



Sustainability  
**Report 2021**

---



**At Indivior, we pioneer life-transforming treatment for those with substance use disorders and serious mental illness. Our vision is that the millions of people across the globe suffering from these diseases will have access to evidence-based treatment to change lives.**



Read more about sustainability at Indivior at: [www.indivior.com/sustainability](http://www.indivior.com/sustainability)



# Chair's Statement - Graham Hetherington



**Graham Hetherington**  
Chair



“In this first Sustainability Report, we summarize the important ways that we strived to achieve our vision throughout 2021: from how we conducted our business, to how we engaged with key stakeholders, to the steps we took to minimize our environmental impact. We work to deliver these goals in increasingly sustainable ways”

At Indivior, our purpose is to bring science-based, life-transforming treatments to patients. Our vision is that the millions of people across the globe suffering from substance use disorders and serious mental illness will have access to evidence-based treatment to change lives.

In this first Sustainability Report, we summarize the important ways that we have strived to achieve our vision throughout 2021: from how we conducted our business, to how we engaged with key stakeholders, and the steps we took to minimize our environmental impact. We work to deliver these goals in increasingly sustainable ways.

We also outline our commitment to diversity, including at the Board level, and the steps that we have taken throughout the year to progress against our goals. This is an area to which I am particularly committed. In 2021, I was delighted to welcome four new non-executive directors, diversifying and strengthening the Board's skills, expertise, and experience.

As with all Indivior's activities, our Guiding Principles are the foundation of all of our work, in all countries and at all levels of the organization. The principles, which are outlined in detail in Section Five, shape our decision-making process and provide a blueprint for our work.

We strive to act with integrity and consider the best interests of our stakeholders, including people living with substance use disorders, their families, and their communities. We are proud of the role that we play in helping to address the opioid crisis. At the same time, we recognize that we have more work to do to help educate stakeholders about Indivior and treatment for substance use disorder (SUD). There remains a common misunderstanding about medication for opioid use disorder (MOUD) and the broad and continued stigma surrounding substance misuse. We remain passionate in our pursuit of helping people suffering from addiction to transform their lives. We believe that this report will further demonstrate Indivior's role in helping to address this crisis, in part through the benefit our products bring to patients, their families, and the wider community.

Finally, a key opportunity for our sustainability activities is continued partnership. Our stakeholders – from employees, patients, healthcare providers, and the greater community, to suppliers, policymakers, and civil society – are fundamental to how we operate and to who we are. As I think about the additional impact we can make in 2022 and beyond by expanding and formalizing our sustainability activities, I know these partnerships will become even more critical to making a sustainable difference.

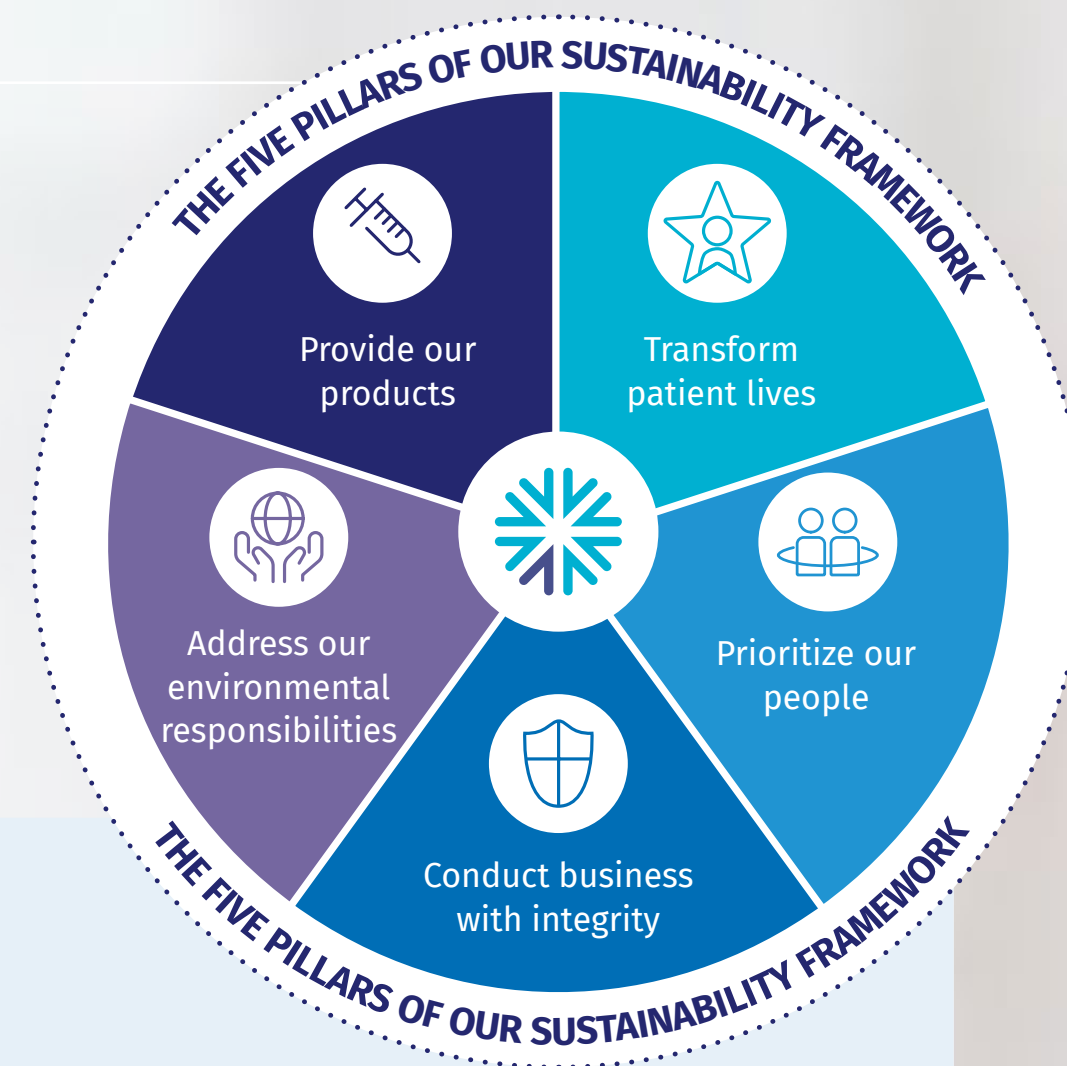
**Graham Hetherington**  
Chair

# Chief Executive Officer's Statement - Mark Crossley



**Mark Crossley**  
Chief Executive Officer

“2021 was a significant year for our sustainability and Environmental, Social and Governance activities, and we are pleased to share these in our first Sustainability Report.”



2021 was a significant year for our sustainability and Environmental, Social and Governance (ESG) activities, and we are pleased to share these in our first Sustainability Report.

An important strategic achievement in 2021 was to establish a framework to align our activities to the areas that we assess as most relevant to Indivior and our stakeholders. This framework now guides and prioritizes five key pillars of activity:

- i. Transform patient lives; ii. Prioritize our people; iii. Conduct business with integrity; iv. Address our environmental responsibilities; and v. Provide our products.

Throughout this report, we outline the activities that comprise each of these pillars. We also provide examples that illustrate the outcomes of our efforts in these areas, such as our ongoing advocacy to remove barriers to evidence-based treatment, and the steps we have taken to enhance our scope 1 and 2 emissions<sup>1</sup> reporting in order to better understand and work to reduce our environmental footprint.

One of the areas that I am particularly proud of is the ongoing evolution of the Indivior Global Integrity & Compliance Program (IGICP). Our Chief Integrity & Compliance Officer, in partnership with Indivior’s Executive Committee – the members of which also serve as the Integrity & Compliance Committee – has led the implementation, continued evolution, and administration of the IGICP. This includes the development of the IGICP Framework and Maturity Journey Strategy, which incorporates annual strategic priorities to drive continued evolution.

These strategic priorities underpin Indivior’s best-in-class approach to help ensure that our operations will continue to comply with the Resolution Agreement

signed with the U.S. Department of Justice (DOJ) in 2020. The Resolution Agreement includes three components: a separate Corporate Integrity Agreement, a separate order with the Federal Trade Commission, and the Department of Justice Compliance Measures, which are set out in an addendum to the Resolution Agreement.

Indivior has a defined set of principles and behaviors to enable a patient-focused culture that strives for a high standard of business, financial, science, and ethical performance. These principles are also the foundational way through which we deliver our sustainability and ESG activities. These activities are accomplished through our policies, our management systems and processes, our performance measurement and monitoring, and our engagement with stakeholders. To bolster our efforts, in 2021 we created a dedicated Sustainability and ESG team. We also appointed a Global Chief Impact Officer in May 2022.

As you will see throughout this report, our sustainability and ESG activities extend beyond regulatory requirements and are increasingly aligned to relevant global frameworks and standards. From structuring our disclosures of climate-related information according to recommendations of the Taskforce on Climate-related Financial Disclosures, to aligning our sustainability framework to select United Nations Sustainable Development Goals, we commit to upholding the highest standards. We also support wider efforts to bring consistency and additional rigor to our sustainability and ESG disclosures.

I am proud of our journey and believe we are well-positioned to build on this foundation in 2022 and beyond. I look forward to updating you on our progress.

**Mark Crossley**  
Chief Executive Officer

1 Greenhouse Gas Emissions are classified in three categories. Scope 1 covers direct emissions from owned or controlled sources. Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company. Scope 3 includes all other indirect emissions that occur in a company’s value chain. For further details, please see details here: <https://www.carbontrust.com/our-work-and-impact/guides-reports-and-tools/briefing-what-are-scope-3-emissions>



# About Indivior

This section highlights key information that provides context to our sustainability and ESG activities. If you would like a more comprehensive overview of Indivior, please refer to [www.indivior.com](http://www.indivior.com).

## Our Purpose and Vision

Our purpose is to bring science-based, life-transforming treatments to patients. Our vision is that the millions of people across the globe suffering from substance use disorders and serious mental illness will have access to evidence-based treatment to change lives.

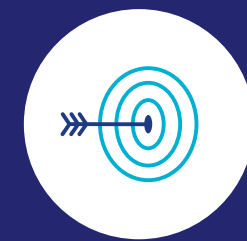
Our company was founded to help tackle the opioid crisis, one of the largest and most urgent public health emergencies of our time. As the leader and pioneer in developing evidenced-based treatments for opioid use disorder, Indivior has worked for over 25 years to reduce barriers to access to treatment, and raise awareness of opioid use disorder as a disease that should be normalized and treated like other chronic diseases.

The opportunity to make a difference has never been more important, with a marked increase in overdose deaths in the United States in 2021,<sup>2</sup> and the increasing global burden of disease caused by drug use.<sup>3</sup>

<sup>2</sup> Drug Overdose Deaths in the U.S. Top 100,000 Annually (cdc.gov)  
<sup>3</sup> World Drug Report 2021 (United Nations publication, Sales No. E.21.XI.8)



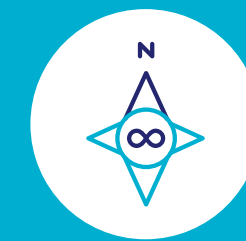
### Our Purpose



**Indivior's purpose is to bring science-based, life-transforming treatments to patients.**



### Our Vision



**Our vision is that the millions of people across the globe suffering from substance use disorders and serious mental illness will have access to evidence-based treatment to change lives.**

## Global Operations

### Headquarters:

Richmond, Virginia, US

### Operational Centers:

Fort Collins, Colorado (R&D)  
Hull, UK (R&D, Manufacturing)

### Regional Offices:

#### Europe & Canada

Slough, UK; Mannheim, Germany; Milan, Italy; Paris, France; Montreal, Canada; Dublin, Ireland; Modi'in, Israel and Stockholm, Sweden

#### Australia & Asia

Sydney, Australia

# 900+

Our Team: 900+ people world-wide

# LON: INDV

London Stock Exchange Listed

# Sustainability, ESG and Indivior

We welcome the trend toward greater transparency and comparability of disclosures related to sustainability information.

For this reason, we are pleased to present our first standalone Sustainability Report, covering the period of January – December 2021, and complementing our 2021 Annual Report covering the same period.

