

**Sustainable
Development Charter
2016**



Sustainable Development Policy within RAFFIN MEDICAL

Since 1914, RAFFIN MEDICAL creates, manufactures and commercialises single use only medical equipment designed for health professionals.

The values which have brought success to our Company for over 100 years are:

- Involvement and work: build Raffin's success, thanks to the involvement of all the collaborators
- Proximity and reactivity: Being united and available everyday for every customer
- Ethics : build trusting relationships with our partners

Our processes are registered in a continuous improvement approach; our voluntary certifications ISO 9001/ ISO 13485 and ISO 22000 are a proof of it.

We also have decided to adopt, support and apply a sustainable development policy based on the principles of respect :

1. Of the environment :

We wish to reduce the pollution and wastes from our industrial and administrative activities as well as at all the levels of our Supply Chain.

2. Of social progress :

Our different production sites in the world give evidence of our diversity and open mindedness !

We are committed to fight against all forms of work discrimination.

Our goal is also to ensure the health of our collaborators in the world, by the means of private health care.

3. Of the promotion of economic development :

Ensuring the economic development of our different sites, but also of our business partners and suppliers is a major responsibility for RAFFIN. Indeed, the sustainability of our activities, and therefore of all social progress, depends on it!

In order to show our attachment to the UN's fundamental principles, RAFFIN has joined the United Nations Global Compact.

It commits us to a continuous improvement and to a public and annual communication about the sustainable development goals that we have achieved.

We also wish to gain the ISO 26000 certification in the near future.



RAFFIN MEDICAL is a UN Global Compact member since the 31st October 2014. The companies which join the Global Compact enrol into a voluntary initiative of continuous progress in the integration of the company societal responsibility.

RAFFIN MEDICAL will have to submit its first COP before the 31st October 2015.

RAFFIN MEDICAL is also a member of the Global Compact FRANCE Association, official local network of the Global Compact.

Direct link to the RAFFIN MEDICAL webpage:

<https://www.unglobalcompact.org/participant/46081-Raffin-Medical>



Note: the Global Compact is a call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals. The ten principles of the UN Global Compact are:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: Make sure that they are not complicit in human rights abuses.
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: The elimination of all forms of forced and compulsory labour;
- Principle 5: The effective abolition of child labour; and
- Principle 6: The elimination of discrimination in respect of employment and occupation.
- Principle 7: Businesses should support a precautionary approach to environment challenges;
- Principle 8: Undertake initiatives to promote greater environmental responsibility; and
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
- Principle 10: Businesses should work against corruption in all its form, including extortion and bribery.



1 – The environment

The dematerialisation



Les dossiers clients

BEFORE

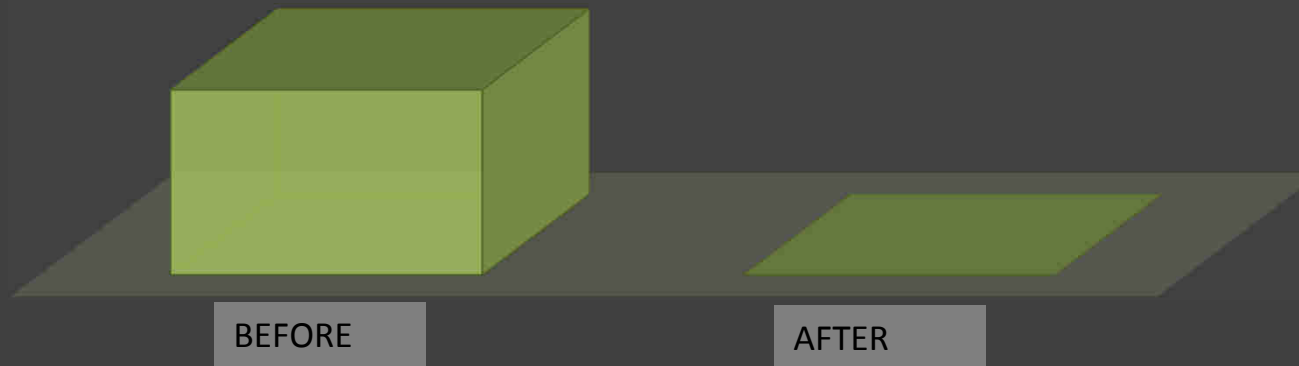
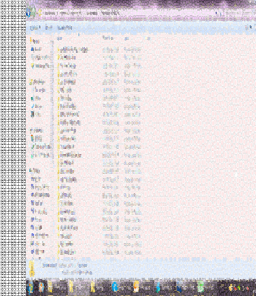
AFTER

