

2023

IMPACT REPORT



A MESSAGE FROM OUR CEO, TOM FREYNE

In 2020, we unveiled our updated Vision, Mission, Values and Purpose (VMVP). Our VMVP is a guiding light for the business and has provided us with clear frameworks on how to behave and act.

Scope is made up of a community of individuals, energizing each other to create the extraordinary and make a difference to people's quality of life. Our purpose of "working for more than just work" guides us on this journey and is reflected in our first annual Impact Report.

Following the unveiling of our updated Vision, Mission, Values and Purpose, we launched our Vision Commitment to our people in 2021.

A lot of what we set out in the Vision Commitment is around our people. Our people truly are the superpower at Scope. We all work diligently to ensure every member of our community is safe, comfortable and satisfied. I love this phrase, and people reference it all the time when different situations come up and we reinforce our support and care for them. What I love most is that this statement is very real - we care about our people, and we care about the impact we have in the world.



We stand by our people in the good days and the bad. This was demonstrated by the entire Scope population during Covid 19. We are proud of how our people supported each other, our healthcare partners, patients and so many people throughout these difficult times.

We continually invest in Health, Safety and Well-Being for our people. We are a trusted partner by our people and recognise the value of creating an inclusive, safe and energizing space for people to achieve and succeed in the world. This is coupled with our growing commitment to Diversity, Equity and Inclusion across our five priority areas; Gender, Race, Age, Disability and Mental Health.

Our entire ecosystem of stakeholders matters to us, and we can highlight this by sharing how we have integrated social and environmental impact initiatives across the business. This work is massively significant and is something that energizes each one of us to passionately try to create a positive impact with our customers.

We have a responsibility to our customers, our charities and everyone in our communities and it makes us proud to think that we act with the levels of responsibility that we should. We know that we have a lot more to do, however our progress and commitment gives me energy for the future.

Since our CSR department was established, we have made a significant difference across our three pillars; People, Patients and Planet.

Our partnerships with children's sight loss agencies allow us to give back within our sector.

We regularly support local communities and causes close to our people's hearts through our global volunteer drive and the Scope Community Fund.

Alongside our portfolio of preservative free products, our people are proactively working to support patients at a local and global level to mind and manage their conditions in line with medical guidelines and compliance.

We are also tenacious about how we can build on our work to preserve the planet for this generation and future generations as our business continues to grow. We know that the health of our planet has a direct impact on all of us. Taking a three-pronged approach, we are proactively investing in our waste management, journey to net zero and in fostering a culture of sustainability across the business from operations to product development. We have highlighted some of these programmes and examples in the detail of this report. What encourages me most is that we are establishing these programmes across the entire business, so that all departments are involved and bought in, rather than CSR running this alone as an isolated department.

As we strive to exceed the expectations of our people, partners and patients, we are extremely proud of the impact we are having through our continued investment and growth in social and environmental programmes.

SCOPE AT A GLANCE

Scope is not just a job to pay the bills, we are here to energise each other to find that additional meaning from what we do. The work we are doing matters. We can improve the world every day by changing one person's quality of life. We are on a journey of a lifetime, where we never stop moving forward.

V	M	V	P
Vision	Mission	Values	Purpose

SCOPE AT A GLANCE



V

VISION

To constantly **exceed** the expectations of our healthcare **partners**, our **patients** and our **people** by bringing them together to deliver the extraordinary.

M

MISSION

OUR PEOPLE – A family run business with an open culture that dedicates time to look after each other.

OUR BRAND – Highly respected and recognised business, aspiring to become an international leader in our area of expertise.

OUR PRODUCTS – Striving to improve people’s wellbeing through quality, innovative products.

V

VALUES

AUTHENTIC – Be genuine, respectful and don’t be afraid to be yourself.

DRIVEN - Be passionate and tenacious about what we can achieve.

INNOVATIVE - Be creative, brave and adaptable to change.

THE CRAIC - Enjoy our work, find the fun and be part of the Scope family.

P

PURPOSE

A **family** of individuals, **energising** each other to create the **extraordinary** and make a difference to people’s quality of life.

