

# Sustainability Data Summary 2019

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## Targets for a more prosperous future

At AstraZeneca, health is our business and our contribution to society. How we operate supports sustainable ecosystems for healthcare that benefit people and our planet through science-based innovation.

Our targets serve as our path forward to achieve sustainable, growth. The mindset of improving our performance means learning the lessons of the past, building on our prior goals and adapting periodically to achieve a more prosperous future.

We describe our targets and progress for our priorities in this report. We continue to manage other aspects of our strategy, which span many parts of our company.

This is a supplement to our 2019 Sustainability Report, which is available at [www.astrazeneca.com/sustainabilityreport](http://www.astrazeneca.com/sustainabilityreport). Independent external assurance was provided by Bureau Veritas as described in the [sustainability letter of assurance](#).

# Access to healthcare Targets

**Ambition:**  
Work towards a future where all people have access to sustainable healthcare solutions for life changing treatment and prevention



## Disease prevention and treatment

### Young Health Programme (YHP)

**2020 Target**  
Maintain YHP in current active markets and expand into two new markets

**2019 Update**  
*Our YHP has reached 18 markets*  
We added four new markets



### Young Health Programme

**2020 Target**  
Reach 3.5 million young people through YHP

**2019 Update**  
*4+ million youth reached (cumulative)*  
We surpassed our 2020 target early and have set a new one to reach 5 million young people by 2025. We pledged an additional \$35m to continue YHP through 2025 and added UNICEF as a new partner



## Investments in health systems

### People reached

**2025 Target**  
Improve early diagnosis and access to treatment by reaching 25 million people throughout the world through our portfolio of Access programmes

**2019 Update**  
*16+ million people reached (cumulative)*  
through our Access programmes of Healthy Heart Africa, Healthy Lung, and Phakamisa



### Healthcare workers trained

**2025 Target**  
Train 75,000 healthcare workers worldwide to strengthen health systems throughout the world through our portfolio of Access programmes

**2019 Update**  
*81,000+ healthcare workers trained (cumulative)*  
through our Access programmes of Healthy Heart Africa, Healthy Lung, and Phakamisa



**Bureau Veritas has provided independent external assurance to a limited level for the information in this report.**

# Access to healthcare

## Progress

2600 healthcare facilities activated throughout Healthy Heart Africa and Healthy Lung programmes

### Disease prevention and treatment

| Young Health Programme <sup>1</sup>                          | 2017   | 2018   | 2019   |
|--|--------|--------|--------|
| Youth reached (cumulative), million                          | 2.25   | 3.01   | 4.01   |
| Active markets   | 12     | 15     | 18     |
| Healthcare workers trained in adolescent health (cumulative) | 14,472 | 18,591 | 20,228 |
| Peer educators trained (cumulative)                          | 50,195 | 50,195 | 76,961 |

| AstraZeneca HealthCare Foundation's Connections for Cardiovascular Health <sup>SM</sup> (cumulative) <sup>2</sup> | 2017   | 2018   | 2019   |
|---|--------|--------|--------|
| Total amount given in grants (USD million)  | \$21.8 | \$22.9 | \$23.7 |
| Participants tracked for progress   | 54,266 | 59,877 | 65,422 |
| US-based non-profits funded   | 49     | 52     | 52     |

| Care in Cambodia (cumulative) <sup>7</sup>                         | 2017    | 2018    | 2019    |
|--|---------|---------|---------|
| Women screened in the programme                                    | 3,561   | 4,844   | 5,687   |
| Women diagnosed with breast cancer and enrolled in the programme   | 439     | 578     | 660     |
| Units of medicines administered through the programme <sup>8</sup> | 170,561 | 235,081 | 265,270 |
| Healthcare workers trained   | 1,171   | 1,228   | 1,272   |

### Investments in Health Systems

| People reached by access to healthcare programmes (cumulative <sup>3</sup> , million) | 2017         | 2018          | 2019          |
|---|--------------|---------------|---------------|
| Healthy Heart Africa  | 5.700        | 9.970         | 13.522        |
| Phakamisa   | 1.402        | 1.480         | 1.629         |
| Healthy Lung Asia   | 0.071        | 0.531         | 1.159         |
| Healthy Lung Gulf   | 0.001        | 0.001         | 0.0004        |
| Healthy Lung Mexico   | N/A          | 0.024         | 0.036         |
| Healthy Lung Saudi Arabia   | N/A          | N/A           | 0.065         |
| Healthy Lung Egypt  | N/A          | N/A           | 0.007         |
| <b>Total people reached (all programmes)</b>  | <b>7.174</b> | <b>12.006</b> | <b>16.418</b> |

| Health facilities activated (cumulative)  | 2017       | 2018         | 2019         |
|---|------------|--------------|--------------|
| Healthy Heart Africa <sup>6</sup>         | 675        | 706          | 780          |
| Healthy Lung Asia                         | 152        | 911          | 1,373        |
| Healthy Lung Gulf                         | N/A        | 2            | 5            |
| Healthy Lung Mexico                       | N/A        | 380          | 408          |
| Healthy Lung Saudi Arabia                 | N/A        | 3            | 15           |
| Healthy Lung Egypt                        | N/A        | N/A          | 41           |
| <b>Total (all programmes)<sup>4</sup></b> | <b>827</b> | <b>2,002</b> | <b>2,622</b> |

