



Sustainability Data Summary 2021



Unlocking the potential of the complement system

The dysregulation of the complement system, an essential part of the immune system, is a key driver of many devastating diseases. Targeting and inhibiting the complement system before it can trigger tissue damage or destruction can help restore balance. We are committed to continue unlocking the potential of the complement system, to discover new life-changing therapies for even more patients.

This is a supplement to our [2021 Sustainability Report](#).

We share other aspects of our sustainability through other resources:

- [Sustainability Accounting Standards Board \(SASB\) standards index 2021](#)
- [Task Force on Climate-related Financial Disclosures \(TCFD\) Report 2021](#)
- [Analyst interactive reporting centre](#)

We evaluate our contribution to the United Nations Sustainable Development Goals (SDGs) by connecting them to our targets and annual progress updates. Relevant SDGs are shown alongside KPI categories or individual KPIs. More information about our contribution to the UN SDGs can be found in the [2021 Sustainability Report](#).

Targets for healthy people, healthy planet and healthy business

Sustainability at AstraZeneca is about using our capabilities to make the most meaningful impact where society needs it – health. We know the health of people, the planet and our business are interconnected, each impacting the others.

We describe our targets and progress for our priorities in this data summary. We continue to manage other aspects of our strategy, which span many parts of our company.

In 2021 we refreshed our previous materiality assessment, which guides our sustainability strategy by identifying the issues that matter most to AstraZeneca and our stakeholders and shows where we can have the most positive impact.

External Assurance

Independent external assurance was provided by Bureau Veritas as described in the sustainability letter of assurance.

We recognise that several of our measures (or annual KPIs) were impacted by the pandemic and may not reflect a typical trajectory.

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Key targets and progress

<p>People reached 2025 target Reach 50 million people (cumulatively) through Healthy Heart Africa, Young Health Programme (YHP), and Healthy Lung programmes.^{1,3,11}</p> <p>2021 update More than 31 million people reached (cumulatively) through Healthy Heart Africa, Young Health Programme and Healthy Lung programmes.</p> <p>Status: On Plan</p>
<p>Healthcare workers trained 2025 target Train 170,000 healthcare workers (cumulatively) to strengthen health systems throughout the world through our Healthy Heart Africa, Healthy Lung and Phakamisa programmes.^{3,11}</p> <p>2021 update More than 124,000 healthcare workers trained (cumulatively).</p> <p>Status: On Plan</p>

Progress highlights

<p>Health facilities activated 2021 update More than 3,500 healthcare facilities (cumulatively) were activated through Healthy Heart Africa and Healthy Lung programmes.</p>

KPIs

People reached by access to healthcare programmes (cumulative), million ^{4,11}	SDG 3.4	2019	2020	2021
Healthy Heart Africa		13.522	16.675	23.741
Healthy Lung Programme ³		1.321	1.652	1.807
Young Health Programme		4.01	5.07	6.25
TOTAL PEOPLE REACHED (all programmes)		20.482	25.026	31.798

Health facilities activated (cumulative) ¹¹	SDG 3.8	2019	2020	2021
Healthy Heart Africa ⁶		780	868	958
Healthy Lung Programme ³		2,115	2,498	2,641
TOTAL (all programmes)		2,895	3,366	3,599

Healthcare workers trained (cumulative) ¹¹	SDG 3.c	2019	2020	2021
Healthy Heart Africa ⁶		7,280	7,384	9,004
Phakamisa - Physicians and Nurses ²		762	762	762
Phakamisa - Navigator Volunteers ²		523	523	523
Healthy Lung Programme ³		77,248	103,066	114,709
TOTAL (all programmes)		85,813	111,735	124,998

Young Health Programme (cumulative)	2019	2020	2021
Peer educators trained	63,826	118,841	192,318
Healthcare workers and others trained	20,345	20,533	74,025



Contributing to the Sustainable Development Goals, a universal blueprint for prosperity for people and the planet, now and into the future.

