

CSR  
REPORT  
2023





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## Reducing

### OUR OVERALL ENVIRONMENTAL FOOTPRINT

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Water: optimising our use of resources and managing our wastewater more sustainably  
 Energy: optimising our usage  
 Raw materials and waste: reduce, reuse and recycle  
 Products: continuing to innovate and developing eco-design



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### A POSITIVE SOCIAL AND SOCIETAL IMPACT

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Guaranteeing safety across our sites  
 Sharing value  
 Fostering employee well-being and fulfilment  
 Protecting patients and users  
 Supporting the development of local communities



## Building

### MORE RESPONSIBLY

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Committing to ethical practices  
 Promoting responsible sourcing




# Why THIS REPORT?

**This report, the fourth to be published and part of an initiative that was launched several years ago, reflects our commitment to promoting ever more sustainable and ethical practices and operations, coupled with our determination to create a positive impact across both the Group's businesses and the communities in which we operate.**

Aimed at internal stakeholders and customers and suppliers alike, this document provides a detailed overview of our responsibility and operational ethics. It also outlines the resulting initiatives and the impact of our activities on the healthcare industry. It is the fruit of a collaborative effort on the part of our employees, management, shareholders, customers, suppliers, local communities and partners, enabling us to share our progress as well as the challenges we continue to face and our ambitions.

This year's report is further enhanced by the inclusion of our first materiality matrix and is based on a methodology aligned with ISO 26000 and the United Nations' Sustainable Development Goals (SDGs).

We have also focused particular attention on paving the way for the implementation of the CSRD (Corporate Sustainability Reporting Directive), which seeks to increase transparency and standardise corporate non-financial reporting practices across Europe. We support this objective by working extensively within the company to continually improve our practices.





# Editorial

BY THIBAUT HYVERNAT Chairman & CEO

**As a citizen, I am only too aware of the impact that our way of life and activities are having not only on the environment, but also on the social and human progress that is universally necessary and desirable.**



In the context of today's increasingly acute environmental and social challenges, such awareness is of paramount importance and requires us to step up our actions. We are confronted with major environmental issues such as climate change, biodiversity loss, and air, land and water pollution, all of which endanger the health of our planet and its inhabitants. At the same time, all too often in our societies we still observe dehumanising practices and ecosystems that are insufficiently inclusive.

**As a company, it is our duty to ensure that sustainability is a pillar that underpins our vision.** Clearly, corporate sustainability is inseparable from the wider environmental and social sustainability of the world in which we live, and so we must play our part to the full.

***“As a company, it is our duty to ensure that sustainability is a pillar of our vision. Clearly, sustainability for a company is inseparable from the environmental and social sustainability of the world in which we live, and so we must play our part to the full.”***

**At Sterimed, we are taking concrete measures to tackle these challenges, as evidenced by the solutions detailed in this report, particularly those designed to protect the environment and minimise our negative impact.** At the same time, as a team, we strive to be proactive and seek to achieve positive impacts by pushing forward the issues that are important to us and going beyond our obligations, notably with regard to social and societal commitments.

**As a global player in medical packaging, we are proud that our activities are above all focused on patient safety,** playing a vital role in the care of sick and injured people worldwide. And over the

***“And over the years, the way in which our packaging is designed, manufactured and sold, as well as the issue of its end-of-life, have been constant areas of progress for our Group. The importance of these developments cannot be overstated.”***

years, the way in which our packaging is designed, manufactured and sold, as well as the issue of its end-of-life, have been constant areas of progress for our Group. The importance of these developments cannot be overstated.

**I am also proud of the work we have done this year** leading up to the construction of our first materiality matrix - the first step in a more global project that will enable us to go further upstream in our chain - as well as to the completion of our first carbon assessment.

We have also embarked on an in-depth, long-term project to embed more environmental, social and ethical objectives in our strategic priorities, and to ensure that they are disseminated as widely as possible, notably by setting up a network of 20 CSR Champions spread across 13 Group entities around the world.

This work has laid a solid, concrete foundation on which to build, set ourselves major objectives and

confidently prepare for the introduction of new regulatory requirements such as the CSRD.

**Finally - and this is another great source of pride -** this year Sterimed joined thousands of other companies around the world that have committed to taking action and contributing to a more responsible world by joining the United Nations Global Compact. This is a testament to the way in which sustainability is increasingly becoming an integral part of our strategic choices. I know how much

our employees, customers and partners, and above all our families and friends, appreciate our commitment and the progress we have made on these issues. Everyone in the Sterimed Group is fully aware of the importance of these challenges and is making their own contribution.

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# About us

## STERIMED IN SHORT

We are a world-leading French group who specialises in the manufacture of sterilisation packaging for medical device manufacturers, patient care facilities and the pharmaceutical industry. We are experts in both the manufacture of speciality substrates (paper, Polybond®, film, etc.) and the manufacture and distribution of ready-to-use sterilisation packaging and consumables. This combination enables us to guarantee total quality control throughout our supply chain, ensuring the highest safety standards for patients and caregivers.

As part of our ongoing drive for innovation, our R&D teams develop tailor-made solutions for our customers, constantly working on new materials, processes and designs that incorporate as many renewable resources as possible, while delivering enhanced performance, product uses and customer benefits.



▶ **23**  
SITES  
including 13 production sites



▶ **1**  
OUT OF 4 MEDICAL  
devices worldwide packaged  
with our products



▶ **3**  
CONTINENTS



▶ **1,300**  
EMPLOYEES

## OUR VISION

Leading the way for a more responsible medical packaging industry, we all work together as a team to ensure maximum patient safety, in order to:

- enable medical devices to be sterilised and maintained in a sterile state until use;
- guarantee the protection of both patients and healthcare professionals;
- offer quality products that meet the safety and performance requirements of the healthcare industry, in particular those relating to medical devices;
- innovate for greater technicality and competitiveness, with an unwavering focus on environmental protection;
- respect humankind, the environment and our communities in a spirit of collaboration.

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# CSR approach

Being aware of the environmental, social and societal issues linked to its activity, Sterimed has for several years been implementing a voluntary continuous improvement approach based on the ISO 26000 standard.

In this way, the Group's social and environmental responsibility (CSR) initiatives are disseminated not only within the company, but also both upstream and downstream of its scope, encompassing customers, suppliers and all of its stakeholders.

All our teams, sites and skills are mobilised to foster innovation and serve our customers by ensuring that we integrate realistic, sincere commitments into the work we do every day, with a view to enhancing our overall performance.

This year, Sterimed's values have been reviewed and updated to confirm and strengthen the Group's convictions and position our CSR policy at the heart of our strategy.

