



# 2023 Sustainability Statement

Roche Products Pty Limited



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# Introduction

## Acknowledgement of Country

Roche wishes to acknowledge all Traditional Custodians of the lands of this continent we today call Australia. We respect the Original Peoples' deep connection and continuing care of the land, water and sky worlds. Roche honours all First Nations Peoples; in particular, Elders both past and present.



## About Us

Roche Products Pty Limited (Roche Products Australia) operates as part of F. Hoffmann-La Roche AG (Roche Group). Headquartered in Basel, Switzerland, Roche Group now operates in over 100 countries with over 94,000 staff around the world. Throughout our 128-year history, we have grown into one of the world's largest biotech companies, as well as a leading provider of in-vitro diagnostics and a global supplier of transformative innovative solutions across major disease areas. Our commitment to our people, partners, stakeholders and, most importantly, patients, remains as strong as it was on the first day of our journey.

Sustainability is integral to our business strategy. In 2023, Roche globally maintained its leading ranking amongst the top sustainable healthcare companies in the Dow Jones Sustainability Indices for the 15th consecutive year, an achievement that is testament to our unwavering dedication and commitment to integrating and delivering on sustainability in every aspect of our business.

We have been present in Australia for more than 65 years and are represented by three divisions: Roche Products Australia; Roche Diagnostics Australia and Roche Diabetes Care Australia, each responsible for reporting to the Roche Group on business and sustainability performance on an annual basis.

### About this Statement

This Sustainability Statement provides a summary of Roche Products Australia's sustainability commitments, progress and activities undertaken by our Australian operations in 2023. Enquiries can be directed to [australia.media@roche.com](mailto:australia.media@roche.com)





## Increments of Hope

Everyday Roche people work tirelessly with courage, passion and integrity, making the unknown known, always with the patient in mind.

By investing in small increments of hope, Roche is striving to do today what the patient needs tomorrow. This process embodies the humanity of scientific exploration and discovery.

United by time and place, this story not only acknowledges the heritage and culture of the company, but includes a message of inclusion and diversity of all those living and working on this land.

*The Roche Indigenous Artwork was created by Gilimbaa artist Jenna Lee who is a proud descendent of the Larrakia, Wardaman and Karajarri people.*

## Message from Dr. Nic Horridge



To our valued stakeholders,

At a fundamental level, we are in the business of creating a healthier future. This is a profound responsibility, and one that we do not take lightly.

Every action, every decision we take here at Roche has the potential to ultimately shape a life, a family, a community, or our planet. As a global healthcare company, we have a long-standing commitment to sustainability, backed by the Roche founding family. Everyone at Roche is responsible for driving sustainability in their day-to-day work. Adopting a broad, long-term view and living our values of passion, courage and integrity are fundamental to the way we collaborate with our partners, vital in creating a diverse and inclusive workplace for our people, and key to our longevity as a business.

Our progress and achievements wouldn't have been possible without our team, longstanding partnerships, and community. Thank you for your dedication, collaboration and innovation. We look forward to continuing to bring innovative healthcare solutions while embedding sustainability across our business practices.

A stylized, handwritten signature in blue ink, appearing to read 'Nic Horridge'.

**Dr. Nic Horridge**  
**General Manager**  
**Roche Products Pty Limited**

## Executive Summary

In this, our first Sustainability Statement, we reflect on 2023 and share a summary of our sustainability commitments, with our stakeholders and the wider community. Listening and responding to the increased focus on our environmental, social and economic performance is a responsibility we take seriously.

We have been working to mitigate our environmental impact for many years by seeking innovative, more efficient technologies and processes. Our ambitious goals demonstrate our commitment to playing our part in addressing climate change, and this Statement highlights our key achievements from the past year.