SDG 3 | Good health and wellbeing
 SDG 17 | Partnerships for the goals



KPIs

<i>AstraZeneca HealthCare Foundation's Connections for Cardiovascular HealthSM</i> (cumulative) ⁷	2019	2020	2021
Total dollar amount given in grants (USD, million)	23.7	24.7	25.74
Participants tracked for progress	65,422	67,513	70,081
US-based non-profits funded	52	58	58
Care in Cambodia (cumulative)	2019	2020	2021
Women screened in the programme SDG 3.4	5,687	6,174	6,416
Women diagnosed with breast cancer and enrolled in the programme	660	718	757
Units of medicines administered through the programme ⁸	265,270	295,447	322,456
Healthcare workers trained	1,272	1,292	1,307
Affordability ⁹	2019	2020	2021
People reached by Patient Access Programmes (cumulative, million)	9.7	10.1	11.55
Product donation through Patient Assistance Programmes (USD, million) ¹⁰	801.4	1,616.2	2,351.5
Philanthropy ⁵	2019	2020	2021
Total community investment, sponsorships, partnerships and charitable donations (not including Patient Assistance Programmes) (USD millions)	72.5	76.2	112.9
Disaster relief product donation (totals are also included above) (total US wholesale acquisition cost value in USD millions)	27.5	20.4	23.3
Volunteerism hours	28,334	28,440	23,129
Non-profit organisations funded by AstraZeneca	912	1,339	1,220

Focus area: Ambition Zero Carbon

Scope 1 and 2 key targets and progress

GHG reduction

2026 target

Reduce absolute Scope 1 and 2 greenhouse gas emissions by 98% from 2015 base year.

2021 update

Reduced Scope 1 and 2 greenhouse gas emissions by 59% since 2015, a reduction of 380 kilotonnes CO₂e.

Status: On Plan

Road fleet electrification

2025 target

100% electric road fleet by end of 2025.

2021 update

Our electric vehicles fleet represents 1.6% of our total fleet, a five fold increase on 2020.

Status: On Plan

Energy consumption

2025 target

Reduce total energy consumption by 10% from 2015 to 2025.

2021 update

Total energy use was 1,737,124 MWh, representing a 9% reduction from the 2015 baseline.

Status: On Plan

Energy productivity

2025 target

Double energy productivity from 2015 to 2025.

2021 update

Energy productivity increased by 64% since 2015, it is now 1.6 times the baseline level.

Status: On Plan

Scope 1 and 2 KPIs¹

Scope 1, 2 and other greenhouse gas emissions (in tonnes CO ₂ e) SDG 13.2	2015	2019	2020	2021
Scope 1 Road fleet	92,539	64,943	44,491	48,667
Scope 1 Site energy	175,678	162,191	144,948	151,780
Scope 1 Site non-energy	37,658	42,513	50,613	45,436
Scope 1 Total ⁷	305,875	269,647	240,052	245,882
Scope 2 – Market based ⁸	341,080	138,261	32,218	21,135
Scope 1 & 2 Total	646,955	407,908	272,270	267,017
Scope 1 & 2 intensity (tCO ₂ e per million USD of revenue)	24	14	8	7
Scope 2 – Location based ^{8,9}	290,204	248,054	228,727	207,005
Outside of scopes (CO ₂ of biological origin)	2,822	6,666	5,640	4,045

Solvent (VOC) consumption and emissions from AstraZeneca sites	2015	2019	2020	2021
Consumption (tonnes)	3,106	3,883	3,583	3,322
Emissions (tonnes)	250	179	178	163
Scope 1 GHG emissions (tonnes CO ₂ e)	273	207	199	176

Scope 1 Road fleet	2015	2019	2020	2021
Total vehicles – leased	17,612	16,661	17,218	17,676
% of leased hybrid vehicles	0%	21%	38%	45.4%
% of leased hybrid vehicles that are PHEV	0%	3%	7%	9.20%
EV 100: Battery electric vehicles	0%	0.20%	0.30%	1.60%
GHG intensity (gCO ₂ per km driven)	165	143	138	133

Energy management	2015	2019	2020	2021
Total energy use (MWh)	1,911,613	1,848,804	1,699,480	1,737,124
EP 100: Energy productivity (million US dollars of revenue per GWh energy consumption) SDG 7.3	14	16	19	23
Renewable energy use – electricity and heat (MWh)	131,411	579,883	740,334	746,038
Renewable energy use – electricity and heat	7%	31%	44%	43%
RE100: Renewable electricity use ¹⁰ SDG 7.2	14%	62%	87%	88%
Onsite self-generated renewable electricity - on-site solar PV (MWh)	0	5,329	5,257	5,929
Onsite self-generated electricity from non-renewable sources (MWh)	68,445	104,713	89,349	93,647
Imported electricity – renewable (MWh)	122,143	532,028	695,599	704,200
Imported electricity – renewable	15%	70%	98%	100%

Focus area: Ambition Zero Carbon

Scope 1 and 2 key targets and progress

Renewable electricity

2025 target

100% renewable electricity consumption globally by 2025.

