



June 4, 2010

bioMérieux is committed to operating in a socially responsible manner. Upholding and promoting the principles of the Global Compact is thus important to us and we renew our commitment to this initiative.

Contributing to improving public health worldwide through *in vitro* diagnostics is bioMérieux's mission. We all know that not respecting the environment can have an impact on human health. As a company that is active in public health, we have a policy of being respectful of the environment. Contributing to training and building knowledge, both for employees and in the surrounding community, are also priorities for our company.

Our commitment to the Global Compact is illustrated by several initiatives that support its 6th and 8th Principles.

Alain Mérieux
President

Principle #6

Initiatives to prepare disadvantaged youths for the work world

bioMérieux supports *Sports dans la Ville* (Sports in the City), a French association that facilitates social and professional integration through sports and other activities for some 2,000 young people from disadvantaged neighborhoods.

➤ **Actions**

- **Organizing and hosting business discovery programs:** visits to bioMérieux to increase young people's awareness of how the company operates and its various professions.
- **Introducing young people to the world of business:** organizing internships for young people within bioMérieux teams.
- **Personal involvement of some 15 bioMérieux employees annually,** as mentors for students.
- **Contributing to the establishment and operation of sports facilities in the heart of urban ghettos:** participation in fundraising activities (inter-company sports competitions, charity dinners, etc.) in France and in the United States.

➤ **Results**

- **Some 50 young people are hosted each year** for a day devoted to learning about the company.
- **Young people have gained an understanding of companies' expectations** (job interviews, career development, etc.) through meetings with the head of bioMérieux's Human Resources Department.
- **Over 50 youths are receiving career guidance** from bioMérieux employees giving time as mentors.
- **Special relationships have been established** that enable these youths to participate in training programs and do internships at bioMérieux.

➤ **Countries in which initiatives took place**

France, United States

➤ **Contact**

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Principle #8

Initiatives to promote greater environmental responsibility

bioMérieux continued the 1st Phase of its environmental action plan, "**BIOMERIEUX GOES GREEN**", with objectives that are set yearly. This first phase (2008/2010) is devoted to making employees and suppliers aware of priority measures to be taken in five areas: energy, water, paper, waste and emissions (CO₂, refrigerants, etc.).

➤ Actions

- **Emissions:** various initiatives have been implemented to offset and reduce the harmful effects of air transportation within the group; shipping products primarily by boat rather than by air, as in the past; installing high performance telecommunications systems at the major sites; participating in a re-forestation program.
- **Waste:** initiatives have focused on the sorting and recycling of non-hazardous waste and on the elimination of waste at its source, in particular, by designing new packaging for products and for shipping.
- **Water:** installation of rainwater recovery systems and closed-loop cooling systems.
- **Energy:** construction of eco-efficient buildings (France) and installation of solar panels (United States).
- **Paper:** routine use of recycled paper, improvement of printing habits, replacing printed package inserts with instructions for use with electronic files that can be directly downloaded from the bioMérieux Technical Library at the Company website. A pilot phase was carried out in 2009 and the approach will gradually be extended to all of the Company's products.

➤ Results

- **bioMérieux employees worldwide have become more environmentally conscious** through in-house communication and sharing good practices that support the environmental action plan.
- **Employee air travel reduced** thanks to telepresence rooms facilitating remote business meetings at four of the Group's major sites.
- **Greenhouse gas emissions related to air travel offset** through the financing of a re-forestation program in Brazil's Atlantic Forest to plant 15,000 trees (by the Brazilian NGO, SOS Mata Atlântica).
- **Emissions related to international transportation reduced** by switching to maritime transport for certain products.
- **Considerable increase in the amount of waste recycled** or used for energy generation.
- **Annual waste reduction of 110 tons for customers**, plus a decrease in shipping volume due to packaging changes of one of the company's flagship products.
- **Reduction of annual water consumption** by more than 14,000 m³ at the Tres Cantos site (Spain), through the installation of a closed-loop cooling system.
- **Overall reduction in energy consumption** of approximately 5% in 2009; production of renewable electricity.
- **"LEED Gold" Certification** (Leadership in Energy and Environmental Design) of a new building (Saint Louis, MO, USA)
- **20% reduction in paper consumption** at the Company's North American sites.

➤ Countries in which initiatives took place

Worldwide

➤ Contact

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Principle #6

Initiatives to improve employee skills and know-how and to promote their advancement within the Company

bioMérieux invests massively in training worldwide through the development of its corporate university, providing access to training for its entire workforce.

➤ Actions

- **bioMérieux University was developed**, which offers specific training modules for each profession within the company. The curriculum includes the “bioMérieux Manager Essentials” program for employees with management responsibilities, which offers cross-functional training modules comprising 25 days of training over a four-year period. These modules cover corporate culture and fundamentals, management, the human resources process and leadership, to name a few. After being introduced in France and the United States in 2008, the “bioMérieux Manager Essentials” program was launched in China in April 2009 and in Latin America in July 2009.
Parallel to this initiative, the “bioMérieux Essentials” program, targeting all employees, was introduced in 2008 in the United States and in April 2009 in France. It includes 10 days of training over four years with specific modules for each profession.
- **Training programs to gain credentials:** in France, bioMérieux University also offers employees without a degree the opportunity to take courses for credit towards a diploma that is recognized by the VAE program (accreditation for work experience). Employees may also receive training to become a laboratory assistant, which is offered at the Lycée Jean-Baptiste de La Salle (Lyon, France).

➤ Results

- Worldwide, over 6,000 people - **nearly all of the Group's employees** - received training through bioMérieux University in 2009.
- bioMérieux University also offered **training to bioMérieux customers** in France and abroad.
- **The number of hours of training practically doubled over two** years at the Company's sites in France.

➤ Countries in which initiatives took place

Worldwide

➤ Contact

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