

Our People, Our Operations & Products, Our World

Sustainability in Australia & New Zealand

Baxter

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Using financial resources wisely

Giving back to our communities

Making a meaningful difference in patients' lives

Providing a healthy workplace

Helping victims of disaster

Expanding access to healthcare

Protecting the environment

Supporting health programs



Sustainability at Baxter is more than a corporate responsibility, it's the way we do business, it's an action plan.

Baxter views sustainability as a long-term approach to balancing business priorities with social, economic and environmental responsibilities.

Our priorities reflect the importance we place on: Our People; Our Operations & Products; and Our World.

We are committed to developing innovative solutions and establishing targets to minimise our impact on the environment, with the understanding of how our choices today will impact tomorrow.

Baxter's goals moving forward are focussed in the areas of natural resource management, waste management and greenhouse gas emission reduction.

Green design initiatives like renewable, recycled and environmentally friendly processes and materials are being implemented into the design and construction of all our facility upgrades and new buildings.

Baxter's sustainability efforts support our objective of making a meaningful difference in patients' lives, to the community and the environment.

David Akeroyd
MANAGING DIRECTOR ANZ
BAXTER HEALTHCARE



Our People

🕒 PRIORITIES

BAXTER WILL PROMOTE A SAFE AND HEALTHY WORKPLACE

BAXTER WILL PROMOTE AN INCLUSIVE AND DIVERSE WORKPLACE

BAXTER WILL PROMOTE ETHICAL CONDUCT AND LEGAL COMPLIANCE

Baxter's initiatives are aimed to improve work/life balance and provide ethical standards

Baxter Australia and New Zealand (ANZ) employs more than 1000 people across a variety of roles and does business with thousands of suppliers.

The **health and wellbeing** of our employees is of the **utmost importance** to Baxter.

This has led to the milestone of two million hours without a lost time injury in our manufacturing and warehouse facility.

Employee Benefits

- 12 weeks paid parental or adoption leave
- Purchased annual leave
- Flexible working arrangements
- Cultural diversity opportunities
- EEO policy training
- Health seminars
- Employee counselling programs
- Weight Watchers® at Work
- Free flu vaccinations
- Corporate private healthcare
- Career development, internal job posting and training programs

- Skin cancer checks
- Ergonomic & risk assessments
- Sponsored sports participation

Our Conduct

- Compliance to all government regulation and legislation
 - TGA, Medsafe, Medicines Australia, MTAA, MTANZ
- Ethical and compliance training
- Business continuity and risk management plans
- Good documentation practice
- Adverse event reporting

Supplier Standards

- Employment standards
- Waste and energy reduction
- No indentured child labour
- Trade compliance
- Fair employment opportunities
- Environmental impact
- Employee health and safety



Our Operations & Products

PRIORITIES

BAXTER WILL DRIVE A GREEN SUPPLY CHAIN

BAXTER WILL DRIVE REDUCTIONS IN ITS CARBON FOOTPRINT

BAXTER WILL DRIVE REDUCTIONS IN ITS NATURAL RESOURCE USE

BAXTER WILL DRIVE ENHANCED PRODUCT STEWARDSHIP

Baxter has the largest manufacturing facility of its kind in ANZ - operating for over 35 years

Baxter's Australian manufacturing facility has been operating for over 35 years. It is the largest manufacturing facility of its kind in ANZ.

We look at **every aspect** of our **operations**, from the selection of raw materials, through to manufacturing, packaging, distribution, use and disposal.

Recycling

To have a positive effect on our general waste to landfill we recycle:

- ✓ Water
- ✓ Wood
- ✓ Paper & cardboard
- ✓ Aluminium, metal & foil
- ✓ Glass
- ✓ PVC / plastics
- ✓ Mobile phones
- ✓ Toner cartridges

Sustainable Initiatives

- Landfill reduction strategies
- Greenhouse and energy reviews
- Minimisation strategies for water and electricity usage
- Carbon emission reviews and strategies for emission reduction
- Reducing air travel footprint
- Rail transportation preferred delivery option expansion
- Waste segregation training
- Product modification to reduce packaging
- T5 and sensor lighting installed
- Customer and patient box return
- Returnable cold chain cartons
- Carbon reducing garden
- Cardboard packaging made with 35% recycled paper
- Providing plastics for recycling into rubber mats and garden hoses





Our World

PRIORITIES

BAXTER WILL STRENGTHEN ACCESS TO HEALTHCARE THROUGH PRODUCT DEVELOPMENT, STRATEGIC PHILANTHROPIC GIVING AND PRODUCT DONATIONS

BAXTER WILL STRENGTHEN THE COMPANY'S COMMITMENT TO EDUCATION

As a local manufacturer our ANZ communities are important to us

As a local manufacturer, our ANZ communities are important to us. That's why we provide grants and donations to a range of diverse initiatives.

We lend support through product donations for disaster relief, wildlife animal shelters and third world health missions.

We have been donating to **Parramatta Mission** (homeless support services) and **Northcott Society** (disability support services) for over 15 years.

In New Zealand we have supported the **Auckland Mission** and **Kidney Kids** for many years.

Baxter ANZ is focused on increasing support for indigenous Australians via health programs run by the **Jimmy Little Foundation** and the **Westmead Medical Research Foundation**.

We also sponsor the **NSW Aboriginal Health Awards**, to recognise those focused on improving the quality of health services in rural, remote and urban areas.

Community & Industry Support

- Not-for-profit organisations
- Surrounding countries afflicted by natural disasters
- Training and home support for patients
- Medical Research Institutes
- Health Industry Associations
- Education programs for health professionals
- University scholarships

Baxter and staff also support the community by:

- Food donations to homeless shelters
- Employee volunteering programs
- Blood drives for Australian Red Cross
- Supporting World Environment Week and Earth Hour
- \$ for \$ company matching for staff fund-raising
- Tree plantings
- Selling charity merchandise
- Charity toy drives
- Annual Making a Meaningful Difference Day donations
- Staff participation in fund-raising events





Our Awards & Programs

- Australian Business Award – Environmental Sustainability
- EnviroSmart New Zealand – Gold accreditation for environmental management
- Sustainability Advantage – Department of Environment and Climate Change
- Energy Conservation Systems – Australia’s market leader in energy and water management
- Sydney Water’s One to Five program – highest efficiency rating
- Dow Jones Sustainability Index
 - Listed for over a decade
 - Medical Products Industry Leader
- Catalyst Award – for initiatives in gender balance
- Global 100 Most Sustainable Companies for over five years
- 100 Best Corporate Citizens by Corporate Responsibility Officer magazine
- Ethisphere World’s Most Ethical Companies
- Certified under ISO 14001
- Certified under AS/NZS 4801
- Environmental Protection Agency Performance Track Corporate Leader
- Green Suppliers Network
- EPA Green Power partner
- Environmental Protection Agency – Climate leaders
- Resource Recovery Certificate – Close the Loop
- Carbon Disclosure Project’s Climate Disclosure Leadership Index
- MW Zander – solutions concerning company premises/production plants

Baxter is proud to be recognised by many sustainability related organisations and programs

