

Inogen Alliance ESG Policy 2021



Value Statement

Inogen Alliance believes the environment and people must be valued to be able to make true global progress for the betterment of society and achieving a sustainable world. Our Alliance impacts society and the environment, through our work, through the services we provide, and through the clients with which we partner. Therefore, it is natural that Environment, Social and Governance (ESG) principles underpin and guide all business activities that Inogen Alliance undertakes.

The purpose of this policy is to guide Inogen Alliance activities via an ESG lens to ensure that society and the environment are prioritized in a culturally appropriate way and to guide Associates in developing capabilities and services for their own clients.

Inogen Alliance commits to monitor, review and update this ESG Policy on a regular basis so that the Alliance continues to model best practices and inspires our Associates and clients to do the same

Scope and Governance

Our ESG Policy is owned by the Inogen Alliance Board of Directors and is implemented on behalf of the Alliance by the President. It applies to all Inogen Alliance operations and strives to influence and inspire the Associates to follow similar principles in their own businesses.

Specific Commitment Areas for ESG

Inogen Alliance's ESG policy is focused on the following focus areas:



Environment & Climate Change



Diversity, Equity & Inclusion



Business Ethics & Governance



Health & Safety



Associates Excellence



Reporting & Accountability



Environment & Climate Change

Specific Commitment Areas for ESG

1

Inogen Alliance commits to report greenhouse gas (GHG) Emissions and achieve net zero for Inogen Alliance operations by 2022 by offsetting, with the intent to make an absolute reduction.



2

We will demonstrate our leadership and accountability by seeking verification on an annual basis of our environmental impact through peer review validation. We further commit to seeking recommendations with our experts within the Alliance to further minimize our impact.



3

Alliance events shall be organized to minimize our environmental and social impact; the Alliance will conduct in-person meetings only as necessary; and will use digital tools to communicate and collaborate.



4

Alliance-funded travel shall use environmentally friendly modes of transport whenever possible to reduce GHG emissions.



5

We will reduce the use of paper, water, and energy at our events by avoiding unnecessary consumption and efficiently using local and sustainable resources whenever possible.



6

We will select meeting venues that can demonstrate conservation policies and practices related to water.



Diversity, Equity & Inclusion

Specific Commitment Areas for ESG

1

Inogen Alliance commit's to creating an inclusive environment by actively working to identify and remove visible and invisible barriers in our industry by engaging with all stakeholders and ensuring that equal opportunities are promoted to everyone.



2

Inogen Alliance commits to provide training on diversity and inclusion via its associates to provide varied country perspectives that will help associates break down barriers within our industry.



Business Ethics & Governance

Specific Commitment Areas for ESG

1

Inogen Alliance pledges to conduct all business ethically, fairly, and honorably and in accordance with local laws. The Alliance and its Associates will not engage in corrupt activities nor will it lie or cheat to get business. The Alliance will ensure proper governance is in place to avoid conflicts of interest, fiscal mismanagement, corruption or other improper situations.



2

Inogen Alliance aims to ensure that we work with vendors to achieve our objectives by engaging with them to deliver best practices and adhere to industry standards on Modern Slavery, General Data Protection Regulation (GDPR), and other relevant legislation.



3

We aim to improve the ESG requirements we place on our vendors and service providers and to work with them constructively so they can respond accordingly to our business ethics and governance.



Health & Safety

Specific Commitment Areas for ESG

1

Our Associates will comply with applicable employee health and safety regulations and ensure a safe and healthy workplace for their contractors.



2

We will take measures to protect the health and safety of attendees at our events.



3

We will make reasonable accommodations for associates' health requirements.



4

We will perform a risk assessment while planning events and will adjust the location, schedule, or other aspects of events if needed.



5

We will promote safe, healthy working practices and to work with them Associates by sharing best practices and updating Associates on any changes to this policy.



Associates Excellence

Specific Commitment Areas for ESG

1

Our aim is to build a customer-centric Alliance. Associates commit to best in class practices when delivering services to customers and customer satisfaction will be surveyed periodically.



2

Inogen Alliance will regularly perform an internal satisfaction survey across Associates and will sincerely consider all feedback.



3

The Alliance will facilitate sharing of best practices across Associates to add value to the Associates' businesses and will facilitate networking opportunities to improve collaboration.



4

The Inogen Alliance recognizes that by setting the highest ESG standards for the Alliance and for our Associates we can seek to lead by example. We know that the impacts of our clients extend far beyond our own Alliance and we will seek to act as advocates for ESG, recognizing that sustainable business is good business.



Reporting & Accountability

General Commitment Areas for ESG

1

ESG performance will be reported to the Inogen Alliance board of Directors and for public review.



2

We will review our policy on an annual basis with the Inogen Alliance leadership team, our Board of Directors, our Associates, and other stakeholders to ensure the policy is up to date and appropriately capturing relevant global ESG issues.

