



RADIOPHARM THERANOSTICS

Radiopharm Theranostics Limited  
ACN 647 877 889

# Environmental Social Governance Report

2022

## Environmental, Social, and Governance (ESG)

**Radiopharm Theranostics (“RAD”, “Radiopharm” or the “Company”) is committed to the principles of ESG as the most effective means of creating long-term enterprise value and addressing the societal priorities enshrined in the United Nations’ Sustainable Development Goals. In July 2021, we made a commitment to commence reporting on the Environmental, Social, and Governance (ESG) disclosures of the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF).**

We are in the process of making ESG disclosures in the form of a set of universal, comparable ESG metrics focused on people, planet, prosperity and principles of governance that organisations can report on regardless of industry or region. This table represents our reporting against the 21 core metrics, being reviewed quarterly and updated periodically.

We use this universal ESG framework to align our mainstream reporting on performance against ESG indicators. By integrating ESG metrics into our governance, business strategy, and performance management process, we diligently consider all pertinent risks and opportunities in running our business. We continue to look for opportunities for further transparency on the topics which are material to our business.

To track our disclosure progress and demonstrate our sustainability performance against the WEF SCM framework we utilise Socialsuite’s ESG Go disclosure platform. ESG Go enables us to demonstrate our ongoing commitment to ESG by providing a dedicated solution to track, report, and share our ESG disclosures. With ESG Go we have started the journey of building robust ESG credentials.

**Riccardo Canevari**  
**Chief Executive Officer and Managing Director**

# Governance

## Setting Purpose

Radiopharm's purpose is to develop radiopharmaceutical products for both diagnostic and therapeutic uses in areas of high unmet medical needs.

See also:

- [www.radiopharmtheranostics.com/about-us](http://www.radiopharmtheranostics.com/about-us)
- [www.radiopharmtheranostics.com/investors](http://www.radiopharmtheranostics.com/investors)

## Governance Body Composition

Radiopharm is governed by its Board of Directors and Committees of the Board. A description of director expertise, tenure, committee roles, meeting attendance, other significant positions and commitments and remuneration are outlined on the [Annual Report \(Link\)](#).

The skills and perspectives of our board members are important for ongoing decisions and governance, with respect to the everyday running of the company as well as important economic, environmental and social topics.

The Board has referred to the guidance provided by the ASX Corporate Governance Council and acknowledges the recommendation that a majority of the Board of a listed entity should be independent and will work towards this outcome as the Company continues to grow.

The Board is cognisant of maintaining a balance of diversity, skills, experience and independence amongst its members. The process of formally integrating ESG competencies into the Board Skills Matrix is underway.

See also:

- [www.radiopharmtheranostics.com/our-team](http://www.radiopharmtheranostics.com/our-team)
- [www.radiopharmtheranostics.com/investors](http://www.radiopharmtheranostics.com/investors)

## Material Issues Impacting Stakeholders

RAD is reviewing stakeholder mapping for disclosure in a future ESG report.

## Anti-Corruption Practices

Radiopharm is committed to the highest standard of honesty and integrity. RAD's commitment to the highest ethical standards includes strict compliance with applicable anti-bribery and corruption laws in Australia and overseas, acting in an ethical manner and acting with honesty, integrity, fairness and respect. This commitment is reflected in the statement of values of the Company and in the formal Anti-Bribery and Anti-Corruption Policy included in the Corporate Governance Framework.

See also:

- [www.radiopharmtheranostics.com/investors](http://www.radiopharmtheranostics.com/investors)

## Mechanisms to Protect Ethical Behaviour

Radiopharm is committed to the highest standards of honesty and ethical practices in all business activities. This is documented in the Company's Corporate Governance Framework, which outlines Code of Conduct and Whistleblower Policy.

Radiopharm's Corporate Governance Framework can be found on the Radiopharm Theranostics website:

- [www.radiopharmtheranostics.com/investors](http://www.radiopharmtheranostics.com/investors)

## Risk and Opportunity Oversight

The Board is committed to the identification, assessment and management of risk throughout the Company's business activities. The Company's Risk management Policy recognises that risk management is an essential element of good corporate governance and fundamental in achieving its strategic and operational objectives.

Radiopharm's Corporate Governance Framework, outlining their Risk Management Policy can be found on the Radiopharm Theranostics website:

- [www.radiopharmtheranostics.com/investors](http://www.radiopharmtheranostics.com/investors)

# Planet

## **GHG Emissions**

Radiopharm does not consider GHG emissions to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

## **TCFD Implementation**

RAD does not consider Task Force on Climate Related Financial Disclosures (TCFD) implementation to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

## **Land Use and Key Biodiversity Areas**

Radiopharm does not consider land use and ecological sensitivity to be a material stakeholder capitalism metric at this time, as it operated from small offices in urban areas.

## **Water Consumption**

Radiopharm does not consider water consumption to be a material stakeholder capitalism metric at this time, due to its small workforce and limited urban office-space footprint.

# People

## Diversity and Inclusion

Radiopharm recognises the benefits arising from employee, senior management and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent. Diversity includes, but is not limited to, an individual's race, ethnicity, gender, sexual orientation, age, physical abilities, educational background, socioeconomic status, and religious, political, or other benefits.

RAD's Corporate Governance Framework, outlining their Diversity Policy can be found on the Radiopharm Theranostics website:

- [www.radiopharmtheranostics.com/investors](http://www.radiopharmtheranostics.com/investors)

## Pay Equality

Radiopharm pays men and women equally in like-for-like roles. Despite only having a small number of employees we use external benchmarking to ensure proper and fair compensation.

## Wage Level

As a specialist biotechnology company with a small, highly educated and specialist team, wage parity is not a material stakeholder capitalism metric for the Company.

## Child, Forced or Compulsory Labour

Radiopharm considers child, forced and compulsory labour to be abhorrent. As a specialist biotechnology company with a small, highly educated and specialist team, the Company has no direct exposure to child, forced or compulsory labour. The Company is below the A\$100 million revenue threshold to report under the Modern Slavery Act in Australia.

## Health and Safety

As a specialist biotechnology company, Radiopharm has effective workplace health and safety practices. Radiopharm will report on health and safety statistics in a future ESG report. Radiopharm has never reported a work-related fatality.

## Training Provided

As a specialist biotechnology company with a small, highly educated team, training is not a material stakeholder capitalism metric for the Company. Radiopharm supports individuals to maintain their continuing professional education and to remain up-to-date with development in their respective fields of endeavour.

# Prosperity

## Rate Of Employment

With 11 employees during the reporting period, Radiopharm does not consider it worthwhile to perform further employment analysis at this time.

## Economic Contribution

As a specialist biotechnology company, economic contribution is not considered a material stakeholder capitalism metric. This will be reviewed as the Company grows.

## Financial Investment Contribution

Radiopharm's [Annual Report \(Link\)](#) includes full disclosure of research, capital expenditure, depreciation and amortisation, and how it supports the Company's investment strategy.

## Total R&D Expenses

As a specialist biotechnology company, research and development is fundamental to the Company and is comprehensively disclosed in the [Annual Report \(Link\)](#).

## Total Tax Paid

The Company reports Income tax in its [Annual Report \(Link\)](#).



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