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bioMérieux has a long-standing commitment to corporate social responsibility. It is thus important to us to uphold and promote the principles of the Global Compact. These principles guided many actions that we implemented during 2011.

As a company dedicated to public health, bioMérieux has worked, for many years, alongside the Mérieux Foundations as well as with Institut Mérieux. We join forces to help disadvantaged populations by reinforcing their clinical biology capacities, living conditions and access to healthcare, as illustrated by our current initiatives in Haiti.

bioMérieux places patients and, more broadly, people, at the heart of its activities. We have a global initiative to foster the professional fulfillment and development of our employees. Through our "BIOMÉRIEUX GOES GREEN" program, we strive to limit the impact of our activities on the environment.

An integral part of the values, culture and philosophy of the Company, we established the Ethics and Compliance Program to ensure policies and practices that clearly convey, both internally and publicly, bioMérieux's commitment to an organizational culture of ethics and integrity.

Through these actions, we renew our commitment to the Global Compact and continue to engage in initiatives in the areas of Human Rights, labor, the environment and anti-corruption: the four pillars underpinning the Global Compact's principles.

Jean-Luc Belingard  
Président Directeur Général



## HUMAN RIGHTS CATEGORY

**Principle #1:** Initiatives to restore clinical biology capacities, support Haitian women and children, and provide medical care to children in Argentina.

In 2011, bioMérieux continued its engagement, with the Mérieux Foundations and Institut Mérieux, in a large-scale, long-term program in Haiti. It also worked with the Fondation Alma to support their *Tren-Hospital para Chicos ALMA* initiative. bioMérieux's actions contributed to rebuilding and restoring the health infrastructure in Haiti, following the devastation caused by the January 2010 earthquake. They also helped children in remote locations with limited access to healthcare in Argentina.

### Actions:

- ✓ **Infrastructure and equipment needed to meet public health needs**
  - Designing, equipping and delivering an autonomous medical analysis laboratory to the Port-au-Prince hospital, which was entirely destroyed by the earthquake.
- ✓ **Training**
  - Continuation of courses for laboratory technicians, in partnership with ESTBB\*.
- ✓ **Homes**
  - Construction of homes out of wood for children from two orphanages, as well as school children and families.
- ✓ **Healthcare for children**
  - Participation in the ALMA Hospital Train for Children (*Tren-Hospital para Chicos*) organized by the *Fundación ALMA*. bioMérieux donated diagnostics for Chagas testing and laboratory equipment.
  - The subsidiary's employees also collected supplies to ensure the children's good hygiene.

### Results:

- ✓ **Infrastructure and equipment**
  - Today, 70 Haitians work in the GHESKIO\*\* Center laboratory, which is in charge of diagnosing tuberculosis and cholera for the entire country.
  - The Christophe Mérieux prize awarded by the Fondation Christophe et Rodolphe Mérieux to Professor Jean William Pape in 2010 enabled him to enlarge the GHESKIO Center in Port-au-Prince. As of 2011, the center's capacity has grown and it can provide care for more patients.
- ✓ **Training**
  - The BAMS\*\*\* Haiti training was launched in September 2011.
  - 18 trainees were taught during 7 months by a team of instructors from Haiti and from ESTBB.
- ✓ **Homes in 5 locations in Port au Prince, Jacmel Cap Haïtien and Léogane**
  - About 100 wooden structures built in partnership with the carpenters' organization, Kayiti, representing a total of 2,500m<sup>2</sup>.
  - The construction of over 800m<sup>2</sup> of rooms for kitchens, restaurants, classes, bathrooms,....
- **Population affected:**
  - Nearly 600 students and 100 children in orphanages.
  - 100 families, from rural settings, given a home through the Kayiti program.
  - Hundreds of Haitian adults and children given access to the Jacmel dispensary.
  - Over 20 craftsmen trained in carpentry by Kayiti.
  - Financial stabilization of a local company (Croze, in Jacmel, with 50 employees).
  - Help for a local company to get off the ground.



#### **Healthcare for children**

- 1,500 children in five villages benefited from screening for diseases as well as educational programs on food safety and hygiene.

#### **Countries in which initiatives took place:**

- Haiti
- Argentina

*\* ESTBB: School of Biology Biochemistry Biotechnologies*

*\*\* GHESKIO: the Haitian Group for the Study of Kaposi's Sarcoma and Opportunistic Infections*

*\*\*\* BAMS: Bachelor of Sciences of Biological and Applied Medical Sciences*



## LABOR CONDITIONS CATEGORY

**Principle #6:** Initiatives to eliminate workplace discrimination.

**Launch of a survey to inform the Company's Human Resources policy.** This in-house barometer was the first in a series that will make it possible to take stock of employee feedback on their level of engagement on a regular basis and implement action plans to improve both individual and global performance. bioMérieux sought to better understand employee engagement so that the Company can develop while enabling each individual's professional fulfillment.

