

# Environmental, Social, and Governance (ESG) Statement

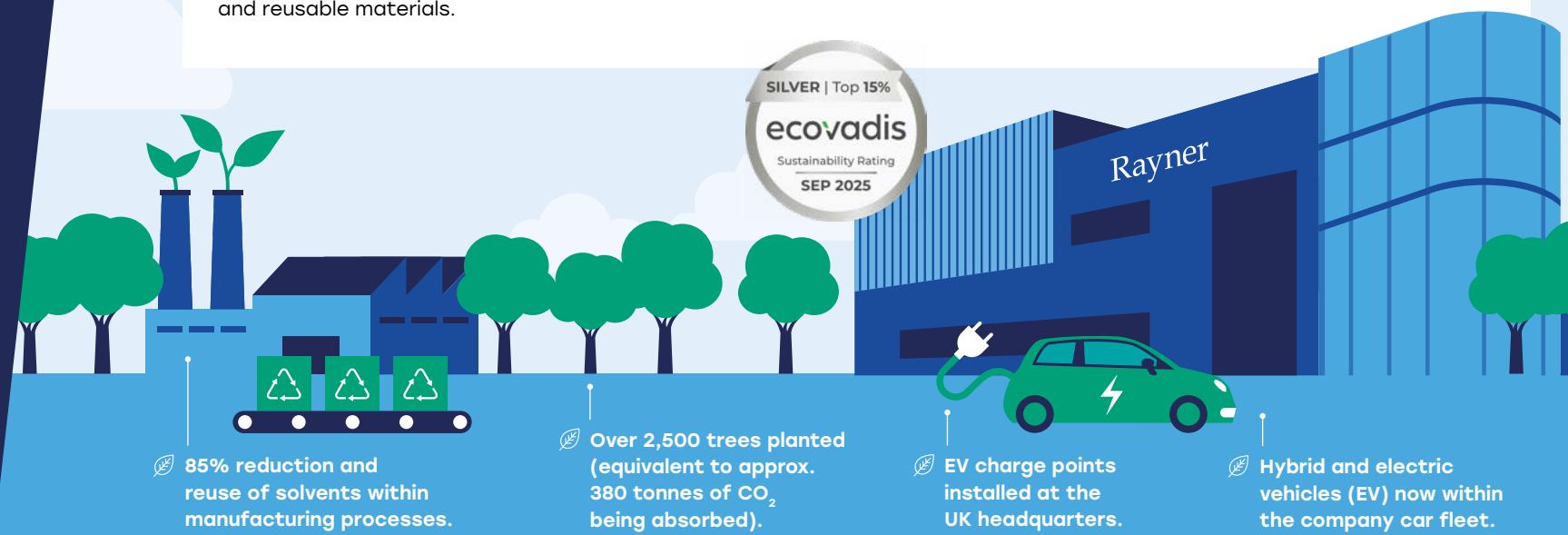
## Environmental

### Minimising our impact on the planet



We take proactive steps to reduce our environmental footprint through thoughtful design, operations, and employee engagement. Highlights include:

- Completion of our FY2024 Greenhouse Gas (GHG) emissions survey, with a commitment to repeat the assessment every year.
- Achieved an Evergreen Assessment Rating of Level 2, demonstrating our commitment to continuous improvement in sustainability performance and alignment with industry best practices.
- Achieved an 83% reduction in single-use plastics across operations, including a major shift from blister trays to pouch-based product packaging.
- Saved over 30 tonnes of paper annually by implementing electronic Instructions for Use (eIFUs).
- Reduced production waste, contributing to an approximate 10% improvement in yield.
- Designed our congress booths using natural, sustainable, and reusable materials.
- Equipped our sales teams with tablet devices to significantly cut down on printed materials.
- Upgraded over 60% of facility lighting to energy-efficient LED systems and installed Passive Infrared Sensors (PIRs) in remaining areas to optimise energy use, reduce electricity consumption, and lower greenhouse gas emissions as part of our ongoing sustainability initiatives.
- Upgraded our utility infrastructure to more efficient boilers to ensure reliable, energy-efficient heating, supporting consistent building performance and contributing to responsible energy management within our sustainability framework.
- Rayner has established a logistics hub which achieves exceptional environmental standards (EPC 'A' Rated; BREEAM 'Excellent' Rating) to streamline supply chain operations, enhance regional distribution efficiency, and support growing demand for faster delivery.