To further underline our commitment, Sterimed has also validated its adherence to the **United Nations Global Compact Charter**, becoming an ambassador for the best practices that are enshrined in this global commitment with respect to human rights, labour standards, the environment and preventing corruption.

On the strength of this renewed commitment and the workstreams previously identified, Sterimed has drawn up a **materiality matrix** for the CSR challenges related to its business activity in 2023.



THE UNITED NATIONS GLOBAL COMPACT

The United Nations Global Compact is a special initiative of the Secretary General of the United Nations that calls on companies around the world to align their operations and strategies with **ten universal principles** covering the fields of human rights, labour, the environment and anti-corruption. Launched in 2000, the United Nations Global Compact's mission is to guide and support the global business community in the promotion of the United Nations' goals and values through responsible business practice. Supported by more than 15,000 companies and 4,000 non-profit organisations from over 160 countries and 70 local networks, it is the world's largest corporate sustainability initiative.



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# Governance

To support Sterimed's CSR approach, the Group has set up a strong governance structure led by Chairman and CEO, Thibaut Hyvernat, in tandem with the CSR Committee, a dedicated body composed of cross-functional representatives and experts in the following fields: human resources, quality, safety, purchasing, energy, environment, legal, regulatory and commercial, industrial and CSR.

These members are responsible for coordinating the Group's strategy, from formalising the relevant challenges and areas of commitment to promoting our CSR approach to operational managers across all our sites worldwide and to all our employees.



At the same time, a network of 20 "CSR Champions", chosen for their strong convictions on sustainable development issues, ensures the operational deployment and coordination of the Group's CSR approach across our production and distribution sites.

Finally, because the success of this approach depends on everyone getting on board, it has been co-constructed in collaboration with all our employees, and we have full confidence in their ability to take CSR forward and integrate it into the day-to-day running of our projects and developments as well as the everyday life of our sites.

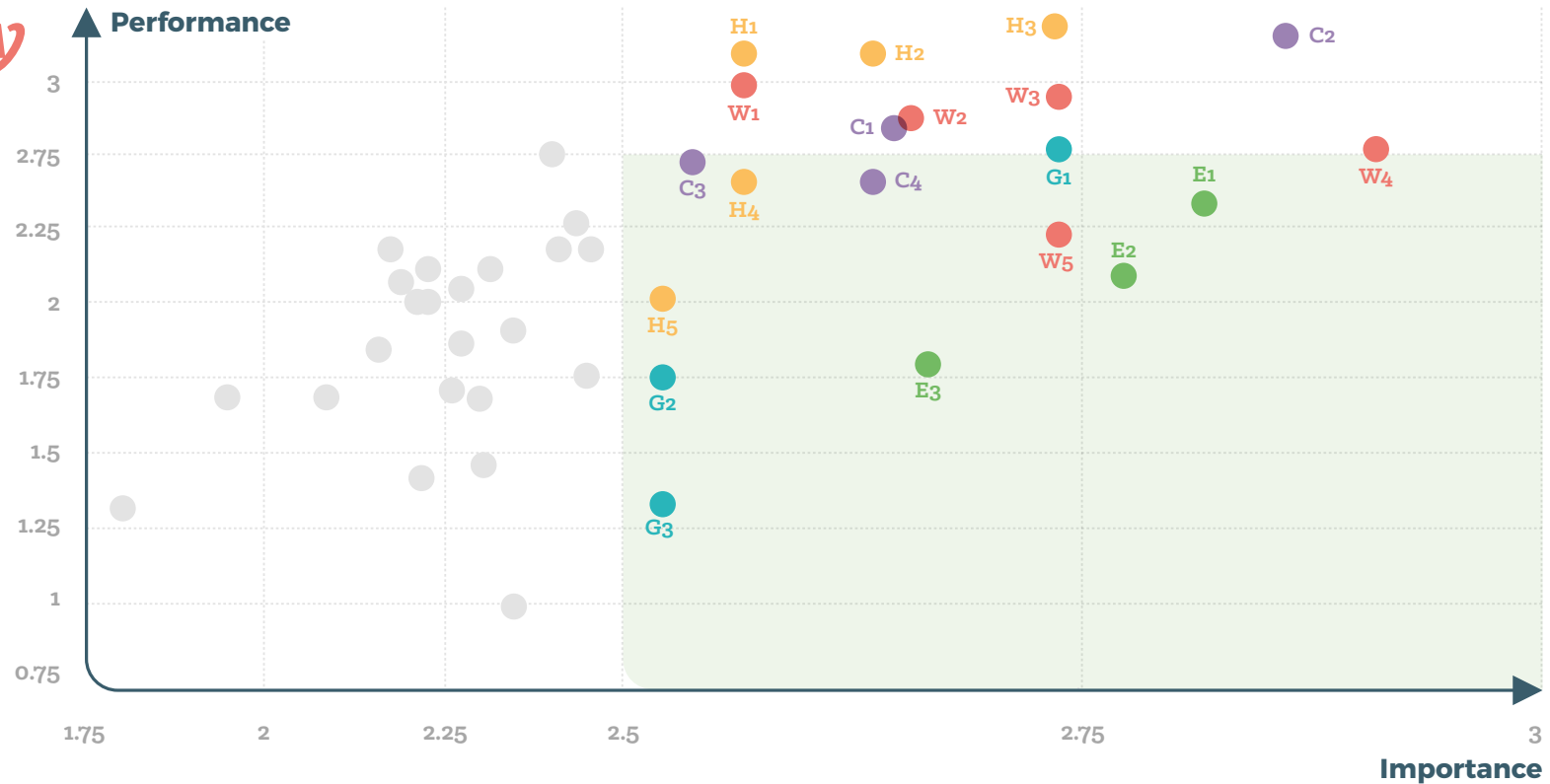


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# Materiality MATRIX

The materiality analysis carried out in 2023 is an effective corporate governance tool that enables us to assign priority to our Group's CSR challenges, identifying those with the greatest impact on Sterimed's growth, value creation and sustainability, and taking into account stakeholders' expectations.



## Methodology

Sterimed's CSR materiality matrix is based on the ISO 26000 standard, with 44 themes being analysed. These include governance, human rights, labour relations and working conditions, the environment, fair practices, commercial relations, communities and local development. In order to build the matrix, a management committee composed of members of the Executive Committee was set up to provide the necessary insight from internal stakeholders, make a precise assessment of Sterimed's real situation and represent the point of view of external stakeholders.

The work carried out for this first assessment provides an excellent basis for analysis but will require further adjustments and improvements over the coming years in order to:

- more fully and accurately take on board the views of external stakeholders;
- align with forthcoming regulations that are due to come into force in 2024 in the form of the European CSRD (Corporate Sustainability Reporting Directive), which aims to establish a common framework for companies' non-financial reporting.