2021 update

88% of all electricity use came from renewable sources in 2021.

Status: On Plan

Scope 3 key targets and progress

SBTi targets

Science-based net zero by 2045.

Science-based emissions reduction: Reduce absolute Scope 3 GHG emissions 50% by 2030 and 90% by 2045, from a 2019 base year. Achieve science-based net zero by 2045. Within this target, reduce absolute Scope from:

- Fuel and energy related activities, upstream leased assets and downstream leased assets 80% by 2030;
- Use of sold products 95% by 2030;
- Upstream transportation and distribution, waste generated in operations, business travel, employee commuting and end-of-life treatment of sold products 46% by 2030.

Science-based supply chain engagement: 95% of our suppliers by spend covering purchased goods and services and capital goods, and 50% of our suppliers by spend covering upstream transportation and distribution and business travel, will have science-based targets by 2025.

2021 update

In October our Scope 1-3 absolute reduction and net zero targets were verified by the SBTi and progress reporting will adjust in the future to report on the verified targets. Total Scope 3 GHG emissions increased by 15% from the 2019 baseline in 2021, driven by increased procurement spend as the business grows. Scope 3 GHG intensity improved by 17% to 161 tCO₂e per million USD revenue. Supplier engagement activity was initiated to measure and increase the proportion of spend with suppliers with verified SBTs.

Status: On Plan

Scope 3 KPIs¹

GHG Protocol Scope 3 category (in tonnes CO ₂ e)	SDG 13.2	2019	2020	2021
Category 1 – Purchased goods and services ²		3,388,958	4,011,594	4,818,880
Category 2 – Capital goods ²		76,941	75,914	88,872
Category 3 – Fuel and energy related (not Scope 1 or 2)		83,146	55,365	53,773
Category 4 – Upstream transportation and distribution ²		248,112	218,144	228,675
Category 5 – Waste generated in operations		21,010	20,211	20,020
Category 6 – Business travel ²		314,261	76,445	72,148
Category 7 – Employee commuting		30,275	37,646	41,293
Category 8 – Upstream leased assets		41,771	57,628	55,780
Category 9 – Downstream transportation and distribution		406,244	380,710	310,011
Category 10 – Processing of sold products		Assessed: Not relevant		
Category 11 – Use of sold products		1,012,732	978,895	818,582
Category 12 – End-of-life treatment of sold products		67,842	67,234	69,740
Category 13 – Downstream leased assets		25,119	5,947	3,975
Category 14 – Franchises		Assessed: Not relevant		
Category 15 – Investments		Assessed: Not relevant		
Scope 3 intensity (tCO ₂ e per million USD of revenue)		195	183	161
Total Scope 3		5,716,412	5,985,733	6,581,749

Supply chain engagement (% spend with verified SBTs) ⁴	2019	2020	2021
Category 1 – Purchased goods and services	N/A	N/A	7%
Category 2 – Capital goods			
Category 4 – Upstream transportation and distribution	N/A	N/A	Not assessed
Category 6 – Business travel			



Contributing to the [Sustainable Development Goals](#), a universal blueprint for prosperity for people and the planet, now and into the future.

- SDG 6 | Clean water and sanitation
- SDG 7 | Affordable and clean energy
- SDG 12 | Responsible consumption and production
- SDG 13 | Climate action
- SDG 15 | Life on land
- SDG 17 | Partnerships for the goals

Focus area: Ambition Zero Carbon

Scope 3 key targets and progress

2025 target

Launch a next-generation inhaler to treat asthma and Chronic Obstructive Pulmonary Disease (COPD) containing a near-zero Global Warming Potential (GWP) propellant.

2021 update

During 2021, we progressed a project spanning all key functions in the business to assess alternative low GWP propellant options from an environmental, technical, regulatory, medical, non-clinical and commercial viewpoint to enable a Phase 3 investment decision for the lead propellant in H1 2022.

Status: On Plan

Investing in nature

2025 target

Plant and maintain 50 million surviving trees by 2025. Carbon negative: nature-based solutions to compensate for greater than residual emissions from 2030.