Creation of a physical file, with a physical location in a physical cabinet – Storage of price requests, sample requests, account opening form, letters, ...

Creation of a virtual file, with a virtual location in a virtual cabinet

Use of paper: about 15 pages per year / file
filing / storage

No paper/ virtual storage
Quick search



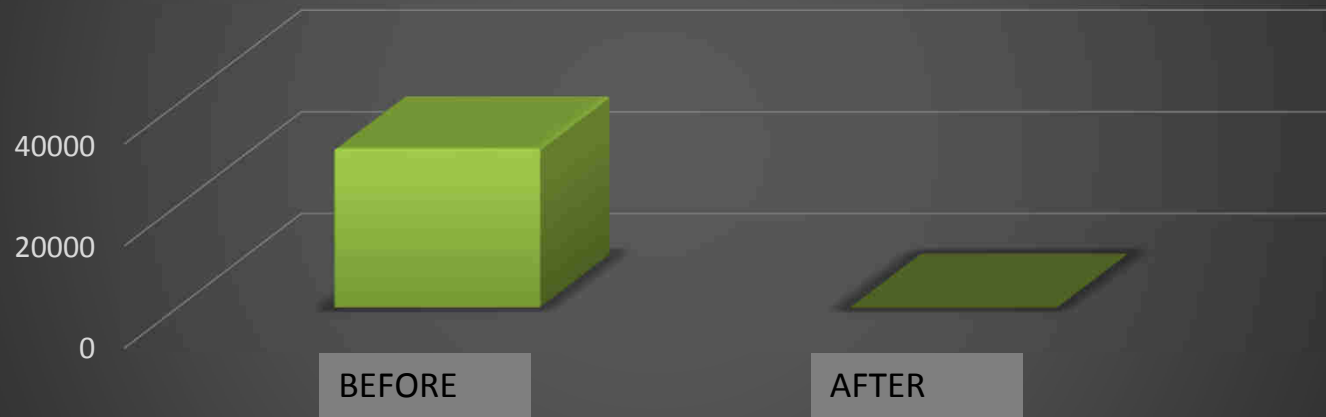
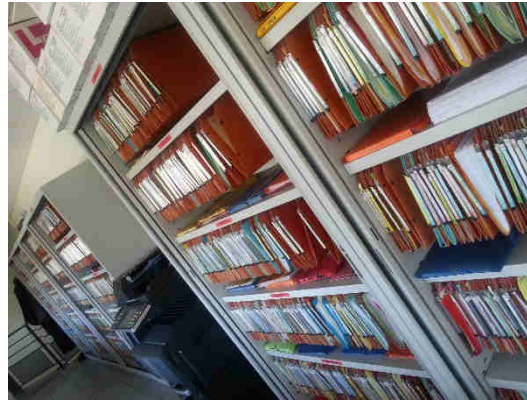
The costumers orders

