

Supporting material: data

General

All data is for the fiscal year ended 30 June 2020, unless otherwise stated.

Data point	Data
Group revenue	£260.0m
Location of HQ	Cambridge, UK
Number of global locations	15
Number of countries served	130
Our Vision	To be the most influential life sciences company for researchers worldwide.
Our Purpose	To serve life scientists to help them achieve their mission, faster.
Nature of ownership and legal form	Public Limited Corporation
Number of substantiated complaints concerned breaches of customer privacy and losses of customer data	0
Number of anti corruption cases brought forward against Abcam	0
Number of anti competitive cases brought forward against Abcam	0
Nature and total number of critical concerns communicated to highest governance body regarding CSR topics	Our Speak Up hotline for whistleblowing was used only once for the FY19/20 year. The reports are confidential but it was in relation to an issue that had already been identified by management relating to an acquisition and appropriate safeguards had already been put in place. A response was provided within 24 hours confirming this.
Board of Director level oversight for CSR / Sustainability	Alan Hirzel has oversight of our Corporate & Social Responsibility agenda and the Sustainability Group reports quarterly to the Executive Leadership Team. The Board of Directors routinely discuss topics related to Corporate and Social Responsibility (CSR).
Executive-level responsibility for Corporate & Social Responsibility	Nick Skinner, Senior VP
Positions: CSR responsibility	Suzy Cross, Director of Internal Communications, and Corporate & Social Responsibility Grace Philip, Internal Communications and Corporate & Social Responsibility Adviser
Positions: Compliance, ethics, legal responsibility	Marc Perkins, General Counsel
Positions: EHS responsibility	Jac Price, Senior VP, Manufacturing & Supply Chain Rebecca Molloy, Global Head of Health and Safety
Positions: Supply chain	Jac Price, Senior VP, Manufacturing & Supply Chain
Written mission statement includes explicit commitment to positive social or environmental impact	No – Positive social impact is implicit in our mission
Formal process to integrate social and environmental issues in business strategy	In our Review of Principal Risks and Risk Appetite April 2020, Abcam included ethical business and CSR. The result of this is that the company's social and environmental impact is considered for every Board decision and in each issue looked at by the Board.

Supporting material: data

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General

Data point	Data
Board of Directors oversees and reviews ESG performance annually	While there is no formal annual review, each agenda item at every Board meeting is mapped to the Director's responsibilities which includes impact of the decision on community and environment. Items are also mapped to our strategic risks. The strategic risks have recently been refreshed to include ethical business and Corporate & Social Responsibility in place of reputational risk from April 2020.
Number of political contributions	0

Supporting material: data

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Products

Category	Data point	2020
Customer	Product satisfaction rate (12-month rolling)	98.68
Customer	Product complaint rate	1.32%
Innovation	Custom projects undertaken for partners since 2013	>2,000
Innovation	Total number of antibodies validated validated for use on third-party platforms or for diagnostic use	457
Innovation	Total number of antibodies approved by the FSA or in trials for a clinical or diagnostic application through our partners	>20
Product	In-house product revenue as % of total catalogue revenue	47.1%
Product	Transactional net promoter score (tNPS)	+59
Quality	Annual internal quality audit of supplier	Yes
Quality	Annual internal quality audit of site	Yes
Quality	Annual external quality audit of site	Yes
Risk	Conducted risk assessment identifying supply chain and purchasers at most risk for negative ESG impact – country of origin	Yes
Risk	Conducted risk assessment identifying supply chain and purchasers at most risk for negative ESG impact – product/ service/ ingredient attributes	Yes
Risk	Conducted risk assessment identifying supply chain and purchasers at most risk for negative ESG impact – size of purchases by the company	No
Risk	Conducted risk assessment identifying supply chain and purchasers at most risk for negative ESG impact – RA conducted by third party	Ongoing
Supply chain	Number of FDA recalls	0

Supporting material: data

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People

Category	Data point	2020
Charities	Number of charities supported	<30
Diversity	% of workforce female	55%
Diversity	% of women in leadership roles (Executive Leadership Team + Global Leadership Team)	30%
Diversity	Number of women on Board	2/7
Diversity	% Promotions to senior positions that were women	47%
Diversity	% External hires into most senior jobs that were women	24%
Diversity	% of senior leadership vacancies that had at least one female candidate on the shortlist in recruitment process	88%
Diversity	Diversity improvement goals reviewed by senior executives or Board	Yes
Diversity	Conducted pay equity analysis by gender	Yes
Diversity	Gender: Mean pay gap	24.90%
Diversity	Gender: Median pay gap	20.5%
Diversity	Gender: Mean bonus gap	38.30%
Diversity	Gender: Median bonus gap	-46.20%
Engagement	Glassdoor - % recommend to a friend	98%
Engagement	Formalised feedback and complaint mechanisms	Yes
Engagement	Workers elect members to the Board	No
Engagement	Social media policy	Yes
General employee	Number of employees	1,488
General employee	Number of research and development employees	322
General employee	Number of employees holding a PhD qualification	>200
General employee	Employees by region - UK	652
General employee	Employees by region - APAC	428
General employee	Employees by region - US	375
General employee	Total number of new employee hires	584
General employee	Total number of leavers	296
General employee	Included in company's employee handbook - non-discrimination statement	Yes