We're delighted to showcase the positive impact we have on society, through not only the delivery of our medical innovations to the patients who need them, but also through our partnerships within the healthcare ecosystem. We're proud of our long-term collaborations with patient advocacy groups, medical associations and research institutes, and our partners who help us to deliver healthcare solutions to those in hard-to-reach locations and increase access to clinical trials for more Australians. Our community investment program, Ripple connects our employees at a grass-roots level with the communities we serve, broadening our positive social impact.

Our goal is to enable every patient who may benefit from our medical innovations to access them as quickly as possible. We're continually working to identify and address barriers that exist in the healthcare system, prioritise resources and efforts, and advocate for sustainable policy change.

In 2023, we reinforced our commitment to eliminating modern slavery by releasing our latest [Modern Slavery Statement](#), outlining our focus on ensuring ethical practices across our supply chains and operations. We apply robust risk-based mitigation measures on our local supply chain, including assurance visits, staff training, supplier due diligence, relationship management and remediation processes.

Globally, we are also a member of the Sustainable Markets Initiative which sets climate and sustainability targets for suppliers to address supply chain emissions and reduce complexity.

As we look ahead, we remain committed to deepening our positive impact in Australia through innovation, collaboration, and a continued focus on sustainable and ethical practices, striving to create a healthier and more resilient future.





Roche Products Australia has three strategic priorities, underpinned by our focus areas, that guide our activities:

**1. Our People** - fostering a culture of debate, mutual respect, diversity, equity and inclusion. Enabling personal accountability, striving for high performance and ensuring people have opportunities to grow professionally.

**2. Healthcare Ecosystem** - building external partnerships to co-create a system that recognises the value of innovation now, but that is also ready for the health technologies of the future.

**3. Patients and Business** - our purpose is *Doing now what patients need next*. That's why we exist, so addressing patient needs ensures the success of our business. And business success in turn allows us to continue to invest in new medicines.

Sustainability is integral to the way we approach our business. We aim to create positive social, environmental and economic performance through our day-to-day work.

## Strategic Priorities

We tackle complex healthcare challenges and advancing science, so we all have more time with the people we love. We do this by innovating new medicines and establishing data-based insights that evolve medical practice and help patients live longer, better lives.

Our product pipeline focuses on areas where we know we can have the most impact, like oncology, haematology, ophthalmology and neurology. We prioritise medicines that have the potential to transform patients' lives, address clear unmet needs, and offer meaningful therapeutic differentiation.

## SDGs

We are committed to supporting the UN Sustainable Development Goals (SDGs). Throughout this Sustainability Statement, we highlight our alignment with the SDGs to demonstrate our commitment to responsible corporate citizenship and sustainability.

**3**
**GOOD HEALTH AND WELL-BEING**

**SDG 3 is our primary focus**, leveraging our core business capabilities to improve health outcomes, advance medical innovation, and foster healthier environments.



**SUSTAINABLE DEVELOPMENT GOALS**

## 2023 Highlights

We pioneer life-changing healthcare for every Australian - that's our vision and our focus. We are proud of our achievements over the last year in our key sustainability focus areas:



### Access to Innovation

**\$68 million AUD invested** in clinical trials across Australia

**Over 2,600 patients enrolled** in ongoing Roche clinical trials across the country

**Approximately 85,000 patients treated** with a Roche medicine in Australia



### Health Equity

**\$366,300 provided in grants** to patient organisations and healthcare entities

**1,417 patients treated** with free-of-charge or subsidised Roche medicines



### Workplace

**75% of our management positions** are filled by women

**4 active work streams** within our Diversity, Equity and Inclusion Network

**0 workdays lost** to occupational accidents or occupational illness



### Ripple Program

**Over \$740,000** total community investment

**Over 1,600 hours** of community volunteering undertaken by Roche Products Australia employees through our paid volunteering leave program



### Climate Change

**On track to achieve 100% renewable energy** at all Roche Products Australia premises by 2025

**2 new recycling streams implemented** in the Roche Sydney office



### Biodiversity and Water

**196 million litres of water in Sydney Harbour filtered** for plastics and microplastics as part of Roche-Seabin™ partnership between March and December 2023.

