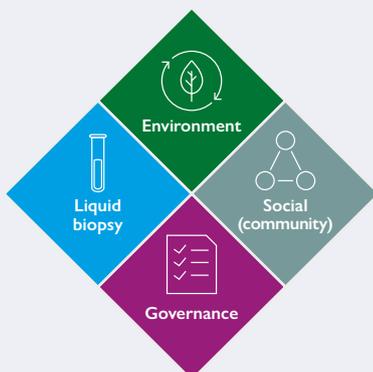


Corporate Responsibility Report

Sustainability and ESG strategy overview



ANGLE is committed to adopting best practice with respect to its impact on society and the environment.

ANGLE believes that investing in culture and community and in making a positive impact on the environment will help the Group meet its business, financial and commercial objectives. ANGLE encourages diversity and inclusion, and aims to support all employees to reach their full potential. ANGLE also aims to minimise its impact on the planet through its energy use, resource and material requirements, waste recovery and transportation. ANGLE views these efforts not as additional costs but as investments towards a sustainable future. Further, ANGLE is committed to good corporate governance and operational excellence, going above and beyond the requirements of the regulatory environment in which it operates.

Liquid biopsy

Access to healthcare and the role of liquid biopsy

As one of its 17 Sustainable Development Goals, the United Nations describes “ensuring healthy lives and well-being at all ages as essential to sustainable development”. The UN goes on to set a number of targets to achieve this goal, including a one third reduction in non-communicable diseases by 2030, including cancer. In addition, the UN places diagnosis, early warning, and risk reduction at the heart of its ambition to make healthcare more accessible and affordable for all countries.

This target is similarly reflected in the UK’s NHS Long-Term Plan which sets out new ambitions in cancer care. These include that:

- by 2028, the proportion of cancers diagnosed at stages 1 and 2 will rise from 50% to 75% of cancer patients.
- genomic testing will be offered to all cancer patients.
- all cancer patients will have access to personalised care and targeted treatment.
- after treatment, patients will have rapid access to clinical support where they are worried that their cancer may have recurred.

ANGLE’s stated mission is to change the way that cancer is diagnosed and treated. Our Parsortix system captures circulating tumour cells (CTCs), which are shed from a tumour, and harvests them from peripheral blood for analysis. This is known as liquid biopsy and its use has enormous potential throughout the patient care continuum to improve outcomes and reduce healthcare costs.

Cancer has a major negative social impact – an estimated one in two people born after 1960 in the UK will be diagnosed with cancer during their lifetime. Each patient’s cancer is different and highly complex and their cancer changes over time. Effective treatment requires personalised care.

The existing standard of care is a solid tissue biopsy, which is invasive, can have medical complications and uses a lot of healthcare resources – facilities, surgeon, anaesthetist, nurses etc with the associated high costs. Further, it is difficult to repeat, so risks missing the dynamic nature of cancer response, or development of resistance, to treatment.

ANGLE believes its Parsortix liquid biopsy system has the potential to significantly improve care for cancer patients as it is non-invasive and repeatable as well as reducing the costs and resources involved in cancer healthcare.

COVID-19 impact and response

COVID-19 and cancer – the big picture

Whilst the Government enforced lock downs resulted in positive environmental effects (working from home more, less business travel etc), there has been a notable negative impact on cancer diagnosis and treatment.

ANGLE believes that liquid biopsy could be a valuable tool in addressing what is likely to become a secondary healthcare crisis due to the global pandemic. Cancer is the leading cause of death in most developed nations, responsible for an estimated 9.9 million deaths per year globally. As such, cancer diagnosis and care remain a priority and services will need to rapidly evolve to counter the substantial challenge of COVID-19. Ending delays and addressing backlogs – particularly cancer surgeries and diagnostic tests – will need to be an urgent priority moving forward.

The information provided by liquid biopsy could help clinicians diagnose, monitor, and treat cancer more efficiently. Liquid biopsy is minimally invasive, can be undertaken safely in community clinics or in the home to provide patients with a rapid diagnosis and timely treatment with targeted therapies. Liquid biopsy may also help to safely monitor cancer patients in remission to provide early warning of potential recurrence. In a future pandemic, the benefit of these features cannot be overstated. The adverse impact of COVID-19 on cancer care has shown that it is essential to have a diagnostic tool which is quick, easy and alleviates the burden of conducting hospital-based surgical tissue biopsies.