BEFORE

AFTER

Printing of every incoming order

Incoming order visual via a double screen



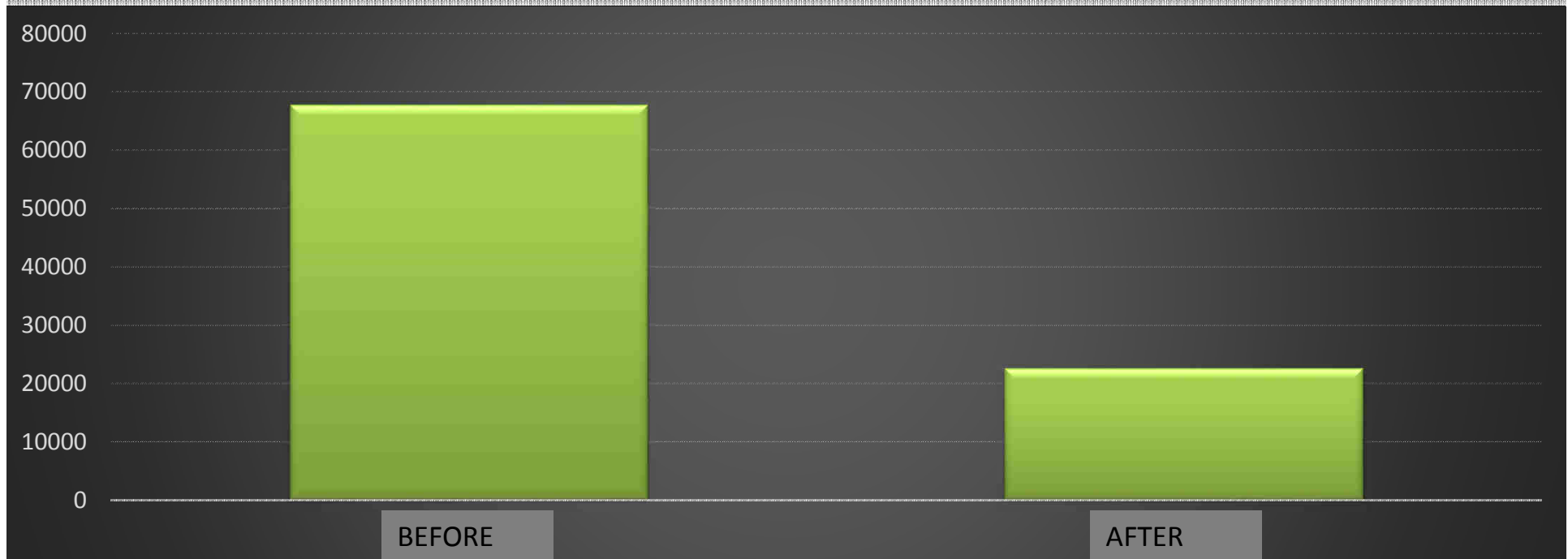
Remote transmission to the carriers

BEFORE

AFTER

Printing of 3 delivery notes per order collected

Printing of a single copy



Paper buying cost 2014 : 1 575 euros

Paper buying cost 2015 : 908 euros



1 – The environment

Transport optimisation



The rail's assets

2015 INNOVATIONS

20 containers came by rail in 2015

AIR

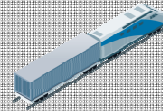


100% fuel

69961 kilos CO₂

20 000 \$/FEU

RAIL

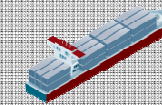


100% locomotives

240 kilos CO₂

8 000 \$/ FEU

SEA



100% fuel

1960 kilos CO₂

2 400 \$/FEU

* Estimation for the delivery of a 40' loaded container (10,5 tonnes) from Duisburg to Shanghai with CO₂ TTW emissions

