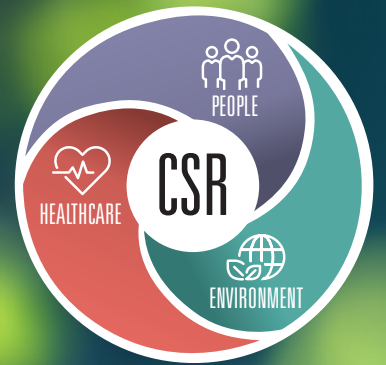


Our commitments







Editorial

“Building a more sustainable future”

At HORIBA Medical, we design, manufacture, and sell in vitro diagnostic devices. Shipped and used around the world, the instruments and reagents that leave our plants help make diagnoses, establish prognoses, and even optimize a patient’s remedial therapy. This activity at the heart of a sector as essential as healthcare requires our commitment: it is through this, first and foremost, that HORIBA Medical helps build a more sustainable future.

Of course, providing reliable, quality devices that meet the expectations and engage the trust of our customers is not enough in response to the sustainable development challenges we face. We have to go further and integrate social and environmental concerns at every stage of our processes, in each of our activities, and consolidate our relationships with stakeholders as we move to face these emergent issues. It’s a huge challenge, but meeting challenges is part of the HORIBA Group’s DNA!

And while our commitment to a more sustainable future is not formalized in a specifically defined CSR¹ or corporate rules strategy, the actions we have been taking over the years are the best evidence of our commitment to these issues.

I’m proud to present this brochure showcasing the concrete commitments that form the basis for the relationship of trust between our company and all of its stakeholders.

Arnaud Pradel
General Manager of HORIBA Medical

¹ CSR: Corporate Social Responsibility, defined by the European Commission as “the responsibility of companies for the effects they have on society”.

HORIBA, a group fully committed to sustainable development issues



With 49 companies in 27 countries, HORIBA is an international group specialized in the manufacture, sale, and service of analytical and measurement systems for liquids, gases, and solids.

Thanks to the quality of its instruments, the Group leads the world rankings in many fields. As a matter of fact, the tools it develops meet the needs of a variety of public and private sectors, from fundamental research to industrial development and production.

Today, HORIBA is one of the leaders on the global industrial and research instruments market.

Since 1945, when it was founded in Japan, the HORIBA Group has built a strong corporate culture based on the importance of values, shared by all of its employees, its usefulness to society as a whole, and the recognition it receives. The company's "Joy & Fun" motto reflects this "Horibarian way of thinking".

Working for the HORIBA Group actually means adopting a real philosophy of life: take pleasure in providing quality work ("Joy & Fun"); always keep an open mind and a fair view ("Open & Fair"); and finally, keep the spirit of initiative and the will to acquire knowledge alive ("Ownership & Challenging spirit").

The HORIBA Group has actually always cultivated a sense of curiosity that is typical of those who live with their times. It is therefore only natural that the Group should continue along this path and integrate the current challenges of sustainable development into its activities.

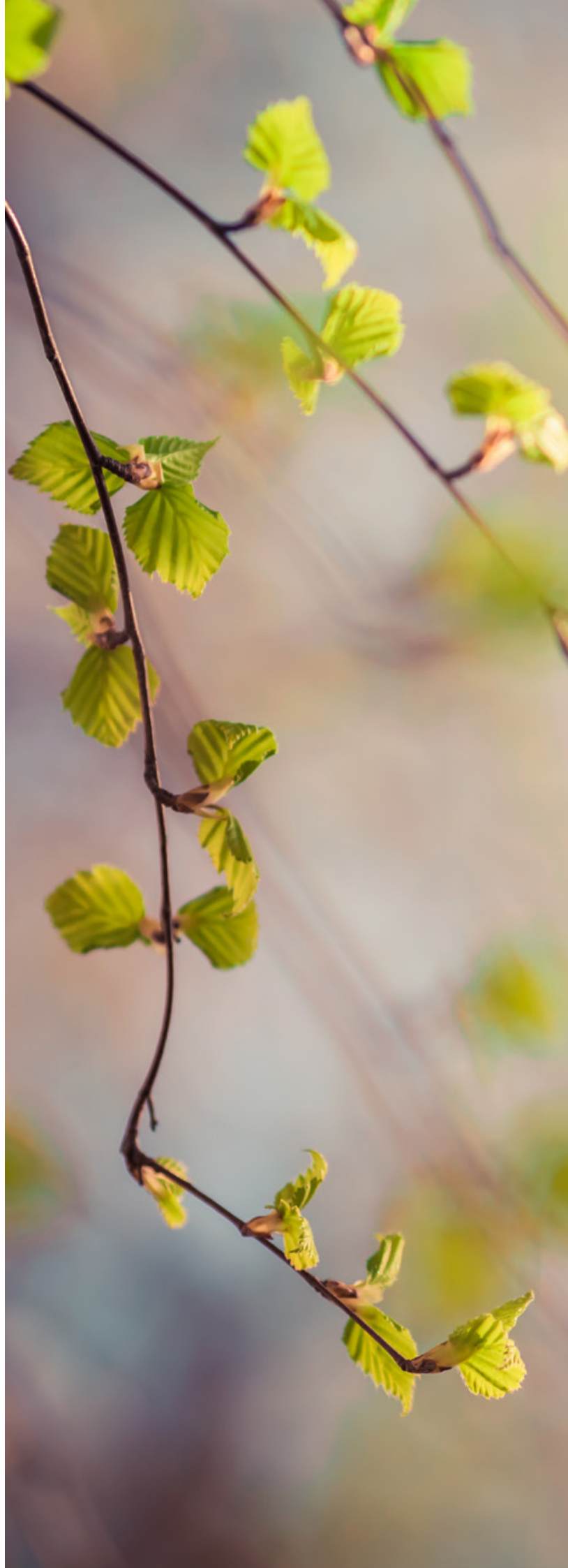
All over the world, the Group's various entities are taking action to meet the major sustainable development goals (SDGs) established by the UN. These 17 goals cover all the major themes of sustainable development: eradication of poverty; fight against hunger; access to health; access to quality education; gender equality; fight against climate change, *etc.*



