

CSR REPORT 2022



We
support
life

Corporate Social Responsibility

At the heart
of our commitment





Caroline HERNU
Macopharma Managing Director
and the Macopharma Executive
Committee

Together our impact is real.

2022 will have been a pivotal year in the development and implementation of Macopharma's CSR strategy.

CSR, a pillar of the company's strategy, has become a reality. This responsibility towards women and men, towards the planet and towards patients as a whole is something that we have carried and brought to life for a long time through our many actions, but the approach was not structured.

In 2022, thanks to everyone's energy, our CSR commitments have now been defined: through workshops bringing together employees from all countries and all departments, we are making progress.

We therefore drew up our materiality matrix together, listening to all our stakeholders (customers, suppliers, public authorities, associations, employees, etc.). **This exercise combines our vision, our mission and the context of our activities.** These discussions with our partners reflect our conviction that the blood industry must act collectively to have a real impact, so it was natural to involve our ecosystem in this process.

Once again, together, using the priorities of the materiality matrix as a starting point, we have defined our concrete and measurable ambitions for **the entire scope of our activities: Governance, People, Planet and Patient.**

We have a long way to go, the challenges are complex, and **every day our decisions are now taken in the light of CSR issues.**

And it is the enthusiasm of the people of Macos, the strength of our teams and their determination that will, I am sure, ensure that we far exceed the expectations of our plan.

This report covers the year 2022, but we're already looking forward to sharing with you the actions we've put in place since then.

Thank you to all our teams and partners!

WHO ARE WE?



Macopharma is a French company, **European leader** in the blood-related medical devices industry. In 2022, we have **2166 employees in 26 countries (42 different nationalities)**, and **3 plants** in France, Poland and Tunisia.

The company was **founded in 1977 (it celebrated its 45th anniversary last year)** and has always invested in research and development to offer innovative solutions that optimize and secure therapeutic practices. In 2022, investment in R&D will represent 4.3% of the turnover. This also corresponds to 229 employees entirely dedicated to our scientific activities, 319 active patents (filed in portfolio) and 267 active trademarks.

As an expert in the blood industry, we market our solutions in more than **70 countries** around the world, notably through our **16 subsidiaries**. For the year 2022, this **represents 20 million kits** produced, including 16,400,000 filters.



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



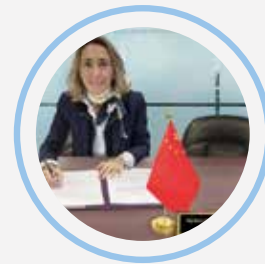
2018

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



2020

Re-launch of Protective
Masks activity



2021/2022

Maco Medlab:
Macopharma x Tianhe/ ISO 45001
certification of group activities

Macomedlab

Maco Medlab is a joint venture company established by Macopharma and Tianhe in Hongkong as a holding company to invest in a Wholly Foreign-owned Enterprise in Shanghai, P.R.C.: Shanghai Maco Medlab Medical Technology Co., Ltd. (Maco Medlab Shanghai)

PROGRESSE IN 2022 :

- **Signature of the share subscription**
 - **NMPA* certificate obtained** for Medical Device distribution
 - **Sales platform** (team building) & office opening
- * National Medical Products Administration – is the Chinese authority which will :**
- **Supervise the safety of drugs** (including traditional Chinese medicines (TCMs) and ethno-medicines, the same below), medical devices and cosmetics;
 - **Regulate the registration of drugs**, medical devices and cosmetics;
 - **Undertake standards management for drugs**, medical devices and cosmetics.

MDR NONDEHP :

Macopharma's commitment is first and foremost to provide the highest level quality and safety for patients, but also to reduce the impact of its activities on the environment.

For this reason, Macopharma has no plans to apply for DEHP. In addition, in line with our conviction that the withdrawal of DEHP is the only responsible choice, we have decided to submit our applications for certification under MDR in non-DEHP (DEHT).

This decision will be applied in all markets where Macopharma markets its solutions, including internationally, **as soon DEHT products are certified/registered.**

Machine Fiat / STAFF PROJECT

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.

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: 32,000m², building surface area: 16,300m²) on a new automated filter production line.

- **June 2022:** Time for the FAT or Factory Acceptance Test stage. This means that the machine has been tested under production conditions and has produced filters at the rate and quality level expected for this stage.

- **In parallel, the Building Department:** A new clean room, opposite the break room, has been installed. The new clean room has been put under overpressure for the re-start (of week 35).

Then, the SAT phase will be operated.

WHAT HAS BEEN DONE IN 2022

- **September 2022:** The FIAT is running in. FIAT is the name of the new automatic machine in the filter workshop. FIAT stands for "Fabrication Industrielle Automatisée de Transfusion". After the running-in phase to fine-tune some of the machine's modules, it is time for the qualification phase.



GOVERNANCE

#01

Our vision



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

BEING M.A.C.O: *our values*

Over these 45 years, our company has grown thanks to a solid foundation of values (M.A.C.O.). These values are the legacy of Macopharma and still occupy an important place in the lives of Maco People.

Being M.A.C.O means:

(M)OVE WITH AGILITY

- Build responsibility
- Challenge
- Simplify
- Accelerate

(A)NTICIPATE

- Innovate
- Plan
- Be open

(C)REATE VALUE

- Add value
- Be impactful
- Drive results

(O)NE MACO

- Partner
- Build bridges
- Develop self and others



Anticipate



Move with Agility



One Maco



These values echo our CSR commitment through the 3 pillars of People - Planet – Patient, with teams daily committed for life:

- **By making our cultural diversity** an asset to create links internally and externally, which accelerate ideas and value creation

#Create value/PEOPLE

- **By developing new solutions** that impact the lives of thousands of people and being recognized as a responsible partner

#Anticipate/PATIENT

- **By opening up our collaborations** with external stakeholders to optimize our production processes while reducing our waste and energy consumption

#Move with Agility/PLANET



Create Value



One maco



Anticipate



All this is supported by the One Maco as expressed in the following testimonials:

“



Roxane SMITH
Commercial Manager
Macopharma US

*Move with agility. Anticipate,
Create value and One Maco*

In the words of the Macopharma US Team, **we are OneMaco!** This includes not only Macopharma US and our Maco colleagues around the world but our Customers and the Patients that benefit from the use of our products. **OneMaco** drives us to partner with our customers to **Create Value** and work with the customers to **Anticipate** their needs. We **Move with Agility** to challenge ourselves and our customers to bring forward the best practices building ownership in the Macopharma solutions that we offer. We are developing ourselves personally and professionally! **This allows us to bring value, our knowledge and expertise to Macopharma, our team and our customers!**

”

“



Stefanie SOMMER
Sales & Product
Specialist Blood Processing
Solutions

One Maco

When working in an international context with partners internally and customers externally, be open to their individual character and mindset. Different cultures and partners have different ways of working – structures and tasks may vary. We Germans tend to be rather too quick to the point which may seem rude to others. Remain curious, ask questions because: you don't ask, you never know.

”

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 **it is strong VALUES which give this 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 it, and this is the role of our “Blood is life, we support life” MISSION** and our VISION that 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 our firmly held beliefs, which will drive the transformation.**

This house **protects all of Macopharma’s employees** but also encourages all of our stakeholders to build a shared future together in the blood “processing solutions” industry.

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

Blood is life, We support life



Move with agility

Anticipate

Create value

One Maco

Executive committee

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.



Caroline Hernu

Managing Director

*Managing a global company, a European leader in Blood Processing Solution industry is a continuity as I always had people as a key driver along my career decisions. **Every day, I'm proud to see our teams' engagement to develop solutions to support life.** As a mid-size family company, the closer we are to our values, the more agile we become to demonstrate our expertise. This is a chance to contribute to a meaningful industry within a human-centric company.*

”



Frank Schoenfeld

Blood Processing Solutions Director

*We aim at selling complete Blood Processing Solutions and not only products. This requires a trustful relationship with partners and customers so we can all benefit from innovative and cost-efficient solutions. **Our purpose goes beyond sales as we all work to save lives while protecting our people and their jobs so they can continue to grow with Macopharma.***

”



Isabelle Rohan

Head of Human Resources
and Sustainable Transformation

We deal with many CSR challenges and we can rely on Macopharma governance and our employees' engagement to transition to more responsibility. Our goal is to protect them not only daily with a safe environment but also to help on health and sustain Macopharma for the next decades. People, Planet and Patient are the 3 axis of our CSR approach so we all work to improve our impact from a company but also a community and individual perspective.

”

**Thomas Widmaier**

Head of Finance

We are a family mid-size company with lots of agility. This is helpful to handle the sanitary crisis as well as price increase and environmental challenges. My role is to secure financial rationale across all the decisions we make thanks to a collaborative approach.

**Gauthier Caron**

Chief Scientific Officer and Head Pharmacist

Our team works to develop innovative solutions within the Blood industry and ensures we deliver products and services with agility and responsibility. **As a global leader in blood medical devices, we aim at extending health boundaries.**

**Sabine Boutonnet**

Operational Excellence and Digital Transformation Director

The human dimension of Macopharma is aligned with the values I daily defend. **We engage to a sustainable transformation which fully resonates with Macopharma's mission to support life.**

**Sergio Pizzoferrato**

Head of Manufacturing

All companies can afford the best processes and the smartest technologies, but what makes the difference is the team.

Having talented employees and working together in an inspiring environment is the key to success!

macopharma
DESIGNED FOR LIFE

MaterialityMatrix

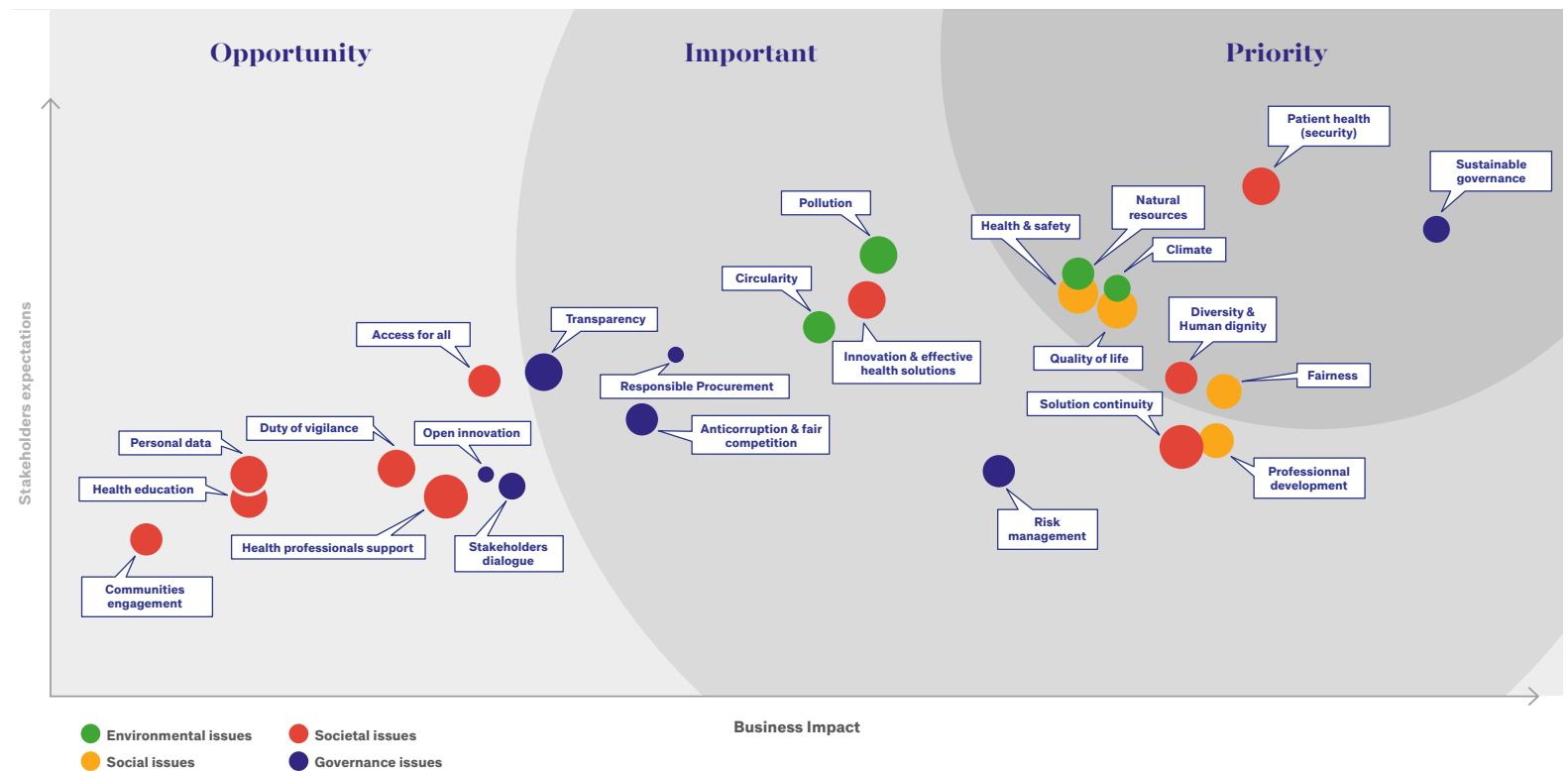
To build its CSR ambition, **Macopharma has developed its materiality matrix**, which allows to establish a relevant hierarchy of social, societal and environmental issues, having an impact on its activity and that of its stakeholders.