Our business is a force for positive change in society. By developing, producing, and marketing treatments to help patients suffering from substance use disorders and serious mental illness, we seek to create value for all stakeholders, including patients, employees, investors, civil society, governments, and suppliers. At the same time, we must do this in a way that is sustainable, by advancing the science of medicine and treatment while protecting natural and human resources.

Although this is our first standalone report, our sustainability work is far from new. We have been sharing details of our sustainability and ESG efforts in our Annual Report since 2014.

# Sustainability Oversight

## Our Sustainability Framework

Indivior recently undertook an internal assessment to establish a sustainability framework. This framework guides and prioritizes our sustainability-related activities.

There are five key pillars that form Indivior’s sustainability framework:

- i. Transform patient lives;
- ii. Prioritize our people;
- iii. Conduct business with integrity;
- iv. Address our environmental responsibilities; and
- v. Provide our products.

These activities are delivered and assessed through our strategy and policies, our management systems and processes, our performance measurement and monitoring, and our engagement with stakeholders.





# Goal Setting and Aligning our Global Sustainability Framework

We support the efforts of the global community – including regulators, global collaborations, businesses, and civil society - to bring greater transparency and harmonization to sustainability reporting. We carefully monitor the global standards for sustainability frameworks and goal setting, and aspire to best practice.

## Our actions



Started the process to become a signatory to the UN Global Compact, completing the process in September 2022.

## In 2021, we took several steps toward this, including:

- Structuring our disclosures of climate-related information according to recommendations of the Taskforce of Climate-related Financial Disclosures (TCFD) (see pages 36 to 39 for further details);
- Identifying the United Nations Sustainability Development Goals (SDGs) as the appropriate framework for reporting against our sustainability framework, and mapping activities against key targets within each selected goal (see the next page for further details);
- Initiating data collection to enable us to report against the Global Reporting Initiative (GRI) (see pages 41 to 44 for further details);
- Starting the process of becoming a participant in the UN Global Compact, completing the process in September 2022.<sup>4</sup>; and
- Closely following the announcement at COP26 of the creation of the International Sustainability Standards Board (ISSB) and monitoring their recommendations.

<sup>4</sup> <https://www.unglobalcompact.org/what-is-gc/participants/153472-INDIVIOR-PLC>

We carefully monitor the global standards for sustainability frameworks and goal setting and aspire to great practice.

# Alignment with the UN Sustainable Development Goals (SDGs)

We reviewed the 17 UN SDGs and 169 targets, identifying five goals where the activities of our business are particularly relevant.

Where possible, we seek to measure the outcomes of our activities in these areas, not just the outputs. Since the 2021 reporting period was the first year that we aligned our sustainability and ESG activities to the SDGs, we are still in the process of establishing our baseline and setting concrete targets for our contribution to each goal. Future Sustainability Reports will communicate our baseline and subsequently track progress toward these goals.

## Our development goals

<p><b>3</b> GOOD HEALTH AND WELL-BEING</p> 	<p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 
<p><b>13</b> CLIMATE ACTION</p> 	<p><b>5</b> GENDER EQUALITY</p> 	



## Summary of proof points and areas we are working to improve<sup>5</sup>

Indivior discovered buprenorphine and developed it as a leading evidence-based treatment for opioid dependence, while concurrently advocating for a more effective recovery care model.

Buprenorphine is on the World Health Organization’s List of Essential Medicines (LEM) and is an FDA-approved, safe, and effective treatment for opioid use disorder.<sup>6</sup>

Medication for opioid use disorder (MOUD) is a critical part of the solution to the global opioid crisis. MOUD is the use of medications, in combination with counseling and behavioral therapies, to provide a “whole-patient” approach to the treatment of substance use disorders.<sup>7</sup>

Despite the prevalence of substance use disorders, including opioid misuse, and the existence of effective treatments, including MOUD, most people who need treatment do not seek or receive it.<sup>8</sup>

Indivior advocates to remove barriers to treatment, fight the stigma and educate the public on the science of addiction to help address this crisis and move those struggling with opioid use toward a path to recovery.

## Relevant SDG targets

3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol

## Why Indivior selected this topic

Target 3.5 is directly aligned with our purpose as a company. Our company was founded to help tackle the opioid crisis, one of the largest and most urgent public health emergencies of our time, and our purpose is to pioneer life-transforming treatment, ensuring that the millions of people across the globe suffering from substance use disorders and serious mental illness have access to evidence-based treatment to change lives.

<sup>5</sup> Because we became a signatory to the UN Global Compact in 2022, our 2021 Sustainability Report does not include a Communication on Progress. Starting from 2023, we will disclose this letter and alignment to our sustainability-related activities.  
<sup>6</sup> WHO model list of essential medicines - 22nd list, 2021  
<sup>7</sup> Medication-Assisted Treatment (MAT) | SAMHSA  
<sup>8</sup> U.S. Department of Health and Human Services (HHS), Office of the Surgeon General. Facing Addiction in America: The Surgeon General’s Report on Alcohol, Drugs, and Health. Washington, DC: HHS, November 2016. (The Surgeon General’s Report on Alcohol, Drugs, and Health.)

Alignment with the UN Sustainable Development Goals (SDGs) continued



**Relevant SDG targets**

- 16.5 Substantially reduce corruption and bribery in all their forms.
- 16.6 Develop effective, accountable and transparent institutions at all levels.

**Why Indivior selected this topic**

We advance targets 16.5 and 16.6 through our comprehensive Indivior Global Integrity & Compliance Program Framework, and our Anti-Bribery, Anti-Corruption and Sanctions Programs, which help to ensure that our business activities are conducted in a responsible and compliant manner.

**Summary of proof points and areas we are working to improve<sup>5</sup>**

We deliver this approach through the Indivior Global Integrity & Compliance Program (IGICP). This is administered by a team of over twenty people led by Indivior's Chief Integrity & Compliance Officer, who is a member of the Executive Committee. Its operational methods have evolved in a cross-functional manner through integrated ownership and oversight at all levels, across Indivior's departments. As part of our IGICP, we administer an Anti-Bribery, Anti-Corruption Program and Sanctions Program to support accountability, transparency and reduce corruption and bribery.



**Relevant SDG targets**

- 12.2 Achieve sustainable management and efficient use of natural resources.
- 12.4 Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle.
- 12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.

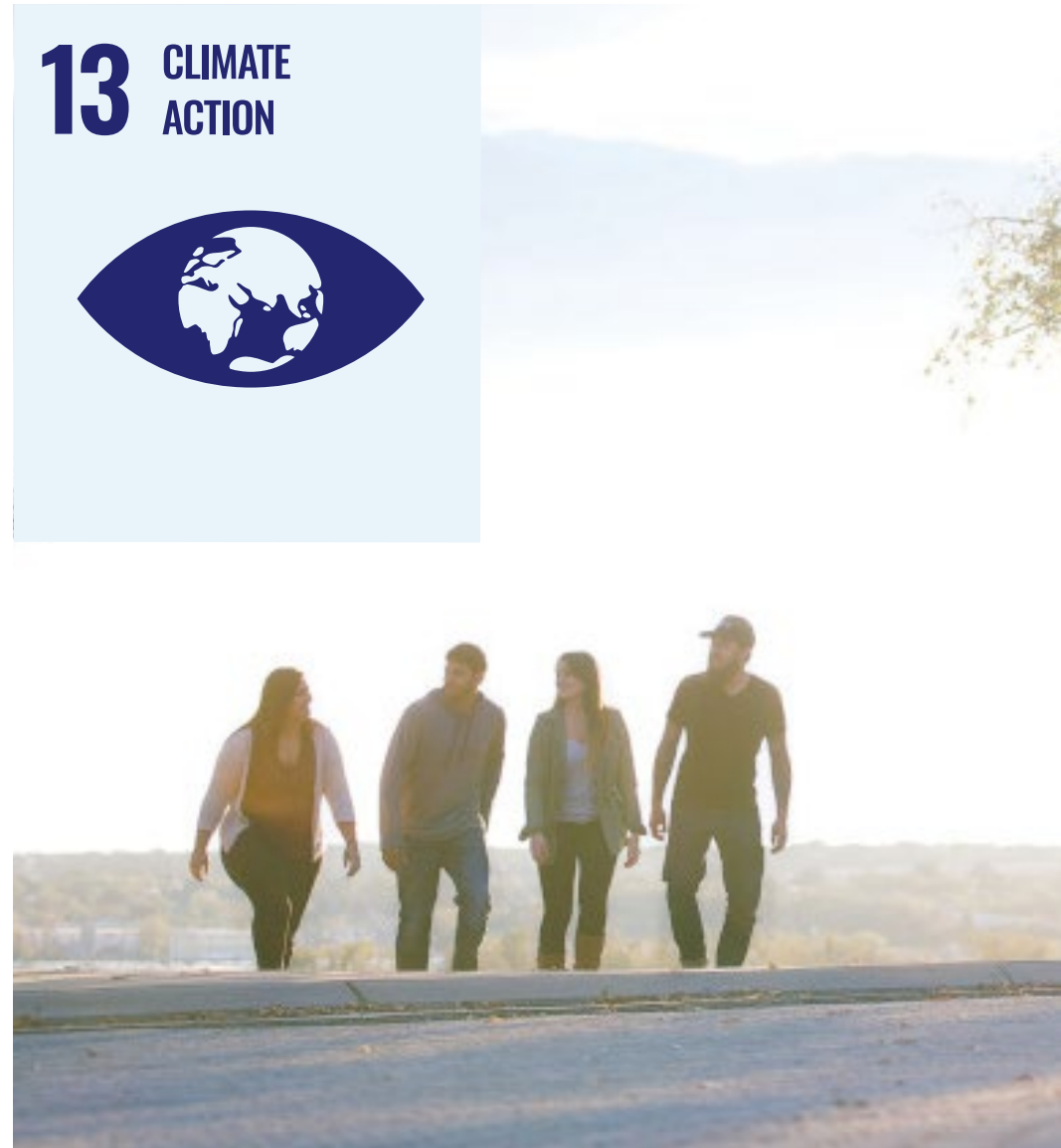
**Why Indivior selected this topic**

Product quality is embedded in our culture. We believe our long-term success is directly linked to operating in a responsible way and in a way that minimizes our impact on the environment and natural resources, thereby aligned to targets 12.2, 12.4 and 12.5.

**Summary of proof points and areas we are working to improve<sup>5</sup>**

Buprenorphine is manufactured via a seven-stage process at our Fine Chemical Plant (FCP) in Hull, UK, using raw materials and hazardous chemicals. A strict environmental management plan ensures continual improvement, in line with the requirements of the UK Environment Agency and good industry practice. The site's operations are governed by the FCP's Environmental Permit and its ISO14001:2015 certification.

Alignment with the UN Sustainable Development Goals (SDGs) continued



**Relevant SDG targets**

13.2 Integrate climate change measures into national policies, strategies and planning

**Why Indivior selected this topic**

We are committed to advancing target 13.2 and recognize that climate change is important. Indivior supports the activities of groups such as the Intergovernmental Panel on Climate Change (IPCC) and the UN Framework Convention on Climate Change (UNFCCC), as well as the various regulatory and other initiatives that aim to achieve greater transparency, and enable stakeholders to monitor related areas of climate change and environmental performance.

**Summary of proof points and areas we are working to improve<sup>5</sup>**

Building on a history of working closely with the local monitoring and enforcement agencies in the UK at the FCP to ensure adherence to environmental and health and safety standards, in 2021, our approach to long-term climate change strategy was at an initial stage. While additional progress has been made in 2022, in 2021 we enhanced our scope 1 and 2 emissions reporting and began to explore appropriate reduction targets. We will continue enhancing our reporting of activities related to climate change as our strategy matures and develops, as well as setting reduction targets once we have fully established our baseline.



**Relevant SDG targets**

5.1 End all forms of discrimination against all women and girls everywhere

5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

**Why Indivior selected this topic**

Our diverse and inclusive workforce is aligned with targets 5.1 and 5.5. As well as being the right thing to do, we believe a diverse and inclusive workforce

enables innovation, continuous improvement in the quality of our decision making, and increased speed and efficiency in meeting the various needs of our employees, patients and stakeholders.

