



Marcy l'Etoile, 25 février, 2016

### **Statement to renew our commitment to the Global Compact**

As a pioneer in diagnostics for more than 50 years, bioMérieux has historically been engaged in a corporate social responsibility approach whose development is rooted in the company's commitment to serve global public health. We place great importance on supporting and promoting the principles of the United Nations Global Compact, which have guided several of our initiatives.

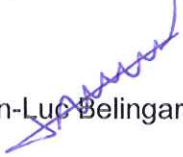
Each year, bioMérieux, in collaboration with the Mérieux Foundations, reasserts its commitment to public health by providing access to quality diagnostics to disadvantaged patients worldwide.

bioMérieux places its employees and their environment at the core of its activities. As a result, we implement a proactive social policy to promote diversity, facilitate social dialogue and contribute to the professional development of our employees.

Mindful of our environmental footprint, in 2008 bioMérieux introduced the BIOMÉRIEUX GOES GREEN program, which makes progress each year thanks to the strong motivation of our entire workforce.

Finally, bioMérieux continued to roll out its Ethics and Compliance Program, which aims to ensure a framework of principles, policies and procedures that reflect our commitment in favour of a corporate culture that upholds the highest ethical standards.

Through these achievements, we renew our support for the Global Compact and continue to carry out actions that focus on respect for human rights, labour conditions, the environment and the fight against corruption, which comprise the four pillars underpinning the Global Compact.

  
Jean-Luc Belingard  
Chairman and CEO



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## **1. Presentation of the Global Compact**

Launched in July 2000 by the UN Secretary-General Kofi Annan, the Global Compact calls on businesses to voluntarily commit to implementing ten universally recognized principles.

By monitoring respect for these ten principles that lay the foundation for Corporate Social Responsibility (CSR), the Global Compact promotes a more stable and inclusive global economy benefiting individuals, local communities and the markets.

The Compact takes into account the societal, political and economic challenges affecting businesses worldwide. It calls on businesses that, like bioMérieux, recognize the need to collaborate with governments, civil society, workers, trade unions and the United Nations.

Through the involvement of business leaders, the Global Compact provides a practical framework for the development, implementation and diffusion of CSR strategies.

By joining the Global Compact, bioMérieux and other companies like it have responded positively to the call from the United Nations, making a commitment to embed the ten principles into their strategy, to progress each year in integrating these principles, and to communicate annually about their good practices in the following document.

The Global Compact in figures in 2015:

- 8,300 businesses in 160 participating countries
- 1,000 businesses in France
- 4,500 organizations (associations, universities, trade unions, etc.)
- 13,000 participants worldwide



## **2. The ten principles of the Global Compact**

### **Principles related to human rights**

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure they are not complicit in human rights abuses.

### **Principles related to labour**

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should contribute to the elimination of all forms of forced and compulsory labour.
5. Businesses should contribute to the effective abolition of child labour.
6. Businesses should contribute to the elimination of discrimination in respect of employment and occupation.

### **Principles related to the environment**

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

### **Principle related to anti-corruption**

10. Businesses should work against corruption in all its forms, including extortion and bribery



### 3. Presentation of bioMérieux

bioMérieux's responsibility as a corporate citizen is closely tied to the very nature of its business. Each day, across the globe, the quality of its diagnostic tests makes it possible for patients to receive care under the best conditions while consumers' health is protected by ensuring the microbiological quality of food and pharmaceutical products.

A world leader in the field of *in vitro* diagnostics for 50 years, bioMérieux is present in more than 150 countries through 42 subsidiaries and a large network of distributors. bioMérieux provides diagnostic solutions (reagents, instruments, software), which determine the source of disease and contamination to improve patient health and ensure consumer safety. Its products are used for diagnosing infectious diseases and providing high medical value results for cancer screening and monitoring and cardiovascular emergencies. They are also used for detecting microorganisms in agri-food, pharmaceutical and cosmetic products.

