DCC VITAL SUSTAINABILITY & SOCIAL VALUE REPORT

Financial Year 2025

FOREWARD

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At DCC Vital, we supply the medical devices, pharmaceuticals, and diagnostic products that aid healthcare professionals and patients worldwide in managing illness and restoring health. Our goal extends beyond providing treatment tools; we strive to be the premier service provider of medical devices, medicines, and services in the healthcare sector.

With people living longer, our commitment to better health includes ensuring a healthy planet. We aim to lead in sustainability within the healthcare market, recognising our environmental and societal impact. We are dedicated to reducing our CO₂ footprint and promoting responsible business practices. Introduction. Purpose & Scope. Executive Summary. Materiality Assessment. Sustainability Strategy & Governance. Climate Change & Energy Transition. Safety & Environmental Protection. People & Social. Governance & Compliance. Appendix.



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INTRODUCTION

DCC Vital is a leader in the provision of high-quality medical products and devices, both from our own brand and trusted third parties. Serving international healthcare markets such as Britain, France, Germany, Switzerland, Ireland, and selected other regions, we maintain comprehensive sales channels across hospitals, community care, GPs, and various fragmented healthcare settings. Our reach extends to over 30,000 customers, ensuring widespread access to our innovative solutions.

FOCUS AREAS

Our operations are centred on the following key areas:

- Single-Use Medical Devices: We specialise in our own-brand portfolio designed for acute care hospital settings, offering mid-tech devices specifically tailored for minimally invasive surgeries and procedures, with a strong focus on gastroenterology and urology.
- **Primary Care Supplies and Services:** We provide a diverse range of medical consumables and equipment, serving a wide array of customers including GPs, community healthcare providers, retail pharmacies, and emergency services.
- **Distribution and Support:** We offer comprehensive distribution and logistical support for healthcare products, ensuring that our clients receive prompt and efficient service across all sectors.
- Pharmaceutical Services: We specialise in the procurement and supply of hard-to-source pharmaceutical products, delivering tailored solutions to meet the unique needs of our healthcare partners.

- **Community Medical:** We provide a broad selection of wound care, stoma care, urology, and compression devices, all aimed at enhancing the quality of life for our customers.
- Scientific Solutions: We deliver cutting-edge, high-quality scientific devices, products, and reagents to the Irish and UK scientific and diagnostic markets, supporting innovation and excellence in the field.

HERITAGE & EXPANSION

Our heritage in caregiving. rooted in Fannin since 1829, has built a legacy of excellence in medical supplies and pharmaceutical distribution across Ireland and the UK. Supported by DCC, one of Ireland's largest publicly listed companies, we have successfully expanded into the UK and Europe over the past 20 years.

Recent strategic acquisitions, including Medi-Globe Group and Wörner Medical, have further strengthened our presence in Germany, France and the Czech Republic. These acquisitions represent significant milestones in our ongoing growth and commitment to excellence in medical supplies and services.

PURPOSE & SCOPE

Through this DCC Vital Sustainability & Social Value Report, we hope to provide a transparent and comprehensive overview of our current sustainability efforts, our future goals, and our commitment to accountability.

This report sheds light on our progress to date, outlines our aspirations for sustainable development, and details the measures we are taking to ensure we meet our environmental, social, and governance (ESG) objectives. By sharing this information, we aim to engage our stakeholders in our journey towards a more sustainable future, demonstrating our dedication to continuous improvement and responsible business practices.



EXECUTIVE SUMMARY

PILLAR ONE: CLIMATE CHANGE & ENERGY TRANSITION

KEY ACHIEVEMENTS

- Progressed switch to 100% renewable electricity (SDG 7): Ensures energy consumed comes from sustainable sources, reducing reliance on fossil fuels.
- Measurement of Scope 3 Carbon emissions in a number of our businesses (SDG 13): Provides further insight into our carbon footprint and pinpoints key carbon emission reduction levers.
- Establishment of EV car policy across the business (SDG 7, SDG 13): Reduces carbon emissions and promotes use of more energy efficient vehicles.
- Installation of EV charging ports at various sites (SDG 7, SDG 13): Facilitates adoption of more energy efficient electric vehicles by providing accessible charging infrastructure.
- Updates to select own brand products to reduce plastic usage (SDG 12): Minimises waste and promotes sustainable use of materials.
- Invested in enhanced efficiencies in own-brand manufacturing facilities (SDG 12): Improves resource efficiency, reduces waste, and optimises manufacturing processes.
- Engaged in energy saving opportunities and schemes (SDG 7, SDG 13): Promotes energy efficiency and reduces overall consumption.

FUTURE PLANS

- Evaluation of alternative energy and fuel sources eg. biofuels, solar energy.
- Extension of existing ISO 14001 certification at additional facilities within DCC Vital.
- Measurement of relevant Scope 3 carbon emissions sources for remaining businesses and implementation of a robust methodology for ongoing measurement.
- Systematically engage with suppliers to identify alternatives (own brand and distributed products) that offer sustainability benefits.
- Continue seeking energy saving opportunities across sites.