**271,400 plastic items captured and removed** from Sydney harbour via Roche-Seabin™ partnership



### Sustainable Business and Products

**Advanced APCO rating** for progress made on sustainability advancements for our packaging

**New partnership with DHL** to further reduce the emissions associated with our products



# Economy

## Our Presence in Australia

### Advancing Healthcare Solutions in Australia

Roche Products Australia employs over 300 people, spread between our headquarters in Sydney's Barangaroo precinct, our office in Melbourne and our field-based team across the country. In 2023 we invested \$68 million (AUD) in Roche research and development locally. Today, the Australian community benefits from access to around 27 Roche medicines, spanning critical therapy areas such as oncology, ophthalmology, neuroscience and rare diseases. Our dedication to advancing healthcare continues to drive us forward, ensuring we meet the evolving needs of patients across the country.

### Roche Group 2023 Economic Footprint in Australia\*

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Total GDP  
contribution of  
**\$658 million**

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- **2,797** Jobs created
- **\$107 million** paid in salaries
- **71.21%** of GDP contribution generated in-house
- **27%** generated by R&D activities
- For every Roche employee, approximately **4 additional jobs** are supported in the broader economy

\*Source: Roche 2023 data on file, economic footprint data relates to all three Roche divisions



## Sustainable Business and Products

### Enhancing Sustainability in our Products and Supply Chain

Innovation is core to our efforts to transform healthcare. Our pioneering advancements drive breakthroughs that improve patient outcomes, but true innovation extends beyond the lab. It includes how we manage our supply chain to ensure sustainability is considered and embedded at every stage.



*We contribute to the following Roche Group-level targets and commitments:*

- Halve the environmental impact of our operations and products from 2019 to 2029
- Achieve real zero greenhouse gas emissions from scope 1 & 2 (own operations and purchased energies) by 2050.

### Our Approach and Stakeholder Engagement

We expect our suppliers to meet our rigorous standards, including labour laws, avoidance of corruption, compliance with environmental regulations, and alignment with our sustainability goals. We're proud of our partnerships, such as with Kuehne+Nagel, who have set science-based targets for emission reduction and are developing solutions to reduce CO2 emissions. Suppliers are included in our audit program through an analysis of potential risks to human rights and other priority areas, set out in our Supplier Code of Conduct, covering ethical, social and environmental standards.



We are a signatory to the **Australian Packaging Covenant Organisation (APCO)** and a member of the **Pharmaceutical Supply Chain Initiative (PSCI)**. Our collaboration with DHL as our third-party logistics supplier enables greater packaging sustainability through reuse, recycling and refurbishment.

## Sustainable Business and Products Progress

### Sustainable packaging

In 2023, we achieved an "Advanced" rating from APCO for our continued sustainable packaging efforts.

### Supplier Diversity and Inclusion

We are increasing our partnerships with diverse suppliers, including minority, women, and First Nations-owned businesses, through targeted initiatives and investing in community development plans.

### Crisis Response Strategies

We are strengthening supply chain resilience through supplier diversification, emergency logistics planning, inventory management of critical products, risk assessments, and supplier collaboration to mitigate climate-related disruptions.

### Future Plans



We're committed to supporting diverse suppliers to meet our advanced standards through targeted training, including financial management and sustainability workshops.

### SDG Goals



# Society

## Access to Innovation

### We Pioneer Life Changing Healthcare for Every Australian

In 2023, we invested \$68 million in clinical trials in Australia. Clinical trials are a vital part of the development process for new therapies, investigating and understanding new ways to treat diseases and providing confidence in the safety and effectiveness of a medicine before it can be approved for broader use.



*We contribute to the following Roche Group-level targets and commitments:*

- Deliver twice the number of medical advances at half the cost to society by 2029

### Our Approach and Stakeholder Engagement

As well as driving our own in-house innovation, external innovation and collaboration are cornerstones of our approach.

