



Sanquin



Sustainable Together

Sustainability Policy 2024-2030

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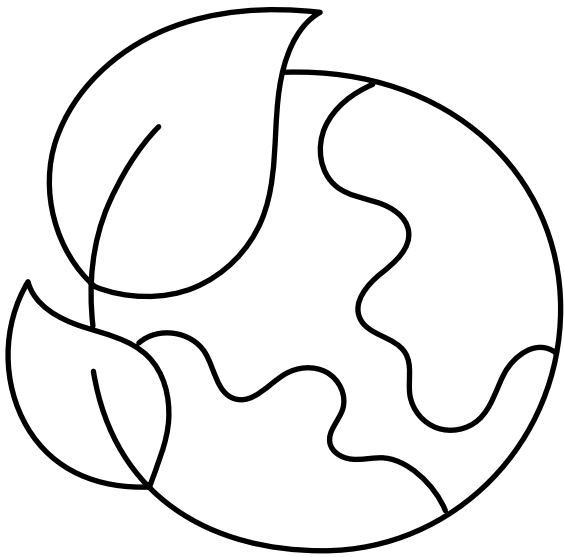
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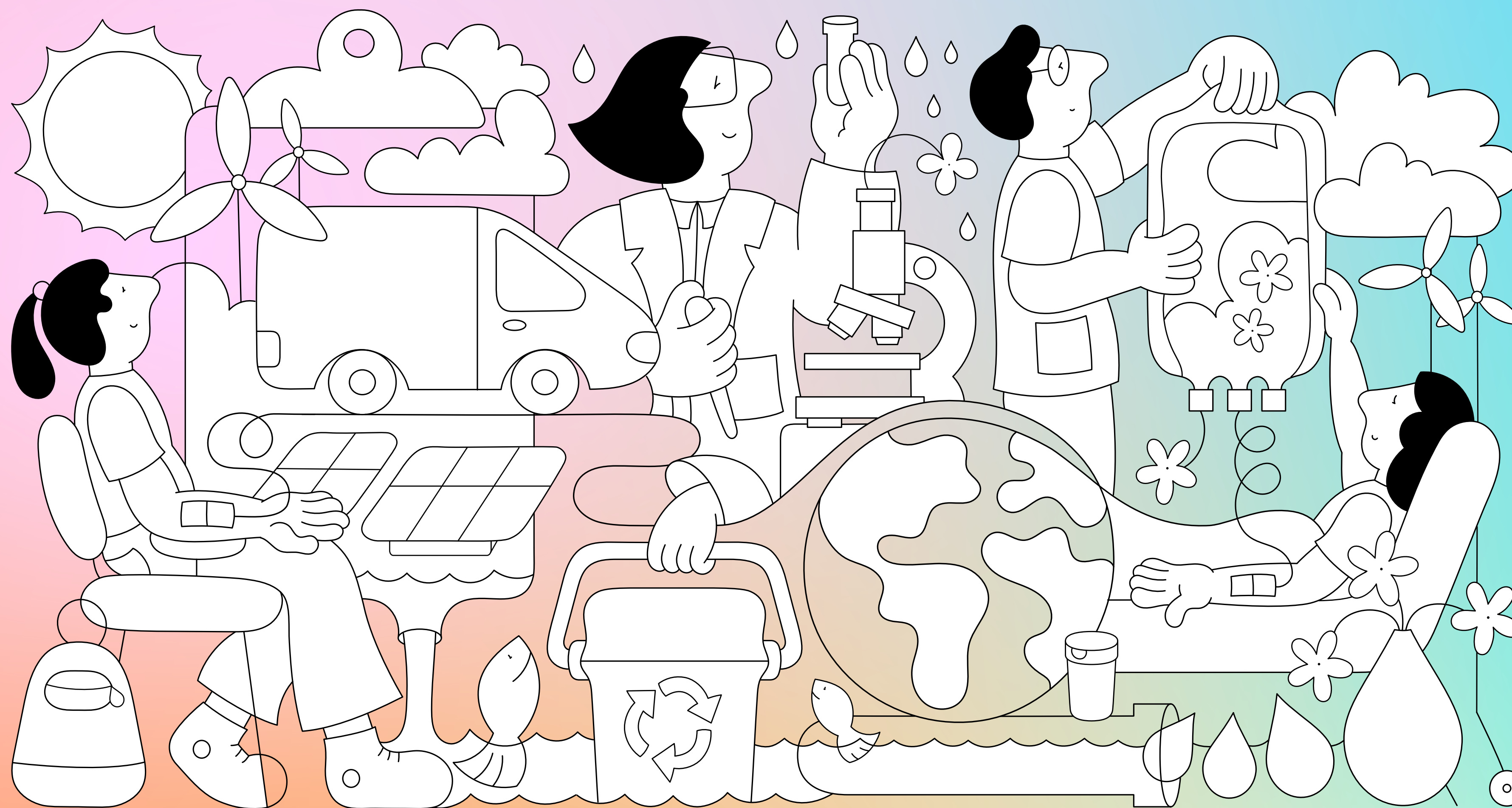
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SANQUIN AND SUSTAINABILITY