## Legend

- GOVERNANCE**
  - G1 Local regulations & international reference texts
  - G2 Values aligned with Sustainable Development principles
  - G3 Strategic approach, action plans and objectives
- HUMAN RIGHTS**
  - H1 Economic, social and cultural rights
  - H2 Civil & political rights
  - H3 Fundamental Labour rights
  - H4 Diversity & inclusion
  - H5 Human rights in the supply chain
- WORKING RELATIONS & CONDITIONS**
  - W1 Social Dialogue
  - W2 Working Conditions
  - W3 Employer-employee relations
  - W4 Employee health & safety
  - W5 Skills development
- COMMERCIAL RELATIONS**
  - C1 Fair commercial practices
  - C2 Patient health and safety
  - C3 Customers' privacy/ Data security
  - C4 Customer satisfaction
- ENVIRONMENT**
  - E1 Responsible resource management (energy, water, raw materials)
  - E2 Pollution/ Product end-of-life
  - E3 Climate change





# CSR Strategy

Sterimed's CSR approach is based on **3** main priorities:



**Reducing**  
OUR OVERALL ENVIRONMENTAL  
FOOTPRINT



**Creating**  
A POSITIVE SOCIAL  
& SOCIETAL IMPACT



**Building**  
MORE RESPONSIBLY

## SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015 to coincide with the Paris Agreements. They call for global action to eradicate poverty, protect the planet and ensure that all human beings are living in peace and prosperity by 2030. These 17 SDGs are interconnected, as actions in one area can affect outcomes in others, and

any development must systematically seek to balance social, economic and environmental criteria. The private sector plays a crucial role in implementing the SDGs on a global scale. Sterimed has identified the 10 SDGs to which it makes the greatest contribution through its activities and CSR commitments.





# Reducing OUR OVERALL ENVIRONMENTAL FOOTPRINT

Aware of its responsibility within a global context marked by growing challenges related to climate change, resource scarcity and pollution, Sterimed is taking a proactive approach to mitigating its environmental impact.

The Group is focusing its efforts on implementing concrete measures to limit its consumption of water, energy and raw materials, while measuring and reducing its greenhouse gas emissions - two absolute imperatives to ensure its activities are sustainable.

100%  
of our pulp supplies are FSC  
or PEFC certified

85%  
of energy used by the Group  
is decarbonised

Water: optimising our use of resources and managing our wastewater more sustainably

Energy: optimising our usage

Raw materials and waste: reduce, reuse and recycle

Products: continuing to innovate and developing eco-design





# WATER: OPTIMISING OUR USE OF RESOURCES AND MANAGING OUR WASTEWATER MORE SUSTAINABLY

Sterimed is committed to more responsible management of water resources at all its sites by means of a two-pronged approach:

- treatment and return flow of extracted water;
- reduced consumption.

## REDUCING OUR WATER USE

Sterimed endeavours to minimise its water use by monitoring the volumes it collects. More specifically, the Group seeks to optimise the efficiency of its industrial processes by adopting innovative, more water-efficient solutions, thereby ensuring this precious resource is more responsibly and appropriately used. At the same time, Sterimed is striving to raise the collective awareness of its employees and encourage simple actions aimed at reducing water use at all levels of the organisation.

### Our sites are committed

**Creation of a water taskforce** at our Amélie-les-Bains-Palalda site (France) which is responsible for monitoring the site's water use and implementing a range of actions to reduce consumption: detecting and repairing leaks, exploring innovative practices for more efficient use of water in the manufacturing process, raising awareness among teams through regular communications, etc.

## TREATMENT AND RETURN FLOW OF EXTRACTED WATER

Water is an essential component in the manufacturing process, which is at the core of Sterimed's business. It is therefore only natural for the Group to preserve the natural resources on which it depends, from collection and use to recycling and purification.

### Our sites are committed

**An external audit was carried out** to identify areas for improvement in wastewater management at the Amélie-les-Bains-Palalda site (France).



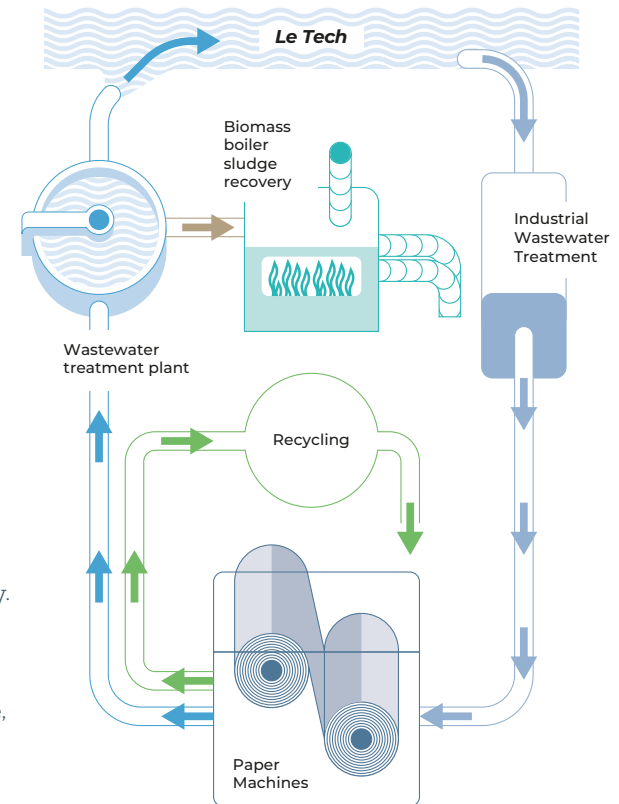
## Palalda site

### Treatment and return flow of extracted water.

At Palalda, an in-house water treatment plant continuously **treats and monitors the quality of the water** in terms of turbidity (particle content), pH and temperature. This method ensures that a large proportion of the water extracted is returned to its original environment, while scrupulously complying with environmental standards.

#### Extraction

Water is drawn from the River Le Tech before being decanted, filtered and then disinfected to ensure the high standards of quality and cleanliness required for the manufacture of medical paper.



#### Usage

Throughout the paper manufacturing process, water is reused and recirculated. The water flows in a loop at certain sections of the machinery. In normal operating conditions, for every 100 m<sup>3</sup> of water needed to run the paper machine, we recirculate 93 m<sup>3</sup> and withdraw only 7 m<sup>3</sup>.

#### Treatment of discharge

Our wastewater treatment plant is designed to treat the equivalent of a town of 30,000 inhabitants. Our discharge is monitored monthly by the Agence de l'Eau and the DREAL and remains within the relevant regulatory standards for such discharge.