One such example is our participation in a 5-way partnership agreement between Government, industry, research and academia, a first-of-its kind study in Australia that is assessing the potential for a personalised healthcare approach, including comprehensive genomic profiling, to become the standard of care in cancer treatment.

We also partner with patient organisations to ensure that the experience, views, perspectives and needs of patients, their families and carers are central to the decision-making process in bringing our innovations to market. We provide support for patient education, training, advocacy, and in 2023 invested \$112,900 in supporting the patient community across the areas of oncology, ophthalmology, neurology and rare diseases.



## Case Study: Ro's story



*Ro was diagnosed with wet age-related macular degeneration (wet AMD), a condition that affects the sharp, central vision needed for reading and recognising faces. Wet AMD occurs when abnormal blood vessels grow into the retina and leak fluid or blood into the retina. Unfortunately, without treatment, it can lead to rapid and severe vision loss.*

*Ro is not alone in her experience, with one in seven Australians over the age of 50 having some evidence of wet AMD, a risk which increases with age.*

**Roche Products Australia** is continuing to make progress in this space. Collaborating with partners, we are working to better understand the patient experience and capacity constraints in eye health, and investigate the application of Artificial Intelligence in wet AMD.

## Access to Innovation Progress

The 2023 launch of ProSPeCT (Precision Oncology Screening Platform Enabling Clinical Trials), Australia's largest cancer genomics initiative led by Omico, aims to transform cancer care by expanding access to personalised oncology and clinical trials for those living with advanced or incurable cancers. As a foundational partner, we have committed \$20 million to screen 20,000 patients, driving precision oncology and personalised patient pathways.

## Future Plans



We are actively supporting a review of the Health Technology Assessment (HTA) process to improve the way medicines funding decisions are taken in Australia. Our goal is to see co-designed healthcare policy with the input of key stakeholders, including early involvement with patients, and improved time to funded access of health technologies and where the value of innovation is recognised.

## SDG Goals





## Health Equity

### We are Focussed on Addressing Australia's Unique Healthcare Challenges

Reducing health inequities across Australia is fundamental to our strategy. We are addressing the unique healthcare challenges faced by First Nations communities, underserved patient populations, and enhancing access to quality care for those in rural and remote communities.



#### We contribute to the following Roche Group-level targets and commitments:

- Incorporate health equity considerations in all decisions throughout the pharmaceutical product life cycle and patient journey

### Our Approach and Stakeholder Engagement

At a global level Roche is committed to advancing inclusive clinical research throughout the medicines development process. We are aiming to increase the representation of understudied populations to support optimal use of Roche medicines for all patients. In Australia, this includes supporting patients in rural and remote areas to access clinical trials through innovative approaches, such as tele-trials, mobile nursing and expanding our study site footprint.

*Working in partnership is fundamental to our approach to improving health equity. We focus on partnerships with healthcare organisations, patient advocacy groups, specialist medical groups, charities and service providers.*

Through our partnership with Rural Doctors Foundation, we are supporting healthcare practitioners based in rural and remote regions. We're highlighting the vital role a rural doctor plays in their community, and the importance of looking after their own physical and mental health to help them remain in rural towns and support the long-term sustainability of rural communities.

The Royal Commission into Aged Care Quality and Safety revealed limited healthcare access for aged care residents compared to other Australians. In response, we partnered with St. John Ambulance Queensland to co-create the Vintage Vision Project, which aims to address the unmet eye health needs in elderly populations. This pilot program provides free eye health screening and referral recommendations for aged care residents.

In 2023, we increased our support in First Nations health onto Darkinjung Country on NSW's Central Coast. Through our partnership with Jawun, we placed three Roche employees on secondments at Eleanor Duncan Aboriginal Medical Services supporting skills and capacity building within the organisation. By leveraging our people's specific skill sets, we delivered projects in HR management, leadership development, and a research project to support the development of a new rehabilitation service. Our team also supported a variety of shorter assignments, including strategy workshops, mentoring and training through the ongoing engagement of our program alumni.