# Access to healthcare

## Progress

**81,000+ healthcare workers trained  
(cumulative)**

### Investments in Health Systems (Continued)

| Healthcare workers trained (cumulative)   | 2017          | 2018          | 2019          |
|---|---------------|---------------|---------------|
| Healthy Heart Africa <sup>6</sup>         | 5,335         | 5,818         | 7,280         |
| Phakamisa - Physicians and Nurses         | 762           | 762           | 762           |
| Phakamisa - Navigator Volunteers          | 507           | 523           | 523           |
| Healthy Lung Asia                         | 3,746         | 26,121        | 53,358        |
| Healthy Lung Gulf                         | 465           | 540           | 2,283         |
| Healthy Lung Mexico <sup>7</sup>          | N/A           | 584           | 1,135         |
| Healthy Lung Saudi Arabia                 | N/A           | 1,540         | 15,938        |
| Healthy Lung Egypt                        | N/A           | N/A           | 330           |
| <b>Total (all programmes)<sup>6</sup></b> | <b>10,815</b> | <b>35,888</b> | <b>81,609</b> |

### Affordability

| Affordability  | 2017    | 2018    | 2019    |
|--|---------|---------|---------|
| People Reached by Patient Assistance Programmes (cumulative)                       | 9.0     | 9.3     | 9.7     |
| Product Donation through Patient Assistance Programmes <sup>8</sup> (USD, million) | \$401.6 | \$686.2 | \$801.4 |

\* Beginning in 2020, AstraZeneca's participation in the Dunga Beach programme will focus on continuing to work with our partner CISL on providing clean energy biodigesters. The management of health screenings will transition to local establishments. As of 2019, AstraZeneca will no longer report Dunga Beach programme data.

1 2019 data is based on reports from 17 active markets.

2 The AstraZeneca HealthCare Foundation is a Delaware (United States) not-for-profit corporation and a 501(c)(3) entity, separate from AstraZeneca Pharmaceuticals, organised for charitable purposes including to promote public awareness and education of healthcare issues and support eligible non-profit organisations in alignment with its mission. The Foundation has received \$35 million in contributions to date from AstraZeneca to support the *Connections for Cardiovascular Health*<sup>SM</sup> program. All cumulative values are from 2009-2019. Self-reported data from Grant Awardees.

3 People 'reached' is defined per programme, depending on the operations: Healthy Heart Africa – includes the number of blood pressure screenings; Phakamisa – includes the number of women reached through early breast cancer detection and awareness; Healthy Lung Asia methodology updated from the 2017 – 'people reached' includes only those diagnosed, educated and/or treated.

4 Number revised from 2018 report due to inclusion of Healthy Lung Gulf and Healthy Lung Mexico.

5 These PAPs use fully donated product without expectation of payment from the patient for any portion or to access the programme.

6 2018 number has been updated with data received post 2018 Data Summary publication.

7 These cumulative data points have been updated due to corrections identified in historic data.

8 A number of different medicines are administered through the programme. This includes medicines donated by AstraZeneca as well as those procured using funds donated for the programme.





# Environmental protection Targets

## Greenhouse Gas reduction

### Carbon emissions

#### 2025 Target

Science-based target

- Reduce absolute Scope 1 emissions by 20% against the 2015 baseline
- Reduce absolute Scope 2 emissions by 95% against the 2015 baseline
- Reduce all Scope 3 emissions by 25% per million USD of sales in the same timeframe:
  - Reduce greenhouse gas (GHG) emissions from waste incineration, business air travel, primary distribution (freight and logistics) and critical direct APIs and formulation and packaging (F&P) suppliers (>90% of category spend, energy only) by 20% from 2015 baseline
  - Reduce GHG emissions per device from patient use of inhaler therapy devices from 2015 baseline
  - Improve primary data collection within Scope 3 value chain GHG accounting

#### 2019 Update

**Reduced by 11%**

Scope 1 emissions

**Reduced by 60%**

Scope 2 emissions

**Increased by 2%**

Scope 3 emissions intensity:

- Increased by 11% absolute Scope 3 emissions from waste incineration, air travel, distribution and targeted suppliers
- Inhalers: announced a commitment to launching a next-generation inhaler to treat asthma and Chronic Obstructive Pulmonary Disease (COPD) containing a near-zero Global Warming Potential (GWP) propellant by 2025

- Reduction to 20% Scope 3 primary data, from 22% in 2018



On plan

## Greenhouse Gas reduction

### Carbon emissions

#### 2025 Target

Maintain operational GHG footprint no greater than 2015 levels by 2025

#### 2019 Update

**Operational GHG footprint**

totalled 1,974,949 tonnes CO<sub>2</sub>e, a 7% increase from 2015



On plan

### Energy management

#### 2025 Target

100% renewable power consumption by 2025 globally with an interim target of 100% renewable power in the EU and US by 2020

