

2 August 2022

IQVIA's 2022 United Nations Global Compact Communication on Progress

IQVIA became a member of the United Nations Global Compact with effect from 31 July 2020. I am pleased to confirm that IQVIA reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labor, environment, and anti-corruption. The principles are embedded in our sustainability commitments and integral to our contribution to the United Nations Sustainable Development Goals.

In our second annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours sincerely

A handwritten signature in black ink, appearing to read "Ari Bousbib", is positioned below the "Yours sincerely" text.

Ari Bousbib
Chairman and Chief Executive Officer

Communication on Progress - Our commitment to sustainability and citizenship

We continually look for ways to advance and strengthen our sustainability and citizenship efforts. As part of the development of our sustainability and citizenship strategy, we initially selected four UN Sustainable Development Goals (SDGs) that we believe IQVIA can have the most impact towards advancing. We completed our first environmental target against SDG#12, removing all single use plastic from our office facilities by the end of 2021, and we are making good progress towards our goal to achieve a science-based target aligned with SDG#13.

We will publish updated statements of commitment against the Sustainable Development Goals in the IQVIA 2022 Environmental, Social & Governance Report, scheduled for publication in Q1 2023.

	<p>We use our data insights and clinical expertise to help our partners accelerate access to more advanced and affordable healthcare treatments around the world.</p>
	<p>We are committed to maintaining a culture of inclusion in which women and people from diverse backgrounds can fully contribute to the growth and success of our business. Currently 60% of our workforce, and 51% of our managers, are female.</p>
	<p>We are committed to reducing waste and achieved the removal of all single-use plastic in all our office facilities at the end of 2021.</p>
	<p>In recognition of the need to reduce our environmental footprint and progress towards becoming carbon neutral, IQVIA will set a science-based target, certified by the Science-Based Targets initiative (SBTi), by the end of 2023.</p>

Actions and outcomes

Set forth below is a description of the actions IQVIA has taken or plans to take to implement the Ten Principles of the UN Global Compact as well as a measurement of the outcomes of these actions.

Human rights

Aligning with **UNGC Principle 1 and 2**, IQVIA supports the human rights of workers and ethical business practices and opposes unethical practices such as child labor and human trafficking. For example, as a U.S. government contractor, IQVIA follows the U.S. Government’s regulations regarding combating trafficking in persons.

Implementation

Wherever we do business in the world, ethics and integrity form the core of everything we do. Each of our employees’ decisions and actions shape our reputation and propel our business forward. Our Code of Conduct *“Doing the Right Thing”* governs how we carry out our work, identifies resources for seeking help or reporting concerns, and reinforces our culture and values on human rights, labor, environment, and anti-corruption requirements, amongst others.

We strive to achieve the highest standards in all that we do, from the highest levels of compliance, to transparent policies and ethical practices. As such, we work to ensure the prevention of acts of modern slavery and human trafficking, by requiring those same high standards from our suppliers.

The IQVIA Supplier Code of Conduct sets out expectations of our suppliers in a number of key areas including labor and human rights, ethics and compliance, and health and safety. The IQVIA Vendor Management Office assesses each new supplier prior to engagement and runs checks on a bi-annual basis to ensure our suppliers operate in accordance with the IQVIA Supplier Code of Conduct.

We encourage our vendors and suppliers to agree not only in principle to the standards outlined within the Supplier Code of Conduct, but to make every effort to adopt and implement them as well.

Outcomes

IQVIA employees are required to undergo annual IQVIA Code of Conduct training and confirm their alignment with the Code. In 2021, 96.1% of employees completed the training.

Labor

In support of **UNGC Principle 3, 4, 5 and 6**, IQVIA is dedicated to creating a productive work environment that exhibits teamwork, leadership, customer focus, integrity, and quality. We comply with all applicable employment laws and regulations and have company policies which uphold freedom of association and collective bargaining, and prohibit child labor, forced labor, and employment discrimination.

We are committed to maintaining a culture of diversity and inclusion in which people from all backgrounds can fully contribute to the growth and success of our business. We create this culture of inclusion for employees regardless of gender, race, color, creed, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition, veteran status, citizenship, sexual orientation, gender identity, or any other protected group status. Our concept of diversity includes employees who reflect a diverse range of backgrounds, thoughts, experience, and skills. We treat each other and anyone we interact with while working for IQVIA with respect and dignity.

IQVIA is an equal opportunity employer, and we make employment decisions based on qualifications and merit. We prohibit discrimination based on any unlawful consideration such as age, race, national origin, gender, or any other “protected status.”

Implementation

In recognition of the need to support our diverse workforce we expanded our network of Employee Resource Groups (ERGs), with the addition of the Disabilities and Carers Network, launched in 2022. Currently, we have more than 4,000 members in the eight ERGs.

