

2020 Responsible Action Report

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Opening Letter from our CEO



Owen Mumford positively impacts lives all over the world, by developing and producing innovative medical devices.

As a significant local employer and a substantial user of plastic materials and energy in our processes, we recognise our obligation to minimise the environmental consequences arising from our actions in pursuit of our sustainable goals.

Over and above our own sense of responsibility in minimising our carbon footprint, there are two key drivers for us: firstly, the environmental awareness and expectations of our customers, healthcare professionals and end-users of our products and services continues to grow; and secondly, the reality that the cost of energy and non-sustainable materials (including the disposal of these) will almost certainly continue to increase over time.

Our mission is, therefore, two-fold: to develop and produce compelling medical solutions to satisfy market needs, whilst at the same time minimising cost and environmental impact.

To fully understand what sustainability means for us and our actions, our sustainability programme sets out to gather input from various sources and learnings from international best practice. We aim to exceed expectations and deliver on our commitment to eliminate our net environmental impact, by communicating our message throughout the company to ensure a defined common approach is achieved.



In our 2025 VISION, which launched several years ago, we set out our key company objectives. After almost seven decades of successful business – driven primarily by innovation – we recognise that to continue our success, we must make a difference, not just in the innovation of medical devices, but in everything we do.

We are 100% committed to making a positive difference to our four key stakeholders:

- Our customers
- Our users
- Our associates
- Our environment

We want to seize the opportunity to lead the way in sustainability, by adopting a collaborative approach. We will set ourselves apart from the rest and make a real difference to our four key pillars mentioned above, aiming to become the preferred partner of choice for all our stakeholders and make a truly positive impact.

Jarl Severn

A handwritten signature in black ink, appearing to read 'Jarl Severn'. The signature is fluid and cursive, written over a light blue horizontal line.

About Us

Owen Mumford is a global leader in the medical device industry. We bring together world-class research, design expertise, engineering excellence and industry collaboration. We create solutions that improve the delivery of medical treatment and the diagnostic and management of chronic diseases.



We make a world of difference to a world of people.

We are focused on finding new ways to manage and treat some of the **world's biggest health issues**:

- Anaphylaxis
- Cancer
- Cholesterol
- Diabetes
- Migraine
- Multiple Sclerosis
- Parkinson's
- Rheumatoid Arthritis

Our willingness for making a difference has led to **more than 175 patents** and **four Queens Awards for enterprise**. We are proud to count seven of the ten biggest pharmaceutical and diagnostic companies as our customers.

Our headquarters are located in Oxfordshire, and we also have other offices in the UK, USA, France, Germany and Malaysia, as well as specialist distributors across five continents.



 Over **800** employees across five continents

Our Sustainability Activities

For many years, Owen Mumford has increasingly invested time and resources to better understand sustainability matters and act on it. In 2014, our Environmental Steering Group was formed to conduct and monitor initiatives that support our corporate sustainability objectives. As with general opinion in the business world, sustainability is an important topic for our associates. In 2018, our Employee Engagement Survey revealed that many associates felt that Owen Mumford tackled environmental issues effectively, and many recognised that the company played an active role in the community.

Owen Mumford is fully committed and supportive of the Sustainable Development Goals (SDGs) established by the United Nations. As a medical device company leader, our next steps are to continuously progress in our responsible journey and improve our sustainability plan.

We have decided to focus on five goals where our expertise as a business enables us to make the biggest difference.



Mapping of Current Sustainability Initiatives Against the SDGs

As a family owned company, social and environmental responsibilities are deeply anchored in our values and operations. We have been implementing sustainability actions behind the scenes for many years. As of 2020, we are increasing our focus on this to meet the United Nations Sustainable Development Goals.

As part of the process of establishing our sustainability strategy, we conducted a mapping of our current sustainability and other relevant initiatives against the SDGs and will continue to reinforce our contribution.

Our initiatives aligned to the five identified Sustainable Development Goals:



Ensure healthy lives and promote well-being for all, at all ages

- **Wellbeing committee**

A wellbeing committee has been set up to share ideas and thoughts on how to best create a work culture where associates can take part in open and honest discussions, around mental health and identify where more support is needed.

- **First aid and counselling**

In 2019 a team of mental health first aiders were introduced across the business. Associates are also offered a free counselling service through local therapy centres.

- **Flexible working hours**

To enable staff to combine careers with other commitments and maintain a healthy work life balance, flexible working was introduced in November 2018. This included a reduction in the working week. Wherever possible, associates have the opportunity to work their hours within a given period and the option to take longer lunch breaks.

- **Financial wellbeing**

Financial advice has been offered to employees for many years. An Independent Financial Advisor (IFA) visits every month, allowing associates to receive financial advice within working hours, including advice on pensions.



5 GENDER EQUALITY



Achieve gender equality and empower all women and girls

- **Gender pay gap reporting**

For the last two years, the gender pay gap has been measured and analysed within Owen Mumford and will be continued to be going forward.

- **Supporting parents**

In September 2018, enhanced parental benefits were introduced to help with care for children, encouraging associates to return to work and promote female associate retention. This included better parental pay as well as improved maternity, paternity and adoption leave for all associates.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

- **Finding new materials for products**

Owen Mumford are actively researching new materials for many products to improve their environmental credentials.

- **Operational excellence**

Initiated in autumn 2018, with a rigorous assessment of all aspects of Owen Mumford's largest manufacturing facilities – Operational Excellence (OpEx) was successfully introduced.

We introduced 'foundation tools' from the Lean Management System (LMS) which means the site has been able to deliver value, reduce waste and introduce Kaizen – a Japanese business philosophy for continuous improvement culture.

- **Reduced material and energy impacts through paperless finance**

In 2018 the Accounts team went paperless and have since seen environmental benefits in the form of material and energy savings.

“It feels so good to be more **environmentally-friendly now. Which has also resulted in more time spent on other accounting procedures.”**

Anna Davies, Payables Lead²



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns

- **Renewable energy**

A 100kW solar array is operational at one of Owen Mumford's manufacturing facilities, together with a 41kW solar array at the Owen Mumford headquarters. These have been installed through an agreement with a local social enterprise Low Carbon Hub, where proceeds from this alliance supports the roll-out of renewable energy to community groups in Oxfordshire.

- **Recycling and waste**

The recycling of various materials is commonplace across Owen Mumford's manufacturing sites and offices. This has been further encouraged by the removal of most desk waste bins and replaced with departmental recycling bins. General non-recycled site waste has been reduced by 45% since 2014 and we operate with zero waste going to landfill.

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts

- **Electric Vehicle (EV) charging**

In response to a 2018 travel survey, EV charging points were installed at Owen Mumford's headquarters and the UK manufacturing facilities in 2019.

- **Green energy tariff**

In addition to generating onsite renewables, we source 100% renewable energy for our remaining energy needs. This has resulted in a significant reduction in our total carbon emissions.





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