## ENERGY: OPTIMISING OUR USAGE

Energy is at the heart of today's climate and environmental challenges. Since its creation, our Group has been committed to reducing the energy impact of our manufacturing processes through:

- implementing energy efficiency measures at all our sites;
- gradually shifting our energy mix towards renewable energies, taking into account the constraints and opportunities of the geographical areas in which our sites are located.

The Group's energy consumption and the proportion of low-carbon energy used at each of our sites are monitored on a quarterly basis, with the aim of developing action plans that allow us to review our operating methods and invest in more efficient facilities.

▶ 85%  
OF ENERGY USED  
BY THE GROUP  
is decarbonised

## ENERGY SOBRIETY AND EFFICIENCY

Electricity is the Group's most widely consumed energy source. As a result, all our sites are taking steps to reduce energy consumption and improve energy efficiency by modernising their production tools, switching to LED lighting and raising employee awareness of electricity use. This year, the ratio between our electricity consumption and our total production has remained stable.

### ▶ Site certifications

To find out more: p. 30



#### Palalda

ISO 50001 is a voluntary international standard that provides organisations with guidelines on how to implement an effective energy management system (EMS), with the aim of generating savings and limiting emissions of greenhouse gases and pollutants resulting from energy combustion.



#### Coulommiers

ISO 14001 is an internationally recognised standard for environmental management systems (EMS) that provides organisations with a framework for designing and implementing an EMS and achieving continual improvement in their environmental performance.



#### Costa Rica

In Costa Rica, the Blue Flag ("bandera azul") programme rewards the implementation of conservation actions and development that is consistent with preserving natural resources and fighting against climate change. The EEE-CR offices are located in an industrial park that has been awarded the Blue Flag, with a silver star for waste management.

### Our sites are committed

**Our Palalda site** has had a dedicated electricity management taskforce since 2016, whose mission is to identify and implement further reduction actions each year.

For example, the installation of a turboblower on one of our machines has reduced energy consumption from 131 kW/t to 67 kW/t, leading in turn to lower water consumption and a reduction in waste.

Since 2014, our site has also been equipped with its own biomass boiler. As a result, the steam used for production is produced by burning wood waste rather than fossil fuels, enabling us to avoid the emission of 18,287 tonnes of CO<sub>2</sub>eq per year.



### Our sites are committed

**Our sites in Coulommiers, Fuzhou, Suzhou and Mexico City** have either launched or completed LED deployment projects.

**In Fuzhou, China**, improvements to compressors have resulted in a 28% reduction in electricity consumption.

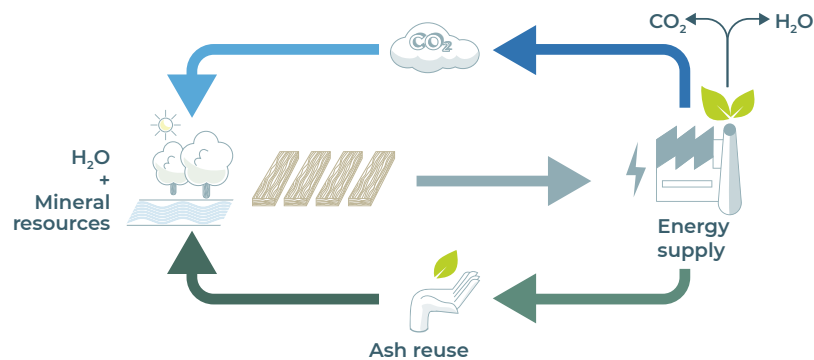


## DEPLOYING RENEWABLE ENERGY SOURCES

Over the last few years, the Group has carried out a series of studies to assess the potential for integrating renewable energies into its production sites.

18,287  
TONNES OF CO<sub>2</sub> eq  
avoided every year  
by use of biomass

### Principle of biomass energy production (Palalda)



### ZOOM ON

#### SOLAR PANELS, CHINA

Our Fuzhou site in China has launched a solar energy project to meet the site's energy needs and significantly reduce its dependence on the local electricity grid. Installing solar panels on the factory roof began in February 2023, and the plant was connected to the grid on 1 July 2023. When fully operational, the total output from the solar panels should cover around 20% of the site's energy consumption.

## FOCUS

### FIRST GROUP-WIDE CARBON ASSESSMENT

This year, the Group also initiated a project to comprehensively calculate its overall carbon footprint, based on the 2022/2023 financial year.

This initiative forms part of a broader proactive approach to transparency and environmental responsibility.

By measuring its carbon footprint, Sterimed is gaining a valuable tool with which to **identify areas for improvement, guide its actions and strengthen its commitment to significantly reducing its greenhouse gas emissions.**

By following the methodological guidelines of the GHG Protocol, an internationally recognised framework for GHG emissions accounting and

reporting, Sterimed can guarantee the accuracy of the assessment, as well as provide a detailed, meaningful analysis of the impact of its activity on the climate.

This measurement is the first step in a global effort to improve our environmental performance and will be duly followed by the implementation of action plans to reduce our climate impact.

The results will be set out in our next CSR report.





## RAW MATERIALS AND WASTE: REDUCE, REUSE AND RECYCLE

Sterimed ensures that raw materials are used carefully and wisely and constantly aims at more efficient waste management. Our policy is based on 3 pillars:

Our policy is based on 3 pillars:

- more responsible sourcing (certification of sensitive raw materials);
- reducing the amount of waste generated by our production processes;
- increasing the share of recyclable waste and developing eco-design and short distribution channels.

### MORE RESPONSIBLE SOURCING

Sterimed believes that more responsible sourcing is essential. The Group uses a range of raw materials, of which paper pulp is the main resource (28%).

By selecting certified suppliers, we are supporting a more ethical, transparent and sustainable supply chain. FSC and PEFC certifications guarantee more responsible forest management, preserving biodiversity and ecosystems.



**100%**  
OF OUR PAPER PULP SUPPLIES are FSC or PEFC certified



### REDUCING THE AMOUNT OF WASTE GENERATED BY OUR PRODUCTION PROCESSES

Sterimed has introduced a waste monitoring system for its production processes. Practices and investments aimed at minimising production waste have been implemented at all sites, with no impact on operational efficiency. This year, the ratio of waste to total production was 8.7%.

▶ **8.7%**  
WASTE RATE  
FY 22/23

#### Our sites are committed

**In the Czech Republic and the United States**, our sites are working to optimise machinery with the aim of reducing the waste generated by the cutting process by 90%.



## PRODUCTS: CONTINUING TO INNOVATE AND DEVELOPING ECO-DESIGN

Drawing on a comprehensive review of its product ranges and the ongoing monitoring of advances in eco-design and circularity, Sterimed is changing the direction of its R&D methods.