### **Disability and integration in the workplace:**

bioMérieux and its social partners have signed a series of agreements since 1996 to develop and maintain the employment of people with disabilities in the Company. These agreements cover all bioMérieux departments and employees. Within this framework, in 2011, an initiative was created to raise awareness.

### **Actions:**

- ✓ **Launch of a survey** for all bioMérieux employees.
  - **Analysis** of results.
  - **Development of specific action plans for continuous improvement**, in each department, team by team, in a dynamic approach designed to achieve long-term progress.
- ✓ **Organization of Handibio Days** whose goal is to raise awareness about disabilities among employees.
  - **Creation of a program**, structured around different aspects of life, addressing the integration of disabilities throughout a lifetime: at school in childhood, during higher education, in the workplace and in sports.
  - **Featuring testimonies** by people from within and outside the company.

### **Results:**

- ✓ **Survey conducted among the Group's 7,000 employees late 2011.**
  - **Response rate of 85%.**
  - **Within each team:**
    - Meetings to identify areas for improvement and strengths to emphasize.
    - Detailed, quantifiable action plans developed, focused upon areas in which the teams can effect change.
    - A quarterly update to monitor progress and adjust action plans if needed.
- ✓ **A Handibio Day organized at the Craonne (France) site**, gathering testimonies from employees with disabilities, conferences and activities run by associations dedicated to the disabled.
  - **Due to the success of the event, other days are being planned** at several production sites in 2012.

### **Countries in which initiatives took place:**

- Worldwide and France



## ENVIRONMENT CATEGORY

**Principle #7:** Initiatives to support a precautionary approach to environmental challenges

**Principle #8:** Initiatives to promote greater environmental responsibility

The environmental action plan, « **BIOMÉRIEUX GOES GREEN** », launched in 2008, continues to gain ground each year thanks to strong support from the Group's employees, who have embraced this initiative. A Sustainable Development Committee, made up of representatives of all the Company's functions, oversees the initiative. A network of more than 40 "Green Champions" worldwide is in charge of implementing the action plans. At each site and within each subsidiary, the Champions help drive the strategy and offer recommendations.

### Actions:

#### ✓ **Cross-cutting actions:**

- Definition of an evaluation procedure, taking into account the environment as well as maintenance requirements, for every investment project, prior to its approval.
- Continuation of work on an "eco-design" guide for the product development teams.
- Establishment of environmental management systems at two new subsidiaries: bioMérieux Brazil and bioMérieux UK.

#### ✓ **Emissions**

- Reduction of travel: whenever possible, new alternative means of communication are provided.
- Employees encouraged to carpool and use public transportation. Development of the VILINK® remote solution, which provides users of VITEK® 2 with access to customer service personnel to resolve issues and provide preventive maintenance remotely via a highly secure, rapid connection. This solution makes it possible to cut back on travel by engineers, thereby limiting the Company's carbon footprint associated with providing technical assistance to customers.

#### ✓ **Energy**

- Continuation of the program to optimize and reduce energy consumption. Prior to the design, construction and renovation of buildings, simulations assess the energy efficiency of lighting, heating and ventilation systems.
- The Company has implemented a system for cogenerating electricity and heat for its German subsidiary, which can be controlled remotely.

#### ✓ **Paper**

- Initiatives organized to reduce paper consumption and promote the use of recycled paper at all bioMérieux sites and subsidiaries.
- Roll-out in several countries of a new printing system, which uses less paper.
- Continued conversion of product package inserts and instructions for use to electronic files available online. Following a pilot phase with the TEMPO® system, the inserts for several product lines are now provided online. This should be rolled out in all countries where the electronic format is accepted by the regulatory authorities.

#### ✓ **Water**

- New buildings designed to recover rainwater that can be used for irrigation.
- Implementation of a program to improve the monitoring of water consumption at the Tres Cantos (Spain) site.



✓ **Waste**

- Optimization of waste management, focusing in particular on reducing the overall amount of waste while increasing recycling and energy recovery.
- Implementation of periodic audits of recycling practices at the Durham, North Carolina (USA) site.
- Expansion of the composting system for food waste.

✓ **Employee awareness and training**

- Continuation of actions to train employees and raise awareness about the Company's environmental footprint and how every individual can contribute to reducing it.
- Workshops for suppliers to raise awareness about the environment.

✓ **bioMérieux commitment to local communities**

- Participation of volunteer employees from the Saint Louis, Missouri (USA) site in the '4 A Greener Game' initiative by the St. Louis Cardinals baseball team to collect recyclable waste between innings.
- Participation of volunteer employees in the 'Missouri River Relief's clean-up' operation.