For more information

HORIBA and the sustainable development goals (SDGs) established by the UN

[Click here](#)



Three strong commitments for HORIBA Medical

HORIBA Medical, the medical segment of the HORIBA Group, is a major *in vitro* diagnostics player. With a solid reputation in hematology, HORIBA Medical is present on all five continents and in close to 150 countries. The activity relies on more than 1,480 employees over different sites and subsidiaries, including 530 employees at the headquarters in Montpellier, France. The HORIBA Medical CSR approach is at the heart of the sustainable relationships it has established with all its stakeholders. It revolves around three commitments:



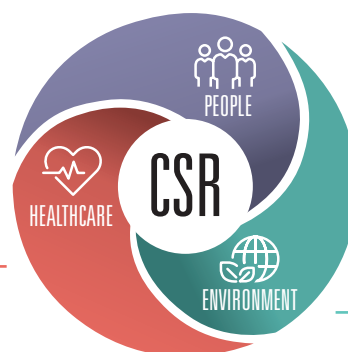
Commitment 1:
be an ethical player
in the global health
economy
p.6



Commitment 2:
encourage the development
and commitment of all our
employees
p.10



Commitment 3:
be a responsible player
in the energy and ecological
transition
p.14



COMMITMENT 1 Be an ethical player in the global health economy

For HORIBA Medical, being an ethical player in the global economy means taking action and making a commitment to improve the world.

Promote access to healthcare for all.

HORIBA Medical designs, manufactures, and markets a wide range of in vitro diagnostic instruments in order to provide reliable and quality results to both small and large laboratories. One of its flagship devices, the Yumizen H500, is a compact and robust automaton in high demand by small, remote laboratories, especially in Africa and Asia. HORIBA Medical is also committed to developing diagnostic tools that address major health issues worldwide. For example, the company designed an alarm to detect suspected malaria in any routinely run sample. This alarm, when added to different types of analyzers, is an innovative tool that contributes to the fight against a disease which kills one million people worldwide every year.

Be a major player in the regional economy.

As a major economic player in the region, HORIBA Medical was invited in early 2021 to join Montpellier Med Valley, a future major European economic cluster revolving around healthcare, well-being, food, and the environment.

2021 HORIBA Medical invited to join Montpellier Med Valley.

Stand up for employment and disability.

In France, the unemployment rate of disabled workers is twice that of the general population. For HORIBA Medical, this is not a foregone conclusion. The company has been working for several years to ensure that persons with disabilities have access to and remain in employment, with a genuine policy of inclusion rather than non-discrimination. The leitmotiv? "At HORIBA Medical, being different is an asset."

An in-house disability advisor helps eligible employees apply for Recognition of the Quality of Disabled Workers (RQTH)* and adapt workstations, if necessary. The Human Resources (HR) department supports them throughout their career in the company, striving to meet the needs of each individual, since the term "disability" encompasses a multitude of career paths, aspirations, skills, and difficulties to overcome, both visible and invisible. The company has also been working for more than ten years with two ESAT (French vocational rehabilitation centers) in the Montpellier region, thus promoting direct employment (ESAT employees working within the company) and indirect employment (through the purchase of ESAT services and products).

