, Spain. This results in an estimated reduction of 2,370 kg of CO₂ emissions per year.

This will be replicated, in the future, in other Werfen distribution centers.

Active Temperature Project – Spain

In 2021, in the distribution center in Spain, a project was designed and approved to replace ice boxes with corrugated cardboard boxes and cool packs in active temperature transportation.

This project will be implemented in 2022 and result in an estimated reduction of 10,942 kg of CO₂ emissions per year.

Geothermal air conditioning system – China

In the warehouse in Beijing, €68,000 was invested in a ground source heat pump (GSHP) air conditioning system.

GSHP is a clean technology that uses the ground as a source to heat and cool a building. It uses water in a closed-loop circuit carrying cold and heat.

The water pipe is buried into the soil at a depth of 130 meters. In summer, the heat from the warehouse is absorbed and stored in the soil to achieve a cooling effect, while in winter, heat is recovered from the soil and used to heat a room through energy conversion.

Energy efficiency of GSHP is much higher than that of an electric air conditioning system.

Bike anywhere week in San Diego – United States

The *Bike anywhere week* campaign took place in May in San Diego, CA, and encouraged participants to bike everywhere for the week to reduce their carbon footprint. Werfen participants logged 568 miles.



Forklifts with cleaner lithium-based batteries in the Tarancón distribution center in Spain.



An employee taking part in the *Bike anywhere week* campaign in San Diego.



Objective in 2021:

To develop at least one initiative to improve life on land.

Result:

Achieved.



SDG 15.

Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss



SDG 15. Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Cleaning up our mountains and beaches – Spain and Portugal

Together with environmental specialists, a group of 30 employees participated in cleaning up beaches and mountains around the cities of Barcelona and Madrid.

Some volunteers cleaned out invasive plants which are displacing the native species in the dunes located on the Castelldefels beach, close to Barcelona.

Other volunteers cleaned up waste in the mountains around Madrid, while learning about conserving and preserving the environment.

Orangeburg cleanup – United States

In February, the team in Orangeburg sponsored banners and T-shirts for Rockland County's *Great American Cleanup*.

The *Great American Cleanup* is the nation's largest community improvement program, which takes place annually in thousands of events all over the United States.



Volunteers cleaning up our mountains and beaches, in Madrid and Barcelona.



Objective in 2021:

To implement 100% of our compliance annual training plan.

Result:

Achieved.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



SDG 16.

Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

SDG 16. Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



The Anti-Corruption Policy sets out the principles that should guide the conduct of all employees and managers of Werfen companies with regard to the prevention, detection, investigation and remediation of any corrupt practices within the organization.

The internal guidelines emphasize conveying Werfen's culture of integrity, in the sense of complying with any legislation concerning corruption and the principles on which it is based. Any possible non-compliance is analyzed in accordance with internal procedures, legal regulations and agreements in force.

During the 2021 financial year Werfen has continued with its online compliance manual training program.

We have launched six new courses, two of which (*Interactions with healthcare professionals* and *Anti-corruption*) focused on the prevention of this type of risk and were aimed at particularly exposed personnel.

These courses have been attended by 3,300 users. In addition, a total of 155 live sessions were held on Teams to refresh the requirements of interactions with healthcare professionals and organizations, in which 1,778 employees participated [24% more than in the previous year].

These anti-corruption training and awareness efforts are not limited to an internal level, but also extend to our business partners. In this regard, in 2021 we continued our anti-corruption training program aimed at our distributor network. A total of 161 new distributors have been involved in this program, reaching a total of 351 participants.

The geographical scope of this project covers all the areas in which we operate through distributors.

Among the actions carried out during the year by Werfen in anti-corruption matters, aimed at complying with the different local legislations, the following stand out:

- Monitoring of possible modifications in the codes of conduct of the main industrial associations of which we are a member, in order to maintain the internal protocols adapted to them, while maintaining existing certifications.
- Strict adherence has been maintained by Werfen to the model of indirect sponsorship for the financial support of educational events organized by third parties for the promotion of scientific knowledge in areas of relevance to our companies.

- Publication of training aids granted to customers, in accordance with the different legislations in force and the codes of conduct of the industrial associations of which we are a member.

- The implementation of the Fair Market Value procedure has been completed, focused on ensuring that the remuneration paid to healthcare professionals for their services is in line with the average market value, the duration of the event, their medical specialty and their professional category. During 2021, a total of 463 consulting contracts have been reviewed.

Since 2016, Werfen has applied a due diligence procedure for business partners which defines their obligations and the company admissions policy. The anti-corruption policy and the money laundering prevention policy expand on these requirements.

In 2021, we completed the implementation of our Due Diligence platform, a technological solution to streamline, automate and ensure that our business partners comply with our established ethics and compliance standards.