Sustainability belongs to all of us

Our vision:
Sanquin integrates sustainability into robust and efficient products and services - now and for the future.

Each year, we help over 100,000 patients. Through our blood products, our research, our diagnostic services, and innovations, we stand 'For Life': Contributing to a better quality of life for people. Our mission is simple yet powerful: Together with the donor, for a better life for the patient.

'Samen Duurzaam' (Sustainable Together)

Under the banner of 'Samen Duurzaam', we are building a more sustainable organization. We want sustainability to be part of

everyone's daily work. Not an add-on, but a mindset embedded across Sanquin. And every department and colleague can contribute in their own way.

Four guiding principles shape our approach:

1. Transparency

We believe in being open and honest about what we do. That is why we track our actions and results using clear metrics. This helps us understand and communicate our impact within Sanquin, with our suppliers, and in society at large.

2. A fresh perspective

Sustainability requires us to look at things differently. We challenge ourselves to rethink processes and find creative solutions. Sometimes that means changing an entire workflow. At other times, a small improvement can make a big difference.

3. Focused choices

We cannot do everything at once. So, we make deliberate choices about where we can have the greatest impact - now and in the future. And that is where we invest our time, energy, and resources.

4. Collective action

At Sanquin, we believe sustainability only works when everyone is involved. Every colleague, in every part of the organization, has a role to play. We have set clear sustainability goals and support each other in achieving them. Together, we are setting Sanquin in motion.

SANQUIN AND SUSTAINABILITY

Building a better future together

At Sanquin, we've always recognized the responsibility we carry—not just to provide life-saving blood and improve healthcare services, but also to make a positive difference for people and the planet. And when making a positive impact isn't possible, we do everything we can to reduce our negative footprint.

This is an important—but complex—challenge. Thankfully, guidance from the European Union helps us understand and evaluate how our work affects people, the environment, and the economy. By holding up a mirror to ourselves, we're identifying where we make a difference and how we can keep moving towards a more sustainable future.

Why impact matters

Understanding our impact helps us focus our efforts where they matter most. It allows us to make smart, informed choices about how we use our resources—choices that strengthen both our organization and society. This is important for everyone who works with us: colleagues, partners, volunteers, and donors alike. At the heart of everything is impact. We aim to make decisions today that will stand the test of time.

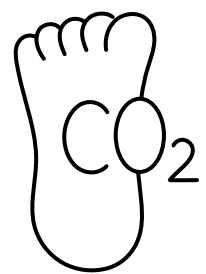
Our sustainability themes

We've mapped out our impact across three key pillars: Environment, Social, and Governance. Through a thorough risk and opportunity analysis, we've pinpointed where our impact is greatest—both how we affect the world and how the world affects us. For example: what would extreme heatwaves caused by climate change mean for our blood donor base in the years ahead?

