



SUSTAINABILITY REPORT 2022

STATEMENT FROM OUR LEADERSHIP

We are happy to present this Communication on Engagement to you, confirming our continuing commitment to the UN Global Compact 10 principles related to Human Rights, Labour, Environment and Anti-Corruption.

Having joined UN Global Compact in 2018, this is IDA's fourth Communication on Engagement (COE) report. We fully recognise our responsibility to society and the environment, and continue to strengthen our social and environmental commitments, whilst continuing to work towards our mission of bridging the gap in access to medicines and medical supplies.

We would like to thank all of our customers, partners and employees who are dedicated to our mission and support us while moving forward in our sustainable progress.



This report outlines our key actions in alignment with the UNGC's ten principles, the Sustainable Development Goals, and our ambitions for the future, along the pillars of Purpose, People, and Planet. These pillars, supporting our long-term goals of Universal Health Coverage, Strengthened Local Capacity and Sustainable Value Chains, provide focus in our sustainability strategy over the coming years.

Wendy Eggen
CEO



Paul van Ooijen
CFO





TABLE OF CONTENTS

4	About IDA Foundation
6	50 Years of IDA
7	Sustainability Overview
9	Purpose
14	People
18	Planet
22	Measurements and Targets

ABOUT IDA FOUNDATION

Today, essential medicines and medical goods still remain out of reach for too many people. IDA Foundation (IDA) is an independent social enterprise providing quality-assured, essential medicines and medical goods to healthcare organisations in low- and middle-income countries (LMICs).

When IDA was founded in 1972 by a group of pharmacy students in Amsterdam, we primarily acted as a wholesaler of essential medicines to health organisations in LMICs. Over time, our services increased to include comprehensive procurement services, kitting services, and emergency response. Our product portfolio is largely made up of generic medicines and medical supplies, all of which meet our strict quality standards. Today, IDA distributes over 3000 different healthcare products to customers in over 130 countries.

OUR PRODUCTS

- Essential medicines
- Diagnostic and laboratory supplies
- Medical supplies and equipment
- Emergency response (IEHK, Cholera kit, PED/SAM kit, Measles kit)
- Custom-made kits
- Epidemic control (including PPE)
- Therapeutic food

PRODUCT GROUPS FOR ESSENTIAL MEDICINES

- HIV/AIDS
- Tuberculosis
- Malaria
- Reproductive and maternal health
- Non-communicable diseases (NCDs, including oncology)
- Neglected tropical diseases (NTDs)
- Hepatitis

