



Commitment
is in our blood.



Our CSR commitment

Stago is increasing its **Corporate Social Responsibility (CSR)** commitments with a sustainable and ethical approach designed to ensure positive long-term effects.

The United Nations has established 17 Sustainable Development Goals (SDGs), targeting a wide audience to help build a better and more sustainable future for all.

The Stago Group has long been involved in and inspired by these objectives in its daily business, and has taken concrete actions to strengthen its sustainable commitment. The Stago Group has used this framework as the foundation of its CSR program.

Examples of our dedication to making Stago an **environmentally-responsible** company include use of recycled materials, sustainable construction, an energy savings plan and recycling of production waste.

In addition to eco-responsibility, the Group is also raising **social** and **societal** awareness and puts people at the heart of its strategy.

#SOCIETAL

#SOCIAL

#ENVIRONMENTAL



Societal Commitment

Integrate our CSR concerns into sponsorship actions

- We sponsor projects that embody our values and our involvement in the world of health.
- Solidarity sponsors support projects of general interest that have a positive impact on society.

Our achievements include:

Construction of clinics, music education programmes for disabled children, funding of patients' associations, donations to the heritage foundation, etc.

We also contribute to social initiatives: blood donation, toy drives, volunteer efforts, etc.



Promote health for all

- We have built a high-quality distribution network that makes our diagnostic devices available to a vast global audience. We adapt our product range and business policies to this end, to provide diagnostic devices to as many as possible worldwide.

- We are active members of MedTech Europe, Advamed and other national professional associations. Through them, we advocate for the inclusion of in-vitro diagnostic tests as a crucial link in the value chain of tomorrow's medicine: preventive, personalised, predictive.
- We integrate the HTA (Health Technology Assessment) approach to foster sustainable health care systems to deliver the most appropriate and cost-effective medical care.



Drive innovation

- We are involved in collaborative projects with academic partners, particularly in the areas of cardiac implants, stroke and renal failure.
- We provide a wide range of high value added products to help academic teams study hemostasis-specific mechanisms.
- Our R&D teams contribute to advances in research (over 50 patents).

Comply with rules of ethical conduct and compliance always

- We have set up a code of ethics to support our employees and ensure we lead with ethical business practices in our complex business environment.
- We evaluate our partners (distributors and suppliers) to verify compliance with good business practices and our compliance programme.
- We are committed to meeting regulatory requirements and do everything possible to ensure product quality and safety from the design process throughout the product lifecycle.



- We have a GDPR and cybersecurity policy to protect our patients' and partners' personal data.
- We continuously evaluate our quality management system.
- We actively monitor products on the market to ensure proper diagnosis and follow-up of patients and to improve our solutions whenever necessary.

Support the development of regions where we do business worldwide

- We build partnerships with local companies and public institutions (hospitals and academic structures).
- We contribute to local economic development (employability and skills development through training of our employees, working with local service providers).



Environmental Commitment

Ensure environmental-compliant production practices



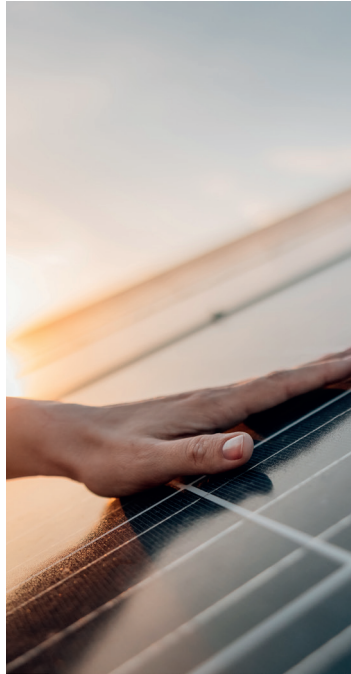
Our ISO 14001 production site in Taverny implements a green and conscientious approach.

We run educational programmes across our facilities to raise awareness about our daily operations as well as eco-design and waste management in offices.



