

CSR

Corporate Social Responsibility

REPORT 2021

Cook Medical Limerick Site



cookmedical.eu

Serving patients is a privilege.

We **invent, manufacture, and deliver** a unique portfolio of medical devices to the healthcare systems of the world. Serving patients is a privilege, and we demand the highest standards of quality, ethics, and service in all that we do.



We are a **privately owned company** with 10,000+ employees worldwide.



We have **950+** employees in Limerick.



We make **1.5 million medical devices** every year.



We ship to **135 countries** around the world.



We have employees of **30+ different nationalities** in Cook Limerick.



We support **7,000+ hospitals and clinics** across the EMEA region.

Key milestones 2021

We are delighted to share our progress in corporate social responsibility for 2021, after what was a challenging year for everyone. We are proud of the work we completed and that we continued to live up to one of our core values of giving back.



Raised €43,177

for charity through the Cook Medical Women's Mini Marathon



Retained

ISO 50001 Energy Management and **ISO 14001** Environmental Management System certification



Completed

a successful partnership with **Novas**, with monies raised to install a dedicated art space



Launched

a **Health and Wellness Strategy** for all employees

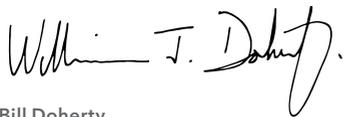


Planted

25 native trees to mark our **25th anniversary**, while also maintaining our commitment to biodiversity

2021 was a challenging year for us all. I would like to once again thank our employees for their ongoing patience and resilience as we faced this pandemic together. I would also like to thank them for their contribution to our CSR efforts. Without them, a lot of our initiatives and goals would not have been met. Their passion and commitment truly enriches the work we do for our community and environment.

We made great progress throughout the year in all areas of our CSR pillars, in spite of the limitations brought on by the pandemic. We're proud to report on this progress and reflect on all the work that was completed in this document.



Bill Doherty
Executive Vice President
EMEA and Managing Director of
Cook Medical Europe



Cook Medical marked a noteworthy milestone in Limerick as we celebrated 25 years in operation in 2021. We couldn't come together for the special milestone due to the pandemic, but we still made sure to keep everyone connected and mark the occasion by sending out gift packs to all employees, both on site and at home. We also planted 25 trees: one to represent each year we have operated in Limerick. We chose native trees to further enhance the biodiversity.

25 COOK
MEDICAL
YEARS
IN LIMERICK



COMMUNITY AND PHILANTHROPY

In 2021, we concluded a hugely successful partnership with Novas, a charity that helps those who are homeless or at risk of becoming homeless. Novas was chosen by our employees in 2019 as the first official charity partner. As part of the partnership, we committed to installing a dedicated art space in one of Novas' residential properties, which will be completed in 2022.

Throughout the partnership, we held two hugely successful group volunteer days with Novas, sponsored their annual Sleep Out for three consecutive years, donated PPE, raised funds, and offered support in areas they needed most.

"We were delighted to work with Novas and to support the valued services they provide in Limerick and surrounding areas. The work they do is so important, and I would like to thank our employees who helped enrich this partnership. It's uplifting to see that so many were willing to make a positive difference to our local community."

Bill Doherty
Executive Vice President
EMEA and Managing Director of
Cook Medical Europe

Being the charity partner of Cook Medical for the last three years has been such an enriching experience for Novas in so many ways. As well as raising vital funds for our services on the ground, staff and management of Cook Medical took a very hands-on approach to the partnership. Prior to the pandemic, staff participated in many volunteer days: painting, gardening, and general upkeep of our services as well as participating in and organising a range of fundraising events.

Throughout the pandemic, they continued to be a wonderful source of support, being innovative and agile in developing new ways to make the partnership successful and meaningful during the lockdown periods, offering practical advice and donating PPE for our frontline workers when it was scarce on the ground!

