

CSR REPORT 2021

# At the heart of our commitment



*Corporate Social Responsibility*

**macopharma**  
DESIGNED FOR LIFE





**Caroline HERNU**  
and the Macopharma  
Executive Committee

**In 2022, Macopharma is publishing its first report on Corporate Social Responsibility.**

Although we have been publishing our Sustainable Development Report for a number of years, our 2021 CSR report clarifies our commitment in three key areas: our PRODUCTS and services, the men and women running our system (PEOPLE) and our PLANET.

In 2021, there can no longer be any doubt about the responsibility every company shoulders. **After all, we are key players in economic, social and political life.** We must fully embrace our role by ensuring the utmost protection for LIFE itself.

As a result, the first section of this document focuses on **GOVERNANCE** in order to translate this responsibility into **our vision and mission to protect life.**

In the **PRODUCTS** and services chapter, you can find out about Macopharma **solutions** and how our core business pushes us to find increasingly responsible approaches to **quality, safety** and **innovation.**

This work is carried out by **men and women who we strive to protect**, by offering our employees and partners the best possible conditions, and by supporting communities through practical actions set out in part 2: **PEOPLE.**

A third element without which life simply wouldn't be possible is the environment: the **PLANET** is the focus of part three of this document. As a company operating in the blood industry, our **impact** is now being **measured.** This is a **first step** in determining the best ways of reducing this impact while ensuring that our company remains essential to people's lives.

We are aligned with the United Nations' **sustainable development goals** and **driven by the approach outlined in the IPCC** report for finding practical solutions.

I would therefore encourage you **to find out more about our commitments, our values and our day-to-day work** striving to bring about a positive change within our company.

## WHO ARE WE?



Macopharma is a **European leader** in the blood-related medical devices industry.

**Founded in 1977**, this French company has always invested in research and development to provide innovative solutions that optimise therapeutic practices and make them more secure.

Macopharma currently has **2,100 employees** across **20 countries**, and **3 factories in France, Poland and Tunisia**.

An expert in the blood sector, Macopharma markets its solutions in over **100 countries across the world**, particularly through its **17 subsidiaries**.



**1977**

Founding of  
Macopharma



**1995**

First subsidiary  
in Germany



**2002**

New production  
site in Poland



**2003**

First sales in USA  
for Leucolab LCG2  
(dockable filter)



**2012**

New production site  
in Tunisia



**2012**

ISO 14001 certification  
of the Tourcoing site's  
activities



**2015**

Integrated ISO 14001/  
OHSAS 18001 certification for  
activities at the Tourcoing site



**2018**

ISO 22301 certification  
(business continuity) for the  
group's transfusion activities



**2020**

Re-launch of Protective  
Masks activity



**2021**

Macomedlab CMO China  
Integrated ISO 14001/  
ISO 45001 certification of  
group activities

## GOVERNANCE

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#01  
Our vision



WE **RAISE** THE STANDARDS OF **CARE**  
BY PROPOSING **SUSTAINABLE** AND **INTEGRATED**  
**BLOOD** COMPONENTS **SOLUTIONS**  
TO EVERY **PATIENTS** IN THE **WORLD**

## ● ● ● Macopharma values

**The story begins in the 70's. In the north of France,** our founders had the idea of manufacturing blood bags by harnessing our experience in textiles. In the 80's, Following the contaminated blood case, Macopharma started to grow and expanded geographically with its first subsidiary in Germany.

Over the next 30 years, to get closer to its customers around the world, the company opened 2 other production sites and 17 subsidiaries.

The story continues with our people. Our know-how was spread across the organisation thanks to the integration of diverse talents and skills. When we opened the plant in Poland, production teams met to share the best practices and everyone received training from counterparts in France, Poland and Tunisia. Female workers came by bus for weeks to learn and develop Macopharma production principles.

Beyond production, Macopharma developed ways of working so all Macopharma employees, from R&D to production to supply or sales, are dedicated to clients' requirements in order to meet all patients' needs and propose the right solutions adapted to every situation.



Anticipate



Move with Agility



One Maco





Macopharma also expanded its activities by developing ranges of solutions along the blood value chain: from blood collection to blood safety via blood processing, the company started to distribute machines in the 90's and now develops its own.

Macopharma started FFP2 mask production in 2005 with the outbreak of avian flu, then in 2009 with the emergence of the H1N1 virus. More recently, the company was able to relaunch mask production in 46 days to fight against the global Covid-19 pandemic.

Macopharma does not compromise on health requirements. Our commitment is proven by our certifications, which demonstrate Macopharma's excellence. A list of our certifications is proof of our commitment and excellence: 13485 in 2016 for quality, 22301 for business continuity and 14001 for environmental management.

This is the story of Macopharma, a legacy of 45 years that showcases our DNA.

This is who we are and who we want to be : **Move with agility, anticipate, Create value, One Maco.**



Create Value



One maco



Anticipate



## Interview Juliette MERCIER, *illustratrice*



### Could you tell us a little about yourself and your work?

My name is **Juliette Mercier**, I am an illustrator and I work under the pseudonym **@stomiebusy**. I made a name for myself, particularly on social media, by talking about Crohn's disease and living with a stoma.

I write to inform people about this disease, which is an invisible disability, to banish the taboos and try and improve people's perceptions of stoma since I live with one myself.

### Can you tell us more about the partnership between you and Macopharma? I imagine that you relate to the MACO values that you have highlighted? Are there specific values that you relate to and which reflect your own personal values?

Yes, first of all there is a willingness to help people, to give meaning to what you do in your work and your everyday life. That really is very important.

Then there is an urge to change things using whatever resources you have, while making information accessible to as many people as possible because the key is working to help other people (rather than simply working to earn money).

There is a very human dimension to this project that I share with Macopharma.

## M **OVE WITH AGILITY**

- Build ownership
- Simplify
- Challenge
- Accelerate

## A **NTICIPATE**

- Think
- Be open
- Innovate
- Plan

## C **REATE VALUE**

- Add value
- Drive results
- Be impactful

## O **NE MACO**

- Partner
- Build bridges
- Develop self and others

*Our values are our foundations*

## Macopharma Strategic House

Macopharma is a family company with a strong sense of belonging. **To protect a family** and give it the best chance of growing, **you need a house with solid foundations.**

This is a useful metaphor because **strong VALUES give a house the solid foundations it needs.** These values are an integral part of our history and our DNA, but also motivate us to make further progress in the future and support our ongoing change.

A family also needs **a roof to protect the house. This is the role of our MISSION “Blood is life, we support life”** as well as our VISION, which enables us to envisage a bright future.

Finally, in order to support this roof and make our house completely secure, **we need solid pillars based on strong beliefs, which will drive the change.**

This house **protects all of Macopharma's employees** but also encourages all of our stakeholders to build a shared future across the blood industry.

Caroline HERNU

**Macopharma's values are essential to the company's raison d'être:**

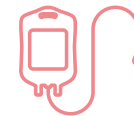
**RAISING THE STANDARDS OF CARE BY PROVIDING ALL PATIENTS AROUND THE WORLD WITH COMPREHENSIVE SUSTAINABLE SOLUTIONS FOR INCREASINGLY SAFE BLOOD COMPONENTS.**

On a day-to-day basis, this vision is channelled into the company's mission: **We support life.**

Consequently, **3 strategic pillars** represent Macopharma's commitments:



**The “LIFE” pillar** is based on **People** (individuals), **Planet** and **Products** for a responsible approach to Macopharma's impact across all its activities.



**The “SOLUTIONS” pillar** strengthens the company's position as an **expert partner** in the industry with a range of products and services which meet the needs of our clients.



**The “LEARNING” pillar** involves a **learning-centred approach for employees**, which enables greater agility as part of a lean organisation to collaboratively resolve any problems encountered.

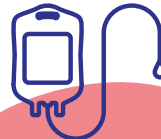


We raise the **STANDARDS OF CARE**  
by providing **SUSTAINABLE PRODUCTS** and  
**INTEGRATED SERVICES** to assure **SAFE** and secured blood  
components **SOLUTIONS** to every patients in the world

*Blood is life, We support life*



Engaged for  
*life*



Engaged for  
*solutions*



Engaged for  
*learning*

**Move with agility**

**Anticipate**

**Create value**

**One Maco**

# Executive committee

Executive Managing Director



**Caroline  
HERNU**

Finance



**Thomas  
WIDMAIER**

Blood Processing Solutions



**Frank  
SCHOENFELD**

Scientific



**Gauthier  
CARON**

HR and Sustainable Transformation



**Isabelle  
ROHAN**

Operations



**François  
QUATRESOUS**

In 2021, Macopharma's governance was restructured in accordance with best practices advocating the separation of powers between a non-executive chair and a general executive board.