PILLAR TWO: SAFETY & ENVIRONMENTAL PROTECTION

KEY **ACHIEVEMENTS**

- Group-wide Safety Stand Down conducted across business (SDG 3): Reinforces importance of health and safety, helping prevent workplace injuries and promote a culture of well-being.
- Implementation of Safety Culture Maturity assessment in two of our businesses (SDG 8): Improving safety culture, ensuring workplaces are safe, conducive to sustainable economic growth.
- **Refresh of Good Saves programme, including launch in new acquisitions (SDG 3):** Fosters proactive safety behaviours that contribute to a safer working environment.
- Roll out of 'Do Not Walk Past' Safety First conversation (SDG 8): Promotes a culture where every employee takes responsibility for identifying potential hazards.
- Introduction of Cority Health & Safety IT system (SDG 12): Improves efficiency of safety management processes, leading to a more sustainable approach to health and safety.
- Gap analysis of Group Health & Safety systems and documentation (SDG 3): Helps identify areas for improvement.
- Development of Health & Safety Training Plan (SDG 8): Equips employees with necessary skills and knowledge to maintain safe working conditions.
- Roll out of Environmental Awareness conversation (SDG 12): Raises awareness among employees about environmental impacts of actions, encouraging responsible practices.

FUTURE PLANS

- Develop and roll-out a Behavioural Safety Culture programme.
- Establish key Health & Safety and Environmental policies.
- Establish Health & Safety Management training programme and online HSE training modules and Digital Badges.
- Implement safe driving programme.
- Continue implementation of the Cority Health & Safety Management System.
- Waste Impact Assessments and expansion of Zero to Landfill programmes.





PILLAR THREE: PEOPLE & SOCIAL

KEY ACHIEVEMENTS

- Inclusion of new acquisitions in our Employee Engagement Survey (SDG 8, SDG 10): Ensures all employees have a role in shaping their workplace environment.
- Extension of online performance management tool to wider employee group (SDG 8, SDG 10): Fosters culture of continuous professional development and promotes equal access to performance evaluation and development opportunities.
- Development of Fundamentals of Management Programme, our Peer Support Programme, and the (soon-to-launch) Ignite Programme, a career progression programme (SDG 5, SDG 8, SDG 10): Promotes gender equality by ensuring all employees have access to resources to advance their careers, supporting decent work by offering equal opportunities for professional growth.
- Introduction of Charity volunteer day and continued support for company-wide charity initiatives (SDG 5, SDG 8): Encourages active participation in community service and supports a culture of social responsibility, promoting decent work and contributing to societal well-being by allowing employees to engage in meaningful volunteer activities.

FUTURE PLANS

- engagement.
- development opportunities.
- Pride week.
- 'Charity Day' initiative.
- Programme.

PILLAR FOUR: GOVERNANCE & COMPLIANCE

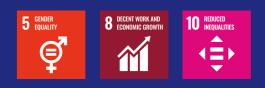
KEY ACHIEVEMENTS

- Updated Modern Slavery statement (SDG 8, SDG 12): Reinforces commitment to eradicating forced labour and ensuring ethical working conditions throughout our supply chain, promoting transparency and accountability in our business practices.
- Roll-out of our Compliance policies and training to new acquisitions (SDG 8, SDG 12): Ensures that all employees are equipped with the knowledge and tools to uphold ethical practices, promoting responsible business operations.
- Updates and roll-out of our Supply Chain Integrity Procedure (SDG 8, SDG 12): Ensures our supply chain partners adhere to ethical labour practices and contribute to decent work conditions, enforcing responsible sourcing and production practices.
- Implementation of our Supply Chain due diligence in new acquisitions (SDG 8, SDG 12): Promotes decent work and ethical labour practices across our operations, ensuring that our new supply chain partners meet our high standards for responsible production.
- Maintenance of our product and quality compliance certifications (SDG 12, SDG 8): Ensures products are manufactured responsibly, meet regulatory standards and minimise environmental impact, while supporting sustainable economic growth.
- Progress in our Medical Device Regulation certification programme (SDG 8, SDG 12): Ensures our products meet stringent safety and quality standards, promotes responsible production practices, ensuring our products contribute to decent work in the medical device industry and to public health and well-being.

FUTURE PLANS

- actions to improve sustainability.
- communications.
- Establishment of Business Compliance Champions.

 Continue with concentrated efforts to maintain our currently high level of employee • Continue to empower our female colleagues through providing individual and collective Run site specific events across DCC Vital to acknowledge LGBTOAI+ community during • Further promote community and charity involvement through our newly launched • Encourage new initiatives employees care about through the Employee Engagement



• Utilise EcoVadis platform to engage with suppliers on ESG risks and support identifying

• Ongoing roll out of Code of Conduct, cybersecurity and other compliance training and

• Update of compliance questionnaire to include latest CSRD requirements.

Progress of GDPR programme, including training of key employees.

Continue on embedding compliance programme with recent acquisitions.



MATERIALITY ASSESSMENT

In 2023, our parent company, DCC plc, including DCC Vital, conducted the first double materiality assessment for the Group.

We updated our materiality assessment during the year on a double-materiality basis. This involved looking outwards to assess the sustainability impact of our actions in the wider world, and inwards to assess how sustainability-related issues might affect our performance. The assessment also considered how these factors should influence our future strategic direction. • Impact materiality: the assessment of our impact on the economy, environment and people.

Through engagement with employees and key external stakeholders, complemented by research and expert interviews, we identified 20 subjects that are important to DCC's sustainability and ranked these according to their financial and impact materiality.

Double materiality considers two parameters:

• Financial materiality: the assessment of sustainability matters that create or erode enterprise value.