More specifically, the Group has undertaken:

- a study of the recyclability of our product ranges across the entire value chain: from the raw materials manufactured in our materials plants to the finished products used in healthcare facilities;
- a life-cycle analysis of our current products, based on raw materials and product manufacturing.

Ultimately, this work will enable the Innovation department to create an environmental roadmap for new product developments.



### Sterimed commits

Sterimed is actively involved in Europe-wide projects aimed at developing more sustainable medical packaging. Working alongside various players in the sector enables us to look at ways of reducing our impact at every level of the value chain.

In 2024, Sterimed's goal is to define a strategy focused on eco-design and the development of products with a smaller ecological footprint, based on:

- the use of more responsible and sustainable raw materials;
- an increased share of bio-sourced materials;
- enhanced product recyclability;
- assessing the compostability and recyclability of current ranges.

Sustainability indicators are also in the process of being developed for our products (Sustainability Data Sheet).

This information will be progressively added to our Technical Data Sheets, providing a more comprehensive perspective on the impact of our products.



### ZOOM ON

#### RECYCLABLE ETHYFORM

With Ethyform, our new fully recyclable medical film, Sterimed is developing new alternatives to Nylon/PE-based films. With its excellent technical characteristics (transparency, formability, resistance, etc.), this new material, which will shortly be launched on the market, will strengthen Sterimed's commitment to the circular economy and help the sector move towards ever more sustainable practices. Sterimed's new 100% recyclable medical packaging material is designed to respond to the need to reduce medical waste, while contributing to innovation in packaging design and paving the way for new, ever more sustainable and high-performance packaging solutions.

### DEVELOPING SHORT DISTRIBUTION CHANNELS

Our many production sites around the world give us the agility to transform and manufacture our products as closely as possible to our customers. Wherever possible, our sites also opt for local sourcing.



### Our sites are committed

At our Valenciennes site, not only are the electronic components sourced in France, but so are all the other elements of ATH solutions.

*“Using a Sterimed porous base to package a medical device means reducing the amount of plastic used by an average of 30%, as well as using a renewable material that is over 80% biodegradable.”*



**Clémentine Auffray**

Director of Innovation and Compliance

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# Creating A POSITIVE SOCIAL AND SOCIETAL IMPACT

In a global context marked by crucial social and societal issues, Sterimed is conscious that its role extends beyond a purely business one. **Sterimed therefore takes into consideration the direct and indirect influence of its actions on society** and strives to shape an environment in which economic prosperity goes hand in hand with social well-being.

50%  
of employees are Sterimed  
shareholders

-17%  
Change in the frequency rate  
of workplace accidents  
(over sliding 12-month period)

Guaranteeing safety across our sites

Sharing value

Fostering employee well-being and fulfilment

Protecting patients and users

Supporting the development of local communities



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## GUARANTEEING SAFETY ACROSS OUR SITES

Sterimed commits to ensuring that, each and every day, all its employees benefit from a working environment that guarantees their health and safety. Each site's prevention policy is therefore designed to reduce occupational risks at all levels.

This policy is underpinned by three fundamental principles:

- all occupational injuries and illnesses are preventable;
- empowerment, particularly by means of training, is the basis of an effective safety policy;
- safe working conditions are both a fundamental requirement and a priority. Quality and productivity must not be achieved at the expense of safety.

▶ 100% OF NEW RECRUITS in 2022/23 trained in safety fundamentals

▶ 100% COMPLETION OF SAFETY TRAINING and refresher courses: licences, OSH, accreditations

### Sterimed commits

To achieve this, each of our sites is implementing a series of plans that result in concrete actions:

- running an annual safety management plan;
- annual monitoring of projects to improve safety and working conditions;
- actions to reduce occupational health risks associated with workstations;
- deployment of a safety training plan for all employees.

We firmly believe that safety is everyone's business, and that grassroots feedback is an effective and essential tool to help us progress in this area. Consequently, since 2022, we have forwarded written reports of every accident to all our industrial sites in real time. The report provides information on the nature of the accident, its severity, how it happened, etc. so that everyone can learn, anticipate and prevent accidents on site.

It is significant that, in line with our strong commitment to safety, the first item on the agenda of every Excom meeting deals with this subject.

*“Nobody comes to work to put themselves in danger! At all our sites, management pulls out all the stops to ensure that employees work in a controlled environment. On top of this, the real-time notification of incidents to all sites is helping us to move in the right direction.”*



**Franck Trotignon**  
Industrial Director,  
Sterimed Group

To monitor our progress, we focus on two main indicators: the Frequency and Severity rate of workplace accidents. Following on from three years of significant decrease, these indicators continued to fall in 2022/2023:

-17%  
CHANGE IN THE FREQUENCY RATE  
over sliding 12-month period

-7%  
CHANGE IN THE SEVERITY RATE  
over sliding 12-month period





## SHARING VALUE

Since its creation in 2016, Sterimed has sought to get as many employees as possible on board its entrepreneurial story so that our corporate project becomes a truly collective adventure. To this end, the Group has already rolled out 3 employee share ownership plans. Others are set to follow as the company grows.

### Sterimed commits

**The families, entrepreneurs and managers** who join Sterimed as a result of acquisitions or scaling up teams all participate in the Group's capital and management.

The Group's senior executives, who are on the Executive Committee, now form a core group of managers-shareholders-entrepreneurs who together champion the Group's ambitions and values, and work alongside their teams to deliver them.

All our employees worldwide benefit from incentives, profit-sharing schemes or their international equivalents, and are actively associated with the economic success of their entities and the Group as a whole.

50%

OF EMPLOYEES are Sterimed shareholders

## FOSTERING EMPLOYEE WELL-BEING AND FULFILMENT

Driven by values of excellence, quality and service, Sterimed continually strives to ensure the safety, well-being and development of its employees.



### SKILLS DEVELOPMENT

Training our employees is a major priority for us. Sterimed is convinced that knowledge is key to the commitment and investment needed to take the initiative to progress and innovate every day. Maintaining and developing skills is also essential to meeting the demands of the market, with multi-skilled employees working in responsible teams and experts with constantly updated knowledge of their professional activity.

Our training policy is based on real-time access to training opportunities for everyone, and on the assimilation of knowledge in the course of day-to-day operations.

Success in our projects and delivering the outstanding standards that our customers are entitled to expect from us are both intrinsically linked to the quality of the work that we do together.

We strive to foster collaborative working practices, mutual development and feedback, enabling everyone to learn with and from their fellow employees.

The career development of each Sterimed employee is encouraged through the following initiatives:

- an induction programme for each new employee;
- systematic application of a job-specific training plan following recruitment or internal redeployment;
- a flexible and adaptable training offer to meet individual needs;
- a remedial adult education support plan to promote equal opportunities.