The chair of the supervisory board acts as a counter-balance to the company's strategic decisions (directions, decisions with significant financial implications, etc.), while the Managing Director sets out strategic directions in collaboration with the executive committee and implements them on a day-to-day basis.

## Interview

Thierry FOSSEUX

Non-executive Chairman  
(September 2021)

### Where does CSR sit within Macopharma?

**Macopharma is designed for LIFE** in its role within the blood industry, but it must also be designed to ensure the quality of LIFE of people all over our planet by adopting a new way of carrying out its industrial and service-based activities.

Corporate Social Responsibility has been a key theme **for Macopharma for several years and in 2021 it became a strategic pillar of the company.**

### What action is the company taking in this area?

In 2021, Macopharma strengthened its actions and is now among those companies that are **aware of the impact of their business on the planet** (climate change, depletion of natural resources, waste production, occupational health, etc.)

**A first step was taken by calculating our carbon footprint and carrying out an assessment of our organisations.**

This enabled us to make an informed commitment to **significantly reducing the environmental impact of our business.**

### What challenges will the company need to overcome in its CSR commitments?

**This commitment is challenging** because it will force us to overhaul our current economic model, develop new indicators for measuring performance and reassure Macopharma employees and clients affected by this change.

But what other choice do we have? **It would be irresponsible to turn a blind eye to these changes.** We are well aware of the rather worrying effects of human activity on climate change.

It is also an excellent **opportunity to stand out from the crowd.** Changing our economic model to reduce the impact of Macopharma's activities has become an additional decision-making criteria, a sustainable and virtuous source of performance and therefore a way of guaranteeing our company's longevity.

### Which of Macopharma assets will support its success?

The approach must involve **innovative products**, bold processes, **a rational use of natural resources**, and a protective attitude towards people, which is respectful of the environment and enables the planet to renew itself.

Macopharma has both the will and the resources to realise this ambition. Its governance and its shareholders will carefully and considerably support the discussions and actions taken to **become a best-in-class company in the field of corporate social and environmental responsibility.**

We  
support  
life





# Ethical Charter

These rules are not exhaustive but in addition to everyone's common sense and sense of responsibilities, they set benchmarks for the employees of the group in order to guide their actions and inspire their behaviour in an ethical way.

MACO PHARMA GROUP SPECIALISES  
IN THE PRODUCTION AND COMMERCIALISATION  
OF HEALTH PRODUCTS IN THE FIELDS OF BLOOD  
TRANSFUSION AND BIOTHERAPY.

MACOPHARMA HAS BUILT ITS DEVELOPMENT ON  
VALUES AND PRINCIPLES OF ACTION AND ETHICS.

**Macopharma is committed to delivering quality products and services.**

All its processes are designed to achieve excellence as far as quality is concerned, right along its entire value chain – from “research & development” to sales, without forgetting manufacturing.

**This code of good conduct sets the foundations that ensure compliance with all current laws and regulations.**

As a result, Macopharma expects its employees not to engage in any practice that contravenes its obligations.

**Macopharma demands rigorous ethical conduct from its employees.**

At Macopharma, we are committed to respecting our employees, subcontractors, commercial partners and relevant authorities.

**These principles have laid the foundations of the culture at**

**Macopharma and have built the reputation of this group.**

**Responsible and long-lasting management plays an integral role in the culture at Macopharma.**

**Macopharma's success is built on the expertise and commitment of our employees and commercial partners and we encourage both individual and collective responsibility.**

**Macopharma's ethical charter was set up to formalize common and crucial references for each employee of the group.** Its content is not aimed at substituting legal texts nor professional codes in force, but it complements them.

# Modern Slavery Act

Macopharma Group **has adopted an Ethical Charter and Code of Good Conduct, our Modern Slavery Act**, which is a comprehensive document that contains the following statement, fighting against Human Trafficking and Exploitation:



Respecting national law and international conventions is an obligation of each of Macopharma's employees. **Associates of the group place particular importance on respecting as much in the spirit as in the letter of the law and regulations which they adhere to. In particular, employees undertake to observe:**

*International conventions and national measures corresponding to Human Rights: this primarily concerns ethical principles applicable to medical research as well as measures corresponding to the protection of workers, the ban on child labour and forced labour, observing discrimination laws and measures that regulate working hours; (... )*





PRODUCT

#02

**Solutions to make the best out  
of every drop of blood.**





## Engaged for *Solutions*

# What is a Macopharma solution?

It's Macopharma's **expertise** on disposables, equipments, softwares and processing guidelines that supports healthcare professionals to provide **safer and higher quality** blood components, in an **efficient and sustainable** way for the benefits of **donors and patients**.



*The role of Macopharma Blood Processing Solutions also involves organising Sales and Marketing into a one single unit to develop new collaborations while enabling broader career paths. This should benefit our customers with more synergies and more flexibility.*

**Frank SCHOENFELD,**  
Sales and Marketing Director.

# Quality policy

## Safety

**Raise the standard of care to ensure the best quality of life** for all by providing safe products and services for patients and users.



*Patients' Safety is everyone's responsibility! Everyone is responsible and must contribute to the safety of the patient, but also to the safety of their colleagues and themselves. Each of us has to keep in mind that the patient who is going to use our product may be our child, our parents or someone close to us.*

**Natacha DAUSSY**

Corporate Quality Assurance Director

## Innovative solutions

**Listen to our customers, understand and anticipate** our healthcare partners' unmet needs by providing innovative solutions.



*The "innovative solution" has to be more than just a catchphrase. It has to be implemented in real life. We must continue to anticipate the needs of our customers but also continue to stay ahead of our competitors. Always be responsive. Not just be a service provider, but a real partner to rely on.*

**Magdalena RATAJ**

Site Quality Director 6 - Polish site

## Efficiency

**Manage efficiency of all our processes** and work on their continuous improvement.



*We must take responsibility and respond quickly and effectively to ensure continuous improvement of our processes and products, bringing new ideas for improvement.*

**Celina KUMIDAJ-MALECHA**

Mechanical Laboratory Manager - Polish Site

## Collaboration

**Develop mindsets, motivate and invest** in people to reach high levels of performance.



*We need to emphasize collaboration and its benefits within Macopharma: not being afraid to rely on our collaborators to contribute to our ideas/projects, sharing ideas, but also listening and respecting each other to move forward together.*

**Olga ORŁOWSKA**

QA Manager - Polish Site

## SSP+ and MDR: a substantial challenge for

# improved health and safety

**In 2021, as part of a long-term effort in its transition to comply with the Medical Device Regulation (MDR), Macopharma has submitted its first set of dossiers regarding the SSP+ medical device.**

Everyone in the medical device industry knows the abbreviation MDR, but it is also synonymous with the tighter requirements with which all products on the market must comply by no later than 26 May 2024.

As a result, Macopharma prepared and submitted two substantial and distinct dossiers to its notified body and the chosen competent authority.

To do so, the assembled project team worked tirelessly and thoroughly along with all those members of the company indirectly affected.

In light of this change, the collective mindset of the employees provided vital motivation enabling us to progress together to complete the first step, which was the submission of the dossiers.

Macopharma has marked its official entry into the world of the MDR, which is the start of a long transition for even greater health and safety.



*Victory cannot be achieved alone. We can only accomplish our goals when we bring everyone's skills together.*

**Cyril HAUCH**

Engineering Department Director





BEFORE / AFTER



## Bio-Innov Project: Maco is in the house!

At the very beginning of 2022, the project group was delighted and proud to announce **the opening of our new Maco R&D laboratory in the brand new “BIO-INNOVATION” building** located in the heart of the TEMIS SANTE science and technology park in Besançon!

What makes BIO INNOVATION unique is that it is designed around an innovation platform and an “open” scientific and industrial ecosystem whose aim is to encourage exchange and discussion between industrialists, researchers, practitioners, engineers and students to facilitate the deployment of collaborative projects.

