



2025 - 2026

Our ESG Commitment



BUILDING A BETTER FUTURE GUIDED BY
PRINCIPLES, POWERED BY ACTION.

Table Of Contents

01	PFG MedComm's Foundation
02	Our Guiding Pillars
03	Empowering People
04	Protecting the Planet
05	Engaging Communities
06	Driving Responsible Business
07	About PFG MedComm



PFG MedComm's Foundation

PFG MedComm Introduction

At PFG MedComm, our purpose is to advance meaningful progress in healthcare by delivering strategic, science-driven solutions that improve outcomes and advance access. Our commitment to environmental, social, and governance (ESG) principles reflects a broader responsibility to our clients, our communities, and the future of healthcare. As a mission driven growing organization, we recognize that integrity, transparency, and shared contribution are not only core values but essential drivers of innovation and long-term impact. ESG considerations are integrated into our decision-making, operations, and culture. From minimizing our environmental footprint to championing diverse leadership and upholding the highest ethical standards, we are dedicated to creating value responsibly and building a more sustainable and equitable future.



I founded **PFG MedComm** to build the company I always wanted to work for—one that is **values driven and rooted in empathy and excellence**.

From day one, we have prioritized equity, integrity, and impact in everything we do. That includes supporting life sciences companies in overcoming access barriers, and creating a remote-first, collaborative workplace where every voice is heard. Our ESG commitment is a natural extension of that founding vision. We challenge assumptions, ask better questions, and focus on doing the right thing—for patients, for our people, and for the planet.

Priya



Our Guiding Pillars



Empowering People

Empowering success through flexibility, innovation, growth, and a thriving culture.



Protecting the Planet

Prioritizing sustainability through **remote work**, **eco-friendly practices**, and **impact**.



Engaging Communities

Building connections through local partnerships and **community-driven**, **purpose-led impact**.



Driving Responsible Business

Championing trust through **transparency, ethics, and purpose-driven business** practices.

Our ESG framework rests on four pillars that deliver sustainable value and responsible growth: empowering people through innovation and collaboration, protecting the planet by reducing impact, engaging communities via purposeful partnerships, and advancing transparent, ethical business. **Rooted in the UN Sustainable Development Goals, these pillars shape our commitment to lasting impact** for stakeholders and society.



Empowering People

SDG 8: Decent Work and Economic Growth

Promote sustainable economic growth, full and productive employment, and decent work for all

We are proud to support UN Sustainable Development Goal 8: Decent Work and Economic Growth by cultivating a workplace that is inclusive, flexible, and built for long-term success. Through our internship program, **we empower young professionals with versatile, hands-on experience** that helps launch meaningful careers. With **half of our team made up of working mothers** and a fully remote model, we offer an environment where employees can excel professionally without compromising personal well-being. Notably, **100% of our team feels supported in maintaining healthy work-life integration**, and our **92% retention rate** reflects our deep commitment to creating meaningful, sustainable employment.

100% of our team feels supported in **maintaining a healthy work-life integration**



SDG 4: Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

We believe that continued education and upskilling are essential to both personal growth and professional success. Our team has **access to a wide range of learning resources that support development across all roles and experience levels**. This **commitment to lifelong learning** ensures our people stay informed, confident, and equipped to grow through ongoing education, skill-building, and meaningful opportunities for advancement.

SDG 10: Reduced Inequalities

Reduce inequality within and among countries

We are committed to advancing diversity across our workforce and leadership. We actively support small, women-owned, and minority-owned businesses through intentional procurement practices, **investing nearly \$1 million in these partnerships** since our inception. This commitment promotes economic empowerment and strengthens the communities we serve.





Protecting the Planet

SDG 7: Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all

We estimate that our remote work model and reduced commuting **help avoid approximately 47 metric tons of CO₂ emissions annually**. In addition, **100% of our team members make intentional environmental choices** while working from home such as reducing paper use, using energy-efficient lighting and electronics, recycling, choosing environmentally friendly office supplies, and minimizing digital storage. Together, these everyday actions reinforce our commitment to environmentally responsible and sustainable operations.