Finally, because it is essential to dispel any prejudices linked to disability, HORIBA Medical regularly conducts staff awareness-building operations: design and distribution of a film entitled "Recruitment and job retention of disabled workers at HORIBA Medical", available on the HORIBA Medical YouTube channel, a communication campaign in conjunction with Agefiph (an equal opportunity organization whose mission is to promote the professional integration and continued employment of disabled people), etc.

* A French administrative recognition which permits them to receive aids.



Build solid relationships in the educational field.

Aware of the importance of education in building the world of tomorrow, HORIBA Medical has always bonded with the world of education. Every year, HORIBA Medical employees reach out to pupils and students, either directly during classes or at fairs and events.

The company also organizes a site tour for secondary school teachers, in order to give a concrete presentation of the industry's professions to these information channels for young people in search of career options. Some partnerships have been in place for many years, such as those with the Faculty of Pharmacy and the University of Montpellier, those with the University Institutes of Technology of Dijon and Montpellier, and partnerships formed with a number of high schools in Montpellier.

our values



10% of HORIBA Medical turnover is invested in R&D.

Invest in research and open innovation.

Our calling at HORIBA Medical? To provide our customers with innovative, reliable, and quality solutions so doctors can provide the best possible care and support to all patients, everywhere and all the time. We achieve this through research and innovation, which have always been at the core of our business and therefore essential to the company's goal of remaining at the cutting edge. A company's past activity however does not mean an unchanging mode of operation. Increasingly volatile, uncertain, and complex, the world is changing fast. The company must adapt. It must be more agile and, at the same time, be more resilient. The solution? Play as a team! HORIBA Medical has always, and even more so in recent years, forged relationships with other healthcare stakeholders (academic laboratories, university hospitals, universities, third-party companies, *etc.*), through partnerships or projects co-directed with research laboratories (Arbomag, Rheoblood, *etc.*); participation in the KIM IBS network, a genuine scientific community on blood sciences launched in 2020 within the Montpellier University of Excellence I-SITE (MUSE); and finally, the establishment of a joint laboratory with CEAA-LETI focusing on disruptive technologies. *"These open doors to the outside world are a real asset for everyone. The experience of one benefits us all. This means each of us can address increasingly complex issues with the ultimate shared goal of improving the quality of care provided to patients,"* reports Michael Bruckner, Head of Innovation and Technology.

Guarantee an ethical practice of activities.

In terms of moral responsibility, the entire HORIBA Group made a very early commitment to ethics, integrity, and compliance, whether through the internal control system based on the Sarbanes-Oxley Act (Japanese SOX), adherence to the ten principles of the Global Compact, or the internal Fairness in Business program. This commitment is even more pronounced for HORIBA Medical because of its activity in the very sensitive field of health. There are many issues at stake in terms of patient data and the quality of *in vitro* diagnostic instruments, as well as in the fight against corruption. Also, when the EU's General Data Protection Regulation (GDPR), which secures personal data, and the French Sapin 2 law on anti-corruption came into force, HORIBA Medical management largely supported these programs by setting up ad hoc committees, training, a professional alert system, *etc.* Today, HORIBA Medical is pursuing this approach on a daily basis by applying good practices and consequently generating a virtuous circle in which its customers can renew their trust.



our actions

Establishment of an ethics committee

Since the beginning of 2020, HORIBA Medical has had an Ethics Committee, chaired by Sylvie Schneider (Chief Financial Officer), accompanied by Sylvain Jacquemin (Deputy Managing Director), Caroline Dars-Denise (Human Resources Director), and Olivier Alain (Legal Manager). The objective? Ensure that the practices of the company and its service providers do not run counter to the Group's ethical values. To this end, the Committee relies on several tools and mechanisms: the code of conduct (regularly updated and distributed to employees); the whistleblowing system, which allows any employee to alert the company, in confidence, if he or she is aware of practices that are contrary to the code of conduct; the mapping of risks of exposure to corruption and influence peddling, which makes it possible to identify the employees most at risk and to conduct targeted training and awareness-raising actions; the third-party assessment procedure, to ensure that companies that HORIBA Medical works with have ethical business practices; have ethical business practices; and the internal control and accounting procedures to identify and minimize risks.



