



Social Impact & Sustainability Report 2022

for Cook Medical in Europe

WHO WE ARE

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.

People

10,000+

employees
worldwide

Portfolio

13,900+

product SKUs in our
portfolio globally

Production

3 million

medical devices made
in Limerick and Denmark
every year

Range

135

countries supplied
with our products

Impact

7,000+

hospitals and clinics
across the EMEA
region supported by
Cook Medical

Shipping

6 million

products shipped
annually from EMEA
Distribution Centre

Contents

About this report

This report looks back on the work accomplished by our teams in Europe in Social Impact & Sustainability in 2022. Previous reports from Cook Medical in this space were titled Corporate Social Responsibility (CSR) reports. The transition to Social Impact & Sustainability reflects our commitment to providing real and tangible opportunities for those who are disadvantaged in the communities and societies in which we operate. It also reflects our commitment to protecting and enhancing our local environments as well as protecting the planet from harmful waste and emissions.

Social Impact & Sustainability efforts will continue to go beyond philanthropy, volunteerism, and measuring environmental performance. We will use our core skills and resources as a way of doing good business and doing good in the world.

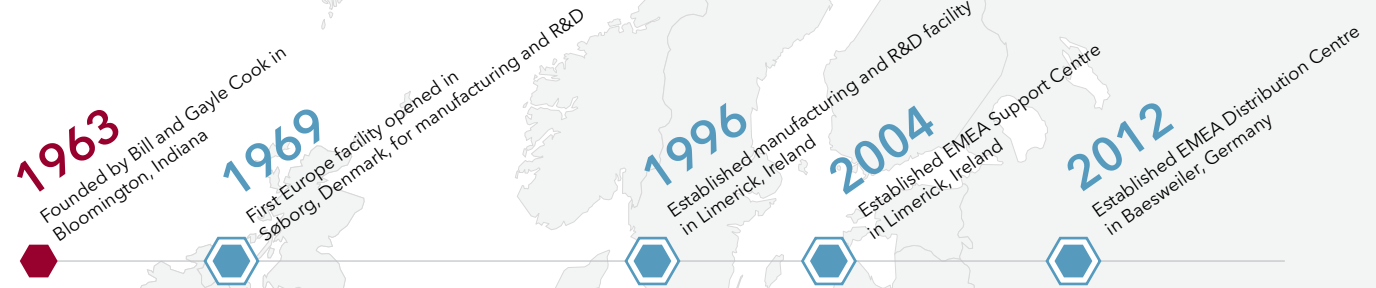
Our activities may vary by location, but together we are committed to enhancing the health and quality of life for the people we work with and serve, protecting the environment, and enabling social development.

Employees
in Europe



Denmark: 789
Ireland: 1,001
Germany: 175
Rest of Europe: 404

Figures correct as of February 2023.



Bjaeverskov, Denmark

Chosen as the first European location for Cook Medical in 1969, our **Denmark** facility, William Cook Europe, allowed the company to grow into new markets and build collaborative and long-lasting relationships with forward-thinking physicians in Europe. The company has steadily grown from only two employees at the original location in Søborg, Denmark, to nearly 800 people in our state-of-the-art facilities in Bjaeverskov.

In this location, product manufacturing, quality assurance, regulatory affairs, research and development, sales and marketing, and many support functions play a huge role in Cook Medical's global initiatives.

Limerick, Ireland

We were first established in Limerick, **Ireland**, in 1996. Starting out with basic manufacturing, labeling, and distribution, and steadily growing and evolving to include advanced manufacturing, centralised customer support, and on to collaborative product development in the Innovation Centre.

Now known as Cook Limerick, this site has expanded to become the regional centre for commercial activities throughout Europe, the Middle East, and Africa.

This location currently employs nearly 1,000 people and manufactures 10% of Cook's products for global markets.

Baesweiler, Germany

In September 2012 we opened our EMEA Distribution Centre in **Germany**. This purpose-built facility consolidated warehousing and shipping from multiple Cook locations in Europe. Baesweiler is one of the most efficient logistics locations in Europe and is convenient to multiple methods of delivery, including airports, motorways, and rail networks. This provides our business and patients with increased assurance that we can get the products to the right place at the right time.

The facility was built with energy-efficiency in mind, incorporating advanced insulating materials. The EMEA Distribution Centre processes are paperless while air pillows replace serrated paper in padding for shipments.



Welcome note

As we look back on 2022, we're proud of what we achieved in Europe to support our communities both locally and internationally.