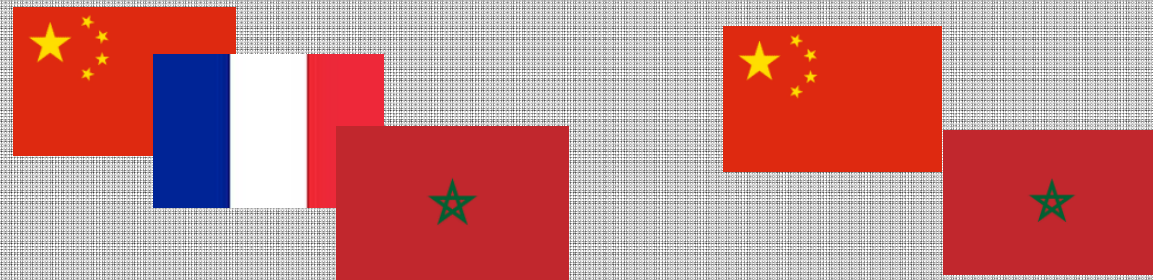
Source Gefco

Arrival of raw material

BEFORE

AFTER

Delivery optimisation of 35%
of our RM



Containers repatriated by
barge



1 – The environment

Energy resources
conservation
Waste management

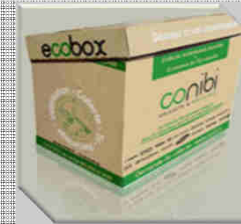


Print fleet reviewing

BEFORE

AFTER

Less cartridges types, ink recovery equipment, recycling of the cartridges and toners with CONIBI who reuses them.



Car fleet

2013

2014

2015

CO2 emission

119G/KM

99G/KM

49G/KM

Hybrid
vehicle

Eco-driving training, that favours public transport and optimisation of the sales representatives rounds

Employees awareness of the sustainable development by an internal communication on environmentally-friendly measures.



Energy consumption	2011	2012	2013	2014	2015
RAFFIN Turnover	18 070 000	20 450 000	21 411 000	22 500 000	24 500 000
Electricity cons. /Kwh	163630	174588	175281	175368	176017
Water cons. /m3	226	238	182	178	240
Consumption at equal activity		Electricity -6% Water -7%	Electricity -4% Water -37%	Electricity -5% Water -7%	Electricity -8% Water 24% (identified and fixed water leak)

The site external lighting is programmed, it only switches on when the staff arrive and switches off at night. A verification procedure when closing the factory has been put in place : anti-frost setting of the radiators, and each department manager check that all the lights are off and that all devices are not on standby. In 2013, an important saving has been made because the focus was on energy consumption (boiler, radiators, air conditioner).

Gas consumption :

15% decrease of our gaze consumption, bound to a sensitivity to “good practice” within our company (setting , insulation, environmental actions)



2015 Innovations

BEFORE

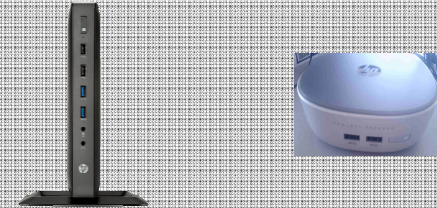
AFTER

Switch from traditional PC to light clients.

Consumption of 300W

Consumption of 65W

ENERGY STAR and EPEAT Gold qualification.



Printing of our catalogue on 100% PEFC certified paper (sustainable forest management)



2013

2014

2015

Waste management is the responsibility of those who produce it.

1,74 T of ordinary industrial waste

2,17 T of ordinary industrial waste

2,39T of ordinary industrial waste

Our priorities: the control, the value-creation and the reduction of the impact on the environment and health.

1,16 T of cardboard
0,5 T of plastic

1,15 T of cardboard
0,37 T of plastic

1,25T of cardboard
0,33T of plastic



A collector bucket for plastic tops has been used for several years for the benefit of « les bouchons d'amour » association