#### Key Figures:

- 8,935 employees the end of 2014
- net sales of €1.698 billion in 2014, with 88% of sales outside of France
- present in more than 150 countries



#### **4. Principles related to human rights**

*Principle 1: bioMérieux and its employees are committed to supporting and respecting the protection of internationally proclaimed human rights.*

*Principle 2: bioMérieux and its employees are committed to making sure they are not complicit in human rights abuses.*

##### **4.1. Policy and objective**

As a global public health player, bioMérieux places the patient and, more broadly, people, at the center of its actions. In accordance with Article 25 of the Universal Declaration of Human Rights and mindful of its social responsibility, bioMérieux conducts initiatives to ensure access to quality diagnostics for the most disadvantaged patients.

##### **4.2. Implementation**

###### **4.2.1. Improving access to diagnostics**

###### *Supporting the work of the Fondations Mérieux*

The Fondation Mérieux and the Fondation Christophe and Rodolphe Mérieux, two independent family foundations, fight infectious diseases affecting developing countries by helping them improve their clinical laboratory capabilities.

In 2014, thanks to the support of bioMérieux and other partners, the foundations were active in eight countries: Haiti, Mali, Madagascar, Lebanon, Tajikistan, China, Laos and Cambodia, with Bangladesh and Brazil soon to follow.

Their concerted efforts have led to the creation of eight reference laboratories, the Rodolphe Mérieux Laboratories, which are dedicated to training biologists, diagnosing diseases specific to these countries and supporting applied research. A number of clinical laboratories have also been renovated and their personnel have been trained.

Through the “Christophe Mérieux Prize”, worth €500,000, the Fondation Christophe and Rodolphe Mérieux encourages research in developing countries. Conferred for the eighth time in 2014, the prize was awarded to Dr. Philippe Buchy of the Institut Pasteur in Cambodia for his research on infectious diseases in Southeast Asia.



#### *By training clinicians and lab professionals*

To expand access to diagnostics worldwide, it is essential to improve the skills of clinicians and laboratory personnel. To this end, bioMérieux supports the African Society of Laboratory Medicine, a pan-African professional organization that provides training and certification of microbiology laboratory professionals.

In 2014, the partnership organized an international conference held in Cape Town, South Africa, taking as its theme "Innovation and Integration of Laboratory and Clinical Systems: Reshaping the Future of HIV, Tuberculosis, Malaria, Influenza, Neglected Tropical Diseases and Emerging Pathogens in Africa."

#### 4.2.2. Designing products adapted to resource-limited countries

In 2014, bioMérieux initiated several Research & Development programs with the aim of building an innovative offering of diagnostic tests to meet the needs of resource-limited countries. Studies are underway to develop solutions adapted to the specific constraints of isolated and vulnerable communities that have inadequate access to health infrastructure. These projects aim to provide low-cost, quality diagnostic tests that will be extremely simple to use and do not require specialized equipment or electricity. Several patents have been filed based on this research.

#### 4.2.3. Supporting a project for a mobile unit in Benin and Togo

Since 2013, bioMérieux has supported initiatives by Santé En Entreprise (SEE), which brings together some 30 international businesses. This organization develops public health prevention and screening programs to benefit the employees of member companies, their families and the surrounding communities in several countries in Africa, the Caribbean and the Indian Ocean.

Formalized in 2014, the partnership is focused on a project to create mobile units for HIV testing.

#### 4.2.4. Contributing to the fight against antibiotic resistance

In April 2014, a WHO report revealed that this threat is no longer impending, but has become a reality. It can affect any individual, regardless of the person's age or country.





### *One World, One Health*

bioMérieux teams specialized in public health programs pooled their skills and knowledge in clinical and animal health in 2014. Combining expertise is fully in line with the principle of *One World, One Health*, a global strategic framework established in 2009 by six leading international organizations.<sup>i</sup> This new organization takes a holistic, cross-functional approach to addressing the challenge of antimicrobial resistance as a continuum between the fields of human health and animal health and taking into account their food practices and environment.