#### 2019 Update

**62% of our total electricity**

use is sourced or generated from renewable sources



On plan

### Energy management

#### 2025 Target

Reduce energy consumption by 10% against a 2015 baseline

#### 2019 Update

**Energy used was 1,749 GWh**

a 4% reduction from 2015



On plan

### Vehicle fleet

#### 2025 Target

Achieve a 100% hybrid, plug-in or electric vehicle fleet in Europe, North America and Japan

#### 2019 Update

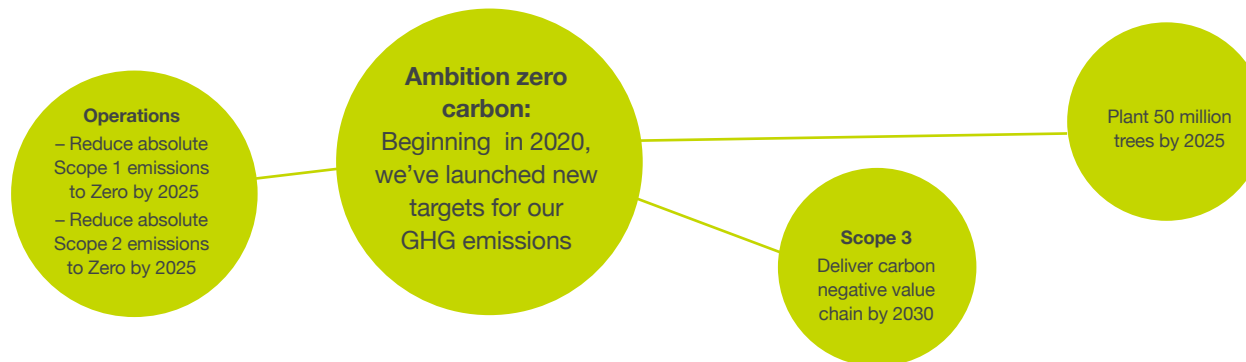
**25% of our fleet**

in North America, Europe and Japan is a hybrid, plug-in or electric vehicle



On plan

**Bureau Veritas has provided independent external assurance to a limited level for the information in this report.**



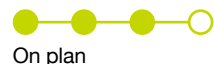


# Environmental protection Targets continued

## Water Stewardship

**2025 Target**  
Maintain absolute water use at 2015 baseline levels

**2019 Update**  
*Water footprint was 3.55 million m<sup>3</sup>, an 18% reduction from 2015*



## Product Environmental Stewardship

### Sustainability index

**2019 Target**  
Develop a product environmental sustainability index and pilot our approach internally

**2019 Update**  
*During the year a scoring methodology for the index, which will help us rate the environmental performance of our medicines, has been developed and piloted for several products across all our therapy areas*



### Resource efficiency

**2020 Target**  
Develop resource efficiency targets for biologic products

**2019 Update**  
*Following an organisational change at start of year we have re-established our internal cross-functional green biopharma network to work on developing this target*



## Pharmaceuticals in the Environment

### Pharmaceuticals in the environment

**2025 Target**  
Lead the industry to manage Pharmaceuticals in the Environment (PIE)

**2019 Update**  
*EcoPharmacoVigilance (EPV) programme to monitor product risks post-launch ran through 2019 with no significant risks identified*  
*Regulatory Environmental Risk Assessments submitted for all in scope drug submissions*  
*Co-authored 12 peer-reviewed publications on PIE*

**Safe API discharges**  
*100% of API discharges from AstraZenca sites demonstrated as safe<sup>8,9</sup>*  
*97% of API discharges from globally managed direct suppliers demonstrated as safe<sup>8</sup>*



## Waste management

### Waste management

**2025 Target**  
Reduce waste by 10% below the 2015 baseline

**2019 Update**  
*Total waste was 34,193 tonnes, an 11% increase from 2015*



### Resource efficiency

**2025 Target**  
Ensure 90% of active pharmaceutical ingredient (API) syntheses meet resource efficiency targets at launch

**2019 Update**  
*50% of API syntheses have met target at launch since the start of the strategy period*



### Sustainable packaging

**2022 Target**  
Ensure 95% of paper-based product packaging materials used are supplied from sustainable sources

**2019 Update**  
*Target approved by business and planning work initiated with Procurement function to engage suppliers and report progress.*  
At end of 2020 we should be able to report a figure of around 85% of paper based packaging is sustainability sourced



