

ESG

Sustainability Statement

At hVIVO, sustainability is integral to our corporate ethos and operational framework. We recognise our responsibility to drive positive change in environmental, social, and governance (ESG) fronts while advancing our mission of delivering today's healthcare by empowering tomorrow's innovation. Our commitment to sustainability is encapsulated by our ESG Group, a dedicated team which reports to the Audit & Risk Committee, ensuring comprehensive oversight and monitoring of actions on climate change risks and social governance matters.



Our ESG values underscore our dedication to advancing health and research, fostering a culture of equality, diversity and inclusion, and prioritising ethical business practices. These values guide our initiatives across social and community investment, sustainability practices, and our support for volunteers and patients.

Aligned with the United Nations Sustainable Development Goals, we focus our efforts on key areas relevant to our industry. We actively contribute to global health challenges by supporting the development of vital medicines to tackle infectious diseases. Our commitment extends to neglected tropical diseases, where our expanded portfolio addresses critical medical needs.

We prioritise our staff's well-being and development, fostering an inclusive workplace culture supported by our policies, initiatives, and events which reflect our dedication to creating a supportive and collaborative environment.

Furthermore, our social and community investment initiatives demonstrate our commitment to giving back and creating meaningful impacts beyond our corporate borders.

Operating sustainably is fundamental to our business model. We are committed to effective environmental management, minimizing our environmental footprint, and are on a path

towards implementing ISO14001 principles. ISO14001 is an internationally recognised standard for environmental management systems (EMS). It provides a framework for organizations to design and implement an EMS, and continually improve their environmental performance. Our streamlined energy and carbon reporting, waste reduction initiatives, and responsible food supply practices all form part of our commitment to environmental stewardship.

Ethical and compliant business practices are non-negotiable for us. We uphold the highest standards of corporate governance, ethical conduct, and transparency across all our operations. Our robust quality systems, adherence to regulatory standards, and commitment to participant safety underscore our dedication to ethical clinical research.

We made excellent progress in our ESG efforts in 2023 and we will continue to innovate, collaborate, and drive positive change in 2024 and beyond, ensuring that our operations remain aligned with our core values and contribute meaningfully to a more sustainable future for all.

Dr Yamin 'Mo' Khan
CEO
8 April 2024

ESG Group

h VIVO has formed the ESG Group, a cross-business working team led by our CEO, dedicated to identifying climate change risks and other social governance matters. Reporting directly to the Audit and Risk Committee, this group comprises representatives from different sectors within our company, ensuring a comprehensive approach to ESG considerations. The Audit and Risk Committee oversees the Company's ESG reporting and subsequently recommends it to the Board for review.

Our ESG Values



1 Advancing Health & Research –
Social and Governance



2 Commitment to Staff –
Social



3 Commitment to Volunteers & Patients –
Social and Governance



4 Social & Community Investment –
Social



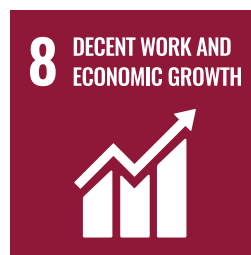
5 Operating Sustainably -
Environmental



6 Commitment to Ethical & Compliant
Business Practices - Governance

Our Sustainable Development Goals

h VIVO strives to align with the 17 United Nations Sustainable Development Goals. However, we focus our efforts on the specific goal areas listed below, as they hold greater relevance to our business operations:



ESG Goal Implementation Overview

	Company Values	The significance	Relevant SDGs	hVIVO's Implementation
Value 1	Advancing Health & Research	hVIVO has taken on the responsibility as a world leader in human challenge trials to further scientific research and advance healthcare.	 	<ul style="list-style-type: none"> Developing Vital Medicines Sharing Knowledge & Tackling Infectious Disease Neglected Tropical Diseases
Value 2	Commitment to our Staff	Our team is the key to our success, we are focussed on building a strong corporate culture that places diversity and equality at its centre.	  	<ul style="list-style-type: none"> Equality, Inclusion & Diversity Flexible Working Whistleblowing Equal Opportunities Policy Performance Management hBenefits Training and Development hKitchen
Value 3	Social and Community Investment	Social and community investment involves strategically allocating resources to initiatives that promote positive social impact and foster community development. By supporting projects focused on education, healthcare, and sustainable development, hVIVO can contribute to the well-being and resilience of communities, creating a lasting positive influence.	  	<ul style="list-style-type: none"> Volunteering and Charitable Donations Annual NL Doet Internal Charity Days Community Health Check
Value 4	Commitment to Volunteers & Patients	We prioritise the safety and well-being of our volunteers and patients and are committed to upholding ethical standards in clinical research, including data privacy and protection. We value the feedback of our participants and continually seek to improve our processes to ensure their voices are heard.	 	<ul style="list-style-type: none"> Post-visit online questionnaire Post Residential Stay Telephone Survey Trustpilot Reviews Access to Members of FluCamp during Quarantine Comprehensive Health Checks for Volunteers Referral to Volunteer Physician hKitchen Entertainment in Quarantine Compensation
Value 5	Operating Sustainably	hVIVO is committed to effective environmental management and to minimise the impact of our businesses on the environment. We are working towards implementing the principles of ISO14001.		<ul style="list-style-type: none"> Sustainable Working Practices Internal Engagement Travel & Reducing Emissions hKitchen and Responsibly Sourced Food Compostable Packaging Menu and Food Waste Food App Waste and Recycling Streamlined Energy and Carbon Reporting ('SECR')
Value 6	Commitment to Ethical and Compliant Business Practices	hVIVO ensures that it operates under high regulated and quality compliance standards.		<ul style="list-style-type: none"> Business Ethics Anti-Bribery & Corruption Human Rights Suppliers Quality & Volunteer Safety

Environmental, Social & Governance (ESG)

Continued

1. Advancing Health & Research

(Social & Governance)

Developing Vital Medicines

Addressing the pressing global challenge of equitable access to essential healthcare is paramount. At hVIVO, we are aware of our pivotal role in facilitating our clients' endeavours to expedite the development of vital medicines through our comprehensive clinical development consulting and trial services. This commitment to social responsibility aligns with our vision of transforming global healthcare by revolutionising the drug development process through scientific ingenuity.

In 2023, we expanded our portfolio of human challenge agents to help further scientific research and support the development of vaccines and antivirals in new disease areas and our goal is to continue to broaden our challenge agents and test new medicines.

Sharing Knowledge & Tackling Infectious Disease

Our dedication to sharing knowledge and expertise is integral to our mission of combatting infectious diseases.

Through collaborations with industry organisations, academic centres such as Imperial College London, Kings College London, Emory University, and non-profit entities like The Wellcome Trust and HIC-VAC, we actively promote and expand the understanding of human challenge trials.

As a company, we participate actively in commercial and academic scientific events and conferences worldwide, presenting data and insights from human challenge trials and nurturing scientific discussion. Our findings, in collaboration with trial sponsors, are regularly published in leading scientific journals.

As part of our commitment to sharing knowledge and aiding scientific research in combating infectious diseases, our team of scientific experts authored multiple papers, articles, and blogs in 2023, as well hosting multiple public forums where the experts from hVIVO and Venn Life Sciences shared their knowledge with more than 500 attendees. By leveraging the expertise and resources of hVIVO Group, we have been able to amplify the impact of the research we do, ultimately driving innovation and progress in our field while also forging meaningful connections within the scientific community.

Neglected Tropical Diseases

hVIVO's wide portfolio of challenge models primarily focuses on respiratory infections, however as the Group expands and with the introduction of the new site in Canary Wharf, the Group will continue to assess its expansion into new human challenge models to assist in the advancement of novel drug and vaccine candidates.

The Group currently offers a malaria human challenge model, a life-threatening illness that disproportionately affects vulnerable population in tropical and subtropical regions. The impact of climate change is effecting the epidemiology of diseases like Malaria, meaning finding effective drugs against these infections is growing in importance.