### *Global Point Prevalence Survey*

For bioMérieux, one of the outcomes of the 4th World HAI Forum in 2013 was a commitment to undertake international studies to measure antibiotic consumption and the antimicrobial resistance to which it contributes. The Company therefore provided its support for the "Global Point Prevalence Survey" launched in 2014. The study is designed to provide a global snapshot of antimicrobial resistance and utilization.

### *Information and awareness*

Information and education are key tools that bioMérieux relies on in the fight against bacterial resistance to antibiotics – targeting physicians, laboratories and the public. This approach is illustrated by the Company's active participation in international events on this topic.

bioMérieux's contribution also includes the publication of free information booklets that can be downloaded onto iPad® tablets.

### *Combatting drug-resistant tuberculosis bacteria*

During the fourth quarter of 2014, bioMérieux renewed and expanded its distribution agreement with HAIN Lifescience, a company specializing in molecular diagnostics. Under the terms of this expanded agreement, for ten years, bioMérieux will be the exclusive distributor of molecular tests for the rapid, accurate diagnosis of tuberculosis, particularly multi-resistant forms of TB. These tests provide essential tools for the control of a disease that caused 1.5 million deaths in 2013.

### *4.2.5. Mobilizing teams to fight the Ebola virus*

The 2013-2014 epidemic turned out to be the most deadly outbreak since the discovery of the Ebola virus in 1976 and was declared "a global public health emergency" by the WHO.

In response to the epidemic, bioMérieux designed the FilmArray® clinical test to detect the virus (BioThreat-E test™).

Since rapid, reliable diagnosis plays a crucial role in controlling this type of epidemic, the Fondation Mérieux also considered it to be essential to strengthen the clinical biology





capacities of the concerned countries. The Foundation turned to RESAOLAB<sup>1</sup>, a clinical biology laboratory network set up with the support of the *Agence Française de Développement* (French Agency for Development) in seven countries: Burkina Faso, Mali, Senegal, Benin, Guinea, Niger and Togo.

#### 4.3. Measurement of outcomes in 2014

- The company's total contributions to corporate sponsorship funding amounted to €2.432 million (representing 2.7% of bioMérieux's net sales), of which €1.769 million for the two foundations, the Fondation Mérieux and the Fondation Christophe and Rodolphe Mérieux.
- bioMérieux supported a project in Benin and Togo for a mobile testing unit offering HIV screening and advice; it provided free VIKIA® HIV 1/2 tests and trained the trainers to use this rapid test.
- bioMérieux was the only sponsor of the *Global Point Prevalence Survey* concerning antimicrobial resistance and the use of antibiotics, which included more than 700 hospital centers in more than 50 countries across all continents.
- bioMérieux took an active part in events focused on the fight against bacterial resistance to antibiotics: "European Antibiotic Awareness Day" and "Get Smart About Antibiotics Week" organized each year in the United States.
- Some 20 booklets have been published, several of which address topics related to antimicrobial resistance: healthcare-associated infections, extended spectrum beta-lactamase (ESBL), carbapenem resistance, antibiotic stewardship, etc.
- The FilmArray® test for the detection of the Ebola virus (BioThreat-E test™) was the first commercial test to receive emergency use authorization (EUA) from the U.S. Food and Drug Administration in 2014.

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<sup>1</sup> RESAOLAB (*Réseau d'Afrique de l'Ouest des Laboratoires d'Analyses Biologiques*) is the West African network of biomedical analysis laboratories.