OUTCOME OF MATERIALITY ASSESSMENT

Î	HIGH PRIORITY		 Data Security & Privacy Circular Product Design & Materials Culture & Engagement 	 Climate Change Energy Transition Supply Chain Sustainability Health & Safety
ERIALITY —	MEDIUM PRIORITY	 Technological Innovation Just Transition to Low-Carbon Economy Waste Management Competitive Behaviour 	 Product Quality & Safety Workforce Human Rights & Labour Practices Corporate Governance & Ethics 	Diversity & Inclusion
FINANCIAL MATERIALII	LOW PRIORITY	 Equitable Healthcare Responsible Marketing Practices 	 Local Community & Economy Support Waste & Wastewater Management Nature & Biodiversity 	
		LOW PRIORITY	MEDIUM PRIORITY	HIGH PRIORITY
	IMF	PACT MATERIALITY		



MATERIAL TOPICS

The most material topics identified from this materiality assessment align very closely with our existing sustainability priorities, as set out in the four pillars of our Sustainability Framework. This reinforces our view that we are working on the right areas.

This double materiality assessment has been an important step in helping us prepare for CSRD regulation. We have a programme of work mobilised to understand the regulatory requirements and identify where we have further work to do to be ready for reporting in 2026. This programme is overseen by our DCC Executive Sustainability Committee as well as a dedicated Sustainability Steering Group comprised of five members of the DCC Group Management Team. We plan to update our materiality assessment in 2025 in advance of our CSRD disclosures in 2026.

SUSTAINABILITY STRATEGY & GOVERNANCE

OUR SUSTAINABILITY FRAMEWORK

We want to enable the growth and progress of all our stakeholders. We are clear on the best ways in which we can achieve this and how we measure the progress that we make.

PILLAR ONE

CLIMATE CHANGE & ENERGY TRANSITION

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• We will reduce our Scope 3 emissions

• We will decarbonise our operations

to 'Net Zero' by 2050 or sooner and

by 50%, against an FY19 baseline, by

to net zero by 2050 or sooner.

OUR METRICS

OUR METRICS

• Lost Time Injuries ('LTIs').

• Serious Environmental Incidents.

• Serious Safety Events.

- Scope 3 emissions (tCO₂).
- Scope 1 and 2 carbon emissions, adjusted to reflect acquisitions.

OUR PROGRESS

We are working to achieve net zero carbon emissions

• Reduced our absolute Scope 1 and 2 emissions by >50% against an FY19 baseline.

OUR OVERALL GOALS

Our goal is 'Net Zero'.

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SOCIAL

OUR OBJECTIVES

PILLAR THREE

• We actively support the development of our people.

8 DECENT WORK AND 10 REDUCED

• We actively support inclusion and diversity.

OUR METRICS

- Employee Engagemen
 - Performance reviews
 - Senior management g

PILLAR TWO

2030.

OUR OBJECTIVES

SAFETY & ENVIRONMENTAL PROTECTION

• We keep our people safe.

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OUR OBJECTIVES

• We protect the environment in the

communities we serve.

Our people drive vehicles, operate machinery and work in warehouses. Some of our products can be compromised if not stored and transported carefully. We are focused on creating a safe working environment.

MATERIAL TOPICS

Health & Safety

across our Group.

Climate Change

• Energy Transition

MATERIAL TOPICS

OUR OVERALL GOALS No accidents.

• Environmental Protection

OUR PROGRESS

- Reduced LTI Frequency rate (incidents per 200,000 working hours) versus prior year.
- No serious environmental events.

PILLAR FOUR **GOVERNANCE &** COMPLIANCE

OUR OBJECTIVES

- We protect human rights.
- We sell safe products. We prevent corruption.

OUR METRICS

- Human rights issues in our
- Product safety failures.
- Incidents of bribery and corruption in our operations or supply chain.

DCC is a people business. Developing our people is critical to our current and future success.

MATERIAL TOPICS

- Culture & Engagement
- Diversity & Incusion

OUR OVERALL GOALS

Provide a vibrant, diverse and innovative place to work, and be a positive member of the communities we serve.

	OUR PROGRESS
nt. completed.	 Employee engagement score improved with a strong participation rate.
gender diversity.	 High engagement in our annual performance review process.
	 Progress made in supporting gender diversity accross the Group.

We are focused on operating in accordance with the highest standards of ethics, compliance and corporate governance.

MATERIAL TOPICS

- Data Security & Privacy
- Supply Chain Sustainability

OUR OVERALL GOALS

Operate in accordance with the highest standards of ethics, compliance and corporate governance.

- operations or our supply chain.

OUR PROGRESS

- No breaches of human rights identified.
- Modern Slavery Act Statement published on business websites.
- No material product safety failures.
- No incidents of bribery and corruption identified.



PILLAR ONE

CLIMATE CHA & ENERGY TRANSITION



The world needs to transition to lower carbon forms of energy, and we are committed to this global effort. We are dedicated to achieving Net Zero across our Group by implementing initiatives within our operations and collaborating closely with our supply chain partners.

OUR APPROACH

We recognise that reaching net zero greenhouse gas emissions is essential for a sustainable future. This means that we decarbonise our own operations and help our stakeholders to do the same where we can.

DCC Vital is committed to continually improving our environmental performance through careful management of our operations. All of our businesses are covered by the DCC Group Environment Policy. This requires all group companies to minimise the

environmental impact of their operations with appropriate business specific systems and processes to ensure compliance with regulatory requirements.