As the partnership draws to a close, we are very excited for it to culminate in the construction of an art and therapy classroom to be situated on the grounds of Brother Russell House. This room will support clients who live here, many with intellectual, physical, and sensory disabilities, to engage in art therapy. We look forward to its completion by the end of Q2 2022 and inviting the staff and management of Cook Medical to visit the site.

I would like to extend my warmest thanks to everyone who made this partnership so meaningful. It was a pleasure to work with you all over the last three years, and the value you brought made Novas a better place for our clients.

Una Burns
Head of Policy and Communications, Novas





COMMUNITY AND PHILANTHROPY

Cook Medical Women's Mini Marathon

We were delighted to hold our Women's Mini Marathon through a virtual model for a second year. **€43,177** was raised through the event, with the money being distributed to local and national charities. €10 from every race entry went to charity, along with additional funds raised from participants.



STEM

In 2021, we continued our efforts in the area of STEM to educate and inspire future generations. We held a virtual stand at the BT Young Scientist and Technology Exhibition and a virtual Transition Year Programme.

In addition to this, we continued to engage with local schools to help them on their STEM journey. This year, we sent out STEM boxes full of physical and digital resources to help the students explore, create, and learn.



28 students took part in the Business in the Community "World of Work" programme

24 transition year students

29 co-op students

Equity Task Force

Throughout 2021, our Equity Task Force worked on a new community engagement initiative.

After much consideration and planning, we decided to work with Rehab Group to develop and introduce a new initiative in Limerick that will attempt to remove barriers for people in our community.

We are actively working towards the launch of this program and look forward to providing further information in the months ahead.

In 2021, we volunteered 190 hours to charity.

We continued our **support of Milford Hospice** by taking part virtually in their annual coffee morning, while also sponsoring their Light Up A Memory Tree event for a second year.



Our new charity partner



At the end of the year, our employees chose Limerick Suicide Watch as our new charity partner.

Limerick Suicide Watch are a volunteer group whose primary focus is to keep eyes on the river and identify and provide support to those in distress and who may be contemplating suicide.

Cook Medical and Limerick Suicide Watch anticipate a 2-year engagement period, concluding in December 2023. During this time, money will be raised to purchase safety equipment, and volunteer opportunities will be created for Cook Medical employees.

We look forward to building a successful partnership with them and making a difference to the community of Limerick.



ENVIRONMENTAL SUSTAINABILITY

2021 marked a significant milestone for Cook Medical in Limerick as we celebrated 25 years. To the mark occasion, we planted 25 trees: one to represent each year we have operated in Limerick. We chose lime trees, which are native to Ireland, to further enhance the biodiversity onsite. The trees form an interwoven copse at the entrance to the site in Castletray.



Carbon Footprint

In 2021, we continued our efforts to reduce our carbon emissions. Despite an increase of 3.8% on our carbon emissions for 2021, due to the return of economic activity and the COVID recovery, **we are still significantly down** on our base year of 2019, when we started our initial carbon footprint reduction plan. We aim to continue measuring and reducing our entire carbon footprint.

Throughout the year we recycled a waste stream that previously went to general waste. This diverted just over a tonne of waste to recycling in the second half of the year alone.

Biodiversity

The team focused on biodiversity initiatives for the Limerick site, including developing and implementing our 5 Year Biodiversity Plan. We hope our efforts will conserve and protect our local species and the ecosystems we all live in. We are actively monitoring new and existing wildlife that visit our site. We have many native species onsite, including native wildflowers in our wildflower meadow, kingfishers, red squirrels, and even a recent sighting of a long-eared owl.

In 2021, we also began working in partnership with local beekeepers to house beehives on our site, and we produced Cook Honey for the very first time, which was enjoyed by employees and the Mayor of Limerick.

To celebrate Earth Day and to encourage more species to visit our site, we built two Insect Hotels using recycled and natural materials. As chosen by the employees, they are named Áras ant Uachtaráin and Hotel CaliFauna.



