

# SUSTAINABILITY REPORT 2023



Our aim is to make the drug discovery process more sustainable and environmentally responsible

Total GHG emissions 2023  
Ton CO<sub>2</sub>e



Emissions per Net Revenue  
Ton CO<sub>2</sub>e/MSEK



Emissions per FTE  
Ton CO<sub>2</sub>e/FTE



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# Introduction

*We are proud to present Red Glead Discovery's second sustainability report. RGD's purpose is to promote better health for people and planet by delivering state-of-the-art drug discovery services, facilitating the creation of ground-breaking treatments that improve lives, while embracing a commitment to responsible and sustainable practices in our industry.*



As a privately-owned small and medium-sized enterprise (SME) operating in the drug discovery services sector, we recognize our pivotal role within the global community and the ecosystem of drug discovery. Producing our annual sustainability report remains a cornerstone of our commitment to integrating sustainability into our business strategy. At Red Glead Discovery, sustainability, specifically climate action, is not only an ethical obligation but also a strategic opportunity to create enduring value for our stakeholders. The urgency of climate change has never been greater.

This year, our efforts in sustainability have been significantly supported by an increased internal awareness, developed in collaboration with our employees, customers, and other stakeholders. We are now more aware than ever of our position and impact within the drug discovery ecosystem, actively engaging in initiatives that promote environmental and social well-being.

We are thrilled to announce that our commitment to sustainability has been recognized at a local level: Red Glead Discovery was honored with Lund Municipality's "Näringslivspris." This award is a testament to our embodiment of Lund's vision of shaping the future with knowledge, innovation and openness, especially in sustainable development and achieving climate neutrality. The jury,

comprising representatives from Lund's business community, the university, and the municipality, praised our company as a "proud Lund-based life science entity that has demonstrated considerable growth while continuously adapting to meet future challenges – sustainably". They highlighted our origins in Astra Zeneca and our successful provision of preclinical research services worldwide, noting our role as an excellent ambassador for Lund.

Our strategic priority has been to follow up on our goals validated by the Science Based Targets initiative (SBTi) to align our actions with the global mandate to limit global warming. This alignment reinforces our proactive position in the Life Science industry, enhancing our attractiveness to environmentally conscious customers and driving demand for our services.

Further demonstrating our commitment to sustainability and climate action, we actively participated in a roundtable discussion hosted by Tillväxtanalys, the Swedish Agency for Growth Policy Analysis. We were honoured to send a representative to engage in comprehensive discussions on the SBTi, which reflects our commitment to implementing scientifically based methods to reduce our carbon footprint. Tillväxtanalys, which provides the Swedish government with critical analyses and evaluations on entrepreneurship and sustainable growth, facilitated this

platform, enabling us to exchange industry best practices for environmental sustainability with companies across business sectors.

2023 was signified by our partnership with MyGreen-Lab, which served to scrutinize and improve our laboratory practices with the aim to significantly reduce our environmental footprint by integrating greener and more sustainable methodologies. This initiative is an example of our proactive approach to climate action.

In this second sustainability report, we share our journey towards a more sustainable business model, detailing our efforts to reduce greenhouse gas (GHG) emissions and our progress towards achieving our SBTi-validated targets. With a strong commitment to sustainability and climate action, we are dedicated to contributing to a healthier planet and simultaneously, ensuring that our business thrives. Now more than ever, collective action is essential for a sustainable future. As we did last year, we invite our stakeholders to join us on this transformative journey. Together, we can support responsible businesses, advocate for decisive climate action, and embed sustainability in our daily lives. Let's shape the future together.



# Our Sustainability Strategy

*At RGD, we are fully committed to our shareholders' directive to embed sustainability into every aspect of our business. Our aim is to make the drug discovery process more sustainable and environmentally responsible.*

Our strategic priority aligns with the global mandate to limit global warming, as evidenced by our carbon emission reduction goals validated by the Science Based Targets initiative (SBTi). By focusing on climate action and openly communicating our ambitions, we aim to make a positive impact and inspire others in the race to zero emissions.

Our partnership with the climate consultancy firm 2050 has been instrumental in creating a GHG inventory that accurately reflects our emissions, employing standardized methodologies and globally accepted principles. This foundational work aids in our ongoing and comprehensive analysis of our laboratory operations to identify high-emission "hot spots" and opportunities for greenhouse gas reduction.

Additionally, our strategic partnership with MyGreen-Lab plays a crucial role in guiding us to adopt scientifically based methods to optimize sustainability in our labs.

Despite our relatively small size we are committed to setting realistic, measurable, and transparent sustainability goals. We believe firmly in our potential to significantly impact our planet and community positively. Thus, a strategic goal for Red Glead is "to be recognized as a leader in the field of sustainable drug development".

By maximizing resource efficiency and creating a culture of sustainability among our employees, we continue to strengthen our position, enhancing our attractiveness to environmentally conscious customers and driving demand for our services.

