



# SUSTAINABILITY REPORT **2024**



# TABLE OF CONTENTS

Message from the CEO .....	Page 3
About Alimentiv .....	Page 4
ESG at Alimentiv .....	Page 6
Social Responsibility .....	Page 10
Environmental Impact .....	Page 11
Governance & Ethics .....	Page 13
Beyond 2024 .....	Page 16
Contact Us .....	Page 18

# MESSAGE FROM THE CEO

As we embark on another year, I am proud to share Alimentiv's commitment to sustainability and ESG (Environmental, Social, and Governance) practices. It is clear that sustainability and responsible corporate governance are no longer just "nice-to-have" considerations—they are integral to the long-term success and resilience of our company.

Our responsibility towards ESG principles is not just about compliance, but about aligning our core business strategy with the values that will help us thrive in an ever-evolving world.

We have made and will continue to make significant strides in integrating sustainability into our daily operations, from reducing our carbon footprint, to continued investment in our employees, and prioritizing our data security & clinical safety practices.. Our strategy focuses on creating long-term value for all our stakeholders—including employees, customers, partners, and the communities we serve.

In this report, you will find an overview of the progress we have made in each of the key areas of ESG: Environment, Social, and Governance.

We recognize that the journey toward full sustainability is ongoing, and we are committed to continuously improving.

Together, we are creating a more sustainable, equitable, and ethical future.

*– Pierre Gaudreault, Chief Executive Officer*

# ABOUT ALIMENTIV

Alimentiv is a gastrointestinal (GI)-focused specialty Contract Research Organization (CRO) that provides a broad range of clinical research services to pharmaceutical and biotechnology companies and academic investigators. Our goal is to improve the lives of patients, their families, and their caregivers by supporting the development of innovative treatments.

Profits generated by Alimentiv are used to fund important academic research initiatives that are consistent with our mission to transform the lives of people living with gastrointestinal disorders. We leverage this research to develop novel and improved existing outcome measures, which can be used in clinical trials to accelerate drug development timelines and expeditiously bring effective treatment options to patients.



We are headquartered in London, Ontario (Canada) with offices in Toronto, San Diego, California (United States), Amsterdam (the Netherlands), and Bella Vista NSW (Australia) providing global coverage for our services.



>70%



## OUR PURPOSE

*Alimentiv's purpose is to transform the lives of people living with gastrointestinal disorders.*

# ESG AT ALIMENTIV

## ESG WORKING GROUP

Alimentiv's executive leadership team oversees the ESG working group and progress related to sustainability initiatives.

To better inform our ESG strategy, the working group led Alimentiv's first official materiality assessment.



## ESG VISION

Alimentiv aims to align with our clients' expectations by embedding sustainable, ethical, and socially responsible practices into everything we do.

We are committed to reducing our environmental footprint, advancing diversity and inclusion, and ensuring the highest standards of quality and compliance in clinical research. These efforts not only support our clients' goals but also foster a workplace where employees thrive, feel valued, and are empowered to make a meaningful difference for patients, communities, and the planet.

Our ESG vision is to partner with clients in advancing global healthcare by prioritizing sustainability, ethical practices, and innovation within our operations. Guided by our commitment to reducing greenhouse gas emissions, safeguarding data security, prioritizing employee recruitment, development, & retention, and ensuring the safety of clinical trial participants, we aim to deliver excellence while driving positive impact.

As an enterprise, we reinvest portions of our profits into research and development, reflecting our dedication to fostering innovation and improving outcomes for patients and communities worldwide.

## IDENTIFYING KEY ESG FACTORS

A materiality assessment is a structured process used to identify and prioritize the environmental, social, and governance (ESG) issues that are most significant to our stakeholders and our business. By engaging with clients, employees, and other key stakeholders, we assessed which ESG topics have the greatest potential impact on our operations, reputation, and ability to create value. This process ensures that our ESG strategy focuses on the areas that matter most to our stakeholders and aligns with our commitment to delivering meaningful, sustainable outcomes.

### *Focusing on what matters most*

Our materiality assessment identified several ESG topics relevant to our stakeholders and business operations. While we acknowledge the importance of all areas, we have chosen to focus on CORE priorities that align most closely with our mission, client expectations, and ability to drive meaningful impact:

1. **Reducing Greenhouse Gas (GHG) Emissions**
2. **Ensuring Data Security**
3. **Employee Recruitment, Development, and Retention**
4. **Safety of Clinical Trial Participants**



## ESG AT ALIMENTIV

Our CORE priorities represent the issues where we can have the greatest influence and deliver the most value to our clients and stakeholders.