## 5. Principles related to labour

*Principle 3: bioMérieux and its employees are committed to upholding the freedom of association and the effective recognition of the right to collective bargaining.*

*Principle 4: bioMérieux and its employees are committed to contributing to the elimination of all forms of forced and compulsory labour.*

*Principle 5: bioMérieux and its employees are committed to contributing to the effective abolition of child labour.*

*Principle 6: bioMérieux and its employees are committed to contributing to the elimination of discrimination in respect of employment and occupation.*

### 5.1. Policy and objective

“Giving priority to employees” captures the bioMérieux spirit as a philosophy that is naturally tied to the mission of our Company, which is to serve public health. It is also a tradition rooted in our history. Year after year, through ups and downs, this mindset inspires labour policies focused on the talents of our workforce as bioMérieux’s most valuable asset.

### 5.2. Implementation

#### 5.2.1. Maintaining constructive social dialogue

bioMérieux has a tradition of meaningful social dialogue with employee representative bodies.

In 2014, 13 company-wide agreements or amendments were negotiated and signed in support of this highly constructive dialogue.

These included:

- An agreement on working hours in France,
- An agreement for the harmonization of employment status, which represents an important step for the employees of AES-Chemunex, who were integrated into the Company at the end of 2013,
- A new agreement concerning the employment of people with disabilities covering 2014-2017,
- The renewal of an agreement concerning gender equality designed to compensate for inequalities in the jobs held by women and men.



#### 5.2.2. Investing in training

Determined to ensure that employees adapt to and even anticipate changes to their jobs and responsibilities while at the same time strengthening a customer-centric approach, bioMérieux continued to invest substantially in employee training in 2014.

A total of 156,141 hours of training were provided across the Company in 2014, representing an average of 27 training hours per employee in France (excluding individual training rights, DIF) 9 hours in the U.S., and 34 hours in China.

#### 5.2.3. Practicing gender equality day to day

Women represent half of the Company's workforce, and more than four out of ten managers are women.

The gender equality agreement signed in France has led bioMérieux to focus actively on wage inequality in all countries. This agreement also helps improve the work-life balance, with special attention given to pregnant women.

Moreover, 2014 witnessed the rollout of a worldwide in-house network to encourage the expression of women's talents. Called "WOmen Ready for Leadership Diversity" (WoRLD), this companywide network takes as its priorities developing women's careers, building awareness among teams, adapting talent management processes, and remaining open to good practices applied in other companies.

In addition, bioMérieux participates in the French national business network "Alliance pour la Mixité en Entreprise" (AME) to encourage women's access to leadership roles.

#### 5.2.4. Formalizing an active disability policy

A new agreement on "the employment of people with disabilities" covers the period 2014-2017. It follows on from previous agreements dating back to 2003. This agreement allows the Company to integrate into the workforce an increasing number of workers with disabilities, and to overcome the difficulties encountered in recruiting workers having a recognized disability. Further to the mandatory contribution, the agreement provides for a voluntary contribution for the prevention of disabilities, in particular within the framework of bioMérieux's policy of preventing musculoskeletal disorders. This goes towards funding for adapting workstations.

bioMérieux will also continue its efforts to outsource work to sheltered-sector workshops (ESAT).



In France, bioMérieux organizes various initiatives targeting awareness, training and support for the integration of employees with disabilities. Day-long “Handibio” events organized at bioMérieux’s French sites, aim to improve employee awareness on topics such as “Working with a disability is possible” and “Disability, creativity and talent.”

#### 5.2.5. Efforts to ensure health and safety in the workplace

Health and safety in the workplace are important priorities for bioMérieux, which applies a uniform methodology to evaluate and prevent professional risks at all its sites, in particular biohazard, chemical and ergonomic risks. This policy is designed to reduce the number of occupational accidents, but also to prevent long-term health risks for employees.

##### *Standards and certifications*

Across bioMérieux, occupational health and safety programs are developed based on the ISO 14001 and OHSAS 18001 international standards. Different Group sites have progressively been certified by independent auditors, which confirms the value of the prevention policies and programs as well as the continuous improvement approach being implemented by the Company.