A committed company and its employees during the Covid crisis



All over the world, HORIBA Medical employees have been committed and mobilized in response to the Covid crisis. Whether on site or working remotely, everyone has been working to ensure the continuity of instrument and reagent supplies, and to provide the best possible support to the company's customers, all of whom are key healthcare stakeholders in this health crisis. In R&D, studies were conducted to adapt HORIBA Medical devices to the needs of the health situation. Some parameters have proven useful to complete or clarify a Covid-19 diagnosis or to clarify a prognosis of the disease's evolution. In addition, the ratio between two classical biomarkers proved to be particularly relevant. HORIBA Medical consequently worked to integrate the automatic calculation of the latter into the software of its devices. Finally, numerous actions were conducted beyond the customer relationship, whether on a company-wide or an individual basis. These actions could involve equipment donations, as was the case at the beginning of the crisis: while hospitals were still suffering from a severe shortage of personal protective equipment for nursing staff, HORIBA Medical donated gowns to the Montpellier Cancer Institute (ICM). Staff also volunteered their time to help those in need. For example, in the United Kingdom, two sales team members went to help the National Health Service (NHS) laboratories.

A long-standing partnership with the EFS for blood donations

Since 2008, the French Blood Establishment (EFS)* has been coming to the HORIBA Medical site in Montpellier several times a year to collect blood from voluntary donors. From two annual drives, the frequency increased to three in 2016. Until 2020, the EFS brought a truck on site to receive donors. From now on, a room has been set aside to receive both equipment and donors. The volunteer donors (about 40 on average each time) can give blood at their convenience, during working hours.

** A public organization which has the monopoly in France over the collection, testing, preparation and distribution of labile blood products to health care facilities.*



“ they’re talking about it...”

“Advance research faster through partnerships”



The Montpellier Alexander Gothendieck Institute (IMAG) is a joint CNRS* - University of Montpellier research unit. We’ve been working in partnership with HORIBA Medical for more than ten years through several research programs that revolve around the modeling of red blood cells in blood flows: Dat@diag, CIFRE thesis (Industrial Convention for Training through Research), Rheoblood, Globule, etc. These partnerships are very important to us because they provide us with more financial means to develop and accelerate our academic research. For HORIBA Medical, they support innovation efforts and enable the development of new tools. The Rheoblood project, for example, resulted in two patent filings!

Franck Nicoud

Professor in fluid mechanics at the University of Montpellier and researcher at IMAG

* CNRS : French National Centre for Scientific Research



“The infectious screening alarm, a real boon for malaria-affected countries”

Our indie lab deals with an average of 3,000 cases of malaria and 500 cases of dengue every year. The usual procedure is to first perform a rapid antigenic test if suspected, then confirm by slide microscopy. We now also rely on the Flag Malaria alarm, which is available on our HORIBA Medical Yumizen H550. This alarm detects a suspicion of malaria or dengue fever in the context of a routine blood test, and distinguishes, for malaria, between the species *Plasmodium falciparum* and *Plasmodium vivax* (the former being more dangerous than the latter). Flag Malaria allows us to screen more broadly, in a few minutes and without additional reagents or special procedures. It’s a real time and money saver! In our country, which is heavily affected by these parasitic diseases, this is a real boon, especially for small, remote laboratories.

Ravi Tomar

Founder and Managing Director of CRL Diagnostics (New Delhi, India)



COMMITMENT 2 Foster the development and commitment of all our employees

With a motto that sounds like a true philosophy of life - "Joy and Fun" - HORIBA Medical is committed to building a caring and stimulating work environment for its employees.



Supporting diversity, gender diversity, and professional equality.

Whether in terms of age, gender, degree, background, or culture, having employees from different backgrounds encourages the cross-fertilization of viewpoints, enriches dialog, and stimulates creativity. For HORIBA Medical, it's obvious: diversity is an asset. For more than 15 years, the Human Resources department has been working to encourage the myriad of profiles within the teams, especially through the signing of successive agreements. And for an industrial company, one of the main challenges is gender diversity. *"The industrial sector attracts few women,"* concedes Caroline Dars-Denise, HR Director. *"To change the way young girls look at these professions and to take their professional ambitions beyond the clichés, we regularly organize meet ups, in high schools especially."* Today, 30% of the workforce at HORIBA Medical headquarters in Montpellier are women and there are two women and eight men on the management board. The gender equality index was 86 out of 100 in 2020 compared with an average of 71 for companies in the same sector.

Support employee skills development.

For HORIBA Medical, people are at the heart of management and corporate strategy. Skills management is seen as an essential lever to ensure the competitiveness and therefore the sustainability of HORIBA Medical. The keystone of this skills management? Training, which has been integrated into company agreements since 2005. Every year, HORIBA Medical devotes a budget of 2.5 to 3% of the payroll, which is almost three times more than the threshold required by regulation (1%). Since 2015, for example, the company has been supporting employees wanting to pass an Accreditation of Prior Experiential Learning* (VAE): nearly twenty employees have now obtained a diploma through this process. Since 2018, HORIBA Medical has also been working to increase the versatility of production operators, through qualifying study programs, *"which feeds into the proof of skills as part of our Quality approach and develops the employability of employees,"* explains Caroline Dars-Denise, HR Director.