**For more metrics on supplier performance, see [page 13](#)**

# Environmental protection

## Progress

44% of our waste  
is recycled

### Greenhouse Gas Reduction

| Carbon emissions (in tonnes CO <sub>2</sub> e)   | 2015 Baseline     | 2017              | 2018              | 2019             |
|--|-------------------|-------------------|-------------------|------------------|
| Scope 1 <sup>1</sup>   | 320,780*          | 295,677*          | 301,896*          | 285,798          |
| Scope 2 - Market based <sup>2</sup>  | 336,689*          | 170,851*          | 144,863*          | 133,971          |
| Scope 3 - Operational Footprint Total  | 1,188,036*        | 1,301,543*        | 1,405,346*        | 1,555,180        |
| Scope 3 - Operational Footprint - waste incineration   | 22,495*           | 25,832*           | 24,928*           | 24,350           |
| Scope 3 - Operational Footprint - freight & logistics  | 139,150           | 116,615           | 126,068           | 131,819          |
| Scope 3 - Operational Footprint - business air travel  | 112,485           | 112,485           | 151,414*          | 201,383          |
| Scope 3 - Operational Footprint - first tier active pharmaceutical ingredient (API), formulation and packaging (F&P) energy (one year in arrears, 90% of spend in each category) | 128,119           | 86,393            | 162,891           | 115,510          |
| Scope 3 - Operational Footprint - pMDI use phase   | 706,936           | 893,802           | 876,618*          | 1,023,097        |
| <b>AstraZeneca Operational footprint total (Scopes 1 and 2 and selected Scope 3)</b>   | <b>1,845,505*</b> | <b>1,768,071*</b> | <b>1,852,104*</b> | <b>1,974,949</b> |
| Total Scope 3 (all 15 Greenhouse Gas Protocol (GHGP) categories) <sup>3</sup>  | 7,178,309*        | 5,830,927*        | 6,249,525*        | 7,234,606        |
| <b>Total GHG footprint (million)</b>   | <b>7.9</b>        | <b>6.6</b>        | <b>6.7</b>        | <b>7.7</b>       |

### Greenhouse Gas Reduction

| Additional GHG information in tonnes CO <sub>2</sub> e   | 2015 Baseline | 2017     | 2018     | 2019    |
|--|---------------|----------|----------|---------|
| Scope 3 - tCO <sub>2</sub> e per million US dollars of sales (all 15 Greenhouse Gas Protocol (GHGP) categories) <sup>3</sup> | 291           | 260      | 284      | 297     |
| Scope 2 - Location based <sup>2</sup>  | 263,632*      | 248,263* | 230,697* | 213,718 |
| Scope 3 - emissions using primary data   | 16%           | 24%      | 22%      | 20%     |
| Freight transport converted from air to sea <sup>4</sup>   | 54%           | 63%      | 62%      | 70%     |

| GHG Protocol Scope 3 category in tonnes CO <sub>2</sub> e | 2015 Baseline    | 2017              | 2018              | 2019             |
|---|------------------|-------------------|-------------------|------------------|
| Purchased goods and services                              | 5,554,613        | 3,887,601         | 4,280,044*        | 4,933,826        |
| Use of sold products                                      | 706,936          | 893,802           | 876,618*          | 1,023,097        |
| Downstream transportation and distribution                | 316,081          | 302,869           | 296,430           | 404,203          |
| Upstream transportation and distribution                  | 195,763          | 288,406           | 297,859*          | 260,875          |
| Business Travel   | 139,502          | 139,868           | 181,126           | 234,016          |
| Employee Commuting  | 23,338           | 20,751            | 20,751            | 27,058           |
| Fuel and energy related (not Scope 1 or 2)                | 102,733          | 90,798*           | 87,809*           | 82,838           |
| Capital Goods   | 93,024           | 82,935            | 77,647            | 116,017          |
| Waste generated in operations                             | 22,495           | 25,832*           | 24,928            | 24,963           |
| End-of-life treatment of sold products                    | 23,508           | 80,786            | 89,036            | 77,266           |
| Upstream leased assets                                    | 23,243           | 29,067            | 29,067            | 25,400           |
| Downstream leased assets                                  | 956              | 12,592            | 12,592            | 25,047           |
| <b>Total Scope 3 GHGP categories</b>                      | <b>7,202,192</b> | <b>5,855,309*</b> | <b>6,273,907*</b> | <b>7,234,606</b> |

# Environmental protection

## Progress

25% of our vehicle fleet is hybrid, plug-in or electric, up from 7% in 2018

### Greenhouse Gas Reduction

| Vehicle fleet <sup>5</sup>                              | 2017 | 2018 | 2019 |
|---|------|------|------|
| Vehicles with fuel-efficient technology - Total Fleet   | <1%  | 7%   | 25%  |
| Vehicles with fuel-efficient technology - North America | N/A  | 4%   | 36%  |
| Vehicles with fuel-efficient technology - Europe        | N/A  | 12%  | 30%  |
| Vehicles with fuel-efficient technology - Japan         | N/A  | 16%  | 30%  |

| Energy management   | 2015 Baseline | 2017       | 2018       | 2019      |
|---|---------------|------------|------------|-----------|
| Total energy use (MWh)  | 1,828,712*    | 1,757,895* | 1,863,931* | 1,749,404 |
| Total renewable energy use - proportion of total energy use       | 6%            | 27%        | 29%        | 29%       |
| Renewable electricity - imported                                  | 14%           | 63%        | 70%*       | 70%       |
| Renewable electricity - imported (MWh)                            | 104,537*      | 462,622*   | 524,152*   | 510,029   |
| Renewable energy - power and heat (MWh)                           | 9,268*        | 11,537     | 14,377*    | 15,544    |
| Renewable electricity - on-site solar PV (MWh)                    | 0             | 441        | 3,345*     | 5,329     |
| Total renewable power consumption - RE100 commitment <sup>6</sup> | 13%           | 57%        | 61%        | 62%       |