CARBON EMISSIONS DATA

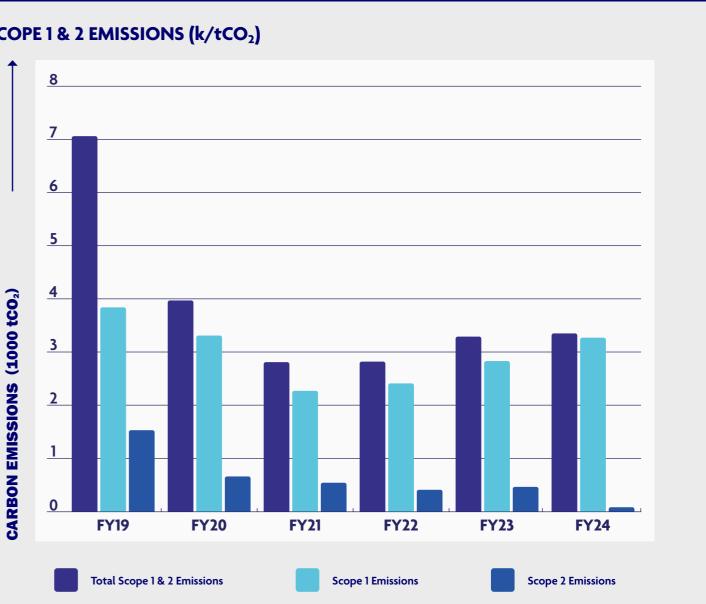
To accurately measure and manage our carbon emissions, we utilise Diligent, a leading platform for collecting and analysing emissions data. Diligent enables us to gather comprehensive data across our operations, ensuring that our carbon accounting is precise and aligned with the Greenhouse Gas (GHG)

Protocol. This allows us to benchmark our performance against global standards and identify key areas for further emissions reductions, ensuring that we remain on track to meet our long-term sustainability goals.

OUR PROGRESS & KEY OBJECTIVES Energy Use & Scope 1 & 2 Emissions

In FY24, we acheived a >50% reduction against our 2019 baseline, already accomplishing our target of a 50% reduction by 2030. The switch to 100% renewable energy has been a major contributor to this substantial reduction. We have also implemented the use of LED lighting across our sites, introduced formal carbon reduction plans for

SCOPE 1 & 2 EMISSIONS (k/tCO₂)



businesses, as well as established EV car policies and installed EV charging ports at various sites.

Decreasing our own operational energy use is an essential driver in reducing our Scope 1 and 2 greenhouse gas ('GHG') emissions. We produced approximately 3,000tCO₂e during the year with further decreases in Scope 2 emissions observed versus prior year. Decreases since FY19 baseline reflect a mix of the switch to 100% renewable electricity and energy efficiency initiatives, including improved logistics efficiencies, and the use of energy management controls and systems. Next steps require a focus on Scope 1 emissions through further initiatives on energy efficiency and alternative fuels.



GOALS

• Net zero on all 3 scopes by 2045.

FOCUS AREAS

- 20% reduction of Scope 1 and 2 emissions on FY19 baseline by 2025.
- 50% reduction of Scope 1 and 2 emissions on FY19 baseline by 2030.
- Measurement of Scope 3 emissions.

FY24 PERFORMANCE

>50% reduction in Scope 1 and 2 emissions on FY19 baseline.

FY24 ACHIEVEMENTS

- Progressed switch to 100% renewable electricity.
- Measurement of Scope 3 Carbon emissions in a number of our businesses to gain understanding of our carbon footprint and identify key levers for effective carbon reduction.
- Establishment of EV car policy across the business.
- Installation of EV charging ports at various sites.
- Updates to select own brand products to reduce plastic usage.
- Invested in enhanced efficiencies in own brand manufacturing facilities.
- Engaged in energy savings opportunities schemes.

FUTURE PLANS

- Evaluation of alternative energy and fuel sources e.g. biofuels, solar energy.
- Extension of existing ISO 14001 certification at additional facilities within DCC Vital.
- Measurement of relevant Scope 3 carbon emissions sources for remaining businesses and implement a robust methodology for ongoing measurement.
- Systematically engaging with suppliers to identify alternatives (own brand and distributed products) that offer sustainability benefits.
- Continue seeking energy saving opportunities across sites.

CASE STUDY: MEASUREMENT OF SCOPE 3 EMISSIONS, FANNIN GROUP

To meet our Net Zero target, we are working towards • reducing Scope 3 emissions. For most organisations, Scope 3 emissions account for the majority of total value chain emissions, and DCC Vital is no exception. While it is important to continue to reduce Scope 1 and 2 emissions, we are also focused on working in partnership with our suppliers and customers to identify opportunities to reduce emissions in the wider value chain.

Assessment

In FY24, we collaborated with external consultants to conduct a comprehensive assessment of Scope 3 carbon emissions for one of our divisions. This assessment encompassed several key categories, including Categories 1-7, 9, 11, and 12, in alignment with the Greenhouse Gas (GHG) Protocol.

Key Findings

 Category 1: Purchased Goods and Services emerged as the most material contributor to our Scope 3 emissions. This category includes emissions associated with the production of goods and services that we purchase, which significantly impacts our overall carbon footprint.



