

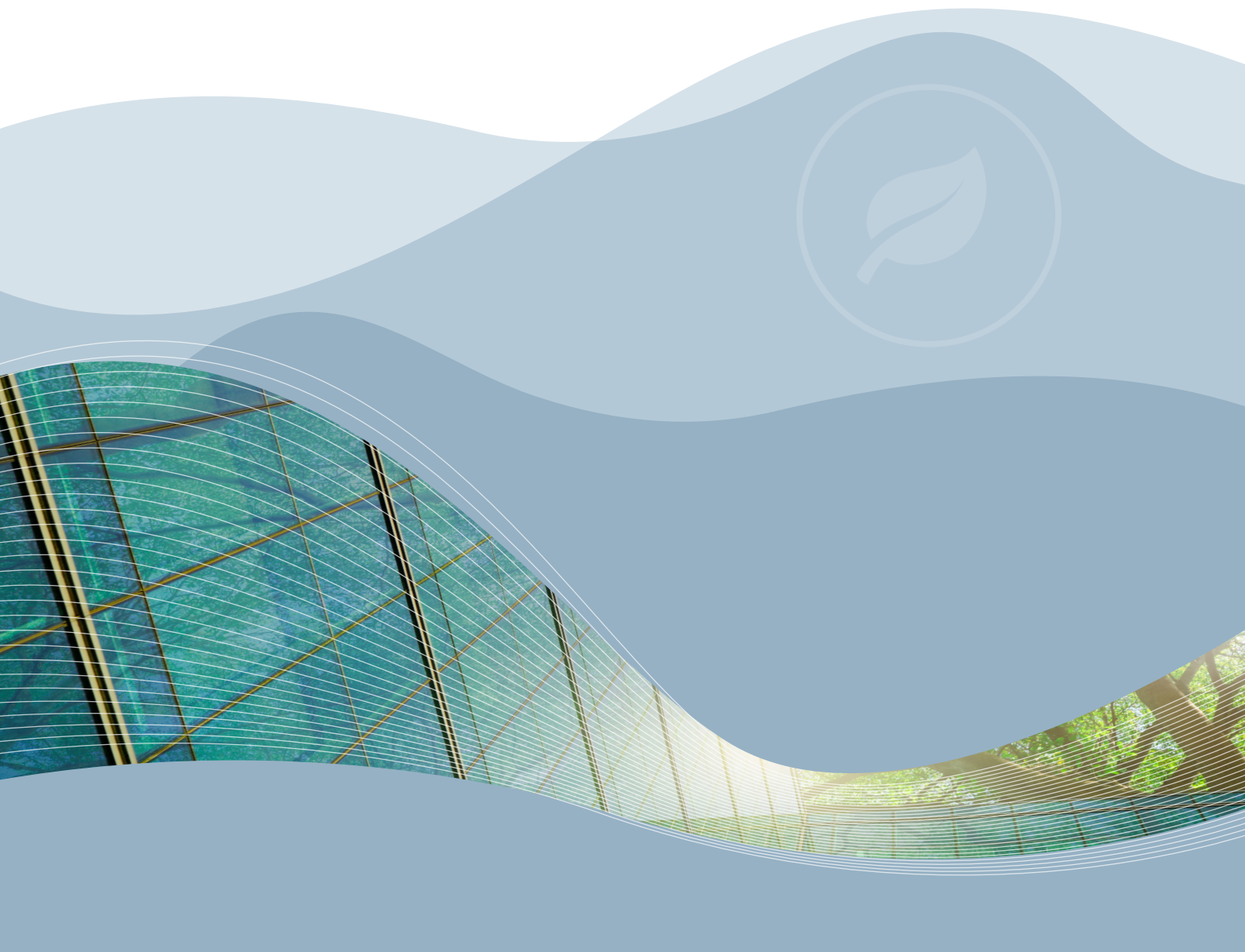


ESG Report
2022-2023



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Message from the founding directors