2024 and beyond

- Continue pursuing our mission to "Deliver today's healthcare by empowering tomorrow's innovation", which can be implemented by further assessing the opportunities presented and actively expanding our challenge models and services
- New facility in Canary Wharf – the world's largest commercial quarantine unit, which will not only expand our capacity for conducting human challenge trials but also enhance our site and laboratory services
- Enhanced infrastructure, including 50 quarantine bedrooms designed for diverse human challenge trials, we aim to expedite the development of essential medicines
- Our new laboratories, featuring a containment level three (CL-3) certification, will empower us to engage with a broader spectrum of pathogens such as COVID-19, malaria, and dengue, among others

2. Commitment to our Staff

(Social & Governance)

Equality, Inclusion, Diversity

At hVIVO, our goal is to cultivate a culture characterised by equality, inclusion, and diversity, empowering us to forge a strong team and deliver outstanding results for our clients. Aligned with our Diversity Policy, we firmly believe that a diverse, inclusive, and collaborative workplace fosters an environment where our team can flourish, and we are unwavering in our commitment to providing equal opportunities for all. We deeply appreciate and honour the unique differences that define each individual, striving to nurture a culture that champions meritocracy, transparency, fairness, and transparency.

We uphold a steadfast principle of assessing all staff solely based on merit and capability, without any form of discrimination on the basis of age, race, gender, disability, religion, sexual orientation, or any other protected characteristic. We are committed to creating an environment where every individual is treated with respect and dignity, and where they are empowered to realise their fullest potential.

International Potluck Day stands out as a dynamic occasion in our corporate calendar, emblematic of hVIVO's commitment to embracing cultural diversity. Through the shared experience of preparing and enjoying a variety of international dishes, International Potluck Day reinforces our corporate ethos of fostering inclusivity and appreciation for the diverse backgrounds that enrich our hVIVO community.

Flexible Working

Across hVIVO group, we adopt a flexible working policy to ensure we support a positive work-life balance for our staff. It's a principle which supports our ability to hire and retain the best capable individuals and provides employment opportunities to individuals with personal commitments. With employees distributed across multiple regions and time zones, we are proud of our ability to adapt to the ever-evolving work environment.

Health & Safety

Our Health & Safety Policy highlights our commitment to providing a safe working environment for our staff, visitors and the general public in accordance with the Working Conditions Act. We appoint internal Health & Safety Officers and provide access to external consultants for support as required.

Training and Development

Our objective is to recruit exceptional individuals and nurture their growth through our comprehensive training and development programmes. This approach fosters a culture where employees align with our business values and future objectives. In 2024, most of our senior leaders and department heads have progressed through internal development pathways. Our training is categorised into General Training, applicable to all employees, and Specialist Training, tailored to specific roles.

Lunch and Learn

In 2023, hVIVO implemented a townhall-like Lunch and Learn initiative, a vibrant initiative fostering a culture of knowledge sharing and community building. Staff can showcase their expertise during a 20-minute virtual presentation and Q&A session during lunchtime. This not only enhances collaboration but also empowers our team members to contribute to each other's professional growth. It's a dynamic platform where diverse perspectives converge, promoting a sense of community and continuous learning throughout our organisation.