- Category 4: Upstream Transportation and Distribution was also identified as a significant source of emissions. This category covers the transportation and distribution of products purchased by our company, from suppliers to our facilities, excluding transportation paid for by our company. The emissions from this category are crucial, given the logistics and supply chain activities involved.
- Categories 11 and 12: Use of Sold Products and End-of-Life Treatment of Sold Products were particularly notable due to the specialised disposal requirements of products sold into hospitals. Category 11 includes emissions from the use of products that we sell to customers, while Category 12 covers emissions from the waste management and disposal of these products at the end of their life cycle. The healthcare sector's stringent disposal protocols for medical products make these categories particularly impactful in our emissions profile.

Outcome & Next Steps

This detailed exercise not only provided us with a clear understanding of our most significant sources of Scope 3 emissions but also identified the key decarbonisation levers within our operations. These insights are now guiding the development of a strategic roadmap of actions aimed at achieving substantial emissions reductions by 2030. Our focus will be on targeted interventions in these critical areas, ensuring that we make meaningful progress towards our long term sustainability goals. PILLAR TWO

SAFETY & O ENVIRONMENTAL PROTECTION

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Safety governance is a core value of DCC Vital. We believe that a successful approach to safety must be grounded in a culture that encourages every DCC Vital employee and contractor to identify and raise concerns, whether it is about safety or any other aspect of operating responsibly, and to act in a safe and responsible manner.

We have governance structures and management processes in place to ensure a safe working environment for all our colleagues and partners and the management and mitigation of potentially negative environmental impacts from our operations.

During the year we conducted divisional Safety Stand Downs. In each case, daily tasks across each division were put to one side to allow time for team level discussions on a range of safety topics. The output from these discussions was used to make immediate improvement actions, as well as to inform the Three-Year Safety Plan of each business. We also relaunched the Good Saves program, empowering all employees to take ownership of their workplace by actively reporting any hazards they encounter. This proactive approach ensures that issues are swiftly addressed, and valuable lessons are shared across the organisation. We introduced a new electronic Health and Safety Management System called Cority. This system allows us to view in real time events that take place and Good Saves that have been submitted. Further development and usage of the system will allow the businesses to record risk assessments, complete inspections and manage contractors in a more effective manner.

The audit programme used to assess the sites is currently under review and a more detailed interim audit was used based on DCC's 12 Health & Safety Expectations. The reports from these audits are being used to help drive safety improvements and create safer working environments for all.

HSE THREE-YEAR PLAN

Our Three-Year Plan for HSE outlines our priorities and objectives in specific areas such as leadership, culture and governance, operational execution, competence and training, knowledge sharing and management reporting.

This year, good progress was made in line with the plan.

CULTURE OF SAFETY

For DCC Vital, a strong safety culture is key to everything we do. Our Employee Engagement Surveys provide feedback on safety leadership within each business. Training in risk assessment and incident investigation includes considering human, organisational and cultural factors, both in terms of how the process is conducted and, in the case of incident investigation, considering causal factors.

Employees are expected to play an active role in maintaining a safe workplace, including the proactive reporting of near misses, unsafe acts and unsafe conditions, which they do through our HSE IT reporting platform and Good Saves programme. They are empowered to stop work when they consider it unsafe to continue.

OUR PROGRESS & KEY INITIATIVES

DCC Vital is committed to striving for zero harm to our people. This means a sustained reduction in Lost Time Injury ('LTI') and recordable injury rates, and no employee or contractor fatalities.

LTIs, defined as an accident resulting in at least one day lost after the date of the accident, remain an essential indicator of occupational safety performance. At DCC Vital we measure this rate per 200,000 working hours. Most LTIs recorded across the Group are relatively minor, including slips, trips, and manual handling injuries such as sprains and strains.

2024 HSE CONFERENCE

Our parent company, DCC plc held an in-person Group HSE conference in April 2024 in Dublin. They welcomed over 100 delegates from across the Group including HSE professionals and members of management from key Group businesses. Delegates met in divisional groups and attended workshops on safety-related topics as well as hearing from senior leaders and external speakers on a range of safety subjects. The Conference provided a strong foundation for the HSE Three-Year Planning process that takes place each summer.

ENVIRONMENTAL PROTECTION

DCC Vital is committed to achieving zero harm to the environment and the communities we serve. We implement comprehensive Reduce, Reuse, and Recycle programs and integrate environmental considerations into all aspects of our operations, including procurement and waste management.

We prioritise the use of environmentally responsible products and promote the efficient use of resources such as water, electricity, fuel, and raw materials, with a focus on conserving non-renewable resources. Our approach ensures that environmental stewardship is at the core of our business practices.

GOALS

No accidents

FOCUS AREAS

- Positive safety culture through active safety leadership and engagement.
- Event reporting and learning from events.
- Planning and Management Systems.
- Health & Safety Training.
- Environmental protection.

FY24 PERFORMANCE

- >20% reduction in LTI Frequency Rate for every 200,000 hours worked versus prior year.
- No serious environmental events.