SDG 12: Responsible Consumption and Production

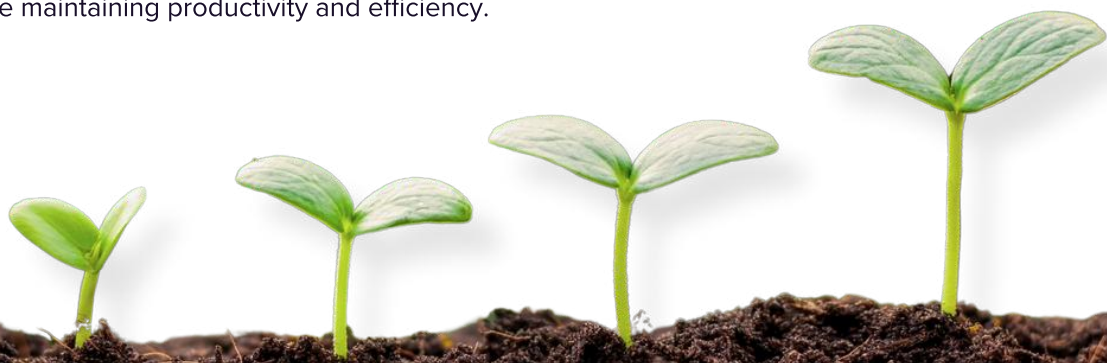
Ensure sustainable consumption and production patterns by 2030

Our remote work model and reduced commuting play a **meaningful role in lowering our carbon footprint**, reflecting our broader commitment to environmentally responsible business practices. By eliminating daily office travel, **we reduce greenhouse gas emissions while supporting work-life integration and operational efficiency**. At conferences and events, we extend our sustainability efforts by prioritizing eco-conscious printing. We use recycled or recyclable materials for business cards, pamphlets, and other printed materials, and leverage QR codes to provide instant access to digital resources, further reducing paper waste. In our daily operations, **we follow a digital-first approach for all client deliverables, reducing paper use and enhancing agility, organization, and efficiency**. This commitment extends to paperless billing systems and digital paystubs and W-2s, minimizing the need for physical documents while streamlining administrative processes. By integrating sustainability into both strategic planning and daily practices, we remain focused on reducing our environmental impact while maintaining the highest standards of service.

SDG 13: Climate Action

Take urgent action to combat climate change and its impacts

Our Green Office Guide provides employees with practical energy-saving tips for their home offices, such as unplugging devices, using LED bulbs, and choosing green hosting platforms. Additionally, our **green travel policy** supports our commitment to sustainability by hosting **98% of meetings virtually**, significantly reducing travel-related emissions. These initiatives are part of our ongoing efforts to minimize our environmental footprint while maintaining productivity and efficiency.





Engaging Communities

SDG 3: Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages

We are proud to have provided over **200 hours of pro bono support** to public health startups and nonprofits focused on maternal health, health equity, and improving access to care. In addition, we offer wellness resources to our team, including **access to mental health support and well-being programs**. Initiatives like our virtual 5Ks encourage a healthy, active lifestyle and foster team bonding. Our ongoing work with clients also emphasizes health **literacy and clear communication around access to medications**, contributing to our broader mission of improving healthcare access and equity.

SDG 2: Zero Hunger

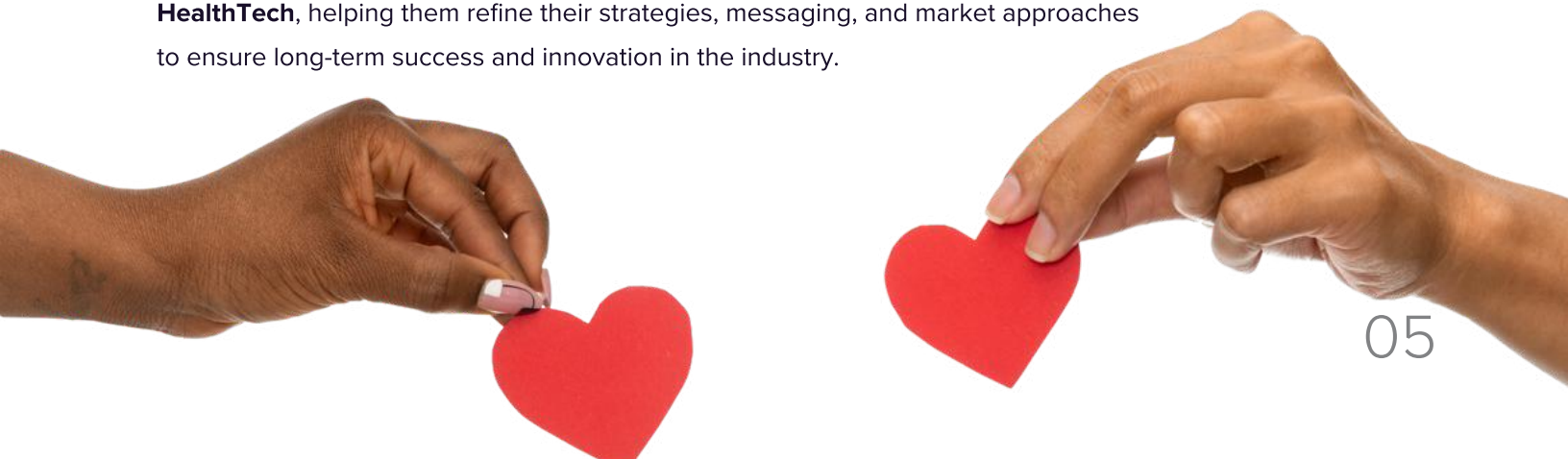
End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