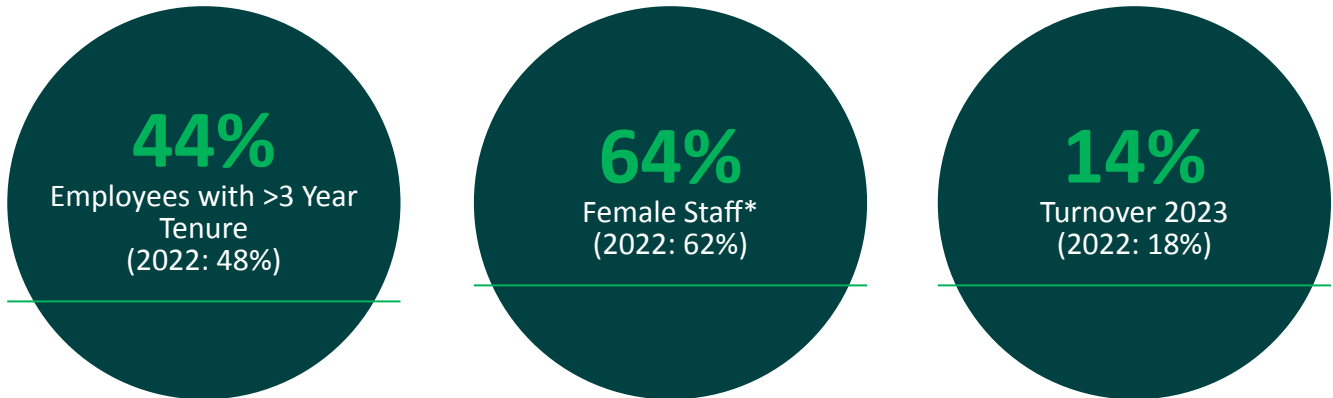
Environmental, Social & Governance (ESG)

Continued

hBenefits

Our dedicated HR team plays a pivotal role in fostering a thriving and cohesive workplace environment. They serve as the backbone of organisational culture, ensuring effective communication, conflict resolution, and employee engagement. By recruiting, developing, and retaining top talent, HR contributes directly to hVIVO's success. Their expertise helps to create a workplace where individuals can flourish, fostering innovation and productivity, while simultaneously adhering to our Company mission and vision.

At hVIVO, we prioritise our employees' well-being and work-life balance through our competitive hBenefits package offering support such as pension, healthcare, life assurance and schemes such as Bike to Work. Our Employee Assistance Programme offer 24-hour support to our team for financial, legal or family affairs.



* As at 31 December 2023

hKitchen

In 2023 hVIVO opened hKitchen, our in-house culinary experience. Beyond catering for our FluCamp volunteers, hKitchen goes the extra mile by offering affordable meal options to our staff. Crafted in-house, these delicious meals not only ensure fresh and healthy food for our team, but also competes with local supermarket meal deal prices. Accessible through the user-friendly hKitchen app, our staff can now enjoy the convenience of ordering nutritious and freshly-prepared meals on demand. It's more than just a kitchen; it's a culinary experience designed to nourish our team and foster a sense of well-being throughout our workplace.

2024 and beyond

- The move to Canary Wharf in 2024 will bring our clinical site teams (currently split across two locations and five floors), lab team, and corporate office into one purpose-built facility which we expect to improve in employee engagement
- The LIMS system to automate sample management will improve employee experience
- Staff will benefit from Canary Wharf community offerings, great local amenities, and improved transport links
- hVIVO will continue to foster a culture of equality, inclusion and diversity, ensuring equal opportunities, celebrating diverse perspectives, and cultivate an atmosphere that encourages collaboration

3. Social and Community Investment

(Social)

Charity Donation & Volunteer Leave Policy

hVIVO has implemented a Volunteer Leave Policy that empowers our staff to contribute to meaningful causes. At hVIVO, we believe in making a positive impact not only within our organisation but also in the communities we serve. We encourage staff to take one day per year to participate in charitable volunteering events to give back to the community and make a difference. By participating in volunteering activities, the wider hVIVO team can collectively contribute to social and community causes.

Furthermore, hVIVO actively engages in supporting charitable endeavours involving our staff, encouraging active participation in volunteer opportunities. We provide assistance and make charitable contributions to recognise and enhance the impactful initiatives of our team. Prior to selection, all charities undergo evaluation by our HR Team to ensure they resonate with our values and dedication to fostering positive change.

Annual NL Doet

The Venn Life Sciences team in Breda actively engages in the annual NL Doet volunteer day, committing their efforts to support local community projects in the vicinity. This longstanding tradition has been upheld by the Venn Life Sciences team for several years, showcasing their enduring commitment to community service.



Internal Charity Days

Our internal charity initiatives exemplify our dedication to social responsibility, reinforcing our commitment to creating a positive impact in the communities where we operate.

We are proud to engage with our local community through the **Whitechapel Mission** by setting up a non-perishable food collection and donations box.