## Our Strategies

Identify "hot spots" of high emissions

Exploring initiatives within green peptide synthesis

Implementing waste reduction strategies

Continually enhancing impact measurement methods

Promoting greater stakeholder engagement

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Throughout 2023 and onwards, we will focus our efforts on refining our drug discovery practices minimizing environmental impact further. This will involve continually enhancing our impact measurement methods and setting robust targets for reduction. In addition to this, we aim to promote greater stakeholder engagement, ensuring that our clients, partners, and our local community are part of our sustainability journey.

As part of our commitment to pioneering green practices, we are actively exploring initiatives within green peptide synthesis, aiming to reduce the environmental impact of specific laboratory operations. We are also working to implement robust waste reduction strategies.

Our commitment to sustainability extends beyond our immediate operations. We strive to influence our suppliers and partners to adopt more sustainable practices, fostering a sustainable supply chain. During 2023 we investigated how transport of goods impacted our scope 3 emissions, finding that by reducing frequency of transport from our main suppliers to once a week we would be able to reduce the emissions with as much as 80 %. We also entered a collaboration with four other companies located in the same area and coordinated our transports with them to our common reception area, to further reduce emissions from transports. By increasingly integrating more sustainable practices (e.g., reducing resource and energy use, waste) in every stage of the drug discovery value chain, we aim to create a more sustainable company, even if quantifying the impact accurately can be challenging. We still believe that we can make meaningful difference for society and environment. We are eager to learn, adapt, and contribute to a healthier and more sustainable world through our business practices. Here we describe further how we at RGD work with sustainability.

## Our aim is to make the drug discovery process more sustainable and environmentally responsible

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*The business should be conducted in a responsible and sustainable manner that takes into account social, environmental, and economic factors in the company's operations at all levels*

RGD owners





## Sustainability Governance

*RGD's owners have stipulated that "the business should be conducted in a responsible and sustainable manner that takes into account social, environmental, and economic factors in the company's operations at all levels."*

This describes the company's dedication to responsible operations and its intent to integrate sustainability into its core business strategy. To fulfill the directive of operating in a responsible and sustainable manner that considers social, environmental, and economic factors at every level of the company's operations, a governance structure has been implemented.

### The Future Business Function

This function is headed by the executive VP, is overall accountable for sustainability at RGD's and reports to the Management team consisting further of the CEO, COO, CFO and HR. This function provides funds for specific activities. As an example, a cross-functional activity in collaboration with the Peptide team at RGD aims at establishing a more environmentally friendly peptide synthesis method.

### Management Team

Building on our commitment to sustainability, the management team has successfully integrated new policies that specifically target reducing emissions from transportation. These policies, established in the previous year, have

made significant impact towards more environmentally friendly practices.

One of the key policies implemented was the revised travel policy that promotes climate-friendly transportation alternatives. This policy actively discourages air travel for short distances by imposing a fee on short-haul flights, effectively reducing our carbon footprint. The funds generated from these fees are reinvested into supporting sustainable transport options.

Furthermore, the integration of these policies has been supported by the use of a sustainability checklist for organizing events, ensuring that every company event adheres to strict environmental standards. This ongoing practice helps to maintain a focus on reducing emissions not just on transportation, but other aspects of our operational planning.

Through these ongoing efforts, the management team demonstrates a firm commitment to not only maintaining but also enhancing the organization's sustainability measures based on 2022's initiatives.

### The Sustainability Group

The group consists of members from various departments and has during 2023 had meetings to discuss sustainability issues specific for RGD and make recommendations for initiatives. During 2023 this group worked with setting up a detailed action plan for issues that the company could test to lower our climate footprint. The group has worked as a natural connection between the employees and the management team, creating a good environment for the flow of creative ideas in the sustainability area.

### Sustainability Goals

In 2023, teams and functions within our company developed specific sustainability goals aimed at enhancing our laboratory operations. A key decision was the inclusion

of all operational teams in a certification program managed by the nonprofit organization My Green Lab. This program, detailed at [www.mygreenlab.org](http://www.mygreenlab.org), serves as both a benchmark and a roadmap for labs to minimize their environmental impact.

Initially, our sustainability goals and KPIs sought to broaden company-wide awareness and knowledge (refer to Table 5). However, we have since refined our strategy to focus on more targeted and measurable outcomes. To this end, we conducted a baseline evaluation with MyGreenLab in 2023 to pinpoint our initial environmental footprint within three departments. This assessment identified critical areas where we could dramatically reduce our environmental impact.

Embracing the MyGreenLab certification as a core element of our sustainability strategy, we are committed to achieving at least a Silver level certification for each lab by 2024. To support this goal, we have designated lab managers to develop the expertise necessary for enhancing decision-making processes and advancing sustainability in our lab environments. This strategic shift emphasizes key operational areas and ensures our efforts are both practical and in line with recognized standards.

Based on the baseline assessment and identified improvement areas, we implemented several initiatives to lessen our impact. These included promoting the closure of fume hood sashes to significantly reduce ventilation needs, transitioning to water recirculation systems, phasing out water aspirators, reducing gas consumption by minimizing standby use of instruments, and establishing guidelines to lower power consumption. Our lighting strategies now focus on reducing wasteful power use, and we have taken steps to decrease the use of refrigerants like dry ice, alongside optimizing the use of our refrigeration and freezing equipment.