From this analysis, we defined eight sustainability themes that will guide our efforts and help us meet our goals.

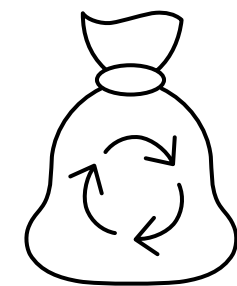
ENVIRONMENT

Our Environmental themes

**1. Consumption and emissions**

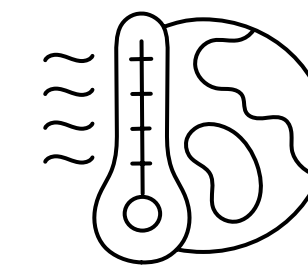
"We are conscious of our environmental footprint and strive to reduce our use of natural resources and overall emissions."

It's not just about carbon—reducing water use, energy waste, and harmful substances is also part of the picture. Every action, no matter how small, contributes.

**2. Waste and procurement**

"We actively choose alternatives that reduce our ecological footprint and make sustainability a priority in our procurement decisions."

We're working to produce less waste, recycle more, and make smarter choices about materials. By partnering with sustainable suppliers, we contribute to a circular economy.

**3. Climate change**

"We protect our mission and future-readiness by preparing for the expected—and the unexpected—impacts of climate change."

Sanquin is committed to reducing greenhouse gas emissions. That means cutting energy use, switching to renewable electricity, and exploring innovative, climate-friendly technologies.

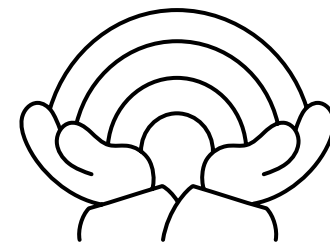
SOCIAL

Our Social themes

**4. Working conditions**

“We support each other’s wellbeing, growth, safety, and privacy.”

We create a healthy, inclusive workplace where people feel safe, respected, and empowered to do their best work.

**5. Equal opportunities and treatment**

“We believe everyone – employees, donors, customers – deserve fair treatment and equal opportunities.”

Diversity and inclusion are central to who we are. No matter your background, everyone has a chance to thrive at Sanquin.

**6. Sustainable services**

“We deliver products and services that are not only high quality and safe, but also socially and environmentally responsible.”

While our core mission is to improve health, we look beyond that—ensuring our services are future-proof and planet-friendly.

GOVERNANCE

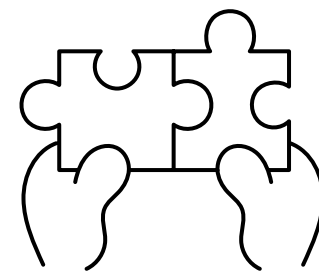
Our Governmental themes



7. Business ethics

"We operate with integrity, knowing our decisions carry weight."