February brought about a return to normal life with the gradual removal of COVID-19 restrictions in many parts of the world. However, this was in stark contrast to the harrowing scenes that were unfolding in Ukraine. Like most of the world, we watched in horror and despair and resolved to help as much as we could. We continue to stand with the people of Ukraine and our thoughts and prayers are with those who have lost loved ones and the many who had to flee their homes and their livelihoods.

” I would like to thank our employees and our distributors who helped by donating money and transporting medical supplies to those affected by the war.

We contacted doctors and hospitals in Ukraine and heard first-hand of their efforts to treat the wounded and those needing medical care. We met some of them in person at the Poland-Ukraine border to hand over donated medical products.

This report outlines the work accomplished by our teams in the areas of community and philanthropy, environment sustainability, and workplace engagement and employee development. From donation drives and working with local charity partners to reducing our carbon footprint and using green energy, we continue to invest time and resources to have a positive impact on our employees, the patients, and our communities.

I would like to thank our employees once again for their time and expertise to bring our projects and initiatives to life. We are guided by our founding principle of doing the right thing, and this has never been clearer than in recent years, when faced with a series of challenges from pandemics to wars, our employees continued to think of others and to help in any way they could. Without their commitment and dedication, we couldn't be the great neighbour we hope to be. I invite you to read through our Social Impact & Sustainability Report 2022.

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

Social Impact & Sustainability highlights 2022

1. Changed from women's to all-inclusive Cook Medical Mini-Marathon and celebrated 8th year of our partnership in the event.
2. Strengthened Diversity, Equity, and Inclusion and introduced Business Resource Groups.
3. Implemented equal rights for parental leave in Denmark.
4. Raised €134,000 for different charities between Denmark, Limerick, and Germany.
5. Retained ISO 14001 Environmental Management System certification for both Denmark and Ireland, with Ireland also recertifying for ISO50001.
6. Established the Cook Common: a biodiversity common in Denmark.
7. Installed electric car charging ports in Limerick and Denmark.





The War in Ukraine

We resolved to do what we could to help those in need of food, shelter, and medical treatment. Our employees raised almost €25,000 to help those impacted by the war, and this was matched by a company donation of €25,000. The money was donated to People-in-Need, a Czech-based charity helping those fleeing the war and the Danish Red Cross.

We made direct contact with doctors and hospitals in Ukraine and donated Cook Medical products to the value of almost €200,000 to hospitals in Kyiv, Ivano-Frankivsk, Lviv, and Kharkiv. The products were shipped via our distributors in Poland and Lithuania, and in some cases our Polish colleagues drove to the Poland-Ukraine border to physically hand over the medical supplies to Ukrainian healthcare staff, sometimes making long and arduous journeys. We remain in contact with many of these doctors and continue to make some emergency donations of products.

Furthermore, John Ryan, from the R&D team in Limerick, made a 5,000 km journey from Ireland to Przemyśl on the Polish-Ukrainian border to deliver medical supplies and other essential items, which were donated by Cook Medical employees and his local community. Our colleagues in Denmark and their families have volunteered as friendship-families of Ukrainian refugees to help them settle in and make friends. They also had meetings with an integration consultant from local authorities to determine if they could provide temporary jobs for the Ukrainians.

We would like to thank all involved for their time and support in delivering the much-needed supplies.

Diversity, Equity, and Inclusion

Cook Medical is committed to removing barriers due to difference to create pathways to opportunity and well-being so that our employees, the patients, our communities, and our business can reach their full potential. We value a diverse cross-section of thoughts and opinions to ensure our company culture stays balanced and strong.

Diversity is about acknowledging and celebrating who we are as individuals. At Cook, we strive for full participation from all our employees, of every gender, race, age, sexual orientation, national origin, religious affiliation, ability, political belief, and class. We know that a diverse workforce provides our teams with a wide range of experience, knowledge, and strengths.

But we understand that just welcoming diversity isn't enough; we must always be inclusive in everything that we do. We have to ensure that who you are, where you are from, and what path you took to get you here doesn't impact your path moving forward and upward at Cook.

In 2022, we strengthened our Diversity, Equity and Inclusion programme across our company. We established a dedicated DE&I global team who steer the DE&I strategy. Our DE&I Executive council and Integration council represent all regions and ensure we're continually improving and supporting our employees and driving initiatives. We also created an EMEA Steering Group who support and advise the global councils and act as the voice of the region.

