



Centre Spécialités Pharmaceutiques

## SOCIAL and ETHICS CHARTER OF CSP

CSP with its statement of Corporate Responsibility defines its fundamental commitment.

This charter aims at detailing the commitment in terms of respect of the Human rights, work conditions, fair practices and protection of the environment thus integrating the principles of the United Nations global compact to which CSP adheres.

1. **Respect of the internationally proclaimed Human rights** and prohibition of complicity in Human rights abuses.
2. **Respect of freedom of association and effective recognition of the right to collective bargaining**  
CSP recognises and respects the freedom of association of its staff members who name freely their representatives.  
CSP also recognises the right to collective bargaining.
3. **Prohibition of forced and compulsory labour**  
The use of forced labour is forbidden and condemned by CSP.
4. **Prohibition of child labour**  
CSP bans the use of labour of any child whose age is inferior to the minimum required for the admission to work as stated by the French regulation.
5. **Fight against discrimination**  
CSP, in compliance with the regulation, forbids all discriminatory practices.  
We commit in ensuring equal opportunities regardless of the race, colour of the skin, sex, cultural or social origin, age, sexual orientation, political opinion, handicap, marital status or any other considerations.

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SA à Directoire et Conseil de Surveillance au capital de 2 666 688 € - APE : 4618 Z - TVA INTRACOM : FR 43 857 200 521



#### **6. Occupational health and safety**

CSP ensures safe work conditions to its personnel and to the external people working on its sites. CSP also makes sure that the workstations do not endanger the physical integrity or health of the staff members.

CSP's managers commit in handling occupational health and safety as one of their priorities. In this intent, a policy of risk prevention has been implemented to ensure the safety of people and goods.

CSP encourages its staff, at all organisational levels, to fully integrate health and safety in their activities.

#### **7. Fight against corruption**

CSP prohibits the offer or receipt of gifts, hospitality or expenses whenever such arrangements could affect the outcome of business transactions and cannot be considered as reasonable.

#### **8. Protection of the environment**

CSP applies the precautionary principle for the protection of the environment.

CSP encourages its personnel to feel involved in the respect of the environment through awareness actions and training sessions and supports the initiatives of each one of its staff members.

CSP commits in actions at every level to limit the impacts of its activities on the environment and thus reduce its ecological footprint:

- preferential use of environmentally friendly technologies
- implementation of production methods with the lowest possible impact on the environment
- reduction in energy consumption of our facilities and equipments
- limitation of greenhouse gas emission
- integration of environmental criteria for the selection of raw material providers
- waste reduction at source, in particular dematerialisation of documents
- responsible waste management by selective sorting and recycling.

22<sup>nd</sup> December 2011

**Laure Baudry Brenas**  
Chairlady

