



Marcy l'Étoile, July 20, 2017

Statement to renew our commitment to the Global Compact

As a pioneer in diagnostics for more than 50 years, bioMérieux has always adopted a socially responsible, humanistic approach to the company's development, grounded in our commitment to serve global public health. We naturally decided to join the United Nations Global Compact in 2003, and over the course of 2016 its principles continued to guide our initiatives.

To address major public health challenges such as antimicrobial resistance, our action extends beyond the bioMérieux product portfolio. The Company strives to play an important role alongside healthcare stakeholders to limit the impact of antimicrobial resistance, today and for future generations. To this end, we take part in a number of initiatives to raise awareness among healthcare professionals and improve practices to encourage the responsible use of antibiotics.

Each year, in collaboration with the Mérieux Foundations, we also reassert our commitment to public health to facilitate access to quality diagnostics for the most disadvantaged patients by strengthening local clinical biology capacities and providing training for healthcare professionals.

Across our organization, we conduct several initiatives to implement an ambitious social policy to promote diversity, facilitate social dialogue and contribute to the professional development and growth of each employee with the support of our corporate university, Mérieux Université.

At the same time, we are rolling out a specific program to protect the health and safety of our employees and to further limit the environmental impact of our activities.

Finally, we pursue our Ethics and Compliance Program launched a few years ago, in favor 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 that ensure the strength of the Global Compact.

Jean-Luc Belingard
Chairman

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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.

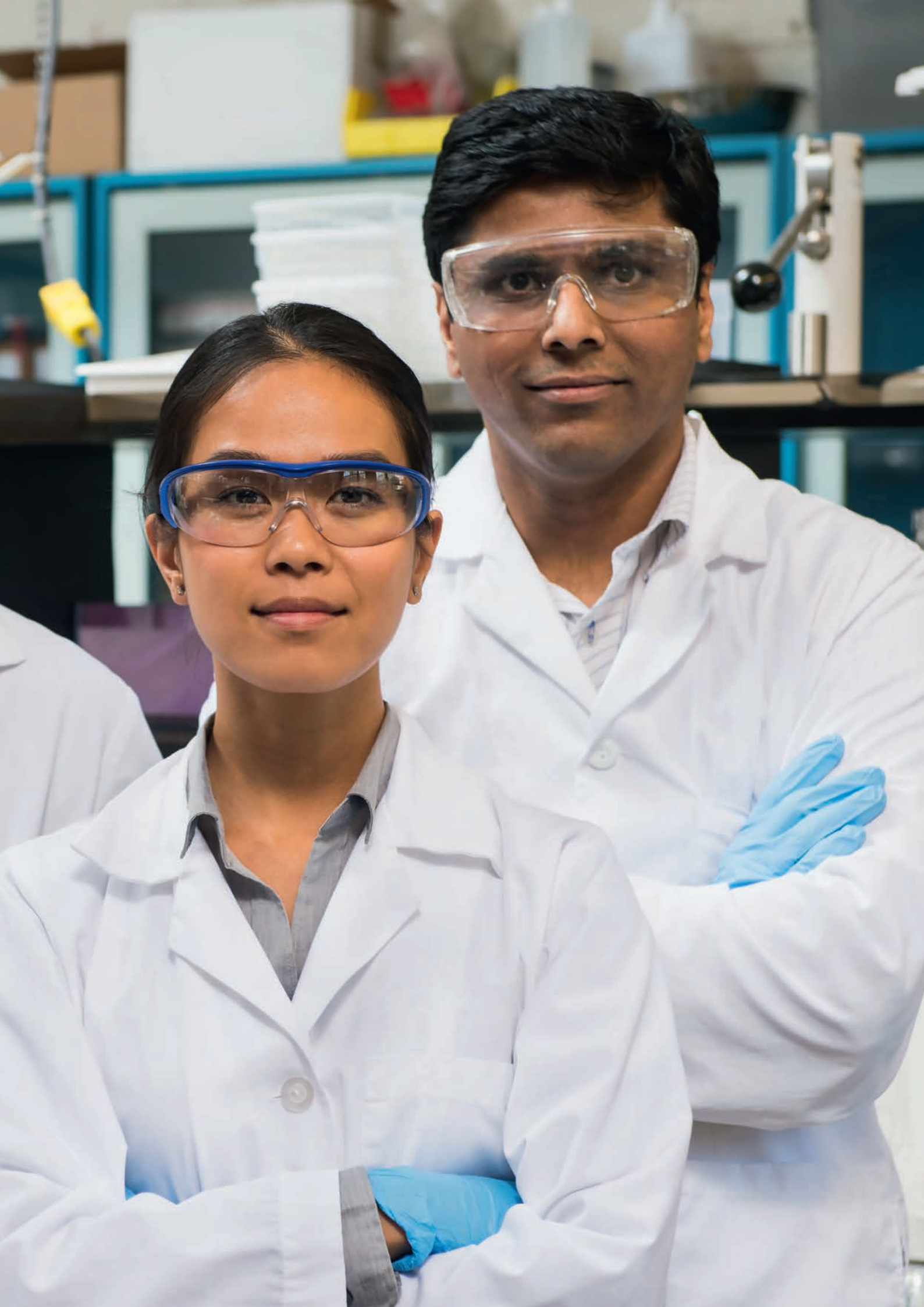
The Global Compact in figures in 2016:

9,000 businesses in more than 160 countries.