COVID-19 and ANGLE’s response

From an internal perspective, ANGLE sought to follow Government guidance closely throughout the pandemic. Management developed and supported a viable Work-From-Home strategy wherever possible and supported employees with the necessary resources and flexibility in working hours to allow for an effective and sustainable Work-From-Home experience. ANGLE was able to maintain regular communications using a variety of electronic media, notably management, project and team web conferencing supplemented by CEO video updates and Company-wide web conferences shared with the entire workforce. Early in the pandemic, ANGLE deployed its Business Continuity Plan and created a dedicated COVID-19 response team that continuously reviewed its COVID-19 risk assessment and implemented any changes needed to respond to changing government guidelines and employee feedback. This included individual risk assessments to support vulnerable employees.

Lessons for the future

ANGLE has learned from the challenges imposed by the COVID-19 pandemic and management believes that there have been some positive aspects that can be maintained in the future, in particular the greater collaborative mentality and cross-group endeavour that has been necessarily created. Employee Assistance Programmes, added to benefits to offer confidential support, counselling and advice, are likely to be sustained. The impact on mental health has not gone unnoticed and ANGLE will continue to recognise and support Global Mental Health Awareness Day as well as providing staff access to Company-funded counselling and advice where required.



Social (community)

Human capital

ANGLE understands that long-term growth and business performance depends on the talent, skills and passion of its employees. The Directors therefore aim to create a work environment that appeals to, empowers and involves all employees at every level of the organisation.

Finding and keeping the best people

In order to attract and retain the best talent, ANGLE offers competitive and comprehensive salary and benefits packages. Salaries are reviewed annually and key roles are benchmarked externally. Benefits plans are also reviewed annually to determine comprehensiveness and external competitiveness.

ANGLE offers flexible working hours and part-time working to employees to accommodate individuals' needs and commitments outside the workplace. This is reflected in the fact that some 10% of staff are employed on a part-time basis and a significant proportion of staff who are able to balance working with caring for young children.

The Group works with universities to support science and operates an effective placement programme in both the UK and North America. In the UK, ANGLE offers placements to up to three undergraduate students each year, typically within the R&D and Engineering teams. In North America, two placements are offered annually within either the R&D or Administrative functions.

Training and development

The Group places a high priority on training and development throughout the organisation and from the start of a career at ANGLE. There is a comprehensive induction process in place to ensure that new employees are quickly integrated and operating with the Group's quality standards. This includes scheduled catch-up sessions between the new joiner and their supervisor and the new joiner and Human Resource management.

Thereafter, employees and managers are encouraged to identify and discuss individual training needs during regular one to one review meetings. A training needs analysis is embedded into the performance management process with various forms of training available to meet the differing needs of employees. In addition, ANGLE always seeks to promote staff internally, maximising the potential for career progression and development.

Performance management

Employees and managers are encouraged to meet regularly, usually monthly, to discuss performance feedback. Formal annual reviews are undertaken following the Company's financial year end. As a key tool in that process, ANGLE uses a performance management software system ("Clear Review") to enable meaningful, regular performance management. This system is used to set, track and evaluate employee performance and development objectives.

ANGLE operates a Development and Promotions Committee which meets twice yearly to consider promotions across the organisation as well as to determine development plans for those individuals who may in the future be considered for promotion.

Diversity and equal opportunity

The Group recognises the diversity and potential that different people can bring to their work and is committed to equal opportunities in the provision of services and in employment. ANGLE strives to allow all its people to develop as fully as possible in accordance with their individual aspirations and abilities. In all aspects of employment, including recruitment, pay, training and promotion, ANGLE avoids discrimination or harassment of any kind and specifically on the grounds of race, colour, nationality, ethnic or national origin, religion, gender, marital status, sexual orientation, medical condition including progressive illness, age and disability.

The Directors believe that, in addition to the over-arching responsibility of the Group and its management, all employees must take individual responsibility for promoting an environment that provides equality of opportunity for all. ANGLE asks all its people to embrace its policy of equal opportunities as their own and to take personal responsibility for making the workplace one that is free of discrimination. Where discrimination is found to have taken place, ANGLE will take strong action to address this. Discrimination of any nature, direct or indirect, will be regarded as misconduct, will be treated as a disciplinary matter and may lead to dismissal. Similarly, victimisation of anyone who has made a complaint will not be tolerated.