The theme focuses on enhancing the value of blood products, the development of MD and biotherapies, and brings together the major players in the field: EFS, Centre Hospitalier Régional Universitaire, universities, INSERM, ISIFC engineering school specialised in MD, and private companies in the field.

Starting with a bare platform on the third floor of the building, we built our own Maco lab based on our own specifications: a 135m2 facility with a laboratory, office space and a small meeting room.

**A big THANK YOU and BRAVO to the whole project team!**

**There are many benefits for Maco:**

- 1) *Strengthening* our relationships with EFS.
- 2) *Access* to a new source of blood products via EFS-BFC.
- 3) *Ensuring* an R&D continuity plan (especially for all future MDR-DEHP free studies)
- 4) *Integration* into a **scientific** (with UMR 1098/EFS, more than 160 people), **technical** (access to state-of-the-art equipment, qualified equipment and personnel, access to analytical methods, technical knowledge) and **clinical environment** (Clinical Investigation Centre present on site).

An exciting and unique project that started 18 months ago when contact was first made with TEMIS Santé and EFS-BFC and which is now coming to an end.



## Agreement signed between Macopharma and TIANHE: the founding of

# Maco Medlab

Macomedlab is the result of the marriage between Macopharma and Tianhe. The signing of a new shareholders' agreement **on 19 November 2021 by Caroline Hernu and Jason Lu** marked the official creation of the CMO "creation of a CMO between Macopharma and Tianhe.

The agreement for the supply of filters by Macopharma to Tianhe for the Chinese market and the exclusive distribution agreement by Tianhe of all transfusion products on the Chinese market by Macomedlab were both confirmed and signed in the weeks during the signature.

### Did you know?

Ten new standard blood bags (without filters) were created as part of the CMO contract, produced by Tianhe according to our specifications. They carry Macopharma branding and comply with our quality standards in order to provide our clients with the best possible products.

These CE-marked items are now part of our product catalogue and are specifically marketed in Asia and Africa.



# The robot generation

## has also arrived at Macopharma Poland

The robotized RBF1 assembly line was launched at Maco Productions Poland in December 2021. The goal of the project is to robotize and automate manual operations done during the manufacturing of our products

On the robotized line, manual operations are replaced by precise work by the robots. RBF1 consists of printing and labelling machines and tube printing and cutting machines and several ABB robots that glue tubes, filters and bags. In addition, the line is equipped with vision control systems which support the highest quality manufactured products.

The in-line camera-vision controls include the correct arrangement of bags and filters, the correct and legible printing of data on the label and the compliant gluing of the tubes.

Together with the all the teams, the process and robotics engineers, the technical department and the quality specialists, we have been working flat out to implement and validate the RBF1.

Thanks to this project, we will improve the repeatability of processes, increase efficiency and reduce manufacturing costs.



We welcome the challenge of the robotisation of manufacturing: a 'must have' for now and the future.

**Przemek Grzyski**  
Plant manager Macopharma Poland

Scan me!



# Production investment: government plan (staff project)

## 1. WHAT IS THE STAFF PROJECT?

### INDUSTRY RECOVERY PLAN STRATEGIC SECTOR "SUPPORT FOR MODERNISATION INVESTMENT".

For this project, Macopharma received a grant of €800,000 to enable strategic industrial investment to :

- **Increase national production capacity** of a strategic product for the health sector: in this case, blood transfusion kits with leukocyte removal filters.
- **Strengthening the competitiveness of a flagship French company** by enabling it to boost its productivity (reducing production delays due to maintenance, adjustments, etc.).
- **Guaranteeing product quality** (and therefore reducing risks for patients) by simplifying the various production stages and increasing accuracy.
- **Ensuring the supply of medical devices** without a risk of stock shortages for stakeholders in the health sector thanks to a permanently available industrial tool.

## 2. PRESENTATION OF THE PROJECT

Macopharma Tourcoing's activities include **designing and producing transfusion kits and biotherapeutic products.**

The investment project will be implemented at the Tourcoing site (total surface area: 32,000m<sup>2</sup>, building surface area: 16,300m<sup>2</sup>) on a new automated filter production line.

In terms of production, the site at **Tourcoing specialises in manufacturing semi-finished products**, and has vertically integrated various processes and technologies, including thermoplastic injection moulding, non-woven meltblown filtering material extrusion, assembly of bags and filters using high-frequency and ultrasound bonding techniques, assembly by gluing, packaging and steam sterilisation of end products.

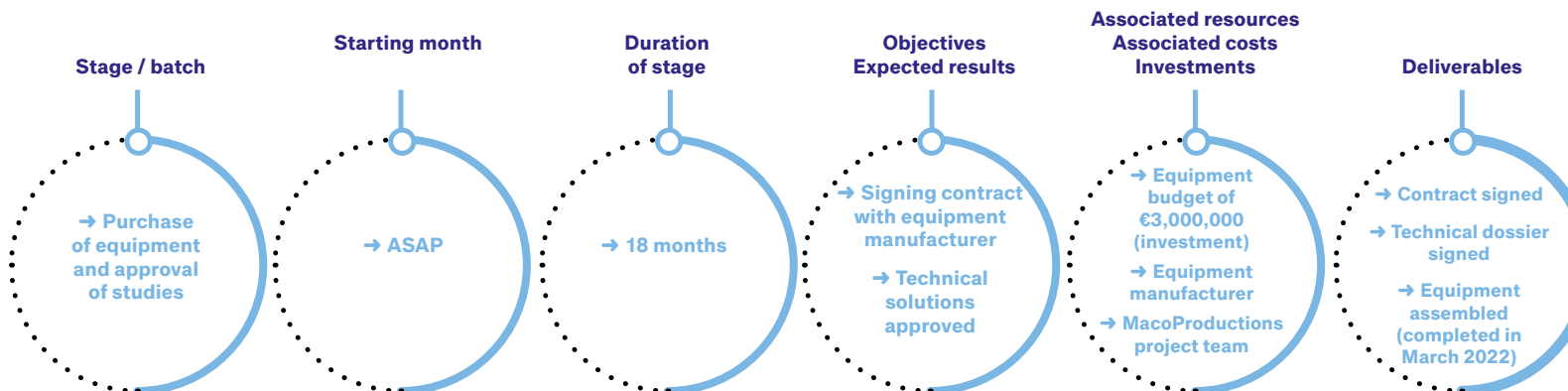
**The aim of the project is to invest in and install automated filter production equipment at the Tourcoing site.**

## 3. PROGRESS IN 2021

- **Study and creation of a production line** by an equipment manufacturer
- **Preparation of Tourcoing factory** for the installation of this new equipment in a clear room (started in 2021 and completed in 2022).

Specifications were drawn up during summer 2020. **Two European equipment manufacturers were pre-selected:**

- **The first one was German** and is a long-term supplier for Macopharma. It had already manufactured six automated blood bag production lines for the Tourcoing site.
- **The second was Italian** and is a long-term supplier of our main competitor (German). It had already supplied them with seven automated production lines for leukocyte removal filters. Its partner is a French distributor dealing with the installation and maintenance of the equipment. The second option was selected for this project.



## Secure our activity

### BUSINESS CONTINUITY: ISO 22301 CERTIFICATION. SUCCESSFUL RENEWAL.

The renewal audit carried out by SOCOTEC Certification International for the ISO 22301 certification took place between 18 and 22 October 2021. This audit was conducted in person for the Tourcoing and Wroclaw sites and remotely for the Maco MD site (due to Covid restrictions).

The following notable results were obtained:

- **0 Major non-conformities,**
- **0 Minor non-conformities,**
- **2 Observations:**
  - regarding the finalising of multi-annual action plans for securing the sourcing of critical raw materials.
  - for the Polish site with the formalising of certain task sheets relating to the commitment to business continuity.

### 22 STRONG POINTS

WERE NOTED, INCLUDING THE FOLLOWING  
EXAMPLES:

- **Proven leadership**
- **Clarity of new management flowchart ISO 22301**
- **Excellent operational arrangements and upkeep of sites**
- **Operational identification of requirements of interested parties**
- **Maturity of Business Continuity Management System**
- **Organisation of training process for business continuity for new employees**
- **Planning and efficiency of exercises**
- **Procedure for managing the oversight of relevant actions (internal audit, management review, action plans)**
- **Relevant internal communication systems**
- **Good grasp of Business Continuity issues in project management and during modifications**
- **Effective monitoring of measures and actions...**



All Macopharma teams *helped us to maintain our ISO 22301 certification* with an ongoing commitment to ensuring the satisfaction of our clients and, indirectly, of patients.