Our Christmas Jumper Day supported **Action for Children and Crisis**.

We supported 20 hVIVO team members participation in Tough Mudder 2023. The team took part in **Tough Mudder in aid of Asthma and Lung UK**,



Community Health Check

In 2023 hVIVO offered complimentary healthcare services to the Whitechapel community through its Community Health Check initiative conducted at our FluCamp volunteer screening facility in Plumber's Row. The health check included blood pressure readings, lung function assessments, and BMI measurements. Emphasising accessibility, community members were encouraged to attend the free services through walk-ins, supported by an awareness campaign facilitated by distributing flyers to enhance community engagement.

2024 and Beyond

- Continue to support local charities and promote our Charity Donation & Volunteer Leave policies
- Encourage involvement in the Canary Wharf ESG community initiatives
- Partnership with local charity/community
- Continue to increase communication of the Company's ESG efforts across the Group

Environmental, Social & Governance (ESG)

Continued

4. Commitment to Volunteers & Patients

(Social & Governance)

Ensuring the safety and well-being of our volunteers and patients is a priority to hVIVO and our volunteer recruitment platform, FluCamp. We hold a steadfast commitment to maintaining the highest ethical standards in clinical research, with a particular emphasis on data privacy and protection.

FluCamp has a team of dedicated staff members to help deliver our volunteer recruitment. Their primary goal is to ensure the delivery, enhancement, and monitoring of our volunteers' experiences. Our dedication to excellence in research extends beyond mere compliance; it's about fostering a culture of care, respect, and continuous advancement for all those involved.

We deeply value every individual involved in our studies and their feedback. We actively seek ways to enhance our procedures and processes, striving to create an environment where their voices are not only heard but make contributions into our ongoing efforts to improve. We conduct post screening online questionnaire's as well as post quarantine telephone surveys to ensure our volunteers to share their insights and reflections.

Trustpilot is an excellent independent tool for the volunteers to provide feedback on FluCamp and their experience at hVIVO. In 2023 we held a 4.3-star review rating on Trustpilot (highest rated clinical trial company), from 94 reviews in 2023, 84% were 5 - star ratings.



Access to FluCamp Team during Quarantine

In addition to having access to our medical professionals during their quarantine experience, our volunteers also have access to our FluCamp team members, to provide support during their time in quarantine. This is an easy and direct route to resolve any non-medical issues that may arise as well as ensuring our volunteers feel fully supported throughout their quarantine experience.

Comprehensive Health Check

All volunteers undergo a three-step health check prior to participation in any of our clinical trials to identify their suitability for a trial as well as ensuring the safety and well-being of our volunteers. A post-quarantine health-check is also conducted on volunteers, to ensure that they have returned to full health before exiting quarantine. During the volunteers stay we perform multiple in-depth tests including daily or twice daily PCR, these tests confirm that our volunteers are no longer infectious before they leave our facility.

Should our medical experts discover an existing health abnormality at any stage of our volunteer health check, the volunteers' results will be promptly relayed to their physician or GP. Please note that volunteers deemed unsuitable for trials will not be included in our studies.

hKitchen

hVIVO has introduced a kitchen to serve volunteers throughout their quarantine period. hKitchen strengthens our dedication to volunteers by providing freshly prepared, nutritious meals customised to their dietary requirements. Volunteers can conveniently request meals through the volunteer food app, accessible within our quarantine facility.

Entertainment in Quarantine

During volunteer's quarantine stay, volunteers' bedrooms are equipped with an ensuite bathroom and an array of entertainment options such as board games, PlayStations, Wi-Fi and smart TV's, to ensure that volunteers can fill their time in a safe and entertaining environment.

Compensation

Our volunteers are compensated for the time they spend in quarantine as well as screening visits. hVIVO has adopted a wage payment model using the London Living Wage as guidance to ensure standardisation of remuneration across all studies. All study-specific advertising to recruit volunteers discloses the full compensation amount and is pro-actively approved by the Ethics Committee.