These initiatives underscore our ongoing commitment to sustainability and reflect our resolve to diminish our laboratories' environmental impact. By aiming for the Green Lab Certification with at least a Silver level across all departments by 2024, our company will not only enhance our leadership in sustainable practices within the Life Sciences community but hopefully, serve as an inspiration and also to set a benchmark for others.

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*Teams and functions at Red Glead Discovery have during 2023 developed relevant sustainability goals for 2023.*

RGD



# Environmental Impact and Management

Emission per scope (ton CO<sub>2</sub>e)

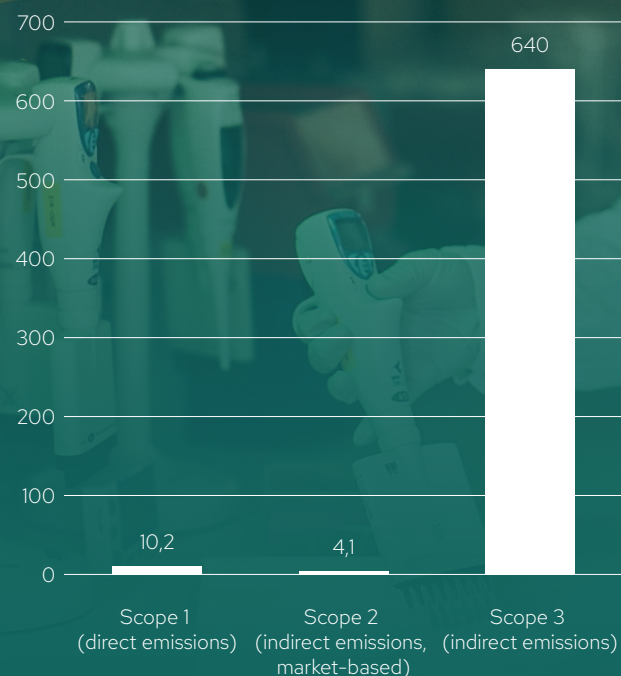


Figure 1. Red Glead Discovery's emissions in each scope, 2023.

Scope 1

**1.6%**

*Direct emissions*

Scope 2

**0.5%**

*Indirect emissions,  
market-based*

Scope 3

**97.9%**

*Indirect emissions*

## Climate Impact

The Science based target initiative defines and promotes best practice in science-based target setting, for carbon emission reductions and net-zero targets in line with climate science. RGD's GHG inventory is the basis for setting goals to reduce GHG emission. RGD's target was approved using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs) <https://sciencebasedtargets.org/faqs-for-smes/>. RGD commits to reduce scope 1 and scope 2 GHG emissions 38% by 2030 from a 2021 base year, and to measure and reduce its scope 3 emissions. RGD also commits to reduce scope 1+2+3 emissions 90% by 2045 from a 2021 base year. Thus, RGD has taken the first steps towards developing a net-zero strategy and is actively working to establish long-term targets that are aligned with the SBTi's net-zero criteria. A full report of GHG calculations can be found at [www.redglead.com](http://www.redglead.com).

## CO<sub>2</sub> Emissions

Red Glead Discovery's total emissions for the financial year 2023 are 654 tons CO<sub>2</sub>e. This is a decrease with 22% compared to last year and an increase with 2% compared to 2020. The primary reason for the decrease is connected to increased data quality of Red Glead Discovery's collected data, as well as a decrease in costs related to purchases of chemicals and solutions. Meanwhile, Red Glead Discovery's scope 1 and 2 emissions remained on similar levels compared to last year. For the calculation year 2023, Scope 3 emissions accounted for 98% of Red Glead Discovery's total emissions, scope 2 for 0,6% and scope 1 for 1,6%. Note that the numbers are rounded and may therefore not sum up according to the total.



# SCOPE 1 EMISSIONS

*In scope 1, most of the emissions are derived from process-related emissions from the lab, corresponding to 86% of total scope 1 emissions.*

These emissions originate from various gases, volatile organic compounds (VOC), that evaporate into the atmosphere and give rise to a warming effect. Other scope 1 activities for which emissions were calculated are company operated cars and dry ice gas evaporation. The reduction in scope 1 emission by 22% can be linked to increased awareness in lab operations.

