

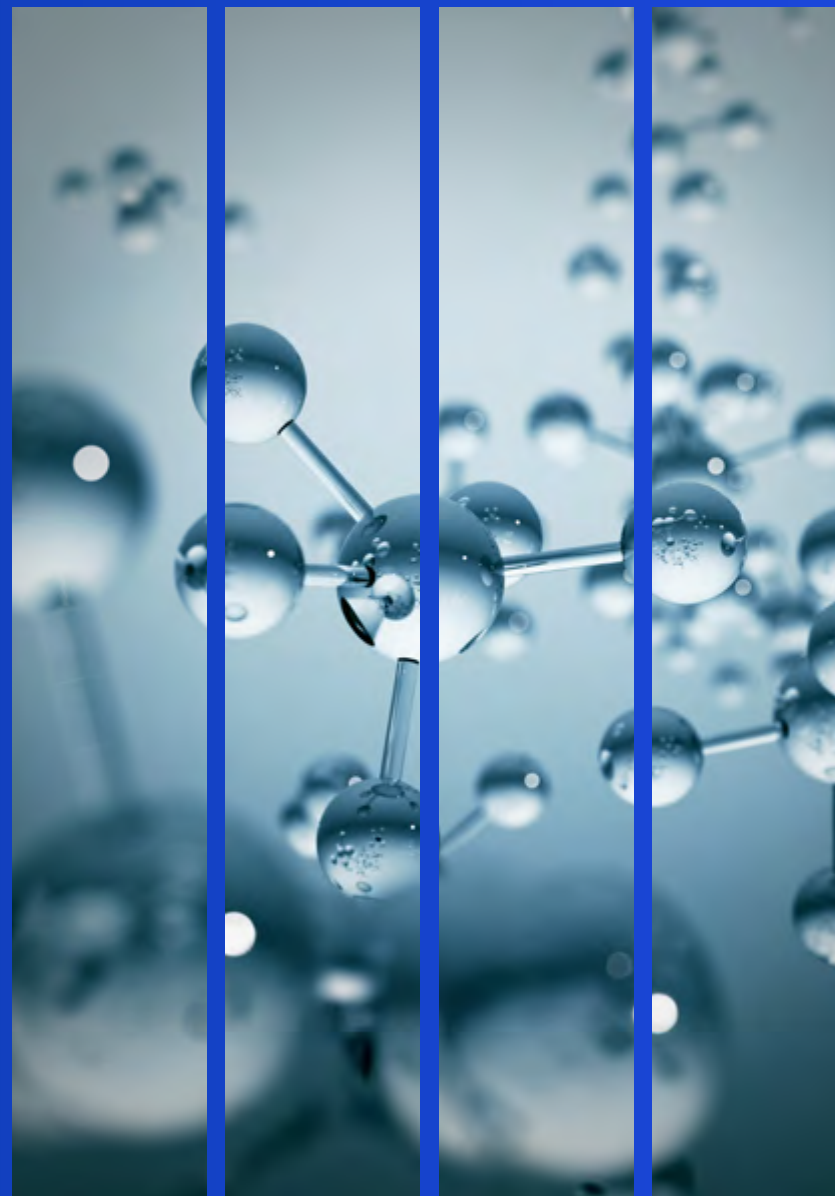


Riding the CSRD reporting wave

**A comparative perspective from CSRD
compliant sustainability reports in the
Life Sciences sector**

November 2025

KPMG International | kpmg.com/esg



Contents

01	Executive Summary	03
02	Methodology	06
03	Outcomes of Double Materiality Analysis and IRO overview	08
04	Key insights based on sustainability information reported	10



01

Executive Summary





The life sciences sector is navigating a complex landscape of sustainability challenges, with companies implementing diverse strategies to address environmental, social, and governance (ESG) issues. This document provides a nuanced overview of the current state of ESG practices within the sector, highlighting key differences and trends across sub-sectors, including pharmaceutical giants, biotech & specialty pharma, and CDMO* & healthcare services. It is important to note that **several of the largest players are still progressing toward Corporate Sustainability Reporting Directive (CSRD) compliance**. These companies have indicated that their reporting approach is evolving and will be fully aligned with CSRD requirements starting with the 2025 reporting cycle, with publication expected in 2026.