Our Diversity and Inclusion Policy, which applies to the Board and our employees, reflects our beliefs and values. Supporting and promoting the diversity of our people is an important priority, and we continue to focus on an inclusive culture that values all employees regardless of their age, disability, gender identity, pregnancy or maternity status, marriage or civil partnership status, gender, race, sexual orientation, ethnic or national origin, religion or other protected characteristics.

**Summary of proof points and areas we are working to improve<sup>5</sup>**

We are committed to providing a workplace environment where everyone has an equal opportunity to perform at a high level and to realize their potential.

This applies to all aspects of our employment policies and practices. Indivior fully supports the goal of equal pay for work of equal value for all, and strives to ensure that all our policies and practices afford equal treatment for all our employees.

We conduct voluntary gender pay reviews, to help ensure that we maintain an equitable approach throughout our business.



# Key Pillars of Indivior's Sustainability Strategy



-  Transform Patient Lives
-  Prioritize Our People
-  Conduct Business With Integrity
-  Address Our Environmental Responsibilities
-  Provide Our Products



## Transform Patient Lives

Globally, approximately 62 million people used opioids<sup>9</sup> in 2019. Addiction is a disease reaching epidemic proportions, with opioid dependence<sup>10</sup> one of the leading drivers of the opioid crisis in the United States.<sup>11</sup>

Despite the prevalence of substance use disorders, including opioid misuse, and the existence of effective treatments, including medication for opioid use disorder (MOUD), most people who need treatment do not seek or receive it. People in urgent need of treatment are often unaware of their treatment options, have limited access to treatment and counseling, or simply do not seek it out because they are afraid of being stigmatized. In fact, in the United States, only 20% of people with opioid use disorder (OUD) are in treatment, a disparity known as the ‘treatment gap.’<sup>12</sup>

The threat that substance use disorders (SUDs) pose to global health has long been recognized, and so strengthening their prevention and treatment is included in the United Nation’s Sustainable Development Goals (SDG’s) for 2030.

At Indivior, we work to transform the lives of people suffering from substance use disorders and serious mental illness by focusing on solutions to help patients, families, and communities struggling with these debilitating diseases. The Group (and its predecessor company) has over 50 years of innovative leadership in developing addiction medicines.

Indivior manufactures four buprenorphine-based medications for the treatment of OUD.<sup>13</sup> This is directly aligned with SDG 3.5, which seeks to strengthen the prevention and treatment of substance abuse. Pillar five of our sustainability and ESG framework (outlined on page 30) provides further information about how we manufacture and market our products to enable patient access to treatment. We take our role as a responsible steward of these medications extremely seriously.

In the US, only 20% of people with opioid use disorder (OUD) are in treatment.

We work to transform the lives of people suffering from substance use disorders and serious mental illness.

<sup>9</sup> WHO <https://www.who.int/news-room/fact-sheets/detail/opioid-overdose#:~:text=Worldwide%2C%20about%20275%20million%20people,drug%20use%20disorders%20in%202021last> accessed 25th November 2022

<sup>10</sup> WDR21\_Booklet\_1.pdf (unodc.org)

<sup>11</sup> Products - Vital Statistics Rapid Release - Provisional Drug Overdose Data (cdc.gov) Accessed Oct. 25, 2022

<sup>12</sup> Substance Abuse and Mental Health Services Administration. (2021). Key substance use and mental health indicators in the United States: Results from the 2020 National Survey on Drug Use and Health (HHS Publication No. PEP20-07-01-001, NSDUH Series H-55). Rockville, MD: Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration. Retrieved from <https://www.samhsa.gov/data/>

<sup>13</sup> Based on countries where Indivior has a license and markets the product (October 2022).





Transform patient lives continued



### Expanding into Cannabis-Related Disorders

In 2021, we expanded our pipeline to include Cannabis Use Disorder (CUD) by entering into a strategic collaboration with Aelis Farma, a public biotechnology company based in Bordeaux, France. This collaboration includes an exclusive option and license agreement for the global rights to AEF0117, Aelis's first-in-class synthetic Signaling Specific inhibitor (SSi), engineered to inhibit the cannabinoid type 1 (CB1) receptor (CB1-SSi).

The United Nations recently estimated that in 2019, roughly 200 million people used cannabis, representing 4% of the world's population.<sup>14</sup> In fact, the number of cannabis users globally has increased by nearly 18% over the past decade.<sup>15</sup> In the US alone, there were nearly 50 million cannabis users among people aged 12 or older in 2020.<sup>16</sup> And numerous studies have shown short- and long-term cerebral toxicity linked to cannabis use. This is marked mainly by cognitive, addictive and psychotomimetic effects linked to the age at which cannabis use began, the dose, as well as the duration and frequency of use.<sup>17</sup>

Secondly, we believe our advocacy work, stakeholder engagement, and community relationships are a critical element of how we help to make a measurable difference in the lives of patients all over the world.

Indivior's public policy priorities are focused on expanding treatment access, reducing barriers, and promoting equitable access to MOUD. We want to enable all people living with OUD to receive the standard of care they need and deserve.

In order to achieve this goal, OUD must be normalized and treated like the disease it is, just as diseases like diabetes and heart disease are treated. And while awareness is growing, and the implementation of evidence-based treatment programs is increasing, this disease is still too often viewed as a moral and criminal issue, rather than a chronic brain disease requiring evidence-based treatment.

We also recognize that addressing the opioid crisis means addressing barriers to treatment access and equity, especially among underserved and marginalized populations. This includes those struggling with OUD within the criminal justice system in the United States. Until recently MOUD was generally unavailable in criminal justice facilities, despite estimates that around 65% of the population within the criminal justice system have a substance use disorder, and only 5% of those who need treatment receive it.<sup>18</sup>

<sup>14</sup> Global Overview: Drug Demand Drug Supply, World Drug Report, 2021, United Nations Office on Drugs and Crime WDR21\_Booklet\_2.pdf (unodc.org)

<sup>15</sup> <https://news.un.org/en/story/2021/06/1094672>

<sup>16</sup> Substance Abuse and Mental Health Services Administration. (2021). Key substance use and mental health indicators in the United States: Results from the 2020 National Survey on Drug Use and Health. Pg 2, column 1 (49.6, "nearly 50 million"); Pg 29, column 2 (14.2 million)

<sup>17</sup> [www.who.int/publications/i/item/9789241510240](http://www.who.int/publications/i/item/9789241510240)

<sup>18</sup> Criminal Justice DrugFacts. (2022, March 22). National Institute on Drug Abuse. <https://nida.nih.gov/publications/drugfacts/criminal-justice>



Transform patient lives continued

## Case studies



In 2021, Indivior joined patient and healthcare professional organizational allies in New York in support of legislation mandating treatment of OUD within the New York State and local correctional institutions. The same year, the New York State legislature passed legislation that mandated state prisons and local jails to provide MOUD to all incarcerated individuals suffering from OUD. Indivior believes this legislation furthered an equitable and comprehensive public health approach to ensuring individuals have access to the care they need, when they need it, to aid in their recovery journey while incarcerated and upon re-entry into the community.

### Our actions



Indivior continues to advocate for legislation and funding to expand patient access to evidence-based MOUD in correctional settings

Recognizing that there are thousands of correctional facilities throughout the United States that are considering policy changes in this area, we continue to advocate for legislation and funding to expand patient access to evidence-based MOUD in correctional settings, for diverting nonviolent drug offenders into treatment in the community, and for public policy to smooth patient transitions from incarcerated settings into community-based treatment and coverage.

To this end, we have developed and provided evidence to show the public health, community, and financial benefits of MOUD treatment adoption in correctional facilities. Additionally, we provide a “grant finder” tool to connect correctional facilities across the United States with eligible third-party funding sources to support the development of treatment programs.



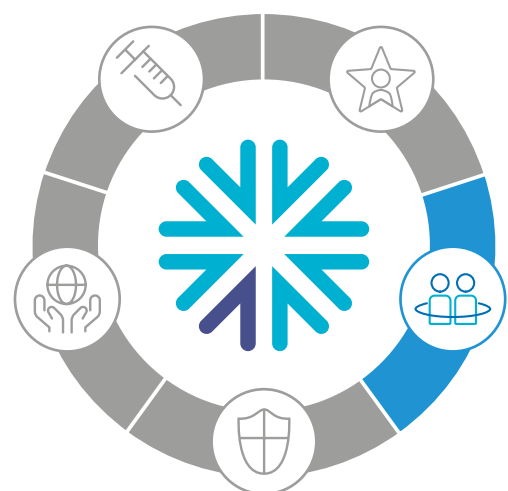
We also partner with third party advocacy organizations to support and enable patient access to evidence-based treatment and counseling, including the development of resources and programs. For example, in 2021 family physicians throughout the United States were reporting that there was a “gap” in what they needed to know to care for patients with OUD. The American Academy of Family Physicians (AAFP) wanted a resource to address this gap. They proposed a practice manual tailored to the family physician, which Indivior was pleased to support<sup>19</sup> “Treating Opioid Use Disorder as a Chronic Relapsing Condition: A Practice Manual for Family Physicians” was published in February 2021.<sup>20</sup>

Fourteen weeks after the manual was issued on the AAFP website, the Academy surveyed family physicians who had accessed it. When asked if they had used the information in the manual to screen for OUD, 50% responded “Yes.” Of those who responded “Yes,” 50% responded that they had used the manual “Often” for treating patients with OUD.

<sup>19</sup> This project was delivered through a charitable contribution and was developed independent of Indivior.

<sup>20</sup> Accessible here: [https://www.aafp.org/dam/AAFP/documents/patient\\_care/pain\\_management/OUD-Chronic-Condition.pdf](https://www.aafp.org/dam/AAFP/documents/patient_care/pain_management/OUD-Chronic-Condition.pdf)





# Prioritize Our People

## Our culture, processes, and policies

Our company's foundation is built on our Guiding Principles, which guide our actions. We cultivate a culture of integrity and commit ourselves to high standards of governance while putting the needs of our patients at the center of our focus.

We believe our long-term success is directly linked to operating in a responsible way while minimizing our impact on the environment. We are proud of the work we have done and remain focused on continuing to reduce barriers to access, and to develop new, innovative treatments for patients. Our Guiding Principles shape our decision-making process and provide a blueprint for all Indivior's activities, including our ESG and sustainability activities.

Our experienced HR management team supports Indivior's purpose, vision, and strategy. The team works to attract, maintain, develop, and nurture talent by providing various programs including training and development opportunities. Indivior's HR management systems are developed and administered by a team of nineteen (as at the end of 2021) and are regularly reviewed. Our Chief Human Resource Officer is a member of the Executive Committee, the Integrity & Compliance Committee, and ESG Committee.



**Focus on Patient Needs to Drive Decisions**



**Seek the Wisdom of the Team**



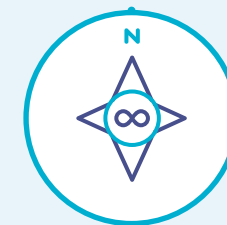
**Believe that People's Actions are Well Intended**



**Care Enough to Coach**

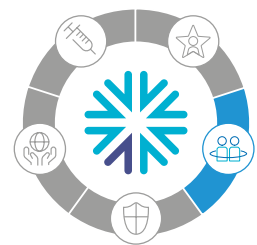


**See it, Own it, Make it Happen**



**Demonstrate Honesty and Integrity at All Times**





## Prioritize our people continued

Indivior's culture and HR policies seek to create a workplace that cultivates trust, honesty, and respect. Harassment or discrimination has no place in our workplace. This principle applies to all aspects of employment, from recruitment and promotion, through to termination, and all other terms and conditions of employment.

We are committed to offering equal opportunities in recruitment, training, career development, and promotion, to all people, including those with disabilities. As a matter of policy, full and fair consideration is given to applicants with disabilities, and every effort is made to give employees who become disabled while employed by Indivior an opportunity to retrain and continue in their employment. It is our policy that opportunities for training, career development, and promotion for people with disabilities should, as far as possible, be the same as for other employees.

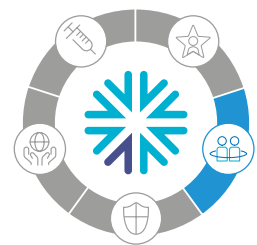
We regularly update employees at quarterly town halls on the financial and economic factors affecting the performance of Indivior. Information relevant to employees is provided and, where appropriate, to employee trade union representatives. We also support the wider, fundamental human rights of our employees.