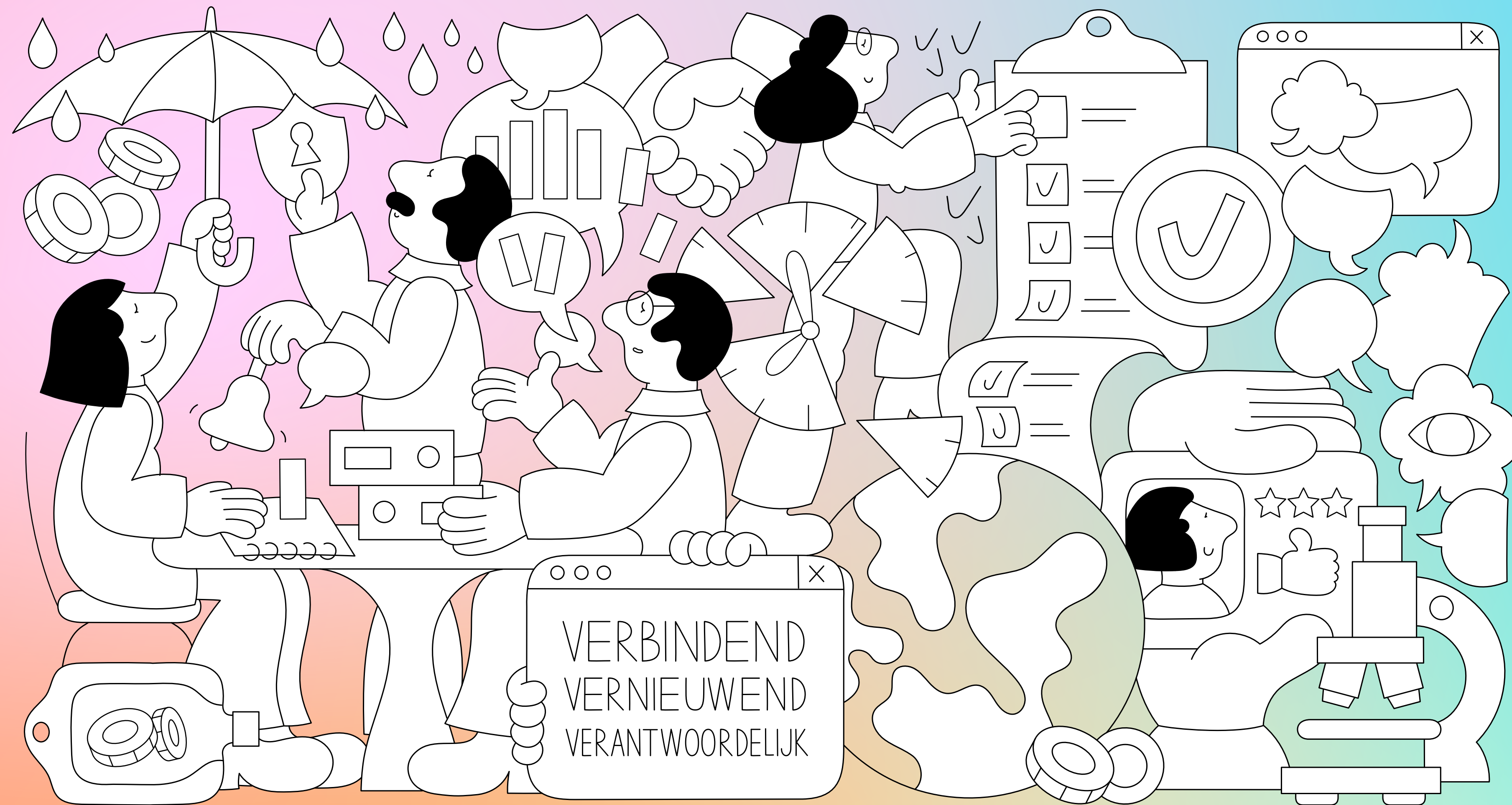
We value transparency, fairness, and accountability. Ethical conduct is key to building trust with the people we serve.



8. Value chain

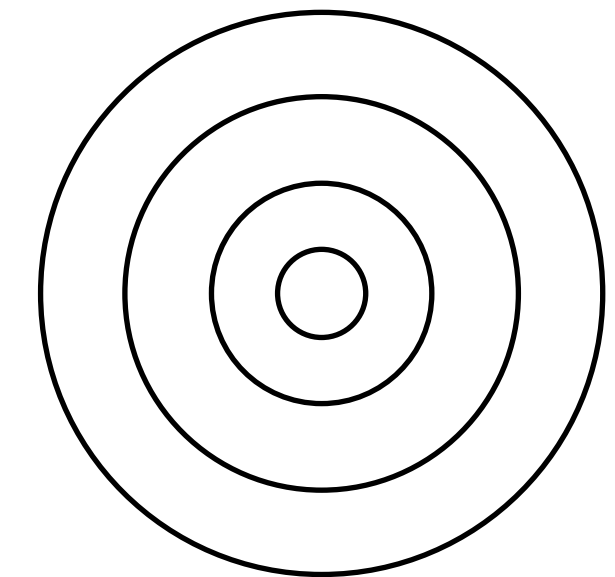
"We work hand-in-hand with partners and suppliers to build a sustainable future."

