

MENARINI DIAGNOSTICS SUSTAINABILITY REPORT 2025



A.MENARINI
diagnostics

Message from our Managing Director

I am delighted to present the **2025 Sustainability Report** for **Menarini UK**, which reflects our ongoing commitment to responsible growth, environmental stewardship, and social value creation. This report showcases the progress we have made over the past year—both in achieving our sustainability goals and in embedding these principles into the way we operate every day.

At **Menarini Diagnostics UK**, our purpose is clear: to help healthcare professionals make better, more informed decisions through accurate diagnostics and reliable data. We play a vital role in supporting the UK healthcare system by providing tools and technologies that drive efficiency, safety, and improved patient outcomes. But our mission extends beyond diagnostics—we are equally committed to ensuring that the way we do business contributes positively to our planet and our communities.

Driving Environmental Progress

Sustainability is at the heart of our operational strategy. Over the past year, we have taken significant steps to reduce our environmental impact and to operate more responsibly.

One of our proudest achievements has been the expansion of our **Electric Vehicle (EV) fleet**, both within our warehouse operations and through **employee initiatives** that support the transition to EVs. We have also installed **EV charging stations** at our facilities, making sustainable transport more accessible to our teams.

Our commitment to clean energy continues to grow. We now source **75% of our total energy consumption** from **renewable sources**, and we are firmly on track to reach **85% within the next 12 months**. Alongside this, we have implemented several infrastructure improvements, including **LED lighting retrofits** and **water conservation measures**, as part of a long-term programme to enhance resource efficiency and environmental performance across our sites.

Upholding the Highest Standards

Excellence in quality and compliance remains a cornerstone of Menarini's operations. This year, we were proud to achieve **ISO 9001:2015 certification**, a testament to our robust quality management systems and our culture of continuous improvement. Looking ahead, we are targeting **ISO 14001:2015** and **Cyber Essentials Plus** certifications in 2026, building on our current **ISO 13485** and **Cyber Essentials** accreditations.

These milestones reflect not just compliance, but a deeper commitment to integrity, reliability, and accountability—values that guide every decision we make.

Creating Social Value

As a healthcare company, we understand that our impact extends far beyond the products and services we deliver. We are proud to contribute to the UK Government's Social Value Model (PPN002), aligning our work with its priorities to support local communities, champion sustainability, and promote innovation and equality.

We remain committed to reducing our **carbon footprint** and expanding our **social value impact** from empowering our people and supporting community initiatives, to fostering partnerships that deliver long-term positive change.

Looking Forward

The year ahead will bring new opportunities to push the boundaries of what's possible in sustainable diagnostics. In 2026, we will continue to focus on innovation, digital transformation, and environmental leadership embedding sustainability into every layer of our business.

I am immensely proud of what we have achieved together so far. These accomplishments are the result of the passion, dedication, and collaboration of our team across the UK. Their hard work continues to drive meaningful progress towards a more sustainable, resilient, and socially responsible future.

Together, we are building a business that not only delivers diagnostic excellence but also contributes to the health and wellbeing of our planet and the people we serve.



A handwritten signature in black ink, appearing to read 'Jonathan Coffey'.

Jonathan Coffey
Managing Director

Mission Statement

At Menarini Diagnostics UK, our mission focuses on analysing and monitoring healthcare trends. This empowers us to deliver innovative and quality diagnostic solutions that enhance patient outcomes.

Our goal is to revolutionise the diagnostics sector, driving improvements in UK healthcare systems to boost efficiency while maintaining high standards of quality and safety. eases routines and meeting the needs of core and histopathology laboratories.

Company Profile

Menarini is one of Europe's leading pharmaceutical and healthcare companies, with headquarters in Florence and research facilities in Pomezia, near Rome. The organisation, which was incorporated over 100 years ago has over forty subsidiaries operating throughout Eastern and Western Europe, with a network of marketing partners covering other countries around the world. The Menarini group consists of pharmaceutical, over the counter medicine and diagnostic divisions, as well as several other divisions concerned with bio-medical measurement.

Menarini Diagnostics was launched in the UK during 1987 and is now established as one of the fastest growing Diagnostics companies in the UK. To date Menarini has placed more than 800 analysers of various types in the UK diagnostics market. The company has achieved this growth by an emphasis on promoting leading edge products, and combining this with high quality service and technical support.

Currently employing over 50 staff in sales, marketing and customer support Menarini Diagnostics UK is based in Wokingham, Berkshire in a purpose-built facility which includes offices, warehousing and engineering workshops.