Our company's foundation is built on our values, which distinguish us and guide our actions. We cultivate a culture of integrity and commit ourselves to high standards of governance.

Finally, in 2021, to support the development of our business culture, we engaged an external consultancy to review our culture and assess the impact of the current business environment and internal changes on operating behaviors. This review covered the period from 2016 to 2021, and was based on the results of annual culture surveys and focus groups conducted in 2019 and 2020. The feedback from this review was positive and indicated high levels of trust and transparency across the organization.

Our people are at the heart of everything we do. We strive to create a culture where our people feel engaged and protected and can deliver their best work. We do this by purposefully engaging our teams, embracing diversity and inclusion, supporting well-being, health, and safety, and developing our culture, policies, and processes.





Prioritize our people continued

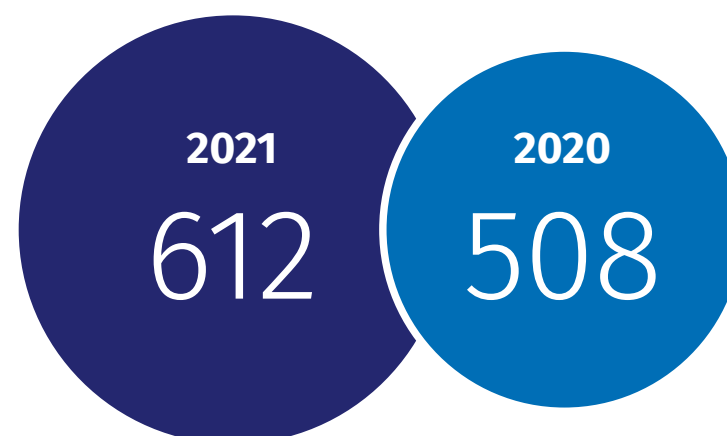
Our People

Breakdown of workforce data by key employment function

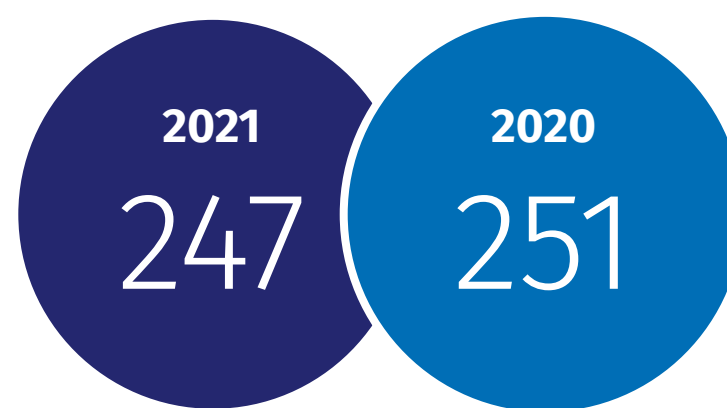
Function	December 31 2021	December 31 2020
Commercial	483	411
Compliance	19	16
Corporate Affairs and Communications	2	1
Finance	58	59
Human resources	19	18
Information Technology	32	31
Legal and Governance	14	13
Medical	71	57
Research and Development	87	89
Supply	100	93
<b>Total</b>	<b>885</b>	<b>788</b>

Breakdown of workforce data by region

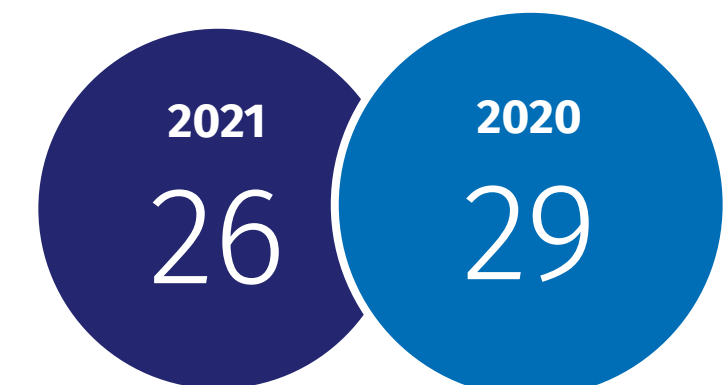
United States of America



Europe, Middle East, Africa, Canada



Australasia



Great Place to Work

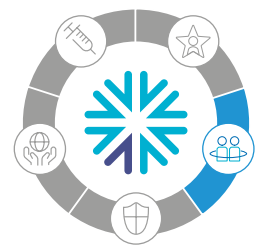
In 2022 we were awarded the Great Place to Work Certification in Australia, Canada, France, Germany, Italy, Sweden, the UK and the United States.

Workforce Engagement

We engage frequently with our workforce. For example, Indivior conducts an annual culture survey, and has a Culture and Inclusion Champion network. This network partners with peers and leadership to identify opportunities and support strategies to strengthen and elevate diversity and inclusion, drive activities within their teams, and present opportunities for enhancing our culture. In 2021, one of our Non-Executive Directors met with members of the network to discuss the culture of the organization and the biggest challenges faced by our business. Overall, the feedback was very positive and reflected a strong commitment to Indivior's vision and Guiding Principles.

In addition, quarterly global town hall meetings provide a forum for business updates and an opportunity for employees to ask questions and engage with the Executive Committee, including the Chief Executive Officer. We also invite internal and external speakers to present at meetings to help educate, inspire, and maintain employee connection to our purpose and vision. In 2021, external speakers included a patient in recovery, an author of a New York Times best-selling book, a patient advocate, and a healthcare professional.

Our 2021 employee engagement and culture-building efforts were recognized in 2022 when we were awarded the Great Place to Work Certification in Australia, Canada, France, Germany, Italy, Sweden, the UK and the US.



**Prioritize our people** continued

**Our Approach to Diversity and Inclusion**

At Indivior, we value our distinctive culture and believe it is a key source of our sustainable competitive advantage. We believe that diversity and inclusion in its broadest sense supports innovation, continuous improvement of quality, and increased speed and efficiency in meeting the various needs of patients, customers, and stakeholders.

Our Diversity and Inclusion Policy, which applies to the Board and our employees, reflects our beliefs and values. Supporting and promoting the diversity of our people is an important priority, and we continue to focus on an inclusive culture that values all employees, regardless of age, disability, gender identity, pregnancy or maternity status, marriage or civil partnership status, gender, race, sexual orientation, ethnic or national origin, religion or other protected characteristics. We achieve this, in part, through thoughtful recruitment, which aims to ensure the slate of candidates for each position represents a diverse range of backgrounds and cultures.

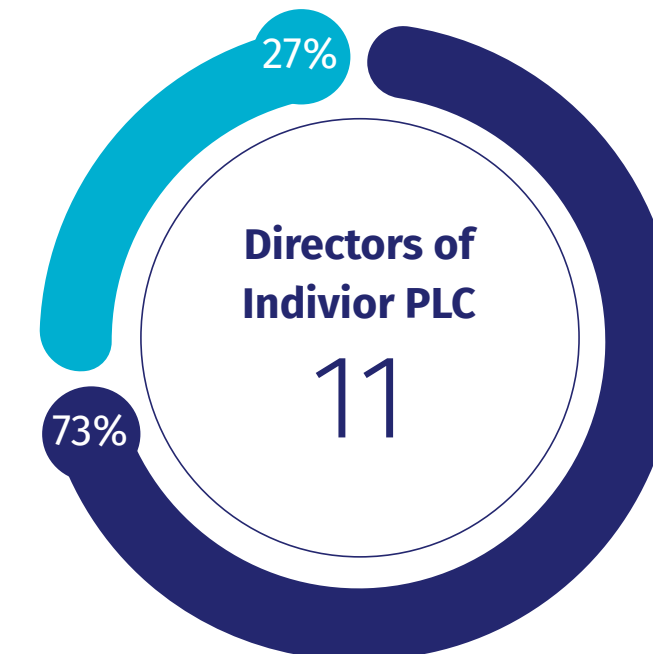
Building on our 2020 partnership with Heidrick and Struggles to accelerate our diversity and inclusion journey, in 2021 we engaged in several activities to further our progress, including:

- Hosting over 400 virtual conversations to gather employee feedback and views on key diversity and inclusion topics;
- Undertaking several in-depth interviews with senior leadership;

- Facilitating multiple employee focus groups;
- Reviewing Human Resources data, practices, and outcomes;
- Conducting multiple Executive Committee training and planning sessions;
- Training company leadership on activating inclusion; and
- Surveying employees on diversity and inclusion communications preferences and tailoring subsequent communications activities.

Indivior conducts regular gender pay reviews, which are voluntary and driven by the desire to do the right thing and help ensure pay equity. Our gender diversity data, disclosed to meet the requirements of S414c of the UK Companies Act 2006, is set out below.

Board diversity continued to be an important area of focus in 2021. The Board is supportive of the targets recommended in the Hampton Alexander Review (now FTSE Women Leaders), and the Parker Review. The Board aspires to achieve the targets set by Hampton Alexander Review by the 2023 Annual General Meeting and the Parker Review by 2024. During 2021, there were four new appointments to the Board, two of whom are female. The Board believes that while we have made significant strides forward, we recognize there is more to be done, and the advancement of diversity and inclusion remains a key priority.

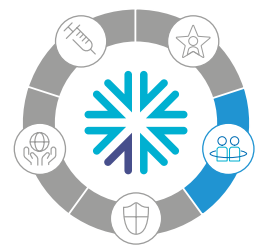


● Male  
● Female

As at December 31, 2021	Total	Women	%	Men	%
Directors of Indivior PLC	11	3	27	8	73
Senior Managers*	41	11	27	30	73
All employees	885	444	50	441	50

\* Includes members of the Executive Committee who are not Directors of Indivior PLC and all subsidiary company Directors.





## Prioritize our people continued

### Employee Well-being, Health and Safety

Employee well-being, health and safety are priorities for Indivior's management team. Our Fine Chemical Plant (FCP) in Hull represents the key risk to health and safety due to manufacturing activity that utilizes hazardous chemicals and chemical reactions.

Health and safety at the FCP are the day-to-day responsibility of Indivior's Chief Manufacturing and Supply Officer, who also serves on our Executive Committee and is a member of our ESG Committee, which regularly reviews the FCP's health and safety performance.

### Our actions



Based on employee feedback, the management team introduced flexible ways of working.

Our FCP's health and safety management system has been developed in line with best industry practice since Indivior acquired the site in April 2015. This system is the subject of regular investment and management review to maintain a continual program of improvement. The FCP holds ISO 45001:2018 certification and has an exemplary health and safety record, with no material incidents recorded in recent years.

Throughout 2021, the COVID-19 pandemic presented several challenges to our teams, and the management team placed high priority on employee welfare. Management plans were tailored to the needs of each workforce group and their activities. We provided Personal Protective Equipment (PPE) and mental health resources as needed. We also put in place enhanced controls at our FCP to ensure that the plant was able to continue operating for all but two weeks during the pandemic. These controls were designed to protect the health and well-being of employees while assuring continued production of buprenorphine to maintain patient supply.

Indivior's management team used these experiences and changes to the working environment due to the global COVID-19 pandemic as a catalyst to reviewing flexible working practices across the company. Based on employee feedback, the management team introduced flexible ways of working.





## Conduct Our Business with Integrity

One of our foundational Guiding Principles is to “demonstrate honesty and integrity at all times.” Our organization works diligently every day to help ensure that our work is reflective of our strong values of responsibility and integrity.

By ensuring we conduct business with a high standard of integrity and ethics, we ensure that patients’ needs are being met and that employees work in a responsible and fair environment. Our written standards and policies contain general guidelines for conducting business with a high standard of ethics.

Indivior values integrity, compliance, and responsible business conduct and this a priority for our management team. The focus of our highly experienced and well-resourced Integrity & Compliance team is to maintain best practice and drive a culture of learning and ongoing evolution of the program. The team’s lead Chief Integrity & Compliance Officer is a member of the Executive Committee.

Indivior’s Chief Global Impact Officer, appointed in May 2022, is a member of the ESG Committee and Indivior’s Integrity & Compliance Committee and, as such, participates in the administration of and receives regular reports on the status of the Indivior Global Integrity & Compliance Program (IGICP).

By ensuring we conduct business with a high standard of integrity and ethics, we ensure that patients’ needs are being met and that employees work in a responsible and fair environment.