Life sciences companies are increasingly committed to environmental sustainability, with a majority setting ambitious net-zero goals and medium- to long-term greenhouse gas (GHG) reduction targets, particularly for Scopes 1 and 2. **Renewable energy adoption is a pivotal focus**, with many targeting 100% renewable electricity by 2025–2030. Despite these efforts, gaps persist in Scope 3 emissions reporting and renewable energy target-setting, particularly among CDMO & healthcare services. Pharma giants lead in ambition and transparency, while biotech & specialty pharma show a split in progress. **Biodiversity management remains a challenge**, with limited reporting and target-setting, reflecting a broader industry trend.

Social metrics within life sciences companies demonstrate strong alignment in foundational workforce reporting, such as headcount and gender distribution. However, significant gaps exist in areas like ethnic diversity, adequate wages, and social protection. **Most companies have set gender diversity targets**, especially at senior levels, with pharma giants and biotech & specialty pharma leading the way. Safety-related targets are commonly disclosed, yet CDMO & healthcare services lag in safety disclosures. **Training hours and performance reviews are underreported**, with notable disparities between male and female employees, indicating room for improvement in workforce development.



Jon Haynes
EMA Head of Life Sciences
KPMG in the UK



Martin Rohrbach
EMA Head of Audit Life
Sciences
KPMG in Switzerland



Michael Wagemans
EMA ESG Life Sciences Lead
KPMG in Belgium



Governance practices in the life sciences sector reveal inconsistencies in reporting on corruption, bribery, and political contributions. While most companies have disclosed incidents of corruption, preventive measures such as **employee training and third-party due diligence are sparsely reported**. Pharma giants lead in transparency regarding political contributions, while CDMO & healthcare services report zero contributions but acknowledge transparency register listings. **Supplier sustainability assessments and payment practices show significant gaps**, with limited reporting on supplier audits and oversight, underscoring the need for enhanced governance frameworks.

Main observations:

- **Environmental leadership and challenges:** Pharma giants are at the forefront of environmental initiatives, leading in renewable energy adoption and GHG reduction targets. However, Scope 3 emissions and biodiversity management remain areas for improvement across the sector, highlighting the need for comprehensive strategies.
- **Social disparities and opportunities:** While gender diversity targets are prevalent, ethnic diversity and social protection are largely unaddressed. Training and performance reviews show significant reporting gaps, with disparities in training hours between genders, suggesting opportunities for more inclusive workforce development.
- **Governance transparency and gaps:** Transparency in governance practices varies widely, with limited reporting on corruption prevention and political contributions. Supplier sustainability assessments and payment practices are inconsistent, highlighting the need for improved oversight and accountability.

Overall, the life sciences sector is making strides toward sustainability, with notable leadership from pharma giants in environmental and social initiatives. However, significant gaps remain in governance practices and reporting consistency across sub-sectors. Addressing these challenges will be crucial for the sector to achieve its sustainability goals and align with global ESG standards, ensuring a balanced approach to environmental, social, and governance priorities.



Jon Haynes
EMA Head of Life Sciences
KPMG in the UK



Martin Rohrbach
EMA Head of Audit Life
Sciences
KPMG in Switzerland



Michael Wagemans
EMA ESG Life Sciences Lead
KPMG in Belgium



02

Methodology





This study analyzes the 2024 annual or sustainability reports of 9 Life Sciences companies through the lens of the EU's Corporate Sustainability Reporting Directive (CSRD). The analysis is limited to information publicly reported in alignment with CSRD guidelines.

For clarity, these 9 companies are grouped into three sub-sectors: Pharma Giants (4 companies), Biotech & Specialty Pharma (3 companies), and CDMO & Healthcare Services (2 companies). Data is aggregated at the sub-sector level to reveal common patterns and unique insights.

The focus of the analysis is on:

- Double Materiality Analysis (DMA)
- Impacts, Risks & Opportunities (IROs)
- Metrics & Targets across European Sustainability Reporting Standards (ESRS) sub-topics

Select "Best Practices" are highlighted as exemplary approaches. Both the quality of sustainability reporting and the actual reported data are analyzed to extract insights.

In the Key Insights section, asterisks (*) indicate the material significance of each ESRS topic, with ***** (5 stars) representing the most frequently mentioned material topics, and * (1 star) representing the least.