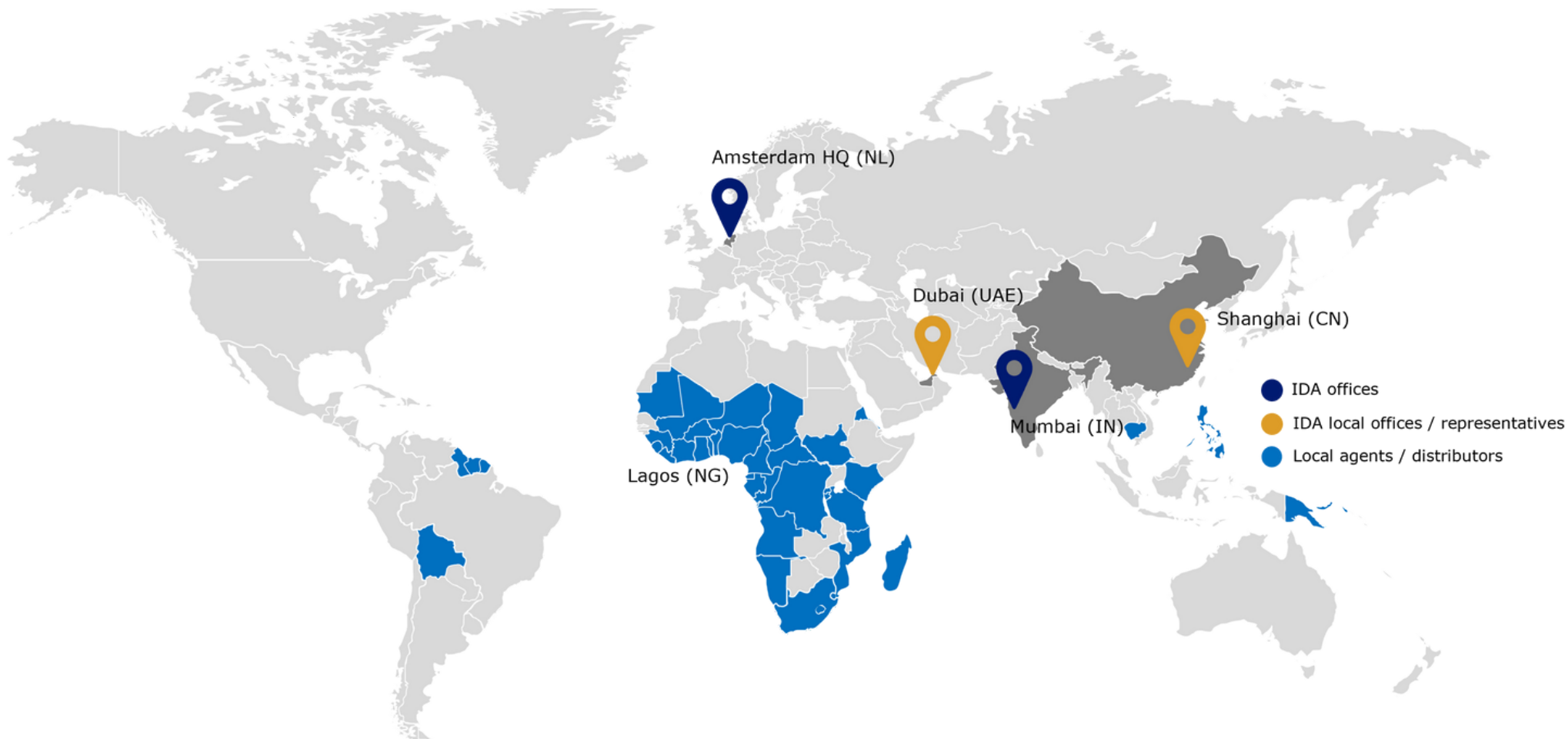
VISION STATEMENT

In today's world, essential medicines and medical goods still remain out of reach for too many people. IDA bridges these gaps so that health care providers have access to quality products at a fair price.

MISSION STATEMENT

Being the vital link that provides access to medicines and medical goods for countries in need.





OUR GLOBAL PRESENCE

Headquartered in Amsterdam, we are a global organisation with 209 employees representing over 31 nationalities. We have offices in India, China, and Nigeria, warehouses in Dubai (UAE) and Tilburg (NL), and representative agents in over 30 countries. Our agents assist with sales, logistics, communication, and other key elements of the supply chain and delivery process. Besides agents, IDA Foundation has several local distributors across the globe. Our local distributors keep their own stock of different IDA quality-assured products, making them more accessible to (for example) smaller health clinics.

50 YEARS OF IDA FOUNDATION



50 YEARS OF 'BUILDING HEALTHY FUTURES'

2022 marked 50 years since IDA was founded by a group of Pharmacy students in Amsterdam. To celebrate this special anniversary year, we embraced our theme of Building Healthy Futures. Through stories and events, we reflected on the past five decades together with our stakeholders, and looked ahead at the challenges in global health that we continue to face.



CELEBRATING WITH OUR PARTNERS

Our first event took place in September 2022. We welcomed our partners both online and in person in our hybrid programme. This ensured our partners could enjoy this celebration and join the discussion, without having to travel to Amsterdam. We also brought together our Indian suppliers at a second event in Mumbai in November. They were great opportunities for celebration, as well as collaborative discussions.

SUSTAINABLE VALUE CHAINS

A key topic for our interactive discussions at these events was IDA's goal of achieving sustainable value chains whilst working towards our mission. Fruitful discussions were held on how innovative solutions in packaging and products can reduce waste. We also discussed local manufacturing as a key transformer of the industry, how incentives for suppliers to accelerate progress, and what developments may be coming in supply chain solutions.



SUSTAINABILITY OVERVIEW

IDA has set three long-term goals in its strategy:

1. UNIVERSAL HEALTH COVERAGE

Our long-term goal of achieving universal health coverage is central in our mission of bridging the gap in access to medicines.

2. STRENGTHENED LOCAL CAPACITY

IDA's locally based partners in low- and middle-income countries are an essential part of strengthening local health systems. These include agents and distributors, and increasingly, quality-assured local manufacturers in destination countries to supply essential medicines and supplies.

3. SUSTAINABLE VALUE CHAINS

We aim to minimise negative impacts and maximise positive impacts across our supply chain, incorporating applicable social, economic, and environmental factors.

These goals are also in alignment with the UN Sustainable Development Goals (SDGs) and the UN Global Compact's Ten Principles.

We consider all SDGs to be inter-related and important. However, by focusing on specific SDGs, we believe we can have the greatest impact within our supply chains. These SDGs are:



OUR THREE SUSTAINABILITY PILLARS

In line with our long-term strategic goals, we identified three sustainability (ESG) pillars and report on these in this Communication on Engagement. Our pillars are purpose, people, and planet.

PURPOSE

The purpose pillar considers all sustainability topics related to IDA's mission of bridging the gap in access to medicines and medical supplies, including quality assurance.

PEOPLE

We recognise the importance of social sustainability and prioritise all human rights and social matters relating to IDA's staff members, as well as people working across the IDA value chain.