How did we build our materiality matrix?

First, we conducted a diagnostic with a group of managers and identified 25 major issues for Macopharma.

Then we consulted a panel of internal and external stakeholders through an online questionnaire, and 30 interviews were conducted with customers, suppliers and institutions. In total, we received 290 contributions, which enabled us to establish a solid framework for defining our priorities for action and to adapt to future regulations.

At the end of this consultation, the managers and the Executive Committee ranked the most relevant CSR issues, 13 in number, around 4 themes: **Environment, Social, Societal and Governance**, as described in the matrix below:





This essential step allowed us to write our CSR trajectory for 2030, and to set up a CSR governance system that is fully in line with our mission: to serve life (Blood is life, we support Life), through **3 pillars: People - Planet - Patient.**

Macopharma aims to achieve a gender balance within its management teams (people). The company is also committed to changing the plasticizer of blood kits to reduce chemical risks, to reduce our carbon footprint by reducing our energy consumption by 5% per year.



Planet

- **Reducing** our carbon emissions to contribute to the Paris Agreement
- **Optimizing** our use of natural resources and waste management
- **Developing** sustainable products



People

- **Ensuring** a equitable and inclusive work environment
- **Providing** a healthy and safe workplace
- **Offering** the opportunity to grow and prepare for the future



Patient

- **Providing** healthcare products that meet the highest standards of quality and safety
- **Designing** innovative and efficient solutions to strengthen the blood transfusion chain
- **Taking** action to make our solutions available to more patients



Serena YAI

CSR project officer



Can you introduce yourself in a few words? (your studies, your background...)

I am 23 years old and I am in an apprenticeship contract at Maco since September 2022 for 1 year. After a master's degree in law and economics in Spain, I am now finishing my studies in the Master 2 «Responsible Business Management» at Sciences Po Lille. I was looking for an opportunity to get professionally involved in a rewarding and meaningful project. My experience at Maco allows me to combine my studies in management sciences and sustainability with the company's growing CSR projects.

What is your position within MACOPHARMA?

I am in charge of CSR Projects at group level. Overall, I support Isabelle in the deployment of the group's CSR strategy, its communication and follow-up.

What is the importance of CSR within MACOPHARMA (Actions, figures, employees...)

When I arrived, there was already a good dynamic with employees who wanted to undertake different actions and a lot of things were already in

place. Having several certifications and publishing its Sustainable Development report (now renamed CSR report), **Macopharma has gradually made CSR a real issue.** When I arrived in September, we were on a new turning point with the completion of the materiality matrix, which led to the structuring of the group's CSR strategy and the identification of its priority areas.

What major CSR actions have been implemented at MACO in 2022? (Recap on the various MACO CSR projects in 2022)

In my opinion, the year 2022 was a year with the vocation of opening the voice of the employees and the stakeholders. The launch of the working groups on the different pillars (planet, people & product) has allowed employees from different departments and countries to come together around the same subject and to contribute their ideas in order to participate in the preparation of the CSR strategy. The stakeholder survey was used to produce the materiality matrix. **The CSR week was also a key moment to mark the beginning of a new turning point and raise awareness among employees.** During the same week, the CSR challenge was also launched to collect the many ideas of everyone on CSR issues and to turn them into real projects.

What are MACO's major challenges for the coming years? (In general, the evolution you would like to see at MACO)

In my opinion, one of the major challenges for the coming year is to succeed in involving employees more and more and to allow as many people as possible to become involved in the company's responsibility. With this in mind, we are going to launch the CSR ambassador program, which will enable us to create relays as close as possible to our employees and to organize training and awareness-raising days.

2023 will also see the launch of the new strategy with ambitious objectives.

The carbon trajectory remains a priority, as does the optimization of our energy consumption and resources. The product life cycle analysis that will soon be launched will also invite us to rethink our production methods in order to be consistent with planetary limits. Themes such as inclusion and diversity within the group will also be the subject of specific working groups.

We support life

Compliance



Anti-bribery code

Words from the CEO

Created in 1977 in France, Macopharma, thanks to the hard work of its employees, grows and became a global company.

True to its words and faithful to its values of respect and professionalism, Macopharma is able to adapt to new environments and issues in order to meet the expectations of its customers and stakeholders.

If globalization is a chance to reach new markets and customers, of growth, it is also a promise of new challenges to overcome.

In that context, our growth and long term viability stands on three key principles:

Integrity, Exemplarity, Responsibility

The goal of this Policy is to define and explain, with concrete examples, the behaviour expected from all Macopharma's employees and all persons working in the name and for the Group.

In this new environment, my message is clear: **Macopharma reject the corruption and absolutely zero corruption act will be tolerated.**

If you have doubt on the application of this Policy or on the behaviour to adopt in a delicate situation, Macopharma is here to help you. Do not hesitate to ask your manager or the Compliance Officer.

The Executive Committee and myself rely upon all and every one of you to apply and make sure that this Policy is applied within the Macopharma Group. Only through our day-to-day mobilisation will we be able to assure Macopharma growth and sustainability.

Tourcoing, September 21st, 2021.
Caroline HERNU
C.E.O.



We support life

I. Introduction



Macopharma's ethical chart states that we strongly reject corruption in all its forms. This Anti-Bribery Policy complete the Ethical Chart in order to make sure that Macopharma's activities are carry out with integrity and ethical behaviour.

This Policy applies to all Macopharma's activities, its employees, all its legal entities. In addition, Macopharma wish to associates to its efforts all its stakeholders and share with them its values.

This Policy will allow Macopharma's staff and partners to get themselves acquainted with the anti-bribery laws and the appropriate reactions to have.

The principles within this Policy must strictly be respected. Any violation of this Policy can lead to disciplinary sanctions and the termination of any contractual relation.

Regarding corruption, Macopharma does not distinguish between public official and private person. Corruption shall not be tolerate within Macopharma, regardless of the beneficiary of the bribe.

II. Fundamental principles

Macopharma acts with integrity.

Macopharma's personnel and/or any other party acting in the name of Macopharma must act with integrity and avoid any actions susceptible to harm the companies' reputation.

Macopharma dismiss corruption in all its forms.

Macopharma's personnel and/or any other party acting in the name of Macopharma enjoin itself from doing any act of corruption, being public or private. This ban applies regardless of local customs.

Macopharma's interactions with its clients are transparent and ethical.

Macopharma give great importance to conform itself with all the laws and regulations of the pharmaceutical healthcare industry.

Macopharma requires that all parties acting in name and for its benefits like but not limited to, agents, sales representatives, consultants, services or solutions providers, comply with our principles when acting for us.

III.

Macopharma's code of conduct



Corruption is the act to give, propose or promise something of value, material or immaterial, in order to gain an advantage. Agreement between the corruptor and the corrupt is enough to characterize a corruption scheme and justify penal prosecution.

Propose to a public official to give an internship to his/her children in exchange for a favourable look on a commercial offer can be view as corruption.

In order to apply its principles, Macopharma implement a business partner selection process. Payment of such business partners can only be performed if they are legally correct, within the scope a written and signed contract and against a fully form invoice.

Use an intermediary without a proper due diligence nor contract is a risk that Macopharma is not willing to take.

Regarding gifts, hospitalities and entertainments, Macopharma strictly comply with the regulation. During a business meeting, a congress or an event, do not pay an entertainment (concert, tickets for a soccer game ...) to a participant except if it is appropriate and incidental to the event. Do not pay for side traveling or extended stay (pay for a longer stay than the duration of the congress or agreeing to pay for expanses with a stopover).

For example, even for a known specialist, invitation to a sport event in a VIP logia is prohibited.

Before any new relationship with a business partner, or offering a gift or a hospitality or an entertainment, ask yourself if Macopharma's reputation, yours or the one of the other person will be tarnish if information about it appears in the front page of a newspaper. If so, then do not act. This is common sense Macopharma ask you to have the correct behaviour is such situation.

It is sometimes difficult to say no. In some countries, for some cultures, say no to a gift might be considers as an offense. In such circumstances, you can refers yourself to this Code and use it as justification to your refusal. Subventions or donations must be dealt with extreme caution and with the legal and compliance department. Macopharma forbids all facilitation payments, regardless of the local legislation.

For example, a custom agent requesting some cash money to allow you in the country. In such situation, refuse to pay and contact the legal and compliance department.

IV.

Warning signs



Face with the following cases, Macopharma's employees must exercise caution and inform their hierarchy and/or the legal and compliance department:

- ▶ **Unusual mode of payment** (demands to change the bank account number without previous agreement, demands to have the payment transit by a third party, demands to have the payment done in a country where the contract was not performed, opaque transaction....)
- ▶ **Requirement to add a third party to the contract without reason or explanation,**
person looking like it is acting outside its company/administration.
- ▶ **Third party with bad press coverage.**

All Macopharma's employees must be extra careful and speak-up to their hierarchy and/or the legal and compliance department if, within their relation with a third party, it:

- ▶ **Propose gifts or advantage in exchange for an action or an inaction;**
- ▶ **Provide with forged documents;**
- ▶ **Refuse to give a written** proof of its respect of the antibribery laws;
- ▶ **Suggest an act of corruption;**
- ▶ **Refuse to integrate compensation and/or mode of payment in the contract;**
- ▶ **Requires a compensation or any other form of remuneration not based** on the market price and with no rational to justify it;
- ▶ **Suggest a donation to an association/fundation** in exchange for the conclusion of the contract;
- ▶ **Ask for a position in Macopharma for a friend/family member** outside the normal recruitment process.

International Anti-Corruption day: 9th december

In the framework of the International Anti-Corruption Day, **Macopharma organized an internal event dedicated to learning.**



On the program, different sessions of questions / answers to an anti-corruption survey. All our sites and subsidiaries were invited to participate physically or online!

Each participation to this survey allowed us to donate 1 euro to the NGO transparency international which fights against corruption worldwide.

For this first year, Macopharma gathered 102 participants. Thanks to our employees, 500 euros were donated to the NGO!



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 laws and international conventions is an obligation of each of Macopharma's employees.

Associates and our organization of the group place particular importance on respecting as much in the spirit as in the letter of the laws 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; (...)



