

FIRE1



ESG Policy

Embedding sustainability into the heart of everything we do

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1. About this policy

1.1 Environmental, social and governance (ESG) issues do not exist in a silo, they are interwoven into every aspect of daily business decision making. Our ESG policy aims to bring them together under one banner to demonstrate the positive impact our business is having on its people, the wider community and the world around us and to encourage us to continuously strive to improve.

1.2 This policy will inform our ESG efforts moving forward. This includes, but is not limited to, informing business practices/policies/procedures and guidelines, reporting, stakeholder engagement, and investor relations.

2. Purpose of this policy

2.1 The purpose of this policy is to provide information about ESG activities to all interested stakeholders and to encourage all employees to understand and consider ESG impacts within each of their scopes of work.

3. Who is responsible for this policy?

3.1 The Board have overall oversight of ESG activities at FIRE1 and responsibility for the effective operation of this policy lies with the CEO. The ESG Co-ordinator is responsible for the maintenance of this document and suggestions for change should be reported to the ESG Co-ordinator.

4. Who does this policy apply to?

4.1. This policy covers all employees, directors, consultants, contractors and interns.

5. Our business and ESG

5.1 ESG is about assessing our net positive impact on the world, and taking deliberate, defined and quantifiable action to improve it. As a business, we have a duty to our people, our patients, and the wider world. Our view on ESG is that it is a continuous process of aligning our operations and controls with our values as a company.

5.2 The values that make up the different parts of ESG have always been at the heart of what we as a company stand for. With the growth of ESG and increased awareness of these factors among our key stakeholders, we have an opportunity to tell the story of how our business makes a positive impact in the world, as we continue to strive to serve our patients, employees, shareholders and the wider community.

6. Our ESG commitment

6.1 We strive to help millions of people living with heart failure to get their normal back, through a combination of innovative business practice with considered regard to environmental, social and governance performance. This commitment informs every aspect of our business, including, how we operate our business, interact with stakeholders and report on progress.

6.2 We commit to:

6.2.1 Gathering and reviewing data from broad parts of the business and summarising it upwards to the board

6.2.2 Emphasising the importance of ESG issues, goals and performance, at all levels of the business

6.2.3 Increasing understanding and awareness of ESG governance aspects that impact the medical technology industry

6.2.4 Encouraging best practice by reviewing, revising and initiating activities, behaviours, guidelines and policies to have a positive impact on the businesses ESG performance

6.2.5 Setting annual targets for ESG as part of our annual planning process

7. Our statement on climate change and the environment

7.1 FIRE1 respects our relationship with the natural environment and its ecosystems. We acknowledge the specific impacts of our business on the natural environment, and our responsibility as a good corporate citizen to ensure a natural environment that is sustainable.

7.2 We seek to comply with current environmental legislation and work to minimise the impact of our activities on the environment by monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.

7.3 We commit to the following principles and practices:

7.3.1 Reducing the consumption of natural resources in daily operations, including

7.3.2 Maximising the recycling of resources.

7.3.3 Disposing of all waste appropriately, and minimising non-recyclable waste.

7.3.4 Minimising pollution by taking steps to limit carbon emissions resulting from air travel and where carbon emissions are deemed unavoidable to ensure that they are measured and addressed.

7.3.5 Where possible, ensuring our key component suppliers meet the highest standards of environmental performance.

7.3.6 Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.

7.3.7 Reviewing this policy annually and measuring targets and performance as part of that review.

8. Our statement on social responsibility

8.1 Our core purpose addresses a social need to help millions of people living with heart failure *to get their normal back*.. Every member of our team is committed to ensuring that the product is of the highest quality and safety evident through our values of Integrity, Rigour, Empowerment, Teamwork, Urgency and Focus.

8.2 Our focus is to deepen relationships and connections with our key stakeholders by investing in our employees and partnering with our suppliers, investors and local communities.

8.3 We commit to the following principles and practices:

8.3.1 People are core to our business model and achieving our mission. We are committed to providing a challenging, dynamic, inclusive and diverse work environment that supports professional development for all, promotes good work-life balance and prioritizes overall health, safety and wellbeing.

8.3.2 We will support initiatives that benefit our local and extended FIRE1 community, including but not limited to; supporting charitable work connected to our core purpose or to our teams health and wellbeing, supporting local students and families at FIRE1 to promote STEM careers and electing local suppliers in our business activities.

9. Our statement on ethical governance

9.1 Good governance is foundational to our business, and all aspects of ESG. Our business seeks to go beyond the concept of 'box-ticking' and embed compliance into the heart of our business.

9.2 We commit to the following principles and practices:

9.2.1 We promote strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and preservation of value for our business.

9.2.2 We will maintain strong corporate governance practices through exemplary board stewardship, management accountability, and proactive risk management.

9.2.3 We are committed to high ethical standards through a strong Code of Ethics and Business Conduct, continued prioritising of integrity and rigour in our written values and enior leadership that promotes a culture of integrity.

9.2.4 We cultivate strong stakeholder relationships through transparency, open communications, and responding to stakeholder input.

9.2.5 We establish clear and effective governance for ESG, set goals and establish accountability. This is set through our ESG co-ordinator and reported to our board.

10. Your role to play in ESG

10.1 As a member of FIRE1, you have a responsibility to ensure our organisation thrives. For ESG, this means understanding your role in each area of E, S and G. You can start to do this by familiarising yourself with the concept of ESG, with our ESG policy and our strategic objectives around ESG. You should know:

- Our strategic ESG goals
- How we plan to achieve them and over what time
- Your individual and team contribution to those goals
- How to discuss our ESG goals with third parties



Conor Hanley
CEO, FIRE1

My signature above affirms our company's ongoing commitment to embed ESG into the heart of everything that we do.