### Waste management

| Waste management                         | 2017    | 2018    | 2019   |
|--|---------|---------|--------|
| Total Waste (tonnes)                     | 31,199* | 31,080* | 34,193 |
| Non-hazardous waste (tonnes)             | 20,607* | 20,925* | 22,715 |
| Hazardous waste (tonnes)                 | 10,592  | 10,156  | 11,478 |
| Total Recycling (tonnes)                 | 14,424* | 14,088* | 15,480 |
| Recycling as a percentage of total waste | 46%     | 45%*    | 44%    |

### Water stewardship

| Water stewardship  | 2017  | 2018  | 2019  |
|--|-------|-------|-------|
| Water usage (million m <sup>3</sup> )                        | 3.89  | 4.01  | 3.55  |
| Chemical oxygen demand - effluent leaving our sites (tonnes) | 283.3 | 546.7 | 405.0 |

| Water volume by water stress rating for sites with over 10,000m <sup>3</sup> of water per year <sup>7</sup> (million m <sup>3</sup> ) | 2017 | 2018 | 2019 |
|---|------|------|------|
| High Stress Rating  | 0.47 | 0.72 | 0.38 |
| Medium Stress Rating  | 2.00 | 1.65 | 1.60 |
| Low Stress Rating   | 1.31 | 1.54 | 1.48 |
| Percentage of water consumption by AZ in low and medium water stressed areas  | 88%  | 82%  | 89%  |

### Product environmental stewardship

| Resource efficiency  | 2017 | 2018 | 2019 |
|--|------|------|------|
| Small molecule API syntheses that meet resource efficiency targets at launch | 50%  | 50%  | 50%  |



# Environmental protection

## Progress

### Pharmaceuticals in the environment

| Safe API discharges   | 2017 | 2018 | 2019 |
|---|------|------|------|
| Safe API discharges for AZ sites <sup>8,9</sup>                 | 100% | 100% | 100% |
| Safe API discharges from suppliers <sup>8</sup>                 | 90%  | 93%  | 97%  |
| Safe API discharge supplier assessments completed <sup>10</sup> | 80   | 103  | 101  |

### Environmental compliance

| Compliance summary                                     | 2017 | 2018 | 2019  |
|--|------|------|-------|
| Prosecutions <sup>11</sup>                             | 0    | 0    | 0     |
| Enforcement actions <sup>12</sup>                      | 0    | 1    | 1     |
| Regulatory warnings/alerts <sup>13,14</sup>            | 5    | 2    | 0     |
| Other environmental compliance matters <sup>15</sup>   | 9    | 4    | 3     |
| Awaiting regulator outcome or AZ investigation ongoing | 1    | 0    | 3     |
| Significant environmental violations <sup>16</sup>     | 0    | 0    | 0     |
| Financial penalties relating to above                  | \$0  | \$0  | \$525 |

| Solvent volatile organic compound (VOC) consumption and emissions from AstraZeneca sites | 2017  | 2018  | 2019  |
|--|-------|-------|-------|
| Consumption (tonnes CO <sub>2</sub> e)   | 3,454 | 3,511 | 3,883 |
| Emissions (tonnes CO <sub>2</sub> e)   | 173   | 183   | 207   |

\* Regular review of the data is carried out to ensure accuracy and consistency. This has led to changes in the data from previous years. The data quoted in this Sustainability Report and ESG Summary are generated from the revised data.

- Included in this section are GHGs from direct fuel combustion, process and engineering emissions at our sites and from fuel used in our vehicle fleet.
- GHGs from imported electricity are calculated using the GHG Protocol Scope 2 Guidance (January 2015) requiring the dual reporting using two emissions factors for each site – market-based and location-based. Location-based factors are the grid average emissions factor for the country (or subregion in the US) where a site is located. Market-based factors are more specific to the site and local energy market taking account of the residual energy mix a site is sourcing power from and any certified renewable power purchased by a site.
- See Scope 3 category detail.
- Tonne per km moved.
- Fuel-efficient technology here refers to hybrid, plug-in or electric vehicles.
- Proportion of total power consumption including imported, self-generated from on-site solar PV and combined heat and power installations.
- We have developed a standard methodology to assess water risk at every site based on the WRI Aqueduct tool.
- Scope is 47 APIs for which data is available to calculate safe API discharge limits and based on 2018 manufacture.
- At one AZ supply site there was a single measured API concentration that exceeded our API discharge limits. This followed a change implemented to reduce emissions. Subsequently, further process improvements and monitoring were implemented demonstrating emissions are now consistently below the safe API discharge limits.
- Data adjusted from 2018 data to include assessments where API release essentially reduced to zero due to technology or procedural control.
- Prosecution: successful or pending legal action taken in a civil or criminal court against AstraZeneca.
- Enforcement action: any formal administrative or judicial enforcement proceeding, notices of violation or similar action by a regulator that requires the company to do, or not do, something.
- Regulatory warning/alert: any formal written warning or alert received from a regulator stating that the company is in violation of an applicable SHE requirement, which if not corrected or repeated, could incur prosecution or enforcement action.
- Number was adjusted from 2018 data due to inclusion of more detailed information about ongoing investigations.
- Other environmental compliance matter: any less significant environmental compliance matter not included above.
- Significant environmental violation: those that result in a fine >\$10,000.