Likewise, the last phase of the third party risk-management program was initiated in 2021, having completed the compliance audits of distributors in EMEA and Latin America. This program will continue to be developed in the coming years.

Objective in 2021:

To continue to support the UN Global Compact as a signatory member.

Result:

Achieved.

17 PARTNERSHIPS
FOR THE GOALS



SDG 17.

Partnerships for the goals

Strengthen the means of implementation
and revitalize the global partnership
for sustainable development

SDG 17. Partnerships for the goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development



The UN Global Compact

In 2020 Werfen joined the UN Global Compact as a signatory member.

The UN Global Compact, the world's largest, voluntary corporate responsibility initiative with more than 15,000 participants in 165 countries, supports UN efforts to end extreme poverty, fight inequality and address climate change.

Werfen Values fully support its spirit and goals. We understand the importance of companies aligning their operations and strategies with the UN Ten Principles in the areas of human rights, labor, environment and anti-corruption.

When the UN declared this decade a decade of action for delivery of its SDGs by 2030, we responded to the call.

Werfen supports the UN Global Compact as an integral part of our company values, in favor of world development and as a differentiator for our customers, employees and partners.

In 2021, we published our second sustainability report, the [Werfen Sustainability Report 2020](#).

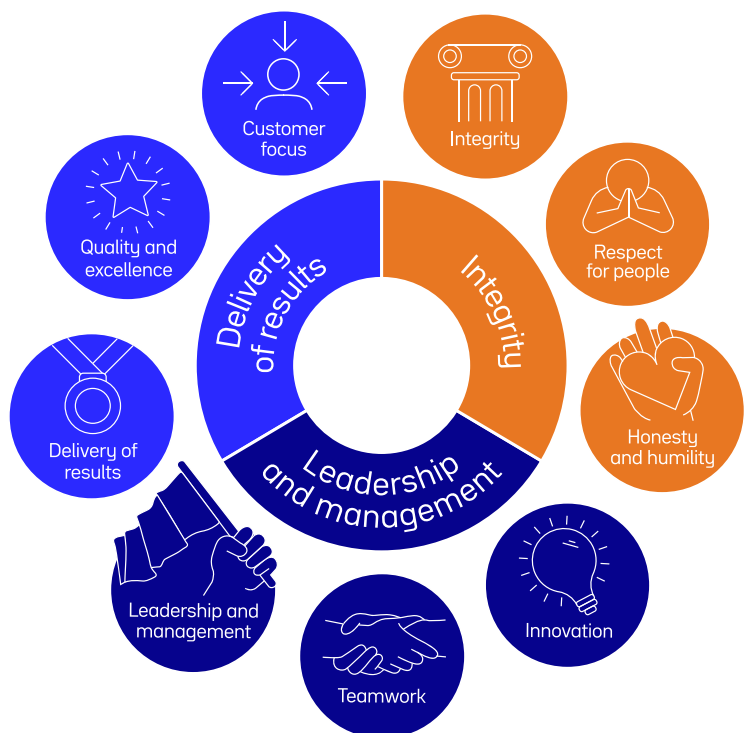


United Nations
Global Compact

Strengthening ties with organizations that make an impact

In 2021, we continued our social actions and initiatives, donating almost €9 million to foundations and non-profit organizations working locally to alleviate poverty and hunger and give comfort to those in need.

We strengthened our partnerships with organizations we usually worked with, and built new relationships with other worthy foundations.





2022
at a glance

In 2022 we take a step further in our sustainability efforts and integrate our principles into our Purpose, vision, Values, strategy and decision-making - essentially, into the way we operate this business day after day.

In 2022, we expect to increase our environmental actions to minimize our impact on the planet.

To this end, we work towards increasing our percentage of clean energies even more and to self-generate more energy. We also aim to implement the ISO 14001, which relates to environmental quality systems, in all of our manufacturing sites where this standard wasn't already certified. We are developing policies and actions to continue to reduce the emissions in our company car fleet, the transportation of goods and our packaging material.

In addition, in 2022, we continue with our social commitments and initiatives, to create a positive impact in our communities.

Last but not least, we continue to live our Purpose — which was officially launched in 2022: *We contribute to the advancement of patient care around the world through innovative specialized diagnostics.*

With this, we make explicit something we always knew — our total commitment to improving healthcare through our solutions, impacting directly in SDG 3, *Good health and well-being.*

Despite the challenges of COVID-19, which is still very present at the time of writing this report, our commitment to sustainability and our investment in ESG initiatives is stronger than ever.

We firmly believe that we can play a part in improving this world for us and for generations to come.

Let's do this together.



Werfen Headquarters

Plaza de Europa nº 21-23
08908 L'Hospitalet de Llobregat
Barcelona, Spain
+34 934 010 101

werfen.com