##### *Internal standards to promote prevention*

The management of health and safety prevention programs at bioMérieux is based on guidelines containing internal standards that set minimum requirements. At each site, any gaps between practices and the standards are measured periodically either by self-assessments, audits conducted by corporate departments, or ISO certification audits. These standards are applied at all bioMérieux sites.

##### *Risk prevention and management training programs*

All employees receive basic training about health and safety in the workplace. Specific training programs are also organized according to the risks individuals may be exposed to (biohazard risks, chemical risks, road-related risks, etc.).

##### *Investing in prevention*

In 2014, numerous programs for risk prevention and the improvement of occupational health and safety conditions were deployed. An IS platform has been set up to manage data related to the very sizeable number of chemical substances used by the Company. The system receives input from Health and Safety correspondents, which is made accessible to all bioMérieux employees, and lists all information related to locations where the different substances are used, any associated risks, and the precautions employees should take.



### *Psychosocial risk training for managers*

A pilot training and support program for managers was launched in 2014. A group of managers from all levels of the Company attended a day-long training session taught by a psychologist, about effective tools to detect and anticipate psychosocial risks within a team. Some managers also received personal support from a change management expert.

#### 5.3. Measurement of outcomes in 2014

- In France, around 5% of payroll expenditure was spent on training, representing nearly 5 times more than the legal requirement devoted to employee training.
- Women represent 48% of the Group's workforce, including 42% of managers are women.
- At year-end 2014 in France, 4.3% of jobs within the Company had been attributed to workers with disabilities.
- Four Group sites have received ISO 14001 and OHSAS 18001 certification – at Marcy L'Etoile, La Balme and Saint-Vulbas in France and at Tres Cantos in Spain.
- In 2014, training about the human factors in safety was initiated for all employees working at the French sites of La Balme and Saint-Vulbas.
- A pilot initiative targeting managers was launched in 2014 to provide support and build awareness about psychosocial risks.



## **6. Principles related to the environment**

*Principle 7: bioMérieux and its employees are committed to support a precautionary approach to environmental challenges.*

*Principle 8: bioMérieux and its employees are committed to promote greater environmental responsibility.*

*Principle 9: bioMérieux and its employees are committed to encourage the development and diffusion of environmentally friendly technologies.*

### **6.1. Policy and objective**

bioMérieux designs, uses and maintains its facilities in such a way as to limit the environmental impact of its operations.

The global environmental BIOMÉRIEUX GOES GREEN approach, launched in 2008, is applied in five key areas: energy, water, paper, waste and emissions.

### **6.2. Implementation**

#### **6.2.1. Leading BIOMÉRIEUX GOES GREEN across the Company**

BIOMÉRIEUX GOES GREEN determines the areas of focus and progress within each Company entity. The approach is led by dedicated teams at manufacturing sites and by a network of nearly 50 Green Champions, or Environment Correspondents, working at each Company site, subsidiary and support function.

Through a Health, Safety and Environment (HSE) module, environmental protection is included in training programs for new hires. In addition, more specific training programs are provided as part of the rollout of the environmental management system in accordance with ISO 14001, and also within the framework of waste reduction projects for manufacturing operations, in line with the Six Sigma method designed for production operators.



#### 6.2.2. Reducing and recycling waste

bioMérieux is committed to optimizing waste management through a rigorous policy of reducing waste at the source and ensuring treatment or elimination by approved contractors.

The Company addresses two key challenges, to reduce quantities of waste at the source and to set up adapted recycling facilities.

In 2014, the Company's achievements and progress in the field of waste management concerned:

- creating an area at the Verniolle (France) site specifically for the isolation and storage of waste prior to its transfer to treatment facilities,
- a fifth pilot "zero landfill" site in the Company with Marcy l'Etoile, a major bioMérieux site, adopting the practices used by the Grenoble (France) and Durham (United States) sites and by the UK and German subsidiaries,
- a 23% increase in tons of waste recycled or incinerated with energy recovery per million euros of sales,
- a 6 % decrease in tons of hazardous waste produced per million euros of sales.