### ZOOM ON



#### THE STERICONNECT PLATFORM

Since 2022, the SteriConnect digital platform has been broadening its sources of freely available content for all Group employees.

This initiative benefits from the input of Sterimed's international community of training managers, who ensure that the educational methods and content on offer are as efficient and varied as possible to encourage employees to want to learn.





**Sterimed commits**

▶ 19h

OF TRAINING per employee in 2023

▶ 90%

OF EMPLOYEES HAVE BENEFITTED FROM TRAINING in the last three years

▶ 100%

OF THE GROUP'S EMPLOYEES HAVE HAD ACCESS TO ONLINE LANGUAGE COURSES and conversation classes through the Stericonnect digital development platform since April 2023

**WELL-BEING AT WORK**

We believe there is a strong link between employee engagement and good working conditions. Sterimed maintains a constructive social dialogue with staff representatives and strives to foster a sense of fulfilment in all its employees by improving well-being at work, building trust in management and encouraging pride in belonging to the Group. Since Sterimed was founded, our group has continued to grow every year. The companies that join us become part of a Group that is a great place to work and where business is not conducted at the expense of people. They have the full support of the Group in all their initiatives to enhance well-being at work.

**Sterimed commits**

**Following on from our Great Place To Work** certification in 2021, we are continuing to carry out regular social climate surveys. These provide a basis on which we work with employees to improve the quality of life and relations in the workplace. We take care to adapt our actions to changing social and societal conditions on an ongoing basis. A new assessment will take place in 2024.

A number of initiatives have been taken by our sites to improve working conditions for employees, including the re-design of workspaces, flexible working hours and places, advice from health experts and professionals, and promoting sport during break times.

**ZOOM ON**

**THE STERITEAM PROGRAMME**

Sterimed is convinced that dialogue, empowerment and trust are all essential factors for employee fulfilment, growth and performance, and encourages working relationships based on respect, caring and responsibility.

We foster synergies and cooperation between all the teams in our organisation.

We nurture a climate of trust by encouraging initiative, making employees responsible for their own actions and continuing to promote subsidiarity and empowerment.

This ethos and ambition are underpinned by a specific programme called "STERITEAM".

It is based on 5 pillars:





## DIVERSITY AND INCLUSION

Convinced of the benefits that diversity and inclusion bring to the company, Sterimed promotes the fundamental values of respect for the dignity of each individual, non-discrimination and equal treatment among all its employees.

As our Group operates in France and abroad in contexts where socio-cultural representations can exert a strong influence on employment and professions, we carefully tailor our social surveys to local conditions. In Mexico, for example, we conduct an annual survey on the perception of the social climate and non-discrimination.

Our actions focus mainly on measures aimed at:

- gender equality and gender balance in the workplace;
- equal treatment for all employees;
- fighting all forms of discrimination in employment and recruitment;
- the integration and retention of workers with disabilities.

▶ In France, Sterimed takes part every year in the European Week for the Employment of People with Disabilities.

We run awareness-raising campaigns for our employees and take part in Duo Day, a day on which we welcome people with disabilities to work alongside a volunteer employee as a “duo” giving our guests the opportunity to find out about what we do and get hands-on experience of our company.

**DuoDay**



## ZOOM ON

### HANDIWINGS

Disability is a subject that is particularly close to our hearts. At our Palalda site, a disability committee mobilises employees to:

- promote the ethical values of diversity, interaction and equal treatment within the company;
- integrate people with disabilities into our teams;
- raise employee awareness of disability issues by means of high-impact initiatives designed to break down taboos;
- support and involve local organisations and associations.

### HandiWings

Travailler en confiance  
avec nos différences

## Sterimed commits

**In Charleston, United States**, an agreement has been signed with the State of South Carolina (Department of Disabilities and Special Needs) to enable 4 disabled workers to integrate the workplace by joining us at our site.

Finally, we encourage our partner recruitment agencies to regularly submit applications from candidates with disabilities.

▶ 96/100  
& 91/100

GENDER EQUALITY  
INDEX 2023

for our two plants in France

### Our certifications

To find out more: p. 30



ISO 11607 sets out the requirements and test methods for materials, preformed sterile barrier systems, sterile barrier systems and packaging systems intended to maintain the sterile state of terminally sterilised medical devices up to the point of use.



## PROTECTING PATIENTS AND USERS

**Sterimed maintains an attitude of constant vigilance in its approach to risk management, complying with strict standards relating to the safety and quality of its products and developing strong strategic partnerships with organisations in its sector. Close collaboration with both suppliers and customers further strengthens our commitment to the protection of patients and end-users.**

### ► Our certifications

To find out more: p. 30



The majority of our sites are now certified to ISO 13485 or equivalent, depending on local requirements (e.g. US 21 CFR PART 820). ISO 13485 sets out the requirements for a quality management system where an organisation must demonstrate its ability to consistently provide medical devices and related services that meet customer expectations and comply with applicable regulatory requirements.



ISO 9001 is an internationally recognised quality management standard that helps organisations of all sizes in all sectors to improve their performance, meet customer expectations and demonstrate their commitment to quality.

## RISK CONTROL AND COMPLIANCE WITH STANDARDS

Sterimed plays an essential role in infection prevention by developing solutions that contribute to the sterilisation and maintained sterility of medical devices during patient care.

Our commitment and efforts therefore contribute to reducing the prevalence of nosocomial infections and preventing the emergence of multi-resistant bacteria.

To guarantee product safety, we rely on a number of standards and certifications, in particular

ISO 13485 certification, which sets out the requirements for quality management systems and requires medical device manufacturers, as well as their indirect suppliers and sub-contractors, to implement risk management and analysis, from product design through to manufacture, as well as a continuous improvement process.



21 CFR part 820 is the applicable standard for quality management systems for the sale of medical devices in the USA.

## PARTNERSHIPS TO DELIVER QUALITY HEALTHCARE

Going beyond standard compliance with the relevant regulatory requirements, we are convinced that protecting the patients and healthcare professionals who use our products requires a committed and proactive approach on the part of companies in the sector.

*“For us, it’s both a matter of course and a matter of pride to be committed and to contribute, to the best of our ability, to the improvement of healthcare systems, patient safety, the reduction of nosocomial infections and progress and advances in patient care.”*



**Thibaut Hyvernats**

Chairman and CEO



## Sterimed commits

### CONTINUOUS IMPROVEMENT IN PRODUCT QUALITY

By focusing on Quality Control and Quality Assurance, the company strives to continuously improve the quality of its packaging to ensure optimum maintenance of the sterility of medical devices.

