



P360 ESG Policy

P360 is committed to driving innovation in the life sciences industry through cutting-edge technology and solutions. Our dedication extends beyond technological advancement to encompass Environmental, Social, and Governance (ESG) principles that reflect our responsibility towards our stakeholders and the planet. This ESG policy outlines our approach to integrating sustainable practices, social responsibility, and strong governance into our business operations.

Environmental Responsibility

Remote Work Advantage: Leveraging our remote-first work model to reduce the need for office spaces, thereby minimizing energy consumption and lowering our carbon footprint.

Sustainable Practices: Implementing energy-efficient technologies and promoting practices that reduce waste in our operations.

Eco-friendly Solutions: Designing our products and services with an emphasis on sustainability, including optimizing software to be resource-efficient and supporting clients in their own sustainability goals.

Social Responsibility

Diverse Workforce: Promoting diversity and inclusion within our team by fostering an inclusive work environment where everyone is valued and respected.

Work-Life Balance: Supporting flexible work arrangements through programs like P360's Flexi-Week, ensuring that our employees achieve a healthy work-life balance.

Health & Safety: Ensuring that our remote work environment adheres to the highest standards of safety and ergonomics to protect employee well-being.

Philanthropy: Engaging in philanthropic activities that support healthcare and education initiatives. We aim to contribute positively to communities where we operate and to the global community at large.

Client & Partner Relationships: Building strong, ethical partnerships with our clients and stakeholders, and supporting their efforts to improve healthcare outcomes and compliance.

Governance

Compliance: Adhering to all applicable regulations and industry standards, including those related to data protection, HIPAA, and FDA guidelines. Our ZING Engagement Suite ensures compliant communication, mitigating risks associated with regulatory violations.

Transparency: Maintaining transparency in our operations and decision-making processes. We provide clear and accurate information about our business practices and ESG performance.

Robust Policies: Implementing and regularly reviewing policies to identify and manage risks associated with environmental impact, social responsibilities, and governance issues.

Stakeholder Engagement: Engaging with stakeholders, including employees, clients, and investors, to understand their concerns and expectations regarding our ESG performance.

Monitoring & Reporting

Regular Assessments: Conducting regular assessments of our ESG initiatives to measure progress and identify areas for improvement. This includes tracking our environmental impact, social contributions, and governance practices.

Reporting: Providing annual ESG reports to our stakeholders, outlining our achievements, challenges, and future goals. We are committed to maintaining high standards of accountability and transparency.

At P360, we believe that integrating ESG principles into our operations is essential for our long-term success and the well-being of our stakeholders. Our commitment to environmental stewardship, social responsibility, and ethical governance reflects our dedication to creating a positive impact on society and the planet while driving innovation in the pharmaceutical industry.