

Introduction

At ICON, our mission is to improve patients' lives by accelerating the development of our customers' drugs and devices through innovative solutions.

We recognise that conducting business sustainably is essential in helping to protect the future health of our people, our patients, and our planet.

Our dedication to building a healthier, more sustainable world is embodied in our ICON Cares program. ICON Cares brings together all our Environment, Social and Governance (ESG) under one umbrella. It is a pledge to achieve more together.

ICON's Sustainable Procurement Policy is furthering this pledge by engaging our suppliers on our ICON Cares journey.

Mission

ICON is committed to sustainable procurement, utilising a responsible, sustainable, and ethical supply chain, and setting clear expectations with our suppliers

Goal

To source from suppliers whose values align with ours, who share our commitment to fair and inclusive practices, and who demonstrate social and environmental responsibility



Purpose & Scope

This policy outlines ICON's commitment towards Sustainable Procurement by maintaining a responsible, sustainable, and ethical supply chain. It includes details on the expectations we have of our suppliers to support these efforts.

ICON is committed to:

- Setting objectives, goals and taking actions to support this policy
- Collaborating with our suppliers to achieve our goals
- Providing our suppliers with helpful resources on important sustainability topics
- Raising awareness of environmental, social and governance related issues and initiatives, and driving compliance with this policy with our suppliers
- Sharing our progress to demonstrate our efforts and achievements in building a more sustainable supply chain

Objectives

Aligned with our ICON Cares commitment, we expect our suppliers to aspire to the same standards in how they conduct their business operations.

To ensure ICON can have a positive effect on people, the environment, and the community, we require all our suppliers to make reasonable efforts to support our objectives and adhere to the following requirements:

Ethics, governance and continuous improvement

- Comply and adhere to all relevant international and local laws regarding ethical business practices
- Accurately, honestly and fully complete the ICON onboarding and any subsequent assessments and/or requests for information to enable ICON to carry out the necessary due diligence on any suppliers, who wish to become and remain, an approved supplier to ICON
- Adhere to ICON's Global Supplier Code of Conduct. ICON's code of conduct sets out the standards and expectations we have of our suppliers regarding Ethics & Compliance, Labour & Human Rights and other relevant ethical and sustainable business practices (or equivalent code by exception)
- Read and agree to our Sustainable Procurement policy
- Have ethical, responsible, sustainable sourcing practices in place
- Participate in sustainability and environmental assessments or programs as requested by ICON
- If requested, make contractual commitments to support sustainability efforts

Environment

- Adhere to applicable environmental laws and regulations that apply in the regions where the organisation operates
- Be aware of the environmental impact of their business activities

- Have or incorporate initiatives towards greater environmental responsibility and reducing their business operations impact such as:
 - Reducing waste and ensuring responsible waste disposal
 - Responsible water withdrawals and water discharges
 - Reducing energy use
 - Switching to renewable energy
 - Reducing GHG emissions

Labour, Human Rights and Diversity

- Provide a safe, fair work environment for all employees ensuring compliance with all labour laws, in accordance with the principles of the International Labor Organisation, the UN Global Compact and the UN Universal Declaration of Human Rights
- Demonstrate evidence of adequate procedures and policies in place covering all areas referenced in the ICON Global Supplier Code of Conduct
- Be aware of and promote fair and inclusive practices across the workplace and in their supply chain

In circumstances where ICON discovers that a Suppliers conduct is not aligned to ICON's Sustainable Procurement policy, ICON will expect suppliers to commit to making reasonable improvements in their performance in these areas. ICON reserves the right to withdraw from current relationships or refuse to work with suppliers who are not able to demonstrate the required principles or any improvement in engagement.

For any questions or additional guidance please contact sustainableprocurement@iconplc.com.

Document history

Effective date	Version	Brief summary of changes
April 2025	V1.1	Language changes only to introduction and goal
September 2024	v.1.0	Document created