**Bogusława Jakubowska-Partyka**  
EHS Manager - Polish site



**Tomasz POKORNY**  
HR Manager - Polish site



→ **Harmonizing the onboarding process for new employees for our 3 industrial sites : Focus on our Polish Site**

After finalizing the recruitment process and passing through the compulsory medical check, new employees are ready for their on-site Onboarding.

On the first day of employment we organize the initial safety training, then we've got ISO 14001 training, ISO 22301 training, and 45001 training.

Then we've got training for GMP: Good Manufacturing Practices, followed by training. So on the first day there are five different training sessions in total.

During an audit by the certifying body or the client we have to be able to prove that our people are well trained and they take care when it comes to the quality of the products.

On the next day the work session training begins, provided by the line manager. For the production employees,

this training is organised in production and staff are taught how to connect the components and how to work in safe conditions.

After the training, they are placed in different working groups and they complete their workstation training on the specific line in question.

The entire workstation training takes between 5 and 14 days depending on the product complexity of the products.

For administration staff, it's a little different. It is mainly led by the manager. They have the same first day as the production teams as this is mandatory for all employees, but the next day is more flexible. Each manager decides the equipment needed, the software access required, and whether any special training is needed to use the software. They then visit their department to find out about its specific features.

Everything is recorded on our quality system and is available to the auditors.



# Business continuity:

## Crisis management COVID

We are still continuing to manage the COVID crisis and health monitoring with all our plants and subsidiaries.

The frequency of follow-up meetings depends on the health situation recorded at our sites, subsidiaries and also in each of the countries where we operate, in order to continue to protect our teams, adapt our organizations, communicate and respond to the needs of our customers.

### BUSINESS CONTINUITY: ASSESSMENT AFTER THE MANAGEMENT REVIEW 2021

The management review on business continuity for the whole Macopharma group was held on January 13, 2022. Below is the 2021 assessment and the actions decided for the years to come:

The management review on business continuity for the whole Macopharma group was held on January 13, 2022.

- **Crisis management COVID** : as described above with priority given to the protection of our teams
- **0 delivery failures** for our customers and a service rate > 99%.
- **Renewal of our ISO 22301 version 2019** certification with no major or minor non-conformities and many strong points
- **Non DEHP project under MDR**: major project for Macopharma and business continuity. Action plans and implementation of indicators to monitor the project's stages and content integrated into the business continuity dashboard.

→ **Securing our critical raw materials**: a five-year action plan has been drawn up with indicators to monitor compliance with set deadlines.

→ **Cybersecurity**: Constant strengthening of the security of the information system in 2021 and awareness raising among users regarding phishing to tackle the increasing number of attacks taking place around the world.

→ **85% completion of the 2021** business continuity progress and improvement plan

→ **10 statements on business continuity in 2021** with, for some events, an impact on our safety stocks at the end of 2021. 90% of corrective actions have been implemented.

→ **Financial impacts on our activities linked** to the increase in the price of raw materials, transport and their availability

→ **IT security**: definition of an IT security improvement plan for 2022/2023.

*Thank you to all of you for your contribution and your involvement in ensuring our business continuity and that of our customers.*



**Claude DEWEPPE**

EHS/Group Business Continuity Director





**Anne ZIMMERMANN**  
IT & Organisation Director

### → Cyber security

Complex global cyber security context: exponential increase in a wide range of attacks with consequences on business continuity of companies due to:

- the unavailability of systems for long periods, especially given that time in IT is usually counted in milliseconds, while such outages can last for weeks
- the potential loss of data or data integrity: unacceptable in a sector such as ours
- data exfiltration
- extortion attacks.

For instance, from August 2021 to the end of 2021, we detected an average of one phishing email per week from a company that was itself the victim of a cyber attack.

To combat this threat, an action plan has been implemented addressing various different aspects,

including the user: **a key link in IT security.** Users must be informed and trained in order to understand that IT security is everyone's responsibility.

Their behaviour must be exemplary. They must comply with the rules and to do so, they must understand them and recognise the potential risk to the company if they fail to comply.

Their vigilance is critical. They must report any suspicious email or at-risk activities to the IT department.

Thanks to a range of communication/awareness-raising actions, we have noted a significant increase in our users' awareness of the cyber risks.

This awareness raising was carried out in a climate of trust rather than fear: it is vital for the user to feel like they can make a contribution to the security of the company.

### **Awareness-raising was made up of various different initiatives:**

→ **Broadcasting Cyber News** on the intranet on a regular basis: explaining at-risk situations, required behaviour, applicable regulations.

→ **Broadcasting articles in the company newspaper:** reminder of general rules and phone numbers available 24/7 in the event of a suspected cyber risk

→ **Sending explanatory emails** to all email addresses in the event of a targeted alert with a detailed sample (screenshot, etc.)

→ **Quarterly broadcasting of KPIs** about problems encountered following failures to comply with certain rules

→ **Organising special events** with communications through various channels: password changing campaigns, cyber security week



## Dialogue with our Stakeholders

### OUR PUBLIC PARTNERS

- Municipalities
- Authorities
- Institutions
- Administrations

### OUR BUSINESS PARTNERS

- Customers
- Suppliers

### OUR INTERNAL PARTNERS

- Our employees and our social partners
- Our shareholders

### OUR SUPPORT SERVICES

- Scientific and industrial partners
- Banks and financial institutions

### OTHER

- Associations
- Media
- Residents



*We are developing and transforming the company with sustainable purchasing to contribute positively to society and the economy. This approach is also shared and implemented with our suppliers and stakeholders.*

**Anis CHAABANE**  
Group purchasing director

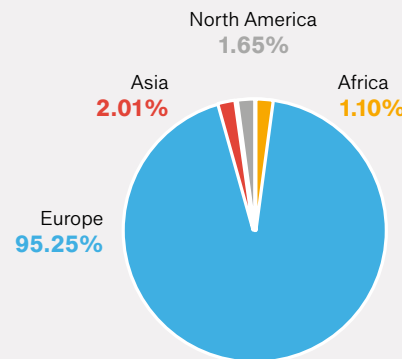
### SELECTION OF SUPPLIERS:

#### ■ Suppliers are selected based on our quality management system.

Quality controls, regular audits and supplier evaluations are carried out to ensure compliance with Macopharma's specifications and suitable level of quality.

#### ■ Suppliers are also selected from a geographic point of view to minimise the environmental impact and to facilitate supply chain management.

On this basis, 95% of our suppliers are based in Europe.



### CURRENT SUPPLY AREA:

#### Raw materials:

- 95% European suppliers.  
> +/- 50% France, 15% The Netherlands, 14% Poland  
> Indirect product facilities from local suppliers
- 5% outside of Europe: USA, Japan, Singapore, China...

## PEOPLE

#03  
Protect  
our people





## One Maco Blood donor day

To mark world blood donor day, Macopharma launched its first “BLOOD DONOR DAY by Macopharma” with all of its employees. From France to Canada, via the UK, Belgium, Scandinavia, Germany, Poland, Tunisia, Spain, Italy, the Middle East, India, Australia, the USA and Brazil, many willing employees volunteered to take part in this noble cause!

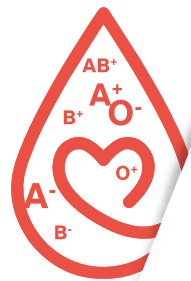
The first blood donor day took place on **14 September at Tourcoing Maco 1, with the participation of around 170 volunteers.** Brought together for a noble cause, all attendees enjoyed a friendly atmosphere.

**Poland and Tunisia then took up the mantle,** celebrating Blood Donor Day on 15 and 16 September. These events are the perfect opportunity to meet others and share experiences! Our subsidiaries also took part, inviting their employees to give blood individually in centres of their choice.

This initiative was recognised both in France and internationally: firstly, during the Com’ en Or DAY Trophy in **March 2022, Macopharma had the honour of winning the internal communication award.** Chosen by a panel made up of communication professionals, the #Blooddonorday project impressed the judges with the citizen engagement of our employees around the world.