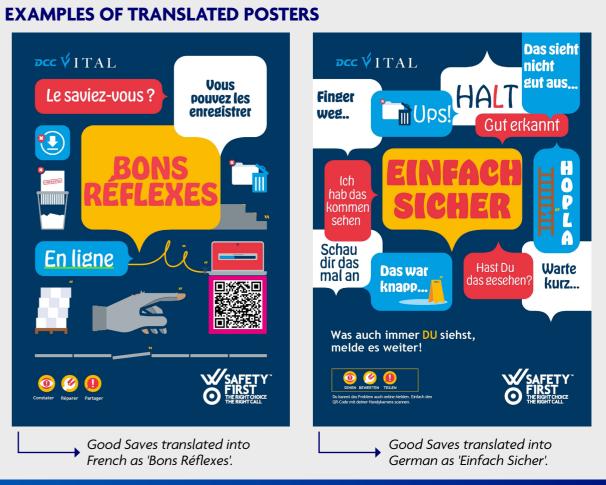
FY24 ACHIEVEMENTS

- Group wide Safety Stand Down conducted across all parts of the business
- Implementation of Safety Culture Maturity assessment in two of our businesses.
- Refresh of Good Saves programme including launch in new acquisitions.
- Roll-out of "Do Not Walk Past" Safety First conversation.
- Introduction of Cority Health & Safety IT system.

- Gap analysis of Group Health & Safety systems and documentation.
- Development of Health & Safety Training plan.
- Roll out of Environmental Awareness conversation

FY25 COMMITMENTS

- Develop and roll out a Behavioural Safety Culture programme.
- Establish key Health & Safety and Environmental policies.
- Establish Health & Safety Management training programme, online HSE training modules and Digital Badges.
- Implement safe driving programme.
- Continue implementation of the Cority Health & Safety Management System.
- Waste Impact Assessments and expansion of Zero to Landfill programmes.





CASE STUDY: GOOD SAVES PROGRAMME, ASEPT IN-MED & WÖRNER

At DCC Vital, we are deeply committed to fostering a proactive approach to health and safety, recognising its critical role in our workplace culture and its alignment with SDG 3: Good Health and Well-Being.

The 'Good Saves' programme is an initiative designed This year, in our ongoing effort to align with SDG to empower our employees to take ownership of 3, we expanded the Good Saves programme safety within their work environment, encouraging internationally, extending it to our operations everyone to act swiftly when they encounter in France as Bons Réflexes and in Germany as potential hazards. This ensures that issues are Einfach Sicher, following our recent acquisitions. addressed before they can cause harm to individuals, The programme was warmly received by both our damage property, or disrupt business operations, employees and regional leadership, demonstrating thereby contributing to a healthier, safer workplace. our commitment to promoting health and wellbeing across all our locations.

A Good Save might involve:

- Promptly cleaning up a spill on the stairs to prevent slips and falls.
- Noticing and reporting when someone is wearing damaged PPE.
- Removing trip hazards from high-traffic areas.



The launch was supported with translated posters and communications, ensuring the message was clear and consistent across all regions. This initiative reflects our dedication to maintaining the highest standards of safety and well-being throughout our global operations, in line with our broader sustainability goals.



As a people-centric business, developing our workforce is critical to our current and future success. We invest in training, actively develop careers, and foster a supportive culture that values diversity and innovation. We also cherish relationships with the local communities we serve and operate within.

LEARNING & DEVELOPMENT

At DCC Vital, developing future-focused skills is integral to our strategy. We invest in skill

enhancement to ensure our people, our greatest asset, can grow and progress. We identify key areas for business growth, the necessary professional skills, agility and resilience needs. Through our talent process we foster a culture of continuous development, offering professional development opportunities, such as the Fundamentals of Management Programme, our Peer Support Programme, and the (soon to launch) Ignite Programme, a career progression programme which supports our employees to further champion our identified core organisational competencies. These initiatives support individual development, the strategic growth of our company, and innovation while bringing our values to life through our people.

HEALTH & WELLBEING

At DCC Vital, the health and wellbeing of our employees is paramount. Recognising this, we are enhancing our support for the local community by introducing one annual volunteering day and organising more company-wide charity initiatives.

These efforts not only foster a healthier and more to our core values. engaged workforce, but also strengthen our ties Our teams and committee structures include a with the communities we serve. Through these diverse range of skills and representative voices to intiatives, we aim to create a supportive environment that promotes overall wellbeing and reinforces our support inputs, decisions and more comprehensive commitment to social responsibility. We regularly outcomes, and we respect everyone's contributions run Mental Health & Wellbeing Masterclasses which to work together to develop and support open focus on meditation, relaxation, and new resilience communication and feedback mechanisms. techniques.

Our wellness masterclasses have included:

- Developing lifestyle habits that bring about happiness and success (2023)
- Tune your mind and life to (2024)
- Finding balance in a busy world (2024)

By the end, DCC Vital employees have identified how to maintain a higher level of mental resilience and learned coping techniques to support them both personally and professionally.

We also provide an Employee Assistance Programme (EAP) through an external party where confidential services are provided to our employees who require counselling, coaching, wellbeing and financial support and advice.



DE&I

At DCC Vital, inclusion and diversity are strongly grounded in individual respect and link very closely to our core values.

We regularly raise awareness of our own unconscious biases and challenge communications, policies, advertisements, practices and procedures in terms of fairness and equality in an appropriate manner.

We take appropriate measures to accommodate our colleagues with disabilities to access opportunities. All colleagues are treated fairly and decisions on recruitment, pay, terms and conditions, training and development, and performance appraisals, are free from bias and based on individual merit, business need and role. Periods of absence for maternity,



ROLE CHANGES – GENDER BREAKDOWN (%)



paternity, parental and adoptive leave are supported and integrated into normal career planning.

As an effort to create better gender balance, we ensured that more talented female colleagues were promoted during FY24 across our Ireland and UK sites, and significantly more female colleagues were provided with the opportunity for changes in role and lateral moves. When it comes to talent needs from the future, our practices are inclusive and we leverage the availability of a range of talent and skills for all roles, including senior levels. We ensure that career progression is based on individual merit and business need, and related decisions are objective, free from bias, and based solely upon the criteria needed to perform the role.