Employee Resource Groups



Other actions taken in the past 12 months to enhance our Diversity & Inclusion program include:

- Expanded D&I training to a broader audience of leaders beyond our senior executive team in the United States. We also initiated training in our EMEA region with a focus on all dimensions of diversity. In addition, we offered training to every employee on implicit bias and to all managers on inclusive teams.
- Launched 'Real Talk,' an initiative to help our managers understand and navigate important topics around D&I. Sessions included information on how to expand individual perspectives on race and racism, tackle tough conversations, and promote dialogue and ally-ship.
- Through our Sponsorship Program in the United States, we help to develop a diverse pipeline of future leaders and support high-potential talent in network building and career development. We pair high-potential employees from diverse backgrounds with senior leaders to support the development and career progression of the junior employees and to nurture our diverse future talent.

Outcomes

In alignment with SDG #5, we are committed to maintaining a culture of inclusion in which women and people from diverse backgrounds can fully contribute to the growth and success of our business. Our diverse global workforce consists of 90 different ethnicities across more than 100 countries. Globally, 60% of our employees are women, with 51% women at the manager level. Our U.S. workforce has become more diverse over the past year, with the percentage of our U.S. employees who identify as non-white increasing to 38%. 11% of our U.S. employees identifying as Black or African American. Approximately 46% of new hires in 2021 in the U.S. identify as non-white and 13% identify as Black or African American.

Environment

In accordance with **UNGC Principle 7, 8 and 9**, we work to continually reduce our environmental impacts wherever possible. IQVIA is certified to ISO 14001:2015 and continues to align with the certification's management approach. Our sustainability program includes tracking our environmental performance in the areas of energy efficiency, greenhouse gas emissions and waste reduction.

Implementation

In 2021 we achieved our first environmental target aligning with **SDG #12, Responsible Consumption and Production** in which we took action to completely remove all single use plastics from our office facilities worldwide by the end of 2021.

Our second target relates to **SDG #13, Climate Action** in which we have committed to setting a Science Based Target by the end of 2023. Having a science-based target will help inform what actions we need to take to reduce our carbon footprint.

We are collaborating with My Green Lab, a non-profit whose mission is to improve the sustainability of scientific research, to identify areas where we can make enhancements within our labs and develop specific actions to help build a culture of sustainability. In 2021, we initiated a successful pilot of the My Green Lab program in our lab facilities in Livingston, Scotland, to understand the baseline for where we can improve. We are now focusing on targeted improvement projects to secure My Green Lab certification in 2022. We are also rolling out the My Green Lab program across other operational labs in 2022, with the same intent of improving sustainability and seeking certification.

Outcomes

Our commitment to reducing our carbon emissions is embedded in our business activities. In particular, IQVIA Scope 2 CO₂ emissions reduced by 20% in 2021 compared to 2020 as a consequence of a reduction of our facilities footprint.

We report annually on the Carbon Disclosure Project (CDP) on Climate Change initiative. We achieved a CDP rating of B- in 2021. IQVIA commits to continue supporting the CDP Climate Change initiative and will report on our 2022 CDP rating in the next annual communication on progress and ESG Report.

We continue to build employee awareness regarding managing of our hazardous waste. To ensure proper waste disposal, we provide training and guidance to employees who are responsible for biological and hazardous waste generated from any company facilities or studies worldwide.

Anti-corruption

In alignment with **UNGC Principle 10**, we work against corruption in all its forms, including extortion and bribery. Our Code of Conduct and Anti-Bribery and Anti-Corruption policy set forth IQVIA's commitment to conducting all IQVIA operations ethically and in compliance with anti-bribery and anti-corruption laws and related regulations. Our policy applies globally to all directors, officers, employees, contractors, and temporary staff.

Implementation

We require all IQVIA employees and contractors to take certain fundamental training courses that comprise IQVIA's global mandatory training curriculum. The courses promote and sustain a climate of ethical conduct, good business practices, and compliance with regulatory standards, statutes, and laws. They include courses such as Code of Conduct, Anti-Bribery/ Anti-Corruption, Data Privacy, Global Information Security, Preventing Harassment in the Workplace, and Social Media.

The curriculum covers a variety of ethics and compliance topics tailored to meet local requirements. Our training is designed to educate our workforce as to:

- The importance of being compliant with external and internal requirements
- The importance to IQVIA of compliance with those requirements
- The individual and corporate consequences of non-compliance.

Outcomes

In 2021, we launched an updated Anti-Bribery/Anti- Corruption course and a new Social Media course. We also released four new courses related to Global Information Security. For 2022, we will release an updated Code of Conduct course customized to heighten awareness as to issues that may arise within our industry and businesses.

We use a variety of channels to reinforce key compliance messages, including communications from management, articles and infographics on our intranet site, live presentations to targeted audiences, a "Doing the Right Thing" channel on our "Go IQ" employee mobile application, and by conducting region- and country-specific training.

For further information please refer to the IQVIA 2021 Environmental, Social & Governance Report

<https://www.iqvia.com/about-us/esg>