Modern Slavery Act Statement- June 30, 2022



Introduction. This Statement is made by the Groupe Macopharma International - GMPi (Macopharma) and its affiliates in accordance with the Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Macopharma during the financial year ended 31 December 2021 to prevent slavery and human trafficking from taking place in any of its supply chains or in any part of its business and promoting ethical and socially responsible practices.

Our core business is healthcare, a sensitive and essential subject in our society. Many countries do not have easy access to this resource, and it is therefore important for us to work internationally with many committed suppliers and distributors. In addition to operating in a highly regulated sector, Macopharma has for many years had an approach to minimizing as much as feasible accidents in the workplace and improving working conditions and ergonomics.

Macopharma responsibility and position on modern slavery applies on both external and internal dimensions:

Compliance on Human Rights with regard to our external counterparts:

While healthcare is a public issue, Macopharma will not tolerate working with third parties who use slavery and forced human labor.

Each of our contracts have a «compliance» clause which includes provisions concerning human rights. It is imperative for us that third parties are not involved in slavery and forced labor, both adults and children.

Any contracting party who does not respect these fundamental principles will jeopardize our contractual relationship.

Third party Due diligence process.

In order to comply with the French regulations we deal with, since 2020, put in place a procedure for the selection of third parties. Above a certain amount, any new third party we wish to contract with must undergo this procedure to assess existing risks such as corruption and compliance in general. This allows us to establish a detailed review of our partners and to accept or not to work with them.

Further steps to prevent Modern Slavery in our supply chains

During 2022, we will update our due diligence procedure to include more specific questions about working conditions and slavery to mitigate this risk. Supply Chain and Purchasing Modern Slavery Act Statement- June 30, 2022

Macopharma (UK) Ltd - 11 Old Street, London - EC2R 8DU
Tel : +44 (0) 203 370 3529
Registered Office - VAT No. GB 255 585 887





Ethical Charter

Adhering to this ethical charter and code of good conduct (hereafter referred to as the “Charter”), means:

- **Subscribe to a series of strong commitments**, beyond the general and permanent commitment to respecting applicable laws and regulations in force while carrying out our activities.
- **Commit oneself individually and collectively to respecting the ethics and the professional code** of practice described hereafter, spread this Charter to subsidiaries of our group and distribution network, and make sure its provisions are respected.

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

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.

These rules are not exhaustive but in addition to everyone's common sense and sense of responsibilities, they set landmarks for the employees of the group in order to guide their actions and inspire their behaviors according to ethics.

CSR Week:

everyone involved in the planet, health and well-being

In May, our first week entirely dedicated to CSR was organized. It was an opportunity to raise awareness among our colleagues about social and environmental issues at our sites in France, Poland, Tunisia and our subsidiaries.

This took the form of various events, workshops and learning paths on three themes: health, safety and the planet. The objective was to launch an initial awareness campaign so that our employees could take ownership of our three strategic pillars People, Planet and Patient.

Health

As every year since 2021, Blood Donor Day in partnership with EFS* was organized to give everyone the opportunity to donate blood during working hours. With more than 380 donations worldwide, 1,164 lives will be saved thanks to the mobilization of our employees!

Blood Donor Day 2022 in a few figures :



Our French site started the week with a **health check-up** with the help of the Pasteur Institute, Tunisia focused on physical activity by offering **bike rides** and Poland on **nutrition** with the help of a dietician. The theme of **well-being** was addressed at all our sites through stress management workshops and postural workshops led by **physiotherapists**, in order to adopt better postures at workstations and thus prevent potential pain such as back pain. Other subjects were also explored with workshops on laughter yoga, **anti-smoking** awareness and oral health.

*French Blood Institution



Safety

Fully committed to the safety of our colleagues, we wanted to highlight this theme during our CSR week. Several workshops were set up to remind people of the steps to take to ensure the safety of everyone on our sites, as well as educational activities using virtual reality headsets to make everyone aware of the dangers present in their work environment.



Planet

This week was also an opportunity for us to open the theme of the environment and to make everyone aware of the current problems. To do this, we set up quiz version workshops of the Climate Fresco, fun and interactive, in order to be aware of the cause and effect links of our actions on the planet but also to understand and calculate its carbon footprint. Our employees also got involved through practical activities, such as cleaning up the green spaces around the Polish plant.

Corporate Social Responsibility



PEOPLE

#02
Protect
our people





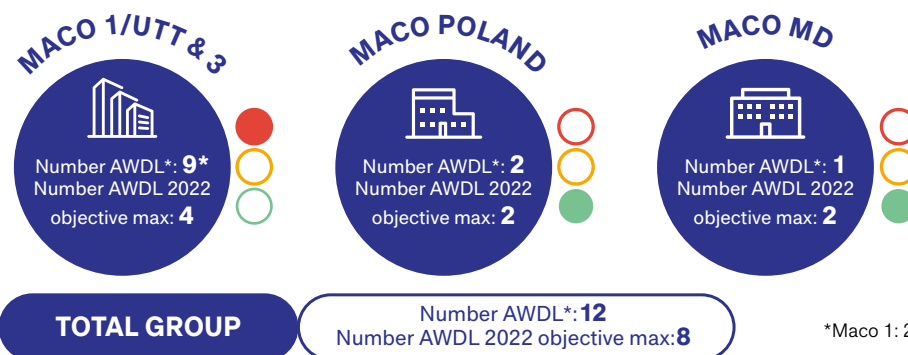
Our prevention actions must continue in order to reduce and reduce and manage the risks, below:

- **Declarations of near misses,**
- **Planned general inspections and 5S,**
- **Behavioral audits,**
- **Compliance with safety rules,**
- **Respect of good practices** of intervention in connection with our regulatory authorizations,
- **Use of handling aids,**
- **Preparation of works** and realization of prevention plans,
- **Training in risk sheets** for each workstation and in work instructions that include safety aspects.
- **Use of general** and individual protective devices,
- ...

Safety results 2022:

Mixed results depending on plant.

In 2022, there were no serious accidents for any of the Group's activities. Below is a table summarizing **the results for 2022 for Lost Time Accidents (LTA)**, frequency rate and severity rate:



The Maco MD plant in Tunisia has achieved its best performance since its creation in 2012 with only 1 LTA in 2022. Congratulations to all the Tunisian teams for this result which will perhaps allow to reach 1 year without LTA in 2023. To be continued...

The Polish site, which had achieved a great performance since June 2020 with more than a year and a half without LTA, unfortunately had 2 LTA during the first half of 2022. The situation has stabilized again for the 2nd half of the year.

For the sites in France, 9 LTA were reported for the Maco1 site in Tourcoing.

1 LTA declarations with issue of reserves by the employer are currently being contested with the social security authorities.

The situation for the Maco 1 site has deteriorated significantly compared to the 2021 results, where we had recorded 4 LTAs.

The majority of our LTAs are related to behavioral aspects, mainly during relocation operations.

This should enable us to progress towards our vision of 0 LTA, which is possible if each of us works in «safety FIRST» mode at all times.

OCCUPATIONAL DISEASES (OD):

In 2022, as in the past several years, we had to deplore several declarations of occupational diseases on our Tourcoing production plant.

These occupational diseases are linked to MSDs registered in table 57 of the social security system (Musculoskeletal disorders) in connection with:

- **the repetitive movements** of our manual jobs in production,
- **the duration of exposure** of our employees (seniority),
- **few gestural constraints.**

After in-depth ergonomic studies in 2021 with the external occupational health unit, a detailed action plan has been defined.

Below are the actions that have been deployed in 2022 and will continue in 2023.

ISO 45001 CERTIFICATION - OCCUPATIONAL HEALTH AND SAFETY

In 2022, each of our sites was audited by SOCOTEC International Certification to maintain our ISO 45001 certification.

Results: 100% success rate

- No major or minor non-conformities.
- A few observations and axes for improvement in our occupational health

and safety management system have been reported and will be considered in 2023 to improve them.

- A lot of strong points were reported by the various auditors, ensuring a certain maturity of our management system and our health and safety culture.



Ergonomics, a health and well-being issue for our plants

As health and safety is one of Macopharma's top priorities, we are continuously working to improve the working conditions of our employees. The year 2022 was marked by a series of initiatives to optimise the ergonomics of our workshops, particularly in our French plant. After an alert from the health department to human resources, an ergonomic study was launched. In order to better understand the needs of our employees and to identify areas for improvement, an ergonomist analysed the workstations in collaboration with our various business experts. As a result, an action plan was defined for the end of 2021.

Thus, several actions were carried out in the filter department (with the largest number of our production staff) during the year 2022:

2021

Launch of the ergonomic study and development of the action plan

June
2022

Installation of new welding fingers

The increase in the number of FNC (First Nursing Care) between the years 2021 and 2022 quickly alerted us to the difficulties of inserting tubes on the welding fingers. In collaboration with the production staff and the support teams, **we decided on a solution involving the installation of new fingers.**

September
2022

Change in shift rotation time

Initially, shift rotations in the workshop were done every 4 hours. The ergonomic study revealed that this organisation was not optimal, especially for a part of our staff with certain restrictions. **So we reduced the shift times to 2 hours, which was a real challenge and teamwork in terms of organisation.** Today, the team organisation has been facilitated, the reduction of the rotation time has allowed us to reduce the repetition of movements for the operators and the benefits are already being felt.



Engineering training

The training of our entire industrialization team on ergonomic aspects is fundamental for the design of our equipment and installations to ensure the best possible conditions for our employees.

A first session was held in October to raise awareness of the need to integrate ergonomics into the design of industrial projects.

October
2022

Working environment

The ergonomic study identified a source of discomfort for our machine operators due to the effects of the regular supply of air from the CTAs on the neck. **In December we added air vents to better distribute the volume of air delivered and reduce the flow rate while maintaining the conditions required by the ISO8 standard.**

December
2022

**To come**

The year 2023 will be marked by the continued deployment of the action plan with other improvement projects such as the reorganisation of the MW/FW workstations (Mattress Welding and Filter Welding), the review of the characterisation of the SMART machine to integrate an aid for handling heavy elements or an adaptation of the equipment of the new FIAT machine for greater comfort during handling for our teams.

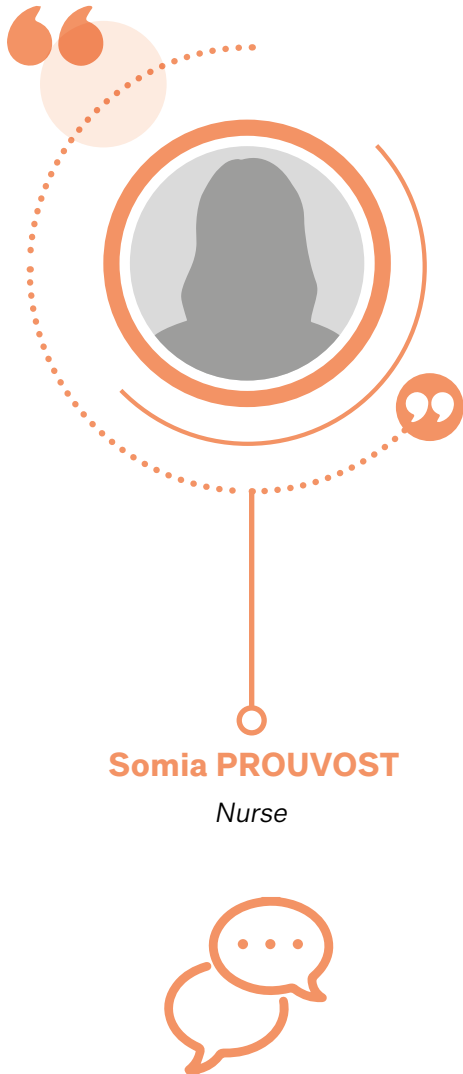
To come...