GOALS

- Provide a vibrant, diverse and innovative place to work.
- Be a positive member of the communities we serve.

FOCUS AREAS

- Colleague engagement & development
- Diversity & Inclusion
- Community engagement

FY24 PERFORMANCE

- Employee engagement score improved with a strong participation rate.
- High engagement in our annual performance review process.
- Progress made in supporting gender diversity across the Group.

FY24 ACHIEVEMENTS

- Inclusion of new acquisitions in our Employee Engagement Survey.
- Extension of online performance management tools to wider employee group.

- Development of 'Fundamentals of Management Programme', our 'Peer Support Programme', and the (soon-to-launch) 'Ignite Programme', a career progression programme.
- Introduction of Charity volunteer day and continued support for company-wide charity initiatives.

FUTURE PLANS

- Continue with concentrated efforts to maintain our currently high level of employee engagement for FY25.
- Continue to empower our female colleagues through providing individual and collective development opportunities.
- Run site specific events across DCC Vital to acknowledge the LGBTQAI+ community during Pride week.
- Further promote community and charity involvement through our newly launched 'Charity Day' initiative.
- Encourage new initiatives employees care about through the Employee Engagement Committee

CASE STUDY: PEER SUPPORTER TRAINING PROGRAMME, FANNIN LTD.

We encourage Peer Support at DCC Vital, and in FY24 we ran a Peer Supported Training Programme. We know that Peer Support has mutual gains, it is a great way to gain a mutual sense of reward through sharing one's knowledge, plus it feels rewarding to help a colleague. Peer Support boosts workplace engagement, it builds people skills and can be a route to create further career progression.

Our programme focused on encouraging active listening, and building supportive and trust-based relationships in our workplace. It was both practical and theoretical with sessions delivered intensively

> Such an interesting programme, now I'm eager to start being a Peer Supporter.

I have really developed my self-awareness and people skills.

I can now have deeper conversations with more impact.

24

Pillar III: People & Social



over 1 month, followed by a peer support assignment. The programme was a huge success, receiving fantastic feedback from those who took part.

Prior to this programme, Peer Support was an informal process at DCC Vital. In FY24. we decided to formalise this process, and to encourage colleagues from all genders to work together.

This programme has proven that Peer Supporters can contribute to the creation of a positive, inclusive, supportive and productive working environment – one where all parties gain an enhanced level of satisfaction in their roles.

For FY25, we plan to harness the power of Peer Support again and to run this programme specifically for women as a way of further bridging the gender divide. This will be a step further towards creating an even more equitable workplace that further empowers a future of gender equality. 🌘 PILLAR FOUR



Good governance and compliance with the laws and ethical standards that apply to our activities are fundamental to how we do business. We also recognise the positive contribution to society that can be made by working with suppliers and customers who share our values.

OUR APPROACH

DCC Vital is committed to operating to the highest standards of corporate governance. We seek to operate to the highest legal and ethical standards. We want to benefit society by enabling businesses to grow and the world to progress. We do this by working with suppliers and customers who share our values.

CODE OF CONDUCT

Our Group Code of Conduct sets out the standards that are expected of our employees in a range

of areas, including anti-bribery and corruption, supply chain integrity, the protection of personal information and competition law. The Code reflects our values and our desire to do things the right way for each other and in accordance with the law.

The Code also explains how employees can ask questions about compliance issues and raise concerns if they believe that something wrong is happening, including through our independent whistleblowing service, SafeCall.

COMPLIANCE POLICIES & TRAINING

DCC Vital has a detailed Anti-Bribery and Corruption The Group maintains more detailed policies on a range of relevant areas, complementing the general Policy in place, which states that no employee or requirements set out in the Code of Conduct. The representative of any Group business is to offer or accept any bribe, including small facilitation areas covered by more detailed policies include health and safety, anti-bribery and corruption, supply payments, or engage in any other form of corrupt chain integrity, human rights, competition law, data practice. No Group business was involved in any protection, information security, and diversity and public legal case regarding corruption during the year inclusion. under review.

All new employees must undertake Code of Conduct training, while all colleagues must refresh this training every two years. Over 1800 compliance training sessions were completed during the year. In addition to this, businesses also provide in-person training to employees across the Group.

SUSTAINABLE PARTNERS & SUPPLY CHAINS

DCC Vital's dedication to integrity and sustainability extends to our supply chains and third-party partners. We expect our suppliers, distributors and other business partners to share our commitment to ethical business practices, as articulated in our Supply Chain Integrity Code of Practice, across crucial areas such as human rights, health and safety standards and environmental stewardship.

We engage closely with our partners and have detailed due diligence processes that underpin our integrity-driven approach to these partnerships.

HUMAN RIGHTS & LABOUR PRACTICES

As set out in our Human Rights Policy, we are committed to protecting the internationally recognised human rights of those that may be impacted by our activities in our value chain.

We have clear internal policies for protecting human rights within our operations and supply chains. These include measures to identify and prevent slavery, forced and compulsory labour, child labour and human trafficking.

BRIBERY & CORRUPTION PREVENTION

DATA SECURITY & PRIVACY

DCC Vital's privacy statement outlines the Group's policy on managing the personal data of individuals we deal with. In the year under review, we identified and monitored several cyber-attacks on Group businesses, but no leaks, thefts, or losses of customer data were identified as a result of these. In the same period, no substantiated complaints were received concerning breaches of customer privacy.

