

SUSTAINABILITY REPORT

SenzaGen's business concept is based on the conviction that new technology and innovation can help make the modern testing industry more efficient, sustainable and ethical. Business practices founded on social, environmental and financial responsibility are essential to the Company's sustainability efforts.

In 2019, SenzaGen took the next step in its growth to focus on the international market. To ensure responsible and ethical conduct, the Company has created principles of conduct for the Company's employees. In parallel, the development of a quality management system is underway along with efforts to ensure that laboratory operations meet the international standard for good laboratory practice (GLP).

Sustainable tests

At the heart of SenzaGen's business is ethical, efficient and accurate testing that determines whether a chemical causes allergies in humans. This is also the Company's main contribution to sustainable development on a broader scale.

SenzaGen's test methods allow companies in various industries to avoid allergenic substances in their products and create better manufacturing environments for their employees. SenzaGen also helps replace and reduce animal testing.

Business ethics

SenzaGen strives to maintain a high level of ethics in line with the Company's values. Therefore, in early 2020, the Company adopted the UN Global Compact's Ten Principles as guidelines for how employees should perform their work and treat one another in business contexts. The principles involve human rights, labor, the environment and anti-corruption.

Quality

SenzaGen develops and conducts tests and performs its work in compliance with applicable legislation, directives, standards and regulatory requirements. Therefore, quality and quality management are an integral part of the Company's operations.

Quality management system

In 2019, SenzaGen began implementing a consolidated quality management system to ensure that its products and services are developed and rendered in compliance with set requirements. This project is scheduled to be completed in spring 2020.

The foundation of SenzaGen's quality management system is the Company's quality manual. The manual describes activities and processes to assure quality.

The Company's quality policy is an extension of this manual and is based on the seven quality management principles of ISO standard 9001. The policy reflects SenzaGen's views on quality, and all employees must follow and integrate the policy into their daily work.

Efforts to obtain GLP approval

In 2019, the Company initiated the process of obtaining GLP approval for the Company's laboratory operations because SenzaGen's customers increasingly want to use GARD in their regulatory processes and for final product filings. The requirements and principles for GLP are established by the OECD and Swedish legislation, and they cover both laboratory facilities and test methods for non-clinical safety studies. Swedac is the Swedish agency that examines and determines whether a lab meets GLP requirements.

Environment

Our day-to-day work both within and outside of laboratory operations does not have any significant impact on the environment. However, SenzaGen naturally does whatever it can to improve the environment in every area possible. The Company aims to use energy and other resources sparingly in its day-to-day work, such as by encouraging



Strategic networks

- Swedish 3Rs Center
- ISO 10993 for biological evaluation of medical devices
- OECD Expert Group on IP issues Test Guidance
- Swedish Fund for Research Without Animal Experiments (Forska utan djurförsök)
- CAAT: Center for Alternatives to Animal Testing in Europe
- ESTIV: European Society for Toxicology In Vitro

video conferences instead of travel, recycling at source and avoiding the unnecessary consumption of materials. In terms of transportation, the Company exclusively uses shipping partners who take an active approach to sustainability and environmental issues.

Attractive employer

SenzaGen wants working at the Company to be safe, healthy and stimulating. Work environment, health, and safety issues are governed in the Company's employee handbook and are subject to Swedish legislation.

The employer-employee relationship is based on mutual respect. Harassment and all forms of discrimination are unacceptable, and employees are expected to treat each other the same way they would want to be treated. Employee participation, engagement and expertise are critical for SenzaGen's growth. We aim to give all employees the opportunity to influence their own development alongside the Company's. An open and transparent corporate culture builds trust, which in turn increases efficiency and opportunities within the organization.

SenzaGen offers health insurance benefits and a wellness allowance (friskvårdsbidrag) to promote employee health.

Strategic networks

In society, from the grassroots level to government agencies, demand is on the rise for more sustainable and ethical product development and production, and initiatives are being pursued to reduce, replace and refine animal testing (the Three Rs). National and international bodies and agencies are working to improve animal welfare and to decrease the number of animals used in tests. In the role of experts, several SenzaGen employees participate in various working groups to advance broad acceptance of animal-free testing and the Three R Principles.

Working toward measurable goals with Agenda 2030

In 2019, SenzaGen initiated strategic sustainability efforts to develop principles of conduct, create a Company-wide quality management system and obtain GLP approval for laboratory operations. In the long term, SenzaGen also plans to identify specific and measurable sustainability goals to track sustainability activities and business-wide performance. The UN Global Compact and the UN's 17 global sustainable development goals (SDGs) serve as the foundation for these efforts. SenzaGen's business has a clear link to Goal 3: Good Health and Well-Being, and especially target 3.9, which aims to reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

Values

- Creative
- Engaged
- Trustworthy