Among our subsidiaries, #Blooddonorday was also awarded during **blood donor day in Tunisia.** Macopharma received **the national blood donor prize from the national centre under the oversight of the Tunisian Ministry for Public Health.**

*Together, we made a difference!*



**BLOOD  
DONOR  
DAY** by  
macopharma



# “0 lost-time accident (AAA\*)” safety challenge in 2021 :

**We organised a safety challenge on our sites based on:**

**1. The results of the LTA by team, workshop or department** (depending on headcount).

**2. The actions carried out to improve our safety performance** (corrective and preventive actions and training).

**For point 1. :** a gift was given to all of the teams, workshops or departments that didn't receive an AAA\* in 2021.

**For point 2. :** a diploma and a trophy were awarded to the first three teams, workshops or departments at each site.

Here are the results :

*Congratulations to the winning teams and to the other Macorpha teams who help to improve our safety culture through their commitment.*

## For France



AFTERNOON FILTER WORKSHOP TEAM



Injection/Needles/ Meltblown team workshop



MP/PSF/Planning/Supply Chain stock department team

## For Tunisia



CARTONING WORKSHOP



Set up workshop



Assembly workshop

## For Poland



(M. NOWICKA / T. DRZEWI SKI) MACOPLAST WORKSHOP



(M. Bendyk / T. Kussa) sterilisation workshop team



3rd place: (A. Łukasiewicz / T. Drzewinski) sealing workshop team

\*accidents resulting in work stoppages



**We beat several records in 2021** in terms of the number of lost-time accidents AAA\*).

■ **No serious accidents.**

■ **0 AAA\* in Poland in 2021** and since June 2020: a record since the site opened.

■ **6 AAA\* for the Macopharma Group:** best results in over 25 years (at comparable scope without the drip division).

■ **6 consecutive months in 2021** without an AAA\* in the Group: the longest period since Macopharma opened.

\*accidents resulting in work stoppages

## 2021 Security results:

# several broken records

This positive development is the result of prevention actions implemented by all **Macopharma teams to improve the safety culture via:**

- behavioural audits,
- reports of near accidents followed up with corrective actions
- special training sessions to manage risks (Reception EHS, risk sheets by role, authorisations, awareness raising, etc.)
- communication and awareness-raising actions
- changing behaviour, etc.



**GROUP TOTAL**

AAA\* number: **6**  
AAA\* number max target 2021: **11**



# GDPR: protect my data, *protect myself!*

2021 was the year that we implemented training with an assessment component about GDPR, while awareness-raising initiatives remain ongoing.

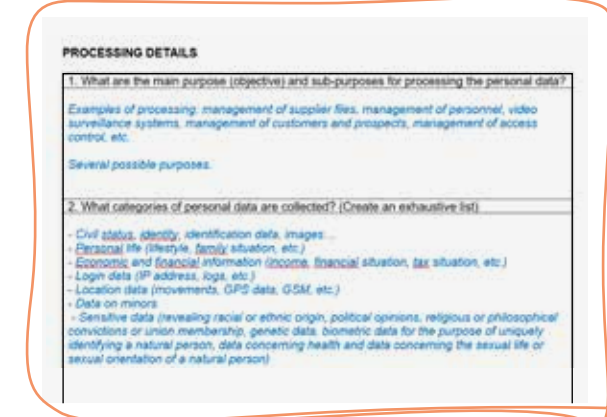
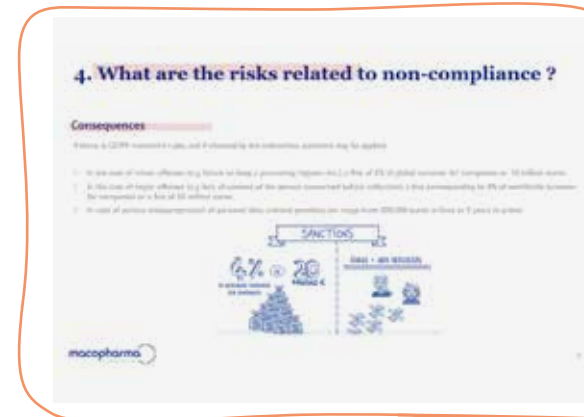
## Some key figures:

- **302 people attended training**
- **Success rate: 99%**
- **Average score: 87.62%**

In addition, we have produced a large volume of communications on cyber security in 2021 through an action plan implemented this year, covering various aspects, including users, which is also useful when it comes to GDPR.

The end of 2021 was focused on organising and budgeting for the following year (2022) for the main GDPR-related actions in order to address various themes, including:

- **Reviewing procedures**
- **Reviewing training**
- **Auditing of all Maco processing** (Subsidiaries, Factories)
- **Reviewing GDPR and Security aspects of contracts**



# Protect communities

## EUROPEAN WEEK FOR THE EMPLOYMENT OF PEOPLE WITH DISABILITIES

From 15 to 20 November 2021, Macopharma employees came together to celebrate the EUROPEAN WEEK FOR THE EMPLOYMENT OF PEOPLE WITH DISABILITIES.

Various associations came to explain their roles and initiatives.

These people are committed to raising awareness of the specific issues encountered by people with disabilities in our European societies, which are still not inclusive enough. Nonetheless, they are able to work thanks to companies like Macopharma, which has set itself guidelines to follow over the last few years: **listen, vanquish fears about differences and welcome others.**



### “HANDISPORTS DES HAUTS DE FRANCE” ASSOCIATION

With whose help you saw success in wheelchair table tennis and laser shooting for partially sighted people.

### “TU MARCHERAS” ASSOCIATION

with the aim of showcasing a tried and tested Chilean method of helping families and children to walk despite a rare and still unknown disease.

### “FEMMES POUR LE DIRE FEMMES POUR AGIR” ASSOCIATION

listening to disabled women who have been victims of verbal abuse and/or physical violence.

### “LES MIRAUDS VOLANTS” ASSOCIATION

Which some know well for having tested the technique used to help blind or partially-sighted people become pilots. Based in the Toulouse region, it is also active in other regions helping others realise their dreams.

## Our commitments

### “OPERATION BRIOCHES” TO RAISE MONEY FOR “LES PAPILLONS BLANCS DE LILLE” ASSOCIATION:

547 brioche purchased by you, equating to €2,188, which was then doubled by Management; **Caroline Hernu** presented a **cheque worth €4,376** to Guillaume Schotté, the Director of the **Papillons Blancs de Lille**!

**THE SURVEY completed by 254 of our employees led to a donation of €2,540 to the “Tu Marcheras” association** (the survey examined our employees’ opinions on the subject of disabilities at Macopharma)



## Disability policy:

# results in figures

## DIVERSITY MAKES A COMPANY STRONGER

**Over the last 12 or so years, Macopharma has been developing an ACTIVE disability policy for RECRUITMENT, CONTINUED EMPLOYMENT and AWARENESS RAISING of all staff without exception.**

With the introduction of legislation in 1975, 1987, 2005, 2015 (with greater consideration of the environment and the needs of specialised associations) and, most recently, in 2020, the relationship between companies and disabilities has developed drastically. Sign Language has been recognised as a taught foreign language, mental disabilities have been acknowledged and technology for improving independence has been introduced.

### **Reminder of the OBLIGATION TO EMPLOY DISABLED WORKERS in France:**

2.7 million people between 15 and 64 are eligible to benefit from the

obligation to employ, equating to 6.7% of the total population.

**Employment rate:** in France, the legal rate is **6%** but this rate only reached **4.3% on average in 2021\***

We can be proud to be part of a company taking action in this area.

In 2021, **9.09% of MacoFrance's employees were Disabled Workers**, amounting to over 67 employees.

Macopharma's commitment to recognising employees with a disability and its work to combat prejudices is continuing to bear fruit, which is ultimately to everyone's benefit.



**Raising awareness and getting people involved** are the main objectives of this event. If we don't talk about disability, people often feel ignored, which can be a real hindrance to their development. As a company, it is vital that we open our doors to people with disabilities.

The main objective of the European week for the employment of people with disabilities was to enable the recruitment and ongoing employment and support of workers with disabilities or those who develop a disability while already in employment.

However, it also offered another perspective on inclusion by opening people's minds and combating prejudices in a fun and educational way.