Global Labour Standards

In 2022, we completed our Global Labour Standards Policy, which supports and aligns with the Cook Group Global Code of Conduct promoting dignity and basic individual rights. Cook strives to ensure that its actions do not harm fundamental human rights either directly or indirectly through the actions of companies with which Cook does business. The policy covers areas such as Freedom of Association, Discrimination, and Diversity, Equity and Inclusion, among others. We intend to train all employees on labour standards in 2023.





Mid-West Simon Community volunteer day



Pancreatic Cancer Awareness Day



Art studio, Brother Russell House



March Against Loneliness

We continue to work with local and national causes to raise awareness and vital funds, while using our time and resources to have a positive impact on our communities.

Our new **charity partner in Limerick, Limerick Suicide Watch**, was chosen for 2022 and 2023 by the employees. The aim of the partnership is to fundraise for an electronic lifebuoy, to help the volunteers with their crucial lifesaving services along the River Shannon. So far, we've hosted donation drives and welcomed the team on-site to educate and raise awareness about their organisation. We look forward to collaborating with them further in 2023.

We closed off a very successful partnership with Novas with the installation of a dedicated art space for one of their accommodations, Brother Russell House.

“
We are absolutely delighted with the art studio. Art has always been important to our residents, and now they have a dedicated space that is easily accessible and will really enrich their experience here.

We are so grateful to Cook Medical for making this new studio a reality. Without their support for the last four years, it would not have been possible. As well as donating the money to purchase and renovate this studio, they have been personally invested in the project and have made the process so collaborative.

Una Burns
 Head of public affairs for Novas Ireland

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In Limerick, we held **successful volunteering days with Adapt House and Mid-West Simon Community**, where we helped redecorate their gardens and common room.

Our team in Denmark took part in Stafet For Livet, a 24-hour relay run **aimed at raising awareness of cancer, while raising money**. We raised €1,852 for the Mid-Western Cancer Foundation in Ireland during our Pancreatic Cancer Awareness Campaign in Limerick, €8,524 in the national Knæk Cancer fund-raising programme in Denmark, and our team in Germany supported the German Bone Marrow Donation Service (DKMS) by raising €680.

In September, our **colleague from Manufacturing Operations, Marianne Bangshøj**, raised money for **Børnetelefonen (The Children's Phone)** by walking the Portuguese Camino. With the help of colleagues, Marianne raised €3,500.

'**March Against Loneliness**' took place from 8 August to 14 October in Denmark, and on 19 August the group passed by our building in Bjæverskov. Our team were ready to greet them with support, water, fruit, and other energy boosters. Our Finance Manager Vibeke Dalsten even hiked with the group from Køge to Bjæverskov.

In November, the municipality in Køge nominated Cook in Denmark for the annual integration prize honouring our work with the local Ukrainian refugees.

Our **Customer Support & Distribution teams hosted their annual Giving Back Christmas Tree for St Vincent DePaul**, and we also collected unwanted Christmas gifts, which were distributed to local charities. We sponsored Milford Hospice's Light Up A Memory Tree for a third year in a row and supported their annual coffee morning.



Mini Marathon

We changed our 'Cook Medical Women's Mini Marathon' to 'Cook Medical Mini Marathon' to be more inclusive and welcome everyone to come together for the event. Over 2,000 people took part, **raising €21,845 for local and national charities**. The race is intended to celebrate inclusivity and togetherness, and we are proud to be title sponsors of this event, for the 8th year, with charity, fun, and friendship at its core.

Cook Medical in Europe

460+
volunteering hours
€134,000
raised

27 transition year students

35 co-op students

During 2022 William Cook Europe in Denmark had:

2 apprentices employed

5 flex-jobbers



STEM

We continued our support of STEM awareness in schools through the virtual BT Young Science and Technology Exhibition, our virtual Transition Year programme, and we sent STEM boxes to five local schools during Engineer's Week. Later in the year, when COVID-19 restrictions were lifted, we took part in the Explore Engineering showcase and visited schools.





Conservation area in Limerick



Cook Common in Denmark



Electronic car charging points in Limerick



Maintaining Cook grounds

We are committed to making sustainable choices across our facilities and distribution channels to have a positive impact on the environment and the world's natural resources.

Environmental and Sustainability Strategy

By the end of 2022, we developed a **long-term Environmental and Sustainability Strategy for the Limerick site**, with the objective to sustain and enhance our environmental culture by identifying key goals and developing planned objectives in the coming years.

We are committed to reducing energy consumption and the reliance on fossil fuels by the installation of new technologies, the procurement of green energy, and the digitalisation of utilities.