#### 6.2.3. Limiting the release of waste into the environment

bioMérieux continues to develop its approach to ensure wastewater discharge compliance. The Company's largest production sites are monitored and undergo wastewater testing and analysis on a regular basis. Some sites have set up pretreatment facilities to neutralize wastewater on site before releasing it into the system feeding local treatment plants.

In line with the Company's commitment to the fight against antimicrobial resistance, collection at the source has been set up at industrial sites, through specialized treatment facilities, to eliminate preparations containing antibiotics used for production or R&D.

With the aim of reducing atmospheric emissions, the Marcy l'Etoile and Craponne sites in France and the Tres Cantos site in Spain have replaced their existing air conditioning systems with more efficient, new-generation systems.





#### 6.2.4. Optimizing water consumption

Water is used by the Company in formulating its products as well as in manufacturing processes and refrigerating facilities. For cooling during manufacturing processes, the Company gives priority to closed-circuit systems and takes a pro-active approach to replacing open loop cooling systems.

Implemented in 2014 at the Combours (France) site, this type of replacement initiative should lead to a 40% reduction in the site's usual total water consumption.

#### 6.2.5. Reducing consumption of raw materials and paper

bioMérieux sites and subsidiaries continue their initiatives to reduce paper consumption. Converting paper instructions for the use of reagents into digital format that can be downloaded from the Company's online technical library allows the size of packaging to be reduced considerably.

At the same time, bioMérieux continues its approach to changing internal processes using the Electronic Document Management system – namely by switching from the paper format to the electronic format for review and approval circuits as well as validation and storage. Original documents remain accessible to all employees via a web interface.

#### 6.2.6. Consuming less energy and reducing our carbon footprint

bioMérieux is improving systems to control energy consumption of its equipment.

In 2014, at the French site of Combours, insulating steam valves and removing an old boiler led to a 37% decrease in the site's overall consumption of natural gas.

Similarly, two cooling units were renovated in 2014 at Marcy l'Etoile (France), which is expected to result in a substantial reduction in energy consumption.

The company also applies its energy efficiency optimization mindset to the design and renovation of its buildings. Solutions to reduce energy consumption to low or very low levels are identified, prioritized and progressively implemented.

At the Spanish site of Tres Cantos, the installation of LED lighting systems and motion detectors in 2014 will make it possible to reduce electricity consumption for lighting by 64%.



bioMérieux also continues its efforts to reduce greenhouse gas emissions. Since 2013, it measures progress on this front by conducting an annual assessment that takes into account, in addition to the mandatory emission categories (as defined by French regulations), emissions generated from the extraction, production and transportation of fuels consumed, downstream transportation of goods, and business travel and commuting.

Lastly, bioMérieux is working on increasing the portion of renewable energy in its energy mix. The Marcy l'Etoile and Craponne (France) sites made a commitment to use 50% certified "green" electricity by the end of 2015.

Similarly, the Durham (United States) site produced 92,000 kWh of electricity by using solar panels, and 100% of the electricity purchased by the Austrian, Brazilian and Canadian subsidiaries is hydroelectricity.

#### 6.2.7. Developing eco-design

bioMérieux published an eco-design guide in order to formally integrate the environmental aspects of the product life cycle into the development process.

In 2014, new packaging was adopted for five additional products in the Etest® range, allowing storage at 2-8°C, as opposed to -20°C previously, thereby generating substantial energy savings during storage.

The Company also applies the eco-design approach to its buildings. The new R&D facility on the La Balme (France) site, inaugurated in 2014, successfully passed a final HQE (French High Environmental Quality) audit, confirming its certification in accordance with the French Standard for New Tertiary Facilities.

The future expansion of the Marcy l'Etoile (France) site is part of a similar environmental initiative.