**Marie-Claude PROVOYEUR**  
Disabilities Lead

\*Based on recruitment data recorded by Pôle emploi in 2021 (Jan-April) | [www.agefiph.fr](http://www.agefiph.fr)



## Initiatives of solidarity *around the world*



**As a result, in 2021:**

- **6 teams from Poland and Tunisia** took part in la course des entreprises race, which supports people with disabilities or amputated limbs through a relay race involving 5 runners.
- **Blood Donor Day:** a day for encouraging employees to give blood during organised events at all sites, leading to over 250 donations and 750 lives saved.
- Over 150 participants for **Pink October in Poland:** runs and donation events, attended by Macopharma teams.
- **Disability week:** Seven days of awareness raising about different forms of disability and the problems encountered in the workplace. Several partner associations were financially supported by sales and donations at the Macopharma sites in France.
- **147 Christmas gift boxes in France and Poland** ("Szlachetna Paczka") gave some of the most disadvantaged people, especially children, the opportunity to enjoy a moment of happiness.

In the context of corporate responsibility, **Macopharma also takes into account its commitment towards local communities and associations**, which is particularly critical for the company and its 'designed for life' mission.

Whether it is sporting events, donations or charity sales, **Macopharma supports a range of initiatives in various countries.** The company facilitates these initiatives by organising, communicating and participating financially in fund raising.



# Grow: human resources

## THE AVERAGE NUMBER OF TRAINING HOURS PER YEAR, ORGANISED BY EMPLOYEE AND PROFESSIONAL CATEGORY

In 2021, Macopharma employees in France received over 7,200 hours of training:

| Training initiatives  | 2021           |   |          |
|---|----------------|---|----------|
|   | Manual workers | Clerical, technical and supervisory staff | Managers |
| Number of hours   | 666            | 2931                                      | 3606     |
| Number of people who have attended at least one training course | 117            | 178                                       | 222      |
| Average number of training hours per employee                   | 5.6            | 16.4                                      | 16.2     |

On average, in France, nearly 9.2 hours of training were offered per employee. Overall, over 360 training sessions were held in France in order to meet the organisation's strategic requirements and to support the development of employees.

## PERCENTAGE OF EMPLOYEES BENEFITING FROM REGULAR APPRAISAL INTERVIEWS AND CAREER DEVELOPMENT DISCUSSIONS



In 2021, as set out in the HR policy in force, **100% of employees in post received annual review interviews** as well as an individual appraisal with their manager to set out their development plan for the coming year.



## LIFE-LONG PROGRAMME FOR THE DEVELOPMENT OF SKILLS AND TRAINING TO ENSURE THE EMPLOYABILITY OF EMPLOYEES AND TO HELP THEM MANAGE THE END OF THEIR CAREER.

### **A training policy and ambitious skills development plan, consisting of two parts:**

→ **Training aimed at developing the skills and knowledge** necessary for the successful achievement of the company's strategic projects. For 2021, this focused on upgrading skills in the areas of: Quality, Regulations, Security, Technical skills, Languages and staff development in compliance with the Leadership Model defined internally around key 10 skills (set out in RDD 2020).

→ **Training specific to professions**, arranged around key topics, based on the analysis and transcripts of employees' individual needs. The training policy for 2021 built on and consolidated training initiatives

delivered using diverse and hybrid formats: In person and remote training (via Teams or Zoom), as well as asynchronous training via a wide range of 25 thematic e-learning modules.

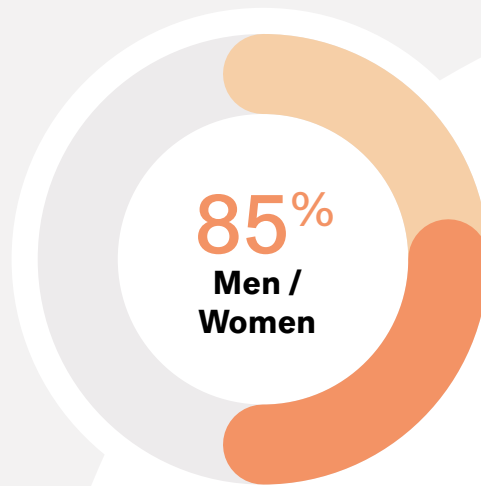
Macopharma also renewed and strengthened its partnership with Edflex (independent training platform), under the label Grow@Maco, in order to offer a wide range of dynamic and up-to-date content (MOOCs, podcasts, videos, articles, etc.).

Grow@Maco enables employees of the group in France and internationally to receive training independently and to take control of the development of their skills in order to go further. This approach enabled us to satisfy more employees' training requests in 2021.



## Equality and inclusion

## GENDER PAY EQUALITY



**The gender equality index reached 85% in 2021.**

Macopharma also **reiterated its gender equality agreement in France for another year.** Moreover, Macopharma is committed, through its HR and internal recruitment procedures, to maintaining, for instance, annual salary reviews in the event of maternity leave or prolonged absences, as well as strict equality in pay for employees with equal skills using an organised group benchmark system. The same equity is ensured in the internal and external selection and recruitment processes based on required skills.

## EQUITY/EQUALITY

**Macpharma is committed to the principles of equity and transparency** in the way it treats its employees, with regard to the initial **recruitment process, internal mobility, the allocation of specific training courses or salary and compensation review periods** using a global benchmark, which is updated every year.

## INTERNATIONAL DIVERSITY AND MULTICULTURAL PERSPECTIVE: SUBSIDIARIES AND HEADQUARTERS

**Macpharma's international dimension is at the heart of the practices, communication and richness of our organisation.** Diversity is a strength that we acknowledge every single day with more than **45 different nationalities represented in 2021!**

This diversity is expressed and enhanced thanks to our **17 subsidiaries and 3 industrial sites** in France, Poland and Tunisia.

In order to fully embrace and harness all the benefits offered by this diversity, the company has implemented **a training course to improve collaboration in a multicultural environment**, which will also be carried over into 2022.





*Gathering a wide range of experiences, thoughts, opinions and backgrounds creates something that is bigger than us as individuals. An important point for me in Macopharma's multiculturalism is the respect for everyone (regardless of their background and differences) and listening to the people in our company, no matter where they come from. We all work together as a team.*

**Matt BELLINGHAM**

Country Manager (Macopharma Australia)



*I really feel that the company is growing globally. We are all trying to have better communication, we are trying to build a united team (in America and globally). We have more discussions and meetings between the teams (subsidiaries and headquarters), so I think today we are building stronger communication.*

**Dalia María MORENO**

Regional Product Manager Americas



*I think belonging to the workplace, sharing success stories and being able to talk to not only people from the US but also Macopharma collaborators from all over the world is very important. I believe it's never been as important, the global inclusion, as it is now. It's important for us to be able to talk to other people, we can definitely learn something from them. I think overall (about Maco's multiculturalism), I feel like we are one Maco, it's improved since I've been here and that's a good thing to see because we can all work together, share ideas and that's how we learn from each other and become better.*

**Dondra DICKERSON**

Western U.S. Account Manager

## What processes and tools do you use to fulfil your HR policy and implement practical initiatives?

### RECRUITMENT OF STUDENTS AND RELATIONSHIPS WITH SCHOOLS

FRANCE  
2021

| Apprenticeships |    | Professional training contracts |    | Interns (excluding introductory placements) |    |
|-----------------|----|---------------------------------|----|---|----|
| Number          | 4  | Number                          | 4  | Number                                      | 18 |
| Average age     | 21 | Average age                     | 24 | Average age                                 | 23 |
| Sex M           | 1  | Sex M                           | 3  | Sex M                                       | 9  |
| Sex F           | 3  | Sex F                           | 1  | Sex F                                       | 9  |

**It was impossible in 2021 for most companies to take part in physical meetings with students** (forums, job finding events, schools events, etc.).

However, the figures demonstrate that Macopharma was able to maintain its links with its academic partners in order to enable students on a work placement or a sandwich course to contribute to the company's major success stories through immersive training in a range of departments (Production, Marketing, R&D and many others.)

In addition, as well as communicating on professional social media, Macopharma had the opportunity to visit the ESTICE/ESPAS Institute in Lille on 28 October 2021 during a meeting between HR professionals and students in order to talk with future graduates about how recruitment challenges and expectations will develop for the generations to come.