As a forward-thinking, ambitious and conscientious organisation, we understand that the way we run the business and every decision we make can have a profound influence on the environment, people and communities that surround us. When we founded Helios in 2015, the field of ESG (environment, social and governance) was in its relative infancy, but today has emerged as a key focus for companies like us. Our ethos of 'aiming for excellence' and 'being a great place to work' means that the implications of ESG are a high priority for us, and elements of ESG underpin our everyday decision-making across key aspects of the business. At Helios, we believe it is our responsibility to ensure that we provide a supportive, equitable and inclusive environment for our team, while at the same time having a broader outlook towards a more sustainable future for our planet.

This – our first published ESG report – has been developed to provide an insight into our comprehensive and growing ESG framework, outlining our ongoing, planned and longer-term commitments and investments to create a more sustainable future. This includes various initiatives to reduce our environmental footprint, enhance social equity and uphold the highest standards of corporate governance.

Together with our team, our clients and the wider community, we can continue to build a better world – one that thrives on shared values of environmental stewardship, social equity and ethical governance. We are proud that ESG is high on the agenda at Helios, and we are looking forward to advancing our ESG commitments in the future.

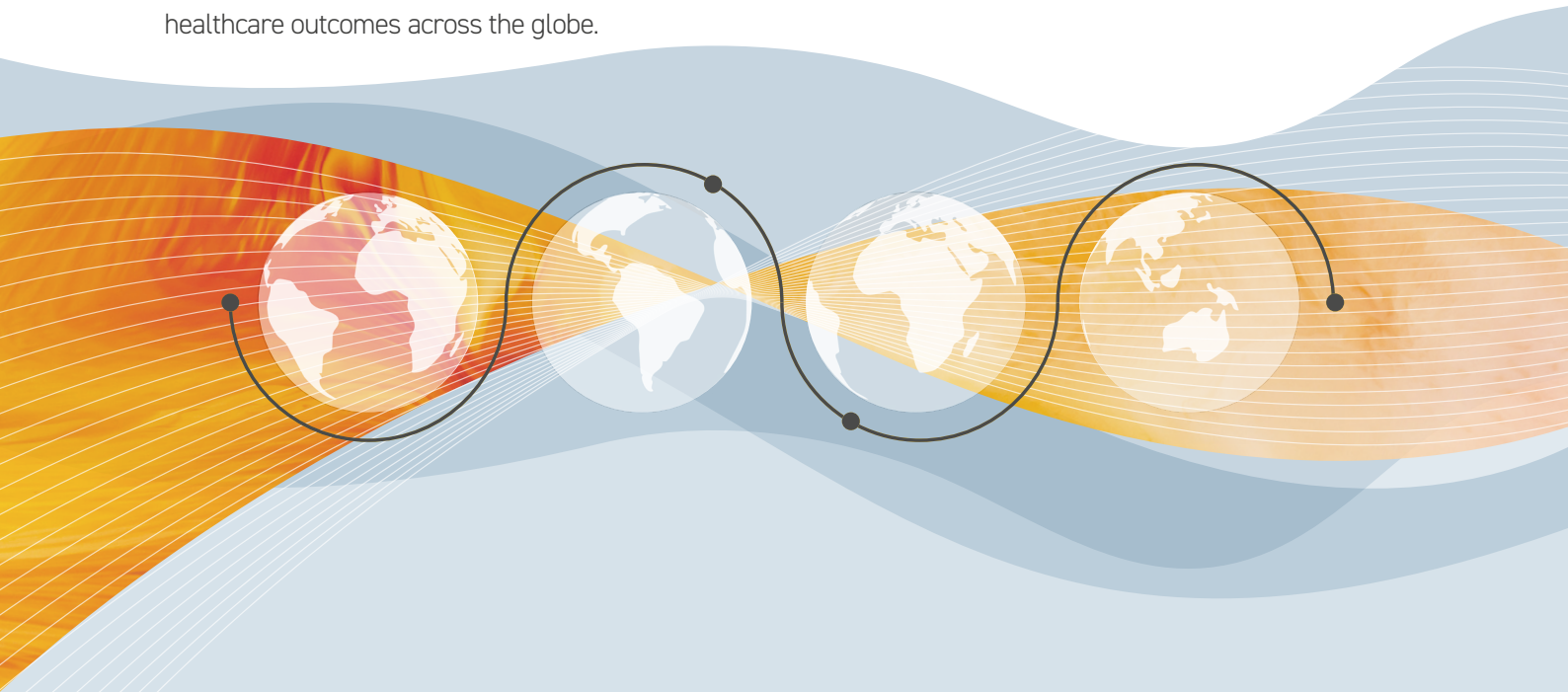
Andrew Minnock, Emma Bryant and Simon Whiteley