03

Outcomes of Double Materiality Analysis and IRO overview





DMA and IRO analysis

Majority of companies describe the double materiality assessment (DMA) process in detail and disclose Material Impacts, Risks & Opportunities (IROs). Pharma has reported the maximum number of IROs across 7 out of 10 ESRS topics. Only a third have stated at least 1 entity-specific IRO

67%



Companies describe the DMA process in detail, including stakeholder engagement, topic identification, scoring methodology, and thresholds

56%



Companies have Material IROs disclosed in the beginning and described within each section

33%

Companies have involved external stakeholders directly in Double Materiality Analysis (DMA)

Number of
material topics
classified as IRO
per company

Overall

29

Pharma
Giants

50

Biotech &
Specialty
Pharma

23

CDMO &
Healthcare
Services

19



While Pharma leads, CDMO lacks detailed methodology & thresholds as well as structured classification, time horizons, and ESRS alignment of IROs



Most IROs are grouped under “**Consumers and end-users**”, followed by “**Own workforce**”, “**Climate Change**” and “**Business conduct**”



Only “**Biodiversity & Ecosystems**” and “**Affected communities**” are **not material** for all Life Sciences companies except a few Pharma giants

33%



Or 3 out of 9 companies have explicitly stated at least 1 entity-specific IRO which cannot be categorized into any ESRS topic

- **Pharma:** (1) Medical and Bioethics; (2) Supply chain continuity (Negative Impact); (3) Supply chain continuity (Risk)
- **Biotech:** (1) Product Quality and Safety; (2) Innovation and R&D; (3) Product Traceability (Counterfeit Drugs)
- **CDMO:** (1) Information security and cybersecurity



04

Key insights based on sustainability information reported





Environment

Key findings, trends & gaps

All Life Sciences companies have reported EU taxonomy eligible Turnover, Capital & Operational expenditures and a majority have a climate transition plan in implementation phase

Life sciences companies have stated **overall EU taxonomy eligible turnover, Capex and Opex** across ESRS categories with Pharma reporting > 90% turnover that is EU taxonomy eligible

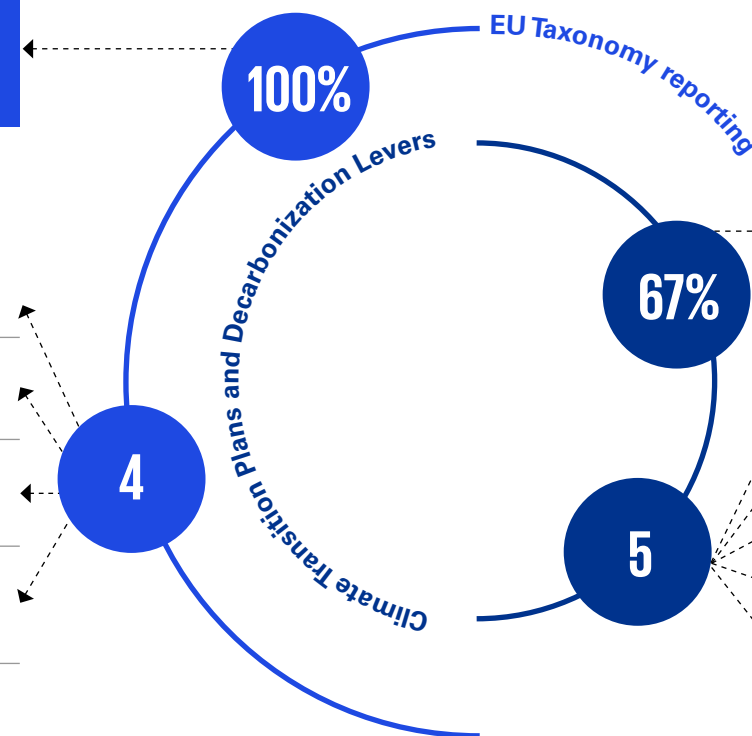
Sustainability funding focus areas*

Climate, environment and infrastructure

Social, health equity initiatives and disease elimination

Patient engagement, mental health, and R&D infrastructure

Compliance and safety systems



Life sciences companies have a **climate transition plan in implementation phase** already with Biotech and CDMO leading the pack

Top decarbonization levers

Switching to or purchasing renewable electricity or energy

Energy efficiency and optimization

Supplier decarbonization

Sustainable or greener logistics and transportation
(including mode shift, sustainable fuels, electric fleet)

Process or material efficiency
(including fuel switch and technology or process change)

* Only analyzed for disclosed funding or investment amounts separately stated in the annual or sustainability reports



Environment

Key findings, trends & gaps

Most companies have set net-zero targets by 2040-2050 with renewable energy adoption as a key decarbonization lever. Reporting gaps remain for renewable electricity and carbon pricing