Working for more than just work.

CSR & SUSTAINABILITY

Amie Fox, CSR Manager

Responsible business is an evolving concept. To really make a difference for our people, partners, patients and planet we must be adaptable to change.

We have identified a number of social and environmental issues where Scope and our people can make a difference at both a local and global level.

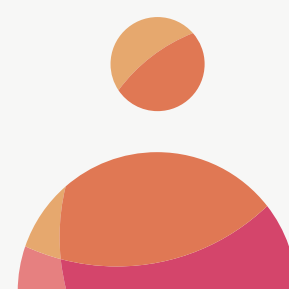
These include:

- Giving back within our sector by reducing inequalities for young people with vision impairment.
- Supporting patients in their disease management after diagnosis.
- Diverting waste plastic from landfill and managing our carbon emissions to allow us to become Net Zero.

Our CSR and Sustainability programmes are designed to support the implementation of the United Nations Sustainable Development Goals, specifically; Goal 3 Good Health and Well-Being, Goal 4 Quality Education, Goal 10 Reduced Inequalities, Goal 12 Responsible Consumption and Production and Goal 17 Partnerships for the Goals.



OUR THREE PILLARS



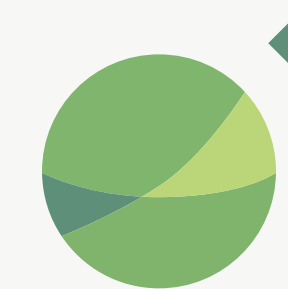
PEOPLE

Make a difference within our sector, across our community and to causes close to our people's hearts.



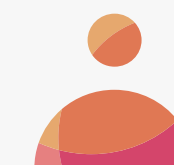
PATIENTS

Deepen our people's understanding of the lived experiences of patients and bridge the gap between diagnosis and disease management.



PLANET

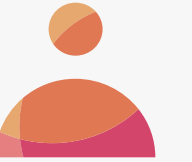
Preserve the planet for this generation and future generations as our business continues to grow.



PEOPLE

PROGRESS TABLE

Issue Identified	Just because a child can't see it doesn't mean they shouldn't have a vision for their future. Globally an estimated 60% of young people of working age with vision loss will be unemployed.	Many local communities are in need of support to save on resources and meet critical needs.	Our people have causes close to their hearts that we want to support and celebrate.
Scope Commitment	Charity of Choice.	Global Volunteer Drive.	Scope Community Fund.
SDG	Goal 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	Goal 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	
Progress to date	£125000 donated.	704 working hours volunteered across 16 charities in 4 countries, resulting in an in-kind donation of over £15000.	£4000 donated to support 5 community causes since H2 2022. £25000 donated to British Red Cross to support Ukraine.
Targets	Formalise social impact partnerships in line with good governance. Report on the number of young people and families supported in line with donations.	Increase up take in paid days off to volunteer by 20%.	Diversify the people and causes we are supporting, report on number of beneficiaries and impact annually.



PEOPLE

Make a difference within our sector, across our community and to causes close to our people’s hearts by engaging Scopers in accessible and inspiring campaigns.

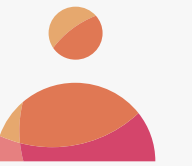
CHARITY OF CHOICE

Giving back within our sector has always been a core focus in Scope. We know that just because a child can’t see, it doesn’t mean they shouldn’t have a vision for their future. For this reason, we partner with a children’s sight loss agency in Ireland, the UK and USA. To date, we have worked alongside and continue to support many wonderful organisations including; Perkins School for the Blind, RNIB, RSBC, NCBI and ChildVision.

- [Perkins](#)
- [RNIB](#)
- [RSBC](#)
- [NCBI](#)
- [ChildVision](#)



WATCH SCOPE IMPACT REPORT: PEOPLE



ROYAL SOCIETY FOR BLIND CHILDREN

RSBC are based in the UK offering a range of services including emotional support, practical advice and support services for families. They provide opportunities for children and young people to build confidence and skills through activities such as Health and Wellbeing activity camps, the Family Support Service, technology skills and so much more.

We have donated upward of £26,000 to RSBC since 2020. This is a combination of funds raised by our people and match-giving by Scope.

Here is an insight into the impact that RSBC has on children with vision loss and their families.

Within just three months of being diagnosed with Stargardt disease, seven-year-old Ethan had been registered as sight impaired. Ethan's mum Bhavna describes her son as "cheeky, chatty and kind- hearted. He adores cars, particularly go-carting and all things techy."

"I've always worried that Ethan's sight loss would change his character, crush his positivity and passion for life, but so far that's not the case. His view is that everyone has problems, and this is just his. I know that RSBC has played a big part in that."

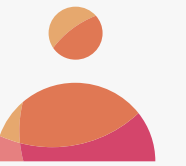
We believe that by supporting expert social and rehabilitation workers, we can pioneer the futures of children with vision loss so they can grow up happy, healthy and independent in a sighted world.

Ian Davies, Regional Sales Manager, Retail UK took part in the London Marathon in 2021 to help raise funds and awareness for RSBC.

"Running the London marathon had been something I'd wanted to do for a long time but I'd never found the courage / drive to enter. So when the opportunity came up to not only take part, but also do the marathon with colleagues from Scope and help raise money for RSBC it was something I couldn't turn down.

I posted regularly on social media about what I was taking on, the training I was doing and the cause I was supporting. The response from friends and family was amazing and definitely helped me stay on track, especially on the longer runs on Sunday mornings!! I received so many donations and encouragement from people I'd not seen or spoken to in years, this was really touching but also highlighted what a huge challenge the marathon was going to be, but also what an amazing cause RSBC is.

Knowing that all the time & energy I put into both the training and the fundraising was going to such a worthy cause made it all worthwhile. I can't imagine how hard it must be for children and young people with sight loss to become independent, so anything I could do to help, even just one person, was so worthwhile!"



GLOBAL VOLUNTEER DRIVE | SCOPE HELPING COMMUNITY HEROS #scopeHCH

Taking care of the people and communities where we live and work is a priority for our people. Everyone in Scope is gifted a paid day off to volunteer annually. While most companies offer a volunteer day, we know that the average up take of these days is around 33% in most companies. Volunteering brings with it so many opportunities and benefits for both our people and our communities. The CSR team work to identify and organise volunteering opportunities to ensure our people, not only benefit from volunteering but that we can maximise our positive impact locally.

Our people have volunteered over 700 working hours across 4 countries, helping 16 charities, resulting in an in-kind donation of over £15000 since the volunteering programme was launched in 2021.

SCOPE COMMUNITY FUND

We are always looking for new and innovative ways to support causes close to our people’s hearts. The Scope Community Fund is a CSR investment fund where every quarter, our people can nominate a charity to receive funding from Scope.

Applications are reviewed by our voluntary Charity Committee to identify the beneficiary charity. To date we have provided funding to The Hope Foundation, Ronald McDonald House Charities UK, Seaford Youth, and The Khmer Sight Foundation.

SINCE 2021 WE HAVE DONATED

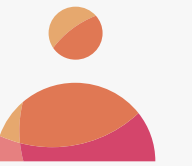
704

hours to our communities

£15,541

in-kind donations

TO 16 CHARITIES AND 4 COUTRIES



DIVERSITY, EQUITY AND INCLUSION

Diversity, Equity and Inclusion (DEI) is a way to make sure that our people can live out our Authentic Value. Authenticity in Scope means “being genuine, respectful and not being afraid to be yourself.”

DEI is a working group at Scope that came together in the summer of 2020. Social change and conversations around diversity came to the forefront at this time with awareness campaigns such as “Black Lives Matter” and “Me Too”.

With rapid growth, Scope has very quickly become increasingly diverse. We at Scope wanted to form a group to represent our people. We make recommendations to the SMT on enhancements that could be made to our existing policies and practices. We also commit our time to improving our ever-evolving workforce. We do this by increasing our people’s understanding and awareness of core DEI topics.

The DEI team also work to ensure Scope reaps the benefits of a diverse workforce. They also strive to ensure the diversity and inclusion strategy goes beyond legal compliance and seeks to add value to Scope, contributing to employee wellbeing and engagement.

“We feel that the Scope family has and continues to be made from a diverse group of people who we seek to include. However, there are improvements

can make, and this group will work to discuss what these may be and how Scope can implement any potential changes.” - an excerpt from the DEI Charter.

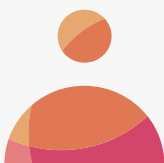
DEI is for everyone.

While our dedicated team push the agenda forward, we give everyone in the business the opportunity to give feedback on areas that we should focus and improve on.

Results from our 2020 DEI survey found that 91% of the people at Scope agree that “Scope is committed to Diversity”. The results also allowed us to identify key focus areas that we will cover each quarter in the coming years. While each quarter has a focus area, there is an open invitation for the people at Scope to share their unique experiences and perspectives throughout the year.

One of our key focus areas is Gender. In 2022 we ran a live workshop to educate our people on Menopause, released our Menopause Policy, updated our Gender Pay Gap Report, and supported our people to share stories about their experience with gender in the workplace if they felt comfortable.

We aim to constantly evolve with social change, the release of new legislation and the needs of our people.

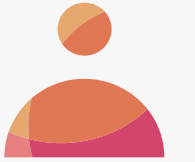


DIVERSITY, EQUITY AND INCLUSION

We will continue to value fairness in any decision made. In the coming years we will focus on topics that we haven’t already covered such as; Racism and LGBTQIA+.

We aim to maintain our strong engagement with our DEI focus areas. To track our impact and keep our people at the forefront of our activities. We will continue to provide our people with annual surveys or check ins for feedback and guidance.

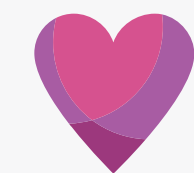
We will create a space on our websites to highlight internal work externally to recognise the great work of our people at Scope.



UKRAINE

We stand in solidarity with our friends and family in Ukraine. As the crisis unfolds, we will continue to adapt our approach to meet the needs of as many people as we can.

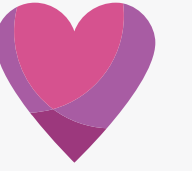
As part of our response, we made a donation of £25000 to the British Red Cross in 2022 to support local relief efforts in Ukraine. Our donation supported the wonderful people in the British Red Cross in providing emergency assistance, like food, giving improved access to clean water, providing personal hygiene products and providing temporary accommodation.



PATIENTS

PROGRESS TABLE

Issue Identified	An estimated 240 million people are living with Dry Eye Disease (DED) globally.	
Scope Commitment	Internal Awareness & Education Programme.	Patient Well-Being Education Programme.
SDG	Goal 3: Ensure healthy lives and promote well-being for all at all ages.	
Progress to date	Patient Perspective incorporated across the business.	Connected with over 3000 patients globally. Collaborated with 9 global experts on DED to provide free educational content.
Targets	Lived experiences of patients incorporated into every business action.	Grow our suite of patient resources to support one additional therapy area.



PATIENTS

We are a patient centric business. Patient outcomes guide every decision across the business, it’s why we have the extraordinary portfolio of preservative free products and why we provide educational excellence to both Healthcare Partners and Patients in line with good governance and compliance.

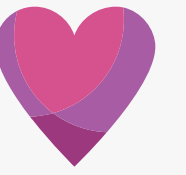
We consistently strive to deepen our relationship with patient representative groups and members, while also increasing our understanding of the lived experiences of our patients. This is all underpinned by our non commercial patient well-being education programme.

Our aim is to bridge the gap between diagnosis and disease management to enhance the quality of life of people globally. Collaborating with international leaders and passionate healthcare professionals, we have been running the International Dry Eye Well-Being Seminar for Patients since 2021. We have delivered upward of six educational webinars, connecting with over 3000 patients globally.

As our business continues to grow, so too does our capacity to invest in more therapy areas, collaborate with more healthcare professionals and to provide practical and impactful supports and resources to enhance peoples’ quality of life.



[WATCH SCOPE IMPACT REPORT: PATIENTS](#)



DRY EYE FOUNDATION

Collaborating with organisations who are passionate about our patients is important to us in Scope. We work alongside many representative groups to better understand our patients, while also supporting the work and impact of the groups.

Our relationship with the Dry Eye Foundation is a great example of this. The Dry Eye Foundation is a small 501(c)(3) nonprofit organization based in Poulsbo, Washington.

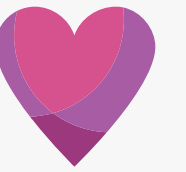
Their mission is to improve quality of life for people suffering from dry eye disease. Or rather, from ocular surface pain The Dry Eye Foundation are working to document the dry eye community's plight and provide much-needed services for the community's ongoing needs.

Our relationship with the Foundation started gaining momentum in 2020 when we met Rebecca over a virtual coffee to learn more about their impactful work and how we could collaborate in the future. Rebecca Petris, Founder of the Dry Eye Foundation, joined us for the First International Dry Eye Well-Being seminar in 2021 to open our session and frame our conversation based on the Foundations research and expertise. You can watch the session recording here:

[Dry Eye Well-Being Patient Seminar 2021](#)

We have a shared vision of bridging the gap between diagnosis and disease management. We are thrilled to join The Dry Eye Foundation as a sponsor of their Help Line in 2023.

[Dry Eye Foundation](#)



HEALTH, SAFETY AND WELLBEING

We dedicate time to looking after one another in Scope, how we protect our people's Health, Safety and Well-Being showcases how we bring this to life every day.

For us, it's not just about fulfilling a duty of care for our people, we go above and beyond to create the supports, tools, training and safe spaces for our people to mind and manage both their physical and mental well-being throughout their life at Scope.

All our people undergo an ergonomic assessment as part of their induction to Scope. We are committed to ensuring our people have a safe and comfortable workspace.

Each employee is assessed on a case-by-case basis, requirements are discussed, and additional equipment is provided when necessary.

Advice is also provided to employees during the assessment to improve their posture and positioning to ensure more comfort and to reduce the possibility of injury and strain. People have felt the benefit of simple adjustments like a footrest, back support, ergonomic mouse and other adaptations. We also provide Driver Safety and Manual Handling Training to our people.

We take immense pride knowing that we are a trusted partner to our people. In 2022, we set up "Inside/ Out" our Health, safety and Well-Being voluntary working group.

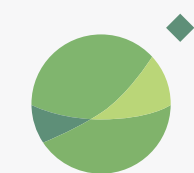
We have 7 members in the group, who bring with them extraordinary expertise across, nutrition, first aid, mental and physical health.

The team collaborate with our Health, Safety and Well-Being HR Specialist, Lisa Collum, to curate and deliver valuable resources and sessions to our people throughout the year in line with our Health, Safety and Well-Being Strategy.

"We want to make sure people feel supported, safe and happy every step of the way by fostering a positive work environment through our various Health, Safety and Wellbeing initiatives."

The Inside/ Out team ran their first Health, Safety and Well-Being week in July 2022, focusing on key areas such as; Lone Working, First Aid, Physical Fitness, Mental and Holistic Health and Nutrition. The campaign reached 92% of our people through our internal social platform.

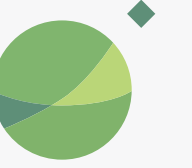
Scope also provides excellent Employee Assistance Programmes (EAP) to all our people across the business. We regularly showcase the supports available in these platforms, as well as highlighting how to access the platforms on a regular basis. The Inside/ Out team ensures that our EAP details are included in their updates and activities.



PLANET

PROGRESS TABLE

Issue Identified	Use of multiple hard to recycle plastics across our portfolio of products.	We have a global supply chain.	In order to preserve the sustainability of the planet, everyone needs to commit to becoming more environmentally aware.
Scope Commitment	Waste Management.	Carbon Emissions.	Sustainable Behaviours.
SDG	Goal 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Goal 17.16: Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.	
Progress to date	Plastics removed from OPTASE TTO Eyelid Wipes to a Biodegradable format.	Prevented 10 Tons of carbon from entering the atmosphere through continued investment in digital resilience.	Establishment of The HIVE - working group. Monitoring and reporting on environmental trends globally.
Targets	Pilot a recycling programme across 50 customer locations in London to divert waste plastics from empty Scope product containers and recycle for new manufacturing processes.	Establish our approach to becoming a Net Zero company by 2040.	Support our leadership team in decoupling business growth and environmental impact through transformational change across operations and product development.



PLANET

This is a critical time for the planet and our communities. In Scope, environmental sustainability isn’t just a buzz word, we are wholly committed to preserving the planet for this generation and future generations as our business continues to grow.

By prioritising three main actions, we believe that we can have a long lasting and positive impact in the world for our people, patients and partners. These are: waste management, carbon emissions and sustainable behaviours.



WATCH SCOPE IMPACT REPORT: PLANET



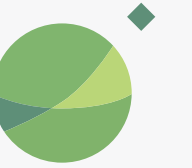
WASTE MANAGEMENT

As our therapy areas evolve in line with global healthcare demands, we strive to integrate sustainability into one or more aspects of the life cycle of our products. Maintaining the integrity, sterility and stability of our products to guarantee positive patient outcomes guides our product development process.

We have a strong history of prioritising the use of Multi Dose Units across our portfolio, this has helped us massively in reducing the amount of plastic introduced into the eco system compared to products in a single dose format.

Patients who utilise several vials of unit dose preservative-free eyedrops dispose of significant amounts of plastics daily. Each empty bottle of eyedrops with a 10 mL capacity typically weighs 6.5 g but a single disposable vial, when emptied, weighs 1 g. Use of four such vials daily generates approximately 120 g of plastic waste in a month; an additional 113 g more than the use of monthly bottles.

Assuming that 200 million people globally use these preparations, they would discard 22,600 tons of additional plastics per month solely from artificial tears. This is equivalent to one-third of the monthly plastic waste generated in a country like Singapore.

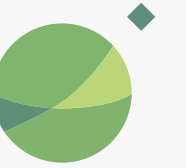


OPTASE TTO

We have made great progress around our approach to material selection over the last number of months. Optase® TTO Blephawipes; a new, biodegradable version of the popular OPTASE® TTO Wipes – launched earlier this year. They are designed to cleanse, soothe, and refresh sensitive eyes. Optase® TTO Blephawipes are preservative free eyelid cleansing wipes containing tea tree oil, which exhibits anti-bacterial and anti-microbial properties. They also contain ingredients such as aloe vera, hyaluronic acid and chamomile which help to soothe and refresh tired, red eyes. Optase® TTO Blephawipes include a textured edge to assist removal of unwanted debris from the eyelids and eyelashes. On top of this, these benefits come in the form of a new biodegradable format, providing a sustainable option for our customers and patients.

“Sustainability should play such a big role in any organisation. Within the New Product Development department we are very conscious of the part we play in this world of ours. For some time we had discussed environmental sustainability such as issues surrounding plastics in some of our products and in particular our single-use OPTASE® TTO BlephaWipe. The success of our previous wipe had been around the texture of the cloth, scent and efficacy so when people start to discuss environmental sustainability and what it looks like when focused on our products we were able to look to new technologies and new ways of doing things that doesn’t impact the unique features of the cloth or key components to our wipes. We are delighted to say we now have a 100% biodegradable wipe for our OPTASE® TTO BlephaWipe. This focus and attention to environmental issues will strengthen our impact on how we can make a difference to the world we live in”

Brían McCarthy, New Product Development Director



RECYCLE WITH SCOPE

Enhance Your Well-Being, Preserve the Planet and Enjoy Rewards for Recycling along the way.

Scope is piloting “Recycle with Scope” across 50 Pharmacies in London in 2023.

Our aim is to make it as easy as possible for our customers and patients to recycle hard to recycle plastics in their local communities. Upward of 24 products from across the Scope portfolio can be recycled in this scheme.

Once deposited in the recycling units in participating pharmacies, the used containers will be sent to MYgroup our expert recycling partner. Here, the plastics and metals will be separated. Following this, the materials will be repurposed to produce new products for the construction industry, allowing us to create a circular economy around the life cycle of our products.

While we are tenacious about preserving the health of our planet, we appreciate that others may need additional encouragement. For every five Scope products recycled, we will offer the patient a reward.

To ensure there are no barriers to recycling hard to recycle plastics across communities in London, Scope is covering the full cost and managing the operations of this scheme for our customers and patients.

MYgroup

With over 30 years’ experience in the waste and recycling industry, MYgroup is a proudly family-run business; simplifying waste, delivering long-term benefits through reduction, landfill diversion and closed-loop recycling, enhancing environmental credentials.

Four state-of-the-art facilities alongside continued investment in new processes and environmental schemes means they have the resources and expertise to handle every waste efficiently and effectively, fully in-house from end-to-end.

From comprehensive transport and containment options, BS certified confidential destruction, green and renewable energy production to one of the largest dedicated food and drink waste facilities in the country, CAT 3 ABP animal feed production, general recyclables, hazardous materials and their innovation in recycling technologies to ‘recycle the unrecyclable’, MYgroup provide total waste management solutions for some of the biggest brands in the UK.

Passionate about recycling – your waste is MY responsibility.

mygrouppltd.com



CARBON EMISSIONS

While we are a small to medium size business and our environmental impact is significantly lower than larger companies, we are committed to doing our bit to make a difference through our carbon emissions management. Our aim is to become a Net Zero business.

Similar to many other companies, we are introducing more and more hybrid electric cars into our fleet on an on-going basis. We also try to transport products predominantly by land or sea. This has significantly lower carbon outputs compared to air freight.

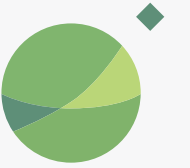
We have also been investing in digital resilience since 2018. This has allowed us to become a more dynamic and accessible business for both our people and our partners. It has also reduced the amount of paper we use as part of our day to day business. We have prevented approximately 10 Tons of carbon from entering the atmosphere by utilising our digital platforms over the last number of years.

If it's not measured, it can't be managed.

We are starting the process of measuring our Scope 1 and 2 emissions. Teams from across the business are collaborating to put the structures in place to support this measuring exercise on an on-going basis.

Once we have a better idea of our Scope 1 and 2 emissions, we have committed to offsetting 10% of our Scope 1 and 2 emissions.

We will do this by investing in certified offsetting programmes globally.



SUSTAINABLE BEHAVIOURS

Integrating sustainability across the business is a priority in Scope. By fostering a culture of sustainability across functions and at all levels, we believe that we can add impact to our work under our Planet Pillar.

This will in part start through the introduction or updating of important policies, which will give us the platform to engage in meaningful conversations around moral, ethical and sustainable practices.

Our business is built on dynamic and collaborative partnerships. By supporting our partners along their sustainability journey we believe that we can maximise our impact and opportunities for success.

We prioritise ethical and responsible sourcing and people management. This forms part of our partner selection process. Similarly, we have recently published our Anti- Slavery and Human Trafficking Policy for employees, as well as updating and relaunching our Green Office Policy. All of our people complete a learning module on Modern Slavery as part of their induction to Scope.

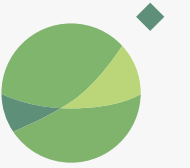
The Human Freedom Index

The Human Freedom Index (HFI) is an annual report that evaluates the state of human freedom in 165 countries and territories around the world, representing

98.1 percent of the human population as of 2021. The HFI is a broadly comprehensive measure that encompasses both personal and economic freedom, then merges the two into a single value titled simply “human freedom.” The Human Freedom Index is co-published by the Cato Institute, the Fraser Institute, and the Liberales Institute at the Friedrich Naumann Foundation for Freedom. The countries with the highest Human Freedom Index scores are widely considered to be among the freest countries in the world. The 12 categories examined under the Human Freedom index are

- Rule of Law
- Security and Safety
- Movement
- Religion
- Association, Assembly, and Civil Society
- Expression of information
- Identity and Relationships
- Size of Government
- Legal System and Property Rights
- Access to Sound Money
- Freedom to Trade Internationally
- Regulation

We are delighted to share that 90% of our partners are operating within the top 50 countries according to the latest Human Freedom Index figures.



SUSTAINABLE BEHAVIOURS

“The HIVE” Voluntary Working Group for Environmental Sustainability

In 2022, the HIVE was established. This is our voluntary working group committed to environmental sustainability. The group is made up of people from across the business, they collaborate to create and deliver internal awareness campaigns to support our people to learn and incorporate sustainability into their day to day lives.

The HIVE strive to be leaders and role models in sustainability, they aim to educate and inform our people on integrating sustainability into their day to day lives in line with other commitments. They purposefully do not preach or lecture, they believe in the power of one and dedicate time to accelerating environmental change and impact” - excerpt from The HIVE charter.

Similar to other voluntary working groups in Scope, The HIVE members conduct benchmarking, collaborate to advise on updates to policies and practices and communicate our activity and commitment to environmental sustainability across the business. All while striving to preserve our planet for this generation and future generations as our business continues to grow. We are so proud of our people and how they consistently dedicate time to working for more than just work.



REPORT SUMMARY

Our aim with this report is to share our commitment and impact under our corporate social responsibility and sustainability programmes. Our business has been built on incredible partnerships and we want to support our partners in being a part of this journey. We have an extraordinary opportunity to make a difference in the world. Being transparent and reporting on our efforts in this area allows us to continue growing our reach and impact.



Progress Table								
	People			Patients		Planet		
Issue Identified	Just because a child can't see doesn't mean they shouldn't have a vision for their future.	Many local communities are in need of support to save on resources and meet critical needs.	Our people have causes close to their hearts that we want to support and celebrate.	An estimated 240 million people are living with Dry Eye Disease (DED) globally.		Use of multiple hard to recycle plastics across our portfolio of products.	We have a global supply chain.	In order to preserve the sustainability of the planet, everyone needs to commit to becoming more environmentally aware.
Scope Commitment	Charity of Choice.	Global Volunteer Drive.	Scope Community Fund.	Internal Awareness & Education Programme.	Patient Well-Being Education Programme.	Waste Management.	Carbon Emissions.	Sustainable Behaviours.
SDG	Goal 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	Goal 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.		Goal 3: Ensure healthy lives and promote well-being for all at all ages.		Goal 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	Goal 17.16: Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.	
Progress to date	£125000 donated.	704 working hours volunteered across 16 charities in 4 countries, resulting in an in-kind donation of over £15000.	£4000 donated to support 5 community causes since H2 2022. £25000 donated to British Red Cross to support Ukraine.	Patient Perspective incorporated across the business.	Connected with over 3000 patients globally. Collaborated with 9 global experts on DED to provide free educational content.	Plastics removed from OPTASE TTO Eyelid Wipes to a Biodegradable format.	Prevented 10 Tons of carbon from entering the atmosphere through continued investment in digital resilience.	Establishment of The HIVE - working group. Monitoring and reporting on environmental trends globally.
Targets	Formalise social impact partnerships in line with good governance. Report on the number of young people and families supported in line with donations.	Increase up take in paid days off to volunteer by 20%.	Diversify the people and causes we are supporting, report on number of beneficiaries and impact annually.	Lived experiences of patients incorporated into every business action.	Grow our suite of patient resources to support one additional therapy area.	Pilot a recycling programme across 50 customer locations in London to divert waste plastics from empty Scope product containers and recycle for new manufacturing processes.	Establish our approach to becoming a Net Zero company by 2040.	Support our leadership team in decoupling business growth and environmental impact through transformational change across operations and product development.

2023

IMPACT REPORT