Communication and feedback

ANGLE ensures that appropriate emphasis is given to the practice of good communications and that time is allocated to it. Communications are encouraged on a two-way basis both through a consultative process and by encouraging feedback through all levels of the management chain. Managers are aware of their obligation to communicate to those with whom they work and staff managing activities have responsibilities to communicate relevant information to other staff involved with these activities.

Every available means, including the appropriate use of information technology, is used for the dissemination of relevant, accurate and prompt organisational and operational information.

In addition, the Clear Review platform provides a tool for bidirectional communication and feedback relating to professional (tied back to the organisational goals) and personal development goals and objectives of each employee.

Product quality

ANGLE is committed to providing quality in vitro diagnostic devices and accessories for the capture, harvest and analysis of cells present in blood based on their size and deformability, fulfilling the market and regulatory requirements to meet the needs of the customer and for the benefit of the patient. The quality of medical devices as a minimum will conform to the In Vitro Diagnostic Directive 98/79/EC (transitioning to In Vitro Diagnostic Regulation EU 2017/746), FDA GMP 21 CFR 820 and other requirements as applicable to the countries in which the device or service is intended to be offered for sale.

The Group will commit to encouraging staff to identify non-conformities and inefficiencies with the intent of creating and operating systems which cause zero harm to the patient. It is the policy of the Group to have a commitment to quality, with all quality procedures being maintained to EN ISO 13485:2016 reflecting the current state of the art and Post Market Surveillance findings. This policy is regularly reviewed and notified to all employees to ensure that it is understood, implemented and maintained.

ANGLE's Quality Management System falls within the scope of EN ISO 13485:2016 and covers the design, manufacture, testing, storage, distribution, service of and the sale of in vitro diagnostic devices, associated equipment and consumables for the capture and harvest of cells present in blood. There are no exclusions within the Quality Management System. Customer requirements, national standards, directives, external documents and regulatory and statutory requirements are all considered as inputs to the Quality Management System.

Certain activities are outsourced or subcontracted to third-party manufacturers, including the design, development and manufacture of mechanical, electrical and software components. In this instance the third-party's procedures are used if compliant with EN ISO 13485:2016 and certified by a suitable Notified Body with appropriate scope.

ANGLE's Quality Management System is subject to inspection audits by an external notified body (BSI). A complete annual programme of internal audits is also established. ANGLE's Quality Manager is responsible for addressing any corrective or preventative actions required.

Key Performance Indicators (KPIs) are established and performance data is analysed to ensure that the quality system remains effective. Issues arising are investigated in accordance with ISO 13485 CAPA and Defect Reporting Procedures. CAPA process requires evidence of effective completion and all information is captured in our quality system records and confirmed through internal and external audits.

Corporate Responsibility Report

continued

Social (community) continued

Health and safety

The Directors are committed to ensuring high standards of health and safety for employees, visitors and the general public. The Group complies with all applicable laws and regulations wherever it operates and holds all the licences necessary to operate its business.

Health and safety a shared responsibility

As the employer, ANGLE is ultimately responsible for employee health and safety and takes every reasonable precaution for the protection of workers in the workplace but believes all employees share a responsibility, and should work together, to reduce the risk of injury and occupational disease. ANGLE makes every effort to provide a safe, healthy work environment. The employer and all supervisors and employees are dedicated to reducing the risk of injury.

Supervisors are held accountable for the health and safety of workers under their supervision. Supervisors are subject to various duties in the workplace, including the duty to ensure that machinery and equipment are safe and that employees work in compliance with established safe work practices and procedures.

ANGLE ask that every employee must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the employer. Employees will receive information, training, and competent supervision in their specific work tasks to protect their health and safety. It is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of this organisation from the executives to the employees.

Zero tolerance of workplace violence and harassment

ANGLE is committed to the prevention of workplace violence and harassment and to protecting the health and safety of our employees in the workplace. We will take whatever steps are reasonable to protect employees from workplace violence and harassment. At ANGLE there is zero tolerance for workplace violence or harassment of any kind, including towards or from customers, clients, supervisors, employees, or members of the public.

ANGLE has a process to report and investigate complaints of workplace violence or harassment. All complaints and investigations will be dealt with in a fair, respectful, and timely manner. We will take all reasonable precautions to protect workers from all sources of work-related harassment. Supervisors are responsible to support a respectful workplace by reinforcing a zero-tolerance violence and harassment policy and providing information and training to employees.

All ANGLE employees are encouraged to work together to support a safe, healthy and respectful workplace.