## Emission Scope 1

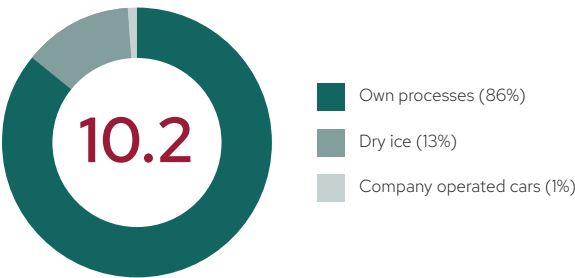


Figure 2. in Scope 1 (tCO<sub>2</sub>e) 2023

## Scope 1, 2023-2020

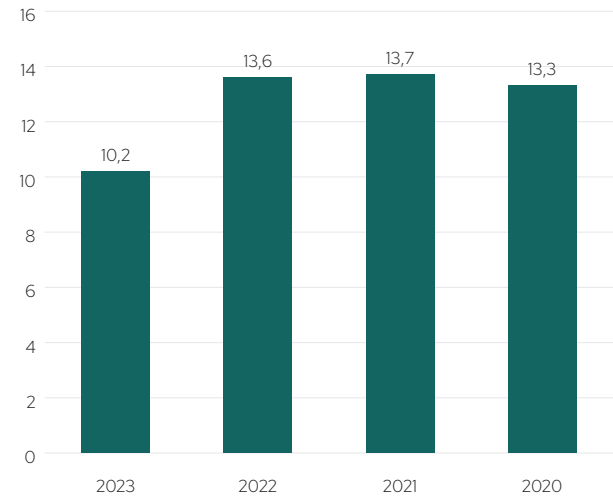


Figure 3. Scope 1 emissions (tCO<sub>2</sub>e), comparison 2023-2020

# SCOPE 2 EMISSIONS

*There are two methodologies for calculating Scope 2 emissions as per the guidelines set out by the GHG Protocol. These two methodologies – location-based and market-based – can yield different results.*

We present our emissions from Scope 2 calculated market-based calculations (Figure 4). The company's Scope 2 emissions would be markedly higher if calculated using the location-based method (54,1 tCO<sub>2</sub>e).

The substantially lower emissions figure obtained through the market-based method indicates that the company exclusively purchases fossil-free energy. As a result of this commitment, Scope 2 emissions are minimal, constituting about 0.6 % of the company's total emissions. It's important to note that our Scope 2 emissions are solely attributed to the purchase of heating.

## Emission Scope 2

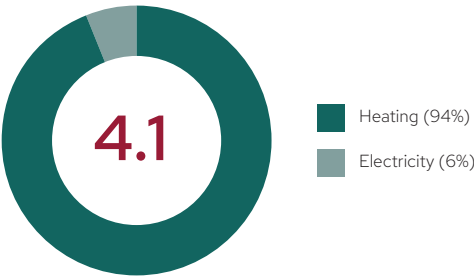


Figure 4. Emissions Scope 2 tCO<sub>2</sub>e (marked-based)

## Scope 2, 2023-2020

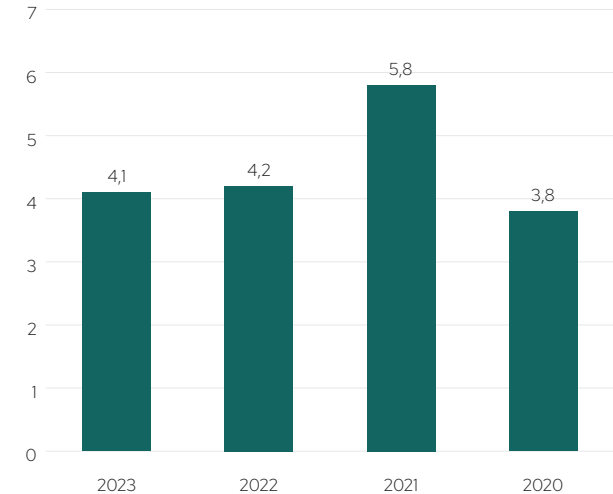


Figure 5. Scope 1 emissions (tCO<sub>2</sub>e), comparison 2023-2020



# SCOPE 3 EMISSIONS

Nearly 98% of Red Glead Discovery's emissions are found in scope 3. Emissions from scope 3 have decreased with 20% since the base year 2021 and increased with 2.5 % since 2020 (Figure 6).

The reasoning behind the decrease in Scope 3 emissions is connected to a decrease in purchased chemicals and solutions, but also to an increase in data quality. In the calculation for 2022, 256 ton of CO<sub>2</sub>e were allocated towards spend data connected to consulting services. This year, actual data provided by one consulting company, which accounted for the majority of the costs, were included in the calculations. This shift in data quality resulted in that total emissions from consultant services, including both spend-data and actual data, decreased from 205 tons CO<sub>2</sub>e to about 101 tons of CO<sub>2</sub>e.

Purchased goods and services (Category 3.1), stands for about 87% of the total emissions. For a breakdown of the type of goods and services and calculated emissions for each (Figure 7). Three activities that account for large parts of the emissions within the category are purchased chemicals and culture media (37%) consulting services (35%) and disposable plastic equipment (14%). Emissions in this category have increased with 16% since last year and 37% since year 2020. The reason for the increase is primarily increased costs for and use of consulting services.

Scope 3, 2023-2020

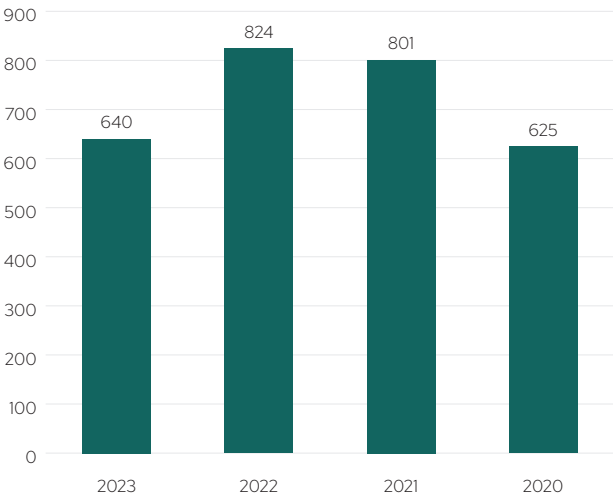


Figure 6. Scope 3 emissions (tCO<sub>2</sub>e), comparison 2023-2020 scope 1 emissions (tCO<sub>2</sub>e), comparison 2023-2020

