

# Environmental, Social and Governance (ESG) Policy

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OCTOBER 2022



Prescient®

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# ESG Introduction

Environmental, social and governance (ESG) issues affect all companies. At Prescient, we recognize their importance for ourselves and our clients.

Prescient believes that responsible operations and business success go hand in hand and, as such, we consider ESG across all areas of our business. We are fundamentally committed to building long-term, sustainable businesses that will grow, provide employment and generate economic benefit in an environmentally and

socially responsible manner across all the geographies in which we operate.

Responsible leadership requires proper analysis, judgment and mitigation of risk. Prescient aims to always take a responsible approach toward the environment, society and corporate governance. This policy is communicated to all employees.

Good ESG practices are consistent with our core values, which we expect all employees to apply across the business:



## Aspire

Our Prescient spirit is built on a pride and passion for science, intellectual curiosity, and a joint commitment to achievement.



## Collaborate

Our clients are at the heart of all we do. We build deep, trusting relationships by working together to achieve winning outcomes.



## Empower

We support each other and create a challenging yet supportive culture where our people can develop, perform and succeed.



## Evolve

We embrace our changing world and adapt to take full advantage of future opportunities.



## Excel

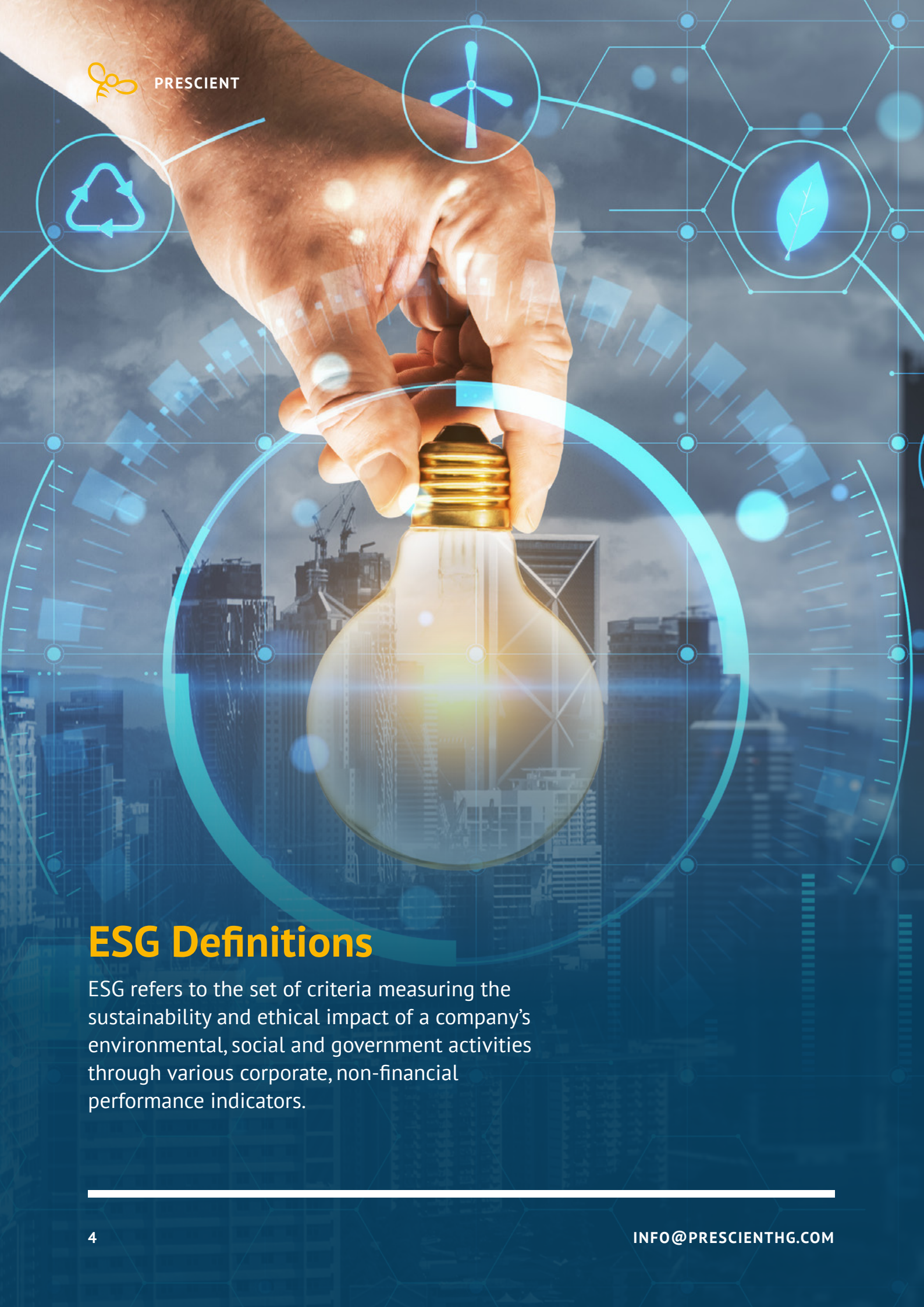
We are motivated by high performance, delivering our very best and always being accountable for the quality of our results.



