



Please tell us about your background.

I had quite an international upbringing, growing up in Australia, Bulgaria and Poland. I studied biomedical sciences and continued with a PhD in biochemistry and molecular biology, with a focus on cell signalling.

How did you get into your role around CSR?

I have to admit my way into CSR was through the environment and climate. I studied in Australia, and living there really highlighted to me the need for harmony between people and planet. Observing up-close the effects of drought and fire, the need to save water, and at the same time being part of the problem, with dependence on cars and coal-powered electricity was a big wake up call. When I moved to Cambridge, UK I was also inspired by how much the UK was doing to reduce the carbon footprint, not to mention the popularity of bicycles for commuting in Cambridge! I was lucky to do my post-doc at the Babraham Institute, and I had an opportunity to participate in the Institute's fantastically run school outreach and public engagement programs, surrounded by colleagues who cared very deeply about the positive impact each one of us can make around us. When I joined Kymab I faced what many lab-based scientists cope with – high throughput use of laboratory plasticware – and with my team-members we started ordering reusable or lower plastic alternatives and finding innovative ways to print protocols to save on paper. I think these small steps culminated in being nominated as chair of the CSR team at Kymab when the team was created in early 2020.

Why is CSR/sustainability important to you personally?

I admit there is a strong personal element here – I am a parent to two young boys, and I, like any parent want to see a future world that is full of opportunities, not just for my own children but for all future generations across the globe. Opportunities for learning and development, which can be achieved through access to quality education and good mentors, opportunities to live in an equal society, which many businesses are aware of now, and opportunities to live a safe and healthy life in a changing world. I think an important interpretation of sustainability for me personally is to behave in a way that will allow future generations to experience living on this planet as we have done, or better. A trivial example for me is as a child I was fascinated with insects and remember fondly the hours spent observing grass-hoppers, beetles and butterflies – I'd like to think my children and their children could also find lots of great insects to observe!

How are we approaching CSR within our company?

While an official CSR stream only commenced at Kymab in early 2020, prior to that we had annual staff fundraising events and shared our passion for science with young people through offering internships and apprenticeships, as well as participating in careers fairs and school days. Following establishment of the CSR team we have focused on integrating our company's commitment to sustainability into the core of the company. We have focused our efforts on local community impact, and have facilitated a Christmas hamper drive for the Cambridge City Foodbank and organised a staff donation campaign (inspired by Run 5, Donate 5, Nominate 5) to collect funds for a local community charity. Through meetings organised by One Nucleus we were also put in touch with Form the Future, a fantastic organisation working in the greater Cambridge area to support young people moving from education to employment. When volunteering face to face was not feasible due to Covid, we offered online volunteering to staff through a partnership with Ethical Angel, an online platform connecting skilled professionals with causes such as charities or startups that need help with specific tasks.

Kymab was acquired by Sanofi earlier this year, and it has been a privilege to become a part of a company with such a passion and core drive to sustainability. At Kymab we have been in the process of identifying ways to reduce our environmental impact, and we hope to continue this further having recently joined the Babraham Campus Green Impact programme, which will help us and other companies on campus act together to advance our environmentally and socially sustainable practices.

Do you have any insights or top tips for others driving CSR/sustainability. And how to bring their colleagues along with them on the journey?

I think keeping everyone informed and engaged is the key to driving CSR and sustainability in the company. The CSR team were lucky to have a continual dialog with Kymab's senior management, many of whom were committed to and passionate about sustainability, and this has helped to keep CSR high on the agenda. Company updates and the ability to share our targets and progress have also meant more of our colleagues are aware of what CSR means, and the positive impact we can and are making in the local and wider community.

And finally, to end on a lighter note, what would you do for a job if you weren't doing this?

I would probably be a seamstress! I love the idea of making unique clothes to suit one's individual style, and sewing has opened my eyes into how much effort goes into making our clothes and how we should value them.



Join Natalie for networking around sustainability in the Leaders Networking Club on 2 September at 15:00 CEST.

Use CONNECTOR to reach out directly to [Dr Natalie Rynkiewicz](#)