* A means to obtain diplomas which takes account of the professional skills, as an alternative to the academic path of adults.

30% of the workforce at HORIBA Medical headquarters in Montpellier are women.



Provide a pleasant work environment.

The HORIBA Medical site is located on one-hectare in a wooded and landscaped area north of Montpellier. It offers a pleasant working environment conducive to well-being. Composed of several buildings, including an Innovation and Research Center inaugurated in 2015, it also features a swimming pool and several areas where colleagues can share a break, a meal, or even a sports session. The multitude of sports clubs within the company (salsa, ping-pong, badminton, volleyball, futsal, soccer, running, etc.), supported by the Social and Economic Committee (CSE), with regular in-house tournaments, is not misleading: for HORIBA Medical, well-being at work and physical activity are mutually nourishing, especially when it's about friendly interaction and engaging in the "Joy & Fun" spirit.

our values



Omoshiro-okashiku
Joy and Fun



Bring the “Joy & Fun” philosophy to life.

Work takes up a fair amount of time, in a place where a person spends most of their day. HORIBA's conviction? The interest in work and the pride one takes in one's work are inexhaustible sources of satisfaction and good humor. *“Being passionate and motivated about your work is so important!”* Dr. Masao Horiba, founder of HORIBA, reminded us. Inherited from the latter, the “Joy & Fun” philosophy is a true art of living within all HORIBA Group entities. In Montpellier, many actions are conducted to make this motto come alive on a daily basis and to ensure every employee feels good at work. For example, birthdays are celebrated every quarter, with a small gathering each time to share a festive moment. Integration days are organized for newcomers, as well as an annual meal for the previous year's recruits. And initiatives don't only come from management. Whether by organizing social events, sports challenges, or simply by having fun at work or by offering help to colleagues, every employee contributes to the daily “Joy & Fun”.

Share knowledge and know-how.

In a company like HORIBA Medical, knowledge and know-how are diverse, sometimes very specialized, and acquired over years of experience. Identifying, enhancing, and sharing this knowledge is a major challenge, whether it is to perpetuate the company's activity, improve the skills of everyone, or facilitate the integration of newcomers. Since 2015, HORIBA Medical has formalized this knowledge management through the company's Knowledge Management (KM) project.

This project, supported by HORIBA Group senior management, has already led to the creation of numerous technical repositories (which list knowledge and methods on very specific subjects, according to HORIBA Medical's own best practices) and the implementation of several communities of practice, which allow employees working in the same fields (but sometimes in different departments) to exchange more easily. To bring this KM project to fruition, a dedicated working group was established, bringing together employees from different departments of the company. Ambassadors were appointed: they are in charge of relaying the merits of the approach to the various departments and ensuring that the knowledge circulates and is used by those who need it.

our actions

Encourage and support good ideas



Supported by the HORIBA Group, Black Jack is an initiative deployed within each entity and subsidiary. The idea is to encourage and support good ideas from employees to improve working conditions, generate savings, increase efficiency, reduce environmental impacts, and share common values. In concrete terms, each entity has a dedicated working group (the "Black Jack office", made up of five employees in the case of HORIBA Medical) the mission of which is to identify, validate, and help project leaders build and deploy their ideas. Black Jack projects, always guided by common sense and observation of the field, can be of diverse nature and emanate from all departments. They can also go beyond the company's core business. One year, for example, a general services assistant had the idea of organizing a garage sale with used, but still functional, equipment destined for the dumpster. Sold at absurdly low prices, the objects quickly found takers. The proceeds were donated to an association and the cost of waste processing was significantly reduced for the company: a winning idea from all points of view. And to encourage participation, a competition is organized every year, with a French Cup, a European Cup, and even a World Cup held at the HORIBA Group headquarters in Kyoto.



Integrate newcomers

To ensure that all new employees feel comfortable in their work, HORIBA Medical has set up a true integration program. One of the key points in this process is integration day, which HORIBA Medical has been organizing for over 20 years for all newcomers, whether they are on open-ended or fixed-term or work-study contracts. The program includes a presentation of the company (history, market, philosophy, *etc.*), the various departments, HR, quality, health/safety and environmental policies, as well as the CSE; a shared lunch; and a tour of a production unit. In addition to learning about the company, integration day encourages newcomers to bond with each other. Every year, between 50 and 100 new employees are "integrated" during one of the 5 to 6 integration days organized on average (one every two months).