Purchased Goods and Services

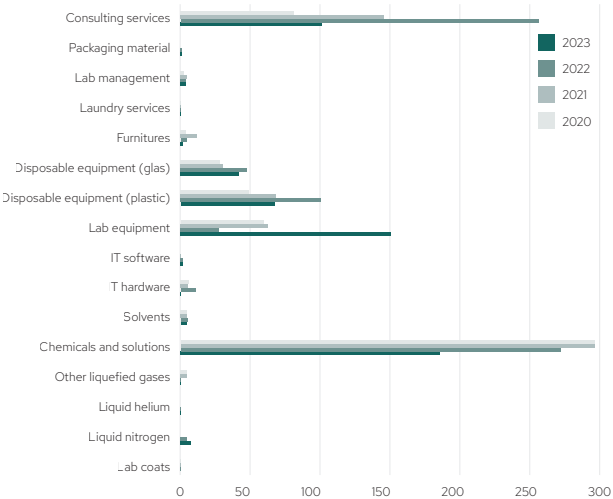


Figure 7. Emissions from purchased goods and services for year 2020, 2021, 2022 and 2023.

### Intensity Metrics

Presented in table 1 are RGD’s total intensity metrics for the financial year of 2023 compared to base year 2021. Although RGD’s absolute carbon emissions have increased due to growth and expansion, we have seen a positive trend in our carbon efficiency, meaning we are producing less carbon emissions per unit of net revenue, per employee, and per m<sup>2</sup> of rented space. This indicates that our sustainability efforts and operational efficiency improvements are taking effect, and we are becoming more carbon-efficient even as we grow. However, while improvements in carbon efficiency are positive, absolute reductions in emissions are still necessary to reach our long-term goal of net-zero, making it imperative to continue working towards reducing total emissions as well to align with the trajectory to reach net zero 2045 as planned.

### Data Quality and Accuracy

Table 2 presents the distribution of data quality categories used for RGD’s greenhouse gas (GHG) calculations. Whilst Red Glead Discovery has improved the quality of the collected data for this year, there is still room for improvements. For this year’s calculations, 9% of the emissions were based on measured data, and about 51% on spend data. Compared to last year, this is step in the right direction as about only 3% of the 2022 emissions were measured and about 88% were spend-based. In the largest emission category, purchased goods and services, 88% of the emissions are based on spend data. We will therefore strive to move from spend data to activity data such as purchased volumes in kg. Our aim is to enhance data quality in 2024 and increase the fraction of measured data by procuring detailed data in unit-based measurements, to this end we have initiated conversations with our suppliers to increase the share of unit measured data.

Table 1: Total emissions of Red Glead Discovery’s GHG calculations for 2023 and 2021 divided by their scope and category

Intensity metric	Value 2023	Value 2022	Value 2021	Change 2021-2023
Emissions per net revenue [ton CO <sub>2</sub> e/MSEK]	8,2	13,0	13,4	-39%
Emissions per FTE [ton CO <sub>2</sub> e/FTE]	11,7	14,8	14,7	-20%
Emissions per kvm [tonCO <sub>2</sub> e/kvm]	0,28	0,43	0,43	-34%

Table 2: Quality Assessment and Categorization of GHG Data Sources

DATA QUALITY	2023	2022
Measured	9%	3%
Estimated	39%	8%
Own calculation, CO <sub>2</sub> e	1%	1%
Spend	51%	88%



# Social Impact and Initiatives

*At Red Glead Discovery, we put great value on our diverse and talented team of 55 (end of 2023) and are proud to have built a team of dedicated professionals who contribute their unique skills and perspectives to our purpose.*

## Promoting Equity, Inclusion and Well-Being at RGD

### Gender Distribution and Pay Gap

Our team is characterized by a balanced gender representation with a proportion of women:men at 49:51%. We are committed to salary equity and transparency and perform every year a salary survey (required by Swedish law) to assess whether salary differences between women and men who perform equal or equivalent work are gender related. The main goal is to identify, remedy, and prevent unjustified differences in salary and other employment terms between women and men who perform work which is regarded as equal or of equal value. The raw pay gap between the mean salary of male and female employees can be calculated as follows ( $\text{pay gap} = 1 - (\text{Average Wage of Women} / \text{Average Wage of Men} \times 100)$ ). Such a general gender pay gap of 5.2% in favor of men is relatively low compared to many industries and national averages globally. We also calculated salary differences between men and women who perform the same or equivalent work and compared the salary in gender-dominated groups, (resulting in 3 such groups with both men and women represented and the four groups accounting for 91% of all employees), showing that the average salary of women as compared with the men in respective tier is 91, 99, and

105%. The variation is largely attributable to the demographic composition of these groups, as the company has during 2023 primarily hired young women who are early career professionals.