We examine our entire supply chain—from source to end user—to ensure sustainability is embedded in every step.



PRIORITIES

Our priorities: Where can we make the most difference?

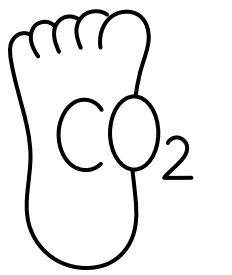


We know we can't do everything at once, so we focus on where we can have the greatest impact. For Sanquin and our stakeholders, that means tackling issues like CO₂ reduction, fair workplace opportunities, and responsible procurement.

We have prioritized four themes where we're committed to taking specific measures over the coming years: Consumption and emissions, Waste and procurement, Equal treatment and opportunities, and Sustainable services. These themes reflect the areas we want to make a difference, both for ourselves and for society.

ENVIRONMENT

Consumption and emissions

**Ambition**

We aim to embed sustainability across our operations by minimizing our energy and resource consumption while maintaining top standards in safety and efficiency.

This includes greener transport for blood products, donors, and staff; reducing water and energy use; and increasing the efficiency of our buildings and systems.

We aim to achieve this by 2030.

Focus

Environmental issues like climate change and resource depletion are growing concerns. Sanquin is taking action by developing targeted plans to reduce emissions in the areas where our footprint is biggest—transport and energy use.

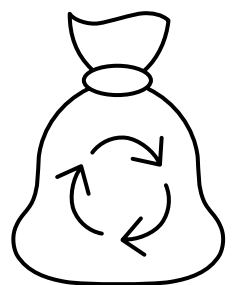
These efforts contribute to a cleaner environment and healthier society. They also make us more resilient by reducing our reliance on fossil fuels, improving property value, cutting costs through smart energy use, and ensuring compliance with new regulations.

Goals

- Accurately measure emissions from energy use and take action in line with the Dutch Green Deal for Sustainable Healthcare (Green Deal Duurzame Zorg 3.0), which aims for a 55% sector-wide reduction by 2030.
- Improve building and equipment efficiency to reduce energy-related emissions.
- Measure emissions from product transport, staff commuting and business travel, and develop a roadmap for reducing emissions.
- Actively seek opportunities for sustainable upgrades using grants and incentive programs.
- Reduce energy use and emissions by updating our freezer policy.

ENVIRONMENT

Waste and procurement

**Ambition**

We are working to make procurement more sustainable and reduce waste by choosing renewable, reusable, or recyclable materials – and challenging ourselves on whether certain materials or packaging are even necessary.

We aim to achieve this by 2030.

Focus

We are aware of the toll that waste has on our environment and biodiversity. At the same time, we focus on the impact on our operations: rising costs of materials, new rules and regulations, and changing public expectations.

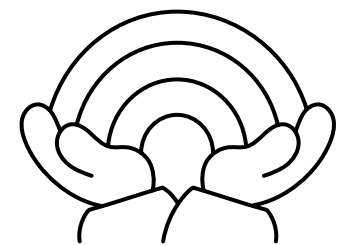
That is why we are taking a two-pronged approach: reducing material input and waste output. We are reviewing our procurement processes and make the necessary adjustments to prevent waste. At the same time, we are adopting more digital solutions to lower material use. Innovation and fresh perspectives are central to our approach. This helps us reduce environmental impact, lower costs, strengthen our reputation, and support better health outcomes.