Do favors for each other



Every year, more than twenty employees perform temporary assignments in-house. The principle? Go to another department to help out for one or more months. Designed more than ten years ago for the flexibility and agility they bring to the company, temporary assignments have become a genuine pillar of skills management. Over the last ten years, 126 employees have completed one or more assignments; 44% have been appointed to their new position following their assignment. Through the cross-fertilization between departments that they generate, temporary assignments also help to spread knowledge and facilitate exchanges within the company. A true HR asset "made in HORIBA Medical!"



“ they’re talking about it...”



“Inspiring scientific callings”

Many high school girls shy away from the science fields after graduation, convinced that technical jobs are just not for them. Scientific and technical careers are however accessible to all! To combat these preconceptions, HORIBA Medical has appointed a job ambassador from among its female employees every year since 2014. Their mission? To raise awareness among young people, especially girls, about technical professions. In concrete terms, the exchange takes place during dedicated days (School-Enterprise Week and Women in Engineering Day), organized at the Mermoz and Joffre high schools in Montpellier in particular. *“It was a very interesting and meaningful experience; as well as a real team effort since several people within HORIBA Medical are involved in the project,”* says Carine Mirman, industrial coordinator and trade ambassador in 2014. *“The message I wanted to give them first and foremost was to be ambitious and not to take heed of any imaginary barriers. I hope that my testimony will have helped them to think about new directions for their professional future, and why not in industry,”* continues Aurélie Didier, industrial products specialist and trade ambassador in 2020.

Carine Mirman, Industrial Coordinator
Aurélie Didier, Industrial Products Specialist

“I turned my experience into a diploma”

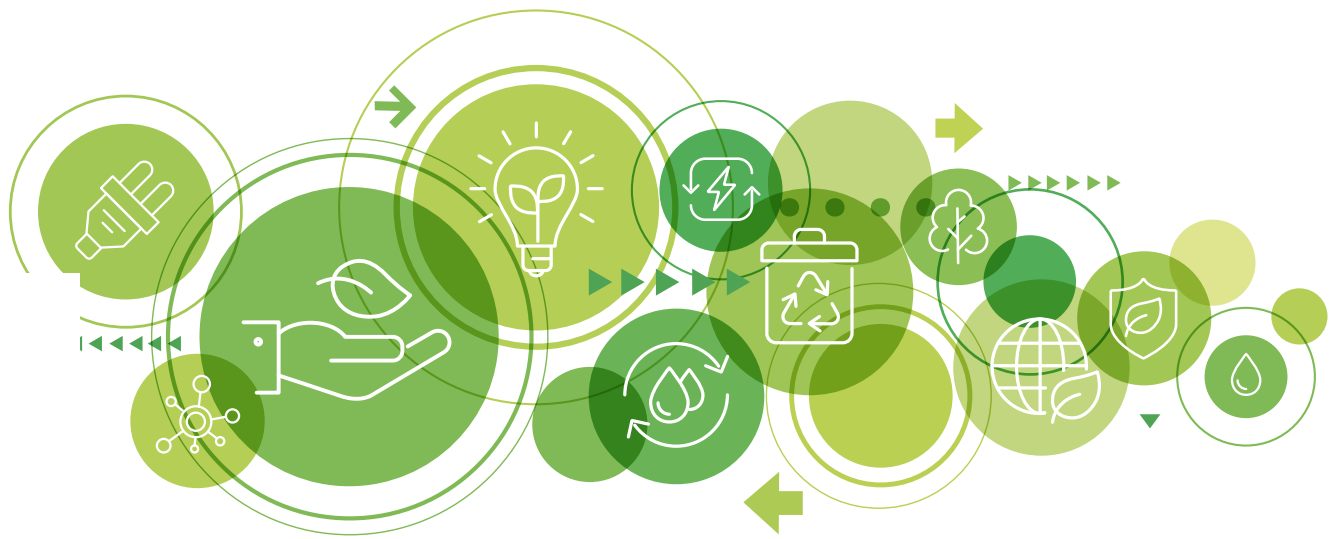
After a professional baccalaureate in sales, I found myself on the job market faster than I expected. I joined HORIBA Medical as a production operator in the reagent manufacturing plant. That was in 2008. In the meantime, I became a setter: I am now in charge of starting up the packaging lines and checking product conformity. But I still wanted to grow! In 2019, I decided to embark on an Accreditation of Prior Experiential Learning (French VAE) and I approached the HR department about it: they supported me throughout the process, helping me to identify the diploma for which I could qualify, and then to put the application together. In 2020, I was awarded my sought-after diploma: a French Higher Technician’s License (BTS) in “process control”. This diploma is a real plus on my CV and it’s very gratifying; I feel reassured about my skills. Receiving this outside recognition is a real confidence booster!