Although the filter department accounts for the bulk of the work carried out this year, other departments have also been involved in ergonomic improvement initiatives. For example, **in the bag workshop, we replaced the punching machine with a new, more efficient one** (with an aid for positioning the bags and making all the perforations in a single operation), **which reduces the number of operations for the teams.**

The chemistry laboratory was also the subject of a project group as part of the solution preparation process (which consisted of transferring 20kg bags to the preparation tank) in order to replace the lifting table with a platform lift and walkway, to put in place a trolley allowing the transfer, a mobile platform and an adapted weighing station. **These changes, which took place in August 2022, made it possible to eliminate the need to carry heavy loads, as well as the risk of falling and working in an extended position, thus improving working comfort.**

We are proud of these achievements and are convinced that **they will greatly contribute to a better quality of life at work for our employees, as well as to the quality of our production.** We are committed to continuing these efforts in a spirit of continuous improvement.

**Somia PROUVOST**

Nurse

Can you introduce yourself in a few words (background, training, how long you've been at Maco, etc.)?

I qualified as a nurse in 2015 and specialised in occupational health in 2018 I worked in a hospital center, then in the social environment (child protection) and finally in occupational health.

I joined the company on 28 January 2019.

What is your role at Macopharma?

My role is to identify and prevent health problems among employees. I contribute to the well-being of employees and to prevention in terms of health, safety and working conditions.

I also support the operational teams in the occupational health/ergonomics analysis of industrialisation projects.

How do you see health and safety at work as an issue for Macopharma? In what respects?

A large number of employees are currently suffering from work-related illnesses. Acting upstream through primary prevention would make it possible to eradicate the problem. Absenteeism and medical restrictions create a noxious atmosphere and have an impact on 'healthy' employees.

Implementing a strategy aimed at developing QHCT is essential for the well-being of our employees. We pay as much attention to physical risks as to psychosocial risks, so as to ensure a good work/life balance.

What changes have you seen since you joined Maco?

When I arrived, I noticed a lack of awareness of the risks associated with health in the workplace.

With the support of the HR department, a number of initiatives have been taken to create a new dynamic that is more concerned with the well-being of our employees.

Maco is a committed and engaging company.

What do you see as the key issues for the coming years?

There are a lot of issues at stake for Maco... health in the workplace is not the only parameter to be taken into account. From my point of view, it is essential **to continue MACO's commitment to the well-being of our employees** by developing a more advanced QHCT policy.

Can you tell us about the ergonomics course you took recently (why you chose to take it, why it's important to you, what you researched for your final dissertation, etc.)?

I wanted to add another string to my bow and use it to benefit the company. **Attending an ergonomics school enabled me to carry out more detailed field diagnoses and to fine-tune my recommendations on design projects and/or improvements to working conditions.**

We support life

Let's talk about health



Can you introduce yourself in a few words (background, training, since when you are in Maco...)

I am a nurse in charge of health and safety at work and I'm concerned with the well-being and safety of the staff.

I have a state diploma as a nursing care, and I have been working at MACO since 13/04/2022.

What is your role within Macopharma?

I monitor the physical and psychological health of the workers at all the posts in collaboration with the occupational physician.

How do you see occupational health and safety as an issue for Macopharma? On which aspects?

It is important to maintain a high degree of physical, mental and social well-being of employees. This helps to prevent the risks to which employees are exposed in the workplace and to protect them from any harm.

What developments have you seen since you joined Maco?

There has been closer monitoring of employees' health status. Also, the development of employee training on various topics related to health and safety at work.

What do you see as the major issues (health and safety) for Maco in the coming years?

There are two main ones, in my opinion:

- Making MACO MD a safe place to work.
- Continuity in the prevention of health and safety.

Ilhem KHLIFI
Nurse



GDPR: protect my data, *protect myself!*

In 2022, the Data Protection Officer (DPO) wanted to carry out an audit of our level of GDPR compliance and developments for the coming years, with the help of an external company. This project was carried out in partnership with the Legal and IT departments and with the support of the Executive Committee, not to forget the participation of the various departments of the business lines, the plants and all the subsidiaries.

Key topics:

■ Review and update of the register of processing activities

- Very active participation of the managers of the main departments with processing activities (Purchasing Department, Communication Department, Sales Department, Legal Department, Financial Department, ...).

■ Mapping of personal data flows

- Discussions with all the departments of the subsidiaries were very fruitful and enabled us to validate the mapping of all the processing flows.

■ Legal framework for GDPR compliance

- Review of the legal clauses of subcontractor contracts (eight standard clauses).
- Legal framework for the transfer of personal data outside the European Union.
- Update of existing procedures.

■ Privacy Impact Assessment (PIA) on processing operations that have undergone changes in scope

■ Review of the GDPR awareness training

- Update of the existing training.
- 48 people have been trained via this updated GDPR training.
- Deployment of new versions of procedures in the company's electronic management of quality documents (EDM).



CISO

(Information Systems Security Manager)



The control of cyber-risks is becoming a strategic asset for the company. It requires anticipation of these threats, coupled with constant proactive monitoring, without forgetting the isolation of old solutions when evolution is no longer possible.

Below are the 3 main areas of work for the year 2022, with a particular focus on the transition from Cybersecurity to Cyber-resilience.

This represents:

- About 200 security actions (Stations, Servers, Azure AD, AD, Firewall,.....)
- Important decommissioning of old servers, old solutions, ...
- Reinforcement of the team, for the security of the systems.
- Implementation of a management console
 - Security check up
 - Office 365 Secure Score

- Security Optimisation Assessment Closeout
- External Pentest
- Pingcastle (AD)
- ...

Documentary governance update :

- Information System Security Policy (ISSP)
- Charter for the Use of Information and Resources of the MACO Information System (UIRIS Charter)
- Securing access to applications in SaaS mode in SSO O365
- ...

Cyber resilience

Objectives:

- Ensure activity resumption.
- Limit downtime.
- Trace the origin of the incident.

Governing and maintaining

Objectives:

- Reduce technological debt
- Limit risks
- Limit impacts
- Make decisions to reduce risks

Detect, anticipate, manage

Objectives:

- Anticipate attacks / cyber incidents
- Detect an attack in progress
- Control the evolution of a "Cyber Incident" attack



CyberNews

The year 2022 has been a continuity on the importance of training, awareness, understanding of Cybersecurity for all Maco users with each week several phishing attempts, some of which come from our partners, our customers, ...

The user is the 1st key link in cybersecurity, that's why the following actions have been done.

- **Regular distribution** of Cyber News on the intranet: explanation of risk situations, required behaviors, applicable regulations.
- **Publication of articles** in the company newspaper: reminder of general rules and telephone numbers available 24/7 in case of suspected cyber-risk.
- **Sending explanatory emails** to all email addresses in the event of a targeted alert with a detailed sample (screenshot, etc.).

■ **Publication of the quarterly KPIs** on the problems encountered as a result of non-compliance with certain rules.

■ **Organization of special events** with communication through different channels: password change campaigns, cyber security week.

■ **Preparation of a training course** for distribution to the entire group at the beginning of 2023.



E-mail alert



Roll-up

Protecting communities

EUROPEAN WEEK FOR THE EMPLOYMENT OF PEOPLE WITH DISABILITIES

From November 14 to 20, 2022, Macopharma employees gathered to celebrate the European Week for the Employment of People with Disabilities.

MANY ASSOCIATIONS JOINED THE EVENT BY PRESENTING THEIR ROLES AND INITIATIVES.

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.

“HANDICAFÉ”

The traditional Handicafé was prepared and served this year by the users of the ESAT* of JEMMAPES in Wambrechies, which allowed a nice exchange with the Maco employees who were not necessarily familiar with the activities of an ESAT.

ASSOCIATION SACàDéS

The games of simulation of disability by the association SACàDéS : Mr. Hannotte introduced us to a technology concerning hearing:

Have you ever listened to music through your nose? Well, it is possible thanks to the bone conduction device. How did Beethoven continue to compose? ... By bone conduction ... By putting his teeth on a wooden strip attached to his piano...

ASSOCIATION VOIR ENSEMBLE

The blind SMOOTHIE with the Association VOIR ENSEMBLE was also a great success. It is not so simple to manage one's daily life while being visually impaired or blind.

RECYCLING

We also wanted to participate in the RECYCLING of GLASSES and BICYCLE TIRES for 2 companies that work with the Adapted Company ALTEREOS (Reconditioning of glasses and manufacture of belts).

Our commitments

“OPERATION BRIOCHE” TO RAISE MONEY FOR “LES PAPILLONS BLANCS DE LILLE” ASSOCIATION: 464 brioche purchased by you, equating to €1,856, which was then doubled by Management; **Caroline Hernu** presented a **cheque worth €5,558** to Guillaume Schotté, the Director of the **Papillons Blancs de Lille!**

*establishments of services of help through work

Disability policy:

Results in figures

DIVERSITY MAKE A COMPANY STRONGER

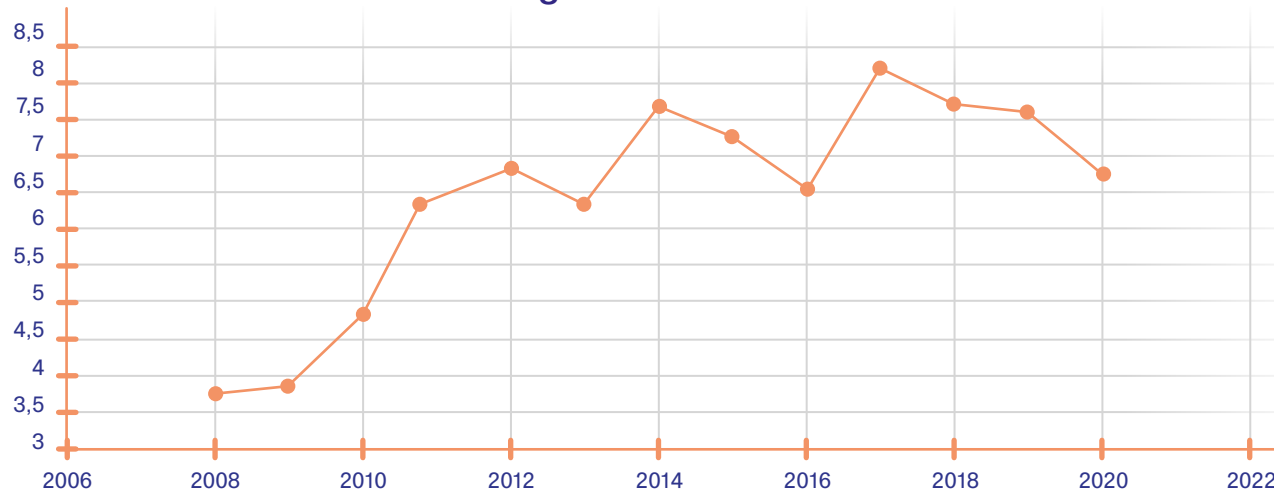
Over the last 12 or so years, Macopharma has been developing an **ACTIVE** disability policy for **RECRUITMENT, CONTINUED EMPLOYMENT** and **AWARENESS RAISING** of all staff without exception.

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.

Change in the OEDW* rate



*OEDW : Obligation to employ disabled workers



Grow: human resources

AVERAGE NUMBER OF HOURS OF TRAINING PER YEAR, SPLIT BY EMPLOYEE AND BY PROFESSIONAL CATEGORY:

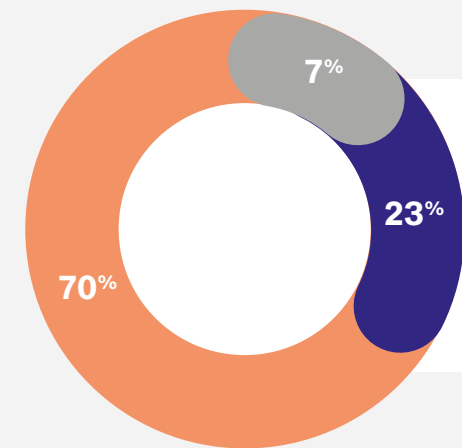
In 2022, Macopharma's French collaborators have followed more than 10160 hours of training, compared to 7200 hours last year!