"The Roche secondee's strong work ethic, and organic will to make a positive impact were key factors that contributed to our satisfaction. Her alignment with our values, passion for community impact, proactive approach, adaptability, commitment to continuous learning, and cultural sensitivity all played a crucial role in her success within our organisation and her ability to contribute meaningfully to the empowerment of the Aboriginal community on Darkinjung country."

– Belinda Field, CEO, Eleanor Duncan Aboriginal Medical Services

### Future Plans



In 2024, we are deepening our partnership with Rural Doctors Foundation, supporting the launch of their program, GPs4RuralDocs. The Foundation is piloting a fly-in-fly-out GP service for healthcare practitioners in rural Queensland. Through this partnership, we aim to address the unique challenges faced by rural communities by enhancing access to quality care, ultimately supporting the sustainability of rural communities. We are also continuing our focus on First Nations health, building on our existing partnerships with Jawun and with NACCHO, and investigating opportunities for additional partnerships.

### SDG Goals



## Workplace

### Embracing the Diversity of our People

We aim to embrace the diversity of differences in all our people. We strive to foster an inclusive workplace and encourage the richness of ideas, experiences and styles that our diversity brings. All facets of diversity are important to us - including gender, age, ability, race, cultural background, ethnicity, sexual orientation, gender identity and religion - and we endeavour to create an environment where every individual can contribute, and ideas can be shared openly.

### We are a proud member of Diversity Council Australia

We are committed to ensuring every colleague feels valued, safe and respected, and we aim to do this through embracing our diversity and creating an inclusive and safe community of belonging. We have set the following targets to improve the workplace for our people.



#### Our targets and commitments

- Increase our employee engagement score year on year
- Maintain our neutral gender pay gap based on Workplace Gender Equity Agency (WGEA) assessment, with ongoing assessment of gender pay parity

### Our Approach and Stakeholder Engagement

Our ability to innovate is the foundation of our success, and some of the biggest breakthroughs have come from the sharing of wide-ranging perspectives. In Australia, we track the people related indicators, as shown in **Table 1**.

Safeguarding our employees and the communities in which we operate is of utmost importance. We uphold high occupational health standards, even if they exceed local regulations and provide mandatory Safety, Health and Environment training to all employees. In Australia, we track the health and safety related indicators, as shown in **Table 2**.

Our workplace approach is guided by our Diversity, Equity and Inclusion (DE&I) strategy, enabling us to embrace the unique power of each person to transform the lives of patients and broader society, encompassing:

- **Patients:** addressing the unmet needs of diverse and underserved patient populations and communities
- **Culture and People:** building a workforce that reflects the societies we serve, ensuring everyone can be themselves, do their best work and thrive
- **Society:** advancing positive change in society.



Table 1: Roche People Indicators

Year		2022	2023
<b>Total employee number</b>		<b>323</b>	<b>320</b>
Employees	Female	74.90%	<b>75.80%</b>
	Male	25.10%	<b>24.20%</b>
Part time employees	Female	15.70%	<b>15.40%</b>
	Male	1.20%	<b>0.00%</b>
Diversity in management positions	Female	72.70%	<b>78.40%</b>
	Male	27.30%	<b>21.60%</b>
Hires by gender	Female	69	<b>145</b>
	Male	31	<b>33</b>
Voluntary employee turnover rate	Female	4.10%	<b>9.10%</b>
	Male	4.90%	<b>7.80%</b>

Table 2: Health & Safety Indicators

Safety & Health	2021	2022	2023
Occupational Accidents (Accidents)	0	0	<b>0</b>
Occupational Illnesses (Number)	0	0	<b>0</b>
Workdays Lost (Workingday(s))	0	0	<b>0</b>
SHE Trainings (hrs/employee)	4.91	1.14	<b>4.95</b>

## Our DE&I Network encompasses Employee Resource Groups across key focus areas, driven by our passionate people:

### **RocheAbility**

RocheAbility promotes the inclusion of people with both visible and nonvisible disabilities, enabling everyone to reach their full potential. In 2023, we celebrated Global Accessibility Awareness Day and International Day of Persons with Disabilities. Through our membership of the Australian Disability Network (Bronze level) we provide our employees with access to Disability Confidence Training and resources to support inclusive hiring practices. We are also proud to participate in the Network's Positive Action towards Career Engagement (PACE) Mentoring program, supporting people with disabilities to enter the workforce.