# Ethics and transparency

## Targets

45.4% of senior middle management roles or higher are held by women

### Ethical business culture

#### Business ethics

**2025 Target**  
Maintain 100% of active employees trained on the Code of Ethics

**2019 Update**  
**100% of active employees** trained in 2019



#### Business ethics

**2020 Target**  
Ensure AstraZeneca has a 'Speak Up' culture

**2019 Update**  
**80% of employees** feel we have a 'Speak Up' culture

**63.3 instances of non-compliance** with the Code of Ethics per thousand employees in commercial business units

**434 reports** were received through AstraZeneca helpline (in commercial business units)



### Inclusion and Diversity

#### Gender equality

**2025 Target<sup>1</sup>**  
Reach gender equality in management positions

**2019 Update**  
**45.4% of women** in senior middle management roles or higher



#### Talent and workforce evolution

##### Employee satisfaction<sup>2</sup>

**2025 Target**  
Build a strong learning and development culture by 2025 promoting growth opportunities at all levels of our organisation and ensuring a strong leadership pipeline

**2019 Update**  
**83% of employees** feel there is opportunity for growth and development



#### Employee satisfaction

**2025 Target**  
Ensure AstraZeneca has a highly-engaged workforce and is viewed as a leader in attracting top talent

**2019 Update**  
**86% of employees** feel that AstraZeneca is a great place to work, up 83% from 2018



#### Responsible Supply Chain

##### Responsible Supply Chain

**2025 Target**  
Ensure 100% of spend is assessed through our third-party risk management (3PRM) programme

**2019 Update**  
**89%<sup>17</sup> of spend assessed** through our 3PRM programme



#### Sustainability Framework

**2025 Target**  
75% of all critical manufacturing partners are rated 'Bronze' or better our sustainability framework<sup>3</sup>

**2019 Update**  
**34% of critical manufacturing partners** achieved 'Bronze' or better on our sustainability framework



#### Supplier Diversity

**2025 Target**  
Launch supplier diversity programmes in 10 new countries (outside of the United States)

**2019 Update**  
**One new Supplier Diversity Programme launched** in Brazil



### Workforce wellbeing and safety

#### Workforce safety

**2025 Target**  
Workforce safety: 75% reduction in total injury rate from 2015 baseline

**2019 Update**  
**41% reduction** in reportable injury rate since 2015



#### Workforce safety

**2025 Target**  
Driver safety: 55% reduction in collisions per million kilometres driven from 2015 baseline

**2019 Update**  
**31% reduction** in collision rate since 2015



#### Workforce wellbeing

**2025 Target**  
Healthy workforce: 80% of sites/marketing companies have all four Essential Health Activities in place: Healthy eating and drinking, tobacco cessation, physical fitness and workplace pressure management

**2019 Update**  
**71% of sites** promote the four Essential Health Activities



#### Human Rights

##### Human rights

**2020 Target**  
Improve the AstraZeneca global biannual human rights survey by using Fair Wage Network data to more robustly assess our performance against local living wage data



**Bureau Veritas has provided independent external assurance to a limited level for the information in this report.**

# Ethics and transparency

## Progress

108 clinical trial summaries are publicly available

### Ethical business culture

| Business ethics  | 2017  | 2018  | 2019 |
|--|-------|-------|------|
| Active employees trained on Code of Ethics   | 100 % | 100 % | 100% |
| Percentage of employees who feel we have a Speak Up culture  | N/A   | 76%   | 80%  |
| Concerns reported through the company helpline in commercial business units (per thousand employees)               | 10.4  | 8.7   | 10.6 |
| Instances of non-compliance with the Code of Ethics in commercial business units (per thousand employees)          | 41.4  | 56.6  | 63.3 |
| Corrective actions taken in commercial business units (per thousand employees)                                     | 52.3  | 71.1  | 78.6 |
| Employees terminated or asked to leave due to non-compliance in commercial business units (per thousand employees) | 5.1   | 4.7   | 4.0  |

| Clinical trials transparency (all cumulative)                 | 2017 | 2018 | 2019 |
|---|------|------|------|
| Publicly available trial summaries                            | 34   | 66   | 108  |
| Research teams granted access to AstraZeneca trials           | 25   | 37   | 50   |
| Clinical Document Packages published by EMA and Health Canada | 3    | 4    | 5    |

| Political contributions  | 2017   | 2018   | 2019   |
|--|--------|--------|--------|
| Contributions to U.S. national political organisations, state-level political party committees and to campaign committees (USD, million) | \$1.28 | \$1.16 | \$1.12 |

### Bioethics

| Animal use standards   | 2017    | 2018    | 2019    |
|--|---------|---------|---------|
| In-house research (no. of animals) <sup>4</sup>                                  | 131,615 | 121,823 | 108,674 |
| External contract research (no. of animals)                                      | 28,545  | 29,853  | 35,210  |
| Total no. of animals   | 160,160 | 151,676 | 143,884 |
| Council for Science and Animal Welfare (C-SAW) Global 3Rs Awards (no. of awards) | 3       | 3       | 3       |
| Signatory to the Concordat on Openness on Animal Research in the UK              | Yes     | Yes     | Yes     |

| Human biological samples                                | 2017 | 2018 | 2019 |
|---|------|------|------|
| Human foetal tissue (hFT) supplier assessments          | 5    | 1    | 1    |
| hFT suppliers approved to date                          | 40%  | 50%  | 50%  |
| hFT projects approved and progressed to date            | 25%  | 33%  | 33%  |
| Active projects using hFT                               | 2    | 3    | 2    |
| hESC projects approved <sup>5</sup>                     | 100% | 100% | 100% |
| Active projects using human embryonic stem cells (hESC) | 7    | 9    | 4    |