As part of our ongoing committment to GDPR compliance, we conducted comprehensive audits of our UK and Ireland businesses, resulting in a detailed action plan that has been established and is currently being progressed to further enhance our date protection measures.

PRODUCT QUALITY & SAFETY

As a leading provider of medical devices, scientific and community care services, medicines, and primary care supplies, we are deeply committed to maintaining the integrity and safety of all our products and services. This commitment is reflected in our adherence to internationally recognised quality management standards, including ISO 9001 and ISO 13485, which support compliance with regulatory requirements such as medical devices regulations and pharmaceutical Good Distribution Practice.

ISO 9001 & ISO 13485 CERTIFICATIONS

Our ISO 9001 certification demonstrates our dedication to delivering consistent quality across all aspects of our business operations. This standard underpins our quality management systems, ensuring that we continually meet customer expectations and regulatory requirements.

For our medical devices, we adhere to ISO 13485. a standard that specifically addresses the stringent quality and safety requirements of the medical device industry. This certification assures that our products are designed, manufactured, and distributed in accordance with the highest industry standards, providing healthcare professionals and patients with the confidence they need.

To further enhance product quality and safety, we routinely collect and track customer feedback and

complaints. This information is carefully reviewed, ensuring continuous improvement and the constistent delivery of high-quality, safe products to our customers.

COMPLIANCE MONITORING

All businesses in the Group report in detail twice a year to our parent company, DCC plc on their compliance controls. A report on these controls is provided to the DCC Executive Risk Committee and the Audit Committee.

In addition to these self-assessment reports, the Group Internal Audit team and the Group Legal & Compliance team, with the assistance of external advisors from time to time, monitor compliance with the Code and a range of compliance risks as part of their audit programmes.



GOALS

- Operate in accordance with the highest standards of ethics, compliance and corporate governance.
- Prevent bribery & corruption.
- Protect human rights.
- Deliver safe products.

FOCUS AREAS

- Human rights issues in our operations or our supply chain.
- Incidents of bribery and corruption in our operations or supply chain.
- Product safety failures.

FY24 PERFORMANCE

- No breaches of human rights identified within our operations or supply chains.
- No incidents of bribery and corruption identified.
- No material product safety failures.

FY24 ACHIEVEMENTS

- Updated Modern Slavery statement published on all company websites
- Roll-out of our Compliance polices and training to new acquisitions.
- Update and roll-out of our Supply chain Integrity Procedure.
- Implementation of our Supply Chain due diligence in new acquisitions.
- Maintenance of our product and quality compliance certifications.
- Progress in our Medical Device Regulation certification programme.

FUTURE PLANS

- Utilise EcoVadis platform to engage with suppliers on ESG risks and support identifying actions to improve sustainability.
- Ongoing roll out of Code of Conduct, cyber security and other compliance training and communications.
- Establishment of Business Compliance Champions.
- Update of compliance guestionnaire to include CSRD latest requirements.
- Progress of GDPR programme, including training of key employees.
- Continue explanding complaince programme with recent acquisitions.

This year, we successfully implemented our Supply Chain Integrity procedures across our latest acquisition, Medi-Globe, further reinforcing our commitment to SDG 8 (Decent Work and Economic Growth) and SDG 12 (Responsible Consumption and Production). These procedures are designed to ensure that our supply chain operates with the highest standards of ethical responsibility.

As part of this process, we conduct thorough risk assessments on all suppliers, third-party vendors and international distributors, evaluating factors such as the type and risk profile of the products or services they provide, as well as their country of origin. Based on these assessments, we determine whether additional due diligence is necessary, which may include desk-based or on-site audits.

However, regardless of the risk level identified, we conduct comprehensive Kroll screening and due diligence checks on all vendors and distributors. Kroll checks involve detailed investigations into the background, financial stability, and compliance history of our partners including sanctions and watchlists screens, ensuring they meet our rigorous ethical standards.

These procedures are integral to our ongoing commitment to preventing bribery and corruption, as well as upholding human rights throughout our supply chain. By embedding these practices within our operations, we continue to promote transparency, accountability, and sustainable business practices across all aspects of our business.

APPENDIX

DCC Vital businesses include the following:

MEDICAL DEVICES

- Asept In-Med SAS
- ENDO-FLEX GmbH
- Fannin (UK) Limited
- Medi-Globe GmbH
- Medi-Globe Brasil Ltda
- Medi-Globe s.r.o
- Medi-Globe Technologies GmbH
- Medi-Globe Technology Beijing Co. Ltd.
- Urotech GmbH
- uroVision Ged. f. med. Techn.-Transfer mbH
- VacSax Limited

IRELAND

- Fannin Limited
- Fannin (NI) Limited
- Medisource Ireland Limited



PRIMARY CARE

- AMP-med GmbH
- APM Praxisbedarf München-Land GmbH
- City Labor-Service GmbH
- Esamed GmbH
- Klitra Praxisbedarf GmbH & Co KG
- Medilab Medical Equipment AG
- Medzin-Produkte-Service GmbH
- RS Medicare GmbH
- SP Services Limited
- Williams Medical Limited
- Wörner Medical GmbH
- Wörner Medzinprodukte und Logistik GmbH

LOGISTICS

• The TPS Healthcare Group Limited

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