All our production sites are certified, which contributes to:

- boosting user confidence in our products by providing a framework for ensuring that deliveries comply with current standards and regulations;
- facilitating collaboration with health authorities to guarantee the safety and hygiene of packaging and medical devices.

## ZOOM ON

### CLEANROOMS

A cleanroom is a CAA (Controlled Atmosphere Area) that is subject to numerous regulations designed to maintain a high level of cleanliness. They are used in a number of sectors to guarantee the quality of products that are sensitive to contamination. Based on the concentration of airborne particles and germs, the classification of cleanrooms ranges from ISO 1 (the cleanest) to ISO 9.



## COMMITMENTS AND PARTNERSHIPS TO RAISE AWARENESS ON STERILE DEVICES

Sterimed's commitment includes taking part in awareness-raising campaigns designed to highlight the importance of sterile medical devices in preventing infections. Alongside the **Sterile Barrier Association (SBA)**, which brings together the key players in the sterile barrier systems manufacturing market and the healthcare sector, the company contributes to improving day-to-day practices.



Our actions:

- organisation of numerous conferences at professional events bringing together pharmacists and sterilisation nurses to raise awareness of state-of-the-art methods for maintaining sterile conditions and related good practice;
- participation in the drafting of product standards within the following committees:



\* Review of EN 868 parts in progress last year.

- pooling expertise and knowledge through participation in various working groups, such as the **Healthcare Plastics Recycling Council (HPRC)**, a private technical consortium in the healthcare, recycling and waste management industry whose aim is to improve the recyclability of plastic products and packaging;



- organising user panels to identify users' needs and develop packaging accordingly.



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## SUPPLIER AND CUSTOMER RELATIONS

Sterimed brings customers its extensive knowledge of the standards governing the medical device packaging industry and shares its expertise with them in order to provide appropriate advice and offer turn-key solutions, validated according to the methodology of industry-specific standards. The Group also regularly runs workshops and training courses on good sterilisation practice for its partners, customers and distributors around the world.

### Sterimed commits



**“Shared” is the name of Sterimed’s training programme.** It is designed to open up debate and enable participants to share their experience and gain a better understanding of the technical aspects and manufacture of our products, through the organisation of packaging conferences such as the “Rentrée du Dispositif Médical”.

We regularly share our expertise and support by acting as keynote speakers at packaging and sterilisation conferences, such as the 1<sup>st</sup> “Congreso Nacional e Internacional de Buenas Prácticas en Reprocesamiento de Dispositivos Médicos” in Colombia (October 2022).

*“Our initiatives to reduce our environmental footprint are not limited to minimising the impact of the manufacture of our products. For example, we have started working with one of our most committed customers to develop innovative short- and longer-term projects that will help them to achieve their environmental objectives, with packaging that is virtuous from design through to end of life.”*



**Mélanie Sassier**

Group Marketing Director



### Sterimed commits



**The Patient Safety Forum by Sterimed is an educational seminar focussing on micro-bacterial barrier solutions in hospitals.** Aimed at all hospital staff wishing to increase their knowledge of sterile packaging (properties of papers and materials), these events enable participants not only to gain a better understanding of regulatory issues but also to share their experience as users.





## SUPPORTING THE DEVELOPMENT OF LOCAL COMMUNITIES

Sterimed strives to promote the economic development of local communities wherever the Group is present, in the firm conviction that fostering the development of these areas and the skills they host are drivers of innovation and economic growth.

Sterimed therefore encourages its sites to engage in:

- sponsorship and support for local organisations;
- supporting and developing employment;
- developing training.

### SUPPORTING LOCAL INITIATIVES

Convinced of the importance of contributing to the vitality of local communities, Sterimed is rolling out a number of solidarity initiatives at its sites in the form of partnerships and sponsorships.

▶ €100K  
GROUP SPONSORSHIPS AND DONATIONS  
in 2023

### Our sites are committed

#### ▶ UNITED KINGDOM

Our Westfield site sponsors a local charity run in aid of the Time is Precious organisation, which works to support children and their families during their hospital stay.

#### ▶ MEXICO

EEE is taking action to help children. Our Ropa de Protección site has donated toys to a nursery school in Atequiza in the state of Guadalajara and meals were provided for children at the El Mexicanito orphanage. The meals were prepared in the staff restaurant at the EEE Mexico City site.

At least twice a year, the EEE site donates products (paper bags, sachets, etc.) to Red Cross hospitals locally or in Mexico City.

#### ▶ FRANCE

Our Palalda site sponsors several local charities and events run by employees, such as the Vallespir rugby school and the Amélie-Bains international folk festival.

Sterimed also supports the Amis de L'Arche (Friends of the Arche) Foundation, which aims to participate in the various fundraising initiatives of the 39 member communities of the Arche Federation in France. The Arche offers people with mental disabilities and their carers a place to live and work together, both for salaried employees and young civic service volunteers.

#### ▶ CZECH REPUBLIC

Our Brno site supports the “Stonozka” charity which helps disabled children.



### ZOOM ON

#### COULOMMIERS

In Coulommiers, the SPS site takes part in the Pink October race in aid of the Ligue Contre le Cancer (League Against Cancer) and sponsors local non-profit organisations that work to protect the environment or enable children to go on holiday.





## DEVELOPING EMPLOYMENT AND EDUCATION

As education plays a fundamental role in developing employment, Sterimed is closely involved with local schools and training programmes that are in line with the professional skills deployed at its sites. The Group's goal is to support and develop local training so that students with relevant skills can be integrated in line with the requirements of our activities.

### Our sites are committed

**Our site teams regularly host students** and apprentices and take part in job fairs. Our Palalda site therefore frequently liaises with France Travail, the local youth mission and Greta, a group of state education establishments that design and manage training programmes geared to the local employment market.

Sterimed also plays an active role in forums and job dating events aimed at jobseekers, people on the Active Solidarity Income (RSA) and those with disabilities.



▶ 250  
 TRAINEES AND WORK-STUDY  
 STUDENTS  
 FY 22-23

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# Building MORE RESPONSIBLY



Sterimed attaches great importance to conducting business with integrity and transparency, and is committed to the principles of honesty, fairness and mutual respect in all its business dealings. The Group makes a point of sourcing from suppliers who share its values, thus ensuring that the entire value chain complies with the same standards in terms of human rights, working conditions and environmental protection.

By means of transparent and traceable purchasing processes, Sterimed ensures that its products and services meet quality and safety requirements as well as societal expectations in terms of responsibility.

64%

of Sterimed's direct suppliers for purchasing registered on EcoVadis

Committing to ethical practices

Promoting responsible sourcing



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# COMMITTING TO ETHICAL PRACTICES

## TO PREVENT AND FIGHT AGAINST **CORRUPTION** AND **INFLUENCE PEDDLING**

Sterimed has a zero-tolerance policy towards corruption and influence peddling in its business dealings. To support this commitment, the Sterimed Group has set up an 8-pillar compliance system in line with the Sapin II Law:



### 1. RISK MAPPING

based on an objective, structured and documented analysis of the risks of corruption to which a company is exposed in the course of its business operations.