Company Strategy

Menarini are proud to have adopted 4 Key Values that has shaped its history that we put in action every day.



Patient Focus

The nature of our Identity is dictated by our focus on the patient. All our Activities are inspired by this fundamental Value.

People Care

Our Company is centered around the Person. We Live in a multicultural environment and we give value to diversity and inclusion. We think Solidarity as a fundamental part of our respect for people. We respect and safeguard the environment around us to allow a better life to our children.



Responsibility & Integrity

Passion, Pride, dedication and commitment are in the DNA of our Company. Every single one of us represents Menarini. Each of us is responsible for sustaining and enhancing the reliability, integrity and scientific value of what we have created by dedicating time, work and sacrifice.



Quality

Our way of working goes beyond the mere regulatory requirements fulfilment, but we work to reach the most elevated standards in the market in which we operate, creating a real quality culture. We choose to improve the care of our patients through quality.



We also work alongside our Corporate Menarini Group UN Global SDG's with its sustainability program, the Menarini Group contributes to 12 sustainable Development Goals



The Strategic Sustainability Plan aims, on the one hand, to systematize and enhance the initiatives already in place – from an environmental, social and governance perspective – and, on the other hand, to identify significant new opportunities for achieving the SDGs.

Sustainability Policies

The Purpose of our policies is to establish a common understanding of the basic organisational principles and guidelines Menarini has in place. These policies and procedures have been developed in line with our Global UN SDG's and compliance requirements.



Human Rights

1. Centred around the person
2. Ethics and Transparency
3. Multicultural Identity
4. Responsibility
5. Data security and protection
6. Diversity, equality and Inclusion
7. Safe & Healthy work environment
8. Fair working conditions
9. Modern Slavery
10. Wellbeing

Environment

1. Carbon Reduction
2. Waste
3. Energy and resource use
4. Packaging

Code of Conduct

1. Global code of Conduct
2. Global Third parties Code of Conduct.
3. Business Ethics & Integrity
4. Transparency in Healthcare
5. Anti-Bribery
6. Anti-Trust Compliance
7. Privacy Compliance
8. Reporting Concerns (Whistleblowing)

Human Rights

Centred around the person People are our finest asset. Together we have built our identity and together we shall continue to build our future.

Ethics and Transparency We adopt the highest ethical standards in all our work processes. We work with commitment to foster and favour behaviour which is ethically correct.

Multicultural Identity Today we are a "multinational family". We imagined how we would have become thousands, how we would have spoken many languages.

Responsibility We greatly value the sense of responsibility that each of us has, as every single one of us represents Menarini.

Data Security and Protection To have a robust, compliant GDPR policy to help protect our staff as well as our customers.

Diversity, equality and Inclusion We are committed to equality of opportunity and to following practices which are free from unfair and unlawful discrimination. This is to ensure that all individuals are protected and are not victimised or subjected to any form of bullying or harassment.

Safe & Healthy Work environment To ensure that every individual is equipped and trained to meet the needs of their role and that they are compliant with the regulations for Health & Safety. A comprehensive policy is provided at a global level as well as a UK level.

Fair working conditions To provide all members of staff with fair working conditions including equal pay for all regardless of gender.

Modern Slavery Menarini has a separate Modern Slavery statement published on our website. Provided is the link: <https://www.menarini.diag.co.uk/en/about-us/company-profile/modern-slavery-statement.html>

Wellbeing Menarini follow the guidelines that are set in the H&S at work act, we are also looking to adopt new strategies with regards to the Mental Health of all our employees to maintain a high standard of care and responsibility.

Environment

- Menarini contributes to four of the UN Sustainable Development Goals
- Clean Water and Sanitation
- Affordable and Clean Energy
- Responsible consumption and production
- Climate Action
- In the UK as well as the UNSDG's we are focused on 4 areas in particular.

Carbon Reduction Our current Carbon Reduction Plan results are published on our Website: https://www.menarinidiag.co.uk/content/dam/diagnosticsuk/assets/pdf/A_Menarini_Diagnostics_UK_Carbon_Reduction_Plan

Net Zero Commitment

Working in line with the NHS and its commitment to Net Zero, Menarini is committed to achieving Net Zero emissions by 2038.

Our emissions foot print is based on the Government PPN006 template to record our baseline and reduction statistics.

Waste To reduce our waste as an active member of the B2B WEEE compliance service and our WEEE reports are compiled every year and assessed by B2B Compliance who provide our certification to the scheme. To adopt where possible a circular economy where we will endeavour to Reduce, Reuse and Recycle.