# Ethics and transparency

## Progress

### Inclusion and diversity

| Inclusion and diversity   | 2017  | 2018  | 2019   |
|---|-------|-------|--------|
| Women representation of AstraZeneca employees   | 50.1% | 50.1% | 50.0%  |
| Women in Management - all management levels   | 40.7% | 41.4% | 41.4%  |
| Women in Management - senior middle management  | 44.4% | 44.6% | 45.4%  |
| Women in Management - executive management  | 28.1% | 30.2% | 32.18% |
| Women representation on SET (Senior Executive Team)                                     | 36.0% | 36.0% | 33.3%  |
| Women representation on Board of Directors  | 42.0% | 42.0% | 33.3%  |
| Leadership within country of origin that report to our SET (emerging markets and Japan) | 13.4% | 19.4% | 18.3%  |
| Ethnic minority representation for US employees   | N/A   | 27.7% | 29.1%  |

### Talent and workforce evolution

| Employee satisfaction   | 2017 | 2018 | 2019 |
|---|------|------|------|
| Employee perception of the opportunities for personal development and growth            | 78%  | 80%  | 83%  |
| Employees that have at least one quality development discussion with their line manager | 83%  | 82%  | 85%  |
| Employee belief in our strategy   | 88%  | 89%  | 94%  |
| Employee perception of AstraZeneca as a "great place to work" survey score              | 81%  | 83%  | 86%  |
| Sustainability engagement survey score <sup>6</sup>                                     | 90%  | 84%  | 86%  |

| Employee recruitment and retention   | 2017       | 2018       | 2019       |
|--|------------|------------|------------|
| Employees that have a development plan   | 66%        | 52%        | 58%        |
| Senior vacancies filled by internal candidates                                   | 88%        | 80%        | 80%        |
| Overall promotion rate / high performer promotion rate                           | 6.6 / 13.5 | 7.5 / 13.8 | 7.4 / 14.4 |
| Voluntary employee turnover - high performers <sup>16</sup>                      | 7.1%       | 6.0%       | 7.0%       |
| Voluntary employee turnover - recent hires <sup>16</sup>                         | 12.2%      | 14.4%      | 14.4%      |
| Voluntary employee turnover - total <sup>16</sup>                                | 9.7%       | 10.1%      | 10.5%      |
| Organisational structure - % of employees within six management steps of the CEO | 70%        | 68%        | 65%        |

### Workforce wellbeing and safety

| Workforce wellbeing and safety   | 2017 | 2018               | 2019  |
|--|------|--------------------|-------|
| Total reportable injury rate (per million hours worked) (employees) <sup>7</sup>         | 1.48 | 1.32               | 1.05  |
| Collisions per million kilometres driven   | 4.05 | 3.69 <sup>15</sup> | 2.84  |
| Occupational illness rate (per million hours worked) (employees) <sup>7</sup>            | 0.30 | 0.34               | 0.27  |
| Lost time injury rate (per million hours worked) (employees) <sup>7</sup>                | 0.91 | 0.92               | 0.66  |
| Lost time injury rate (per million hours worked) (construction contractors) <sup>8</sup> | 1.48 | 2.21               | 2.69  |
| Fatalities (employees) <sup>7</sup>  | 0    | 0                  | 0     |
| Fatalities (contractors) <sup>7</sup>  | 0    | 0                  | 0     |
| Working days lost due to work-related injury or illness rate <sup>7</sup>                | 46.5 | 56.2               | 55.85 |
| Sites promoting Essential Health Activities <sup>9</sup>                                 | 67%  | 65%                | 71%   |

# Ethics and transparency

## Progress

71% of sites are promoting Essential Health Activities, from 65% in 2018

### Human rights

| Human rights   | 2017 | 2018 | 2019 |
|--|------|------|------|
| Countries that completed the Human Rights survey <sup>10</sup>     | N/A  | 106  | N/A  |
| Countries that have a relationship with trade unions <sup>10</sup> | N/A  | 46%  | N/A  |