## Respect

We are honest, open and fair. We hold ourselves responsible and operate to the highest professional and ethical standards.





## ESG Definitions

ESG refers to the set of criteria measuring the sustainability and ethical impact of a company's environmental, social and government activities through various corporate, non-financial performance indicators.





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## Environmental

The environmental factor in the ESG equation considers how a company uses natural resources and how its operations affect the environment. Responsible and effective management of environmental factors is an increasingly important driver of corporate value.

### Environmental considerations include:

- Reductions to impact on climate change
- Efficient energy solutions
- Waste reduction and pollution management
- Responsible disposal of waste
- Sustainability of resources

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## Social

The social factor in the ESG equation evaluates a company's diversity, equality and inclusion policies and the impact of these considerations on the company's employees, local communities and society overall.

### Social considerations include:

- Equality, diversity and inclusion among employees
- Non-discriminatory employment and labor practices
- Health and safety awareness and protection
- Corporate donations and community activities
- Preservation of human rights
- Avoidance of child labor or indentured servitude

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## Governance

The governance factor in the ESG equation evaluates a company's structures, corporate values, accountability processes and the ethical standards a company follows when doing business.

### Governance considerations include:

- Executive management structure and remuneration
- Corporate codes of conduct
- Employee relations and ethical workplace practices
- Whistleblowing/speaking up
- Cyber security, privacy and data protection practices
- Anti-bribery and anti-corruption policies
- Anti-money-laundering policies
- Investment in organizations that prioritize ESG



## ESG Core Principles

Prescient's Core ESG goals are set out below and are regularly reviewed.

*"To best serve our clients in their efforts to improve the wellbeing of patients around the world, Prescient's actions enhance the wellbeing of its internal and external stakeholders, the communities in which it operates and the planet as a whole." – Dr. Nick Edwards, Chairman*

Our ESG goals are aligned to the UN's Sustainable Development Goals, with our framework particularly focusing on those goals that are most relevant to our industry and scale.



Source: [sdgs.un.org/goals](https://sdgs.un.org/goals)





## Driven by Purpose

At Prescient, we work hand-in-hand with innovative life science companies to maximize the full potential of their science and to help transform patient lives.

As a people-based consultancy business, we are naturally focused on employee well-being, providing a rewarding employee experience to our consultants, and creating a strong working environment underpinned by robust Equity, Diversity and Inclusion frameworks.