**Results:**

✓ **Certifications:**

- ISO 14001 certification obtained by bioMérieux Brazil and bioMérieux UK in 2011.

✓ **Emissions**

- Four French sites have undertaken calculations of their carbon footprint.
- Travel between home and work:
  - **In Colombia**, employees have increased carpooling in response to measures by the city of Bogota to reduce traffic jams.
  - **In France**, new parking lots at the Craonne site are equipped with electric vehicle charging stations. The commitment of Grenoble (France) site employees to using alternative modes of transport was recognized by the 2011 award for the context "I take another way to work" for the greater Grenoble area: the site was rated second in its category.
- More than 1,100 bioMérieux instruments installed in customers' laboratories were equipped with VILINK® for remote system updates and maintenance.

✓ **Energy**

- The combined energy measures put in place since 2008 have led to a 14%<sup>1</sup> drop in energy consumption.

✓ **Paper**

- Adoption of the new printing system in some European, South American, Chinese and Australian subsidiaries.
- In North America, paper consumption has been reduced by 30% since 2008, and in France by over 40%.
- Adoption of online package inserts and instructions for use by Colombia.
- The entire Company saved an estimated 80 tons of paper in 2011, thanks to the implementation of electronic instructions for use.

✓ **Water**

- In 2011, the program to improve the monitoring of water consumption at the Tres Cantos site contributed to reducing annual water use there by over 30%.
- Since the launch of BIOMÉRIEUX GOES GREEN in 2008, water consumption across the Group has been reduced by more than 15%<sup>1</sup>.



✓ **Waste**

- The portion of recycled or incinerated waste with energy recovery exceeded 60%<sup>2</sup> for the entire Group in 2011.
  - bioMérieux's International Distribution Center, located in the Ain department (France) no longer uses landfill for its waste.
  - This is also the case for the La Balme (France) site, which no longer uses landfill for its waste since the beginning of 2012.
  - The proportion of recycled waste and energy recovery (through recycling or composting) reached 80% in 2011 at the Durham site.
- A composting system for food waste is in place at the major U.S. sites. It was extended to the La Balme (France) site in 2011, in partnership with the cafeteria and grounds maintenance services. This initiative was supported by ADEME<sup>3</sup> for its innovative features, organic waste transformation and use of resulting compost *in situ*.

✓ **Employee awareness and training**

- Launch at the Durham site of an online questionnaire for all employees on good practices for sorting waste.
- Support of France's National Sustainable Development Week and World Earth Day worldwide were also used to teach about good environmental practices.
- Educational tools to help employees adopt good environmental practices were made available (e.g. guide for sorting waste, carpooling, new printing solutions, etc.).
- Audits of the companies contracted for waste treatment were conducted by the Brazilian subsidiary to ensure the compliance of their processes.

✓ **bioMérieux commitment to local communities**

- Volunteer employees contributed to collecting about 14 tons of waste during the operation to clean the Missouri river.

<sup>1</sup> Ratio of consumption as compared with bioMérieux sales, excluding ARGENE and AES Laboratoire.

<sup>2</sup> Excluding ARGENE and AES Laboratoire.

<sup>3</sup> French Environment and Energy Management Agency

<sup>4</sup> Contest organized by the Rhône-Alpes Region and ADEME

<sup>5</sup> Companies of 50-249 employees

**Countries in which initiatives took place:**

- Worldwide



## ANTI-CORRUPTION CATEGORY

**Principle #10:** Initiatives against corruption.

**bioMérieux reinforced its action against corruption through its Ethics and Compliance Program.** The intent of this Program is to ensure policies and practices that clearly convey, both internally and publicly, bioMérieux's commitment to an organizational culture of ethics and integrity. The Program strives to promote ethical conduct in all business dealings; provide training for employees on ethical standards and the laws that apply to them; and, provide a venue for feedback from employees who have questions or concerns.

A Global Code of Conduct establishes policies and procedures that are intended to guide employees and officers in the performance of their duties and responsibilities and ensure compliance with the Company's commitments to ethical and lawful conduct. These rules apply to all employees and officers of bioMérieux wherever the Company conducts business.

### **Actions:**

- ✓ **Design of an organization within the Company** to support and lead the Ethics and Compliance Program.
- ✓ **Implementation of a procedure for reporting** on the Company's compliance status and the Program's activities to the Management Committee and periodically at the Board level.

### **Results:**

- ✓ **Creation of a department** to oversee the Ethics and Compliance Program.
- ✓ **Appointment** of a Global Compliance Officer (GCO).
- ✓ **Establishment of an Ethics and Compliance Committee** made up of representatives from several functions across the organization, including: Global Operations, Finance, HR, Regulatory, Legal, R&D, IS, Communications and Audit.

### **Countries in which initiatives took place:**

- Worldwide

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- [Read bioMérieux's 2011 Annual Report](#)