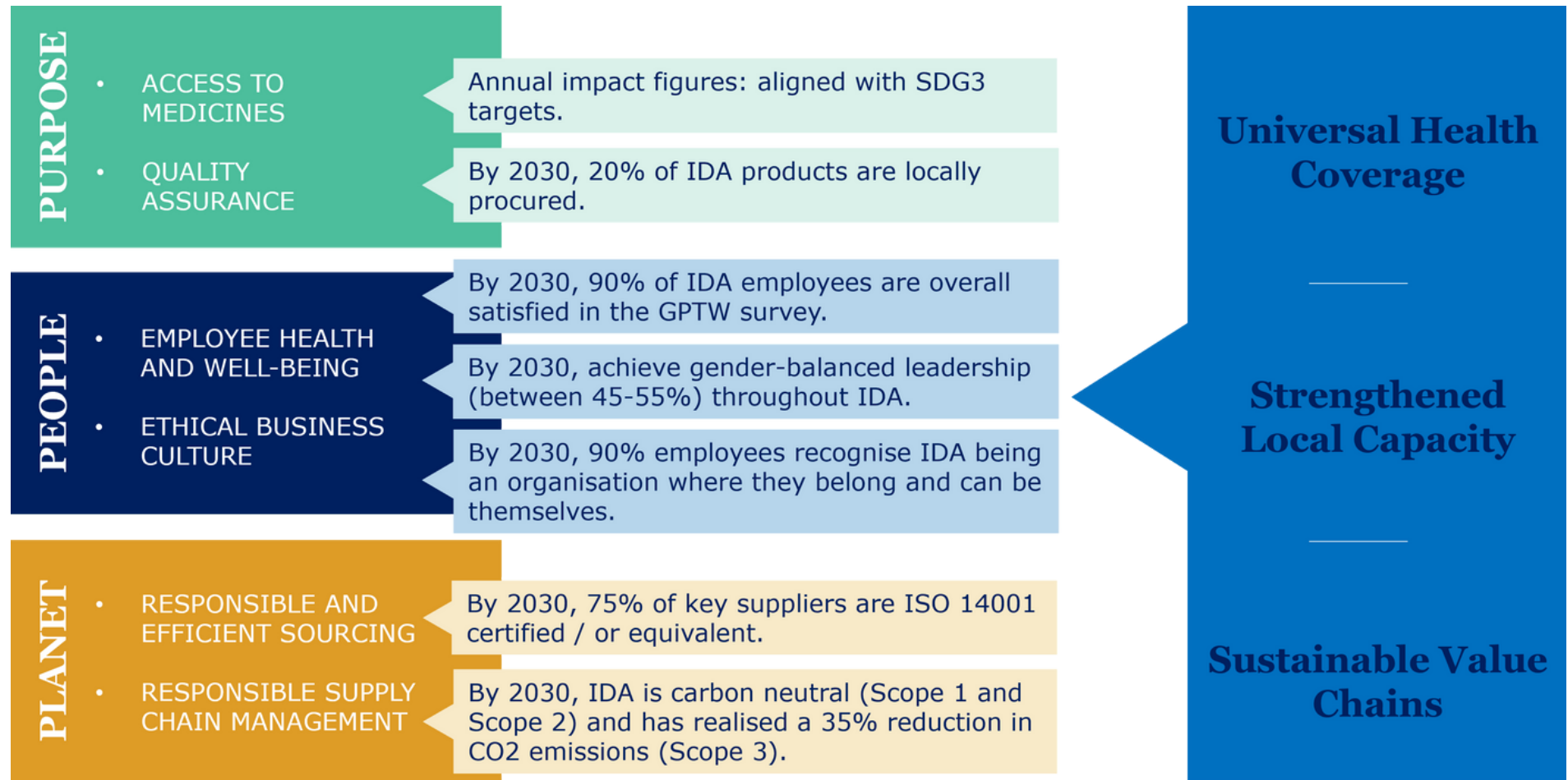
PLANET

The planet pillar captures IDA's activities impacting the environment. Focus is on our ISO14001-certified Environmental Management System (EMS) to ensure continuous improvement towards sustainable practices.

MEASURING OUR PROGRESS

For each of our material topics, we have outlined targets* which allow us to measure our progress along the pillars Purpose, People and Planet. These all contribute to achieving our long-term goals: Universal Health Coverage, Strengthened Local Capacity and Sustainable Value Chains.

**These targets were set in Q4 2022, meaning the baselines will be shared in our 2023 Communication on Engagement.*



PURPOSE

ACCESS TO HEALTH PRODUCTS AS A HUMAN RIGHT

We strongly believe that access to quality-assured essential medicines and medical supplies is a fundamental human right. That is why access to medicines and quality assurance are two of IDA's material topics, for which we have set our long-term Purpose targets. They are both engrained in the mission of IDA Foundation of bridging the gap in access to medicines.

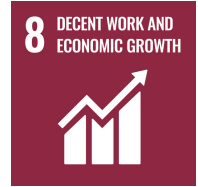
As a supplier of essential medical goods, we contribute to universal health coverage by continuously seeking to serve the needs of underserved health markets to improve access to quality health products.



Within that mission, we also recognise our responsibility to protect human rights; within our organisation, throughout the supply chain and in global health.

