

ART-Biopharma's Environmental Policy

Effective Date: 16.05.2025

Approved By: Dr. David Shahbazian CEO

1. Purpose

ART-Biopharma recognises the importance of environmental responsibility, regardless of size or structure. As a microbusiness with a fully remote team and limited direct operations, we recognize our potential to influence sustainability through responsible decision-making and thoughtful practices.

2. Applicability

This policy applies to all individuals working on behalf of ART-Biopharma, which includes employees, contractors and partners. It covers all work-related activities, including work-related activities from home.

3. Environmental Principles:

Although ART-Biopharma has a substantially low physical footprint, we commit to the following principles:

- **Minimizing Environmental Impact:**
We strive to reduce energy consumption, digital waste and unnecessary resource use in our day-to-day operations.

- **Digital Waste Management:**
Target: Reduce unnecessary digital storage by 10% over 12 months.

We will strive to prioritize good practices for digital file management and storage to reduce unnecessary data accumulation and energy usage in cloud systems.

- Avoid duplication of cloud-based storage.

- **Remote Work Sustainability:**
Target: Maintain 100% remote working model.

- All employees work remotely and do not have any commuting emissions.
- We encourage home-office energy efficiency (using LED lights and switching off devices when not in use), responsible use of electronic equipment and mindful digital practices.
- **Paperless Operations:**
Target: Maintain 90% paperless operations.
 - We will use hard copies of documents only when required by local laws and where partners require communication to be posted.
 - We are committed to continuing to use digital documentation and e-signature tools for all our contracts by default.
- **Eco-Friendly Travel (Only When Required)**
Target: We aim to keep business travel to fewer than 5 trips per year.
 - In situations where travel is necessary, we will always be mindful of selecting low-carbon transportation options and where possible promote remote meetings where applicable which can be conducted via Microsoft Teams or Zoom.
- **Tree Planting and Reforestation Commitment**
Target: We aim to plant 2000 trees across 6 hectares by the end of 2025
As part of our commitment to environmental sustainability and global reforestation efforts, ART-Biopharma pledges to plant 20000 trees across 6 hectares by the end of 2025.
The goal is to:
 - Support biodiversity and habitat restoration
 - Continue to contribute to long-term climate resilience
 - Help to off-set emissions from our already low digital operations

- **Sustainable Packaging and Delivery Waste**

Although ART-Biopharma does not receive company-wide shipments, we will encourage all employees to recycle packaging from individual consumables and equipment purchases. Suppliers will be encouraged to use minimal packaging where possible which will not compromise the integrity of the samples being shipped.

- **Employee Engagement**

We will encourage staff to contribute ideas for improving environmental performance.

4. Annual Review

We are committed to reviewing our remote waste impacts annually and aim to adjust our practices to reduce any unnecessary digital and material waste, where possible.

5. Summary

ART-Biopharma operates completely remote, thus generating minimal direct waste. Our waste management approach focuses on reducing digital clutter, we will continuously encourage responsible disposal of electronic equipment and continue to work with Biospecimen partners who incorporate sustainable practices. We promote e-waste recycling, paperless operations and cloud storage hygiene as part of our ongoing commitment to environmental responsibility.