Energy and resource use To increase our percentage of renewable energy from 75% to 85% over the next 12 months. Implementing emission reduction initiatives such as switching to all LED Bulbs and PIR lighting controls within our offices in Wokingham.

To expand our Electronic Vehicle scheme to include company fleet vehicles for field-based staff. We recently replaced our warehouse fleet with electric vehicles and installed electronic charging points.

To consolidate transportation whenever possible.



Packaging To reduce the use where possible of single use plastics in our packaging whilst keeping the adequate protection of the products distributed. Where possible packaging shall be recovered and reused to minimise waste eg: wooden sustainable crates are stored and re-used for transporting all our laboratory equipment to customer sites



Code of Conduct

Menarini promote and support an ethical work environment and a culture of compliance, by ensuring that business practices adhere to applicable laws, industry regulations, ethical codes and standards. Such ethical standards are fundamental for our Group policies and provide a common framework for how we interact with our colleagues, conduct business with our partners and suppliers, and serve our patients and the many communities in which we operate around the world.

Global Code of Conduct We conduct our business always with the utmost integrity and following the highest ethical standards. These principles are firmly part of our DNA.

Global Third Parties' Code of Conduct We recognise that Third parties have an important role for Menarini success and we encourage them to embrace our Global Third Parties' Code of Conduct.

Business Ethics & Integrity Menarini is firmly committed to conduct its business with integrity and fairness, aiming to guarantee and strengthen its image as a reliable Company. Our Global policies are part of our Group-wide compliance program, which requires us to always conduct business in compliance with laws, regulations and the highest ethical and scientific standards.

Transparency in Healthcare We are firmly focused on our mission and take our responsibility very seriously regarding the need for a transparent way of acting.

Anti-Bribery Menarini has a "zero-tolerance" approach to bribery and is committed to acting professionally, fairly and with integrity in all business interactions. Menarini Global Anti-bribery Policy sets the scene about our individual responsibility in complying with anti-bribery or anti-corruption laws around the world, ensuring that all our employees and any Third Parties with whom we have business relationships, do the same.

Anti-Trust Compliance Competition and fair dealing are more than just legal requirements for Menarini: they represent established corporate values. We are committed to fostering an open and competitive market, operating on the strength and value of our products. The Menarini Group has invested in dedicated policies and programs, so to ensure undistorted competition and fair dealing in all business relationships. Since 2006, a comprehensive system of training, control, and corporate policies has been implemented and constantly updated to protect fair competition and prevent misconduct.

Privacy Compliance Respecting Data privacy is part of our values. We are committed to protect the privacy of our patients, customers, employees and the Healthcare professionals we work with, through all work processes. Personal data are processed to the highest standards of privacy and security, in compliance with all applicable laws and according to the Group Global Data Protection Governance Model. We regularly engage across the entire Group to monitor and train on data privacy fundamentals and on our Privacy Policies. This helps us building awareness, propagate best practices and focus on continuous improvement.

Reporting Concerns (Whistleblowing). Menarini has dedicated whistleblowing channels in place to encourage effective reporting. Statements can be made anonymously and without fear of reprisal.

Social Value

Menarini have in 2025 supported its employees in participating as part of their company objectives in volunteering in both our Local Community aswell as those where we have held Sales Meetings.

We took part in a volunteering opportunity with "The Conservation Volunteers" Organisation at Sale Water Park near Manchester in helping to protect the environment by laying down public walkways and clearing Shrub and Trees to help the local wildlife and enable people to use the Water Park to cause the least disturbance to the environment. As a result in taking part they also pledged to plant a Tree for every staff member who took part.



We also helped our Local Community First Days Children's Charity based in Wokingham with volunteering at their local offices to help sort stock, take inventory and help with renovations.





ReadiFood

We have donated to the local Foodbank in Reading with essential items to help those in need.



LITTLE LIVES UK CHILDREN'S CHARITY

Little lives Children's Charity benefited from a donation of 20 mobile phones to help children's educations, health and home lives to help reduce technology poverty.

September 2025 saw us attend IBMS Congress where our stand incorporated a social value theme where we asked visitors to the exhibition to select a choice out of 3 to place a ball and that we would then provide donations to all 3 with the most balls placed receiving the largest donation and following that 2nd and 3rd place would also receive respective donations also. We are pleased to announce that Cianna's Smile Sickle Cell won first place.