*Meetings with students are extremely valuable as a way of allowing both sides to understand the expectations of companies and students about how the recruitment processes work and the main related issues. The current context means that companies and HR departments need to prepare themselves and seize the opportunity to develop their offers, communication and recruitment methods to best meet the expectations of students while also responding to the need for internal recruitment of young talent!*

**Léo BROTIN,**

Corporate Training & Recruitment  
Coordinator



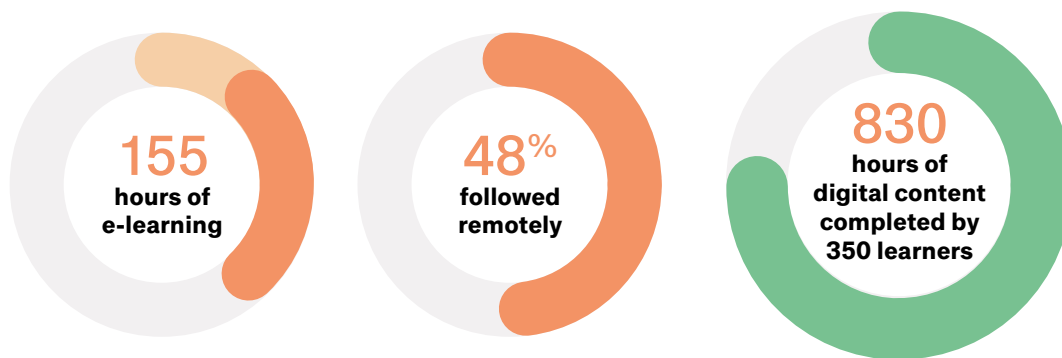
## TRAINING: MORE DIGITAL TECHNOLOGY AND GREATER AGILITY!

**2021 saw a notable boost for training initiatives:** thanks to remote learning and digital tools, the length of some training sessions was reduced. More than **155 hours of e-learning** were completed within France alone!

Two new e-learning modules were also launched to provide employees with basic knowledge of transfusion and biotherapy, available in English and French. Employees can also find out more about our products wherever they are in the world and at their own pace.

In 2021, as well as E-learning, **almost 48% of the training courses available were adapted to be taken remotely** (52% of the training sessions were provided in person) demonstrating a genuine shift towards digital tools and methods!

On Grow@Maco, more than **830 hours of digital content was completed by nearly 350 active learners!**



## IMPROVING THE USE OF THE INTERNAL HR TOOL MYHRCORNER IN 2021

In the first quarter of 2021, Macopharma rolled out a new recruitment module, directly integrated into its HR Information System (Talensoft).

Consequently, **more than 40 digitised processes were managed using the tool in 2021.**

Thanks to the improved readability of employment opportunities, more than a third of the total number of vacancies were filled internally, thus offering excellent career development prospects for our employees.

The tool professionalised the monitoring of the candidate process and, in particular, made the internal employment grant more accessible and visible, since it is now digitised and has been adopted by the entirety of the group.

## 2021 RANKING OF THE BEST EMPLOYERS



**For the first time in 2021, Macopharma impressively featured among the 500 best employers in France.**

This ranking, published in Capital magazine in February 2021, was determined using an anonymous and independent online survey carried out by Statista among 20,000 employees and 2,100 companies. It was used to gauge the satisfaction of French employees towards their employer. Macopharma features in the 2021 ranking as one of the **Best Employers in the "Health and Pharmacy" sector**. We are immensely proud of this achievement, which underlines our DNA, our strongly-held values, and our commitments to employer branding, especially regarding inclusion and diversity!



## REMOTE WORKING: A NEW AGREEMENT FOR A RE-ORGANISED WAY OF WORKING

**A new remote working agreement for Macopharma France was concluded in February 2021**, after a generally positive outcome of the circumstantial measures implemented in 2020.

This agreement now provides the framework for **a hybrid working model** enabling employees to benefit from **two days of remote working per week** applicable to a wider range of positions (depending on their suitability for such a model) by relaxing the conditions related to years of service in order to be eligible.



## EES (EMPLOYEE ENGAGEMENT SURVEY) AND INITIAL ACTIONS TAKEN

**At the end of 2020 and the start of 2021, the analysis of the results from the EES highlighted various different areas of focus for improving processes within the company.**

One of the success stories of the action plans implemented in 2021 was the improved visibility of internal development opportunities, especially thanks to a new digital recruitment module and better communication of vacancies.

As a result, almost 35% of vacancies in technical, supervisory and management positions were filled internally. This is thanks to the work of the HR and Training departments on developing the employability of current employees.

Furthermore, the opportunity identified to improve feedback culture and practice led to the design and implementation of a training programme around ongoing feedback, offered to all managers within the group in 2021, both in France and internationally.

Finally, for the benefit of the Operations departments across all our industrial sites, tier meetings were implemented in September 2021 in order to optimise our ability to achieve common goals and improve the distribution of on-site information to different sites and within sites. This initiative is designed to help us realise our ambition of streamlining processes for managing performance, monitoring and transparency of industrial production indicators.



*When I joined MACO, I was simply looking for a job. I had the chance to receive training in stock and inventory management and then I had the opportunity to stand in for the group leader, where I learnt the basics of team management (HR, EHS, PQC). Subsequently, since MACO was opening up some interesting roles, I applied in November 2021 for the role of group leader, and following several interviews, I got the position. I really feel like I am developing within the company, which has given me the chance to achieve my goals on a professional and personal level.*

**Saloua Souidi**

*Production team manager, Macopharma Tunisia*



# PLANET

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#04  
Caring  
for the environment

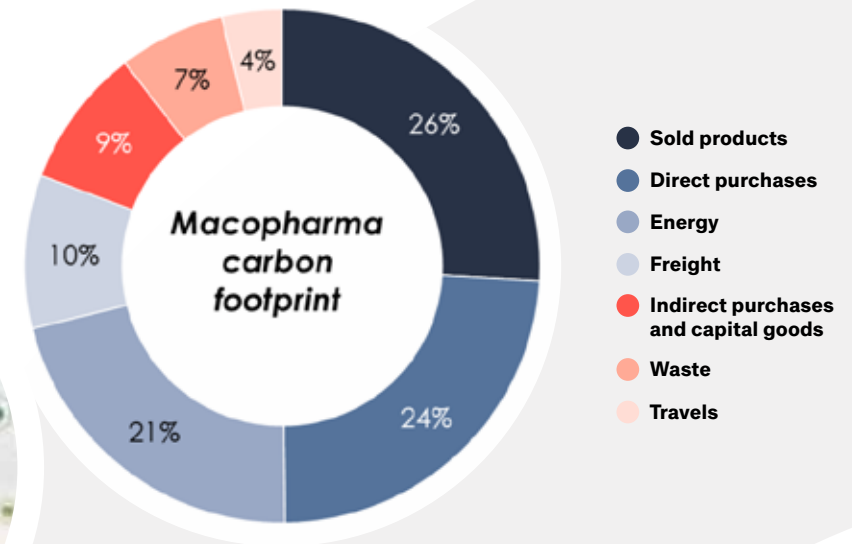


# Carbon footprint

In 2021, with the roll-out of our CSR strategy, **we committed to implementing the international “GHG Protocol” (Greenhouse Gas Emissions) in order to assess our carbon footprint.**

The initial assessment was **carried out with the company “CARBONE 4”**, which is an expert in the sector and recognised in the field.

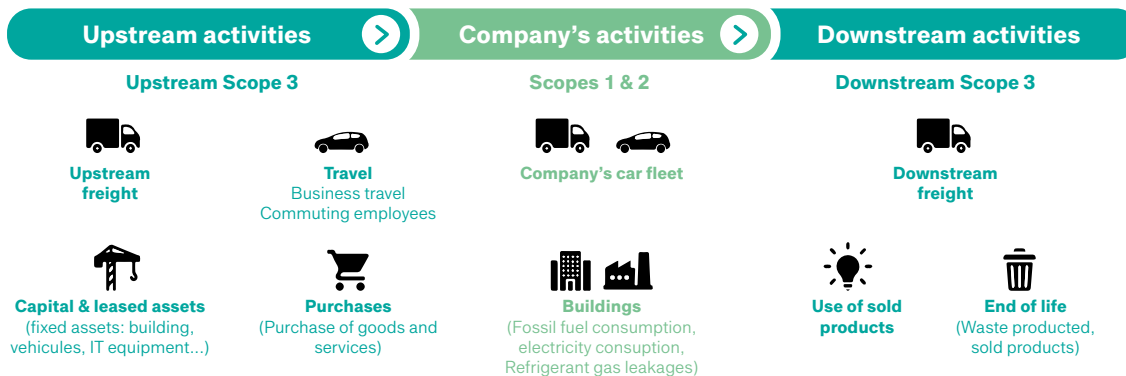
The overall scope of the carbon footprint assessment based on our emissions for 2021 is set out in the diagram below:



**The result and distribution of our carbon footprint is set out above.**

This evaluation enables us to establish a targeted action plan to supplement the action that has already been implemented as part of our environment management system, which has been ISO 14001 certified since 2012.