2021 update

3,092,254 trees were planted through AZ Forest in 2021. The total is 3,430,061 since 2020.

Status: Lagging

Scope 3 KPIs

Investing in nature		2019	2020	2021
AZ Forest: Trees planted	SDG 15.3	N/A	337,357	3,092,254
Other Scope 3 metrics ³		2019	2020	2021
Upstream transportation and distribution Air2Sea&Rail (% tonne.km)		70%	78%	73%
Upstream transportation and distribution Air2Sea&Rail (% volume)		62%	70%	64%

Focus area: Natural resources

Key targets and progress

Water usage

2025 targets

Maintain absolute water use at 2015 baseline levels.

2021 update

Water footprint was 3.82 million m³, a 17% reduction from 2015.

Status: On Plan

Waste reduction

2025 target

Reduce waste by 10% below the 2015 baseline.

2021 update

Total waste was 28,848 tonnes, down 7% from 30,942 tonnes in 2020, representing a decrease of 8% from 2015.

Status: On Plan

Green Labs

2025 target

All of our R&D sites with labs operate Green Labs.

2021 update

All AstraZeneca R&D sites are certified by My Green Lab in 2021. Our next target is for all our R&D sites post acquisition to be certified and achieve the Green level of certification by 2026.

Status: On Plan

Raw materials

2025 target

All 12 key materials within our Raw Materials Responsible Sourcing Framework have sustainability action plans in place.

2021 update

We have proceeded with identifying responsible sourcing plans for the 12 raw materials within our Raw Materials Responsible Sourcing Framework.

Status: On Plan

KPIs⁵

Water stewardship ¹⁵		2019	2020	2021
Water usage (million m ³)	SDG 6.4	3.89	3.81	3.82
Chemical oxygen demand – effluent leaving our sites (tonnes)		453	428	579
Total number of sites in water stewardship programme		N/A	N/A	6

Water volume by water scarcity rating ¹⁶ for sites with over 10,000m ³ water per year (m ³)	SDG 6.4	2019	2020	2021
High scarcity rating		65,105	60,012	57,476
Medium scarcity rating		38,813	58,946	49,108
Low scarcity rating		3,622,916	3,645,210	3,627,564
Percentage of water consumption by AstraZeneca in low and medium water stressed areas		98%	98%	98%

Waste management ^{15,17}		2019	2020	2021
Total waste (tonnes)		34,980	30,942	28,848
Non-hazardous waste (tonnes)		23,192	20,251	18,507
Hazardous waste (tonnes)		11,788	10,690	10,341
Total recycling (tonnes)	SDG 12.5	15,686	12,334	10,581
Recycling as a percentage of total waste	SDG 12.5	45%	40%	37%
Waste avoided – byproduct sold (tonnes)	SDG 12.5	N/A	N/A	999
Waste to landfill (tonnes)		2,466	1,049	906

Green Labs Programme		2019	2020	2021
Number with My Green Lab certifications (cumulative)		N/A	6	12
Employees engaged in My Green Lab Programme ¹⁸		N/A	962	943

Supply chain – Environmental footprint for critical direct suppliers ¹⁰		2019	2020	2021
API category – total waste (thousand tonnes)		35	66	36
Formulation & Packaging (F&P) category – total waste (thousand tonnes)		4	3	4
API category – water use (million m ³)		0.7	1.4	1.2
F&P category – water use (million m ³)		0.6	0.3	0.3

Focus area: Product sustainability

Key targets and progress

PIE leadership

2025 targets

Lead the industry to manage Pharmaceuticals in the Environment (PIE).

2021 update

100% of API discharges from AstraZeneca sites demonstrated as safe.¹²

91% of API discharges from globally managed direct suppliers demonstrated as safe.^{12,13,14}

75 safe API discharge supplier assessments completed.¹⁴

Co-authored nine peer-reviewed publications on PIE, including an article on advanced machine learning techniques to help predict the fate and effects of pharmaceuticals in the environment. A further two co-authored publications were published on potential improvements to animal welfare in environmental risk assessment.

Ecopharmacovigilance (EPV) programme to monitor product risks post-launch ran through 2021 with no significant risks identified.

Status: On Plan

API resource efficiency

2022 target

Ensure 90% of active pharmaceutical ingredient (API) syntheses meet resource efficiency targets at launch.