Moreover, we focus on human rights of those who work directly for IDA as well as those who operate in our supply chain (e.g. employees at our suppliers' facilities).

Through our high standards of quality assurance and control, including audits of our suppliers, IDA's Code of Conduct for Third Parties, and our stringent policies, we ensure that the organisations we work with share our business and ethical values.



UN Global Compact Principles related to Purpose

Human Rights

- 1: Businesses should support and respect the protection of internationally proclaimed human rights
- 2: make sure that they are not complicit in human rights abuses.

Anti-Corruption

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

Our Codes of Conduct and policies are in line with the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights (1948). These cover:

- Global and local labour rights, for a safe, secure and healthy workplace
- Ethics and Compliance
- Anti-Bribery and Anti-Corruption
- Forced Labour (incl. child labour) and Human Trafficking

- Discrimination, (Sexual) Harassment, aggression, violence and bullying.
- Third Party Due Dilligence
- Conflict of Interest and Outside Positions
- Reporting concerns procedures: employees and partners can report their questions and concerns through an independent online portal (BKMS Compliance System)
- Freedom of association & collective bargaining
- EU GDPR privacy regulations.

We conduct stringent due diligence including screening of ownership and leadership on all business partners.

All policies and procedures are reviewed on a regular basis. To take into account our Environmental Management System (EMS) and standards, the Third Party Code of Conduct and Third Party Due Diligence Questionnaire (among other policies) were updated and shared with our external partners.

In 2022, a renewed online Code of Conduct training was rolled out, to employees as well as supervisory board members and contracted service providers (e.g. restaurant and service staff). This mandatory training was 100% completed.

QUALITY ASSURANCE

Quality is always key for IDA in pursuing our mission of bridging the gap in access to medicines and medical supplies. In 2022, we were audited by Bureau Veritas in the Amsterdam and Mumbai offices and passed the ISO9001 Audit, confirming our compliance with this important Quality standard, in addition to also achieving our ISO14001 (Environmental Management System) certification.



SOUSAN SADRI, QA
RESPONSIBLE
PHARMACIST

"I strongly believe that it is a fundamental right of all human beings to have access to affordable, high quality healthcare. Unfortunately, for millions of people around the world this is not the case, as many low-and middle-income countries still face big challenges in ensuring equitable access to affordable, quality-assured essential medicines and medical supplies.

I am proud to be part of the IDA family already for 12+ years, working towards tackling these hurdles. Within QA, we ensure supply of high quality products through implementation and maintenance of an effective quality system, ensuring consistent quality throughout the product's shelf life, thereby ensuring maximum treatment effectiveness for the patients.

Looking ahead, I see IDA's positive contribution not just in access to quality medical products, but also in strengthening local health systems. By sourcing products from quality-assured local manufacturers, we can support the local economy, as well as supporting environmental benefits by shortening transport distances and reducing carbon emissions."

ESSENTIAL HEALTH SUPPLIES FOR UKRAINE

A key aspect of IDA's mission is providing essential health goods during emergencies. In 2022, the Russian invasion of Ukraine meant that Ukraine's health infrastructure was severely impacted; many hospitals were destroyed or heavily damaged, depriving people from essential medical care. Aside from emergency healthcare, regular care also came under pressure due to lack of access to and/or shortages of basic medicines and medical supplies.

From the beginning, IDA Foundation worked with existing and new customers to ensure deliveries to the hit regions. As delivery of medicines within and outside

the EU is strictly regulated, and because hospitals are not allowed to donate or distribute medicines, IDA Foundation was approached by many organisations to support with our procurement and regulatory expertise.

By swiftly arranging the supply and shipment preparations of these goods, our deliveries to our customers meant that Ukrainian and international health organisations could distribute vital medication, surgical and medical supplies, and emergency kits to (field) hospitals throughout Ukraine. These efforts have been instrumental in ensuring that the most vulnerable communities receive the aid they need in this time of conflict.

EMERGENCY RESPONSE

Aside from the conflict in Ukraine, in 2022, ongoing and new humanitarian crises in Afghanistan, Syria, and the Horn of Africa (amongst others), posed a heavy burden on affected populations, resulting in millions of people urgently needing emergency aid.

In 2022, we delivered emergency kits to support 11.4 million people.

When such emergencies and disasters occur, re-establishing health services is a critical priority. Throughout 2022, our teams in Dubai, Amsterdam, and Mumbai worked closely together with our customers, enabling them to supply emergency kits with the potential to support 11.4 million people.

Aside from emergency kits, we also supported our health partners with cholera kits, pediatric severe malnutrition kits and essential health products in bulk.



BRIDGING GAPS TO ESSENTIAL NCD PRODUCTS

In 2022, IDA was awarded the role as procurement agent for the Defeat NCD (DNCD) Partnership.

The Partnership was born from the recognition that non-communicable diseases (NCDs) are now the major contributor to the global burden of disease.

NCDs kill at least 40 million people each year, the equivalent to 70% of all deaths globally.