2024 & Beyond:

- Communicate hVIVO's ESG values and activities to our volunteers
- Continue to seek and implement feedback to improve our volunteers experience
- Canary Wharf is set to enhance our volunteer's experience with some enjoying fantastic views overlooking the city as well as additional amenities such as individual room temperature control, new food menu and upgraded entertainment options



Environmental, Social & Governance (ESG)

Continued

5. Operating Sustainably

(Environmental)

hVIVO is committed to effective environmental management and to minimising the impact of our business on the environment. We are working towards implementing the principles of ISO14001. In 2022, we implemented our Environmental Policy which was made available to all staff to ensure awareness of their roles and responsibilities in relation to environmental management. hVIVO is committed to promoting sustainable practices within our organisation by educating our team on ESG principles.

We are currently conducting a review of our operations to identify any processes that may impact key environmental issues, including energy use, waste control, purchasing, vendor management, transport, and emergency response. Once we have obtained adequate measurable information on our environmental impact, we intend to implement environmental targets.

Working Practices:

- Continued flexible work from home
- Virtual meetings encouraged across hVIVO and subsidiaries
- LIMS implementation underway to reduce paper waste

Travel & Reducing Emissions:

- Introduced company-wide Travel Policy, to reduced international travel
- Electric Vehicle Scheme implemented at hVIVO UK in 2023
- Cycle to work scheme available at hVIVO UK
- Electric vehicle charging available at Venn Breda
- Low carbon modes of transport encouraged (season ticket loan)

Volunteer Travel

hVIVO's principal screening and quarantine facility is located in Whitechapel, London. In 2022, the Company opened a second FluCamp volunteer screening site to facilitate better access for volunteers located across the UK and to reduce volunteer travel, in turn reducing our CO₂ emissions.

In 2023, over 5,000 volunteers attended screening appointments at our Manchester FluCamp site. Based on the distance between London and Manchester (211.2 miles one way) and based off all volunteers travelling on the national rail, we estimate a saving of 83.90 Tco_{2e} in 2023.



hKitchen & Responsible Food

In 2023, hKitchen was introduced which has vastly reduced food waste by ensuring appropriate quantities of food are ordered to fill the demand required. A number of other initiatives were introduced during the year which has positively impacted its environmental impact:

- Compostable Packaging
- Seasonal & locally sourced food, wherever possible
- FluCamp Food App introduced in 2023 reduces paper waste
- Partnered with Waste Not – reducing food waste

Waste & Recycling

In 2023, hVIVO continued its mission of reducing waste and improving recycling at its facilities through multiple initiatives as well as encouraging hVIVO team members to reduce, reuse and recycle. Continuous monitoring of waste and e-waste production is upheld, while waste contractors are thoroughly vetted and monitored. Recycling facilities at all hVIVO sites have been extended, with a continued focus on disposing of electronic waste in compliance with regulations and minimising its generation. A maintenance program has been implemented to ensure that plant and equipment are kept at optimal levels and replaced at the end of their lifecycle.

Streamlined Energy and Carbon Reporting (‘SECR’)

hVIVO has reported greenhouse gas (GHG) emissions for Scope 1 and 2 (and associated Scope 3) in accordance with the requirements of Streamlined Energy and Carbon Reporting (SECR). This includes emissions for the 12 months from 1 January 2023 to 31 December 2023 compared to the first mandatory reporting year in 2022.

Emissions (tCO₂e)	2023	2022
Scope 1 Emissions from combustion of gas	12.6	63.8
Scope 2 Emissions from purchased electricity	78.2	12.9
Scope 3 Emissions from business travel in rental cars or employee vehicles where company is responsible for purchasing the fuel	57.3	27.6
Total	148.1	104.3
Other metrics		
Intensity ratio from Scope 1, 2 & 3 (tCO ₂ e / £10,000 turnover)	0.025	0.021
Intensity ratio: tCO ₂ e from Scope 1, 2 and 3 / FTE	0.541	0.497
Total energy used (GWh)	683,378	517,113

Methodology: Emissions were calculated using data, estimates or extrapolations collected by the Company, according to the 2022 UK Government Greenhouse Gas Conversion Factors for Company Reporting