Targets related to climate change mitigation and adaptation

89%



Life Sciences companies are committed to net zero by 2040-50 and have set ambitious medium- and long-term GHG reduction targets, especially for Scopes 1 & 2

- **Renewable energy adoption** is a key lever, with many targeting 100% renewable electricity by 2025–2030
- **Other key decarbonization levers** include energy efficiency or optimization, and supplier decarbonization

Energy consumption and mix

17% - 86%



Renewable Energy (RE) share which is increasing for most but varies widely across companies. Energy consumption as well as Energy intensity also vary widely

- **Most cited instruments of RE purchase** include Power Purchase Agreements and Renewable Energy Certificates
- **Non-renewable energy share** is declining for most and ranges from 13% to 100%

Gross Scopes 1, 2, 3 and Total GHG emissions

70% - 98%



Scope 3 share among total GHG emissions, ranging from 134K to 8.4 million tCO₂eq. Next largest share is of Scope 1 ranging from 1% to 16%

- **Key Scope 3 emission categories include** “Purchased goods and services”, “Capital goods”, “Use of sold products”, and “Upstream Transportation & Distribution”

Carbon credits and Internal carbon pricing

22%



Life Sciences companies are either participating in voluntary carbon markets and are earning carbon credits or having an internal carbon pricing strategy

- **Only 2 out of 9 companies** are implementing a carbon price of €100 per metric ton CO₂eq
- Most companies neither have an internal carbon pricing strategy nor any activities to reduce GHGs via carbon removal, carbon storage or carbon credits

Notable reporting gaps

Target-setting and disclosures for:

- **Scope 3 emissions**
- **Renewable energy**

- **Renewable Electricity**
- **YoY changes for energy mix or consumption**

- **YoY changes related to Scope 3, Total emissions and GHG intensity**

- **Internal carbon pricing strategy or mechanism**
- **Carbon credits program**

* Number of asterisks indicate the MATERIAL importance of the specific ESRS topic with 5 asterisks indicating the most MATERIAL importance and 1 asterisk indicating the least MATERIAL importance according to IRO analysis



Environment

Key findings, trends & gaps

Notable reporting gaps occur for Pollution, Water, and Biodiversity. Over half of companies have stated “Water withdrawal” and “Water recycle & reuse” as well as “Resource outflows” metrics

Pollution ***

0%



Life Sciences companies have stated specific quantitative target setting for air, water, soil pollution and substances of high concern (SoHC) and very high concern (SoVHC)

- Disclosure of metrics related to pollution of air, water and soil vary across the companies
- Almost all companies are reporting to some extent on classification of SoHC and SoVHC substances across hazard classes

Water and marine resources **

56%



Life Sciences companies have water targets stated across different metrics like water efficiency or intensity, water productivity, water withdrawal

- **4 out of 9 companies** have either not considered “Water” as material or haven’t stated any legible targets
- More than 50% of companies have stated **“Water withdrawal”** and **“Water recycle & reuse”** values

Biodiversity & ecosystems *

44%



Life Sciences companies have “Biodiversity” as a material topic and hence there is sparse reporting on either targets or metrics

- **Only 2 out of 9 companies** have stated targets but on different and limited metrics
- **Another 2 out of 9 companies** are doing limited reporting on a few biodiversity related metrics

Circular economy & resource use **

56%



Life Sciences companies have stated quantitative targets for circular economy across different key metrics like circularity rate, landfill waste, and recycling rate

- While most companies have reported **“Resource outflows”** metrics elaborately (>77%), **“Resource inflows”** metrics are reported sparsely by only 44% companies
- Recyclable content in product and packaging ranges from 0% to 62%

Notable reporting gaps

Target-setting and disclosures for:

- **Pollution of air, water and soil**
- **Substances of high concern and very high concern**

- **Water consumption**
- **Water discharge**

- **Biodiversity management or roadmap**
- **Biodiversity metrics or KPIs**

- **Metrics for “Resource Inflows”**
- **Recyclable content in product and packaging**

* Number of asterisks indicate the MATERIAL importance of the specific ESRS topic with 5 asterisks indicating the most MATERIAL importance and 1 asterisk indicating the least MATERIAL importance according to IRO analysis



Environment

Sub-sector comparisons

Pharma leads in climate targets, renewable energy adoption and carbon offsets. Biotech has lower emissions, is a smaller energy user and generates the least waste. CDMO lags in comprehensive strategies and transparency across the environment metrics and targets