We are proud to have **once again achieved certification for ISO 50001 Energy Management and ISO 14001 Environmental Management System.**

Carbon Pledge

In 2021, we signed Business in the Community's Low Carbon Pledge. Initially launched in 2018, the Low Carbon Pledge is the first dedicated pledge by Irish businesses to set industry standards on sustainability and to reduce carbon emissions. By signing the pledge, together with over 60 leading companies in Ireland, we commit to setting science-based emission-reduction targets for our Limerick site by 2024. This includes measuring and reducing our entire carbon footprint (scope 1, 2, and 3) in line with the Paris Agreement and the latest findings from the Intergovernmental Panel on Climate Change (IPCC).





WORKPLACE DEVELOPMENT AND EMPLOYEE ENGAGEMENT

Throughout 2021, we continued to support our employees at home and onsite to reach their personal and professional goals.

With a large amount of our workforce working from home, we made changes to encourage a **balanced workday**. We introduced meeting-free hours and emphasised the **right to disconnect**.

Each month, members of our leadership team host **“Let’s Talk Cook”**, a monthly roundtable feedback session to meet and speak with employees in order to share insights and experiences of Cook. The sessions aim to provide two-way communication and help connect employees working onsite and under our hybrid work model to foster an understanding of different realities and challenges.

193 service awardees were celebrated

1059 “thank yous” were submitted to our Recognition and Reward programme

35 virtual “Let’s Talk Cook” meetings were held

39 individual & **22** team nominations were submitted for our Values Awards

15 employees were supported by our Educational Assistance programme

16 employees completed Mental Health First Aid Training

We launched the **first ever Cook Medical employee app**, which aims to connect all employees. It’s simple to use with easy access to up-to-date company, social, and health and wellness news.



With a diverse workforce and employees coming from over 30 different countries and throughout Ireland, many of our employees did not have the opportunity to see their families throughout the pandemic.

To help them reunite, **we offered flexibility to our employees to work from their family homes** for an extended period, linked to annual leave.

We made changes to our Compassionate Leave Policy to formalise our support of all employees who experience early pregnancy loss or miscarriage to provide them with leave to process or recover from their loss. We also increased the number of Compassionate Leave days available to employees who experience a family bereavement.



Together with nearly 50 other Irish businesses, we signed the Business in the Community **Elevate Pledge**, which aims to demonstrate our commitment to building truly inclusive workplaces and supporting the broader values of inclusion, equality, and opportunity in Irish society.



We launched a **Health and Wellness Strategy** to enhance employee engagement. The comprehensive programme, which meets the needs identified by employees, offers support in the areas of emotional health, physical health, social health, and well-being. As part of this, **employees were offered various seminars, webinars, one to one sessions, and the tools** to help them manage their overall health and well-being.



In early 2021, we shared the results of the My Cook Voice Employee Engagement Survey for Limerick and **highlighted a number of areas for improvement based on our survey feedback**. Since then, we have run employee focus groups, and work is ongoing, both locally and globally, to make improvements in key areas.

2022 goals



COMMUNITY AND PHILANTHROPY

- Commence new charity partnership with Limerick Suicide Watch
- Launch Community Engagement programme with Rehab Group
- Install art therapy space in Novas' Brother Russell House
- Continue outreach to schools to promote STEM-related subjects



ENVIRONMENTAL SUSTAINABILITY

- Further engage with employees working from home to educate and encourage them to consider the environment and how we can protect it
- Implement changes based on our 5-year Biodiversity Plan
- Recertify for standards ISO 140001 and ISO 50001
- Introduce electric car charging facilities



WORKPLACE DEVELOPMENT AND EMPLOYEE ENGAGEMENT

- Complete Future of Work Strategy
- Build on Diversity, Equity & Inclusion Strategy
- Complete Employee Engagement Survey actions
- Further expand My Cook Pathways under the pillars of Career, Health, Family, and Community