### **Australian Women's Network (AWN)**

The AWN is driven to build a more inclusive organisation by supporting women and their career development. Established in 2018, the network is a space to support our female employees to discuss opportunities for career development and knowledge sharing. Our workforce currently comprises 74.9% women, with 72.7% of management positions held by women. We take women's safety seriously and have launched a detailed Domestic Violence Policy to assist our employees seeking help and support.

### **Out, Proud and Equal Network (OPEN)**

We promote the understanding, awareness and advocacy of the LGBTQ+ community, with a network of allies across Roche Australia. Beyond OPEN, we offer training and resources to foster a safe and inclusive environment.

As members of ACON, we engage in the Pride in Diversity program, Australia's first and only not-for-profit workplace program designed to assist employers with the inclusion of LGBTQ+ employees.

We were awarded Bronze Tier by the Australia Workplace Equality Index (AWEI), the definitive national benchmark on LGBTQ workplace inclusion. We are proud to participate in this index as it drives best practice and sets a comparative benchmark for employers across all sectors.

We are one of the founding members of the Proud Science Alliance, a collective of LGBTQ+ networks who work together to advance LGBTQ+ inclusion within organisations and the broader sector. In 2023 we were pleased to host the members event, enabling networking and knowledge sharing across organisations.

### **First Nations**

A fundamental step on our Reconciliation journey is to build cultural awareness within our organisation and create a culturally safe environment for current or future First Nations colleagues. In 2023 we launched a bespoke Cultural Awareness Training program, including an On Country immersion experience for our employees, delivered by our external Cultural Advisor. We also marked Reconciliation Week with a program of engaging and educational events for employees, and celebrated NAIDOC Week to embrace First Nations culture.



### Future Plans →

We will continue to build upon our Cultural Awareness, Allyship, and support the wellness of our employees through Mental Health training. We also continue to encourage our employees to explore the opportunity of a Jawun secondment to deepen their connection and understanding of First Nations culture.

### SDG Goals





## Ripple Program

### Creating Positive Social Impact in our Community

Ripple is our community investment program, designed to make a meaningful difference in the communities where we live and work. Through various initiatives, we aim to advance social equity, foster resilience, and create lasting value for individuals and organisations. Ripple reflects our commitment to partnerships, community engagement, and reconciliation.

The name 'Ripple' represents the way that even small actions or initiatives have the possibility to have a much wider impact, like ripples on water.



#### Ripple Program Objectives

- **Foster collaborative partnerships:** build long-term, strategic relationships with community organisations to drive positive, sustainable change in the areas of health and wellbeing, education and environmental sustainability
- **Engage employees in volunteering:** empower our people to actively contribute to the community through paid volunteering leave, offering both ad hoc and skilled support to community groups and projects
- **Advance reconciliation:** promote reconciliation with First Nations people through building relationships and developing our cultural awareness.
- **Support disaster response:** provide timely support to local communities during crises and disasters



## Our Approach and Stakeholder Engagement

### Ripple encompasses:

#### Community partnerships

Working with our strategic community partners, we aim to create value through ongoing collaboration. In addition to financial support, we work to identify specific areas for partnership where we can utilise our people and skills to drive positive change. Our community partnerships include:

**Orange Sky:** Orange Sky provides free access to laundry, showers, and non-judgemental conversation for the 122,494 Australians experiencing homelessness and hardship on any given night. By providing free access to hot washing facilities for residents in 14 remote communities across the country, Orange Sky is improving health outcomes while providing employment opportunities for First Nations Australians. Roche's support in 2023 has funded 87 shifts, providing 1,042 loads of fresh laundry and 696 hours of genuine connection for communities in need.

