

## Corporate and social responsibility

# Horizon aims to create a positive impact beyond its technical innovation in healthcare.

We achieve this by engaging with local communities, caring for the environment and by acting with integrity in our everyday dealings with suppliers and customers. We make a difference by improving access to health and education, always seeking new opportunities where our innovative science and experienced staff can add value.

## Philosophy

At Horizon, we are building a culture of trust, inclusivity and agility that will deliver sustainable growth for our organisation while enhancing the world around us. We aim to enrich the lives of our stakeholders by creating value for our customers, investors, employees, patients, life science research and local communities.

Based on this philosophy, we have a set of values that we believe represent the organisation we strive to be. Our values guide our behaviours and ways of working:

- **Imagine:** we have the insight to seek solutions for the challenges of both today and tomorrow. We dream big, manage risks and move forward without fear of failure. We have the curiosity and resilience to keep exploring.
- **Inspire:** we are ambitious, sharing our passion with others, transparently and honestly. We strive to understand the needs of our customers. We aspire to provide solutions which make our customers' dreams become reality.
- **Ignite:** we work as a team to deliver what once seemed unimaginable. We push ourselves to set the standard for the highest-quality delivery. Success is part of our shared journey, not our destination.

Our values are embedded in our recruitment, development, performance and recognition practices.

## Health and safety

Horizon is committed to proactively managing safety, eliminating potentially harmful incidents and improving



staff health and wellbeing. We have an established safety team, led by a dedicated environmental health and safety manager. The key mandate of the team is to ensure high standards of monitoring, reporting, inspection and documentation across all sites, through a proactive and consistent approach.

Each of Horizon's laboratories performs a monthly health and safety audit. These audits enable the safety team to quickly highlight areas of concern for rapid corrective and preventive actions. The audits are reported and reviewed at Executive and Board level.

## Our people

We operate in a highly competitive and fast-moving industry. Engagement and development of our people provide the platform for our success.

An important part of that success is our ability to recruit, train and retain high quality scientific, commercial and leadership candidates from around the world. This is set to become even more critical as we continue to scale and grow.

Horizon is committed to creating and maintaining an environment which

offers equality of opportunity to all, which respects, values and encourages diversity of background, ability, experience and opinion. Horizon has additional responsibilities towards our employees if we are aware that they suffer from a disability and has a detailed section of the employee handbook that references the measures we take to support all diverse populations at Horizon including reference to race, disability, gender and sexual orientation. Horizon will make reasonable adjustments to enable anyone who has, or who develops, a disability to work safely and productively, has highly competitive insured benefits for disability and ill health, and has formal structures involving senior leadership to review any complaints around discrimination whether direct or indirect to maintain our inclusive environment and additionally reviews gender pay gap annually.

To ensure that staff are adequately educated on our strategies and operations and are able to contribute and feedback openly, Horizon conducts an annual staff survey which showed an exceptionally positive engagement score of 79% in 2018, holds quarterly global Town Halls, local Q&A sessions, publishes progress against

Company objectives and hosts interactive news on its internal communication portal. Horizon continues to run share participation schemes which are open to all US and UK employees to share in the financial success of the organisation.

We sponsor a wide range of activities to ensure that we create an inclusive environment so that our people feel enriched by engaging in valuable work that is aligned with our cultural values. These include:

- Intern and apprenticeship opportunities to invest in our future biotech talent pipeline.
- Online learning and development platforms to give people extensive personalised resources along with focused and personalised induction programmes to ensure we maintain a growth and quality mindset.
- A culture of thanks – with a system to recognise and celebrate the work of colleagues around the world.
- A trusting environment of flexibility in work patterns and locations. Our business works best when it works in harmony with the needs of its people.

### Our educational community – STEM

Horizon is focused on helping to solve the shortage of young people, females in particular, pursuing careers in the biotech industry. We actively partner with schools, charities and governments to promote careers within our sector.

- We hosted over 50 students at both our Cambridge and Colorado sites for various scientific projects and learning activities.



- We supported the opening of the Cambridge Science Centre for young children and families, proactively volunteering to assist at the centre's careers fairs.
- We contributed to the Dr Geraldine Rodgers Enterprise Studentship, which supports a student from overseas in continuing their scientific education in Cambridge.
- We celebrate Earth Day at each site with an environmental clean-up.
- We are minimising the use of single-use plastics across our sites by replacing them with sustainable or reusable products.

### Our community

Our social, charity and enterprise committees are at the heart of our culture and their engagement programmes, encourage our employees around the world to volunteer their time and skills. Through the work of these committees, we raise money for local communities and charities.

Through our staff social groups we give to charities in the UK and in the USA. In the UK, we support Addenbrooke's Charitable Trust and Sands, the stillbirth and neonatal death charity. In the USA, we support The Little Bit Foundation; St Louis Food Bank; the Salvation Army; Ronald McDonald Foundation; and the Alzheimer's Association.

During 2018, Horizon coached and mentored external biotech entrepreneurs, was a main sponsor for the UK Bioindustry Association and provided project work for students at the Cambridge Judge Business School.