Training activities	2022		
	Workers	Clerical & Technical staf	Executives & Managers
Number of hours	766	4134	5263
Number of people who have taken at least 1 training course	167	225	223
Average number of training hours per employee	5	18	23,5

On average over 2022, in France, nearly 16.4 hours of training were implemented per employee trained. In all, more than 340 training sessions have been deployed to meet the organization's strategic needs and to support employee development; a figure that has been optimized in relation to 2021, demonstrating the growing effectiveness of the skills development system.

Of these 340 sessions, **a large proportion were conducted face-to-face, synonymous with reunions for our trained employees, a wish that was greatly appreciated after two years marked by restrictions linked to the Covid crisis.**

2022: DISTRIBUTION OF SESSIONS BY TYPE OF ACTION



- Remotly
- On site
- E-learning



LIFELONG LEARNING AND SKILLS DEVELOPMENT PROGRAM TO ENSURE THE EMPLOYABILITY OF EMPLOYEES:

In 2022, Macopharma has once again deployed an ambitious plan for skills development, through a set of Training courses (face-to-face or distance learning) and E-Learning modules (25 active diversified modules) as well as the provision and promotion of our personal development tool in autonomy: Grow@Maco (via its partner Edflex).

In order to accompany our employees in the development of their employability in autonomy, **we have created different “Playlist” courses on Grow@Maco on the themes of CSR, Management and Regulatory Compliance.**

This year, synonymous with consolidation and continuity, **the training orientations have focused on our main technical themes: Quality, Regulations, Safety, Language and Industrial Techniques** - in order to support our major strategic projects and meet our normative and legal challenges.

In addition to the technical aspects, **Soft-Skills continue to play an important role with business and cross-functional training in Management** (team or project) **and Personal Development** (Assertiveness, Speaking and Priority Management).

This combination of strategic and specific training also allows us to respond to the vast majority of employees' individual development aspirations, who thus see their internal employability reinforced.

FOCUS ON OUR AUTONOMOUS DEVELOPMENT PLATFORM: GROW @ MACO

The subject of employability development, at the heart of the employee experience, is one of the main objectives of our Grow@Maco platform:

→ **1148 cumulative hours** of learning tracked since the launch of our platform, that's nearly 320 more hours in 2022 alone!

→ **We count nearly 440 active learners**, including more than 40 new ones in 2022. A great source of pride!

Among the main themes, the needs are mainly focused on personal development and in particular: **Leadership; Project Management and Management.**

In addition to the standard content offered by Edflex on Grow@Maco, we have worked on building personalized playlists to meet the needs of the company and the aspirations of our international employees: Management Course; Awareness of climate and CSR issues or the discovery of Compliance regulations in our business sectors.

PERCENTAGE OF EMPLOYEES BENEFITING FROM PERIODIC ASSESSMENT AND CAREER DEVELOPMENT INTERVIEWS

In 2022, 100% of current employees had annual performance reviews as well as an individual review with their manager to define the development plan for the coming year. For employees absent during the annual campaign period, a catch-up was carried out as soon as they returned to work.

GENDER EQUALITY INDEX

We have reached a score of 93% for our Gender Equality Index for 2022! A good progression since the 85% of 2021.

Macopharma has, this year again, renewed its Gender Equality Agreement in France. Among the criteria evaluated in 2022, we were able to obtain recognition for our commitment to maintaining salary reviews and increases in the event of maternity leave or long absence. Strict monitoring of equal pay for equal skills was also applied through our Group processes and tools. Lastly, and notably, the year 2022 brought to light very favorable rates of equity in promotions in the internal selection and recruitment processes, always with a view to a benchmark of equal skills.

The summary of our Index statement can be found on the macopharma.com website!



STUDENT RECRUITMENT AND RECRUITING EVENTS!

The year 2022 was synonymous with a great return to face-to-face events and a re-launch of the relationship with our partner schools and universities.

The figures on professional training (apprenticeship and professionalization contracts) show a nice progression of +75% in the recruitment of these young talents.

Among them, 5 have been hired at Macopharma for their first position, others are continuing their work-study program and the last ones have had the opportunity to integrate great projects within other structures. Our commitment continues to consolidate this essential foundation stone for our commitment to learning and value creation!



IN SEARCH OF NEW TALENTS: DEVELOPMENT OF RECRUITMENT ON POTENTIAL, PERSONALITY AND SOFT SKILLS!

In response to the competitive challenges of recruiting and retaining talent, in 2022 we launched a new tool that is fully integrated into our recruitment processes, with the aim of professionalizing our approach and limiting our cognitive bias in recruitment. In conjunction with our partner AssessFirst, we have deployed an asynchronous phase of three personality tests: Behavior - Motivation - Reasoning, for all our external and internal candidates, in order to complement and improve our approach to recruiting on potential. The results are very positive, both for candidates and internal managers, and allow us to create even more value in our processes, for our organization and our stakeholders.

Whistleblowing and harassment

Whistleblowing reporting portal

In accordance with our ethical rules and the legal provisions in force, a reporting platform was set up in August 2020 to enable our employees to report any inappropriate or illegal behaviour within the company, without fear of reprisals. Employees can report any behaviour or situation that goes against company policy and is contrary to the general interest that they have witnessed: **offences and crimes, environmental as well as personal harm, discrimination, harassment, fraud or any other breach of the law.** Alerts are received by the Ethics Officer and treated confidentially. Depending on the seriousness of the alert, various measures are taken. **If necessary, an investigation may be set up with the assistance of internal or external experts** for the sole purpose of verifying or dealing with the alert. In more serious cases, the report may lead to disciplinary proceedings, the filing of a complaint or various other corrective actions.

Prevention of harassment and sexual and gender-based assaults, a few words from our referents :

Isabelle Gorriquer
Employee representative



Why did you volunteer?

I wanted to learn more about the subject and find out how I could take action in my day-to-day life and at work.

What do you think sexual harassment and/or assault is? What does it mean in everyday working life?

Harassment is a repeated, inappropriate or sexist remarks. Assault is when you take action.

What has Macopharma put in place in recent years to prevent these attacks?

Employees have our telephone numbers so that they can contact us if they need to. There's also a notice board with all the practical information. I was also able to take a training course on sexist and sexual harassment. These were group workshops, with other companies,

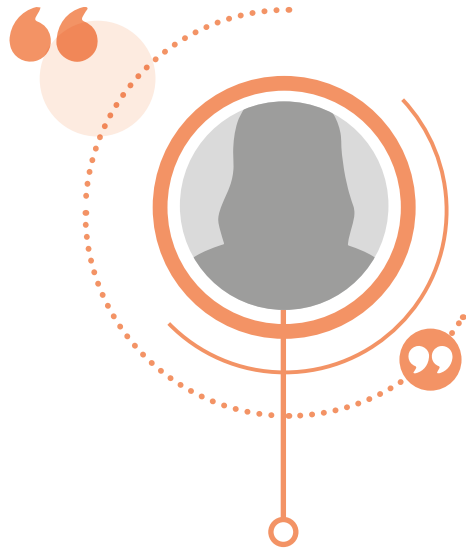
to raise awareness, learn to recognise the signs and know how to identify, for example, what street harassment is and what a sexist remark is.

What is your day-to-day role as harassment officer?

I listen and observe what's going on. As an elected representative, colleagues know that they can easily turn to me if they have a problem.

What would you like to see develop at Macopharma in the coming years?

I'd like all our staff to be trained in this area, because it affects everyone. What's more, we don't all have the same character when it comes to defending ourselves or reacting, so it's important to raise everyone's awareness and give them the keys to take action.

**Somia PROUVOST**

Employer representative

Why did you volunteer?

I think it's in line with my initial mission and linked to well-being and health in the workplace. As I'm bound by medical confidentiality, it also helps to build trust with employees.

What do you think sexual harassment and/or assault is? What does it mean in everyday working life?

Harassment is when there are repeated acts intended to cause harm. Assault is when someone is harmed without first seeking their consent. In the working environment, it can happen at any time: at a coffee break, in the corridors, etc. Others do it in a much more isolated way (in an office, for example), depending on the profile of the harasser.

What has Macopharma put in place in recent years to prevent such attacks?

In the event of harassment, a committee can be set up. My partner and I get together and refer the matter to the works council. This has never happened before. We're also whistleblowers.

I have a managerial routine with an HR manager who looks after the well-being of her employees. She listens and is very

committed, which also helps me in my role. Having received training on sexist and sexual harassment has also enabled us to adopt a certain line of conduct and be much more attentive to signals.

What is your day-to-day role as anti-harassment officer like?

In my day-to-day work, I'm used to listening and analysing.

I'm very close to my employees, which means that nowadays it's easy for them to come and see me if they have a problem, and a relationship of trust has developed.

What would you like to see develop at Macopharma in the coming years?

Raising awareness across the board, because a lot of subjects are commonplace. Back then, for example, sexist jokes weren't necessarily perceived the way they are today.

I also appreciate the work Maco is doing to promote gender equality. I think it's important to continue in this direction and to go further.



Charity



SPECIAL OLYMPICS: Promoting the practice of sports for people with disabilities

Special Olympics is an organization dedicated to the development through sport of people living with a mental handicap. **Special Olympics France organizes solidarity races, in order to finance sport and health programs for the benefit of its athletes with mental disabilities.**

Macopharma has engaged 4 teams of 4 runners in the race organized in Lille, including 1 team associated with an ESAT (employment of the disabled).

LES PAPILLONS BLANCS of Lille, Operation Brioches

The association Les Papillons Blancs de Lille was founded by parents of children with mental disabilities. **It was created to fight against the isolation of families, to defend and participate in the creation of support solutions. It welcomes, supports and reunites families.**

A bun sale organized for the benefit of the association, allowed to collect 1856 € (464 buns sold) from our employees, with a total donation of 558 € thanks to the contribution of Macopharma.

This donation contributed to the development of actions in favor of family helpers started a few years ago: occasional reception structures during the week and during vacations, but also different actions allowing support to caregivers and the reception of disabled people.

RED CROSS: Ukraine

At the beginning of the crisis in Ukraine, Macopharma set up a crisis unit and looked for the best approach to provide effective assistance. Several actions were launched.

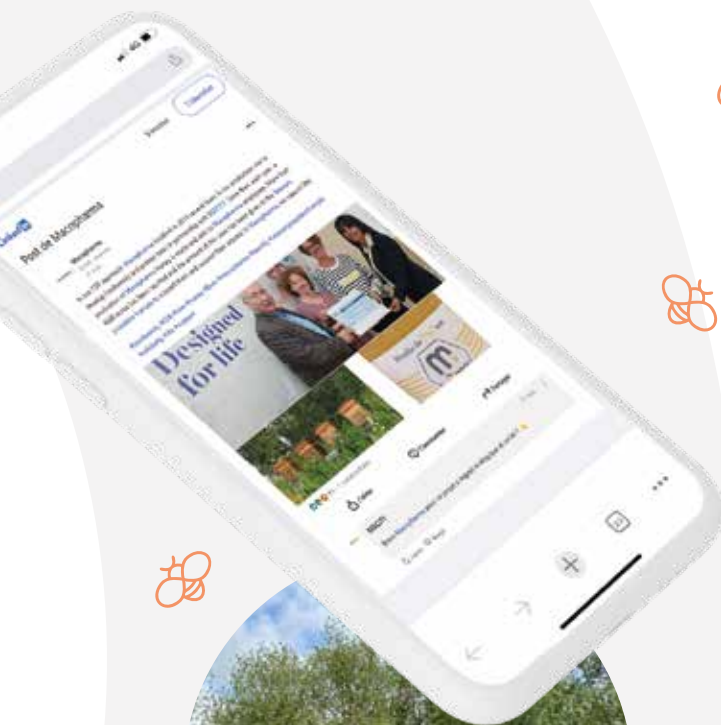
Macopharma organized itself to contribute on 3 levels.