Community, charity and outreach

The Guildford laboratory uses healthy volunteer blood donors to enable it to test multiple aspects of the Parsortix system and also to perform the analytical studies for its clinical applications. We are very grateful for the blood donors who are predominantly from the local vicinity.

The Group works with a number of charitable organisations, such as Cancer Research UK, and has donated products and funded medical research in pursuit of our mission. We have also worked with each of the local universities near our facilities in Guildford, Toronto and Philadelphia.

Governance

Governance and business ethics

Leadership from the Board of Directors

The Board is committed to high standards of corporate governance and adheres to the Quoted Companies Alliance (QCA) Corporate Governance Code for small and mid-size quoted companies (the "QCA Code").

Section 172 statement

The Corporate Governance Report on pages 45 to 52 and this Corporate Responsibility Report set out how the Board has approached its duty under Section 172 of the Companies Act, which is summarised below, in order to meet these requirements. Specifically it refers the reader to QCA Principle 1 (Strategy and business model), Principle 2 (Meeting shareholder needs), Principle 3 (Manage our responsibilities to wider stakeholders) and in particular within this report the sections headed Human capital and Health and safety for employees and the section headed Environmental stewardship for the impact of the Group's operations on the community and environment. The Corporate Governance Report can also be found on the Company's website www.angleplc.com.

In accordance with Section 172 of the Companies Act 2006, the Directors recognise the importance of our wider stakeholders to the sustainability of our business. The Directors behave and carry out their activities to promote the long-term success of the Group for the benefit of the Company's shareholders, employees, partners, customers, suppliers and other stakeholders such as regulatory authorities. The Group engages with stakeholders to reflect their insights and views when making decisions on strategy, delivering operational effectiveness, driving initiatives and delivering outcomes.

The culture and values promoted by the Directors create a focus across the Group on observing and maintaining high standards of regulatory compliance, quality control and business conduct whilst promoting the long-term success of the Group.

Management Charter

ANGLE recognises that it needs to support its employees as they take on additional responsibility, and nowhere is this truer than in their roles as managers. Managers not only help to deliver success through the organisation and support of their teams, but also shape the culture of the Group through their behaviour and leadership style. As ANGLE grows it is striving to ensure that its values are upheld and its collaborative, supportive and inclusive culture continues to develop. ANGLE has, therefore, produced a Management Charter, which sets out the expectations of all employees in managerial roles.

Our values	Our culture
Reputation, integrity and good governance	Hard-working and adaptable
Building long-term partnerships and trust	Driven by a passion to improve the quality of cancer diagnosis and treatment
Focus on R&D and innovation	Progressive and pragmatic
Openness and transparency	'Open door' and inclusive
Sustainability and responsibility	Collaborative and supportive



Environmental

Responsible marketing

ANGLE is required to have systems in place to ensure it meets medical device regulatory standards for the accurate marketing of function and performance of In Vitro Diagnostic (IVD) and Research Use Only (RUO) products in territories in which ANGLE operates. At the moment, this is primarily the requirements of the IVDD and IVDR in Europe and 21CF801, 809, 820, 830 and 1010 in the USA. In addition, ANGLE retains membership of the BIVDA in the UK.

Clinical trials programmes and standards

ANGLE engages in clinical studies designed to evaluate a new medical device or an existing medical device for a new use and is responsible for complying with applicable national and international medical device and IVD regulations and requirements (e.g. the Food and Drug Administration (FDA), Code of Federal Regulations (CFR), European Union Medical Device and IVD Regulations, Institutional Review Boards (IRB) / Ethics Committees (EC), etc.) and for ensuring that all responsibilities are properly assigned.

Project Teams are responsible for developing a regulatory strategy, developing and implementing an Investigational Plan (IP), monitoring the progress of ongoing studies, and fulfilling all reporting requirements required by applicable national and international regulations. The Project Team may outsource one or more of these activities to external organisations (e.g., independent contractors, Contract Research Organisations (CROs) or other vendors). ANGLE must ensure these external entities are properly selected and have the proper training, experience and resources to adequately conduct the outsourced activities. ANGLE remains the ultimate authority and is responsible for all aspects in the conduct of regulated activities and ensures clinical studies are carried out in accordance with the IP and applicable regulations.

Standard Operating Procedures (SOPs) are in place for all clinical trial activities and all sites are trained in those SOPs prior to study initiation via Study Initiation Visits and maintenance of training records.