Targets related to climate change mitigation and adaptation

Pharma leads in ambition, transparency for targets while Biotech is mixed and CDMO has less aggressive targets

Circular economy & resource use

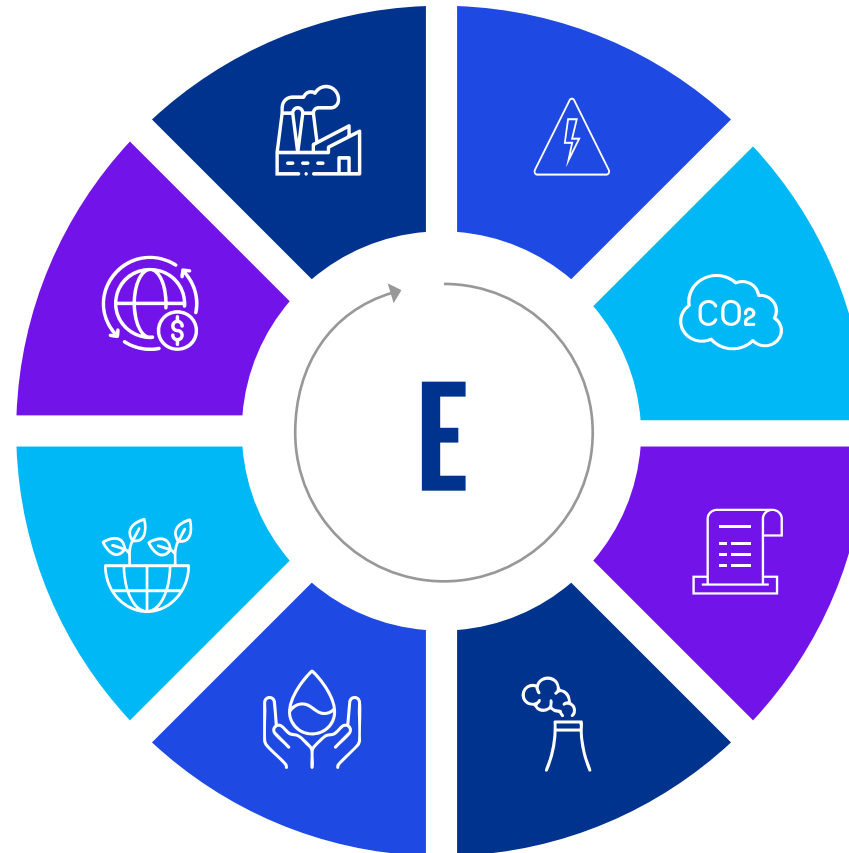
Pharma generates the highest amount of waste but leads in circular initiatives. Biotech generates the least waste and has the highest recyclable content. CDMO lags both

Biodiversity & ecosystems

Half of Pharma has either set quantitative targets or plans for biodiversity management or roadmap by 2025-2030. Biodiversity is not MATERIAL for Biotech and CDMO

Water and marine resources

Pharma leads in water consumption, withdrawal, recycle & reuse, and water intensity. Biotech suffers from lack of disclosure. CDMO has high water withdrawal, water discharge and water intensity



Energy consumption & mix

Pharma has the largest and most variable energy use but is leading in renewable adoption and efficiency. Biotech is smaller energy user and CDMO still has high fossil reliance

Gross Scopes 1, 2, 3 and Total GHG emissions

Pharma has higher absolute emissions but has declining emissions and lower GHG intensity. Biotech has lower absolute emissions, but Scope 3 is high. CDMO has high Scope 1 & 2 and GHG intensity

Carbon credits and Internal carbon pricing

Half of Pharma is using carbon offsets and carbon pricing mechanisms. Biotech and CDMO lag with no current programs for carbon offsets or credits

Pollution

Pharma often has established elaborate monitoring systems. For Biotech, practices and disclosures are less consistent and less detailed. CDMO has minimal public reporting or voluntary initiatives



From electrifying heat & steam production to purchasing energy via Renewable Energy Certificates to operating robust carbon credits program, leaders are adopting multi-pronged approach to achieve targets related to climate change mitigation and adaptation



A Pharma Giant undertakes several initiatives to achieve targets related to climate change mitigation and adaptation

Proceeded with the building of district cooling ring in Denmark, with projected energy savings of over 20,000 MWh/year after completion in 2025