2021 update

Since 2015, 75% of projects (three of four) have met defined resource efficiency targets. In 2021 a new oncology medicine met its Process Mass Intensity (PMI) target at launch and we achieved a PMI reduction of 14% across the late stage project portfolio.

Status: On Plan

Sustainable sourcing

2022 target

Ensure 95% of paper-based product packaging materials used are supplied from sustainable sources.

2021 update

Further progress was made towards the target of 95%. Compilation of the data needed to verify the target is in progress.

Status: Lagging

KPIs

Safe API discharges		2019	2020	2021
Safe API discharges for AstraZeneca site ¹²	SDG 6.3	100%	100%	100%
Safe API discharges from suppliers ^{12,13,14}	SDG 6.3	97%	94%	91%
Number of safe API discharge supplier assessments completed ¹⁴		101	75	75

Resource efficiency SDG		2019	2020	2021
Small molecule API syntheses that meet resource efficiency at launch ⁶	SDG 12.2	50%	67%	75%

Environmental protection



Additional metrics

Compliance summary	2019	2020	2021
Prosecutions ¹⁹	0	0	0
Enforcement actions ²⁰	1	0	1
Regulatory warnings/alerts ²¹	2	0	1
Other environmental compliance matters ²²	5	3	1
Awaiting regulator outcome or AstraZeneca investigation ongoing	0	0 ²⁴	2
Significant environmental violations ²³	0	0	0
Financial penalties relating to above (USD) ²⁵	\$19,585	0	0

Focus area: Ethical business culture

Key targets and progress

<p>Business ethics 2025 target Maintain 100% of active employees trained on the Code of Ethics.</p> <p>2021 update 100% of active employees trained on the Code of Ethics in 2021.</p> <p>Status: On Plan</p>
<p>'Speak Up' culture 2025 target Ensure AstraZeneca has a 'Speak Up' culture.</p> <p>2021 update 83% of employee survey respondents feel we have a 'Speak Up' culture, down from 84% in 2020.</p> <p>Status: On Plan</p>
<p>Human rights survey 2022 target Improve the AstraZeneca global biannual human rights survey by using Fair Wage Network data to more robustly assess our performance against local living wage data.</p> <p>2021 update Human rights survey is biannual and will be conducted next in 2022.</p> <p>Status: Not Yet Started</p>

KPIs

Business ethics ¹⁸	2019	2020	2021
Active employees trained on Code of Ethics ¹⁰	100%	100%	100%
Percentage of employees who feel we have a 'Speak Up' culture ^{1,10}	80%	84%	83%
Concerns reported through the company helpline in commercial regions (per thousand employees)	10.6	6.8	6.3
Instances of non-compliance with the Code of Ethics in commercial regions (per thousand employees)	63.3	49.1	50.9
Corrective actions taken in commercial regions (per thousand employees)	78.6	71.3	83.9
Employees terminated or asked to leave due to non-compliance in commercial regions (per thousand employees)	4	2.5	2.2
Clinical trials transparency (all cumulative)	2019	2020	2021
Studies shared with external research teams	147	160	165
Requests we responded to from external researchers using our clinical trials portal	161	199	263
Publicly available trial summaries	108	173	245
Unique research teams granted access to AstraZeneca trials	50	59	64
Clinical document packages published by EMA and Health Canada	5	9	13
Political donations ¹⁰	2019	2020	2021
Contributions to U.S. national political organisations, state-level political party committees and to campaign committees (USD, million)	1.12	1.02	1.14
Human rights	2019	2020	2021
Countries that completed the Human Rights survey ¹³ SDG 8.8	N/A	72 ¹⁴	N/A
Countries that have a relationship with trade unions ¹³ SDG 8.8	N/A	56% ¹⁴	N/A
Number of employees who receive Modern Slavery awareness training annually	N/A	72,173	79,138



Contributing to the Sustainable Development Goals, a universal blueprint for prosperity for people and the planet, now and into the future.

- SDG 3 | Good health and wellbeing
- SDG 5 | Gender equality
- SDG 8 | Decent work and economic growth
- SDG 17 | Partnerships for the goals

Focus area: Ethical business culture

Key targets and progress

Positive Sourcing Programme

2025 target

Embed sustainability into our end-to-end procurement processes through our Positive Sourcing Programme.