We want to move the business towards complying with the European Climate Law Legislation with an ambitious 2030 climate target of at least 55% reduction of net emissions of greenhouse gases as compared to 1990 and a commitment to negative emissions after 2050.

In 2022, we signed an agreement with our energy provider and secured a supply of carbon-free electricity. This will account for a 50% reduction in 2022 and a 100% reduction in 2023 in the carbon content of our electricity. Our focus is now switching to the reduction in the scope 1 emissions and the switch to alternative technologies.

We're approaching 100% completion of conversion to LED lighting across both our buildings in Limerick to further reduce our energy consumption. **We installed 4 electronic car charging points in Limerick and 16 in Denmark**, for all employees to use and also successfully obtained our Green Start plus IDA grant, which will allow us to highly improve our energy efficiency and waste prevention and develop a decarbonisation plan for the business.

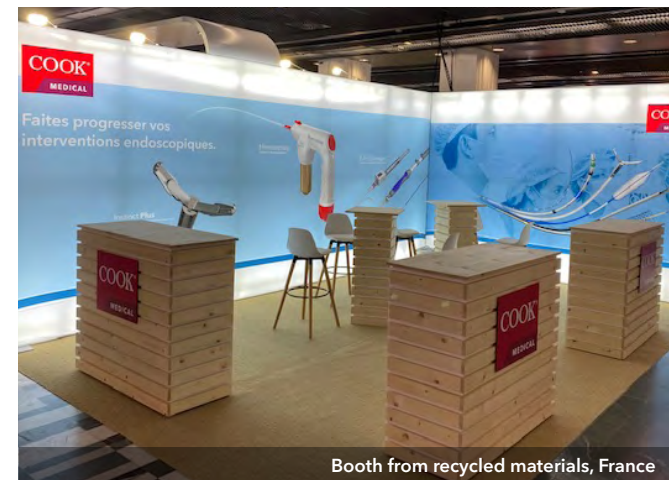
ISO Certification

We completed **ISO 14001 and 50001 recertification in December 2022**, which included an extension of scope to Cook Medical Europe. This is a procedural-based and management-led environmental and energy management system.



Eco Booth

Our Endoscopy team have been looking at ways to support environmental initiatives and help reduce waste. At a congress in France in 2022, we used recycled material to construct the booth, including all the tables and counters. All elements are also reusable, so we plan to use the same materials again in 2023.



Booth from recycled materials, France



Beehives in Limerick



Energy Day in Limerick



Lunch and Learn biodiversity walk in Limerick

Biodiversity

In Limerick, we have a **site that features three biodiverse habitats** of particular interest, including mature hedgerows and tree lines, riverside woods, and pastureland field of wildflowers and grasses. The site supports more than 100 species of plants and a significant array of birds, mammals, and insects.

We held a **Lunch and Learn biodiversity walk** of our grounds to explore the meadow and discover the natural hedgerow and riverside habitats. We want to preserve and promote the existing wildlife in these habitats and bring awareness of this amenity to our employees and encourage their engagement.

In 2022, we converted a grassy field on our grounds in Denmark into a common with a meadow filled with the local flora, now known as the **Cook Common**. A 5-year biodiversity plan has been made with the intention to expand this area further.

Bees are in serious decline in Ireland with the changing landscape and constant development in areas where they would live. **We are proud to have 10 beehives on-site in Cook Limerick**, which house approximately half a million native Irish honeybees. They're situated near our wildflower meadow so they can avail of the abundance of nectar during the flowering season.

Sow-Plant-Cook

The Green team in Limerick partnered with Irish Seed Savers to give away 600 Irish-sourced open pollinated heirloom vegetable seeds to employees to establish pollen providers and food from their garden, while also protecting Ireland's food crop heritage.



Energy Day

We held three energy events in our Limerick offices to raise awareness about energy use and share useful ways to reduce our energy consumption at home. Our Danish team also organised a Green Mobility Day to present environmentally friendly options of transportation to our employees. During the event, we shared information about car-pooling, car sharing, electric bicycles, and bicycle repair. At the end of 2022, 57 employees had signed up for the Cook Medical carpool club.

Biking to Work

In May every year, employees in Denmark join a national event called 'Biking to work' where employees cycle to and from work as much as possible for a month. In 2022, 42 employees divided into 7 teams and joined the event. By the end of May, they had bicycled 7,113 km and saved 1,778 kg CO₂ compared to driving to and from work.