UN Sustainable Development Goals	Prescient Environmental Goals	Prescient Social Goals	Prescient Governance Goals
1. No Poverty		PHG ESG Goal 5	
2. Zero Hunger	PHG ESG Goal 2		
3. Good Health and Wellbeing		PHG ESG Goal 7	
4. Quality Education		PHG ESG Goal 8	
5. Gender Equality		PHG ESG Goal 6	
6. Clean Water and Sanitation			
7. Affordable and Clean Energy	PHG ESG Goal 4		
8. Decent Work and Economic Growth		PHG ESG Goal 5	
9. Industry, Innovation and Infrastructure			
10. Reduce Inequalities		PHG ESG Goal 5, 6	
11. Sustainable Cities and Communities	PHG ESG Goal 3		
12. Responsible Consumption and Production	PHG ESG Goal 2		
13. Climate Action	PHG ESG Goal 1		
14. Life Below Water			
15. Life on Land	PHG ESG Goal 1, 2		
16. Peace, Justice and Strong Institutions			PHG ESG Goal 9, 10
17. Partnerships for the Goals			

## Prescient's Environmental Impact

A healthy planet is essential to human health and the sustainability of our business. We realize that our strategy and efforts to drive environmental impact need to continuously improve for us to excel in an increasingly resource-constrained world.

### Goal 1 – Climate Action

Initiative Aim: Monitor and evaluate our emissions footprint, with the target of reducing controllable emissions by eliminating unnecessary travel and investigating offset programs

### Goal 2 – Responsible Consumption

Initiative Aim: Ensure there is a focus on responsible consumption within all of our operations. Help build our reputation, both internally and externally, as an environmentally conscious company

### Goal 3 – Sustainable Cities and Communities

Initiative Aim: Help make the cities where we work more breathable, livable and sustainable, by enabling green commuting and supporting a hybrid work policy

### Goal 4 – Renewable Energy

Initiative Aim: Work with facilities managers to accelerate the shift to renewable and clean energy suppliers, and encourage staff to switch to renewable sources of energy at home

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## Prescient's Social Impact

We recognize that our ability to excel depends on the integrity, knowledge, imagination, skill, diversity and wellbeing of our employees.

### Goal 5 – Fairness and Equal Opportunities

Initiative Aim: Create jobs and programs that improve lives in the communities in which we operate. Foster a culture where employees can enjoy equal opportunities and rewards, and can reach their full potential as we grow

### Goal 6 – Gender Equality, Diversity and Inclusion

Initiative Aim: Demonstrate that we stand for gender equality and diversity in all its forms, and create an inclusive working environment with zero-tolerance to discrimination of any kind

### Goal 7 – Good Health and Wellbeing

Initiative Aim: Ensure good health and wellbeing in the workplace and create a working environment where team members feel that their mental health is supported

### Goal 8 – Lifelong Learning and Development

Initiative Aim: Create a culture of lifelong learning and development that enables team members to develop and grow their skills and advance their careers





## Prescient's Governance Impact

Through our unwavering commitment to the highest ethical standards, we earn the trust and confidence of our clients.

### Goal 9 – Highest Ethical and Governance Standards

Initiative Aim: Show transparency and strong ethics in governance. Clearly demonstrate a company stance against corruption, money laundering and other unethical behavior and provide whistle blowing channels while working in compliance with all relevant regulatory bodies

### Goal 10 – Data Rights and Information Security

Initiative Aim: Treat employee, candidate, third party and client data with respect, ensuring privacy and security of data is maintained at all times. Develop systems and controls to provide confidence to internal and external data subjects



# ESG Responsibilities

## Board Level Oversight

Prescient's Board of Directors has oversight responsibility for ESG, signing off on the overarching policy and receiving quarterly updates on company progress against the ESG KPIs and any material issues. Dr. Nick Edwards, Chairman, has Board oversight for ESG. Prescient's ESG Policy will be reviewed annually.

## ESG Executive Responsibility

The Chief Talent Officer has overall responsibility for setting and delivering the detailed ESG strategy, reporting ESG matters, and providing support and resources to progress against our ESG goals.