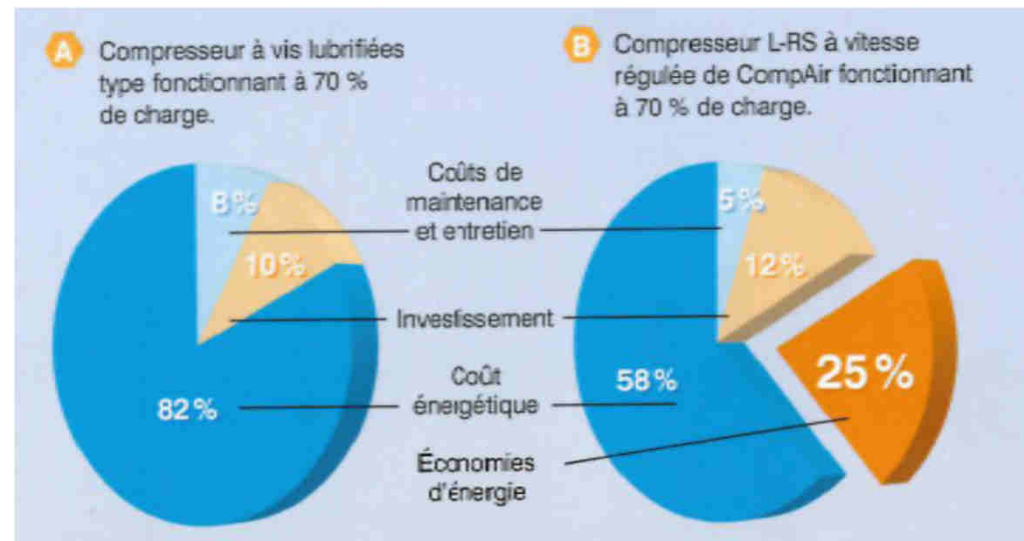
www.bouchonsdamour.com

2015 Innovations : Change of air treatment equipment for our clean room

An air conditioning station using R22 gas and needing 2 air treatments has been replaced by an aero thermodynamic treatment station with a heat pump, efficient with only one air treatment.



Change of our old compressor (A) to a variation compressor (B) which only works when the tank is empty.



Objectives : Power saving and Norms respect



2 – Human rights and working conditions



Social progress

We prefer to buy from our subsidiaries because that way we can supervise their social progress:

VMEDICAL Products - China

Legal age of 16, control via compulsory and official ID

Respect of minimum wages and legal working hours determined at regional level

Social security for all employees and private health care for managers

End of year bonus (Chinese New Year) corresponding to 2% of the annual gross salary

Meals are 100% supported by the companies (canteen)

Parity : 55 men - 165 women

TEC MAROC - Morocco

Legal age of 16, control via compulsory and official ID

Respect of minimum wages and legal working hours

Social security (CNSS) and private health care for all employees

Bonus for the mutton's religious celebration

Participation of the company in transports costs

Parity : 7 men - 38 women

Economic development depends on the creation of activity, of value and recruitment of new contributors:

RAFFIN > +35% between 2010 and 2012 / positive results / hiring of 2 people / hiring of 10 people in Morocco and 20 people in China.



International Association of Peace Soldiers

Humanitarian donations	Donation value
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2010	95KE
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2012	45KE
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2014	75KE
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Solidary donations

Body and Spirit	2KE
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Handi Psy	1KE
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Clown Doctor, Entraide Tararienne, ...

RAFFIN MEDICAL is a partner of ESAT LA ROCHE : www.alr.asso.fr for conditioning works.



RAFFIN MEDICAL asks for a commitment from its partners to:

- Support and respect Human Rights,
- Uphold the freedom of association the right to representation,
- To never use, be complicit or benefit from forced labour,
- Contribute to the abolition of child labour,
- Work for the elimination of all discrimination,
- To not make, authorise or offer any loan, gift, donation or bribe.

For RAFFIN MEDICAL employees:

- Family private health care and life insurance, disability/inability to work benefit for all employees
- CADHOC vouchers, petrol vouchers, sharing agreement (non-compulsory in SMEs < 50 employees)
- Establishment of the article 83 – complementary retirement pay for the non-executives from 01/01/2015 (01/01/2014 for the executives)
- Revision of development and professional interviews for discussing approaches to training and skills development.