1. Donation of masks so that the health crisis does not burden the daily life of the victims

2. Supply of kits (sales teams responded to all requests from our customers to help patients in the affected areas)

3. Red Cross association

A partnership with the French Red Cross allowed us to collect 11,030 euros via an online collection used by the Red Cross on site (food aid, first aid, medicines etc.)



Honey sale for the Secours Populaire

In our CSR approach, we installed in 2019 several beehives on our production site in Tourcoing (France) to develop biodiversity and protect bees in partnership with the company BEECITY.

Since then, every year, a production of Macopharma **Honey is made and sold to our employees. In 2022, more than 4500 euros have been collected.** The amount of this sale was donated to Secours populaire français to support them and their actions!

POLAND:

CSR activities in the Polish branch of Macopharma had been in operation before, however, we did not always directly call them CSR actions. A similar situation took place also in other branches of the Macopharma Group. However, **since we officially announced at the beginning of 2022** that CSR activities will be of key importance in the Macopharma strategy, it is worth systematizing all initiatives that took place in 2022 in Poland.

Undoubtedly, one of the most important events that had a significant impact on us was the war in Ukraine and the support we provided to our employees from Ukraine. This support manifested itself in various ways. **On the initiative of employees, we helped organize a fair during which we collected funds to support organizations helping Ukrainian citizens during this difficult time.** As a company, we also supported our employees locally by purchasing the necessary equipment for apartments for those who took refugees under their roof. We also offered financial assistance to those employees who hosted at home families from Ukraine fleeing the conflict in their country.

Other CSR activities have been systematized according to various categories within which corporate social responsibility functions.



- **Pro-health campaigns**, i.e. participation and support of initiatives aimed at raising awareness of the importance of the health aspect, development of knowledge and awareness on this subject. For example, these are research on spinal cord injuries, conscious blood donation or promotion of the rights and welfare of people with genetic defects and integration with them. **ULTRA KREW (January 2022), Wings for Life (May 2022), World Down Syndrome Day (March 2022)**

- **Campaigns supporting women** and developing awareness in the field of preventing diseases to which women are particularly exposed, e.g. preventing breast cancer or HVP cervical cancer and the importance of preventive examinations in women's lives – **Zawsze pier(w)si - (April 2022 and October 2022)**

- **CSR WEEK** - interesting lectures, workshops and sessions related to the protection of our planet and the promotion of healthy habits and a healthy lifestyle were held throughout the Macopharma Group. Above all, however, Blood Donor Day blood collection was held **on the occasion of the international blood donor day (June 2022)**

- **Actions supporting families in need** - collection among our employees of the most necessary products of everyday life for family members under the patronage of Macopharma Poland and special gifts that will enrich the time of the upcoming Christmas - **Noble Parcel (December 2022)**

- **Charity campaigns** - most often sports events during which funds are collected to help people with locomotor disabilities, help in their activation and leveling social barriers, as well as help people at risk of amputation. **Income from the event is used for treatment, rehabilitation or rehabilitation equipment for the charges of charitable institutions and institutions** taking care of children and children under long-term treatment. **Company Run (May 2022), Business Run (September 2022), Wrocław Medical University Run (October 2022) Fundraising and cake baking fair organized for our sick colleague from work (February 2022)**

- **Actions with local partners** - participation in events organized by local foundations aimed at integrating business partners with representatives of cultural and educational initiatives and supporting the local community. **Obtaining funds to help institutions dealing with the development of local activities. Pracko-Ma6licki Run (August 2022)**

- **Ecological campaigns** - participation in events aimed at promoting a responsible approach to natural resources and supporting the ecosystem. Participation in initiatives as a result of which trees are planted, plastic bottles are eliminated from our surroundings, sustainable bicycle transport is promoted, or animals and their protection are supported in various ways. **Eco Run (June 2022) FRRUUU (September 2022) ZPF ANIMAL RUN (September 2022), Wild Run (October 2022)**



PATIENT

#03

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



Blood Processing Solutions

What is Blood Processing Solutions and why?

It is Macopharma's **expertise** in medical devices, equipment, software and blood preparation processes at the service of healthcare professionals to ensure **safer and higher quality** blood components in an **efficient and sustainable** manner for the benefit of **donors and patients**.



What are the advantages for CSR?

In line with the CSR policy from a social point of view:

- **Pooling of resources** around the same objective: the «blood processing solution».
- **Consolidating the teams** into a single unit in order to encourage new collaborations and allow for varied career development, and thus to bring out the talents.

- **Better synergy** and cohesion between the different departments, in order to offer optimal solutions to our customers for the benefit of patients

And from an ecological point of view:

Concentrate all our resources in one entity to reduce our carbon footprint:

- **Pooling of travel**
- **Setting up digital workplaces** to encourage remote collaborative working

Innovation committee

Promoting and driving innovation @Maco

We are very happy to introduce you to the new process for promoting and organising innovation @Maco! An Innovation Committee has also been created. Discover its members and their missions!

First of all, could you tell us what innovation is and why innovation is important?

Simply put, innovation means the introduction on to the market of a new or significantly improved product (or process, service, etc.), compared with those previously developed, that meets

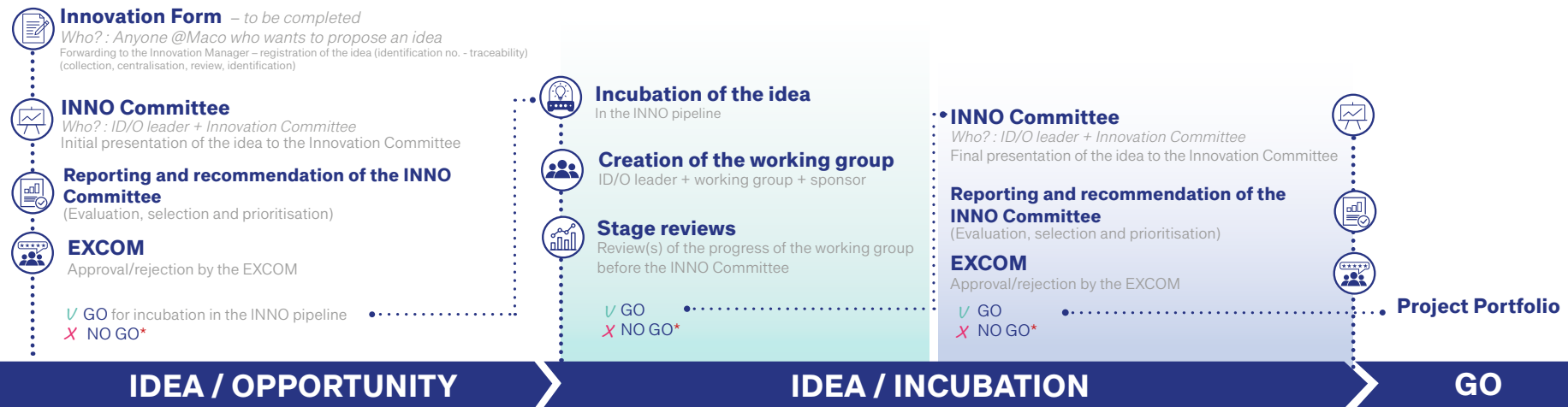
customers' needs. This provides a competitive advantage and thus ensures a leadership position. To stay in the race, it is therefore important to create added value by investing in innovation. This makes innovation a key element in ensuring a company's growth, performance and profitability.

So what are we putting in place within Maco?

A process dedicated to innovation, as shown below in schematic form. **This will allow us to collect, centralise, identify, evaluate, select and prioritise**

the Ideas/Opportunities (ID/O) that we may have @Maco. We want a clear and visible process, known to all and capable of involving everyone @Maco, in the spirit of "One Maco". Innovation is everyone's business. Everyone will be able to propose their ideas and/or participate in the proper incubation and analysis of those ID/Os that are selected.

The INNO Committee will evaluate the proposed ideas before making its recommendations to the EXCOM, which will ultimately approve (or reject) the INNO Committee's recommendations.



*If NO GO: archiving of the idea

scope of the innovation

Innovation Committee

During the incubation stage, the idea/opportunity leader (ID/O leader) will be **responsible for setting up a dedicated working group to deliver the expected deliverables** (market research, state of the art, freedom to operate, proof of concept, etc.).

This is a **“step-by-step” approach** that will make it possible to:

- **achieve greater visibility** and alignment within Maco
- **be consistent with Maco’s vision** and strategy by favouring “Blood Processing Solutions” approaches;
- **better understand** and analyse the proposed opportunities; and
- **better prepare** and reduce the risks ahead of the project phase per se.

The Innovation Committee: members and missions

This is an international and multidisciplinary Maco internal committee. It is composed of 11 experienced members with complementary profiles to allow an evaluation of ideas that takes the different business aspects into account. It will be responsible for:

- **evaluating, selecting and prioritising** the best ideas in line with the EXCOM’s expectations and Maco’s vision and strategy;
- **supporting, advising and assisting** those proposing ideas;
- **steering committee** during the incubation process of the idea to ensure that ideas are well documented and analysed;
- **making clear recommendations** to the EXCOM; and
- **ensuring the visibility** of the process. Each member will have a role of “Ambassador of Innovation @Maco”.





Macconnect is the very first multiple sterile connection device. Its one-step procedure allows the connection of one pool of platelets with one single blade.

Through Macconnect, on top of saving lives, you'll save time and space. Thanks to its new innovation, Macopharma is even more committed to CSR through three pillars.

OPERATORS

Operators will notice **the decrease of repetitive actions** because they will not have to open and close the tube holder for each single connection.

Particular attention has also been paid to ease the work of the operators. Our engineers have designed an ergonomic device with an easy access to the tube holder and blades containers.

Macconnect has also been designed with a fan located at the back of the device for better user comfort. Any fumes and odors are rejected through this area.

Macopharma also decided to investigate the quantity/quality of fume that heated PVC can reject. An independant laboratory analysed the chemical components rejected when performing 6 connections. For all the different configurations tested, all measured values were below the professional exposure limit value (for a short-term and a 8h exposure)



macconnect

ENVIRONMENT

Macopharma is also very keen to provide the best solution for sterile connection while taking care of the environment that is why only one blade is needed to connect a pool of Buffy Coat.

This single-use blade guarantees the safety and sterility of each connection while considerably reducing the quantity of waste blades.

Moreover, blades can be recycled and the electrical consumption of the Maconnect is lower than the other devices of the market.

ERGONOMICS

Maconnect's design **offers ergonomics, small footprint, and flexibility** of performing smoothly and automatically one to six connections while being easy to use.

Maconnect is equipped with **a touchscreen display** for an easy and intuitive use. The operator will be guided through the process thanks to **animated instructions displayed** on the screen and thanks to **laser-graved drawings** located on the tube holder.

Maconnect has been designed to give blood banks flexibility of use : Maconnect is provided with **small or large tray supports, and with removable trays**. Blood banks can either use the large support (which can bear a workload of 4 kg each) and the removable trays **to prepare the kits before the connection, or can use the smaller support and integrate Maconnect within their already existing furniture.**



On the road to

MDR-DEHT

macopharma *We support life*



This is a critical transition phase for Macopharma as by 2025* DEHP will be banned from medical device industry to comply with **REACH regulation**.

REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) is a regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals.