### Responsible supply chain

| Responsible supply chain   | 2017  | 2018   | 2019                |
|--|-------|--------|---------------------|
| Total Supplier Assessments <sup>11</sup>   | 6,139 | 12,967 | 15,519              |
| High-risk supplier audits  | 41    | 45     | 38                  |
| Critical manufacturing suppliers that disclose their energy, waste and water footprint | N/A   | 27.0%  | 60.7% <sup>13</sup> |
| PSCI environmental sustainability assessments completed                                | N/A   | 74     | 72                  |
| Spend assessed through our third-party risk management (3PRM) process                  | 78%   | 82%    | 89% <sup>17</sup>   |

| Supply chain – Environmental footprint for critical direct suppliers <sup>12</sup> | 2017 | 2018 | 2019 |
|--|------|------|------|
| AZ manufacturing sites - total waste (thousand tonnes)                             | 31*  | 31*  | 30   |
| API category - total waste (thousand tonnes)                                       | 29   | 39   | 35   |
| F&P category - total waste (thousand tonnes)                                       | 4    | 10   | 4    |
| AZ manufacturing sites - water use (million m <sup>3</sup> )                       | 3.20 | 3.30 | 2.96 |
| API category - water use (million m <sup>3</sup> )                                 | 0.2  | 1.3  | 0.7  |
| F&P category - water use (million m <sup>3</sup> )                                 | 0.6  | 1.0  | 0.6  |

| Supply chain – CO <sub>2</sub> footprint for critical direct suppliers <sup>12</sup> | 2017 | 2018 | 2019 |
|--|------|------|------|
| AZ manufacturing sites - CO <sub>2</sub> from energy (thousand tonnes)               | 318  | 263  | 233  |
| API category - CO <sub>2</sub> from energy (thousand tonnes)                         | 25   | 91   | 70   |
| Formulation & Packaging category - CO <sub>2</sub> from energy (thousand tonnes)     | 61   | 72   | 45   |

# Ethics and transparency

## Progress

### Philanthropy

| Philanthropy  | 2017   | 2018   | 2019    |
|---|--------|--------|---------|
| Total community investment, sponsorships, partnerships and charitable donations (not including Patient Assistance) (USD millions) <sup>14</sup> | \$25.0 | \$55.5 | \$72.46 |
| Disaster Relief Product Donation (totals are also included above) (Total US Wholesale Acquisition Cost Value in USD millions)                   | \$4.2  | \$17.6 | \$27.46 |
| Volunteerism Hours  | 29,095 | 39,418 | 28,334  |
| Non-profit Organisations Funded by AstraZeneca  | 919    | 1,082  | 912     |

### Product safety

| Recalls  | 2017      | 2018     | 2019     |
|--|-----------|----------|----------|
| FDA Class I Recall                               | 1         | 0        | 0        |
| FDA Class II Recall                              | 2         | 0        | 0        |
| FDA Class III Recall                             | 10        | 4        | 4        |
| <b>Total FDA Recalls</b>                         | <b>13</b> | <b>4</b> | <b>4</b> |
| Total FDA Observations                           | 22        | 16       | 7        |
| Total FDA Inspections                            | 14        | 7        | 5        |
| Total Inspections from all Health Authorities    | 57        | 48       | 31       |
| Unique Health Authorities completing Inspections | 21        | 23       | 14       |

### Quality manufacturing

| Quality manufacturing                            | 2017 | 2018 | 2019 |
|--|------|------|------|
| Internal quality audits of AstraZeneca suppliers | 477  | 468  | 386  |
| Internal quality audits of AstraZeneca sites     | 35   | 35   | 31   |

- The target year has changed from 2022 to 2025.
- Starting from 2020 the target will be renewed annually to reflect the current status.
- Target applies to suppliers in the Active Pharmaceutical Ingredient (API) and Formulation and Packaging (F&P), and Device categories. All suppliers are in scope for the framework; however, suppliers are only in scope for PSCI environmental sustainability assessments if they cover >90% of our spend per the Sustainability Partner Guide and Framework.
- Scope of 2018 data includes some animals used only for breeding.
- 100% approval rate reflects self-selection effect that only high relevance projects with a good justification actually come forward for approval.
- Sustainability engagement question changed slightly from 2017: 'I am clear on what I need to do in my job to help AstraZeneca achieve its sustainability goals' to 2018: 'I understand how I can contribute to AstraZeneca's sustainability priorities.'
- The inclusion criteria for injuries and occupational illnesses in the metrics reported here are aligned with the US Occupational Safety and Health Administration (OSHA) Record Keeping Rule. Employees are defined as workers employed according to AstraZeneca terms and conditions and includes temporary or contract staff/contingent workers, who are supervised directly by AstraZeneca personnel. Contractors are defined as persons who provide a service to AstraZeneca and work on AstraZeneca facilities but are employed and managed by another (third party) organisation.
- Construction contractors are defined as workers employed and managed by third-party construction/engineering companies, working on AstraZeneca capital projects.
- Essential Health Activities defined as: healthy eating and drinking, tobacco cessation, physical fitness, workplace pressure management.
- No data in 2019 as the human rights survey is bi-annual.
- Change in methodology from 2017. Number represents the total combining new supplier assessments plus re-assessments of existing suppliers.
- Data collected one year in arrears so data in 2019 column actually relates to environmental footprint in 2018 and so on. Covering >90% spend.
- 2019 increase in the percentage of critical manufacturing partners that disclose their energy, waste and water footprint is due to system and definition modification. Data is not comparable to previous years.
- 2018 data was adjusted due to the inclusion of disaster relief product donations data.
- This data has been adjusted downward from 3.74 to reflect information submitted after the end of the reporting cycle.
- The numbers have been adjusted to reflect correction of data inputs.
- Healthcare professionals and Healthcare organisations are out of scope.