Each year, there are 15 million “premature” deaths (i.e. below the age of 70 years) from NCDs.



IDA Foundation is committed to increase access to medication and diagnostics aimed at different NCDs, such as cancer and diabetes. This also contributes to SDG3 sub-target 3.4: 'By 2030, reduce by one third premature mortality from noncommunicable diseases through prevention and treatment, and promote mental health and well-being'.

SUPPORTING LOCAL COMMUNITY INITIATIVES

Annually, IDA Trading Foundation (IDA's Mumbai office) contributes to India's Prime Minister's National Relief Fund (PMNRF) as part of local CSR initiatives, in 2022 this was a contribution of INR 979,346 (USD 11,846).

This relief fund provides immediate relief within India to families of those affected by natural disasters like floods, cyclones and earthquakes etc. and to victims of the major accidents.

In addition to this, the PMNRF provides financial assistance to patients in need for treatment of major diseases at Government hospitals to partially support with expenses.

Aside from this annual contribution, our team looks for ways in which we can support local



businesses and community initiatives. For our 50th anniversary partner gift, we looked for an environmentally sustainable reusable gift that supported a local initiative.

This led us to sustainable gift bags from the the Together Foundation, a charitable trust in Mumbai committed to helping people with autism forge a meaningful and self-reliant way of life for themselves.

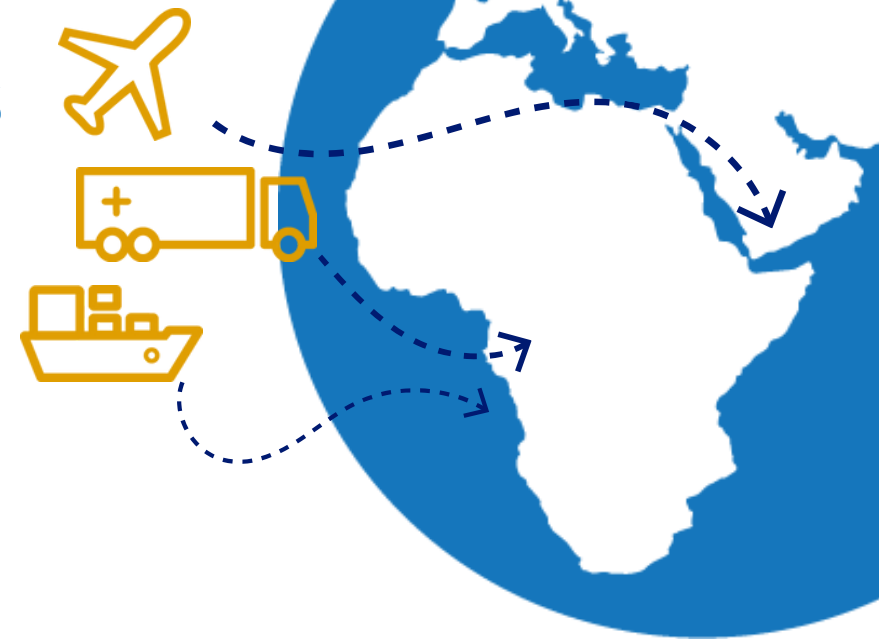
IMPACT IN 2022

145 MILLION
ITNs (Insecticide-
treated bed nets)

Delivered to 36 countries for the
Global Fund Pooled Procurement
Vector Control Programme (PPM
VC), to fight malaria.



4.582
SHIPMENTS
in 2022



EMERGENCY
KITS TO
SUPPORT

11.400.000
PATIENTS



8.800.000
ESSENTIAL TB
PRODUCTS TO
120
COUNTRIES



PEOPLE

IDA's people are our greatest asset. Our skilled, diverse team, each with unique talents and backgrounds, are at the heart of our organisation, and the driving factor towards achieving our mission. Therefore, it is vital that we attract the right people and maintain a fulfilling and healthy working environment, in which our people can thrive, personally and professionally.

LABOUR POLICY

IDA is committed to fair labour, with no discrimination, both in our own organisation and in the organisations we work with. This commitment is captured in our Labour Guide, our Code of Conduct and all policies. Our material topics for our People pillar are Employee Health and Wellbeing, and Ethical Business Culture, covering SDGs 3, 5 and 8.

HAPPY AND HEALTHY EMPLOYEES

With one of IDA's material topics being Employee Health and Wellbeing, we focused on the adjustment to hybrid working in 2022, following mostly working from home in 2020-2021.

To measure how our team was coping in this newly 'normal' hybrid work situation, we held two internal surveys throughout the

year to measure (physical and mental) wellbeing, and to find out how we could best support our team in this changing work environment, in which many were still dealing with the challenges and aftermath of the pandemic.

We were rated 4.4 out of 5 on how we dealt with employee health, safety & wellbeing measures throughout this period. We also received valuable feedback to ensure we could provide support to employees who needed it.

In the new hybrid situation, our social committee organised events online, bringing together colleagues in the office and home, from all global locations, but we also re-introduced social gatherings in the office for team bonding.



