



Environment policy statement

Walgreens Boots Alliance regards the care of the environment as an integral part of running a responsible and successful business. We therefore conduct our business activities in a way that reduces as much as is reasonably possible our direct and indirect impact on the environment, while at the same time promoting practices which protect the environment and support sustainable development.

We are committed to ensuring full consideration is given to the impact our operations may have on the environment across the Company at all levels.

Each of our businesses is required to have a written environmental policy, relevant to its particular operation, setting out the standards its employees are expected to meet. In addition, each business is required to identify areas in its business that may have an impact on the environment, set environmental objectives and monitor compliance against these objectives.

In carrying out our business activities, we endeavor to:

- Ensure appropriate use of resources and materials,
- Minimize waste and encourage re-use and recycling,
- Ensure safe handling and disposal of products,
- Maintain environmental management systems,
- Communicate our commitment to the environment across our Company.

Health and safety policy statement

Walgreens Boots Alliance is committed to promoting a positive health and safety culture throughout the Company.

We fully recognize our duty to employees, customers and others involved in our businesses, such as contractors and suppliers, to ensure that our retail stores, distribution centers, factories and offices are all safe places to work.

We view standards of health and safety required by law as only a minimum.

Our policy is to continuously seek to exceed legal requirements by:

- Fostering a culture where health and safety is always on the agenda,
- Having operational health and safety policies in each business and ensuring their effective implementation through local business teams,
- Ensuring health and safety is given the same level of importance as all other business matters and is not cash constrained,
- Seeking best practice in health and safety throughout the Company and adopting it more widely,
- Continuously reviewing risk assessments and accident statistics in our businesses to sustain a culture of prevention,
- Ensuring that health and safety training is provided to employees, so that they can fulfil their health and safety responsibilities, including duties specifically assigned to them.

Charity policy statement

Walgreens Boots Alliance policy is to support worthwhile causes that make an impact on peoples' wellbeing. We not only provide financial support to partner organizations, we strive to assist them by building awareness of their mission and goals, and by inspiring our customers and employees to become involved.

We believe that our partnerships with charitable organizations make a positive impact on the lives of our neighbors, our communities and our society. Our dedication to helping others is evident in our retail stores, distribution centers, factories and offices. We are proud to be an organization which is dedicated to caring and making a difference in the community.

We support a number of charities, often through forming partnerships and building long-term relationships. Our businesses are given the opportunity to regularly nominate and support local charities. We also make contributions to relief funds set up following major incidents. From time to time, marketing initiatives are also developed with partners where sales are linked to charitable contributions.

Charitable support is overseen at the corporate level and managed through local businesses.

We make three types of charitable contributions:

- Company-wide,
- National,
- Local charities.

Fundraising activities carried out by our people are organized either by teams or individuals. We encourage employees to actively involve themselves in these activities. Contributions we make must fall within the following criteria:

- Be a charitable organization,
- Focus on well-being,
- Demonstrate that they have maintained up to date financial records and are financially sound.

Customer product safety policy statement

Walgreens Boots Alliance is committed to making the products we sell safe, effective, accessible and affordable, and to marketing and communicating their benefits responsibly.

Customers trust us to provide them and their families with products that are safe for their intended use. We recognize that customers may be concerned about the use of certain chemicals in products and we work with research organizations, industry partners and regulators towards enhancing consumer confidence in chemicals, while trying to find alternatives, where appropriate.

We follow four principles in our communications with consumers:

- Building trust through responsible practices and through transparent communication – both directly to consumers and indirectly through other key stakeholders and thought-leaders,
- Ensuring that the products we sell are safe and that we provide clear information on their use and any risks that are associated with their intended use,
- Supporting a consumer's right to know what is in products we sell and being transparent in terms of ingredients, nutrition values and the health and beauty properties of those products,
- Using a combination of channels, which includes product labels, our websites and/or consumer leaflets to communicate openly with our consumers.

Diversity and inclusion policy statement

Walgreens Boots Alliance regards diversity and inclusion as a key driver in our vision to be the first choice for pharmacy, well-being and beauty-care for people and communities around the world. We recognize the significant impact diversity and inclusion has on our overall global business strategy. We leverage the diverse experiences and perspectives of our workforce to better serve our customers and consumers across the globe and drive superior business performance.

We realize this vision through several critical focus areas:

- Promoting and maintaining a culture of integrity, respect and equal opportunity,
- Recruiting, retaining and developing a high performing and engaged workforce with diverse backgrounds and perspectives, reflecting the current and future customers we serve,
- Fostering an inclusive culture that encourages cultural agility,
- Creating accessible work environments and offering competitive employment for people with disabilities,
- Building valued partnerships with external organizations to advance our diversity and inclusion efforts,
- Connecting diverse-owned businesses with opportunities to partner with Walgreens Boots Alliance.

We view diversity and inclusion as a key to our future. To understand the needs of our customers and consumers, we reflect this diversity in our employees, our suppliers and in everything we do. Offering a workplace where diversity and inclusion are valued helps us to build the high performing and engaged workforce that is crucial to our success in the global marketplace.

Product testing policy statement

No animal testing is undertaken by Walgreens Boots Alliance.

For our own product brands:

- We do not conduct animal testing on products, or on ingredients used in these products,
- We do not commission animal testing on these products or on ingredients used in these products.

Until satisfactory replacements are available and all regulatory authorities stop requiring animal tests, we recognize that other companies will continue to carry out some animal tests in order to meet legislative and regulatory requirements and protect health.

As a result, suppliers of ingredients, components and finished goods used in Walgreens Boots Alliance may have to or continue to carry out tests on animals at the request of regulators.

Recognizing that it is necessary to develop validated alternative methods, we give financial and technical support to the development and introduction of alternative methods.