

# Our commitment to ESG

At Rayner, we prioritise the implementation of sustainable business practices and actively seek ways to develop and enhance ESG (Environmental, Social, Governance) initiatives that benefit all our stakeholders – including employees, eye care professionals, and patients.

Although we take pride in our past accomplishments, we acknowledge the ever-changing nature of the ESG landscape and the ongoing possibilities for growth and advancement. Our unwavering dedication lies in seizing these opportunities to fulfil our mission of providing innovative and highly effective ophthalmic solutions that meet the expectations of our global customers, ultimately enhancing vision and quality of life.

## Environmental



### Our impact on the world

- Greenhouse Gas emissions survey completed for FY2021 and a commitment to repeat biannually.
- 83% reduction in the use of single use plastics throughout our operations (e.g. blister tray to pouch product packaging change).
- Over 30 tonnes of paper saving per year with the introduction of electronic IFUs (eIFUs).
- Waste reduction in our production processes (with associated circa 10% yield improvement).
- Congress booths made using natural, sustainable and reusable materials.
- Sales teams provided with tablet devices, significantly reducing the printing of product literature.
- Global Step Challenge with over 300 participants, encouraging our teams to reduce their carbon footprint for 4 weeks and be more active and healthier.

## Social



### Our contribution to our community

- We are committed to pay equity and annually review our gender pay gap, and review our total reward practices.
- We partner with local and sight related charities with donations and learning events for our employees.
- Life skills allowance benefit to encourage our teams to take up learning outside of work.
- Workshops and resources to assist employees with their mental health and wellbeing, including yoga and meditation workshops.
- Policies and procedures in place to detect and avoid instances of modern slavery and human trafficking throughout our global supply chains.

## Governance



### How we conduct ourselves

- EcoVadis survey completed to benchmark ESG performance. Active programme in place to analyse results and implement best practice.
- Strong governance environment with top-level commitment to compliance, including regular Executive Committee review of compliance measures.
- Annual cyber security review conducted with constant improvement methodology applied to performance against benchmark scoring.
- Requirements on both customers and suppliers to adhere to Rayner's Values and Code of Business Conduct.



Over 2,500 trees planted (equivalent to approx. 380 tonnes of CO<sub>2</sub> being absorbed).

EV charge points installed at the UK headquarters.

Hybrid and electric vehicles (EV) now within the company car fleet.

85% Reduction and reuse of solvents within manufacturing processes.

Diversity, Equality & Inclusivity policy in place.

Cycle to work scheme in place.