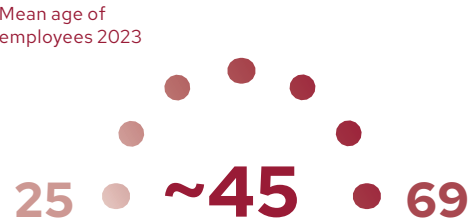
Despite this, our salary revision plan includes actions to continuing further close gender pay gaps, such as refining policies and practices that can help create a fair and equitable compensation structure.

### Leadership and Power Distribution

In leadership roles within our company, we strive for balance and equal representation. During 2023, 2 female and 1 male ordinary board members were appointed to the board of RGD, with another man being chairman of the board (2:2). Factoring in the one male suppliant, the board composition is 60% male and 40% female (3 men: 2 women). Our management team consisted of 2 women and 2 men, including our CEO (male), CFO (female), and COO (male), EVP (female), resulting in an equal power balance. Furthermore, the group of team leaders consists of 3 women and 4 men. Our ambition is to have a balanced gender distribution and will take this into consideration for future recruitment.

Diversity and Inclusion

Our workforce is diverse with respect to different ages (mean age and range) and cultural backgrounds (15 nationalities), which we believe enriches our innovation and perspectives. Although we do not currently have specific inclusion programs, we consciously promote diversity in our hiring practices.



Equality and Non-Discrimination

We are committed to equality and non-discrimination. To ensure a fair and respectful workplace, we have implemented non-harassment policies aimed at promoting equality and tackling discrimination. During 2023, we have not received any reports on harassment.

Work-Life Balance

We accommodate our employees’ varied needs and lifestyles with flexible working hours and remote working opportunities for non-lab-based staff. We also provide paid parental leave and “friskvårdsbidrag” (health and wellness subsidy) as part of our efforts to ensure our team members can balance their personal and professional lives effectively.

Training and Development Opportunities

True to our values Aspiration and Competence, we prioritize continuous learning and skill development. We allocate resources to facilitate scientific training, including sponsoring attendance for about 50% (27 out of 55 employees) of our staff during 2023.

Health and Safety

The health and safety of employees is important and to work systematically with the work environment, including physical and psychosocial safety, is required by Swedish law. To support our employee’s health and safety, comprehensive safety policies guide our operations, and we diligently report on accidents, incidents, and make risk observations. At RGD, a safety committee consisting of CEO, Head of R&D opera-

tions, SHE officer, HR manager and 2 safety representatives (elected by the staff) plays a crucial role in creating a safe and healthy work environment, and members collaborate to enforce safety regulations and address any safety concerns or incidents. Safety inspections are conducted regularly, documented and any issues followed up. In the past year, we recorded 1 accident, 1 incident, and 9 risk observations (see table 3), a reduction in all areas compared to previous year. Reported safety issues are followed up and recommendations for avoiding a similar issue occurs.

Turnover Rates

We try to maintain a supportive and engaging work environment that encourages our team members to build long-term careers with us. Mandatory onboarding according to a structured process ensures that our new employees get a good start at RGD. In the past year, we experienced a turnover rate of 8.7%. One proactive measure to maintain high employee retention is to have exit discussions to collect feedback in order to improve employee-employer relationships.

Table 3: No of safety-related issues during 2023 and 2021

Metric	Data 2023	Data 2022	Data 2021
No of risk observations	9	22	12
No of incidents	1	11	11
No of accidents	1	9	2