In 2021 there was a REACH regulation decision to discontinue the use of DEHP in medical devices, due to the risk of toxicological effects (Toxic for reproduction (Article 57c). Endocrine disrupting properties (Article 57(f) - environment). Endocrine disrupting properties (Article 57(f) - human health)

WHAT IS DEHP?

DEHP (di(2- ethylhexyl) phthalate) has been the material of choice (in combination with PVC) for commercial blood containers for decades, and is used in all currently available blood bags, as well as many other medical devices.

Plasticizers, such as DEHP, are essential for material flexibility, facilitating centrifugation, sealing, transport and general handling of blood bags without risk of breakage and product loss.

However, concerns have been raised about the risk of toxicological effects with DEHP so the material has been banned from all industries for several

years and now comes the time for medical device to switch.

WHAT ABOUT MACOPHARMA POSITION?

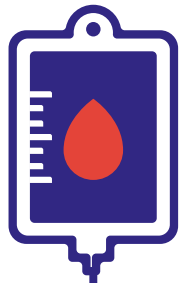
On top of our compliance duty, we support the decision as Macopharma is dedicated to raising the standards of care in transfusion to ensure the best possible quality of life for all.

We want to eliminate potential safety concerns and to ensure product continuity, despite the REACH regulation leading to a limited DEHP supply with shortage risks and pricing volatility.

Macopharma
is pleased to
be moving to
DEHT/PAGGS-M



Improved safety profile



*published in the official journal of the european union in 2021



HOW WAS MACOPHARMA SOLUTION DECISION MADE?

We have been researching every possible alternative plasticiser for **more than 10 years**. Alternatives have been **observed** in extensive R&D and laboratory tests and **evaluated** against a set of key performance criteria to decide on the **optimal combined solution**.

Macopharma is switching to **DEHT/PAGGS-M*** : to improve the protection of human health and the environment from the risks that can be posed by DEHP while **optimising quality**

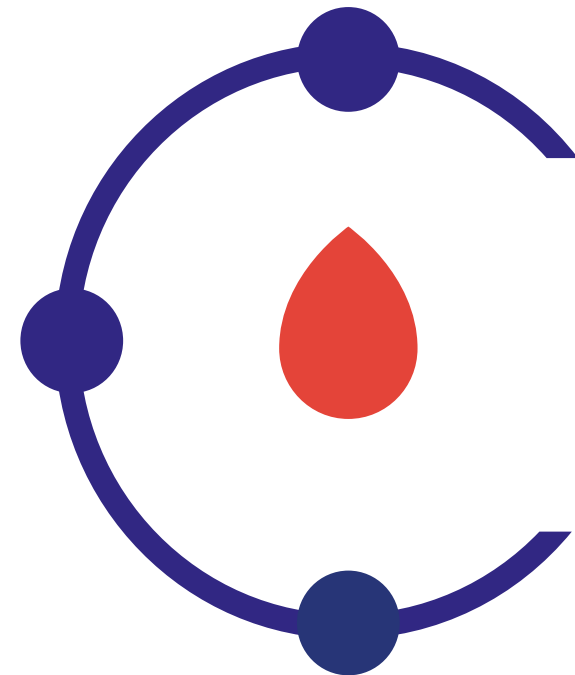
WHAT IS NEXT?

Not only the project teams are working hard to meet with the expected dates but also coordination with relevant stakeholders started to ensure the transition success as all the industry must be prepared.

We are interacting with **relevant authorities and partners** to consider and overcome every potential challenge including raw material supply, product phase-in / phase-out and customers' validation processes, within and outside the EU.

This is THE priority for Macopharma and thus the focus of many of us with **a required alignment and engagement**. **Maco will switch under DEHT PAGGSM as soon as products are ready.**

Let's work together to embrace non-DEHP and support life !



*Di(ethylhexyl) terephthalate / phosphate-adenine-glucose-guanosin-saline-mannitol **Red cell concentrate

Quality Certification

Each year, each manufacturing site (France, Poland and Tunisia) is audited by our Notified Body, the Gmed, to verify the effectiveness and the compliance of the Quality Management System to applicable standards and regulations for the medical devices.

These audits allow Macopharma to maintain following certifications:

- **ISO 13485 : 2016** (Medical Devices – Quality Management System – Requirements for Regulatory purposes) for the Design, manufacture and distribution of medical devices for the collection, processing and storage of blood, cells, organs and tissues. Calibration of optical blocks and maintenance for illumination equipment. Maintenance for tubes sealers and mixers.
- **MDSAP certification for Regulatory requirements** in Australia, Brazil and Canada

In 2022, Macopharma obtained also the initial certification according to Appendix IX chapter I & III of the Medical Device Regulation 2017/745.



Business Continuity 2022



CRISIS MANAGEMENT RELATED TO THE CONFLICT IN UKRAINE:

As soon as this conflict began in **February 2022**, we activated a **crisis unit to determine the potential impacts on our activities**. This crisis management is still open in order **to follow the evolution of this conflict and to implement the associated actions to continue to protect our activities and those of our customers**.

CRISIS MANAGEMENT RELATED TO THE SITUATION OF CARELIDE

This crisis management is still ongoing and takes place every week in order to monitor the situation of Carelide and manage the deliveries of our customers concerned.

As part of the business continuity plan built on the basis of a detailed risk analysis (risk register), an SSP+ production line was installed in 2020 on Maco 1 to compensate for a possible failure of our supplier. This installation is currently being finalized to be able to start up if necessary.

ISO 22301 CERTIFICATION AUDIT - FOLLOW-UP N°1 - RESULTS

The follow-up audit N°1 for the ISO 22301 certification for the year 2022 was carried out on January 12, 2023 by SOCOTEC Certification International.

This audit concerned only the Management System for the new Blood Processing Solutions scope which includes the activities of the transfusion and biotherapy divisions as well as the Corporate activities.

The results are as follows:

- 0 major non-conformity
- 0 minor non-conformity
- 1 observation for an internal audit that had not yet been planned.
- A lot of strengths

The ISO 22301 certification of all our activities is therefore maintained without reserve.

In June 2023, we will have 3 days of audit to measure the effectiveness and the maturity of our operational management system of the continuity of all our activities.

The constant involvement of our teams to improve the efficiency of our business continuity management system allows us to give confidence to our stakeholders and more particularly to our customers.



Claude DEWEPPE
EHS/Business Continuity
Director



PLANET



#04
Caring
for the environment

Carbon footprint 2022

As part of the deployment of its CSR strategy, **Macopharma has committed to evaluate each year with the help of Carbone 4 its carbon footprint according to the 3 scopes by applying the GHG method (Green House Gas emissions).**

The 3 scopes are described in the diagram below and show the impacts in carbon equivalent.

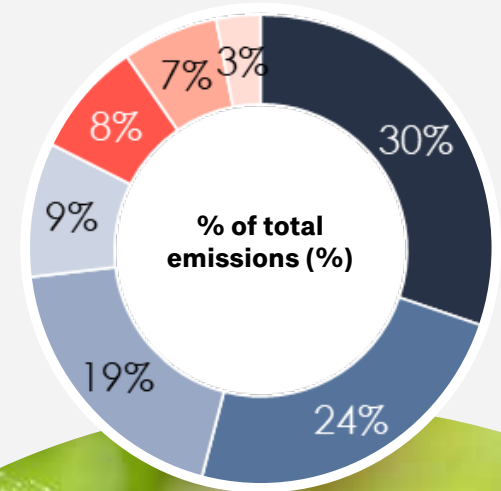
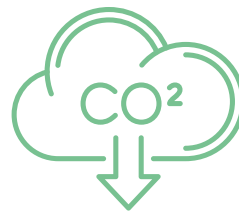
The distribution in % on the 3 scopes is shown on the attached graph.

To reduce our carbon footprint, we have defined our study projects in the different areas below, some of which began in 2022 and will continue into 2023:

- **1st 3-year plan** to reduce energy consumption of our production plant (see details below p.61)
- **Review of the industrial strategy** over the next five years to include the carbon footprint component
- **Systematic integration** of the “carbon footprint” criteria in our projects, developments, and modifications

For major projects, the results of the carbon impact could permit to decide whether to reconsider or not to carry out the project (Go / no-Go).

- **Training and awareness plan for our employees planned in 2023** on the climate fresco and on individual actions and commitments to reduce our carbon footprint
- **CSR challenge on the carbon footprint** (see article on page 61)
- **Review of our transportation regarding the strategy of our Raw Materials** strategy of our PMs and the industrial strategy
- **Development of partnership** with some of our raw material suppliers to define reduction axes (see article below with our supplier RENOLIT)



- Sold products
- Direct purchases
- Energy
- Freight
- Waste
- Indirect purchases and capital goods
- Travels



Thomas H. SAMPERS

General Manager Healthcare,
Executive Board Member
RENOLIT SE



Could you present your circular economy project?

RENOLIT SE, being one of the leading companies in the polymer industry, understand the need of transformation from a Linear to a Circular Economy. At both **RENOLIT SE** and our strategic market unit **RENOLIT Healthcare** we put sustainability in the focus of all our activities. We take care, that our products contribute to human health in any stage of their life cycle.

This strategic approach is called **RENOLIT Goes Circular**. It is a big program standing on six pillars and is similar to the Macopharma Corporate Social Responsibility (CSR) program which has the Planet, People and Product in scope.

For **RENOLIT Healthcare** these pillars are:

- Design for sustainability
- Fossil-free and sustainable resources
- Zero-waste and sustainable production
- Responsible usage
- Collection & recycling
- Social sustainability and human health

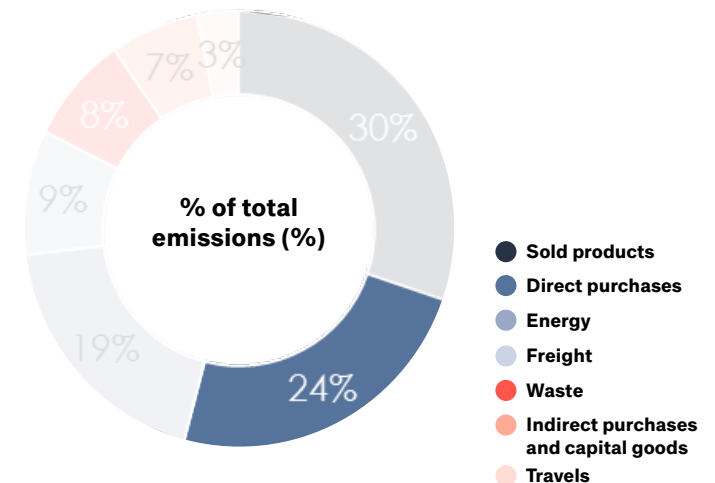
Each pillar consists of several packages to reach its future state. In total we have defined 36 strategic puzzle pieces, prioritized them, and started execution in global teams within **RENOLIT Healthcare**. I can share an example: At **RENOLIT** corporate level we are now working on a masterplan that in 2025 no polymer waste is sold outside our organization. Therefore, we actively sort and collect our residual materials from our production with the aim of 100% reuse within

the **RENOLIT Group**. There is already a significant progress achieved and PE residual materials related to film production for the biotechnology application are already used by another **RENOLIT** site as raw material. We also take back post-industrial materials from some customers for recycling.

Why is the partnership with Macopharma important for you?

Macopharma and **RENOLIT Healthcare** already work together for more than 35 years and have always stimulated and strengthened each other to be a leader in each of our markets. There are a lot of similarities and common goals between both our companies. The Circular Economy is all about working together.

By working together towards sustainability with Macopharma, we can learn from and stimulate each to create step by step a better world for future generations.





Thomas H. SAMPERS

General Manager Healthcare,
Executive Board Member
RENOLIT SE

How do you perceive the CSR ambition of Macopharma?