Identify alternatives and substitutes for hazardous and polluting materials

- We are committed to reducing use of toxic and environmentally-damaging materials in all business and non-business activities.
- We ensure that we comply with Biocide and Reach regulations.
- We use environmentally-friendly products for non-business activities:
 - Office cleaning
 - Maintenance of green spaces



- Control gas consumption on our production lines.
- Adapt our transport plan to reduce our greenhouse gas footprint.

Extend our business waste reduction approach with better use and recycling of materials

- Extend management of EEE (electrical and electronic equipment) waste.
- Reduce waste generation in production and storage activities.
- Introduce waste recycling (DASRI) in all our activities.
- Optimise water management through:
 - optimum neutralisation of discharges.
 - reduced consumption of this resource in our processes and throughout our facilities.

Reduce our environmental footprint with eco-responsible business policies

We are committed to reducing our use of natural resources:

- Reduce our consumption of paper and cardboard by promoting use of recycled products and collecting used paper and cardboard for recycling.
- Reduce use of non-recyclable plastics and introducing recycling rates in plastic components.
- Study the environmental impact of our products from the beginning - in the design phase.

Control energy consumption throughout the value chain

We are committed to reducing our energy consumption and, as a result, our corporate carbon footprint:

- Limit electricity consumption based on levels of activity to maintain a stable consumption, despite the increase in our business activities over the last 10 years.



Social Commitment

Commit firmly to professional development

We are deeply committed to the professional development of our employees. This begins as soon as they join us and continues throughout their lives at Stago. In concrete terms, this means:

- Needs assessments and strong investment in an annual development plan for all employees worldwide.
- Local and international career growth opportunities as part of an internal mobility policy.
- Development of expertise through employee training delivered by our internal training centre, both face-to-face and via a shared digital platform.

Ensure equal opportunities throughout working life

We have long been committed to creating the conditions necessary for everyone to achieve their potential. This is reflected in our policies, practices and initiatives:

- A culture developed around inclusion, assimilated in our values and fostered daily through awareness-raising and support actions for our managers and employees.
- A human resources policy that promotes gender equity and diversity, supporting employees through the different stages of their professional lives.

- An investment to maintain the employability of our employees now and in the future through our skills development policy and Industry 4.0 (industrial projects of tomorrow).

Mobilise employees around shared values

We have defined together with all Stago employees worldwide the behaviours that embody our values, to foster a common culture and transpose these values into our human resources policy.

- Our values are integral to our initiatives and HR processes, which include annual interviews, skills development and an orientation process.
- We support managerial development through webinars, workshops, training and dedicated forums.

Improve the working environment and well-being of employees

We put people at the heart of our business strategy. Improving the working environment and well-being of our employees has become a priority in an increasingly fast-moving world. Stago affirms its commitments through actions promoting:

- health, safety and welfare, developing a safe working environment and a strong commitment to occupational risk prevention;



- respect for work/life balance integrated into our business practices;
- versatile work arrangements, with initiatives to encourage teamwork and cooperation, flex-time and teleworking, tailored to individual needs;
- investments in our workspaces and facilities;
- development of a mobility plan integrating and promoting more eco-responsible modes of transport;
- integration of new employees into the company, with orientation programmes to enable the highest opportunity of success; and
- collaboration, by encouraging discussion and experience-sharing at all levels (employees, teams, departments, management).



Outlook

Our commitment to corporate social responsibility is a reflection of our company's authentic involvement in all aspects of its business.

Stago has made it its mission to improve personalised patient care through powerful biotechnological blood diagnostics solutions. It is a major player in in-vitro diagnostics worldwide, and a reference in blood diagnostics for the good health of as many people as possible.

Our values underpin our commitment to active corporate social responsibility, and to conduct all actions in an ethical and sustainable way.

Stago commits to a universal and long-term approach in acknowledgement of its responsibilities towards all its stakeholders, both inside and outside of the company.



Diagnostics is in our blood.

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