



## Sustainability Commitment Statement

**Dated:** 12<sup>th</sup> February 2022

Our organization recognizes that a sustainable future and global health are intrinsically connected. As a leading global healthcare consulting firm, we are committed to integrating sustainable practices throughout our operations and service delivery while advancing the United Nations Sustainable Development Goals and aligning with the UN Sustainable Procurement Framework. This statement formally outlines our comprehensive approach to environmental, social, and economic sustainability and showcases our tangible progress to date.

### Environmental Sustainability Commitment

#### Prevention of Pollution and Sustainable Resource Management

We are dedicated to minimizing our environmental footprint by implementing comprehensive pollution prevention strategies and embracing sustainable resource management across our global operations. We commit to:

- Reducing waste generation through our digital-first approach to consulting, having decreased paper consumption by 75% since 2022.
- Implementing circular economy principles in our office operations, with 90% of our locations achieving zero waste-to-landfill status.
- Prioritizing suppliers who demonstrate strong environmental management systems and sustainable product design.
- Eliminating single-use plastics use at our office.
- Trained employees to work remotely to reduce transport related emissions.

#### Climate Change Mitigation and Adaptation

Recognizing the climate crisis as a health crisis, we have established science-based targets aligned with the 1.5°C pathway to aggressively reduce our carbon footprint. Our progress includes:

- Achieving a 35% reduction in our direct emissions (Scope 1 and 2) compared to our 2022 baseline.
- Reducing business travel emissions by 40% through our hybrid consulting model and digital collaboration tools.

#### Protection of Environment and Biodiversity

We understand that human health depends on healthy ecosystems. Our initiatives include:

- Partnering with conservation organizations to protect critical habitats in regions where we operate.
- Implementing a sustainable procurement policy that prohibits the purchase of products contributing to deforestation or biodiversity loss.
- Supporting healthcare clients in reducing pharmaceutical pollution in waterways through proper waste management consulting.

## **Social Responsibility Commitment**

### **Human Rights and Labor Practices**

We uphold the highest standards of human rights and fair labour practices throughout our operations and supply chain:

- Conducting regular human rights due diligence across our value chain in accordance with the UN Guiding Principles on Business and Human Rights.
- Implementing a supplier code of conduct that requires adherence to international labour standards.
- Providing annual human rights training to 100% of our employees.

### **Gender Equality and Diversity**

We actively promote gender equality and diversity as fundamental aspects of our organizational culture and client engagements:

- Achieving gender parity across all levels of management, with at least 50% of leadership positions held by women.
- Implementing gender-responsive procurement practices that have increased our sourcing from women-owned businesses by 45% since 2022.
- Offering comprehensive parental leave policies regardless of gender.
- Providing gender-specific health programs for employees that have increased utilisation of preventive care by 35%.

### **Social Health and Well-being**

As healthcare consultants, we prioritize social health and well-being in our internal practices and client recommendations:

- Developing workplace wellness programs that have reduced employee stress levels by 28% and improved satisfaction scores by 40%.
- Dedicating 1,000+ pro bono consulting hours annually to community health initiatives in underserved areas.
- Supporting mental health awareness through education and stigma reduction campaigns.
- Implementing a four-day workweek pilot that has shown improved productivity and work-life balance.

## **Economic Sustainability Commitment**



## Whole Life Cycle Costing

We employ whole life cycle costing methodologies to ensure long-term value and sustainability:

- Trained 70% of our procurement team in life cycle costing techniques.
- Helping clients achieve an average 21% reduction in total cost of ownership through sustainable procurement practices.
- Publishing case studies demonstrating how sustainable healthcare solutions deliver superior long-term value.

## Supply Chain Sustainability

We actively work to ensure sustainability throughout our supply chain:

- Achieving 85% compliance with our sustainable procurement requirements across our top 10 suppliers.
- Requiring all major suppliers to set science-based emissions reduction targets by 2026.
- Conducting regular sustainability audits and offering improvement support to key vendors.

## Implementation and Governance

Our sustainability commitments are integrated into our core business strategy and governance structure:

- Sustainability performance metrics are linked to executive compensation.
- Our sustainability governance committee includes external experts who provide objective oversight.

## Conclusion

As a global healthcare consulting firm, we recognize our unique position to influence sustainable practices across the healthcare sector. We are committed to continuous improvement in our sustainability performance and to supporting our clients in their own sustainability journeys. By integrating environmental, social, and economic sustainability considerations into everything we do, we strive to create healthier communities, a more equitable society, and a thriving planet for future generations.

This sustainability commitment statement was approved by our Management Committee on February 12, 2022, and will be reviewed annually to ensure alignment with evolving best practices and stakeholder expectations.

For further clarification or support, you may contact any of the two Directors of the Company.

For GARNET GLOBAL CONSULTANTS LLP

*Vaun Goyal*  
Designated Partner

For GARNET GLOBAL CONSULTANTS LLP

*Himanshu*  
Designated Partner