## ESG Steering Committee

Prescient has established a company-wide ESG Steering Committee to create a detailed ESG plan, oversee our reporting requirements and compliance, and to sponsor initiatives. Committee members have the following responsibilities:

Title	Role on ESG Steering Group
Chairman	Chair and Board representative
Chief Talent Officer	Responsible for overall development and enforcement of the ESG policy
Associate Vice President, Operations & Finance	Responsible for financial compliance and environmental initiatives
Associate Vice President, Risk & Compliance	Responsible for overall development and enforcement of the Code of Ethics and the Code of Conduct
Global Head of Marketing	Responsible for communication of ESG policy and initiatives
Shadow Board Representative	Responsible for liaising with community champion group
Manchester Office Representative	Responsible for liaising with Manchester office on ESG matters





## Day-to-day Operating Group

On a day-to-day basis, the following group has been tasked with carrying out ESG activities, and monitoring and reporting outcomes against our ESG roadmap and plan:

Title	Role on Day-to-day Operating Group
Talent Leads	Responsible for talent data, policies and local compliance
Office Managers	Responsible for collecting environmental data and supporting health and safety initiatives
Data Protection Officer	Responsible for risk reviews and compliance with data privacy legislation
Senior Travel Manager	Responsible for collecting environmental data
LGBTQIA+ Group Lead	Responsible for LGBTQIA+ initiative
Marketing Manager	Responsible for Women in Leadership initiative
Head of Learning and Development	Responsible for leading the Prescient Academy and nurturing a culture of lifelong learning
Community Champions Group Lead	Responsible for leading corporate social responsibility activities



ENVIRONMENTAL



SOCIAL



GOVERNANCE

## ESG Reporting

### Monitoring and Reporting

Following the implementation phase of Prescient's ESG policy, as part of our responsible operations approach, all operations are regularly reviewed by Prescient's leadership teams to identify and monitor any ESG issues. This includes monitoring the delivery and outcomes of ESG action plans that have been agreed. We seek to maintain regular dialog on the issues raised, through both formal Board meetings and quarterly town hall meetings between with Prescient teams .

If new or additional ESG matters arise, Prescient will assess and rectify the situation through discussion with the ESG Steering Committee and the development of an action plan. If a serious ESG risk is identified, the issue is escalated immediately to Prescient's management team, the ESG Steering

Committee and, depending on the gravity of the issue, the Board.

Monitoring of company ESG performance is integrated within Prescient's broader monitoring processes. The ESG Steering Committee reports the company's bespoke ESG key performance indicators (KPIs) alongside its financial and operating performance on a quarterly basis. Reporting to investors, clients and financial institutions through annual evaluations is the responsibility of the ESG Steering Committee, which provides appropriate information to organizations such as EcoVadis and Greenstone. Assessments are shared at the Board level. Relevant or material ESG matters are reported in our monthly investor updates.

Further information regarding Prescient's ESG approach can be found on Prescient's website: [www.PrescientHG.com](http://www.PrescientHG.com)



# Prescient®

*Turning Science into Value*

Prescient® is a pharma services firm specializing in dynamic decision support and product and portfolio strategy. We partner with our clients to turn science into value by helping them understand the potential of their molecules, shaping their strategic plans and allowing their decision making to be the biggest differentiating factor in the success of their products. When companies partner with Prescient, the molecules in their hands have a greater potential for success than the same science in the hands of their competitors.

Founded in 2007, Prescient is a global firm with a footprint in ten cities across three continents. Our team of experts partners with 27 of the top 30 biopharmaceutical companies, fastest-growing mid-caps and cutting-edge emerging biotechs, including some of the biggest and most innovative brands. More than 80% of our employees hold advanced life sciences degrees, and our teams deliver an impressive depth of therapeutic, clinical and commercial expertise.

Prescient has been a portfolio company of Bridgepoint Development Capital since 2021 and Baird Capital since 2017. For more information, please visit: [www.PrescientHG.com](http://www.PrescientHG.com).





**Make the decision that  
your science deserves —**  
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