

CORPORATE SOCIAL RESPONSIBILITY

Oxford BioMedica strives to operate at the highest level of integrity. Corporate Social Responsibility (CSR) requires consideration of the economic, social and environmental impacts of the activities of the business. The Board recognises the potential benefits of CSR for the competitiveness of the Company and encourages a culture of continuous improvement in CSR-related issues. The Company has specific policies and goals that cover key aspects of CSR.

Described below are the working practises adopted by Oxford BioMedica that are relevant to employees, health and safety in the workplace, external relationships, the environment, and the community.

EMPLOYEES

The Company operates in an ethical manner and in accordance with best UK and US employment practises in its recruitment and management of employees. This applies to career development, performance evaluation and feedback, training and promotion. The Company is committed to equal opportunities regardless of age, gender, nationality, race or disability. Of the Company's current staff of 72, the gender ratio of male to female is 1:1.6.

Feedback from annual appraisals has been generally positive, suggesting that Oxford BioMedica has a motivated and fulfilled workforce. The Company encourages senior management to identify new

initiatives that improve internal working practices through staff consultation.

The organisational structure of the Company is designed to promote internal communication through various forums. Research, clinical and corporate teams have regular meetings, which include members of senior management, enabling broad dissemination and discussion of relevant issues.

The Company has policies covering maternity and paternity leave that offer greater flexibility than the statutory requirements in the UK. Employees are eligible for a number of benefits as part of their employment, including a personal pension plan and a performance related bonus. The Company aims to provide an appropriate work/life balance for employees, including flexible working practises, where this is practical and consistent with the Company's goals. In addition, the Company operates a Share Option scheme, and usually grants options to employees when they join and periodically thereafter to reward good performance.

HEALTH AND SAFETY

Effective health and safety is integral to the Company's business activities. Oxford BioMedica is committed to providing a safe environment for its employees and visitors. The Company has strict policies to minimise the risk of accidents in the workplace or employment-related ill-health.

These policies cover working practises for instruments and hazardous materials, and requirements for instruction and training, particularly for laboratory-based personnel. Given its importance to the Company, health and safety issues are represented at Board level.

The Company's internal health and safety representatives attend meetings and workshops on a regular basis, including those organised by the UK government's Health and Safety Executive, to ensure that Oxford BioMedica is up to date with changes to policies and regulations. The Company has a first-class safety record and has never been required to report an accident to the UK Health and Safety Executive or its US equivalent.

EXTERNAL RELATIONSHIPS

Oxford BioMedica interacts with various external companies, organisations and individuals including suppliers, advisors, shareholders, patients, healthcare professionals, partners and licensees. These relationships are a fundamental aspect of the Company's business activities. Oxford BioMedica is committed to interact with these third parties in an ethical manner, and to ensure that the relationships are maintained at a professional and appropriate level.

For its clinical trials, Oxford BioMedica has a sizeable internal clinical team to ensure that trials are conducted appropriately and that ethical standards



are maintained. The Company's website (www.oxfordbiomedica.co.uk) provides clear information on the Company's clinical and development activities including contact details for the centres that conduct trials, clinical results and relevant scientific publications that relate to the Company's products and technologies.

The Chief Executive and Executive Directors have primary responsibility for communication with shareholders and related stakeholders. The Company also employs the services of external financial and corporate communications agencies. The website includes news announcements and financial and share-related information. The Company uses webcast facilities to provide broad access to relevant presentations such as analyst briefings and investor conferences. The Company strives to disseminate information in a timely, reliable and comprehensive fashion. It also conforms to the rules and guidelines required by the UK Listing Authority in the release of price-sensitive news and disclosures required for a company on the Official List.

In Spring 2005, the Senior Independent Director, Nick Rodgers, met with major institutional shareholders to discuss the Company's performance and potential areas of concern. The meetings were broadly positive and the feedback was reported to the Board.

ENVIRONMENT

Oxford BioMedica is committed to the protection of the environment and regularly reviews its policies and guidelines that are designed to minimise the Company's environmental impact. These address issues ranging from water and electricity consumption to recycling and waste management.

The Company's recycling programme is being extended in 2006 to include a broader range of products. The Company is endeavouring to reduce its general waste that goes to landfills. Both independently and as a member of the Oxford Science Park, new initiatives for general waste management are being introduced.

Oxford BioMedica complies with all current regulations in its processing of laboratory waste, which includes the decontamination of all biological material on site to prevent accidental release, prior to disposal via incineration. The Company uses licensed contractors for the collection and disposal of chemical and radioactive waste and decontaminated biological materials.

The Company has assessed its environmental impact in accordance with the guidelines for best practise, published on behalf of the UK government's Department for Environment, Food and Rural Affairs in January 2006 under the EU Accounts Modernisation Directive.

COMMUNITY

Oxford BioMedica recognises its responsibility to and the benefits from supporting and participating in both the local and wider communities.

The Company works closely with several charitable and disease-specific patient organisations that are relevant to its therapeutic programmes. Locally, the Company contributes to Helen House, which is a community charity in Oxford. The Company uses local suppliers, where practical, for maintenance, repairs and other services. It is also an active member of the tenants' forum of the Oxford Science Park and encourages employees to participate in social and leisure activities within the Oxford Science Park and the local community.