**Jawun:** Jawun supports Indigenous leaders, organisations, and communities in achieving their development goals by placing corporate secondees into Indigenous organisations, enhancing secondee skills, cultural competency, and supporting community-led change. In 2023, we completed three in-place secondments, two leaders participated in Jawun Executive Visits, and our alumni continued to build on their secondment deliverables through ongoing engagement with their host organisations.

**Rural Doctors Foundation:** Through our partnership, we are aiming to improve access to healthcare in rural-remote regions. We are supporting the development of 'GPs4RuralDocs', an innovative primary health care model to sustainably increase access to GPs for healthcare professionals in remote areas, ultimately providing improved medical care access for those living in rural communities.

**Seabin™:** Seabin™ is dedicated to reducing the amount of plastic waste and microplastics in our oceans. You can find more about this partnership later in this Statement on page 18.

## Our Approach and Stakeholder Engagement continued...

### *Ripple encompasses:*

#### Corporate volunteering

Each year, permanent and fixed-term employees enjoy three days paid volunteering leave. In 2023 volunteering initiatives supported animal welfare, humanitarian causes, domestic violence initiatives, climate change and conservation, health and wellbeing, Indigenous organisations, mentoring, rural communities and many others.

#### Fundraising

Each year we select several fundraising events to support as an organisation. All funds raised by employees at these events are matched by Roche, doubling the impact we make.

#### Disaster response

We stand ready to respond to disaster or crisis situations in local communities. In recent years we have partnered with the Red Cross and Fareshare to provide support for local communities in times of need.

#### Reconciliation

We acknowledge and respect the cultural heritage of the land we are on by proudly embarking on our reconciliation journey. We are building relationships with First Nations communities and organisations, and developing our understanding of First Nations culture, history, and practices. Our partnership with Jawun is a fundamental part of our commitment to reconciliation and provides first-hand connection and cultural exchange for Roche employees taking part in secondments in Indigenous-owned and led organisations.

## Performance and Highlights

In 2023, we invested **over \$740,000** in our local community.

- **\$89,900** invested in supporting our charity partners
- **\$366,300** invested in Grants to Patient Organisations & Healthcare Entities
- **\$98,000** invested in partnering with First Nations Communities
- **\$60,345** in employee fundraising and Roche matched funding
- **\$126,438** invested in our local community via volunteering

A total of 1,679 hours (or 221 days) were committed to volunteering in 2023, equivalent to an investment of around \$126,438 into our local community. We saw a 56% increase in employees engaging in volunteering activities, with 150 employees participating in volunteering in 2023 compared to 96 in 2022.

### Future Plans →

To enhance our approach to community investment, we have joined the Business for Societal Impact (B4SI) Network in 2024. B4SI is the global standard in measuring and managing corporate social impact, enabling businesses to share information in an open and transparent way. The application of a robust measurement standard will allow us to better understand the difference our contributions make.

### SDG Goals





# Environment

## Climate and Environmental Responsibility

We recognise the urgent need to address climate change and reduce our environmental footprint. This commitment is at the forefront of our operations, driving us to continually assess and improve our sustainability performance.

### Targets and Commitments

We have set ambitious targets to reduce our environmental impact. Our local targets align with the Roche Group's Ten-Year ambitions, which focus on reducing energy consumption and greenhouse gas emissions, minimising waste and water usage, and promoting sustainable supply chain practices. Ultimately, we strive to halve our total environmental impact by 2029.



