

Real Chemistry Environmental Policy

The health of each and every one of us reflects the health of our entire world – because health connects us all.

That's why Real Chemistry is investing in Environmental, Social, and Governance (ESG) strategies to ensure our work has positive impact across our people, our clients, and our communities at large. We are committed to making a lasting, positive impact through our efforts. This includes a wide spectrum of initiatives such as working towards environmental sustainability and committing to the Science Based Targets initiative (SBTi) to championing our people engagement & experience, employee wellbeing, pro-bono efforts and social causes.

At Real Chemistry, we are committed to environmental sustainability being ingrained in our business practices, client engagements, and corporate culture. We recognize the importance of protecting our natural environment as we innovate to transform healthcare, and this policy outlines our commitment to sustainability and environmental stewardship, intended for our employees, partners, clients, and the global community.

Our Commitment

1. **Sustainable Practices:** We pledge to continuously improve our environmental performance to adopt sustainable practices. This includes measurement of carbon emissions, strategies on electronic waste reduction, energy conservation, and carbon footprint minimization through remote working technologies and energy-efficient office spaces.
2. **Progressing towards Carbon Reduction:** In support of a healthier world and striving to decrease our impact on the climate, we commit to quantifiable decreases in our carbon emissions. We are proud to share that as part of this commitment, we have received approval from the Science Based Targets initiative (SBTi) on our near-term targets, a huge milestone in our ESG journey. Our targets include a 42% reduction in absolute scope 1 GHG emissions by 2030, an increase in active annual sourcing of renewable electricity from 0% in 2023 to 100% in 2030, and a 25% reduction in absolute Scope 3 GHG emissions from purchased goods, services, capital goods, and business travel by 2030. We commit to progressing towards these goals and engaging our stakeholders in our carbon reduction journey.
3. **Compliance and Beyond:** Real Chemistry will comply with all applicable environmental laws, regulations, and standards. We aim to not just meet, but exceed these requirements wherever possible with the adoption of stricter internal standards to protect the environment.
4. **Resource Management:** We are dedicated to the efficient use of resources, particularly in our digital and physical operations. Our goal is to minimize use of non-renewable resources and maximize use of renewable resources, including sustainable digital infrastructure.

5. **Waste Reduction:** We will implement strategies to reduce waste in all forms and promote recycling and reuse of materials across all our operations. We are committed to processes that eliminate waste production as much as possible. We are committed to the reduction of paper use and intend to enhance our digital workflows to minimize environmental impact.
6. **Product Innovation:** Real Chemistry is devoted to developing marketing and communication strategies that are environmentally conscious. We will strive to offer clients solutions that incorporate sustainability, including digital and virtual alternatives to traditional marketing in order to reduce environmental impact.
7. **Stakeholder Engagement:** We will actively engage with our stakeholders to promote environmental awareness, share best practices, and collaborate on initiatives that benefit the environment. This includes transparent communication with our customers, partners, and the community about our environmental performance and goals.
8. **Supplier Engagement:** We commit to engaging our suppliers in our environmental efforts, and Real Chemistry expects its vendors to conduct business in a responsible manner and incorporate sustainability goals into their operations and other business relationships. To further these goals, vendors are expected to demonstrate that they have policies and strategies to identify, prevent, mitigate and account for the environmental impacts of their own operations and their supply base. Vendors shall comply with all applicable environmental laws, regulations and standards.
9. **Continuous Improvement:** Real Chemistry is committed to continuous improvement in our environmental performance. This will be achieved through regular review to update our environmental policies, practices, and objectives.
10. **Employee Involvement:** All employees at Real Chemistry will be encouraged and supported to contribute to our environmental goals. We provide training and resources necessary to foster an environmentally responsible culture within our company.

Implementation and Monitoring

Our Environmental, Social, and Governance (ESG) Team will be responsible for monitoring environmental performance and implementing strategies to achieve our stated objectives. Progress will be reviewed annually and communicated internally and externally to our clients and the public, as appropriate. All levels of Real Chemistry will be responsible to come together and implement this responsibility.

Conclusion

Real Chemistry is dedicated to lead by example in our commitment to environmental sustainability. We believe that our responsible actions in the present will not only benefit the environment but also strengthen our business and enhance the quality of life and health for future generations. We invite our stakeholders to join us in this important endeavor.