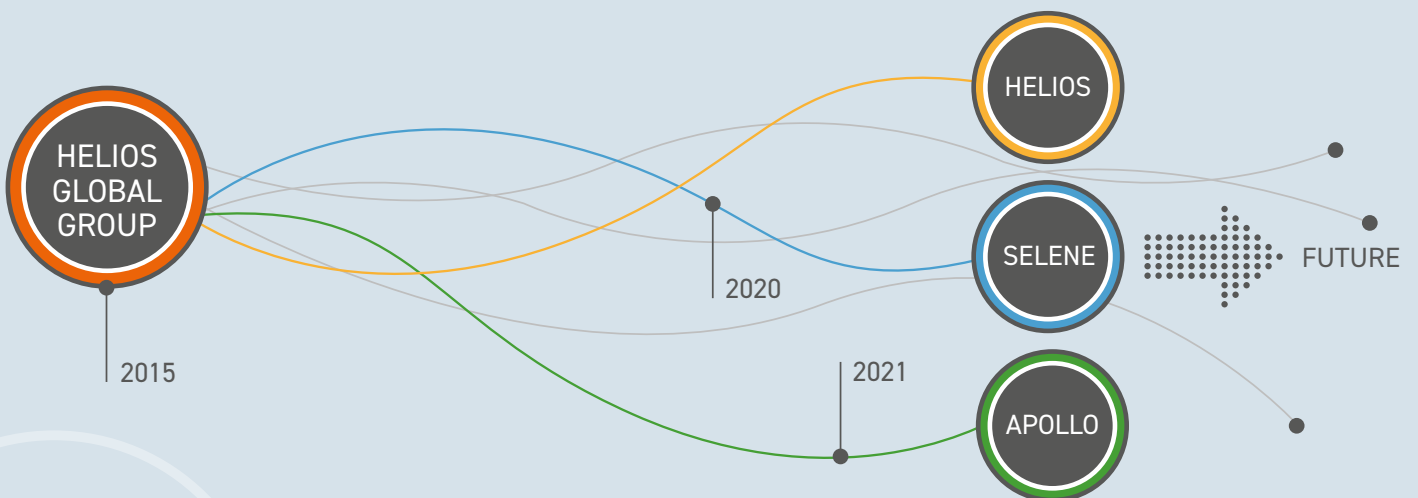
The Helios Global Group – who we are and what we do

We are an independent full-service global healthcare communications group, with offices in four locations: Cheshire, Manchester and Oxford in the UK, and Guilford, CT in the USA.

We partner with some of the world's leading pharmaceutical and biotech companies to deliver an array of impactful communications solutions for new medicines, with the ultimate goal of improving patient and healthcare outcomes across the globe.



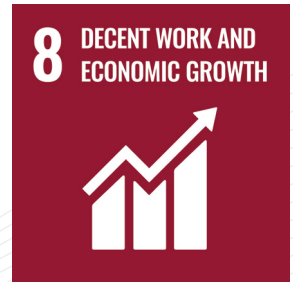
Our three agencies – **Helios**, **Selene** and US-based **Apollo** – are managed by dedicated teams to ensure that we can be agile and responsive to an ever-changing landscape, while remaining united by our core ethos.