#### 6.3. Measurement of outcomes in 2014

- In 2014, the French sites of Marcy l'Etoile, La Balme, Saint Vulbas as well as the Spanish site of Tres Cantos and the commercial subsidiary in Madrid underwent their first ISO 14001 certification audit with success.
- 50 Green Champions, or Environment Correspondents, are present at Company sites, subsidiaries and support functions.
- A fifth pilot "zero landfill" site has been established at Marcy l'Etoile, which is adopting the practices being followed at the Grenoble (France) and Durham (United States) sites and at the UK and German subsidiaries.



- 8,200 tons of recycled or incinerated waste with energy recovery, compared to 6,200 in 2013.
- A 6% decrease in tons of hazardous waste produced per million euros of sales.
- Replacement of an open loop cooling system at the Combours site should result in a 40% decrease in the total water amount of water generally consumed.
- 10 % of the Company's total energy consumption comes from renewable sources.



## **7. Principle related to anti-corruption**

*Principle 10: bioMérieux and its employees are committed to working against corruption in all its forms, including extortion and bribery.*

### **7.1. Policy and objective**

bioMérieux operates within a framework of principles, policies and procedures that reflect the highest ethical standards. The Company is committed to ethical conduct in its business activities in compliance with applicable laws, and expects its partners to respect these laws and principles.

### **7.2. Implementation**

#### **7.2.1. Providing training on ethics and compliance**

Through its Ethics and Compliance Program introduced in 2011, bioMérieux provides a framework for ethical conduct in business dealings, with respect for applicable laws and regulations, as well as for the Company's values and culture.

This program is based on the Company's Global Code of Conduct, which is distributed to all employees. It is designed to enable all bioMérieux employees to participate in the development of the Company's activities while respecting business ethics. The Code of Conduct was established in 2009, when all employees received a copy. In 2012, it was updated, translated into six languages and distributed to all employees. The Company renewed its communication campaign in 2014, and all employees certified that they had read and understood the Code of Ethics. In addition, outside partners are made aware of the Code, and the Group requests that they comply with the principles of business ethics.

Employee training on ethical rules is an essential part of this approach. Each year, online training is provided with the goal of building employee awareness about regulations and the application of internal procedures, allowing them to conduct themselves with integrity in their business relations.

#### **7.2.2. Establishing alert systems**

bioMérieux has set up an independent professional helpline available to any person who, in performing their professional duties, wishes to report or bear witness to serious events that



could have a significant impact on the activity of the Company in the following areas: accounting and finance, the fight against corruption, and failure to respect competition law.

The Ethics hotline is gradually being rolled out in all countries where bioMérieux operates. It has been available in the United States since 2007, and it is now progressively being extended to the rest of the world, in particular in Europe, where it takes into account the European Directive on the protection of personal data.

### 7.2.3. Acting to fight corruption

The Corruption Prevention Program at bioMérieux is based, first, on the Global Code of Conduct, which forms the basis of the Ethics and Compliance Program, and second, on the Corruption Prevention Manual.

This Manual, which may be accessed on the Company's corporate website and intranet, sets out the Company's expectations in its relations with partners. All employees have received online training about the manual.

In addition, bioMérieux has developed a document describing the "Principles of Business Conduct for Third Parties" as well as a "Subcontractor Approval Form" to raise its partners' awareness about the importance of respecting the rules of ethical conduct in business.

### 7.3. Measurement of outcomes in 2014

- The Company renewed communications about its Global Code of Conduct among all employees in 2014.
- Some 5,800 employees received training on the Global Code of Conduct.
- 6,100 employees received training about the Corruption Prevention Manual between 2013 and 2014.
- bioMérieux introduced a program to raise awareness about protecting patient data. In 2014, around 1,300 employees took part in this program.
- More than 3,800 employees received online training about export regulations.

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<sup>i</sup> WHO (World Health Organization), FAO (Food and Agricultural Organization of the United Nations), OIE (World Organization for Animal Health), UNICEF (United Nations Children's Fund), UNSIC (the Office of the United Nations System Influenza Coordinator) and the World Bank.