2021 update

In 2021, we invited our top 250 suppliers to participate in the Positive Sourcing Programme, and more than 70% of those suppliers completed the assessment, as well as disclosed their climate change data.

Status: On Plan

Sustainability Partner Guide and Framework¹¹

2025 target

75% of all critical manufacturing partners are rated 'bronze' or better our sustainability framework.

2021 update

83% of critical manufacturing partners achieved 'bronze' or better in our Sustainability Partner Guide and Framework.

Status: On Plan

KPIs

Data privacy ¹⁰	2019	2020	2021
Privacy impact assessments	1,394	1,884	2,054
Data subject rights	176	218	185
Privacy regulatory impact assessments	0	2	3
Dedicated on-line privacy training	6,713	36,295	55,363

Responsible supply chain	2019	2020	2021
Total supplier assessments ¹²	15,519	16,197	13,633
High-risk supplier audits	38	48	37
Critical manufacturing suppliers that disclose their energy, waste and water footprint	60.7%	61.3%	75%
Critical manufacturing partner sites with Sustainability Partner Guide and Framework rating 'bronze' or better	N/A	64%	83%
PSCI environmental sustainability assessments completed	72	66	70

Bioethics

Animal use standards ³	2019	2020	2021
In-house research (no. of animals)	108,674	74,684	93,511
External contract research (no. of animals)	35,210	51,625	58,826
Total no. of animals	143,884	126,309	152,337
Council for Science and Animal Welfare (C-SAW) Global 3Rs Awards (no. of awards) ²	3	N/A	3
Signatory to the Concordat on Openness on Animal Research in the UK	Yes	Yes	Yes

Human biological samples	2019	2020	2021
Human foetal tissue (hFT) supplier assessments	1	4	0
hFT suppliers approved to date	50%	60%	60%
hFT projects approved and progressed to date	33%	36%	36%
Active projects using hFT	2	3	2
hESC projects approved ⁴	100%	100%	100%
Active projects using human embryonic stem cells (hESC)	4	7	13

Focus area: Inclusion and diversity

Key targets and progress

Gender equality

2025 target

Reach gender equality in management positions.

2021 update

48.1% of senior roles occupied by women.

Status: On Plan

Supplier diversity

2025 target

Launch supplier diversity programmes in 10 new countries (outside of the United States).

2021 update

Programmes launched in total of six countries outside of USA, with three more countries – Australia, New Zealand and Poland – launched in 2021.

Status: On Plan

KPIs¹⁰

Inclusion and diversity		2019	2020	2021
Women representation of AstraZeneca employees		50%	50.5%	51.8%
Women in management - All management levels	SDG 5.5	41.4%	42.5%	44.3%
Women in management - Senior middle management	SDG 5.5	45.4%	46.9%	48.1%
Women in management - Executive management	SDG 5.5	34.5%	39.7%	39.5%
Women representation on SET (Senior Executive Team)	SDG 5.5	33.3%	33.3%	41.7%
Women representation on Board of Directors	SDG 5.5	33.3%	35.7%	38.5%
Leadership within country of origin: emerging markets and Japan in roles that report to our SET (emerging markets and Japan)		18.3%	18.4%	18.4% ¹⁶
Ethnic minority representation for US employees		29.1%	30.6%	32.1% ¹⁷
Countries with supplier diversity programmes		2	4	7

Focus area: Workforce safety and health

Key targets and progress

Workforce safety

2025 target

Workforce safety: 75% reduction in total injury rate from 2015 baseline.

2021 update

68% reduction in reportable injury rate since 2015.

Status: On Plan

Driver safety

2025 target

Driver safety: 55% reduction in collisions per million kilometres driven from 2015 baseline.

2021 update

40% reduction in collision rate since 2015.

Status: On Plan

KPIs

Workforce safety and health		2019	2020	2021
Total reportable injury rate (per million hours worked) (employees) ⁷		1.12 ⁵	0.63	0.56
Collisions (per million kilometres driven)	SDG 3.6	2.76 ⁶	2.21	2.46
Occupational illness rate (per million hours worked) (employees) ⁷		0.27	0.69 ⁸	0.53
Lost time injury rate (per million hours worked) (employees) ⁷		0.73	0.42	0.35
Lost time injury rate (per million hours worked) (construction contractors) ⁹		2.69	1.48	3.12
Fatalities (employees)	SDG 8.8	0	0	2
Fatalities (contractors)	SDG 8.8	0	0	0