Table 4: Employee metrics

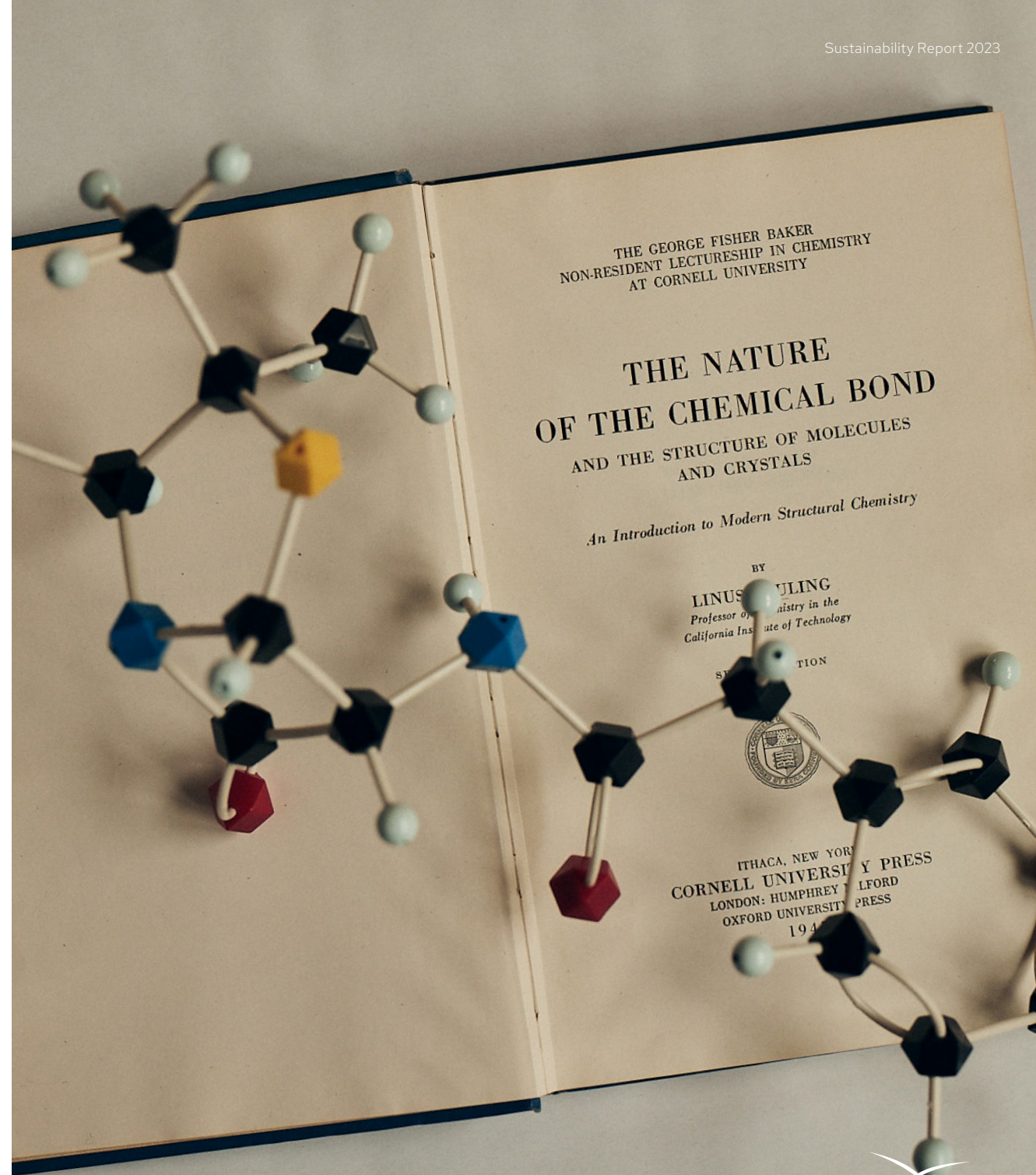
Metric	Data
Employees that have a development plan	100%
Employee turnover rate	8.7%
No of employees that have utilized Friskvårdsbidrag	27



## Employee Benefits

Our robust benefits package includes optional health insurance and 30 days of vacation. In accordance with Swedish law, RGD pays sick leave for the first 14 days. For sickness day 15 through sickness day 90, the Company pays sick pay corresponding to 80% of salary between 10 and 14 times the Price Base Amount. As a partner to manage our employees' occupational pension premiums, we chose Skandia, which is a mutual company, owned by its policyholders rather than shareholders. The benefit of a mutual insurance company is that it can focus on the long-term interests of its policyholders, instead of focusing on delivering short-term profits to shareholders. Skandia incorporates sustainability factors into its investment decision-making process, including climate change, human rights, and corporate governance, when deciding where to invest its funds. This approach ensures that the company's investments are not only financially viable, but also contribute to positive social and environmental outcomes, which is aligned with our companies' values and purpose.

In our commitment to continually enhance our organizational sustainability and social impact, we recognize the essential role of employee satisfaction. Our employees are at the heart of our operation, and their well-being and engagement directly influence our ability to achieve our objectives. During 2023, no comprehensive measurement of employee satisfaction across our organization has been generated. In the upcoming year, we will be conducting an employee survey to measure eNSP, how likely employees are to recommend RGD as a workplace. We are committed to transparency and will share key findings and subsequent actions from our data and survey in our next sustainability report. We believe that this effort represents a significant step forward in our commitment to ensuring a supportive work environment for all our employees.



## Red Glead Discovery’s Support for the Broader Community

Philanthropy: Our company is committed to giving back to our community and supporting causes that align with our company values. In the past year, we have ringfenced a sum corresponding to 1,5% of our profits (after tax) to various non-profit organizations. We believe that our employees should have a say in where our contributions go, so we have introduced a process whereby our employees can vote on which cause they would like to see receive the majority of our ringfenced donation amount. Our employees were asked to prioritise among the following organizations: **Médecins sans frontières**, **Naturarvet** and **Lunds Fontänhus** (see on the right hand side for more info). After voting, our employees chose Médecins sans frontières to receive the majority of our donation. Further, in response to the unprovoked war against Ukraine, we donated to the Swedish branch of the **UNHCR** to provide relief to Ukrainian refugees. UNHCR is a global organization with the purpose of saving lives, protecting the rights of refugees, and building a better future for people who are displaced and stateless.

 For more information:  
<https://www.unhcr.org/neu/se/om-unhcr>

We are proud to support these organizations and the important work they do. In the coming year, we will continue to allocate a portion of our profits to philanthropic activities that align with our corporate values and mission, and to involve our employees in that decision-making process. Our societal activities hopefully can inspire not only our employees but also other stakeholders to be more conscious about their opportunities to make a positive societal and environmental impact.