Access to nutritious food is foundational to overall health and well-being. We support food security through both employee engagement and everyday culture. Team members are encouraged to use paid volunteer hours to **support local food drives, soup kitchens, and hunger relief programs**—initiatives that directly impact the communities where we live and work. Internally, our **“Healthy Hacks” channel** fosters wellness by sharing recipes, nutrition tips, and strategies for maintaining a healthy, balanced lifestyle. **Giving back is a shared value across our team**, with most employees viewing it as a personal responsibility to help end hunger and promote health equity in their communities.

SDG 17: Partnerships for the Goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development

Our leadership team is **dedicated to supporting the growth** of emerging businesses and promoting diversity. Through mentorship programs, we contribute to the development of diverse vendors and entrepreneurs in the healthcare space. We also provide guidance to early-stage founders, particularly in **FemTech & HealthTech**, helping them refine their strategies, messaging, and market approaches to ensure long-term success and innovation in the industry.





Driving Responsible Business

SDG 16: Peace, Justice, and Strong Institutions

Promote peaceful and inclusive societies, provide access to justice for all, and build effective, accountable institutions

As a certified **Woman-Owned, Minority-Owned Small Disadvantaged Business (SDB)**, we operate with equity as a core principle, ensuring that it is reflected in our daily practices, not just as a marketing angle. We maintain complete transparency with clients regarding data handling, project timelines, and budget utilization, which is reflected in our **100% client satisfaction rate** in 2024. Our commitment to ethical conduct is unwavering, supported by annual code of conduct training, an anonymous reporting channel for concerns, and clear policies on whistleblower protections, confidentiality, and vendor accountability. ESG performance is closely monitored by our CEO & Operations, who provides quarterly updates to the leadership team on progress and challenges.



SDG 9: Industry, Innovation, and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Our remote-first infrastructure is designed for scalability, accessibility, and sustainability, **proving that innovation can go hand in hand with responsibility**. We ensure digital accessibility and inclusion by developing all client materials using **Section 508-compliant tools**. Our internal tech stack includes secure, cloud-based project tools (e.g., Microsoft Suite, Monday.com, Zoom) that meet federal standards for cybersecurity and compliance.

At PFG MedComm, **we lead with integrity, inclusivity, and sustainability**. From empowering our team and supporting diverse businesses to upholding transparency and ethical standards, **our actions reflect our values**. By embracing innovation and evolving our practices, **we're making a meaningful impact on our clients and communities—driving lasting, equitable success.**



About PFG MedComm

A Strategic Market Access Agency

PFG MedComm is a woman and minority owned strategic communications agency - we specialize in achieving health access goals through medical and value communications strategy. Having transformed the traditional agency model, our approach takes a holistic 360° view that considers the research and clinical development continuum.

We are experts in developing end-to-end communication strategies and tactics for all healthcare stakeholders, from clinical to the general public. We are specialists in the areas of clinical and medical information, population health, health economics, patient outcomes, social determinants of health, racial and other health disparities, and more.

As a full-service strategic market access agency, we focus on leveraging value communication to achieve market access priorities.



80+

BRANDS



37+

US & GLOBAL
LAUNCHES



55+

INDICATIONS



20+

THERAPEUTIC
CATEGORIES



10+

YEARS IN
BUSINESS

Certifications



Professional Organizations



Awards





**This ESG Commitment book was developed by the PFG MedComm, LLC team:
Lalitha Priya Chandrashekhar, Jamie DelCane, Caitlin Hanley, Katie Hayes**

Last updated: July 2025

PFG MedComm, LLC | pfgmed.com

©2023 PFG MedComm, LLC. All rights reserved.