UN Global Compact Principles related to People

Labour

3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

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

5: the effective abolition of child labour; and

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

We also want to ensure employees feel heard. In our flat organisation we encourage open communication, but we also have the elected IDA Works Council representing the interests of employees on topics that are important to them in regular discussions with leadership.

EMPLOYEE SATISFACTION SURVEY

Aside from health and wellbeing, we want to be the employer of choice, for whom IDA employees love to work. Therefore, in Q4 2022, we launched the first Great Place To Work survey for IDA, a globally benchmarked employee satisfaction survey capturing multiple dimensions of employee satisfaction and wellbeing.

The survey gives all employees an opportunity to share their thoughts and suggestions, and the outcome will help our leadership to evaluate and target specific areas for improvement in 2023, to ensure our team is happy, motivated, and is able to realise their maximum potential.

A DIVERSE AND INCLUSIVE CULTURE

With a team of 209 employees, we are proud to have a diverse team, representing 31 nationalities and a broad diversity of backgrounds and perspectives. We aim for a team that reflects the diversity of the customers we serve, and believe all employees should feel welcomed, heard, safe and respected. This belief is incorporated in our Labour Policies and Code of Conduct, ensuring IDA is a place free from

discrimination and harassment, and that employees can always (anonymously) share their concerns if needed. This is possible in multiple ways: a confidential counselor, the POSH committee in our Mumbai office, or an online portal (anonymous if preferred).

A key long-term target for IDA within the People pillar is that 'by 2030, 100% IDA employees recognise IDA as a place where they belong and can be themselves'.

To capture this, we drafted a first Diversity, Equity & Inclusion statement in Q4, to be finalised into a policy and action plan in 2023.

TARGETING GENDER EQUALITY

In 2022, IDA signed the Women's Empowerment Principles (WEPs), committing to advance gender equality and women's empowerment in the workplace. To benchmark our organisation and set targets, two IDA team members participated in the Target Gender Equality (TGE) programme of UN Global Compact the Netherlands (and Denmark). By participating we have the opportunity to strengthen our contribution to Sustainable Development Goal 5.5, which



calls for equal women representation, participation and leadership in business globally, and learn from equally ambitious organisations.

LEARNING & DEVELOPMENT AT IDA

Learning and development continued to be a focal point for IDA in 2022, with our HR team branding it the 'Year of Upskilling'!

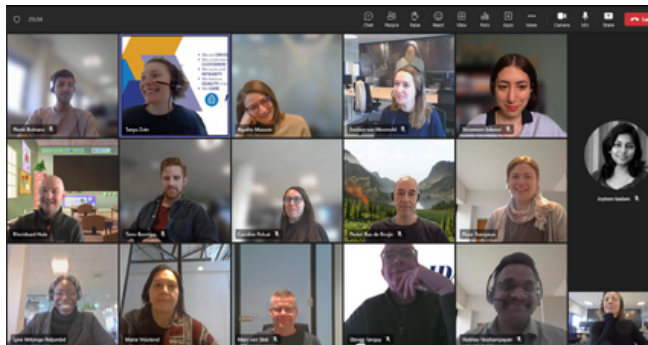
The aim of this was to build critical skills and competencies for any job. For example, working on proactiveness, time management and prioritisation and emotional intelligence. Coaching and mentoring was also offered, and our MT leadership also had training days together.

IDA offers different forms of training; from online on-demand learning (through LinkedIn Learning), to personalised training

sessions and collaborative learning through our self-organised Social Learning groups.

These Social Learning sessions are led by colleagues interested and experienced in a particular subject, and through facilitated group discussions they promote learning about a particular subject in four sessions. This aims to create an open and social learning environment for all our employees, which also allows for fun interaction across departments.

By stimulating learning on the job we help them develop professional knowledge and social skills, helping them grow and discover new talents and skills.



RIDDHI VORA,
WHOLESALE
ACCOUNT SUPPORT
EXECUTIVE

"It is a pleasure and privilege to work with IDA Foundation already for 7+ years. It's great to see so many colleagues who stay with IDA for so long. I think it is thanks to IDA's diverse and inclusive culture, and thanks to the healthy working environment in which we work with respect and compassion.

During my time at IDA I am given the chance not only work towards making essential quality health products available to people in need, but also develop more skills within special projects.

In 2022, I was part of the 50th anniversary team, helping to organise our special Supplier Event in Mumbai. It was so motivating to hear from suppliers who have worked with us since the early days, hearing about 50 years of impact, and to look forward at the future with our partners.

It is very fulfilling to see how by working together, we can continue to bridge the gap and provide quality healthcare on time to people who need it most."

PEOPLE

2022 HIGHLIGHTS

4.4 out of 5
rating on our
internal work &
wellbeing survey



Learning and development

187 courses completed on
LinkedIn Learning in 2022

IDA signed the
**Women's
Empowerment
Principles**



24% of employees
has worked for IDA
10 years or more!