At Rayner, we are committed to embedding sustainable and responsible business practices across all areas of our operations. We continually seek to strengthen our ESG (Environmental, Social, Governance) initiatives in ways that benefit our stakeholders – including employees, eye care professionals, and patients worldwide.

While we take pride in the progress we've made, we recognise that the ESG landscape is dynamic. We remain committed to continuous improvement and innovation, ensuring that our ophthalmic solutions not only meet the evolving expectations of our global customers but also contribute to a healthier, more equitable world.

## Social

### Supporting Our People and Communities



**We invest in our people and prioritise equity, wellbeing, and positive social impact across our global operations. Key initiatives include:**

- Annual staff survey to ensure employees have a voice, enabling open feedback to management and driving continuous improvement in workplace culture and engagement via actionable engagement plans.
- Rayner's ongoing commitment to pay equity through annual gender pay gap and reward practice reviews.
- Partnerships with local and sight-related charities, combined with regular educational events for employees.
- Establishment of a Rayner 'Wellbeing Allowance', granted to employees annually to support their choice of wellbeing, learning or personal development activities outside of work
- Set up a Rayner Group 'Bee Club' with 5 bee hives, named after Rayner's company values. Bees play a critically important role in food production and ecosystem health, pollinating around 75% of the world's flowering plants and crops (and the honey produced is very popular with staff!).
- Mental health and wellbeing resources, including regular massage, yoga and meditation workshops.
- Rigorous policies and procedures to identify and prevent modern slavery and human trafficking in our global supply chain.

## Governance

### Conducting Business with Integrity

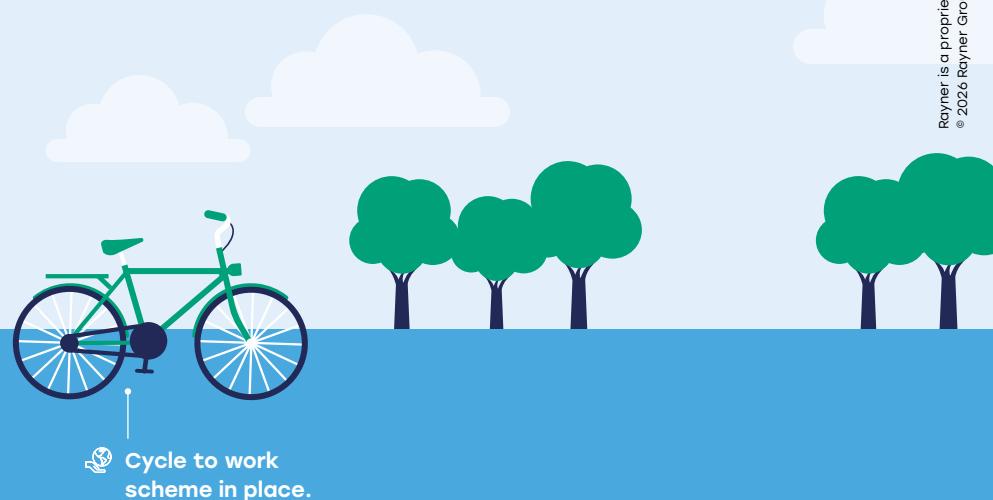


**Strong governance underpins our operations and ESG strategy. We ensure transparency, compliance, and accountability through:**

- Completion of annual EcoVadis assessments to benchmark ESG performance, with an active programme overseen by an internal ESG Committee comprised on senior management to implement best practices.
- Systematic bi-annual reviews of all compliance policies and procedures, with updates implemented to reflect regulatory changes, industry best practices, and lessons learned from internal audits and risk assessments.
- Executive-level oversight of compliance, with regular reviews by our Management Board.
- Regular cybersecurity reviews, penetration testing and NIST assessments aimed at continuous improvements based on benchmarked performance. Quarterly meetings held by CyberSecurity Committee overseeing progress and guiding activity at a group level.
- Clear expectations for both customers and suppliers to align with Rayner's Values and Code of Business Conduct.
- Active participant in the United Nations Global Compact, aligning our strategies and operations with its ten principles on human rights, labour, environment, and anti-corruption.



 **Inclusive, values-led culture**



 **Cycle to work scheme in place.**