### 3. AN INTERNAL ETHICS WHISTLEBLOWING SYSTEM

to allow reports to be made of behaviour or situations that are contrary to our Code of Conduct or that may constitute a breach of probity.



### 5. ACCOUNTING CONTROL PROCEDURES

to ensure that books, records and accounts are not being used to conceal corruption or influence peddling.



### 7. DISCIPLINARY SANCTIONS

in the event of a breach of the Code of Conduct.



### 2. AN ANTI-CORRUPTION CODE OF CONDUCT

setting out the rules of ethical conduct applicable to all employees.



### 4. ASSESSMENT PROCEDURES

to evaluate business partners on the risks of corruption associated with entering into or continuing a business relationship with them.



### 6. TRAINING AND AWARENESS RAISING

aimed at those employees most exposed to risks of corruption and influence peddling.



### 8. A MONITORING AND ASSESSMENT SYSTEM

of the measures implemented.



**OVERVIEW**

**LOI SAPIN II**

What does the SAPIN II Law set out to achieve? Prevent and fight against all forms of corruption, both active and passive, and prohibit influence peddling.

An act of corruption is committed when any undue advantage is offered to or accepted by a person invested with a public or private function, in order to induce that person to perform or refrain from performing an act related to his or her function.

An act of influence peddling is committed when an undue advantage is offered to or accepted by a person in order to induce that person to use his or her influence to obtain, for the benefit of the person offering the advantage, a favourable decision from a public authority or administration.

Third parties at theoretical risk of corruption and/or influence peddling:



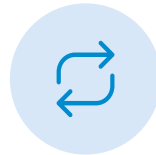
CUSTOMERS



SUPPLIERS / SERVICE PROVIDERS



PUBLIC SECTOR EMPLOYEES



COMMERCIAL PARTNERS (DISTRIBUTORS)



TRADE ASSOCIATIONS

*“Sterimed’s Code of Conduct is a ‘tailor-made’ document that everyone can understand, not just a declaration of intent.”*



**Pierre-Emmanuel Niedree**

Director of Corporate and Legal Affairs

**DEPLOYMENT OF THE SAPIN II FRAMEWORK AT STERIMED**

- Appointment of a Group compliance officer.
- Training and awareness-raising for employees.
- Code of Conduct distributed to all employees and included in induction pack for new recruits.
- Deployment of an internal whistleblowing system.

**A CODE OF CONDUCT DESIGNED TO BE EXEMPLARY**

To go further in our efforts and step up our anti-corruption drive, Sterimed has drafted and implemented a Code of Conduct. So, above and beyond compliance with applicable legislation, the Group has carried out an extremely thorough risk mapping exercise to identify, assess, prioritise and manage the risks of corruption and influence peddling. The aim of this approach? To give Sterimed’s management the visibility it needs to take detection and prevention measures that are appropriate to the risks.



**ZOOM ON**

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## PROMOTING RESPONSIBLE SOURCING

The social, ethical and environmental footprint of our products and services is inextricably linked to our suppliers' business practices.

International laws and regulations, such as the duty of care, therefore hold us jointly responsible for any non-compliant behaviour in our supply chain.

### FOSTERING SUSTAINABILITY THROUGHOUT THE SUPPLY CHAIN

Because our customers expect us to adopt an increasingly responsible approach - a duty we also owe to future generations - Sterimed must ensure that suppliers understand and share our commitment to sustainable development and transparency.

▶ **64%**  
OF STERIMED'S  
DIRECT SUPPLIERS  
for purchasing registered

### Sterimed commits

Since 2020, our Group has used the EcoVadis platform to assess the CSR performance of the various players in our supply chain.

EcoVadis assessment is based on a robust methodology covering 21 CSR criteria subdivided into 4 different categories: Environment, Labour and Human Rights, Ethics and Sustainable Procurement.

These assessments serve as a basis for Sterimed to pursue partnerships with suppliers who demonstrate their commitment to social and environmental responsibility.

Since the launch of this approach, the Group has endeavoured to ensure that an ever-increasing number of suppliers subscribe to the EcoVadis platform and receive a customised CSR rating together with an action plan for continuous improvement in the 4 categories mentioned above.

These results will ultimately be incorporated into the evaluation processes for both existing and new suppliers.

In 2023, with the successful integration of its new subsidiary in Westfield, Sterimed's score is set to improve slightly, with 64% of our direct suppliers registered on EcoVadis (up from 60% in 2022). In 2024, at least two of Sterimed's new subsidiaries will be included in this analysis.



### ZOOM ON

#### ENSURING COMPLIANCE WITH REGULATIONS AND IMPROVING PRODUCTION METHODS

With a view to building long-term relationships with its partners, Sterimed strives to deliver more durable, sustainable solutions guided by five key principles:

- strict compliance with all applicable regulations;
- seamlessly adapting to ensure effective change management;
- assessing the risks of any new regulatory constraints, in order to maintain the highest standards of reliability in our activity;
- carefully monitoring the various new developments and requirements both in our business and in related areas;
- keeping our partners up to date on changes to regulatory texts by regular newsletters. (Information from health institutions, test laboratories, consultancies, industry associations and standards committees).

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# APPENDIX



**ISO 5001** is a voluntary international standard that provides organisations with guidelines for deploying an effective energy management system (EMS), with the aim of making savings and limiting greenhouse gas and pollutant emissions linked to energy combustion.



**ISO 14001** is an internationally recognised standard for environmental management systems (EMS) that provides a framework for organisations to design and implement an EMS and continually improve their environmental performance.



In Costa Rica, the **Blue Flag** (“bandera azul”) programme rewards the implementation of conservation and development actions that are consistent with the preservation of natural resources and the fight against climate change. The EEE-CR offices are located in an industrial park that has been awarded the Blue Flag, with a silver star for waste management.



**ISO 13485** sets out the requirements for a quality management system where an organisation must demonstrate its ability to consistently provide medical devices and related services that meet customer and applicable regulatory requirements.



**21 CFR part 820** is the applicable quality management system standard for the sale of medical devices in the USA.

**A cleanroom** is a CAA (Controlled Atmosphere Area) that is subject to numerous regulations designed to maintain a high level of cleanliness. They are used in a number of sectors to guarantee the quality of products that are sensitive to contamination. Based on the concentration of airborne particles and germs, the classification of cleanrooms ranges from ISO 1 (the cleanest) to ISO 9.



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