Carbon emissions scope 1, 2 & 3 for 2022

■ Scope 1 emissions

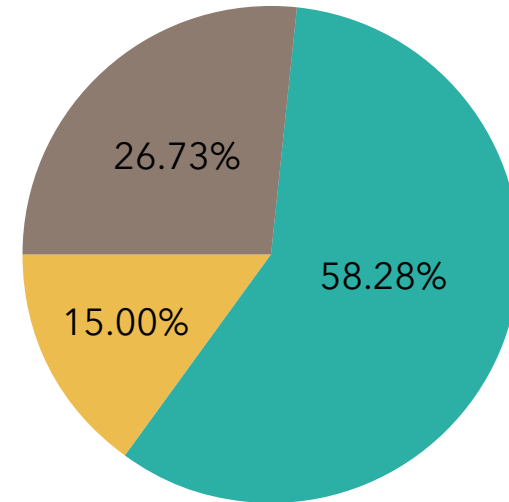
This category covers the greenhouse gas (GHG) emissions that a company makes as a direct result of burning fossil fuels, e.g. oil and gas.

■ Scope 2 emissions

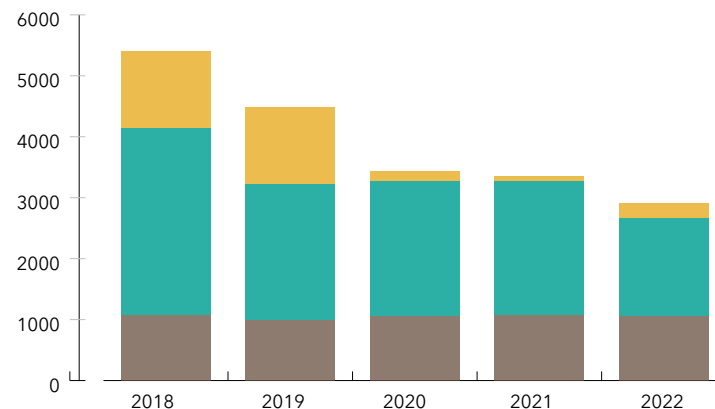
These are the emissions resulting from a company's energy usage derived from fossil fuels, e.g. electricity or steam.

■ Scope 3 emissions

All other emissions, resulting from the company's business activity up and down its value chain, e.g. employee travel. The graph below shows a significant drop in travel over a 5-year period.



Trends in Scope 1, 2 & 3 for 2018 - 2022



Data captured for our Limerick and Germany sites. Denmark will be included in future reports.

<p>the carbon content of our electricity in Limerick</p> <p>↓ 50%</p>	<p>electricity use in the Limerick manufacturing plant</p> <p>↓ 3.6%</p>
<p>gas use in Limerick</p> <p>↓ 5%</p>	<p>38% of total waste is recycled in Denmark</p>
<p>waste to landfill in Limerick</p> <p>=zero</p>	<p>electric chargers on sites</p> <p>20</p>
<p>general waste in Limerick*</p> <p>↑ 7%</p>	<p>almost 100% LED lighting in Limerick</p>

*Increase due to employees returning to site



Hybrid work model

At Cook, we put our people at the centre of everything we do. Therefore, we endeavour to help all employees reach their personal and professional goals.

In 2022, we welcomed all our employees back on-site in Limerick, while maintaining the flexibility to work at home in a hybrid model. **Employees have the opportunity to avail of financial support towards their home office.** As of 1 October, we also adapted a more flexible way of working in Denmark by offering equipment for working from home to everyone who can.



Limerick Chamber Regional Business Awards

We held our employee Health and Wellness Week, where we had a range of programmes from flu vaccines to health screening, physiotherapy, chiropodiatry, reiki, and Indian head massage. We also offered private sessions with the Menopause Hub and subsidised sports classes for employees.

On 2 August 2022, a new law in Denmark came into effect, ensuring fathers and co-mothers 9 weeks of parental leave. **Cook in Denmark went a step further for equality and began offering parental leave conditions that equalise all parents, regardless of gender.** Our employees who become parents now get 24 weeks of fully paid leave.



Employees enjoying sunshine in Denmark

Following employee feedback, **we created a sun terrace in our German site, so employees could enjoy break times outdoors** and replaced our chairs in the restaurant and introduced height-adjustable desks.

We were delighted to **win the Best Employer Award: Employee Value Proposition, at the Limerick Chamber Regional Business Awards.** The award recognises initiatives that support staff retention and talent attraction and that have an overall high-quality value to employees that benefits the employees and supports growth in the

business. Employee Value Proposition includes a culture of belonging, diversity and inclusion, well-being, flexibility, skills development, and growth.