Additional KPIs¹⁰

Employee satisfaction	2019	2020	2021
Employee perception of the opportunities for personal development and growth	83%	84%	82%
Employees that have at least one quality development discussion with their line manager	85%	88%	89%
Employee belief in our strategy	94%	92%	87%
Employee perception of AstraZeneca as a "Great Place to Work" survey score	86%	89%	85%
Sustainability engagement survey score	86%	87%	84%
Employee recruitment and retention	2019	2020	2021
Employees that have a development plan	58%	52%	79%
Senior vacancies filled by internal candidates	80%	60%	88%
Overall promotion rate	7.4%	7.4%	8.2%
Voluntary employee turnover – recent hires	14.4%	14.7%	20.6%
Voluntary employee turnover – total	10.5%	9.7%	13.9%
Organisational structure - % of employees within six management steps of the CEO	65%	63%	64%
Product safety	2019	2020	2021
FDA Class I Recall	0	0	0
FDA Class II Recall	0	1	0
FDA Class III Recall	4	2	0
Total FDA recalls	4	3	0
Total FDA observations	7	0	9
Total FDA inspections	5	1	3
Total inspections from all health authorities	31	14	34
Unique health authorities completing inspections	14	8	22
Quality manufacturing	2019	2020	2021
Internal quality audits of AstraZeneca suppliers	386	243	379
Internal quality audits of AstraZeneca sites ¹⁵	31	50	46

Footnotes

Access to healthcare

1. Phakamisa programme was included historically as a flagship programme, but changed focus in 2021 and no longer contributes to the target.
2. Phakamisa has reported no activities in 2021 due to changes of programme's focus.
3. Healthy Lung programmes in Gulf, Mexico and Egypt have reported no activities since 2020 due to COVID-19 related restrictions at the healthcare facilities; Healthy Lung Saudi Arabia was terminated in 2020.
4. People 'reached' is defined per programme, depending on the operations: Healthy Heart Africa – includes the number of blood pressure screenings; Phakamisa – includes the number of women reached through early breast cancer detection and awareness; Healthy Lung Asia methodology updated from 2017 – 'people reached' includes only those diagnosed or educated or treated.
5. 2021 data includes Alexion contributions.
6. HHA number of Healthcare Workers Trained and Healthcare Facilities Activated has been updated with data received post the 2020 Data Summary publication.
7. The AstraZeneca HealthCare Foundation is a Delaware (United States) not-for-profit corporation and a 501(c)(3) entity, separate from AstraZeneca Pharmaceuticals, organised for charitable purposes including to promote public awareness and education of healthcare issues and support eligible non-profit organisations in alignment with its mission.
8. A number of different medicines are administered through the programme. This includes medicines donated by AstraZeneca as well as those procured using funds donated for the programme.
9. You can find out more about our approach in the AstraZeneca Affordability Statement.
10. These Patient Assistance Programmes use fully donated product without expectation of payment from the patient for any portion or to access the programme.
11. Healthy Lung data that contributes to: 114,709 healthcare workers trained since 2010 (92% of total being reported), 1.807 million people reached through Access to Healthcare programmes (5.6% of the total) and 2,641 Health facilities activated was not signed off and that this constitutes (73% of the total) was not included in the external assurance in 2021.

Environmental protection

1. Scope 1, 2 and 3 emissions from Alexion that was acquired during 2021 (reporting boundary expansion to include the acquired business, calculate the emissions across all scopes in a consistent manner, and integrate to previous years reporting).
2. Methodology update to transition from a global emissions factor database for estimating emissions based on spend, to a country-based database, thereby improving accuracy, method updates applied to current and previous years).
3. Data excludes Alexion.
4. Data currently covers AstraZeneca spend, Alexion spend assigned to SBTi still to be assessed.
5. Data in this section includes Alexion that was acquired during 2021 - reporting boundary expansion to include the acquired business and integrate to previous years reporting.
6. Included in this section are greenhouse gases (GHGs) from direct fuel combustion, process and engineering emissions at our sites and from fuel used in our vehicle fleet.
7. Scope is for products launched with a new active pharmaceutical ingredient (API) and the manufacturing process developed in-house.