Developed plans to electrify heat and steam production where conceivable and to cover the natural gas consumption of sites in the US with biogas (renewable natural gas) certificates

Recognized initiatives together with suppliers and relevant business units throughout, which are anticipated to account for most of the Scope 3 emission reductions



A Biotech & Specialty Pharma company increased its share of renewable energy and electricity to 86%-100%

Accomplished 100% renewable electricity usage at all manufacturing sites, offices, and laboratories through on-site production and purchases via Renewable Energy Certificates and supplier contracts

Increased share of renewable sources to 86.4% in 2024 by acquiring biomethane certificates from waste to replace natural gas



A Pharma Giant owns and operates robust carbon credits program and has established an internal carbon price

Established Carbon Program that financially supports farmers using sustainable practices, with CO2 data collected via Climate FieldView™ and surveys, then certified by an independent expert

Supported carbon reduction and capture projects in Brazil, Colombia, Sierra Leone, USA, Uruguay as well as Indonesia and Malawi

Adopted an internal CO2 shadow price of €100 per metric ton CO2eq for calculating the carbon footprint over a 10-year investment use, supporting decisions toward more climate-friendly CapEx



Most companies have set targets for gender diversity & work-related incidents. Adequate wages, social protection, training & skills development metrics are sparsely reported

Targets related to own workforce

30%-50%



Women at senior and executive levels (2025) target set by 6 out of 9 Life Sciences companies on gender diversity

- **5 out of 9 companies** have targets to reduce work-related incidents/ fatalities, with most reporting on **LTIR (Lost Time Incident Rate) targets**

Characteristics of employees and non-employees

100%



Life Sciences companies have stated foundational workforce metrics such as headcount, gender distribution, contract type, and regional presence

- **Employee turnover rates** are widely disclosed (5.5% – 25.3%)
- **37% to 68% women** employees in all 9 Life Sciences companies
- **Only 1 out of 9 companies** have reported on Non-employee data

Collective bargaining agreements and Diversity

67%



Life Sciences companies report collective bargaining coverage for European Economic Area (EEA) countries, with Germany, France, and Denmark being the most cited

- **25% to 50% women employees** currently at senior and executive levels
- **Gender diversity reporting** is strong at the executive level but weak at the board and managerial levels

Adequate wages, Social protection, Training & skills development

22% - 33%



Life Sciences companies mention wage gaps or non-compliance cases, disability representation or training hours

- **Social protection** is the least addressed topic
- **Training hours** completed by male > female employees
- For **3 out of 9 companies**, 80% - 99% employees completed **Performance Reviews**

Notable reporting gaps

Target-setting and disclosures for:

- **Ethnic diversity**
- **Inclusion index**
- **Employee engagement & training**

- **Non-employee characteristics**
- **New hires**
- **Employee departures**

- **Collective bargaining coverage for Global and non-EEA**
- **Board-level gender diversity**

- **Adequate wages**
- **Social protection**
- **Persons with disabilities**
- **Training hours**

* Number of asterisks indicate the MATERIAL importance of the specific ESRS topic with 5 asterisks indicating the most MATERIAL importance and 1 asterisk indicating the least MATERIAL importance according to IRO analysis



All companies have Health & Safety systems. Gender pay gap favors women, but remuneration ratio is high. Targets & metrics are sparse for value chain employees and consumers or patients

Health and safety

>78%



Life Sciences companies have workforces covered by Health and Safety management system and report on fatalities, accidents, injuries, and ill-health

- All 9 companies recorded **ZERO fatalities** in 2024
- **Rate of recordable work-related accidents** (0.000018 – 15) and **Days lost due to injuries** (7 to 5,783 days) varies widely between companies or sub-sectors

Work-life balance, Remuneration, and Human rights

-5.5 to 26%



Gender pay gap range that has been stated by 89% of Life Sciences companies, and is in favor of women, on an average

- **More than 7 out of 9 companies** have stated a few “Remuneration” and “Human rights” metrics
- **ZERO** cases of severe human rights related incidents
- **High Remuneration ratio** - major gap between highest paid and average employee

Employees in the value chain

22%



Life Sciences companies have stated quantitative targets for supplier sustainability assessments

- **73%-80%** supplier sustainability assessments target by 2025
- Adoption of **Responsible Sourcing Standards and supplier ESG ratings** are emerging focus areas but lack wide-spread reporting

Consumers and end-users

22%



Life Sciences companies have targets for access to patients or donating treatments