Supporting material: data

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People

Category	Data point	2020
General employee	Included in company's employee handbook - Statement on work and anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures	Yes
General employee	Global policy related to hours	Yes
General employee	Policies on benefits, training and leave	Yes
General employee	Included in company's employee handbook - grievance resolution	Yes
General employee	Included in company's employee handbook - disciplinary procedures and possible sanctions	Yes
General employee	Included in company's employee handbook - Prohibition of child labor	Yes
Leadership and development	Compulsory employee training that includes social or environmental issues	Yes
Leadership and development	Proportion of employees whose role has a career path	71%
Leadership and development	Number of employees to have complete 'Performance with Purpose' training	504
Leadership and development	Total number of employees to have completed leadership and management training programme	410
Leadership and development	Active apprenticeships (UK)	29
Rewards	AbShare (all-employee share plan) participation rate, %	>90%

Supporting material: data

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Partnerships

Category	Data point	2020
Suppliers	% of OEM suppliers signed up to Supplier Code of Conduct	98.3%
Supply chain	% of suppliers screened using social criteria	100%
Supply chain	% of suppliers screened using environmental criteria	100%
Supply chain	Modern Slavery Statement	Yes
Supply chain	Distributor code of conduct	Yes
Supply chain	Employee code of conduct	Yes
Supply chain	Supplier code of conduct includes Bribery, corruption and fraud	Yes
Supply chain	Supplier code of conduct includes working hours	Yes
Supply chain	Supplier code of conduct includes freely chosen employment	Yes
Supply chain	Supplier code of conduct includes compensation	Yes
Supply chain	Supplier code of conduct includes child labor	Yes
Supply chain	Supplier code of conduct includes freedom of association	Yes
Supply chain	Supplier code of conduct includes Health and Safety	Yes
Supply chain	Supplier code of conduct includes use of materials	Yes
Supply chain	Supplier code of conduct includes product environmental impact	Yes
Supply chain	Supplier code of conduct includes info on how code will be monitored and reviewed (e.g audits, site visits)	Yes
Supply chain	Supplier code of conduct includes adherence to employment rights and laws, including contributions to national insurance/ social security	Yes
Supply chain	All new goods and services suppliers confirm compliance with our Anti-Slavery and Human Trafficking Policy	Yes
Supply chain	Standard terms require business partners to ensure all work conducted for Abcam is undertaken in accordance with all applicable laws	Yes
Supply chain	Conduct audits of higher risk suppliers	Yes
Supply chain	Specific anti-slavery and trafficking provisions are included as standard in relevant contracts and renewal documentation with business partners	Yes
Supply chain	Policy regarding labour practices or human rights issues	Yes
Suppliers	All new goods and services suppliers required to complete an automated mandatory code of conduct questionnaire	Yes

Supporting material: data

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Planet

Category	Data point	2020
Energy & emissions	UK – Emissions from activities for which the company own or control including combustion of fuel & operation of facilities (Scope 1) (tCO ₂ e)	952
Energy & emissions	ROW – Emissions from activities for which the company own or control including combustion of fuel & operation of facilities (Scope 1) (tCO ₂ e)	602
Energy & emissions	UK – Emissions from purchase of electricity, heat, steam and cooling purchased for own use (Scope 2) (tCO ₂ e)	618
Energy & emissions	ROW – Emissions from purchase of electricity, heat, steam and cooling purchased for own use (Scope 2) (tCO ₂ e)	2,580
Energy & emissions	UK – Emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel (Scope 3) (tCO ₂ e)	8
Energy & emissions	ROW – Emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel (Scope 3) (tCO ₂ e)	7
Energy & emissions	UK – Total gross Scope 1, Scope 2 and Scope 3 emissions (tCO ₂ e)	1,578
Energy & emissions	ROW – Total gross Scope 1, Scope 2 and Scope 3 emissions (tCO ₂ e)	3,178
Energy & emissions	UK – Energy consumption used to calculate emissions from activities for which the company own or control including combustion of fuel & operation of facilities (kWh)	2,219,808
Energy & emissions	ROW – Energy consumption used to calculate emissions from activities for which the company own or control including combustion of fuel & operation of facilities (kWh)	649,155
Energy & emissions	UK – Energy consumption used to calculate emissions from purchase of electricity, heat, steam and cooling purchased for own use (kWh)	21,416,952
Energy & emissions	ROW – Energy consumption used to calculate emissions from purchase of electricity, heat, steam and cooling purchased for own use (kWh)	5,116,286
Energy & emissions	UK – Energy consumption used to calculate emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel (kWh)	34,670
Energy & emissions	ROW -- Energy consumption used to calculate emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel (kWh)	28,901
Energy & emissions	UK – Total energy consumption based on the above (kWh)	467,430
Energy & emissions	ROW – Total energy consumption based on the above (kWh)	5,794,341
Energy & emissions	UK – Intensity ratio: tCO ₂ e (gross Scope 1, 2 + 3) per £m sales revenue	6
Energy & emissions	ROW Intensity ratio: tCO ₂ e (gross Scope 1, 2 + 3) per £m sales revenue	12
Environment	Policy	Yes
Environment	BREEAM rating (Global HQ – Cambridge, UK)	Very good
Environment Provide	information to stakeholders about uncertainties and potential risks to workers, consumers, the public and the environment of the company's products and processes	Yes