Macopharma is taking a leading and impressive role in the CSR ambition within Europe. **The Planet, People, Patient approach is comprehensive and challenging.** During my recent visit in February to Tourcoing I could witness that the Macopharma CSR program it is not only about words, but it is lived, executed and in good progress. I could state I see Macopharma as a CSR role model within the blood market. **RENOLIT** is pleased to join these efforts and work to further reduce the carbon footprint of our joint activities.

What will be the next actions to reduce your carbon footprint?

In order to reduce our carbon footprint, **we have already set a number of courses and continue to pursue this goal consistently with the following activities:**

Since May 22, our South American site **RENOLIT Chile SpA** is powered from 100% renewable sources. **RENOLIT Healthcare** just launched a new mono-material barrier product which is fully recyclable by design.

Together with our strategic partner Photanol we develop polymers by using CO₂ absorbed from the air in a direct, fully circular and CO₂-neutral conversion process without the usage of (fossil) oil and gas. **We will perform life cycle analysis to evaluate the actual level of the CO₂-footprint of our activities.** Knowing the start level, improvements can be identified.

RENOLIT Nederland BV obtained the Ecovadis silver medal, other Healthcare sites will follow this self-assessment program.

We will work together with Macopharma to set up a project to take back not only packaging material but also clean welding waste. The goal is to upgrade this as new raw material. Preferably we can jointly design new products containing this new type of raw material which can be used within again in the blood – healthcare market.

Going circular however is not a project, it is a way of living, it is culture. As such we look forward to work further together with Macopharma to make step by step the world and the healthcare of patients a little better.

Certification ISO 14001

The ISO 14001 certification of our first production site started 10 years ago for our Tourcoing site.

In 2022, our sites were plant by SOCOTEC International Certification in order to maintain our ISO 14001 certification.

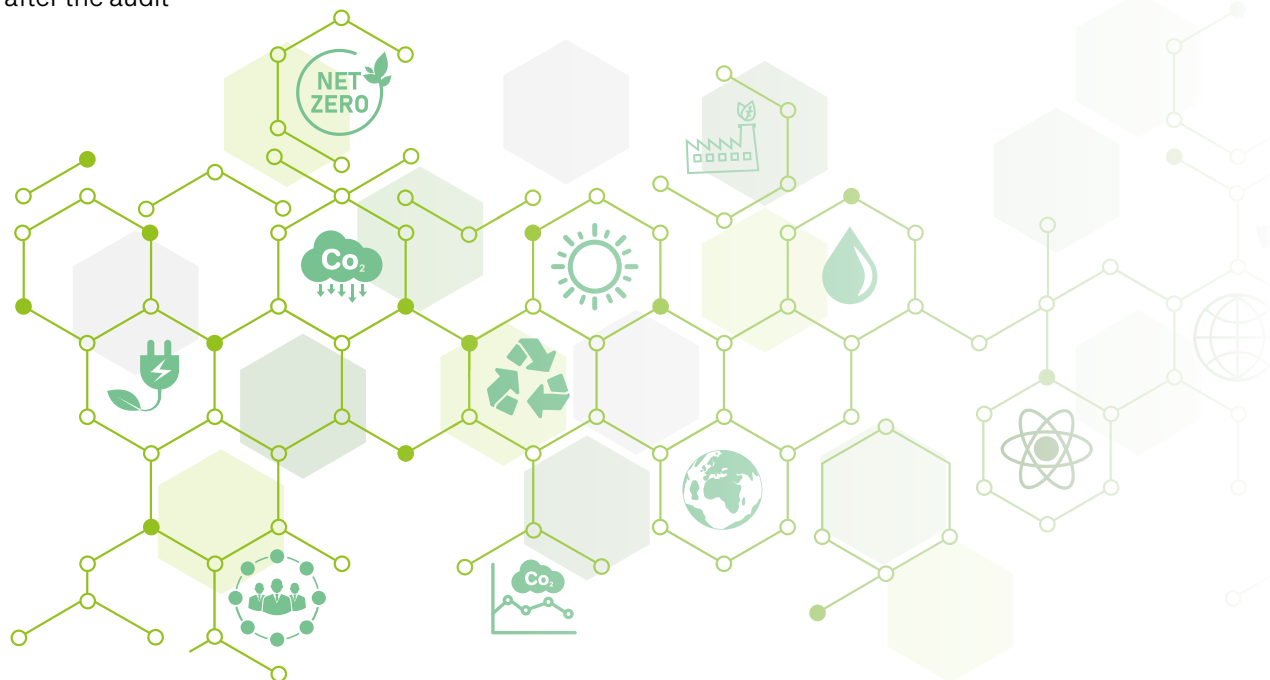
Results (as for ISO 45001) → 100% success rate

- **No major non-conformity**
- **2 minor non-conformities only for the French sites** which were corrected a few days after the audit

■ **Some observations and improvement axes** were reported and will be taken into account in 2023 environmental program

■ **A lot of strong points** were reported by the **Several auditors** with a recognized level of maturity and demonstrated effectiveness.

The actions undertaken in the framework of our CSR strategy are also a strong point of our environmental management system.



Reduction of energy consumption

Following the detailed energy audits of our production sites that we carried out in 2021, we have drawn up a first three-year energy consumption reduction plan for 2022.

This multi-year plan consists of :

Recovering **energy** from existing production facilities and utilities

Implementing **control systems** to optimize the operation and efficiency of our heating and combustion systems

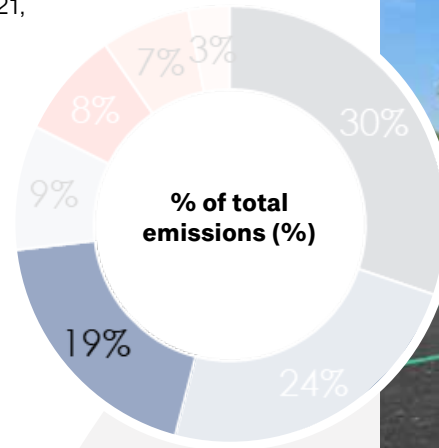
Changing **some of the equipment** that consumes less energy

Changing **the technology of the lighting systems**

Studying **the installation of photovoltaic panels** on our production plants for decision making

Adapting **our air** conditioning systems according to production activities

Renovating and insulating buildings and production areas



This 3 year energy reduction plan will be monitored in our performance indicators and should make it possible to reduce our energy consumption, and therefore our carbon footprint, by around 15% at constant production volumes.



- Sold products
- Direct purchases
- Energy
- Freight
- Waste
- Indirect purchases and capital goods
- Travels

Waste Management

The production of waste has an impact of 8% on Macopharma's carbon footprint.

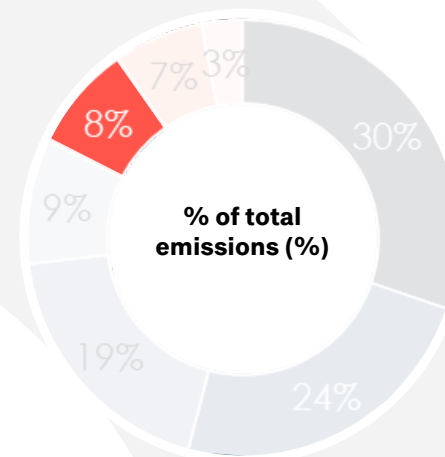
For several years, we have been committed to reducing the production of waste from our production units at the source by working on the following axes:

- **Reduction of PVC film scraps** on our bag production machines in France by increasing the length of PVC film on our reels in order to reduce the number of changes that generate losses.
- **Integration in our specifications of a reduction in PVC film losses** from the design of our machines (~40%)
- **Implementation of selective sorting at source since 2010**, allowing us to recover the following materials: paper, cardboard, filtering media, PVC, PP, PE, etc.
- **Adaptation of our finished product packaging**
- **Recovery of part of our packaging materials by some of our suppliers**
- **Recovery of our CIW** (Common Industrial Waste) into energy since 2010 which are the result of this selective sorting and are therefore no longer dumped in a technical landfill before this date.
- **Reduction of the production of Special Industrial Waste (SIW) by adapting**, for example in our laboratories, the control plans during the analytical controls of our different types of products.

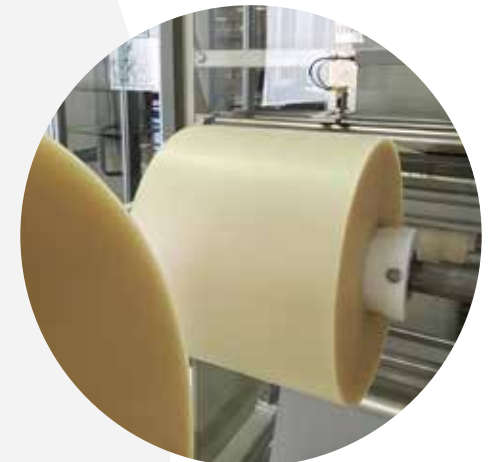
For the years to come, we will undertake the following actions:

- **Deploying the reduction of PVC scraps** by using long coils for our bag production machines installed in Poland
- **Working in partnership with our raw material suppliers** to reduce packaging and/or allow for take-back by these same suppliers (rotating packaging)

- **Recovering our beverage packaging in the break room** for the sites in France via a recovery process.
- **Continuing to reduce PVC scraps** on our bag production and injection machines
- **Integrating the lowest possible** level of raw material losses into the design of our products
- ...



- Sold products
- Direct purchases
- Energy
- Freight
- Waste
- Indirect purchases and capital goods
- Travels



CSR Challenge:

MACO'S IDEAS IN THE SPOTLIGHT



Our CSR week, was **the occasion for us to launch the «CSR Challenge»**, a first for Macopharma!

The idea came from the desire to give our employees the opportunity to freely propose their ideas to improve the company's responsibility. **And it was a real success! With nearly 80 proposals**, we are proud to see that this subject has spoken to our employees.

A general vote was then held at the end of the year, in France and abroad, to elect the winners. **In the end, 3 excellent ideas stood out.**



80
suggestions



311
votes the group



3
winning ideas

1. INSTALL SOLAR PANELS ON ALL OUR SITES.

Knowing that we already have solar panels on our Polish site, **it is a subject to which we are particularly sensitive in order to optimize our energy consumption, reduce our environmental impact and tend towards a greater autonomy.** The possibility of installing solar panels on our French and Tunisian sites will therefore be studied in 2023.

A few words from the participants concerning this project:

“

This will allow us to **be self-sufficient on part of our energy consumption.** The surplus produced (when production is stopped) could be stored for later use or resold. **Such a project will generate ecological, economic and sustainability benefits as well as** anticipate possible regulatory constraints.”

2. INSTALL A RAINWATER COLLECTOR

Still on the theme of using our resources, this time it's about water. **A rainwater collector would allow us to significantly reduce our consumption of drinking water** on some of our sites, particularly in the north of France.

A few words from the participants:

“

On average, **we collect 600 liters of rainwater per year per m2 of roof** [in France]. The company's roof is large enough to generate significant recovery.

Climate change and global warming are leading to a general scarcity of water. The idea would be to install water recuperators on the Macopharma sites which could be used punctually for: feeding the goats, watering trees or specific plants (like the vegetable garden at Maco 3), cleaning buildings or even using the toilets.”

3. HELPING EMPLOYEES BUY A BIKE OR SCOOTER

In order to encourage our employees **to use more sustainable modes of transportation and thus reduce their carbon footprint**, this idea is particularly interesting and will be integrated into our soft mobility plan in 2023.

A few words from the participants:

“

This would encourage employees to rethink their habits and avoid systematically using their vehicle, if they can do otherwise. The benefits of this project could be economic and ecological, but also beneficial to the health of employees by encouraging them to practice sports.”

A MOMENT OF SHARING : In order to reward the winners of the challenge, we offered them a convivial moment during which our employees could meet over lunch, test vegetarian recipes and receive their prizes!

Together, let's move towards a more responsible Maco!

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 2022 edition.