Business Resource Groups (BRGs)



In 2022, we created Business Resource Groups (BRGs), which are a focused extension of our Diversity, Equity, and Inclusion programme, with a goal of improving the way that we listen and respond to the needs of our diverse communities, both internally and externally. BRGs are voluntary, employee-led groups formed to create an inclusive culture and support corporate business objectives.

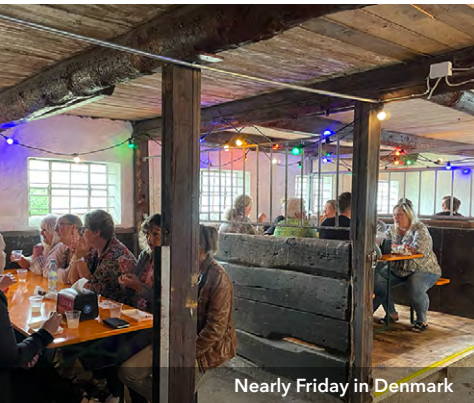
The first global BRG is Women@Cook, with the objective to empower women throughout Cook to reach their full potential by advocating for the unique personal and professional needs of employees who identify as women.

To amplify our commitment to Diversity, Equity, and Inclusion, we are continuing our work with Business in the Community and the Elevate Pledge, demonstrating our commitment to building a truly inclusive workplace.





Campus2Career programme



Nearly Friday in Denmark

569 external training courses

28 educational assistance programmes and leadership development

9 Step Up Team Leader Programme

935 Thank Yous in Limerick

75 Values Awards Nominations

150 High Fives in Germany

Campus2Career

In Limerick we're thankful we have a diverse and inclusive workforce to support, but we wanted to expand our commitments beyond our walls.

A dedicated working group, made up people from different functions in the business, came together and developed a new initiative, Campus2Career, to help remove barriers to employment for people with a disability.

The 12-week graduate programme, in partnership with The Rehab Group, **provides employment for graduates who may not have considered, or generally have access to, a large company like Cook because of their disability.** Campus2Career provides participants with mentoring, on-the-job training, practical experience, and the supports they require to succeed, while working as valued members of our team.

Employee Engagement Survey

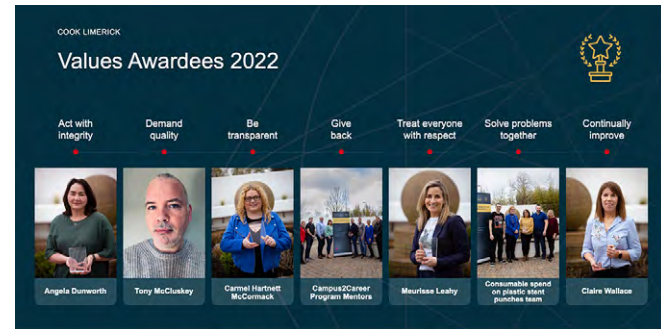
My Cook Voice 2022 yielded good results, with 76% of employees in EMEA giving their feedback. Our annual survey is critical to understanding how we can best support our employees and make necessary improvements to do so.

Nearly Friday

Following a suggestion by employees, we started a 'Nearly Friday' gathering for employees in Denmark. We revamped a small farmhouse we owned into a cosy venue **for employees to socialise and connect outside of work.** A lot of colleagues from across all of Cook in Denmark's departments have attended Nearly Fridays.

Cook Limerick Values Award Winners

The Cook Limerick Values Awards are designed to recognise and reward employees in Limerick who truly demonstrate the Cook Group values through their extraordinary work.



We published our **Gender Pay Gap Report** in December 2022. The report sets out and explains our gender pay gap metrics, our ongoing work in this area, and our plans for the years ahead. The report has been guided by our company values to act with integrity, be transparent, and treat everyone with respect.



2023 Goals



Identify energy and carbon reduction and offsetting opportunities and establish a 5-year plan for Denmark and Limerick

Publish carbon footprint for Europe operations

Reduce carbon in distribution of finished products across Europe

Investigate opportunities for solar panels in Limerick



Further develop Campus2Career programme and explore opportunities for expansion

Build on Diversity, Equity, and Inclusion strategy and launch new Business Resource Groups

Implement Talent & Development Strategy

Rollout Leadership Development and Emerging Leaders programmes



Strengthen partnership with Limerick Suicide Watch via further collaboration

Explore further volunteering opportunities in the community

Return to in-person visits in schools to promote STEM-related subjects

Explore further community initiatives and partnerships across Europe