Average length of
employment at IDA:
6 Years, 9 Months

Gender diversity

IDA overall:
56% female / 44% male



Managers:
48% female / 52% male

209
employees



31
nationalities



PLANET



At IDA, we care about the environment. It is our aim to operate responsibly and efficiently while fulfilling our mission and strive to reduce adverse impacts on the environment. We are committed to protecting the environment and feel it is our responsibility to engage with others in our value chain to do the same.

ISO14001 CERTIFICATION

A key highlight for IDA in 2022 was achieving ISO14001 (Environmental Management System - EMS) certification, alongside our already achieved ISO9001 certification. By aligning with the ISO14001 standard, we are better able to monitor, measure, analyse and evaluate our environmental impacts and performance, giving us the framework needed for continuous improvement in preventing pollution and minimising our environmental footprint.



EMS - ISO14001 TRAINING

To ensure that everyone within IDA is aware of the ISO14001 standard requirements, and how to integrate this into daily work, an e-training on IDA's Environmental Management System was launched in Q3. All IDA employees had to complete this training, to ensure they are aware of IDA's environmental policies and procedures, and can apply this to their everyday work. All new colleagues joining the organisation have to complete this training as part of their onboarding as well. A refresher will be organised in coming years capturing new developments.

KICK OFF CO2 BASELINE PROJECT

Through our Environmental Management System, we recognise that a major environmental impact of IDA's work is the CO2 emissions our value chain creates.

UN Global Compact Principles related to Planet

Environment:

7: Businesses should support a precautionary approach to environmental challenges;

8: undertake initiatives to promote greater environmental responsibility;

9: encourage the development and diffusion of environmentally friendly technologies

Having set a CO2 emissions target to be neutral in Scope 1 and Scope 2, and reduce our Scope3 emissions by 35% in 2030, we kicked off the CO2 baseline project in Q4 2022.

The objective of this project is to quantify the carbon footprint of IDA's activities at the international level, throughout the value chain. In addition to the quantification of IDA's carbon accounting, this project also seeks to develop a new GHG emissions calculation tool, in compliance with the

Greenhouse Gas Protocol Corporate Accounting Standard Methodology. The tool will enable IDA to build in-house capacity of emission quantification and reporting. The results of this quantification will provide necessary insights for decision making both for national and international activities. We also aim to identify potential emission reduction actions in line with IDA's core engagement of emission mitigation.

SUSTAINABLE BUSINESS TRAVEL

We acknowledge the importance of responsible travel practices. During the pandemic, technology proved that many meetings do not have to take place in person. But when virtual meetings are not possible, the traveling required has an impact on the environment. HumanitAir is our official business travel partner since 2021. Understanding the importance of our presence in target countries and the urgent travel needs of humanitarian aid workers, HumanitAir has made it their mission to provide safe and efficient travel solutions while also prioritising CO₂-reduction, and -compensation. HumanitAir has recently become the first travel management

company in the Netherlands to purchase sustainable aviation fuel (SAF). In doing so, they have removed a portion of their CO₂ emissions by securing 11.668 kg of SAF in 2022 (thereby reducing 34.878 kg CO₂).

As a HumanitAir customer who shares their sustainability ambitions, IDA Foundation was allocated a part of this purchase through a certificate, totaling 1.667 kg of SAF. This allocation will result in an emission mitigation of at least 4.983 kg of CO₂ when compared to conventional (fossil) jet fuel. Side from this purchase of SAF, IDA has been offsetting all its business flights for several years already, by supporting sustainable energy projects via Climate Neutral Group, which reduce CO₂ emissions elsewhere, thereby also supporting local populations in LMICs.

SOLAR POWER IN AMSTERDAM

2022 was the first full year that our solar panels on the Amsterdam office were operational. Our 73 solar panels generated renewable energy for our office operations, thereby avoiding 14.15 tonnes CO₂equivalents.

RECYCLING AWARENESS

In 2022, we recycled materials such as plastic, organic waste, paper and carton.

The office generated 8398 kilograms of general waste, of which 32% was recycled and 68% was incinerated with energy generation.

To create awareness of recyclable materials, employees continue to be educated about our recycle stations and which materials are suitable for recycling.



We also organised awareness campaigns in the week of Earth Day (12th April).

Via Teams and screens in the office, we shared a campaign with employees on the days leading up to Earth Day to increase environmental awareness.

GREENING OFFICE INITIATIVES

In our Mumbai office, we also looked at ways to reduce our environmental impacts. Several changes were implemented, including:

- Further waste segregation: Dry/Wet waste segregation and Plastic recycling
- All lighting changed to LED lighting
- Temperature control measures added to reduce use of air-conditioning

DUBAI WAREHOUSE

In 2022, we selected a new warehousing partner in Dubai, and as part of the selection process, we made sure they shared our sustainability vision for the future. Key benefits of our new warehouse location include (amongst many other initiatives):

- Photo Voltaic panels covering 80% of facility's energy demand

- Prioritisation of sustainable materials; e.g. biodegradable shrink wrap
- 100% digitalised by 2025
- Green technology (led lights, motion sensors)



SUSTAINABILITY PARTNERSHIP WITH SOLVOZ

IDA Foundation recently collaborated with Solvoz to conduct a study on the environmental sustainability of malaria rapid diagnostic tests (RDTs). In this collaborative study, we surveyed and interviewed a selection of staff managing waste in health facilities in low and middle-income countries, manufacturers of RDTs, and bioplastic producers.