This multi-annual action plan will be developed in 2022, based on our internal expertise and the know-how of our stakeholders. Working together, we will strive to reduce our GHG emissions and align ourselves with the objectives of the Paris climate agreement.





**Florine Ollivier-Henry**  
Carbone 4 Consultant

## Interview carbone4 on Macopharma Carbon Diagnosis

### **Carbone 4 has led the Carbon diagnosis project with Macopharma, why is this first step so critical?**

Calculating the carbon footprint **is a proof on how the organization itself** is considering its role to reduce the environmental impact on the planet. When the company fully understands its carbon footprint it enables the full visibility of the climate risks exposure and thus a collective ambition to engage with all the collaborators.

The diagnosis is the first step to design **a strategy to reduce the carbon footprint** as it enables the identification of priorities. Once the diagnosis is done and understood, the organisation can start on defining its roadmap.

### **Macopharma diagnosis scope included upstream and downstream activities defined as scope #1, #2 and #3, how does this help the action plan ?**

**The diagnosis has been completed on the entire value chain** with direct and undirect scopes. As carbon footprint is about measuring the risks related to climate changes it is important not to limit the diagnosis to Macopharma but to include all the stakeholders.

Therefore the impacts on suppliers or transportation also concern Macopharma, this is why we speak about carbon dependency. In addition, as Macopharma can influence some

stakeholders, it is key to include the scope #3 to also envision these opportunities for carbon decrease as the company could decide to adjust for example raw material policies.

### **Beyond the results and some actions recommended, how can Macopharma organize to define its roadmap and objectives?**

Objectives should be aligned with Paris agreement **to limit the planet overall heating to 2°C** (by 2100 compared to the Industrial period) as well as climate changes impacts that are already part of our present daily lives (heat waves, fires, drought etc)

**Several standard references are available to define the objectives.** For example in France such as the SNBC (Low Carbon National Strategy) that applies under French law the Paris agreement articles or the Science Base targets for global references.

The roadmap should be an internal collective work so every opportunity to reduce the carbon impact is identified and assessed. **When every service work together** (Ex Com, Operations, Plants, Marketing etc) we can involve more people and the topic becomes a daily priority.



# Energy

## MACO IS POWERED BY SOLAR ENERGY!

**At the start of 2021, in Poland, our company, our company completed a solar panel installation project.** The goal of this project was to build a solar power system on the ground and on the roof of the production plant in Poland.



Thanks to this investment, **Macopharma is becoming more sustainable and environmentally-friendly, as well as making savings.** With this solution, we are able to save around €53k per year. A return on this investment is estimated to take around two years, making it an extremely cost-effective solution.

The installation is made up of photovoltaic cells that form modules. These modules then make up the solar panel itself, which converts solar energy into electricity. The cells are made of silicon, with which units of light, or photons, come into contact. The silicon absorbs the photons and knocks the electron out of its usual position, forcing it to move.

This movement causes the flow of electrical current which the inverter then modifies so that it can be supplied at our sockets.



Thanks to the energy produced each year, **we can reduce our carbon dioxide emissions by 228 tonnes or travel 1,414,740km in an electric car!**



**The site now no longer needs to buy all its energy from official suppliers.**

It is also important to mention that thanks to the implementation of this project, Macopharma obtained funding from the city of Wrocław, which supports such initiatives.

# Going further

*“Eco-pasture is an alternative solution for the environmentally-friendly maintenance of land using grass-eating animals. It harnesses their natural feeding behaviour, grazing on grass and other plants, to preserve the environment. This approach has a low environmental impact and above all helps to maintain hard-to-access or uncultivated areas”.*



To continue **our environmental protection work**, and as part of our CSR approach, here at Maco, we want **to reduce our carbon footprint at every level of the company**. For this reason, we came up with the idea of implementing an eco-pasture system.

The Tourcoing site is surrounded by a large area of uncultivated land covering around 5,000 m². Fruit trees have been planted **to fully benefit from this green space, which was previously unused**, thus generating maintenance costs (mowing, pruning, etc.) and therefore carbon emissions.

Bringing in **goats will help to maintain the green space in the future**. They are monitored by the company “Créaland”, which vaccinated the goats and will carry out regular veterinary check-ups.

**The bees already on-site will therefore have the goats as their new neighbours.**

Here’s a little reminder of the installation of beehives at Macopharma:

**In 2019**, Macopharma began its collaboration with the company Beecity, which **installed and continues to maintain the beehives on the Macopharma site in Tourcoing**. For the good of their queen, the busy worker bees enjoyed the warmth of spring and early summer, producing around 60kg of honey.

This harvest was divided into jars and labelled as ‘Maco honey’ in late October. **In total, 200 jars containing 250g and 70 jars containing 125g were produced.**

In order to increase the quantity of honey collected, the decision was taken to add two extra hives and develop the land around them into a meadow for bees.

**The sum total of the takings will be doubled** and an event to present donations to the charity Secours Populaire will be organised as soon as the pandemic situation allows us to do so.



*“In addition to the benefit for the planet, the bees also offer another entirely different advantage because, thanks to the hives, the honey was then sold (at low prices) to our employees. This initiative was greatly appreciated by all and created a real sense of belonging and pride for everyone!”* **Isabelle Bartier**





## Governance

### ANTICIPATE

Raising the standards of care by providing sustainable and integrated blood **components solutions** to every patient in the world, is our vision.

To achieve this objective, we rely on our values: Moving with agility, Anticipating, Creating value through a 'Onemaco' mindset.

These are the foundations to make the best out of every drop of blood, as blood is life and we support life. With LIFE as our mission, our responsibility at Macopharma implies 3 critical dimensions:

**the PRODUCTS and services** we provide, the **PEOPLE** we work with and **the PLANET** we respect.

We engage to contribute to the United Nations Sustainable Development Goals (SDGs) by aligning our plan and onboarding the ecosystem of stakeholders so collectively we can make a difference / lead the change.



## Planet

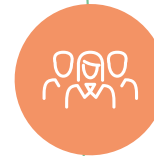
### MOVE WITH AGILITY

As a healthcare manufacturer, **we are responsible for the impact of our activity on the environment.** Measurement is the required step so the most impactful actions can be developed.

**We work on Macopharma carbon footprint** so we are aware and can make positive decisions to comply with International Paris agreement metrics.

We also monitor consumption, **we consider all the opportunities to reduce waste and we encourage local sourcing.**

These are our processes for delivering sustainable solutions.



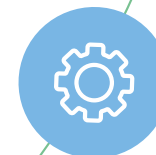
## People

### ONEMACO

We commit on protecting people through **a safe environment ensuring security, health, and care** for our teams and communities.

With the inclusion of minorities as well as sponsorship actions and solidarity initiatives, **Macopharma believes in diversity** to enrich the ways of working and ways of living.

We invest in our employees' career path from onboarding to active training, but also cross function and global mobility. When the teams grow, all Macopharma grows.



## Product

### CREATE VALUE

While quality is at the core of our range of solutions, we commit on safety not only **to ensure high-standard products** but also to deliver safe blood at every stage.

Macopharma produces solutions **that are the results of years of innovation and expertise** embedded in our products and services.

This collaborative experience with and for our customers, demonstrates **Macopharma responsibility for sustainable solutions** that support life holistically.



We  
support  
life

*A heartfelt thanks to everyone who contributed to this report!*

This version was produced thanks to the participation of a number of Macopharma employees. We would like to thank each one of them for their valuable contribution to the creation of this 2021 edition.