- Only **1 out of 9 companies** are disclosing targets and metrics for other health access categories OR specific age & gender cohorts as well as self-care interventions
- **Health access related metrics** include “Access to tablets”, “Access Coverage Index”

Notable reporting gaps

- **Lost time Incident / Injury Rate (LTIR)**
- **LostTime Injury Frequency Rate (LTIFR)**

- **Work-life balance metrics**

- **Responsible Sourcing Standard adoption by suppliers**
- **External spend on suppliers**
- **Supplier assessments**

Target-setting and disclosures for:

- **Health access**
- **Health compliance**
- **Specific age & gender cohorts**

* Number of asterisks indicate the MATERIAL importance of the specific ESRS topic with 5 asterisks indicating the most MATERIAL importance and 1 asterisk indicating the least MATERIAL importance according to IRO analysis



Pharma and Biotech lead in targets for gender diversity, health access and both have a gender pay gap in favor of women. Biotech also excels in gender ratio, training hours and has the lowest work-related incidents. CDMO has high remuneration ratio and the highest employee turnover rates

Targets related to own workforce

Pharma and Biotech lead in setting gender diversity targets. Safety-related targets disclosed by Pharma and Biotech

Consumers and end-users

Only a few Pharma and Biotech are reporting health access targets & metrics. Targets for specific age or gender cohorts and self-care interventions reported by 1 Pharma company

Employees in the value chain

Biotech has disclosures on supplier ratings and human rights. At most 2 pharma companies have targets for supplier sustainability assessments and Responsible Sourcing

Work-life balance, Remuneration, Human rights

Majority of Pharma and Biotech have a gender pay gap in favor of women. Majority of Pharma and CDMO reveal a significantly high difference between the highest salary and the median salary paid



Characteristics of employees and non-employees

Biotech leads in gender ratio, and on disclosures for new hires and employee departures. CDMO shows the highest turnover rates - potential workforce stability issues

Collective bargaining agreements and Diversity

Pharma leads in consistency and depth of collective bargaining disclosures. Biotech has the oldest workforce profiles, while CDMO has the youngest

Adequate wages, Social protection, Training & Skills

Only Pharma mentions wage gaps or non-compliance cases. Biotech has the highest average employee training hours and CDMO the lowest

Health and safety

Pharma and CDMO lead with 100% of their workforces covered by Health and Safety management system. Biotech has the lowest number of work-related incidents, rate of accidents and days lost due to injuries



From instituting gender-related initiatives to ensuring strong health access coverage to establishing Human Rights program, leaders are adopting multiple actions and strategies to achieve targets related to own workforce, consumers or patients and employees in the value chain



A Pharma Giant undertakes several initiatives to achieve targets related to own workforce

Established The Gender+ initiative that promotes gender equality by encouraging advocacy and engagement, with actions like participating in external programs such as the Interview Coach, Capital Filles, or Women in Tech

Provided robust career development opportunities through gigs, role recommendations, networking, and mentoring. In 2024, 1,994 gigs helped 3,240 employees enhance skills and networks



A Biotech & Specialty Pharma company is focused on reinvesting in R&D and enabling strong health access coverage

Ensured strong global access coverage reaching all patients in need. In 2024, a total of 59 reimbursements were made and had negotiations on access programs. A significant contribution to the "Access Coverage Performance Index" for neurology was made, while reimbursement negotiations began for rare diseases

Reinvested consistently 26%-30% of revenues into R&D to support long-term scientific innovation delivering impactful solutions to consumers and end-users



A CDMO & Healthcare Services company is using a risk-based approach to assess human rights risks in upstream value chain stages

Established a Human Rights program to fulfill responsibility and meet due diligence obligations, using a risk-based approach to identify and assess human rights risks in upstream value chain stages with high-risk potential, influenced through direct contractual relationships

Identified impacts, risks, and opportunities, initiated suitable actions, and integrated respect for human rights into the global value chain via the Human Rights program



Majority of companies have disclosed confirmed incidents of corruption or bribery and average time to pay an invoice. Reporting gaps remain for Transparency report & Supplier audits

Incidents of corruption or bribery

67%

Life Sciences companies have disclosed confirmed incidents of corruption or bribery, though actual reported cases remain low

- While majority reported confirmed cases (0 to 2), only **3 out of 9 companies** disclosed number of reported corruption/ bribery incidents (85 to 242)
- For **5 out of 9 companies**, corruption or bribery related fines and penalties were ZERO in 2024