# Understanding our Integrity and Compliance Commitments



We take building our culture of compliance seriously. We have a special responsibility to the patients we serve to conduct ourselves at a high level of integrity. Part of that responsibility is to continue to provide all our stakeholders with a transparent update related to the 2020 Resolution Agreement we made with the US Department of Justice (DOJ) in 2020.

While nearly all the activities that were cited by the DOJ occurred a number of years before 2020, we learned a great deal from this experience. As a result, we have significantly strengthened our corporate integrity and compliance program. Indivior has continued to meet the requirements of the Resolution Agreement as discussed further below, but our work does not stop there. Our goal continues to become an industry leader in compliance, ethics, and integrity. Our commitment to excellence in meeting these obligations is a testament to our strong culture and engagement at all levels to embed an effective and sustainable Global Integrity & Compliance Program at Indivior.

## The 2020 US Department of Justice Settlement

In 2020 Indivior and certain of its subsidiaries reached agreements with the DOJ, the U.S. Federal Trade Commission (“FTC”), the U.S. Attorney’s Office for the Western District of Virginia, and U.S. state attorneys general. The agreements resolved criminal and civil liability in connection with an indictment brought in 2019 by a grand jury in the Western District of Virginia, a civil lawsuit joined by the Justice Department in 2018, and an FTC investigation related to alleged charges of healthcare fraud, wire fraud, mail fraud, and conspiracy in connection with marketing and promotional practices.

As part of our agreement with the DOJ (the Resolution Agreement), a wholly owned subsidiary of Indivior PLC pleaded guilty to a single count of making a false statement relating to healthcare matters in 2012 and was excluded from participating in government healthcare programs. The exclusion did not pertain to the rest of the Group and did not limit access to our medications for patients in the U.S. The DOJ dismissed all charges in the 2019 indictment and the Group agreed to make payments over time to federal and state authorities totaling \$600 million.

## Compliance Measures, FTC Order, and Corporate Integrity Agreement

Indivior also agreed to significant compliance and reporting obligations under (i) the Resolution Agreement with the DOJ pertaining to sales and marketing practices, a certification by the CEO annually to the DOJ about compliance activities, and an annual resolution from the Board of Directors that it has reviewed the effectiveness of Indivior’s compliance program, (ii) a stipulated order with the FTC, and (iii) a Corporate Integrity Agreement (“CIA”) between Indivior Inc. and the Office of Inspector General of the U.S. Department of Health and Human Services that requires, among other things, that Indivior Inc. engage an Independent Review Organization and a Board Compliance Expert to assess Indivior Inc.’s compliance program and compliance with CIA requirements, implement measures designed to ensure compliance with the statutes, regulations, and written directives of U.S. Medicare, U.S. Medicaid, and all other U.S. Federal healthcare programs, as well as with the statutes, regulations, and written directives of the U.S. Food and Drug Administration.

We have and continue to comply with our reporting obligations under each of the agreements, and to make investments in our integrity and compliance program to promote compliance, and drive continuous learning and evolution of an effective compliance program. As discussed above, this aspect of our business has been a significant management priority. Detailed information about Indivior’s Global Integrity & Compliance Program (IGICP) program and activities are reported in detail on pages 23 to 27 of this report.



Conduct our business with integrity continued

**The Indivior Global Integrity & Compliance Program.**

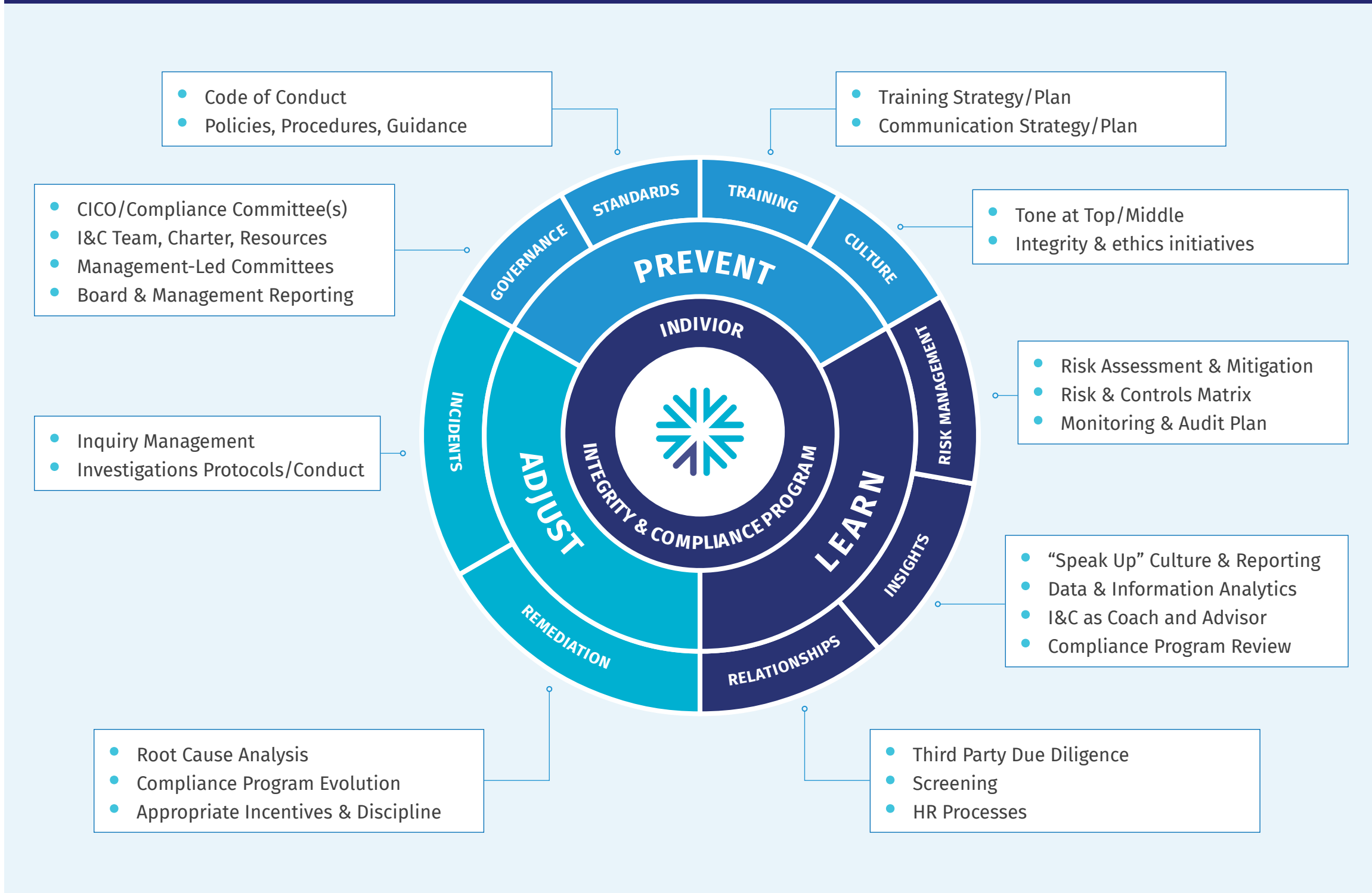
**Supported by the Indivior Guiding Principles, the Indivior Global Integrity & Compliance Program (IGICP) is based on U.S. and global regulatory and industry code standards, including:**

- PhRMA Code on Interactions with Healthcare Professionals, 2022;
- The Association of the British Pharmaceutical Industry Code of Practice, 2021;
- European Federation of Pharmaceutical Industries and Associations Code of Practice, June 2019;
- Medicines Australia Code of Conduct, Edition 19, March 2020;
- Practical Guidance for Health Care Governing Boards on Compliance Oversight, April 2015;
- Measuring Healthcare Compliance Program Effectiveness: A Resource Guide, March 2017;
- OIG Compliance Program Guidance for Pharmaceutical Manufacturers, May 2003; and
- Evaluation of Corporate Healthcare Compliance Programs, US. Department of Justice, Criminal Division, Fraud Section, February 2017, updated April 2019 and June 2020.

The main tenets of the IGICP are ‘Learn, Adjust, Prevent’. This approach helps ensure that risks are promptly identified and mitigated proactively. This approach is further enabled by both an annual Risk Assessment & Mitigation Plan (RAMP) process and a

**The Indivior Global Integrity & Compliance Program Framework\***

How we establish, embed and evolve to archive our program Goals



\* Based on Global standards, U.S. Federal Sentencing Guidelines/OIG Guidance for 8 elements of an effective compliance program

\*\* As noted in the Chair and Chief Executive Officer’s statements, and on page 23, our Board and management team are aware of the impact of the 2020 Resolution Agreement reached with the US DoJ, FTC and US State Attorneys General (the ‘2020 Resolution Agreement’). At the time of this report’s publication, Indivior has adhered to the requirements recorded within the Corporate Integrity Agreement, DOJ Compliance Measures, and FTC Stipulated Order, which it signed as part of the Resolution Agreement. Our commitment to excellence in meeting these obligations is a testament to our strong culture and engagement at all levels to embed an effective and sustainable Global Integrity & Compliance Program at Indivior

focus on RiskIQ (i.e., risk awareness and application) as critical inputs to the development of enterprise-wide functional business strategy and related execution.

**KEY IGICP elements include:**

- Optimizing written policies, procedures and standards of conduct;
- Training and educating the workforce;
- Maintaining open lines of communication;
- Completing the annual RAMP process;
- Monitoring and auditing;
- Promoting the EthicsLine for reporting of inquiries and concerns, and the related internal investigation process;
- Providing coaching and disciplinary processes, as well as corrective action to enhance the program; and
- Meeting the requirements of the 2020 Resolution Agreement\*\*.

IGICP controls are continuously evaluated through monitoring and internal reporting, and evolved as needed to help ensure effectiveness. Business leaders - and all employees - are empowered and accountable to own and oversee day-to-day compliance. This oversight is enabled by the RAMP and the IGICP Maturity Strategy. The Maturity Strategy places responsibility within business units and functions, with advisory support from Integrity & Compliance (I&C) to identify program maturity evolution opportunities within Culture, Risk IQ, and Analytics, and to incorporate core elements of an effective compliance program (policy, training, monitoring, investigations, and discipline).





Conduct our business with integrity continued

### Indivior Global Integrity & Compliance Program Governance

The IGICP governance framework includes the Chief Integrity & Compliance Officer having a reporting line to the Nomination and Governance Committee of the Board. The Nomination and Governance Committee and Board each sign an annual resolution certifying Indivior's compliance with the Corporate Integrity Agreement (CIA) and the DOJ Compliance Measures, respectively.

The Indivior Compliance Committee comprises all members of Indivior's Executive Committee and is chaired by the Chief Integrity & Compliance Officer. Additionally, Indivior maintains regional Compliance Committees, which are staffed by regional management and chaired by the regional compliance officers, and compliance officers to monitor the performance of the program.

The Board and the Audit and Nomination & Governance Committees are advised by an independent compliance expert. Additionally, the Chief Integrity & Compliance Officer and the regional compliance officers participate in quarterly business reviews across regions and our Global R&D function – alongside our Chief Executive Officer and Chief Financial Officer - to discuss performance and strategy plans, and ensure integration of the IGICP.

### Monitoring Our Performance

The Board, the Audit and Nomination & Governance Committees, and the Indivior Integrity & Compliance Committee receive regular reports that include measurement of activities, and outcomes related to training, investigations, monitoring, and results of Integrity & Compliance audit activity.

The IGICP is evaluated for effectiveness by the independent compliance expert to the Board of Directors. In addition, Indivior has engaged an Independent Review Organization (required by the CIA) which performs transactions testing each year, and systems testing in select years, as specified in the CIA. These reports are provided to the assigned monitors from the Office of Inspector General, who oversee Indivior's implementation of the CIA.

Given the importance of speaking up and measuring the effectiveness of the IGICP and related culture of integrity and compliance, Indivior engages Ethisphere, an independent third party that defines and measures corporate ethical standards, recognizes companies that excel, and promotes best practices in corporate ethics. Ethisphere conducts an annual Ethics & Compliance Program Perceptions Survey that is distributed to all Indivior's global workforce. The survey solicits anonymous responses to a series of questions benchmarked across peer companies in a cross-industry approach. This provides tangible insights from which specific action plans are delivered to guide continuous evolution. With continued above-benchmark results across all pillars measured, and strong year-on-year progress, we will look to build further on these achievements in the future.