Supporting material: data

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Planet

Category	Data point	2020
Environment	Reduce or avoid environmental damage by regular maintenance of production processes and environmental protection systems (air pollution control, wastewater treatment systems, etc.)	Yes
Environment	Conduct systematic risk assessments of materials used, products and processes to apply the precautionary approach	Ongoing
Environment	Commitment to remediate any environmental damage done through company activities identified by risk assessments	Yes
Environment	Building Management System (UK)	Ongoing
Environment	LED lighting (UK)	Yes
Environment	LED lighting (global)	Ongoing
Environment	Company control or treat any emissions to air, water, and land to the extent necessary to minimize or eliminate the risk of adverse effects on people or the environment	Yes
Environment	Company take steps to conserve water, energy, and other natural resources, continuously improving efficiency and reducing resource consumption	Yes
Environment	Worked with landlord to adopt environmentally efficient technology/equipment	Yes
Governance	Non-compliance with environmental laws and regulations. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	0
Health and safety	Lost time due to Health & Safety incident	2 days
Health and safety	EHS notice of violations	0
Health and safety	Environmental fines	0
Health and safety	Management system in place to discourage poor environmental performance	Yes
Health and safety	Number of work related fatalities	0
Health and safety	Number of high-consequence work-related injuries and illness (excluding fatalities)	0
Health and safety	Number of work-related injuries and illness	0
Health and safety	Written safety and health policy to minimize on-the-job employee accidents and injuries	Yes
Health and safety	Safety and health is integrated into overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc	Yes
Health and safety	Safety and health concerns are communicated through regular safety and health trainings	Yes
Health and safety	Specific safety and health program goals and objectives, with specific indicators to measure progress	Yes
Health and safety	Senior management addresses safety issues through written communications or in company gatherings at least quarterly	Yes
Health and safety	Formal safety reporting system for employees to submit their safety concerns	Yes
Health and safety	Safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors	Yes

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Planet

Category	Data point	2020
Supply chain	Policy to source all materials responsibly, conducting due diligence on the sources of critical raw materials to promote legal and sustainable sourcing?	Yes
Waste	Programme in place to avoid hazardous materials and minimise the generation of waste through avoidance, reuse and/ or recycling	Yes
Waste	Systems in place to ensure safe handling, movement, storage, disposal, etc... or management of waste, air emissions and waste	Yes
Waste	Programme to recycle waste	Yes
Waste	Systems in place to prevent and mitigate accidental spills and releases to the environment and any adverse impact on the local community	Yes
Waste	Waste to landfill, tonnes (global)	77.5

Supporting material: policies

Ethics and Codes of Conduct

- Distributor Code of Conduct
- Gifts and Hospitality Policy
- Global Environmental policy
- Global Free Samples Policy
- Global Promotional Activities Policy
- How we do things at Abcam
- Product Ethics Policy
- Share Dealing Policy
- Supplier code of conduct
- UK Whistleblowing Policy

Data

- Acceptable usage policy
- Security and Data Breach Response Plan
- Employee Privacy Policy
- Abcam Privacy Policy

Health and Safety

- Global Audit and Inspection Policy
- Global Biological Safety Policy
- Global Chemical Management Policy
- Global Cryogenic Policy
- Global Ergonomic (DSE) Policy
- Global PPE policy
- Global Risk Management Policy

Human Resources

- Bereavement and Compassionate Leave policy
- Career Development Fund Policy
- Domestic Abuse Support Policy
- Global Family Leave Policy
- Global Flexible Working Policy
- Global Harassment Prevention Policy

- Global Social Media Policy
- Grievance Policy
- Global Travel and expenses policy
- Travel to work recognition scheme
- UK Capability Policy
- UK Disciplinary Policy
- UK Equal Opportunity Policy
- UK Retirement Policy
- US At Will Employment Policy
- US COBRA Policy
- US Disciplinary Process Policy
- US Dispute Resolution Policy
- US Equal Opportunity Policy