*We contribute to the following Roche Group-level targets and commitments:*

- Reach absolute zero emissions by 2050 across Scopes 1 and 2. This means we won't be relying on offsets to reduce our emissions
- Reduce Scope 3 emissions by 18% by 2025 from 2019 levels
- Reduce the environmental impacts of our products and operations by 50% by 2029
- All Roche Australia sites to be powered by 100% renewable energy by 2025



## Our Approach and Stakeholder Engagement

To achieve these targets, we are implementing sustainable technologies and processes, transitioning to clean energy sources, reducing water usage, waste, and plastics, and increasing recycling rates. We also encourage grassroots initiatives and employee engagement to foster a culture of environmental responsibility.

We collaborate with stakeholders and actively participate in government consultations, such as our responses to the National Health and Climate Strategy consultation and the Department for Climate Change, Energy, the Environment and Water paper on the Regulatory Reform of Packaging in 2023. We also partner with like-minded organisations, in particular Seabin™, is achieving impressive results in ocean plastic waste reduction, monitoring, and data analysis.

Furthermore, our strategic logistics partnership with DHL supports our Scope 3 greenhouse gas emissions and waste reduction targets, promoting sustainable supply chain practices while streamlining operations.

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**From the launch of our Seabin™ partnership in March 2023 to year end, their data analysis results include, but are not limited to:**

- **195.8m litres** of water filtered for microplastics, the equivalent of 78 Olympic swimming pools.
  - **271.4K** plastic items captured
  - **311kg** total capture of marine litter
- 

### Top 5 numbers:

- Microplastics – **74%**
- Unidentified soft plastics – **9%**
- Unidentified hard plastics – **8%**
- Foam pieces – **3%**
- Other – **6%**



## Climate and Environmental Responsibility Progress

Since 2004, at a Roche Group-level, we have been implementing CO<sub>2</sub> reduction measures that have led to a combined decrease in tons of carbon dioxide of over 76% per employee, for Scope 1 and 2 emissions. As we continue along this path, our ongoing commitment to environmental stewardship and mitigating climate change remains unwavering. Additionally, notable achievements in our environmental sustainability journey include:

- The transformation and ongoing management of the Roche Green Roof at the Roche Sydney office into a thriving biodiversity ecosystem, supporting urban biodiversity and attracting native species such as the Blue Banded Bee. The return of pollinators is attracting birdlife and supporting the development of a full biodiversity ecosystem in the heart of our urban environment.
- On track to achieve 100% renewable energy at all Roche Products Australia premises by 2025, which will be verified through Environmental Attribute Certificates (EACs).
- Our Melbourne office, located in a serviced WeWork space, is powered by 100% carbon-neutral energy, further reducing our carbon footprint.
- Our 2023 environmental impact generated from business flights and waste sent to landfill increased from previous years, reflecting staff returning to the office and resuming travel after the COVID-19 restrictions. In Australia, we track environment related indicators, as shown in **Table 3**.

**Table 3: Environment Indicators**

KPI	2021	2022	2023
Eco Balance Normalised impact (million points / employee)	0.6	1.8	2.6
Carbon Dioxide per person Scope1 & 2 (t CO <sub>2</sub> e/employee)	0.7	0.8	0.9
Business Travel- Flights (GJ)	1,352.6	8,593.3	14,361.5
Landfilled General Waste (kg)	4,620.0	4,960.0	7,460.0
Sustainable Electricity % of total electricity (%)	50.0	50.0	74.8

## Future Plans →

We are committed to driving environmental sustainability through policy influence, operational excellence, and employee engagement.

To shape the evolving policy landscape, we will continue to work with Government on the National Climate and Health Strategy. Through industry collaboration and our participation in the Medicines Australia Sustainable Medicines Working Group, we will continue to inform policy decisions and promote sustainable practices in the pharmaceutical industry.

Internally, our OneRoche Australia Climate Change Taskforce will continue to drive sustainability performance and educate employees on reducing our environmental impact. By integrating sustainability into our business strategy and engaging stakeholders, we will create a more sustainable future.

**SDG  
Goals**



**Doing now  
what patients  
need next**

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