**Conduct our business with integrity**  
continued

### Reporting Concerns

We are committed to an environment where open and honest communications are the expectation for every team, for every leader, and for all employees. Indivior has a variety of tools and resources for raising ethics questions, inquiries, and compliance concerns.

In instances where an employee believes a real or potential violation of the Code of Conduct, policies or procedures has occurred, they are required to speak up. Employees may directly email the Chief Integrity & Compliance Officer or designated I&C mailbox, or report to their manager, an EC member or anyone from Human Resources, Legal or Integrity & Compliance. Other resources include a reporting “alertline,” EthicsPoint, hosted by a third-party provider, Navex Global. This telephone and web-based reporting resource is available 24 hours a day, 7 days a week, with local language support. Any reports received by Integrity & Compliance, HR or Legal not otherwise reported to EthicsPoint must be reported within two business days to EthicsPoint or the appropriate disclosure log.

Any matter reported to the Chief Integrity & Compliance Officer, through EthicsPoint, or any other source as noted above, is treated with confidentiality to the full extent possible. EthicsPoint helps ensure that Indivior employees can file a report anonymously (where local regulations permit), and in the manner most comfortable or convenient to them.

Indivior will not retaliate against any individual who reports a concern in good faith, or participates in the investigation of such a concern. Any employee found to have retaliated against anyone for reporting or participating in an investigation will be disciplined according to policy.

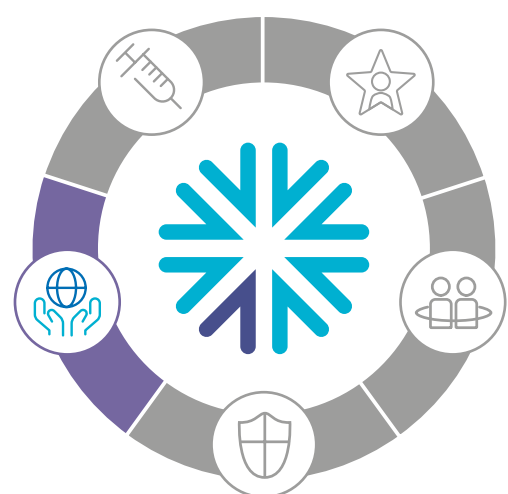
Indivior Sustainability Report 2021



This telephone and web-based reporting resource is available 24 hours a day, 7 days a week, with local language support.

Indivior has various tools and resources for raising ethics questions, inquiries, and compliance concerns.





# Address Our Environmental Responsibilities

## Our actions



In 2021 we enhanced our Scope 1 and 2 emissions reporting and began to explore appropriate reduction targets

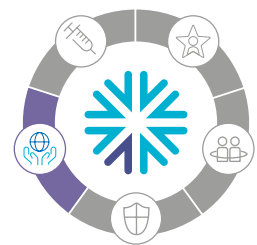
We recognize that climate change is an important issue, and we support the activities of groups such as the Intergovernmental Panel on Climate Change (IPCC) and the UN Framework Convention on Climate Change (UNFCCC). We also support the various regulatory bodies and initiatives that aim to achieve greater transparency, and to enable stakeholders to monitor the related areas of climate change and environmental performance.

In 2021, we established the foundations of our approach to climate change. Specifically, we enhanced our Scope 1 and 2 emissions reporting and began to explore appropriate reduction targets. In 2022, we will enhance our reporting of activities related to climate change as our strategy matures and develops. We will begin target setting once we have fully established our baseline.

## Our main environmental impacts are related to:

- The manufacture of buprenorphine during a seven-stage manufacturing process at our FCP in Hull, which utilizes hazardous chemicals and solvents;
- The production of finished products by third party manufacturers that are all based in the UK and US;
- Energy use at the company's offices, FCP, and research and development sites; and
- Emissions generated by employee travel as a result of research and development, sales, marketing, stakeholder engagement and advocacy activities.





## Address our environmental responsibilities continued

### Managing Our Environmental Impacts and Reducing Risk

#### *Hull Fine Chemical Plant (FCP)*

The FCP has a comprehensive environmental management plan that aligns its activities with best practice, its ISO 14001:2015 certification, and the requirements of the UK Environment Agency. The plan includes annual capital investment and employee training to facilitate a program of continuous improvement, reducing the site's environmental impact and risk. An example of this investment is the 2021 implementation of a cryogenic condensing unit, which has significantly improved our ability to extract solvent vapor from our air emissions.

The plan also includes regular monitoring of emissions to air (including solvents), discharges to water and ground water monitoring. Regular reporting of environmental performance is made to company management, who are immediately informed should significant incidents and events arise.

The FCP has not recorded a significant environmental incident (as the result of, for example, leaks or emission escape) since being acquired by Indivior in April 2015 as part of the demerger from Reckitt Benckiser. The FCP has a strong environmental safety record and maintains a good relationship with the UK Environmental Agency and local stakeholders.



#### *Third-Party Manufacturing*

All third-party manufacturing is conducted within the highly regulated environments that govern the pharmaceutical industry within the UK and US. No significant activities are conducted outside these two countries, and the Indivior management team believes that the related environmental risks are low.

Indivior's engagement with its supply chain partners regarding environmental matters has been limited and will be further developed in 2022 and beyond. However, Indivior's Supplier Code of Conduct requires all suppliers to address environmental and climate change issues responsibly.

#### *Site Energy Use*

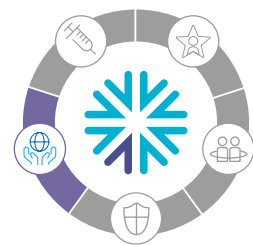
Indivior's local management teams prioritize the reduction of energy use at its major sites as part of the company's commitment to minimizing its environmental footprint, and as part of its overall cost management approach. This includes the utilization of solar panels at the Hull, UK Research and Development (R&D) facility, use of reuse and recycling facilities, application of technology to reduce lighting requirements, and engagement with employees to make everyone aware of their environmental responsibilities. For 2022 and beyond, we will continue to evaluate opportunities for energy use reduction and migration to renewable energy sources.

Flexible working arrangements following the COVID-19 pandemic has reduced office-based employee travel from home to Indivior's principal locations by approximately 40%.

#### *Employee Travel*

Beginning in 2021 and continuing in 2022, Indivior analyzed its environmental impacts and highlighted employee travel as an area that required more detailed monitoring and a specific strategy. Indivior already applies extensive use of technology for the purposes of company meetings, to reduce site-to-site and home-to-site travel. Additionally, the introduction of flexible working arrangements following the COVID-19 pandemic has reduced office-based employee travel from home to Indivior's principal locations by as much as 40%.

At the time of publication, Indivior is investigating the composition of its use of vehicles, with the aim of promoting the use of hybrid vehicles over those that use solely fossil fuels. We anticipate that this will be formalized in a plan of action during 2023.



## Address our environmental responsibilities continued

### Greenhouse Gas Data for the Indivior Group

The rise in 2021 of Scope 3 emissions was due to a change in methodology to include additional upstream emissions associated with energy generation and fuel production in line with good practice. The noted Scope 1 rise is the result of greater activity levels at Indivior's sites in the UK in 2021 (lower in 2020 because of the greater effect of the global COVID-19 pandemic). As we continue to evolve our monitoring and reporting capability over the coming years, we will include additional Scope 1, 2, and 3 data on an annual basis as it becomes available.

Information about Indivior's climate change strategy, governance, risks and metrics (except the performance information recorded within this report section) is recorded within the Taskforce for Climate-related Financial Disclosures statement on pages 36 to 39 of this report.

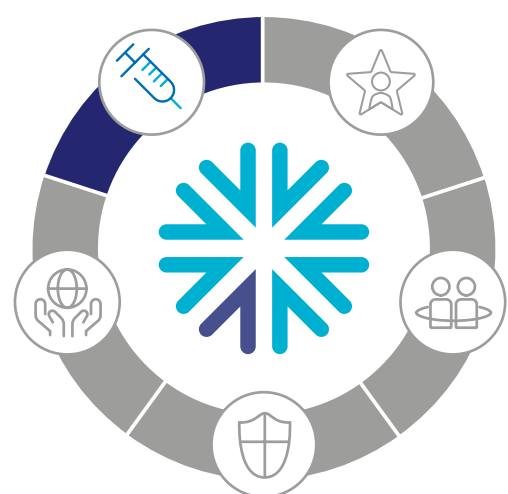
Type	2021 tons CO <sub>2</sub> e	2020 tons CO <sub>2</sub> e
Scope 1	516	451
Scope 2 location-based	1,800	1,808
Scope 2 market-based	2,055	2,084
Scope 3	684	160
<b>Total emissions located-based</b>	<b>3,000</b>	<b>2,399</b>
<b>Total emissions market-based</b>	<b>3,255</b>	<b>2,675</b>
<b>Per ton of production location-based</b>	<b>1,308</b>	<b>1,328</b>
<b>Per ton of production market-based</b>	<b>1,419</b>	<b>1,481</b>

### Greenhouse gas emissions split by territory

Type	2021 tons CO <sub>2</sub> e	2020 tons CO <sub>2</sub> e
Scope 1 UK	450	385
Scope 1 non-UK	66	66
<b>Total Scope 1</b>	<b>516</b>	<b>451</b>
Scope 2 location-based UK	522	561
Scope 2 location-based non-UK	1,278	1,247
<b>Total Scope 2 location-based</b>	<b>1,800</b>	<b>1,808</b>
Scope 2 market-based UK	777	836
Scope 2 market-based non-UK	1,278	1,248
<b>Total Scope 2 market-based</b>	<b>2,055</b>	<b>2,084</b>
Scope 3 UK	272	53
Scope 3 non-UK	412	87
<b>Total Scope 3</b>	<b>684</b>	<b>140</b>
<b>Total UK emissions location-based</b>	<b>1,244</b>	<b>999</b>
<b>Total non-UK emissions location-based</b>	<b>1,756</b>	<b>1,400</b>
<b>Total emissions location-based</b>	<b>3,000</b>	<b>2,399</b>
<b>Total UK emissions market-based</b>	<b>1,499</b>	<b>1,275</b>
<b>Total non-UK emissions market-based</b>	<b>1,756</b>	<b>1,401</b>
<b>Total emissions market-based</b>	<b>3,255</b>	<b>2,675</b>

### Energy consumption in MWh

Type	2021 MWh	2020 MWh
Scope 1 UK	2,398	2,090
Scope 1 non-UK	719	717
<b>Total Scope 1</b>	<b>3,117</b>	<b>2,807</b>
Scope 2 location-based UK	2,460	2,408
Scope 2 located-based non-UK	2,766	2,569
<b>Total Scope 2 location-based</b>	<b>5,226</b>	<b>4,977</b>
Scope 2 market-based UK	2,460	2,408
Scope 2 market-based non-UK	2,766	2,569
<b>Total Scope 2 market-based</b>	<b>5,226</b>	<b>4,977</b>



## Provide Our Products

With patients always at the forefront of our focus, safety and product quality are embedded in our culture and are a key element of our business model.

Our commitment to product innovation and quality is critical to maintaining the trust of regulators, healthcare professionals, and patients. At all times, and especially during the disruption created by the COVID-19 pandemic, our aim is to deliver an uninterrupted product supply.

We maintain and constantly evolve our pharmacovigilance management system in partnership with our manufacturing suppliers. These processes monitor the safety of Indivior's products in a comprehensive and thorough manner.

Indivior's management systems include the U.S. FDA-required Risk Evaluation and Mitigation Strategies ("REMS") program for SUBLOCADE® (buprenorphine extended-release) injection in the United States, to mitigate the risk of serious harm or death that

could result from intravenous self-administrations. Indivior collaborates with other transmucosal buprenorphine manufacturers in the United States in a Shared System REMS program to mitigate the risk of accidental overdose, misuse, and abuse of buprenorphine sublingual film, and to inform healthcare professionals and patients of the risks associated with the transmucosal buprenorphine products.

Globally, an ongoing program of enhancement of Indivior's product risk management plans is in place to minimize these risks in other countries.

