



**IMUGENE**

Developing Cancer  
Immunotherapies

ASX:IMU

# ESG REPORT 2022

Imugene Limited  
ABN 99 009 179 551

# ENVIRONMENT, SOCIAL, AND GOVERNANCE (ESG)

**Imugene Limited (“IMU” 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.**

We have 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 progressively and updated annually.

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.

**Mr Paul Hopper**  
**Executive Chairman**

# GOVERNANCE

## SETTING PURPOSE

Our mission is to develop transformative cancer medicines to improve patients' lives.

### SEE ALSO:

- [Mission & Values](#)

## GOVERNANCE BODY COMPOSITION

The Company is governed by its Board of Directors and Committees of the Board.

Full details of the directors' expertise and experience, tenure, committee roles, meeting attendance, other significant positions and commitments and remuneration are set out in the Annual Report (refer link below).

The role of the Board, its committees and the directors' skills and experience is expanded further in the Annual Corporate Governance Statement and Appendix 4G Key to Disclosures relating to ASX Corporate Governance Council Principles and Recommendations

### SEE ALSO:

- [Board of Directors](#)
- [Annual Report](#)
- [Corporate Governance Statement](#)
- [ASX Appendix 4G](#)

## MATERIAL ISSUES IMPACTING STAKEHOLDERS

The Company is reviewing stakeholder mapping for disclosure in a future ESG report, however, issues for patients are well documented and strictly governed by a multitude of clinical codes in the various jurisdictions in which the Company operates.

## ANTI-CORRUPTION PRACTICES

The Company is committed to the highest standard of honesty and integrity. The Company'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 the Company's Anti-Bribery and Anti-Corruption Policy (refer link below).

### SEE ALSO:

- [Anti-Bribery and Anti-Corruption Policy](#)

## 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 (refer link below) recognises that risk management is an essential element of good corporate governance and fundamental in achieving its strategic and operational objectives.

### SEE ALSO:

- [Risk Management Policy](#)
- [Annual Report](#)

## MECHANISMS TO PROTECT ETHICAL BEHAVIOUR

The Company is committed to the highest standards of honesty and ethical practices in all aspects of the Company's operations.

This is documented in the Company's Code of Conduct and supported by the Company's Whistleblower Policy (refer links below).

The Code of Conduct sets out the minimum standards of behaviour expected of all employees and directors, including to act honestly, ethically and responsibly with high personal integrity.

The Whistleblower Policy enables an open working environment in which all company employees, prospective employees, contractors, consultants and external stakeholders are able to raise concerns regarding actual or suspected misconduct (wrongdoing') including unethical and unlawful conduct by another company employee, prospective employee, supplier, contractor or consultant.

This Whistleblower Policy provides a mechanism to:

- ensure people who disclose Wrongdoing can do so safely, securely, with confidence that they will be protected and without fear of reprisal;
- ensure disclosures are dealt with appropriately and on a timely basis;
- provide transparency around the Company's process for receiving, handling and investigating disclosures;
- encourage more disclosures of Wrongdoing; and
- help deter Wrongdoing.

### SEE ALSO:

- [Code of Conduct](#)
- [Whistleblower Policy](#)

# PLANET

## **GHG EMISSIONS**

The Company 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.

## **LAND USE AND ECOLOGICAL SENSITIVITY**

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

## **WATER CONSUMPTION**

The Company 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.

## **TCFD IMPLEMENTATION**

The Company does not consider TCFD implementation to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

# PEOPLE

## DIVERSITY AND INCLUSION

The Company 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 beliefs.

Gender diversity of the Company's workforce is reported in the annual Corporate Governance Statement (refer link below).

The Company's Diversity Policy promotes diversity and inclusion in the workplace (refer link below).

### SEE ALSO:

- [Diversity Policy](#)
- [Corporate Governance Statement](#)

## HEALTH AND SAFETY

As a clinical stage immuno-oncology company, the Company has effective workplace health and safety practices. The Company will report on health and safety statistics in a future ESG report. The Company has never reported a work-related fatality.

## TRAINING PROVIDED

As a clinical stage immuno-oncology company with a small, highly educated and specialist team, training is not a material stakeholder capitalism metric for the Company. The Company supports individuals to maintain their continuing professional education and to remain up to date with developments in their respective fields.

## PAY EQUALITY

The Company pays men and women equally in like for like roles.

With less than twenty employees during the reporting period, the Company does not consider it worthwhile to perform further pay equity analysis at this time.

## WAGE LEVEL

As a clinical stage immuno-oncology 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

The Company considers child, forced and compulsory labour to be abhorrent. As a clinical stage immuno-oncology 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.

# PROSPERITY

## RATE OF EMPLOYMENT

As a clinical stage immuno-oncology company with a small, highly educated and specialist team, rate of employment is not a material stakeholder capitalism metric for the Company. A summary of the Company's workforce is reported in the annual Corporate Governance Statement.

### SEE ALSO:

- [Corporate Governance Statement](#)

## TOTAL R&D EXPENSES

As a clinical stage immuno-oncology company, research is fundamental to the Company, and is comprehensively disclosed in the Annual Report.

### SEE ALSO:

- [Annual Report](#)

## TOTAL TAX PAID

The Company reports income tax in its Annual Report.

### SEE ALSO:

- [Annual Report](#)

## ECONOMIC CONTRIBUTION

The Company reports detailed financial information in its Annual Report (refer link below). The information reported includes (amongst other items):

- Income
- operating costs
- employee wages and benefits
- interest income and payments
- income tax expense

### SEE ALSO:

- [Annual Report \(for economic value generated and distributed \(EVG&D\)\)](#)

## FINANCIAL INVESTMENT CONTRIBUTION

The Company's Annual Report includes full disclosure of research, capital expenditures, depreciation and amortisation.

### SEE ALSO:

- [Annual Report](#)



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