## Collaboration for a Climate-Neutral Lund

RGD supports Lund’s municipality by participation in a project for the city to become one of EU’s 100 climate-neutral and smart cities by 2030. These cities should lead the way for other European cities aiming to become climate-neutral by 2050. The EU wants the selected cities to be bold and creative – and to focus especially on the climate challenges within urban planning, transport, and energy. Lund’s ambition to become climate-neutral by 2030 is based on the understanding that everyone in society needs to participate to make the required changes: entrepreneurs and researchers, politicians and officials, organizations, and residents. As a responsible organization, our company, alongside several others located in Lunds innovation district, has joined a collaborative project led by Lunds municipality. Our shared aim is to pave the way for businesses to take decisive climate action, recognizing that we all have a part to play in protecting our planet for future generations.

**Médecins sans frontières:** This global organization provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare.

 For more information:  
<https://www.msf.org/>

**Naturarvet**, which can be translated as “Natural Heritage,” is a Swedish non-profit organization dedicated to preserving old-growth forests (“gammalskog” in Swedish) to ensure the survival of their unique ecosystems for future generations.

 For more information:  
<https://naturarvet.se/>

**Lunds Fontänhus:** This is a local community center run by a non-profit association according to the “Clubhouse model” and its activities are directed towards individuals who have had, or currently have, contact with psychiatric services. Lunds Fontänhus focuses on psychosocial rehabilitation with a work and study-oriented approach.

 For more information:  
<https://lundsfontanhus.se/>



# Our Goals for 2024 - Outlook

*In 2024, we will further build on our achievements from 2023 to integrate sustainability across our operations and to further reduce our environmental impact. See table 5 for goals for 2024 and table 6 for 2023’s achievements.*

Table 5: Goals for 2024

Area	Initiative	Aim	KPI
Governance	Innovation for sustainability	Addresses environmental risks by adopting greener processes and materials.	Expand collaboration with customers on green chemistry peptide project.
	Collaborative projects for sustainability	Strengthen collaborative transport initiatives	Strengthen collaboration on sustainable transport initiatives with Medicon Village within the frame of the CoAction I project.
	Policies	Devise policies and implement practices supporting sustainability with respect to the supplier chain.	Evaluate sustainability performance when onboarding new suppliers.
Environmental	MyGreenLab	Reduce energy use, emissions, waste from lab operations.	Launch a campaign to promote closing fume hoods to save energy.
	GHG	Based on hot-spot analysis, identify and implement alternative methods with lower GHG intensity to replace current high-emission practices.	Finalize the procurement of SFC technology to replace GHG-intensive with more sustainable technologies
	Reduction of single-use material	Increasing awareness of plastic use in operations and evaluate opportunity to replace, reduce, re-use plastic from fossil stock.	Evaluated and implemented changes in plastic/glass usage based on last year’s review
Social	Philanthropy	Support our local and global community and protect our environment.	Donations have been made to selected NGOs.
	Work safety	Encourage incident reporting to raise awareness on importance for safety management	No of reported incidents and accidents has decreased.
	Personal development	Strengthen organizational capabilities by promoting personal development.	All employees identified skills to develop and have an individual plan on how to achieve this.



# 2023 Goal Achievement

Table 6: 2023 goals achievement

Area	Initiative	Aim	KPI	Status
Governance	Education	Raise awareness and knowledge within company for better decision making for sustainability.	Assigned 3 employees to develop relevant knowledge to facilitate decision making for increased sustainability.	Rerouted focus on MyGreenLab
	Sustainability initiative for SDG	Formulate and prioritize sustainability goals relevant to RGD business.	Workshop performed and goals integrated into business plan for 2024.	Workshop held and goals integrated in personal development plan.
	Policies	Devise policies and implement practices supporting sustainability with respect to the supplier chain.	100 % of RGD top 20 suppliers are evaluated for sustainability performance.	Top suppliers are mapped for sustainability performance. Progress made, but not achieved completely, as our analysis covers for suppliers that collectively account for only about 80% of our total purchasing value.
Environmental	MyGreenLab	Reduce energy use, emissions, waste from lab operations.	Performed MyGreenLab assessment and identified opportunities for reduction in the specified areas.	Assessment performed and areas for improvement identified. Lab specific plans created and goals set for achieving at least silver level for all labs.
	GHG	Improved methods for analysis of GHG footprint to support SBTi goals.	CO2 emissions measured, specific reduction goals set for 2024.	Improvement of accuracy for emissions from achieved.
	Analysis of plastic waste in lab operations (plastic audit)	Increasing awareness of plastic use in operations and evaluate opportunity to replace, reduce, re-use plastic from fossil stock.	Plastic audit performed and areas for improvement identified.	Goals for reducing waste has been integrated in MyGreenLab plan for 2024..
Social	Philanthropy	Support our local and global community and protect our environment.	Donations have been made to selected NGOs.	Donation have been made as planned
	Whistleblower support	Comply with new law and provide channel for whistleblowing.	Whistle blower channel is implemented.	Whistle blower channel has been implemented in October 2023.
	Personal development	Strengthen organizational capabilities by promoting personal development.	All employees identified skills to develop and have an individual plan on how to achieve this.	Individual development plans for all employees are in place.



# SUSTAINABILITY REPORT 2023



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Design: Clavis Communications