Our core products, which are currently sold in 39 countries, comprise: SUBLOCADE® (buprenorphine extended-release) injection; SUBOXONE® Film (buprenorphine and naloxone sublingual film); SUBOXONE® Tablet (buprenorphine and naloxone sublingual tablets); and SUBUTEX® Tablet (buprenorphine sublingual tablets), all of which are treatments for opioid dependence, and PERSERIS® (risperidone) for extended release injectable suspension for the treatment of schizophrenia in adults in the United States. Within these countries, product availability may differ, including in terms of dosage form, strength, and indication.

Our commitment to product innovation and quality is critical to maintaining the trust and credibility of regulators, healthcare professionals, and patients.

### Pipeline

Building on its global portfolio of OUD treatments, Indivior has a pipeline of product candidates designed to both expand on its heritage in this category and potentially address other chronic conditions and co-occurring disorders of SUD, including alcohol use disorder and cannabis use disorder.

Further information on Indivior's R&D pipeline can be found within the [Our Science](#) section of Indivior's website.

 [view more online](#)



## How We Achieve These Pillars

Four foundations help us to develop, deliver, and scrutinize our sustainability and ESG activities. These are our policies, our management systems and processes, our performance measurement and monitoring, and our engagement with stakeholders.

How we achieve these pillars continued





## How we achieve these pillars continued



## Policies

Formal policies are one important way that we deliver our Sustainability ESG activities. As we have indicated in Section Three within our business integrity pillar, (pages 23-27), Indivior has written policies and procedures to help ensure compliance with the applicable laws and regulations and standards governing the marketing and promotional and non-promotional activities relating to our products.

**These are the key policies, statements and declarations that support our ESG and sustainability work:**

- [Anti-Bribery and Corruption Policy;](#)
- [Diversity and Inclusion Policy;](#)
- [California Declaration of Compliance;](#)
- [Corporate Integrity Agreement;](#)
- [DOJ Compliance Measures;](#)
- [FTC Stipulations;](#)
- [Global Code of Conduct;](#)
- [Statement on Indivior's Approach to Climate Change; and](#)
- [Supplier Code of Conduct.](#)

We review our policies carefully to help ensure that they align with our business activities and best practice.



## Management Systems and Processes

In Section Four, we noted that we established our ESG working group in 2021 to help drive the development and delivery of our sustainability and ESG activities. To provide more detail on this management system, in 2021 this group was chaired by our Chief Manufacturing and Supply Officer, with significant cross-functional engagement. This included representatives from I&C, communications, finance, legal, and human resources. Indivior created a forum for input into, and discussion of, our sustainability and ESG approach and priority activities. It also served as a hub for the collection and analysis of sustainability and ESG information, and the preparation of reporting against key metrics. Indivior was also accountable for providing and gathering information about the progress of relevant functional initiatives and programs.

Supporting this work, in 2021 our Executive Committee provided oversight of the ESG working group, and related sustainability and ESG strategy and activities. The Executive Committee also ensured that these activities were appropriately resourced, including the appointment of a Chief Global Impact Officer in May 2022.



## Measuring and Monitoring Performance

Selecting and tracking key performance indicators is a foundation of our Sustainability and ESG activities, and supports our goal to be transparent and aligned with global sustainability reporting standards.

Establishing our baseline data for scope 1 and 2 emissions for UK operations (Fine Chemical Plant + R&D sites) was also a significant step forward (see page 29 for our emission disclosures).

Finally, in 2021 our Sustainable Development Goals mapping was an important step forward in identifying and beginning to measure baseline data related to our sustainability and ESG activities. The table on pages 10 to 12 in Section Three outlines our performance against these goals and targets. We also began collecting data to enable us to align our report to the Global Reporting Initiative (GRI) (see pages 41 to 42 for further details).



## Engaging with Our Stakeholders

Like all businesses operating in a complex, multinational context, Indivior has a wide range of important stakeholders, who each play a role in supporting the development, delivery, and assessment of our sustainability and ESG activities. Three of the critical stakeholder groups in this regard are our patients, our investors, and our employees.

Because of our purpose – to pioneer life-transforming treatment – our patients are at the heart of everything we do. Our people, culture, expertise and insight, coupled with our innovative science and stakeholder partnerships, uniquely position us to help address patients' unmet needs around the world. Our investors are another priority stakeholder group in our sustainability and ESG activities, and Indivior's management team welcomes the increasing stakeholder interest in our ESG approach and performance.

Finally, our employees are a critical stakeholder group, supporting the development, delivery, and assessment of our sustainability and ESG activities.

## Looking Ahead

As we outlined at the beginning of this Sustainability Report, our business plays a transformative role in society and is a force for positive change. Over the next few years, we plan to strengthen and extend our sustainability and ESG activities so that we may increase our positive impact and enhance our risk management.

Looking ahead continued

**We have established five key principles that will guide our work:**

- 1 Set and achieve reasonable targets that support positive impact, stakeholder engagement, and shareholder return;
- 2 Conduct our activities with transparency and accountability;
- 3 Dedicate appropriate resources that will enable annual progress toward goals;
- 4 Engage stakeholders to share our successes and address challenges; and
- 5 Align our actions and our words.

Our sustainability and ESG roadmap employ these principles, as well as our internal assessments and external research, to chart the progress that we seek to deliver over the coming years.

**Throughout this report, we have highlighted some of the main activities that we aim to deliver in future years. In summary, these are:**

- Reducing our environmental impact in line with good practice - this will involve implementing, measuring and reporting on a comprehensive emissions reduction improvement program, including making progress on scope 3 reporting and keeping pace with our industry peers;
- Leading on social impact - in addition to our inherent positive social impact, we seek to have a comprehensive impact strategy that amplifies our work supporting this underserved and stigmatized disease space; and
- Being known as an employer of choice for a wide range of individuals - building on our current commitment to supporting diversity and inclusion across the business.



As we have indicated throughout this Sustainability Report, we have made significant progress in the last few years with our governance systems and policies, and are committed to an effective, sustainable Indivior Global Integrity & Compliance Program. Over the next few years, we will continue to evolve and mature this program.

As a participant in the UN Global Compact since September 2022, we will publish annual letters demonstrating our progress against the ten goals.

Finally, we support the efforts of the global community – including regulators, global convening bodies, businesses, and civil society. We believe these efforts bring greater transparency and harmonization to sustainability reporting. To support this, since collaboration and engagement are important aspects of our ESG and sustainability work, over the next few years we aim to become more actively involved in the sustainability and ESG ecosystem.

Our goal is that this inaugural Sustainability Report will provide our stakeholders with a comprehensive view of Indivior’s purpose, vision and strategy, outlining the foundations of our sustainability and ESG related activities, and signposting some of the progress that we hope to make in the years ahead.



## Taskforce on Climate-Related Financial Disclosures

Indivior recognizes that climate change is an important issue for everyone around the world. Climate change has resulted in more frequent and greater weather extremes, including heatwaves, heavy precipitation, droughts and tropical cyclones across the globe. These climate change-related extremes also present business risks that may affect business operating costs and potential disruption to production and supply of medicines to patients.

## Taskforce on Climate-Related Financial Disclosures continued

Indivior believes that in view of the scale, nature, and size of this challenge, it is essential that government and relevant non-governmental organizations take the lead in meeting this global challenge by putting clear, stable and consistent carbon policies in place, which include goals and measures that are well defined.

Indivior supports the activities of groups such as the Intergovernmental Panel on Climate Change (IPCC) and the UN Framework Convention on Climate Change (UNFCCC) as well as the various regulatory and best practice initiatives that aim to achieve greater transparency, and to enable stakeholders to monitor related areas of climate change and environmental performance.

### Our actions



Indivior has been responding to the Climate Disclosure Project (CDP) climate change questionnaire since 2016

The recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) provide a framework for consistent disclosure of climate-related information. We support the TCFD framework and have made disclosures consistent with the four TCFD recommendations and the 11 recommended disclosures.

We recognize that our approach to climate change is at an initial stage, with steps planned for 2022 and beyond. We intend to enhance our reporting based on these recommendations as our strategy matures over the next year.

Indivior has been responding to the CDP climate change questionnaire since 2016, which is aligned to the TCFD recommendations. Indivior will continue responding to the CDP climate change questionnaire each year, and to requests for information about its approach, management and performance relating to climate change from its stakeholders.

### Governance

Indivior's Chief Executive Officer is responsible for the executive management of the Group's business, including its approach to climate change and for implementing strategy and delivering performance against plans. To date, the risks that climate change present to Indivior have been considered by the Audit Committee, and the Board as part of its overall consideration of risk.

Indivior formed an ESG Committee in January 2022. The Committee includes all of the members of the Executive Committee and other subject matter experts. The ESG Committee has responsibility for maintaining and developing Indivior's climate change strategy and related policies, management systems (including risk) and monitoring performance. Indivior has also formed an ESG working group, that is responsible for day-to-day management of climate change matters. Indivior's Chief Executive Officer has overall responsibility for the Group's ESG program.

Prior to these developments, Indivior's day-to-day climate change management was built around its management of risk and costs, including at local site level. The principal area of focus was the Fine Chemical Plant ("FCP") in Hull (UK). Site management at the FCP includes regular consideration of climate change-related risks (particularly flooding) that are also regularly discussed with the local regulator, which is the UK Environment Agency. Day-to-day management of the site is the responsibility of the Chief Manufacturing and Supply Officer.

The Remuneration Committee has carefully considered the inclusion of ESG metrics in the Group's annual and long-term incentive plans. The Committee is fully aligned and supportive of developing metrics for inclusion, but has determined that the Group's ESG strategy is not yet sufficiently mature to enable specific and measurable targets to be included for 2022. The Committee is committed to including ESG metrics in the Group's annual and/or long-term incentive plans in 2023.

## Taskforce on Climate-Related Financial Disclosures continued

### Actions for 2022

The ESG Committee will lead the development of Indivior’s ESG public strategy, policy, and reporting framework, and supervise related stakeholder engagement activities. The terms of reference and matters arising statements for the Board Committees and the Board will be updated, where relevant, to address climate change.

### Strategy

Indivior understands that its stakeholders expect the business to have in place a climate change plan and strategy. To address this, we are committed to developing an action plan across all business functions to minimize our environmental impact and to reduce our carbon footprint.

### Our actions



Indivior is committed to developing an action plan across all business functions to minimize its environmental impact and to reduce its carbon footprint.



### This action plan will include:

- Carbon Reduction Initiatives**  
 Collaborate with property providers, business partners, suppliers, regulators and employees to implement energy conservation measures where practicable at our operations and offices.
- Renewable Energy Evaluation**  
 Explore renewable energy options such as wind, solar, and hydro to enable operations and offices to operate with a lower carbon footprint.
- Greenhouse Gas Portfolio Management**  
 Enhance environmental reporting processes to improve GHG emission transparency and to facilitate GHG reduction initiatives. Develop a strategy to expand GHG reporting coverage to Scope 3 by engaging key suppliers and other stakeholders on climate issues to identify effective sustainability opportunities.
- Target Setting**  
 Establish GHG targets in alignment with the IPCC and 2005 Paris Climate Agreement.
- Leadership and Stakeholder Engagement**  
 Indivior’s ESG Committee will have oversight of the climate change action plan and implementation will regular updates on GHG performance as initiatives progress. We will continue to engage with and communicate our climate change efforts to suppliers, customers, consumers, shareholders and other stakeholders interested in climate change matters.



# Climate change-related risks

Indivior will continue to monitor and assess its climate change-related risks and address any material threats that are identified

point for materiality is 1 to 1.5% of net revenue. From this objective baseline, the Group then evaluates actual or potential impacts considering subjective factors that may adjust the baseline higher or lower. Indivior's risk assessments have not detected that climate change is a material risk or opportunity for the business. Further details about these procedures can be found within the Risk Section on pages 47 to 56 of the 2021 Annual Report.

### Actions for 2022

Indivior will continue to monitor and assess its climate change-related risks and address any relevant threats that are identified.

### Metrics and Targets

Indivior's measurement of its emissions to date has been conducted annually. The emission data for 2021 is recorded on page 29 of this Sustainability Report. In 2022, Indivior will develop a strategy to expand Scope 3 emissions reporting coverage, and consider the use of intensity metrics (such as emissions per employee or unit of turnover) to monitor emissions performance and set targets.