2024 and Beyond

In 2024 we will benefit from Canary Wharf’s strong focus on ESG which will help us to reach our goals for improving and enhancing or corporate social responsibility

- Complete implementation of the principles of ISO14001
- Complete implementation of LIMS system to reduce paper waste & drive efficiency
- Seek renewable energy sources where possible and implement energy targets
- Implement process to switch off energy sources when not in use across all sites
- Develop new initiatives to reduce waste generation
- Ensure that any sites producing more than 200kg of hazardous waste in a 12-month period are registered
- Expansion of Cycle to Work scheme to be offered in Breda in addition to the UK

Environmental, Social & Governance (ESG)

Continued

6. Commitment to Ethical & Compliant Business Practices

(Governance)

Business Ethics

At hVIVO, we uphold the highest standards of ethical conduct and transparency across all facets of our operations to reinforce our commitment to business integrity. As a key player in one of the world's most regulated industries, we recognise the paramount importance of adhering to rigorous ethical guidelines.

The Directors recognise the value and the importance of high standards of corporate governance and given the Group's size and constitution of the Board, the Group follows the recommendations outlined in the Corporate Governance Code published by the Quoted Companies Alliance in 2018 (QCA Code). We acknowledge the significance of maintaining a culture of robust corporate governance, reflective of our dedication to ethical business conduct. Please refer to the Corporate Governance statement on page 42.

Anti-bribery and corruption

In 2023 we digitised the gift reporting process detailed in our Anti-Corruption and Bribery Policy process to create a simple and effective way to comply with our obligations under anti-bribery laws.

Whistleblowing

At hVIVO, we support an open and collaborative working culture, which is core to our values. We are committed to identifying and eliminating all forms of corruption, malpractice or wrongdoing within the workplace and taking appropriate measures to remedy a situation. To ensure our staff can highlight any issues freely, supports our priority to create the right environment for employees and deliver the best quality for our clients.

Human Rights

The Group is opposed to any form of slavery and human trafficking and conducts its business in line with the UK Modern Slavery Act 2015 and has a Modern Slavery Policy in place which is available on the Group's website: www.hvivo.com

Suppliers

hVIVO has integrated a number of ESG-focused questions into its standard Quality Assurance Supplier Quality Assessment to evaluate suppliers in areas such as modern slavery, equality, health and safety anti-bribery. Moving forward, the Group aims to expand the scope of these assessments to encompass additional ESG considerations.

Quality and Volunteer Safety

Our commitment to quality and volunteer safety goes beyond regulatory requirements, as we continuously enhance our quality systems and policies. Under the guidance of our Head of Quality Assurance, we operate within a robust Quality Management System (QMS) bolstered by comprehensive Standard Operating Procedures (SOPs). This ensures the highest standards of quality, safety, regulatory compliance, and ethical conduct throughout our trials. Our independent audit system and Corrective and Preventive Action (CAPA) process to maintain continuous oversight of quality throughout the conduct of studies, as stated in our Quality Policy.

Our engagement with regulatory authorities, ethics committees, and institutional review boards underscores our unwavering dedication to honesty, transparency, and quality. Upholding the principles of Good Clinical Practice (GCP) and adhering to applicable national and international regulations are fundamental tenets of our Clinical Governance Policy and Business Code of Ethics.

All our clinical trials undergo rigorous scrutiny by the Medicines and Health Products Regulatory Agency (MHRA) and/or independent Research Ethics Committees (RECs) to uphold the highest standards of safety and ethics. Prior to submission for approval, our internal experts meticulously assess available data to ensure compliance with regulatory requirements.

The safety of the participants in our clinical trials is our number one concern and our priority in all of our activities. Our trials are meticulously designed with ongoing medical oversight at every stage, as outlined in our Medical Management Policy. Regular training on GCP and data integrity principles ensures our staff's competence in maintaining quality and data integrity throughout the trials. All data generated in the clinical trials and laboratory assays is subject to rigorous quality control measures, ensuring that it meets the highest quality and standards.