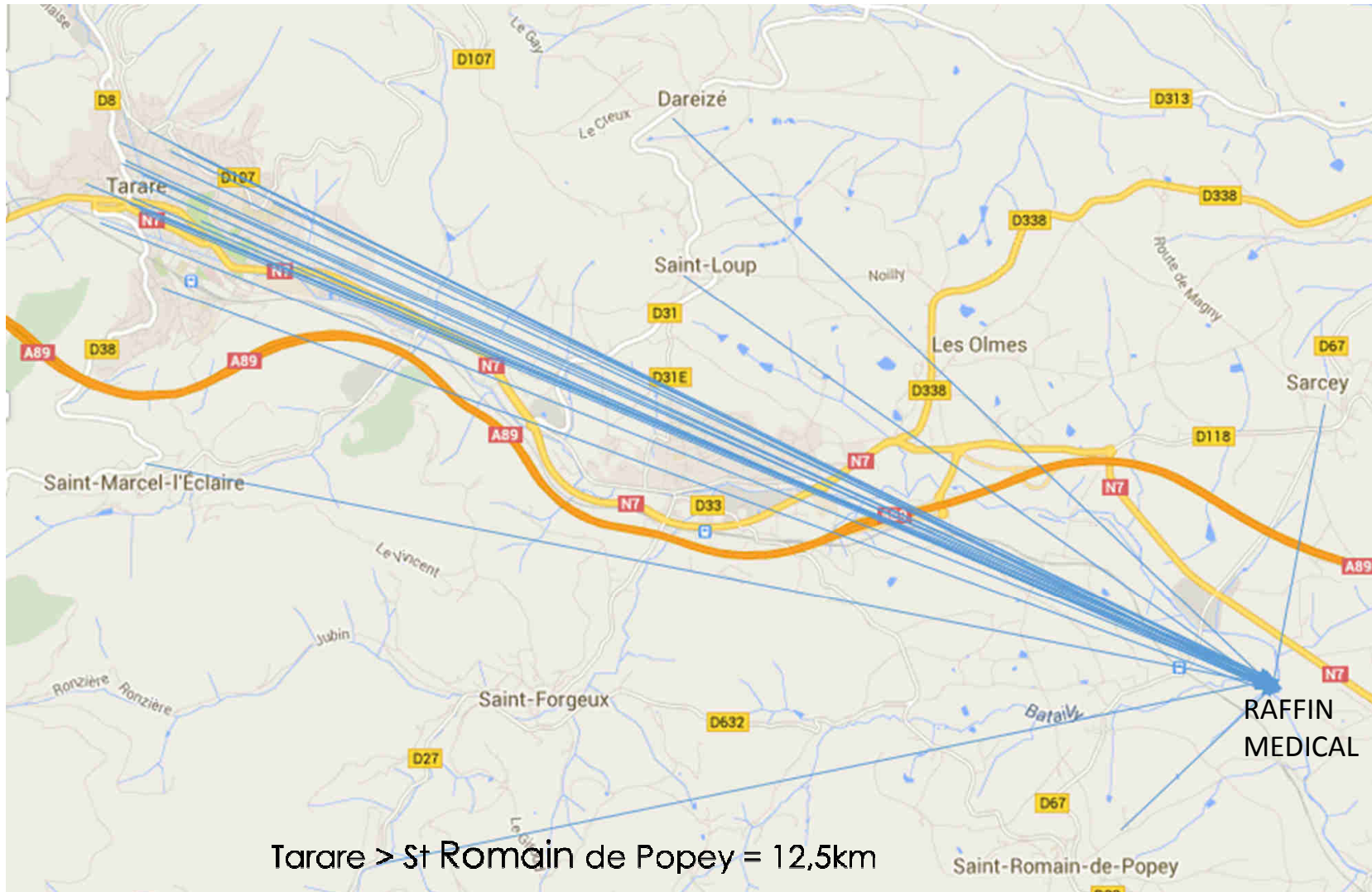


- « Posture » risks prevention (regular change of work station in production to avoid repetitive movement, purchase of ergonomic mouse mats, footrests, phone headsets, change of desk chairs)



- « Route » risks prevention by creating a pedestrian circulation zone within the shared zones.





93% of RAFFIN MEDICAL employees live in the canton and 9% practise car sharing.