This data will be applied to monitor Indivior's performance by the ESG Committee, and also to set reduction targets for various parts of the business.

### Actions for 2022

Indivior will aim to set challenging emission reduction targets for different parts of the business applying the extended reporting and monitoring system.

### Actions for 2022

Indivior will monitor and further develop its climate change strategy.

### Risk Management

Climate risks are evaluated using the Group's common risk assessment approach, using criteria such as financial metric values and likelihood of occurrence, and are incorporated into our enterprise

risk assessments. From this objective baseline, the Group then evaluates actual or potential impacts considering subjective factors that may adjust the baseline to be higher or lower.

Indivior's Enterprise Risk Management ("ERM") process is designed to identify, assess, manage, report and monitor risks and opportunities that may impact the achievement of the Group's strategy and objectives. This includes adjusting the risk profile in line with the Group's risk tolerance to respond to new threats

and opportunities. These processes consider short, medium, and long-term time frames and address matters such as expected changes in regulations and laws, as well as changes to the climate.

Indivior defines a material financial impact on the business as one which could influence economic decisions on the basis of the information provided. With the Group's strategic pillars focused on revenue growth and diversification, the quantitative starting

# Glossary

Acronym	Signification
<b>AAFP</b>	American Academy of Family Physicians
<b>AGM</b>	Annual General Meeting
<b>AUD</b>	Alcohol Use Disorder
<b>BMAT</b>	Buprenorphine Medication-Assisted Treatment
<b>CDC</b>	Centers for Disease Control & Prevention
<b>CDP</b>	Carbon Disclosure Project
<b>CFO</b>	Chief Financial Officer
<b>CUD</b>	Cannabis Use Disorder
<b>DoJ</b>	United States Department of Justice
<b>ERM</b>	Enterprise Risk Management
<b>ESG</b>	Environment, Social and Governance
<b>FCP</b>	Fine Chemical Plant
<b>FDA</b>	United States Federal Drug Administration
<b>FTC</b>	United States Federal Trade Commission
<b>GHG</b>	Greenhouse Gas
<b>GRI</b>	Global Reporting Initiative
<b>HR</b>	Human Resources
<b>I&amp;C</b>	Integrity & Compliance

Acronym	Signification
<b>IGICP</b>	Indivior Global Integrity & Compliance Program
<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>ISSB</b>	International Sustainability Standards Board
<b>LEM</b>	List of Essential Medicine
<b>MOUD</b>	Medication for Opioid Use Disorder
<b>NIDA</b>	National Institute on Drug Abuse
<b>OIG</b>	Office of the Inspector General
<b>OUD</b>	Opioid Use Disorder
<b>R&amp;D</b>	Research and Development
<b>RAMP</b>	Recognize, Assess, Minimize, Prepare
<b>SASB</b>	Sustainability Accounting Standards Board
<b>SDG</b>	Sustainable Development Goals
<b>SFDR</b>	Sustainable Finance Disclosure Regulation
<b>SID</b>	Senior Independent Director
<b>SUD</b>	Substance Use Disorder
<b>TCFD</b>	Task Force on Climate-Related Financial Disclosures
<b>UN</b>	United Nations
<b>UNFCCC</b>	UN Framework Convention on Climate Change
<b>UNGC</b>	UN Global Compact
<b>WHO</b>	World Health Organization



# GRI content index

Indivior has reported the information cited in this GRI content index for the period of 1st January 2021 through to 31st December 2021 with reference to the GRI Standards.

GRI standard	Disclosure	Location
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	This report, pages 5 and 6
	2-2 Entities included in the organization's sustainability reporting	All entities over which Indivior has operational or financial control
	2-3 Reporting period, frequency and contact point	1st January - 31 December 2021. Nina DeLorenzo, Chief Global Impact Officer
	2-4 Restatements of information	Not applicable
	2-5 External assurance	Not applicable
	2-6 Activities, value chain and other business relationships	This report, pages 5, 6 and 28
	2-7 Employees	This report, pages 6, 17 to 21
	2-8 Workers who are not employees	Not disclosed
	2-9 Governance structure and composition	<a href="https://www.indivior.com/en/about-us/corporate-governance">https://www.indivior.com/en/about-us/corporate-governance</a>
	2-10 Nomination and selection of the highest governance body	<a href="https://www.indivior.com/en/about-us/corporate-governance">https://www.indivior.com/en/about-us/corporate-governance</a>
	2-11 Chair of the highest governance body	<a href="https://www.indivior.com/en/about-us/corporate-governance">https://www.indivior.com/en/about-us/corporate-governance</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	2021 Annual Report, pages 63 to 69
	2-13 Delegation of responsibility for managing impacts	This report, page 37
	2-14 Role of the highest governance body in sustainability reporting	This report, page 24
	2-15 Conflicts of interest	2021 Annual Report, page 86
	2-16 Communication of critical concerns*	Not disclosed
	2-17 Collective knowledge of the highest governance body	2021 Annual Report, pages 60 and 61
	2-18 Evaluation of the performance of the highest governance body	2021 Annual Report, page 71
	2-19 Remuneration policies	2020 Annual Report, pages 110 and 111

GRI standard	Disclosure	Location	
	2-20 Process to determine remuneration	2021 Annual Report, pages 96 to 111	
	2-21 Annual total compensation ratio**	Not disclosed, see 2021 Annual Report, pages 105 to 106	
	2-22 Statement on sustainable development strategy	This report, pages 7 to 12	
	2-23 Policy commitments	<a href="https://www.indivior.com/en/about-us/corporate-governance">https://www.indivior.com/en/about-us/corporate-governance</a>	
	2-24 Embedding policy commitments	This report, pages 10 to 12	
	2-25 Processes to remediate negative impacts	This report, pages 34 to 39	
	2-26 Mechanisms for seeking advice and raising concerns	This report, page 26 and <a href="https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies">https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies</a>	
	2-27 Compliance with laws and regulations	This report, page 24	
	2-28 Membership associations	<a href="https://www.indivior.com/en/our-science/charitable-contributions-corporate-membership-and-corporate-collaborations">https://www.indivior.com/en/our-science/charitable-contributions-corporate-membership-and-corporate-collaborations</a>	
	2-29 Approach to stakeholder engagement	2021 Annual Report, pages 24 to 29	
	2-30 Collective bargaining agreements	Not disclosed	
	<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	This report, page 13
		3-2 List of material topics	This report, page 13
3-3 Management of material topics		This report, pages 31 to 33	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	2021 Annual Report, page 128	
	201-2 Financial implications and other risks and opportunities due to climate change	This report, pages 36 to 39	
	201-3 Defined benefit plan obligations and other retirement plans	2021 Annual Report, page 142	
	201-4 Financial assistance received from government	Not applicable	

\* Directors are expected to communicate any critical concerns to the Chair directly, who will ensure that the directors have sufficient time to consider critical issues and obtain answer to their questions and concerns ahead of decision-making. In certain circumstances, it may be appropriate for concerns to be raised with the Senior Independent Director, who will work with the Chair and other directors and shareholders (as necessary and appropriate) to resolve any significant issues.

\*\* Please note that Indivior is not legally required to disclose the CEO pay ratio in the annual report as it has less than 250 UK employees; see page 105 of the 2021 annual report for information on the percentage change of remuneration for US employees and Directors; page 106 of the 2021 annual report shows total employee pay compared with shareholder distributions and research and development expenses for 2021 and 2020.

## GRI content index continued

GRI standard	Disclosure	Location
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed
	202-2 Proportion of senior management hired from the local community	Not disclosed
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	2021 Annual Report, page 24 and 25
	203-2 Significant indirect economic impacts	Not disclosed
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Not disclosed
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	This report, page 11
	205-2 Communication and training about anti-corruption policies and procedures	This report, page 33
	205-3 Confirmed incidents of corruption and actions taken	No instances in 2021
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2021 Annual Report, pages 154 to 159
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<a href="https://www.indivior.com/en/about-us/corporate-governance/tax-strategy">https://www.indivior.com/en/about-us/corporate-governance/tax-strategy</a>
	207-2 Tax governance, control, and risk management	<a href="https://www.indivior.com/en/about-us/corporate-governance/tax-strategy">https://www.indivior.com/en/about-us/corporate-governance/tax-strategy</a>
	207-3 Stakeholder engagement and management of concerns related to tax	<a href="https://www.indivior.com/en/about-us/corporate-governance/tax-strategy">https://www.indivior.com/en/about-us/corporate-governance/tax-strategy</a>
	207-4 Country-by-country reporting	2021 Annual Report, pages 141 to 143
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Not disclosed
	301-2 Recycled input materials used	Not disclosed
	301-3 Reclaimed products and their packaging materials	Not disclosed
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	This report, pages 27 to 29
	302-2 Energy consumption outside of the organization	Not applicable
	302-3 Energy intensity	This report page 29
	302-4 Reduction of energy consumption	This report page 39
	302-5 Reductions in energy requirements of products and services	Not disclosed

GRI standard	Disclosure	Location
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Not disclosed
	303-2 Management of water discharge-related impacts	Not disclosed
	303-3 Water withdrawal	Not disclosed
	303-4 Water discharge	Not disclosed
	303-5 Water consumption	Not disclosed
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
	304-2 Significant impacts of activities, products and services on biodiversity	Not applicable
	304-3 Habitats protected or restored	Not applicable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	This report, page 29
	305-2 Energy indirect (Scope 2) GHG emissions	This report, page 29
	305-3 Other indirect (Scope 3) GHG emissions	This report, page 29
	305-4 GHG emissions intensity	This report, page 29
	305-5 Reduction of GHG emissions	This report, page 29
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2022 Annual Report, page 32
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Not disclosed
	306-2 Management of significant waste-related impacts	Not disclosed
	306-3 Waste generated	Not disclosed
	306-4 Waste diverted from disposal	Not disclosed
	306-5 Waste directed to disposal	Not disclosed

## GRI content index continued

GRI standard	Disclosure	Location
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<a href="https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies">https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies</a>
	308-2 Negative environmental impacts in the supply chain and actions taken	Not disclosed
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Not disclosed
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not disclosed
	401-3 Parental leave	Not disclosed
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Not disclosed
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	This report, page 28
	403-2 Hazard identification, risk assessment, and incident investigation	Not disclosed
	403-3 Occupational health services	This report, page 21
	403-4 Worker participation, consultation, and communication on occupational health and safety	This report, page 21
	403-5 Worker training on occupational health and safety	Not disclosed
	403-6 Promotion of worker health	This report page 21
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not disclosed
	403-8 Workers covered by an occupational health and safety management system	2021 Annual Report, page 173
	403-9 Work-related injuries	Not disclosed
	403-10 Work-related ill health	Not disclosed
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Not disclosed
	404-2 Programs for upgrading employee skills and transition assistance programs	This report, page 20
	404-3 Percentage of employees receiving regular performance and career development reviews	Not disclosed

GRI standard	Disclosure	Location
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	This report, page 20
	405-2 Ratio of basic salary and remuneration of women to men	Not disclosed
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Not disclosed
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not disclosed; <a href="https://www.indivior.com/admin/resources/dam/id/602/210816_Indivior_SCOC_FINAL_060721.pdf">https://www.indivior.com/admin/resources/dam/id/602/210816_Indivior_SCOC_FINAL_060721.pdf</a>
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	None identified; <a href="https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies">https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies</a>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None identified; <a href="https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies">https://www.indivior.com/en/about-us/corporate-governance/global-conduct-policies</a>
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Not applicable
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	This report, pages 14 to 16
	413-2 Operations with significant actual and potential negative impacts on local communities	Not disclosed
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<a href="https://www.indivior.com/admin/resources/dam/id/140/Indivior_COC_FINAL_EXT_100220.pdf">https://www.indivior.com/admin/resources/dam/id/140/Indivior_COC_FINAL_EXT_100220.pdf</a>
	414-2 Negative social impacts in the supply chain and actions taken	Not disclosed
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	2021 Annual Report, page 115
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	2021 Annual Report, page 34
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No instances during 2021
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	<a href="http://www.indivior.com/en/products">www.indivior.com/en/products</a>
	417-2 Incidents of non-compliance concerning product and service information and labeling	No instances during 2021
	417-3 Incidents of non-compliance concerning marketing communications	No instances during 2021
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No instances during 2021