Sofien Yamani
Setter at the reagent manufacturing plant



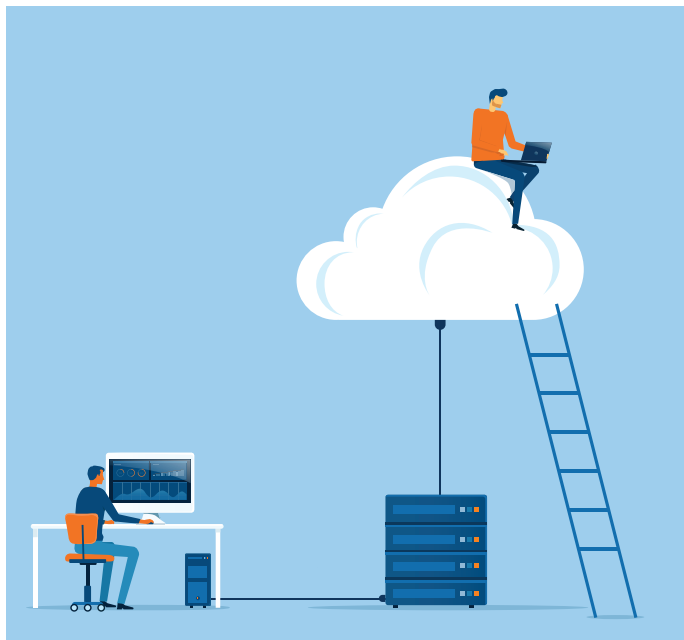
COMMITMENT 3 Be a responsible player in the energy and ecological transition

Preserving the environment is no longer an option. Many actions are taken to minimize the impact of our activities and products.



Reduce and recycle waste.

More than two thirds of the waste produced on the HORIBA Medical site in Montpellier is later recycled: paper, cardboard, plastic packaging, pallets, scrap metal, bulky items, cardboard cups, plastic bottles, and metal cans. Collection points have been deployed throughout the site, as close as possible to users to encourage their use. But because the best waste is the one that is not produced, the company encourages waste reduction initiatives: use of reusable crates (shuttle crates) to transport certain devices; distribution of mugs and glass bottles; provision of reusable cups; *etc.* Work has also been carried out to identify packaging received during production that could be reused internally in the warehouse.



Promote the paperless office.

The French Agency for Ecological Transition (ADEME) estimates that an employee consumes an average of 70 to 85 kg of paper per year at the office, which is the equivalent of 3 reams per month. To meet the environmental challenges related to paper consumption in companies, HORIBA Medical has implemented the paperless office for a large number of documents: pay slips, work instructions, instrument and reagent traceability files, *etc.* The company also promotes the use of recycled paper and paper from sustainably managed forests (PEFC or FSC certified). Lastly, employees are regularly made aware of and encouraged to improve their practices: reduce the use of printers, encourage double-sided printing, respect sorting instructions, *etc.*

– 50% in 5 years: reduction in paper consumption.

our values



Mobilize and organize.

HORIBA Medical has had an Environmental Practice Organization Committee (COPE) since 2017. Chaired by Sylvain Jacquemin, who is also the company's Executive Vice President, COPE brings together volunteer employees from all of the company's major departments to facilitate the implementation of actions in favor of the environment, in direct liaison with management. With the support of HORIBA Group management, COPE's mission is to take the needs and expectations of all employees into account; to propose a direction for environmental actions; to ensure employees take ownership of the approach; and finally, to implement effective communication.

Reduce water and power consumption.

In addition to waste, especially packaging, HORIBA Medical's activity raises two major issues in terms of environmental impact: water and power consumption. For the former, it is above all the manufacture of reagents that is concerned. The company has been working to reduce its water footprint by implementing a new technology that recycles a portion of the water. As for power consumption, several actions have been implemented to reduce it: automatic shutdown (or reduction, depending on the building) of heating and air conditioning at night; installation of a new, more efficient air conditioning unit; installation of presence detectors for lighting; replacement of the old lighting systems with LED lamps.



2017 Creation of an Environmental Practices Organizing Committee.

Raise awareness and inform.