8. GHGs from imported electricity are calculated using the GHG Protocol Scope 2 Guidance (January 2015) requiring dual reporting using two emissions factors for each site – market-based and location-based. Location-based factors are the grid average emissions factor for the country (or sub-region in the US) where a site is located. Market-based factors are more specific to the site and local energy market, taking account of the residual energy mix a site is sourcing electricity from, and any certified renewable electricity purchased by a site.
9. Electricity, heat, steam and cooling purchased for own use.
10. Proportion of total electricity consumption including imported, self-generated from on-site solar PV and combined heat and electricity installations.
11. Data collected one year in arrears so data in 2021 column actually relates to environmental footprint in 2020 and so on. Covering >90% spend.
12. Scope is 49 APIs for which data is available to calculate safe API discharge limits and based on 2020 manufacture and formulation activities.
13. One of 75 API discharges exceeded the safe discharge limit (Exceeded limits at the time of reporting. The safe discharge limits for the APIs in question have been subsequently refined and demonstrate discharges were safe.)
14. Four of 75 API discharge assessments from suppliers were not submitted.
15. The data coverage includes 100% of sites that are both owned and controlled globally.
16. In 2020, AstraZeneca transitioned to using WWF's Water Risk Filter to complete regular site water risk assessments, which resulted in an update to the ratings. More information available in the 2020 Sustainability Report.
17. Waste from construction and demolition is excluded from the data reported.
18. Number of employees completing the My Green Lab Survey.
19. Prosecution: successful or pending legal action taken in a civil or criminal court against AstraZeneca.
20. Enforcement action: any formal administrative or judicial enforcement proceeding, notices of violation or similar action by a regulator that requires the company to do, or not do, something.
21. Regulatory warning/alert: any formal written warning or alert received from a regulator stating that the company is in violation of an applicable SHE requirement, which if not corrected or repeated, could incur prosecution or enforcement action.
22. Other environmental compliance matter: any less significant environmental compliance matter not included above.
23. Significant environmental violation: those that result in a fine >\$10,000.
24. Event was changed from 2020 to 2019 during April 2021, no change in the total number of regulatory warnings/alerts.
25. Change in Financial Penalties as the outcome was announced in 2021.

Ethics and transparency

1. 'Speak Up' question in the internal survey changed from: "I feel we have a Speak Up Culture" in 2019 to "I feel comfortable to speak up and express my opinion at work" in 2020 and to "I feel comfortable to speak my mind and express my opinion at work" in 2021.
2. In 2020, the "3Rs Retrospective" event took place and no Global 3Rs Awards were granted in 2020. The following Global 3Rs Awards was held in spring 2021.
3. Post-acquisition Alexion data is included.

4. 100% approval rate reflects self-selection effect that only high relevance projects with a good justification actually come forward for approval.
5. AstraZeneca overall reportable injury rate for 2019 has been revised due to late confirmation of 1 additional injury reported in 2021.
6. AstraZeneca's overall collisions per million km for 2019 has been revised after amendments from the US Commercial Group.
7. The inclusion criteria for injuries and occupational illnesses in the metrics reported here are aligned with the US Occupational Safety and Health Administration (OSHA) Record Keeping Rule. Employees are defined as workers employed according to AstraZeneca terms and conditions and includes temporary or contract staff/contingent workers who are supervised directly by AstraZeneca personnel. Contractors are defined as persons who provide a service to AstraZeneca and work on AstraZeneca facilities but are employed and managed by another (third party) organisation.
8. The illness rate for 2020 has been revised after 7 additional cases were confirmed in 2021.
9. Construction contractors are defined as workers employed and managed by third-party construction/engineering companies, working on AstraZeneca capital projects.
10. 2021 data includes Alexion contributions.
11. Target applies to suppliers in the Active Pharmaceutical Ingredient (API) and Formulation and Packaging (F&P), and Device categories. All suppliers are in scope for the framework; however, suppliers are only in scope for PSCI environmental sustainability assessments if they cover >90% of our spend per the Sustainability Partner Guide and Framework.
12. 2020 number of High Risk Supplier audits includes 14 onsite audits and 34 remote assessments due to COVID-19 restrictions.
13. No data in 2019 and 2021 as the human rights survey is bi-annual.
14. Data cannot be compared to previous years due to change in methodology.
15. 31 manufacturing sites and 19 marketing companies.
16. Data excludes US employees where ethnic minority status is unknown.
17. Data excludes Alexion data.
18. Compliance rates were calculated based on number of employees in commercial regions as of 1st of January 2022.