Our ESG framework

We have designed a framework that aims to address the most critical sustainability issues facing our planet, and supports eight of the United Nations (UN) Sustainable Development Goals.¹



1. United Nations. The 17 goals. Available from: <https://sdgs.un.org/goals> (Accessed 28 November 2023)



Our recent achievements

As a relatively young company, we are proud of our recent ESG achievements, some highlights of which are summarised below.

Environmental

We are unwavering in our commitment to environmental sustainability. Our environmental strategy and goals recognise our duty to protect the planet for future generations and create a more sustainable future for all. We pledge to continuously evaluate, innovate and act responsibly to minimise our environmental footprint wherever possible.

Highlights



Annual carbon footprint assessment



Emissions reduction plan in progress



Commitment to achieve net-zero emissions by 2040



Fundraising for environmental charities



Employee cycle-to-work and electric vehicle schemes



Supplier environmental assessment



Office waste management and recycling programmes



Promotion of paperless working and reduced material consumption



Support of local environmental initiatives such as tree planting

UN Sustainable Development Goals supported





Highlights (continued)

Silver medal for sustainability

In November 2023 we were awarded the [EcoVadis](#) Silver Medal for Sustainability, meaning we're ranked within the top 25% of >85,000 companies assessed globally.

The EcoVadis rating is based on an evidence-led assessment of our sustainability performance on four key themes – Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

Our Silver Medal marks an important milestone in our sustainability journey, and we're looking forward to furthering our future efforts in this area.



Measuring and reducing greenhouse gas emissions

We have measured and submitted our key emissions data via the [Carbon Disclosure Project](#) (CDP), and we have publicly committed to reducing our Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030, at the latest. We're also committed to measuring and reducing our Scope 3 emissions.

These targets have been approved by the [Science Based Targets Initiative](#), a global body enabling businesses to set ambitious emissions reduction targets in line with the latest climate science. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Defining our path to net-zero

We are working in collaboration with [Positive Planet](#) to help define our long-term sustainability goals and potentially define a pathway to achieving net-zero status.



Social

Social responsibility is at the heart of Helios. We are dedicated to fostering a positive social impact through ethical practices, community engagement and a commitment to the well-being of all stakeholders. Highlighted below are some of our key activities in this area.



Annual customer satisfaction survey



Annual employee survey



Cost of living support package for employees (2023)



Extensive and highly regarded internal training programme



Graduate job creation, work experience and internships



Clearly defined career pathways





Social (continued)



DEI programme, including working group and associated activities



Inclusive working practices and policies



Supplier diversity assessment



Mental health first-aid training programme and support



Social committee and activities



Charitable fundraising





Governance

Good governance is the cornerstone of Helios and is vital to our success. We are steadfast in our commitment to transparent, accountable and ethical practices, ensuring the highest standards of corporate governance in all that we do. Governance highlights include:



Diverse board with independent chairperson



Extensive employee training programme in compliance, policies and processes



Cyber security programme, including Cyber Essentials accreditation



Preferred supplier evaluation



Benchmarked employee remuneration and support packages





Our ESG and other credentials in numbers





Future ESG ambitions

We are proud of our ESG achievements to date, but recognise that there is always more that can be done. We believe that every change or new initiative that we implement in the future can make a genuine difference.

Our key goals for 2024 are:



Continue to work on and enhance our sustainability profile



Finalise and implement our emissions reduction plan



Increase awareness of our environmental commitments and how our team can help



Define new charitable initiatives and beneficiaries



Drive DEI initiatives within and outside the business



Continue our focus on training and personal development



Continue to provide refresher training and knowledge checks on key compliance topics



Partner with our facility owners to drive positive change and decision-making



Support our clients in achieving their ESG and sustainability goals



UN Sustainable Development Goals supported



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