Other topics, such as waste management, community engagement, and supply chain sustainability remain on our radar.

We will continue to strive for improvement by completing our EcoVadis assessment annually, creating a positive, long-lasting impact on society and the environment.



# SOCIAL RESPONSIBILITY

At the heart of our organization is a commitment to fostering a positive impact on our people, our clients, and the communities we serve. As part of our dedication to social responsibility, we focus on initiatives that empower our employees, promote inclusivity, and enhance the value we deliver through innovation.

**People & Culture Steering Committee:** This committee drives initiatives that enhance employee well-being, foster professional growth, and support our mission of becoming an employer of choice.

**Diversity, Equity & Inclusion (DEI):** Through our DEI committee and Employee Resource Groups (ERGs), we strive to build a workplace that celebrates diversity, promotes equity, and ensures all employees feel valued and included.

**Employee Voice Initiatives:** We actively seek and act on employee feedback through engagement surveys, roundtable discussions, and other forums to ensure our culture is vibrant, responsive, and aligned with our employees' needs and aspirations.

# ENVIRONMENTAL IMPACT

## ENVIRONMENTAL FOOTPRINT

Alimentiv is committed to reducing our environmental footprint. To do this, we have pledged our commitment to the Science Based Target initiative (SBTi) and are well on our way to setting a goal in 2025.

Through this target as well as through EcoVadis, the Carbon Disclosure Project (CDP) and materiality assessment results, we will continue to identify opportunities that lower our yearly emissions.

Creating policies for our waste & emissions will allow for regular reporting and strategies to decrease our impact.

# ENVIRONMENTAL DATA

We have successfully completed our Carbon Disclosure Project (CDP) score submission. This marks an important step in our commitment to transparency and sustainability. While we are proud of the progress to begin our journey, we recognize that there is always room to grow.

Moving forward, we are dedicated to taking proactive measures to maintain or increase our CDP score and continue enhancing our environmental impact.



**Rating: SME B for Climate**

The information submitted in 2024 used data from 2023 as the foundation for future reductions. The figure below outlines our Scope 1, 2 and 3 emissions.



**TOTAL EMISSIONS: 2,065 TCO2E**

Scope 1	97 tCO2e
Scope 2	132 tCO2e
Scope 3	1,836 tCO2e

# GOVERNANCE & ETHICS

## OUR PEOPLE

**27% of board of directors are women**

**20% of executive leaders are women**

**71% of senior leadership members are women**

## ESG OVERSIGHT

The ESG Working Group is chaired by the Vice President of People & Culture. It is composed of the CEO as well as members from the finance, legal, IT, procurement, vendor management & business development departments.

The Board of Directors reviews ESG commitments and progress annually.

# ETHICS & COMPLIANCE

## Our Policies & Codes

- Anti-corruption & anti-bribery
- Anti-human trafficking & slavery
- Discrimination & harassment
- Employee health & safety
- Conflict resolution
- Accessibility
- Workplace violence
- Supplier code of conduct

**Employee training:**  
95% overall compliance

## Data Privacy & Security

- Independent third-party reviews
- Incident response testing
- Phishing simulations
- 918/1000 CyberVadis score



## ESG ROADMAP

Our ESG roadmap outlines the steps we are taking to advance our sustainability, ethical, and social goals while staying aligned with client expectations and industry best practices. Focusing on our CORE priorities, the roadmap provides a clear path forward:

### **2024–2025: Foundation & Alignment**

- Set measurable reduction targets and identify opportunities.
- Enhance data security protocols to meet evolving requirements.
- Develop targeted programs for employee recruitment, development, and retention.
- Standardize clinical trial safety frameworks across all regions.

### **2026–2027: Acceleration & Integration**

- Strengthen systems for measuring & reporting emissions.
- Incorporate advanced technology to further enhance data security and privacy.
- Expand leadership development programs.
- Foster innovation in clinical trial safety monitoring.

# BEYOND 2024

## 2028 and Beyond: Leadership & Innovation

- Achieve significant reductions in GHG emissions aligned with science-based targets.
- Lead the industry in cybersecurity innovation and resilience.
- Position as a top employer through a fully integrated talent development framework.
- Pioneer new safety methodologies in clinical research, influencing industry standards.

***This roadmap reflects our commitment to delivering meaningful progress in the areas that matter most while supporting our long-term vision as a socially responsible enterprise.***



## ESG ROADMAP TIMELINE

**2025**

Foundation &  
Alignment: SBTi  
target setting



**2024**

Foundation &  
Alignment: Materiality  
Assessment



**2028 &  
Beyond**

Leadership &  
Innovation



**2026-2027**  
Acceleration &  
Integration



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