ANGLE's clinical study procedures require each site Principal Investigator and all sub-investigators to provide a current CV and a copy of the Medical Licence of the site, Financial Disclosure Forms signed by the site Principal Investigator and all sub-investigators and Duly completed Duties and Signature Log (a.k.a. Delegation of Authority Log).

Any ANGLE sponsored study investigator is responsible for ensuring that the study is performed in accordance with the protocol, current International Conference on Harmonization (ICH) guidelines E6 on Good Clinical Practice (GCP), and applicable regulatory and institution-specific requirements.

GCP is an international ethical and scientific quality standard for designing, conducting, recording, and reporting studies that involve the participation of human subjects. Compliance with this standard provides public assurance that the rights, safety, and well-being of study subjects are protected, consistent with the principles that originated in the Declaration of Helsinki, and that the study data are credible.

The site's responsible investigator must obtain local IRB/EC approval for the Protocol and Consent Form prior to enrolling subjects in the study, and must obtain IRB/EC approval for any amendments to the protocol as necessary.

The site's responsible investigator must ensure that written Informed Consent is obtained from all subjects participating in the study prior to any study procedures being done.

The site's responsible investigator must ensure that subjects are enrolled according to the Inclusion/ Exclusion criteria and that all information on Informed Consent Forms, Sample Logs, and data captured on appropriate CRFs and/or in an eDCS is complete and accurate.

It is the responsibility of the site's investigators and study coordinators to ensure that, to the best of their knowledge, all subject information is complete and accurate.

Informed consent

As part of the requirement to perform studies in line with ICH GCP guidelines, all subjects enrolled in any ANGLE sponsored study must have provided informed consent to participate.

Each subject must give written informed consent according to local requirements after the nature of the study has been fully explained. The consent form must be signed before performance of any study-related activity. The consent form that is used must be approved by both the Sponsor and by the reviewing IRB and be in a language that the patients can read and understand. The informed consent should be in accordance with principles that originated in the Declaration of Helsinki, current ICH and GCP guidelines, applicable regulatory and/or country specific requirements, and institutional policies.

Furthermore, our pharma services agreements include the requirement for clients to provide assurances that samples have been ethically provided in line with ICH and other applicable regulations prior to the commencement of sample processing.

Environmental stewardship

As a technology-based Group with most staff in a small number of locations, ANGLE believes its environmental footprint is small and climate related risks are low. Nevertheless, ANGLE views protection of the environment as a core priority. Our landlords also take their sustainability responsibilities seriously, for example, information can be found on our head office location at www.surrey.ac.uk/sustainability/estates-and-operations

Waste management

Our landlords offer waste management services and seek to divert landfill and recycle as much as possible. The Group undertakes some additional recycling with specialist suppliers associated with old electrical equipment, coffee pods etc and uses specialist hazardous waste disposal experts for laboratory waste. The Group uses plumbed water coolers which reduces the consumption of plastic bottles.

Our Parsortix system uses a microfluidic cassette that takes advantage of the size and deformability of CTCs with the instrument using pressure to harvest the cells rather than a chemical approach with the higher levels of antibody reagents and other chemicals used by many of our competitors.

Energy management

All of our offices now use LED lights with a programme of updates to tungsten and some halogen lighting since 2016. As well as providing a better working environment for staff, the most recent update is forecast to produce a 64% reduction in our consumption of energy for lighting purposes. We also use lighting sensors so that lights are automatically turned off for areas not in use. We have installed energy saving internet enabled thermostats and use programmed heating controls seeking to optimise temperatures dependent on whether people are present. We aim to buy higher rated energy efficient equipment for our laboratories. We use 100% renewable energy at our two main sites with hydro-electricity in Toronto. The Group uses plumbed boiling water taps which are more energy efficient than kettles.

Travel

The Group seeks to restrict business travel to necessary business travel and promotes the use of video conferencing. The Group promotes home and flexible working where feasible to reduce overall travel and travel during rush hour. Several of our employees are carpooling and we also promote the use of the cycle-to-work scheme.

Parsortix-based tests have the potential to significantly reduce patient travel and the consumption of healthcare resources. Blood can be drawn locally by a phlebotomist and shipped (with other goods) rather than an individual having to drive to a clinic for a tissue biopsy. A negative liquid biopsy result, such as with our ovarian cancer pelvic mass triage test, may allow local surgery with a simplified procedure rather than having to travel to a major cancer centre for surgery.