

## **Matrix Topco Limited**

Extract from Strategic Report for year ended 31 December 2021

### **Section 172 Companies Act 2006**

The Boards and senior management committees of Matrix Topco Ltd and its subsidiary companies are responsible for the matters specified in section 172 of the Companies Act 2006 (S.172) and have carefully considered their effects on the management of the business and the medium and long term futures of the Company. The directors recognise their fiduciary duties and their responsibilities for the interests of the members and employees.

The consideration given to the matters specified in S.172 are outlined in the paragraphs below:

#### *Likely long-term consequences of decisions*

Strategy to govern the Group over the medium and long term includes supporting an infrastructure to sustain medium and long-term growth. Initiatives taken include securing new manufacturing and warehouse facilities, recruiting qualified and skilled employees, investing in innovative research programmes and driving product development. We sponsor clinical studies to measure product safety and effectiveness and to secure international regulatory product licences and maintain an in-house laboratory research programme. Group finances are outlined in the annual report.

#### *Employees Interests*

Our employees are our most important asset. We offer training through in-house workshops and external courses designed to ensure good understanding of the Group's activities and technologies and to offer opportunities for furtherance of employees' careers. Communication with employees is driven through scheduled meetings, email and written announcements from the CEO and senior management.

#### *Suppliers and Customers*

Biocomposites' business activities are outlined in the annual report. Suppliers are appointed following assessment and reviewed through external audit in line with medical devices industry guidelines and stipulations. Customers include sales network distributors and medical professionals. Communication is maintained through face-to-face training seminars, e-learning modules and peer reviewed publications and podium presentations via industry journals and events.

#### *Community and Environment*

Biocomposites employs staff in the UK, United States, Canada, China, India and Poland. We encourage and promote communication to benefit from the ideas and experiences of our diverse and international workforce.

We are aware of our responsibilities to the environments in which we work and those that may be affected by our activities. Our facilities are managed to offer, wherever possible, generous space in which to work. Our expansion programme involves providing LED lighting, and secure premises in which to work. Recycling of production and office waste is monitored and overseen by designated operatives and staff.

#### *Business Conduct*

Biocomposites' business activities are outlined in the annual report. Compliance with standards is integral to our culture and so stated in the Company website. Conduct of our employees is paramount to maintaining good practice internally and when communicating in the field. We are a medical devices company and patient safety therefore is at the core of our policy. Conduct within our office facilities and towards our colleagues is of key importance to members and management and is routinely discussed and overseen by senior management, HR and external counsel.

#### *Shareholders*

We are committed to delivering on an expansive business plan. We ensure continual involvement and contribution from our members through regular on-site meetings, video, email and telephone communication to give due consideration to business matters.

#### **Registered Office**

Biocomposites Ltd.  
Keele Science Park, Keele,  
Staffordshire,  
England. ST5 5NL

Tel: +44 (0) 1782 338580  
Fax: +44 (0) 1782 338599  
email: [info@biocomposites.com](mailto:info@biocomposites.com)  
web: [www.biocomposites.com](http://www.biocomposites.com)

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