Political influence and lobbying activities

44%

Life Sciences companies have disclosed direct and indirect political contributions

- **5 out of 9 companies** are listed on transparency registers, but **only 1** has published a transparency report on political lobbying
- In-kind contributions are zero for all those who disclosed (**4 out of 9 companies**)

Payment practices

44%- 56%

Life Sciences companies have disclosed average time to pay an invoice (30-60 days), closely in line with the payment terms (30-71 days)

- **Small suppliers are paid faster** (24–31.2 days) than large ones (43.9–49 days), with on-time payment rates ranging from 42%–77% for small and 50%–85% for large suppliers
- **> 4 out of 9** reported on legal proceedings, & on-time payments

Notable reporting gaps

- **Number of audits**
- **Third-Party intermediary due diligence**

- **Monetary political contributions (Direct and Indirect)**
- **Transparency report**

- **Days payment outstanding (DPO)**
- **% of on-time payments by supplier type & supplier audits**

* Number of asterisks indicate the MATERIAL importance of the specific ESRS topic with 5 asterisks indicating the most MATERIAL importance and 1 asterisk indicating the least MATERIAL importance according to IRO analysis



Pharma excels in disclosures for political contributions, supplier audits, and invoicing by supplier types. Biotech leads in reporting corruption incidents and faster payments. CDMO reports transparency register listings but falls behind in payment practices metrics

Incidents of corruption or bribery

Biotech has the highest disclosure rates on common metrics besides additional metrics such as audits and third-party intermediary due diligence screenings

CDMO shows the least transparency in disclosures, while Pharma lags in reporting remedial actions, audits, and third-party oversight

Political influence and lobbying activities

Pharma leads in disclosure of both direct and indirect contributions, while CDMO reports zero contributions but acknowledge transparency register listings

Biotech shows minimal reporting across most metrics, including in-kind contributions and employee affiliations

Payment practices

Only a few Pharma companies report on Payment practices, Supplier audits and Days Payment Outstanding (DPO) but lead in audit and supplier-type disclosures

CDMO lags across most metrics. Biotech shows faster payments and higher on-time rates but limited reporting





From embodying ethical commitments, to getting listed on transparency registers to undergoing regular audits and inspections, leaders are adopting diverse strategies to achieve targets related to bribery, political lobbying and payment practices



A Pharma Giant uses a company-wide policy to stay committed to ethical business practices

Embodied company-wide commitment to ethical business practices under the scope of the OneCode Policy, that aims to prevent corruption and bribery

Highlights compliance with all significant anti-corruption regulations, like the US Foreign Corrupt Practices Act, the UK Bribery Act, also the UN Guiding Principles on Business and Human Rights



A Biotech & Specialty Pharma company is listed on transparency registers and has checks & balances for political activity

Employees' use of company funds for political contributions or expenditures related to any candidate or political committee must be approved by the Head of U.S. Corporate Affairs

Listed on the transparency registers like EU – Transparency Register, Germany – Lobby Register Deutscher Bundestag and Belgium – Lobby Register / Registre Des Lobbies



A Pharma Giant tracks standard payment terms using the WAPT methodology for all vendors

Traced regular payment terms using the weighted average payment terms (WAPT) methodology for all vendors, obeying local legislation and supplier-specific contractual terms

Underwent regular audits and inspections by French authorities that are publicly accessible

Contact

**Michael Wagemans**

EMA ESG Life Sciences Lead
KPMG in Belgium

M: +32 (0)499 69 53 36

E: mwagemans@kpmg.com

Some or all of the services described herein may not be permissible for KPMG audit clients and their affiliates or related entities.

kpmg.com



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© 2025 Copyright owned by one or more of the KPMG International entities. KPMG International entities provide no services to clients. All rights reserved.

KPMG refers to the global organization or to one or more of the member firms of KPMG International Limited (“KPMG International”), each of which is a separate legal entity. KPMG International Limited is a private English company limited by guarantee and does not provide services to clients. For more details about our structure please visit kpmg.com/governance.

The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organization.

Throughout this document, “we”, “KPMG”, “us” and “our” refers to the KPMG global organization, to KPMG International Limited (“KPMG International”), and/or to one or more of the member firms of KPMG International, each of which is a separate legal entity.

The authors would like to acknowledge the efforts of Iris Provoost, Anjali Singh, Sandeepan Mondal

Designed by MADE

MDE200891 - November 2025