Because each employee is an agent of change, HORIBA Medical is committed to raising awareness and regularly informing all employees to encourage environmentally friendly practices. Environmental issues are discussed during integration day (to raise awareness among newcomers), but also during staff meetings and on a more regular basis via poster campaigns in the company or emailing campaigns. Finally, COPE organizes at least one awareness campaign each year with a specific theme. The objective in 2021? Educate employees on the proper use of heating and cooling equipment. Thermometers, labeled "COPE objective 23°C" as a reminder of the target temperature, are available.

our actions

Improve product eco-design

HORIBA Medical has always made sure to offer repairable devices with long life spans, against the current trends of programmed obsolescence and the environmental disasters it generates. But the company wants to go further by improving the eco-design of its products. Eco-design consists of integrating environmental protection from the design stage, with the aim of reducing the significant environmental impacts of the product throughout its life cycle. It is a multi-stage (because it considers the various stages of the product's life cycle) and multi-criteria (taking into account different types of environmental impacts) approach. Initially, the project conducted within HORIBA Medical aims to analyze the impact of products in terms of energy and material consumption, and to identify avenues for improvement.



Encourage alternative transportation modes

For the 530 employees at the HORIBA Medical headquarters in Montpellier, the private car remains the main mode of travel for home-to-work trips, even for short distances. Aware of the environmental issues related to these uses (greenhouse gas emissions and atmospheric pollutants, traffic jams, *etc.*), HORIBA Medical set up an Employer Mobility Plan in order to encourage the use of alternative transportation modes, and in particular soft mobility (walking, cycling, scooter, *etc.*). The first step will be in 2021 with the signing of a commitment to the French Energy Savings Certificate (CEE) program "*Tous covoitureurs!*" The aim of this project is to develop carpooling on the scale of the Montpellier metropolitan area's activity zones for home-work trips.

Reduce PC power consumption

In 2018, COPE hosted an awareness campaign to encourage employees to turn off their PCs. The results are encouraging: the percentage of PCs turned off at night on weekdays increased from 65% in 2018 to 75% in 2020; and from 80% to 85% on weekends. It's good, but not quite good enough! So COPE continues to communicate on this subject, to keep the effort going.



“ they’re talking about it...”



“Working hand in hand to reduce the impact of waste”

Since August 2020, Triadis Services has been in charge of collecting and processing all the waste produced by the HORIBA Medical site in Montpellier.

Waste considered hazardous (expired chemicals, effluents, *etc.*) is collected, checked on the platform by our chemists, and then sent to our energy recovery incineration plant, south of Lyon. In other words, this waste is used to produce electricity and steam. Non-hazardous waste is managed in partnership with local players, such as the Nicollin Group and ELISE, a social economy company the workforce of which is essentially made up of people with disabilities or people who have been reintegrated into society. Most non-hazardous waste is recovered through five recycling channels, which allow secondary material to be reused in primary materials: paper and cardboard; plastics; scrap metal and cans; glass; and finally, wood. For example, pallets are recovered, crushed, and then used to supply the heating networks of Montpellier.

In the one year we’ve worked together, we haven’t received a single refusal to sort, proof that Horibarrians are sorting their waste well. This is a very important point, because good waste management requires good sorting upstream. On a more global level, it seems HORIBA Medical is truly mobilized on these issues, which will go a long way towards efficient waste management and optimized waste recovery.

Céline Guéné,
Business Manager at Triadis Services



“Ensuring suppliers are involved in ethical, environmental, and human rights issues.”

The Purchasing function contributes to the improvement of HORIBA Medical’s performance. To contribute to the company’s CSR strategy, the Purchasing function has undertaken to implement a responsible purchasing policy.

In 2021, HORIBA Medical set up a Responsible Purchasing Charter for Suppliers in order to share its commitments with suppliers and subcontractors and ensure their involvement in sustainable development. This charter reflects the company’s commitment to prevent and reduce the risks and serious violations in terms of ethics, the environment, and human rights associated with its activities. It defines the commitments expected of suppliers and subcontractors in terms of social issues (labor law, working conditions, non-discrimination, equal opportunity, union rights, *etc.*), business ethics (fight against corruption and influence peddling, respect for confidentiality, *etc.*), and respect for the environment. It will first be deployed to suppliers and subcontractors linked to company production, 270 companies.

Sébastien Oliver,
Junior Buyer





HORIBA

Medical

FRANCE +33 (0)4 67 14 15 15 - ITALY +39 / 06 51 59 22 1 - SPAIN +34 / 91 - 353 30 10 - PORTUGAL +351 / 2 14 72 17 70 - UK +44 (0) 1604 542650
POLAND +48 / 22 6732022 - USA +1 / 949 453 0500 - BRAZIL +55 / 11 2923-5439 - THAILAND +66 / 2 861 59 95 - CHINA +86 / 21 3222 1818
INDIA +91 / 11 4646 5000 - GERMANY AXON LAB AG +49 / 7153 92260 - DISTROBUTORS NETWORK +33 (0)4 67 14 15 16

HORIBA Medical online: <https://www.horiba.com/medical>