We found that the management of RDT waste practices can potentially cause hazardous fumes containing dioxins and furans, depending on the mixture of waste co-incinerated, these toxic substances can remain in incineration residues which can leach into aquatic systems and soil from the pits. In discussions with manufacturers, we found a willingness to evaluate the use of less-polluting polymers such as bio-plastics, but currently, there are no commercial malaria RDTs using safe plastics yet. Outcomes will be shared further in continuing discussions.

For the full report, contact ftoxopeus@idafoundation.org

PLANET

2022 HIGHLIGHTS

ISO 14001 (EMS)
CERTIFICATION
ACHIEVED



**NEW RECYCLING &
WASTE INITIATIVES**
INTRODUCED IN
MUMBAI OFFICE



**CARBON
FOOTPRINT
BASELINE
PROJECT
STARTED**



73 SOLAR PANELS
AVOIDED 14.15
TONNES CO₂
EQUIVALENTS in 2022



MEASUREMENT AND TARGETS

TOPIC	ACTIVITY	MEASUREMENTS 2021	MEASUREMENTS 2022	TARGETS 2023
GENERAL	Long-term targets	-	Long-term 2030 targets set (see p.4)	Report on annual progress towards 2030 targets
	Environmental requirements for third parties	-	Sustainability criteria added to tender RFQs	Supplier guidance document created
	Sustainability awareness / training	60+ IDA employees participated in 3 internal SDG Action sessions	EMS mandatory training and Earth Day campaign week	Refresher sustainability /strategy training to be launched
HUMAN RIGHTS	Supplier audits	First in-person supplier audits implemented with new criteria, no human rights violations reported	Sustainability criteria added to supplier audits	Sustainability criteria added to supplier audits
	Strategic partnerships to improve access to medicines	3 new partnerships started: focus on maternal and child health (2) and assistive technology (1)	Defeat NCD awarded: to improve access to NCD medicines	Contribute to SDG3-aligned sub-targets
LABOUR	Employee wellbeing and satisfaction	3 wellbeing surveys (during COVID)	<ul style="list-style-type: none"> 2 wellbeing surveys GPTW survey launched 	Follow up on 'Great Places to Work' employee satisfaction survey
	Gender equality	Supervisory board: 50% female / 50% male Management team: 38% female, 52% male	Set KPI: CEO/CFO: 50/50 Management level: 48% female / 52% male Overall: 56% female, 44% male	Maintain gender-balance, offer female leadership coaching

Topic	Activity	Measurements 2021	Measurements 2022	Targets 2023
ENVIRONMENT	People development	LinkedIn Learning: 144 active IDA learners 239 courses completed	<ul style="list-style-type: none"> LinkedIn Learning: 127 active IDA learners, 140 courses completed Quarterly learning sessions introduced, 3 held in 2021 	<ul style="list-style-type: none"> Introduce Leadership trainings Introduce coaching opportunities for staff Increase Social learning opportunities
	ISO-14001 Certification	-	ISO 14001 certification achieved	ISO 14001 continuous improvement and pass verification audit
	Solar power	73 solar panels installed (NL) generate potential 23770 kWh energy year.	73 solar panels helped to avoid estimated 14.15 tCO2e in 2022	No new target, maintain solar energy
	Waste management	Paper (977 kg) - 100% recycled Carton (1950 kg) - 100% recycled Residual waste (5460kg) - 35% recycled, 65% incinerated with energy generation)	Paper (488 kg) - 100% recycled Carton (2190 kg) - 100% recycled Residual waste (5720kg) - 35% recycled, 65% incinerated with energy generation)	Lower waste numbers, improve percentage recycled goods.
	Responsible sourcing and supply chain	Initial contact with suppliers on sustainable product sourcing	Environmental criteria to Third Party Code of Conduct, tenders and supplier audits.	Baseline measurement of ISO14001 certified suppliers
ANTI-CORRUPTION	Ethical business: Due Diligence	Due Diligence performed on 64 IDA partners / suppliers	<ul style="list-style-type: none"> Due Diligence survey updated Self-declaration of potential ethical conflicts (key staff) 	Continued Due Diligence review
	Ethical business: Code of Conduct	-	Review of Third Party Code of Conduct done and distributed to suppliers	Maintain 100% supplier coverage



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GET IN TOUCH WITH OUR TEAM:

We value opinions from internal and external stakeholders to help us improve and progress in our approach to sustainability. Please share your feedback with us via email (sustainability@idafoundation.org) or social media:

