



**AliveDx**

# **Sustainability Report 2023**

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# Our Purpose

At AliveDx our solutions are built with the patient in mind and designed to make labs more efficient and clinical decision-making more effective. Our business is dedicated to delivering innovation to empower diagnostic insight, transform patient care and drive clinical and economic value. We continue to invest to expand and upgrade our portfolio to enable additional efficiency for our customers, to ensure faster results with high standards of quality.

AliveDx has two business portfolios, Alba and MosaiQ®. The Alba business offers customers a solution for ensuring safe blood transfusions through manual reagents, delivering robust value while upholding quality standards. The MosaiQ business provides customers with a solution to shorten time to diagnosis for multiple diseases through a highly automated, multiplex, multimodal clinical diagnostic solution.

The Alba business produces more than 1.5 M vials of reagents per year to enable safe blood. In the coming year there will be additional panels and kits added to the AliveDx portfolio and several anti-sera will be upgraded with monoclonal direct spin products. In addition, AliveDx ensures it has registrations in an increasing number of countries, so customers have an additional choice of anti-sera in their country.

The MosaiQ solution is designed to answer the need for more accurate, actionable diagnostic insights, faster and more cost-effectively. It is aimed at empowering clinicians to make better-informed, early and personalized clinical decisions, improving quality of care and reducing the burden of chronic illnesses for each individual patient.

MosaiQ is a groundbreaking IVD solution for autoimmune diseases, allergy and beyond. Our multiplexed, fully-automated planar Microarray platform for clinical laboratories supports syndromic testing for conditions complex to diagnose. The platform offers high-throughput with continuous random access, addressing evolving expectations for laboratory efficiency. The MosaiQ system is human-factors engineered for ease-of-use and incorporates recent technologies for confidence in results, satisfying accreditation and regulatory requirements.



"We are dedicated to creating positive change for the environment and promoting responsible corporate citizenship. Decisions we make are guided by a commitment to our ESG strategy and creating a brighter future for generations to come."

Manuel O. Méndez  
CEO, AliveDx

# Our Company

## Mission:

Empower diagnostic insights, transform patient care,  
and innovate for life

## Offices:



Switzerland  
(HQ)



UK



USA



UAE

## Employees:

385

## Key Milestones:

Alba Bioscience  
part of Scottish  
National Blood  
Transfusion  
Service



1998

Established  
portfolio of 74  
CE-mark and  
81 FDA  
approved  
reagents



2007

New MosaiQ®  
facility  
completed in  
Eysins,  
Switzerland



2014

New Alba  
facility  
completed in  
Edinburgh, UK



2017

MosaiQ CE-  
mark and ISO  
13485 certified



2018

Multiple global  
OEM supply  
agreements



2021

MosaiQ  
received  
innovation  
awards



2023

Swiss site IVDR  
and ISO 14001  
certified + UK  
site IVDR  
certified



MosaiQ  
CE-mark  
Centromere B,  
AiPlex CTD, QCs  
+  
Alba Elution Kit  
CE-mark and  
FDA registration





# Our Portfolio

**AliveDx creates clinical and economic value with a unique portfolio of IVD solutions.**

## MOSAIQ®

A multiplex solution designed to accelerate and simplify clinical diagnostics, while enhancing economic and clinical value.

MosaiQ combines a user-friendly, fully automated high-throughput instrument, with proprietary planar multiplexed microarray technology and a smart image analysis algorithm.



## ALBA

A line of high-quality reagents used by laboratories worldwide to streamline blood testing of donors and patients.

These reagents are available to laboratories directly or via our OEM partners within the industry.



# What Our Customers Say

## About Our Alba Solution

- "Anti-P1 produced significantly better reactions when compared to your competitor product." – Clinical Laboratory Manager, Parkland Memorial Hospital, Dallas, TX
- "The products that we currently use from your company I have been very pleased with their results and ease of use." – Transfusion Service Supervisor, MedStar Georgetown University, DC
- "We've had AliveDx as our tube reagent supplier for >10 years and their service and quality has always been top notch." – Blood Bank Technical Specialist, Health Partners Methodist, MN
- "I just love how your company treats their customers." – Manager Transfusion Services, Texas Health HEB Hospital, Bedford, TX
- "I have always been happy with AliveDx service and products." – Blood Bank Technical Specialist, Trinity Health Saint Mary's Michigan
- "AliveDx is awesome, we save money the reagents are great, delivery times are fantastic." – Lead Transfusion Tech, Hendrick Health System, MO
- "You're a great company with top notch staff. I would be willing to increase use with additional testing, but no time to do validations on reagents - staffing is critically low." – Blood Bank Supervisor, Lake Regional Health System, MO
- "Keep expanding your product line while keeping costs low." – Technical Specialist-Transfusion Services, CentraCare Laboratory, MO

## About Our MosaiQ® Solution

- "I'm impressed at how easy-to-use the instrument is. The software is very intuitive."
- "This is the most user-friendly instrument I've used in my 27 years in the testing lab."
- "Very low level of noise compared to other instruments."
- "Time to perform daily maintenance with MosaiQ is 30 minutes."
- "After 2 days, I'm impressed by the simplicity of the installation process."
- "It's a pleasure to work with a company that is this well-organized."

# Governance

**At AliveDx, we are committed to fostering a culture of honesty and accountability for all employees. while reducing our environmental impact and promoting sustainable practices in all aspects of our business.**

Next to our own internal policies and procedures, we comply with external best practices including the [UN Global Compact](#) and [ISO 26000](#). We are committed to providing high-quality products and services while also making a positive impact on society and the environment.

Our newly formed [board of directors](#) prioritizes governance and implementation of the Environment, Social and Governance (ESG) strategy and monthly town halls are held by the CEO and executive management to update employees on company projects and achievements.

The board's ability to monitor the performance of senior management is facilitated by the presence of four independent directors as well as oversight from shareholders, who appointed observers to attend board meetings. Senior management has a wide range of backgrounds and expertise, creating a diverse and holistic leadership team who are committed to innovation, progress, and integrity. In 2023, executive management comprised two Hispanics, two females, one African American, and one considered as minority in country of residency.

**Policies and procedures** are in place to provide guidance including our Code of Business Conduct and Ethics to help employees raise concerns, outlined in our Code of Business Conduct and Ethics. We are strongly committed to conducting our business affairs with honesty and integrity and in full compliance with all applicable laws, rules, and regulations. Our anti-corruption and anti-bribery policy is prepared in accordance with the U.S Foreign Corruption Practices Act and the U.K. Bribery Act and are overseen by our Head of Legal Affairs & Compliance. Our Policy on Interactions with Healthcare Professionals is prepared in accordance with applicable sunshine, transparency, and anti-kick-back regulations globally, including the US Sunshine Act and European transparency requirements. AliveDx is a member of Medtech Europe and adheres to Medtech Europe Code of Ethical Business Practice. Employees must complete [mandatory ethics and compliance training](#) and an annual compliance declaration is required.

All employees also undergo [mandatory training on data and cyber security](#). AliveDx has an experienced IT team responsible for implementing sophisticated cyber security and data security policies and procedures.

At AliveDx, we understand the significance of leadership tone and the critical importance of communicating our strategy.

## Our Commitment to the United Nations Sustainable Development Goals (SDG)

We are committed to actively addressing seven of the United Nations' Sustainable Development Goals.

### SUSTAINABLE DEVELOPMENT GOALS



**SDG 3 Good Health and Well-Being:** We aspire to ensure health and well-being for all through reshaping the way diagnostics is practiced.



**SDG 5 Gender Equality:** We are committed to ensuring that our male and female employees are paid equally when operating in the same job roles and ensuring equal opportunities for leadership positions. We are dedicated to delivering existing and new initiatives to improve our ability to attract, develop and retain women and to achieve a gender balance at all levels of our business.





**SDG 8 Decent Work and Economic Growth:** We are committed to conducting business in compliance with applicable laws and encourage employees to report ethical concerns they may have.



**SDG 10 Reduced Inequalities:** We are committed to diversity as it supports innovation, progress, and a great working environment for all our staff.



**SDG 12 Responsible Consumption and Protection:** As a responsible company, we are committed to playing a key role in protecting the natural world and achieving sustainable climate objectives. To demonstrate our commitment, we are focused on building environmental awareness, reducing energy emissions, and increasing the use of renewable energy sources.



**SDG 13 Climate Action:** We aim to reduce our carbon footprint through site certification to ISO 14001, carbon footprint accounting, waste management and focus on energy consumption reduction, waste recycling, employee mobility plans and work from home policy, as well as the increased use of renewable energy sources. By way of example, both the UK and Swiss sites use solar panels for heating water and electricity supply. Part of the electricity in the UK site is sourced from 240 80kW solar panels. We are committed to carbon footprint accounting which we started in 2021 at our manufacturing site in Switzerland and will initiate in 2024 at our manufacturing site in the United Kingdom. We are committed to monitoring our carbon footprint and associated cost savings and are engaging in carbon footprint reduction initiatives.



**SDG 16 Peace, Justice, and Strong Institutions:** We have a strong focus on human rights and have implemented various policies, including an Anti-Slavery & Trafficking Policy and a Maternity Policy, to respect and support these rights.

# Social

## Employee Engagement



Our ability to successfully deliver solutions that reshape the way diagnostics is practiced is dependent on our people. We strive to create a **positive employee experience** dedicated to professional and personal success creating equitable opportunities across all AliveDx sites, including senior managers, remote staff, secondees, agency staff, suppliers, and contractors, whether permanent or temporary. We partner with the Great Place to Work institute, to guide us in our Journey to become a Great Place to Work for all employees, where employees can bring their true self to work every day, have trust in their leaders, a sense of pride on what we do and camaraderie with their colleagues. We conduct an annual survey and more regular pulse surveys to listen to our employees and understand where we are doing well, and which areas need further improvement. Action plans are built around the improvement items to ensure we continue to grow and become a Great Place to Work.

AliveDx is committed to valuing **diversity and equality**. Protected characteristics are aspects of a person's identity that make them who they are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes color, nationality and ethnic or national origins), religion or belief, sex or sexual orientation and any other protected characteristics set out in local legislation. AliveDx is committed to creating a work environment free of unacceptable behavior, where everyone is treated with dignity and respect.

Promoting sustainable development and social responsibility. The company follows the ISO 26000 and the Ten Principles of the UN Global Compact to measure its impact and ensure it meets the Sustainable Development Goals.



AliveDx has implemented a "Group Equal Opportunities and Dignity at Work Policy". This policy applies to staff across all AliveDx sites, including Senior Managers, remote staff, secondees, agency staff, suppliers and contractors, whether permanent or temporary. This policy explains AliveDx's commitment to providing equal opportunities and to avoiding unlawful discrimination in employment and against any other individual who may interact with the organization. AliveDx considers harassment or bullying to be unacceptable, and these will not be tolerated in the workplace.

AliveDx demonstrates its commitment to equal opportunities by ensuring it does not discriminate against individuals directly or indirectly on the basis of the above-referenced "protected characteristics", be it for in recruitment, employment, after employment or in the provision of services, goods, or facilities. We also prioritize the **well-being of our employees** by offering competitive benefits packages and expanding access to mental and physical well-being resources as well as access to ongoing professional training through LinkedIn learning and on the job training when needed.

We are committed to ensuring that our male and female employees are paid equally when operating in the same job roles and ensuring **equal opportunities** for leadership positions. We are dedicated to delivering existing and new initiatives to improve our ability to attract, develop and retain women and to achieve a gender balance at all levels of our business.

### What Our People Say

- "We've got a phenomenal team."
- "I like the diversity of matters and challenges that we get to handle."
- "The team did an amazing job to maintain supply of products through a really stressful and demanding time." (This relates to the COVID period.)
- "Fantastic teamwork, seems the whole company is helping!"
- "AliveDx is not only defined by its innovative technology, which it brings to the market, but also defined by energy, spirit and passion."

## Corporate Social Responsibility



An awareness of the wider community is important to us at AliveDx, and we encourage employees to **give back** locally as well as internationally.

In 2022, employees in AliveDx Suisse SA donated school materials to Crayons Copains, a not-for-profit organization with the idea of giving a second life to pencils, felt-tip pens, drawing and writing materials. We also donated clothes, toys and other physical materials to people affected by the war in Ukraine. Employees in the UK held a coffee morning fundraiser in aid of Macmillan Cancer Support and provided sponsorship to a local youth soccer team.



## Product Quality and Safety Controls



All operations related to product safety and quality are conducted within our established **ISO 13485** and **FDA QSR compliant Quality Management System**. This includes specific requirements for all phases of product development and manufacturing to ensure that the products are designed and produced in a way that ensures both continued safety and a high level of quality for all products. Additionally, within that Quality Management System, there is an established process for identifying and assessing all risks (according to ISO 14971) to the safety of patient and user, controlled, and measured via the implementation of Design, Process and Labeling Controls.

We establish necessary **quality inspections** for raw material, in-process products as well as final products to ensure that the required level of safety, effectiveness and quality is present and maintained at all stages of the production cycle for all products. These inspections are a combination of production staff in-process inspections and controls as well as independent monitoring and testing that is conducted by the Quality function which is independent from the production function.





## Site Health and Safety



In Switzerland, representatives of the Federal Office for the Environment, the Federal Office of Public Health of the Swiss Confederation, the Swiss National Accident Insurance Fund, and ERFA BIO, in collaboration with professional BSO and private biosafety experts, have developed a biosafety curriculum to harmonize the biosafety standards within Switzerland on a high professional level. Under the supervision of these authorities, the study supervision (Sanu) organizes an annual series of general **training courses on biosafety**, which are designed according to biosafety levels, and held by renowned biosafety experts.

AliveDx is committed to the health, safety, and well-being of all employees in all aspects of their duties and provides resource training and infrastructure to achieve our policy objectives, as well as measuring ourselves against our performance to show continual improvement. In the UK, similar to Switzerland, we have collaborated with various public health bodies and created our own Biosafety group. The public health bodies included Edinburgh University, Institute of Safety in Technology and Research, and the Royal Society of Biology. This enables AliveDx to comply with standards, applicable laws and statutory regulations of all EH&S legislation including Biosafety.



Accidents and incidents are tracked each year and **safety standards** are adjusted accordingly to ensure that appropriate safety measures are in place for our employees. AliveDx closely follows the LTIR (Lost Time Injury Rate) indicator. For the second year in a row the LTIR of the Swiss site is 0, which means 0 recordable accidents in 2022 and 2023. The LTIR of the UK site in 2023 is also 0. The table below highlights the number of accidents and incidents throughout the year 2023 for the Swiss and UK sites.

	Swiss Site 2023	UK Site 2023
Accidents with days lost	0	0
Total accidents	2	13
Total incidents	1	2
Near miss	15	62
Safety observations	37	16

AliveDx will continue to raise the level of awareness of safety across the group. Implementation of Corrective and Preventive Actions (CAPAs) on safety events reported will continue to be a point of focus in the future.

## Supply Chain Management



We aspire to build stable and sustainable relationships with our suppliers. This helps to ensure the safety and quality of our products. We have monthly meetings with top suppliers to review forecasts, potential contract changes and availability of the products. We expect our partners and suppliers to adhere to our Environmental, Health and Safety Policy.

We currently have a **Business Continuity Management System** (BCMS), and in 2024, we will be applying for certification to ISO 22301 Security and Resilience – Business Continuity Management Systems. The BCMS allows us to protect against, reduce the likelihood of, and ensure recovery from disruptive incidents. The standard will further enhance our resilience.

As part of our request for proposals, we are compiling a list of various criteria, including obvious economic factors and considerations related to the supplier's environmental impact initiatives. We can then select the supplier that best aligns with our strategies. We include Health & Safety, Governance, Business Continuity, Sustainability and Cybersecurity sections in our supplier questionnaire to evaluate our suppliers' suitability.



# Environmental



We are committed to playing a key role in protecting the natural world and achieving sustainable climate objectives. Our Swiss site successfully received the **ISO 14001** certification on 17 June 2022, and our UK site will go through the certification process in 2024. The certification is based on international standards for environmental management systems and requires companies to measure and improve their environmental impact. This certification demonstrates our willingness to continue to improve our organizational systems through the increased prominence of environmental management within our strategic planning.

We invest in environmentally friendly technologies to reduce our impact on the environment. In 2022, our Swiss site invested in a Carbon Footprint study that allowed us to set ambitious but achievable reduction targets to protect the environment by minimizing our negative impacts to contribute to a better future.

The Carbon Footprint study allowed us to calculate and evaluate the Greenhouse Gases (GHG) emissions of the Swiss site, including the carbon emissions generated by transport and employee travel. In 2023, another Carbon Footprint study was performed and allowed to compare the results with the year 2022. It is important to monitor the GHG balance from year to year, as this monitoring allows us to anchor the environmental aspect in our activities and to succeed in our transition to more sustainability.

Thanks to the Greenhouse Gases assessment, the environmental strategy is built to:

- Define objectives and key performance indicators (KPIs);
- Create and consolidate an action plan combining quick-wins, transformative actions and strengthening the corporate culture focused on sustainability;
- Carry out its implementation;
- Track KPIs and adjust strategy.

In 2024, our initiatives will focus on energy reduction (electricity, heating, and cooling) and travel or commuting (travel reduction efforts, refine commuting patterns analysis through employee surveys) and a continuous improvement in reducing GHG emissions.

Our UK site will undertake the same Carbon Footprint study initiative in 2024, which will involve understanding our Scope 1, 2 and 3 categories: analyzing our carbon footprint, determining reduction targets and developing a carbon reduction plan.

## Renewable Energy Sources



As part of our efforts to improve our environmental impact globally we have developed initiatives to increase our use of renewable energy sources. Our UK site has a **solar panel farm** consisting of 240 80kW solar panels. Solar panels have also been installed at the Swiss site and are used to heat sanitary water. Electricity is supplied by European Hydraulics to the Swiss site, as well as hydraulic solar panels that are used for common hot water. The heating, ventilation, and air conditioning (HVAC) system is equipped with heat recovery units.

We have signed an agreement with Romande Energie to reduce our electricity consumption over a 10-year period. We will achieve this by replacing outdated lighting with new technologies, improving heating and ventilation schedules, insulating uninsulated heat exchangers and encouraging staff to switch off electrical equipment at the end of the day.





## Waste Management



At AliveDx, we strive to reduce our waste by employing continuous improvement initiatives, energy saving features and recycling programs. Significant progress has been made with regards to the analysis and measurement of waste in order to improve waste management. We have analyzed the variety of waste materials that are present at our UK site: general waste (Landfill), electrical waste (WEEE), chemical waste, recyclable waste (Cardboard, Plastic, Paper, Metal, Crisp Bags and Glass) and Clinical Waste (Biological and chemical). We ensure all waste is segregated and collected in the correct receptacles and disposed of in accordance with local regulations. All relevant consignment notes under the Special Waste Regulations 1996 and weekly reports for general and recyclable waste are provided. A dedicated third party is contracted to collect and treat the biological and chemical waste produced.

We are continuously exploring options to **reduce and recycle waste**. Recent examples have included the installation of a cardboard baler at our UK site which generates approximately 2 tons of cards every 8 weeks; the card is bought by our waste management company for recycling. Old IT equipment is sent to a local environmental social enterprise who repairs and refurbishes the items to be used elsewhere.



## Mobility Plan and Employee Commuting



In line with our efforts to **reduce our carbon footprint** an employee mobility plan has been introduced to encourage employees to utilize environmentally friendly forms of transportation. The mobility plan includes a "Bike to Work" program, allowing employees to purchase a bike tax-free. Additionally, employees receive reimbursements for half-fare travel cards for railways, boats, buses, and trams. Furthermore, PubliBike subscriptions are available, facilitating the use of e-bikes.

As of 1 August 2022, AliveDx implemented a work-from-home policy allowing employees in roles permitting flexibility to work remotely two days per week (for full-time employees). Minimum attendance in the office is therefore reduced to three days per week. This initiative has helped reduce the carbon footprint associated with commuting to work.



# Connect With Us



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