Goals

- Apply our sustainable procurement policy across all purchasing and reimbursement processes, allowing space for critical review of material and service necessity.
- Reduce paper waste by digitizing processes wherever possible.
- Launch at least one annual project focused on waste prevention.

SOCIAL

Equal treatment and opportunities

**Ambition**

We want everyone who interacts with Sanquin – whether as an employee, donor, customer, or stakeholder – to feel welcome, respected, and supported. We are investing in an inclusive, safe environment where everyone has equal opportunities to grow, contribute and excel.

We aim to achieve this by 2030.

Focus

We are seeing the impact of major demographic shifts in the world. This affects not only the demand for blood (e.g., due to migration) but the supply as well (e.g., due to an aging population). At the same time, the labor market is becoming more international.

Between now and 2030, we will focus on how these changes affect our organization and the people we serve. By taking action on equal treatment and opportunities, we reduce risks and strengthen our internal culture. This includes removing language and accessibility barriers for employees and donors. These efforts help ensure a diverse donor pool, operational stability, increase our appeal as an employer, and foster a strong, inclusive workplace culture.

Goals

- Assess whether language barriers exist at our headquarters and take steps to address them.
- Identify language needs among (potential) donors and invest in solutions to bridge any gaps.
- Review whether our (donor) locations are fully accessible for people with disabilities and invest in necessary improvements.
- Promote social and psychological safety through activities focused on awareness and education.
- Encourage professional development and career opportunities of employees by promoting use of individual development budgets.

SOCIAL

Sustainable services

**Ambition**

We provide high-quality, safe, and reliable products and services that not only meet today's demands, but also contribute to a sustainable future. We are transparent about our choices and accountable for our impact.

We aim to achieve this by 2030.

Focus

Our reliance on technology is growing, which increases vulnerability to cyber threats and system failures. Protecting personal data and strengthening our tech infrastructure will be key in the coming years.

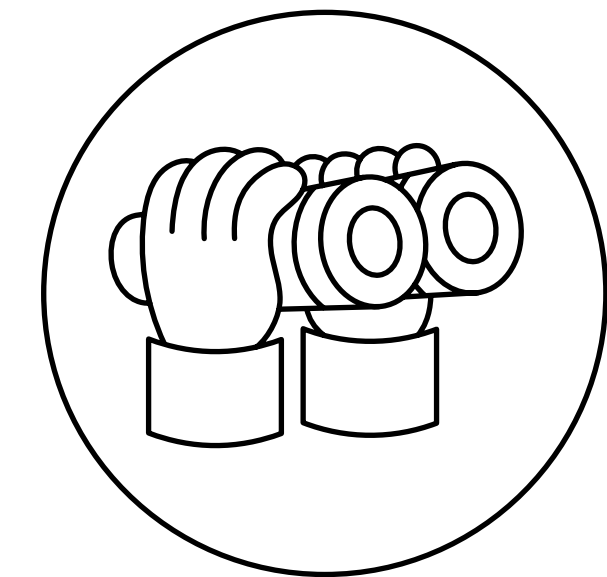
At the same time, we're streamlining our operations to reduce our environmental impact. This not only improves productivity and collaboration but also reduces operational, legal, reputational and compliance risks.

Goals

- Comply with all applicable laws, such as those related to privacy and cybersecurity.
- Update our decision-making processes to support sustainable choices.
- Clean up and downsize existing archives.
- Publish an annual sustainability report to increase transparency.
- Keep sustainability top of mind through awareness campaigns and educational activities.

Together for a sustainable future

With these four priority themes, Sanquin is taking clear steps toward a more sustainable future. This is about more than improving the lives of our patients, donors, and colleagues – it is about ensuring that future generations can live in a healthy, thriving world.



By setting meaningful goals and working together to achieve them, we are building a resilient, future-proof organization, so that next generations can also count on a healthy planet.

