### **Inogen Alliance ESG Policy 2021**

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#### 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.

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.

The purpose of this policy is to guide Inogen Alliance activities via an ESG lens to ensure

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



Governance





Excellence



Accountability



#### **Environment & Climate Change** Specific Commitment Areas for ESG



for Inogen Alliance operations by 2022 by offsetting, with the intent to make an absolute reduction. Alliance events shall be organized to minimize our environmental and



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.

We will demonstrate our leadership and accountability by seeking verification on an





We will reduce the use of paper, water, and energy at our

using local and sustainable resources whenever possible.

events by avoiding unnecessary consumption and efficiently

social impact; the Alliance will conduct in-person meetings only as

necessary; and will use digital tools to communicate and collaborate.



whenever possible to reduce GHG emissions.

environmentally friendly modes of transport

Alliance-funded travel shall use



conservation policies and practices related to water.

We will select meeting venues that can demonstrate









industry by engaging with all stakeholders and ensuring that equal opportunities are promoted to everyone.

working to identify and remove visible and invisible barriers in our



provide varied country perspectives that will help associates break down barriers within our industry.

Inogen Alliance commits to provide training

on diversity and inclusion via its associates to



## Specific Commitment Areas for ESG

**Business Ethics & Governance** 

Inogen Alliance pledges to conduct all



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.

business ethically, fairly, and honorably and in

accordance with local laws. The Alliance and



Slavery, General Data Protection Regulation (GDPR), and other relevant legislation.

We aim to improve the ESG requirements we place on our

Inogen Alliance aims to ensure that we work with vendors to

best practices and adhere to industry standards on Modern

achieve our objectives by engaging with them to deliver



constructively so they can respond accordingly to our business ethics and governance.

vendors and service providers and to work with them



Health & Safety

events if needed.

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

Specific Commitment Areas for ESG



We will perform a risk assessment while planning events

and will adjust the location, schedule, or other aspects of





We will promote safe, healthy working practices to the Associates by sharing best practices and updating

We will take

measures to

and safety of

events.

protect the health

attendees at our



We will make

accommodations

for associates'

requirements.

health

reasonable





Specific Commitment Areas for ESG

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

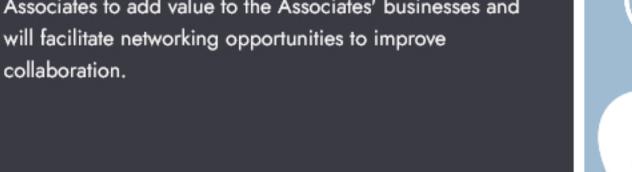
Associates Excellence



periodically.



The Alliance will facilitate sharing of best practices across Associates to add value to the Associates' businesses and





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.

Inogen Alliance will regularly perform an internal

consider all feedback.

satisfaction survey across Associates and will sincerely







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



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.