4,000 organizations (associations, universities, trade unions, etc.).

In France: 1,260 participants including 1,153 companies and 107 non-profit organizations.





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

Presentation of bioMérieux

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 (systems, reagents, 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.

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.

Key figures:

9,800 employees at the end of 2016
Net sales of €2.103 billion in 2016,
with more than 90% of international sales
Present in more than 150 countries

A recognised CSR policy

Several extra-financial rating agencies have evaluated bioMérieux's CSR performance and have integrated it into their SRI indices (Socially Responsible Investments). This is the case of the Forum Ethibel (Ethibel Sustainability Index (ESI) Excellence Europe), which builds on the work of the rating agency Vigeo, Ethifinance (Gaia Index) and FTSE Russell (FTSE4Good Index).





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.

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, the Company conducts initiatives to promote access to quality diagnostics for the most disadvantaged patients.

Our commitment focuses on four areas: fighting antimicrobial resistance, promoting widespread access to diagnostics, improving maternal and infant health and combatting epidemics.

2016 actions and outcomes

Preserving the efficacy of antibiotics for future generations

Antimicrobial resistance (AMR) to antibiotics is a global public health threat. Forecasts are alarming: by 2050, it is estimated that there will be more than 10 million AMR-related deaths annually, which represents one death every three seconds, with an associated cost of over US\$100,000 billion*.

Diagnostic tests are able to identify the agent causing an infectious disease and to detect its potential resistance to antibiotics. Such tests contribute to the optimal use of antibiotics, used only to treat bacterial infections. Selecting the antibiotic best adapted to the targeted bacterium helps to slow the emergence of resistant bacteria and therefore to preserve the efficacy of antibiotics. As a Company committed to addressing this major public health challenge, developing these high medical value tests remains a priority for bioMérieux.

GLOBAL PPS, A SURVEY OF UNPRECEDENTED SCOPE

In April 2016, during the European Congress of Clinical Microbiology and Infectious Diseases (ECCMID), bioMérieux and the University of Antwerp presented the final report of the Global Point Prevalence Survey (Global PPS), which studied antibiotic use and bacterial resistance rates by monitoring the practices of 335 hospital centers providing care for adults, children and neonates in 53 countries worldwide. All participating centers volunteered to analyze their antibiotic prescription practices with the aim of improving patient outcomes.

Outcomes and perspectives:

Data collected from over 100,000 patients revealed that:

- One out of two hospitalized patients in Asia and Africa receive antibiotics, compared to one out of three in Europe,
- Second-line antibiotics** are over-used (vancomycin in North America, meropenem in Asia and North America),
- Ceftriaxone, a very broad-spectrum antibiotic, is the most frequently used antibiotic in the world,
- Diagnostic tests were performed in only one out of three cases to support the chosen antibiotic treatment.

This study highlights the importance of *in vitro* diagnostics as well as the need to expand the use of diagnostic tests to improve antibiotic prescribing practices in all countries.

This prevalence survey will be repeated in 2017, with the continued support of bioMérieux and the participation of even more healthcare centers and countries.

* Estimating the Economic Costs of Antimicrobial Resistance, RAND: www.rand.org/randeurope/research/projects/antimicrobial-resistance-costs.html

** Second-line antibiotics are "reserved" antibiotics recommended by medical guidelines as an alternative treatment of an infection when standard first-line antibiotics cannot be used for various reasons (for example: allergy, side effects, suspected resistance).

A WEBSITE TO PROMOTE AWARENESS AND INFORMATION

In June 2016, bioMérieux introduced the Company's website dedicated to resistance to antibiotics: www.antimicrobial-resistance.biomerieux.com. This educational site, designed for healthcare professionals and the general public, aims to educate people and build awareness about bacterial resistance to antibiotics. It suggests solutions and highlights the medical value of diagnostics to combat antimicrobial resistance. Using illustrations, it highlights the impact of antibiotic resistance on humans, animals, food and the environment.

➡ Outcomes and perspectives: Launch of a French version of the website early 2017, for an increasingly broader awareness of resistance to antibiotics.

INTERACTING WITH INTERNATIONAL DECISION-MAKERS

bioMérieux is recognized as a leader in the field of antibiotic resistance and is invited to participate in international meetings on this topic. For example in 2015, the Company was proposed to take part in such exchanges at the White House.

➡ Outcomes:

- The Company was present in a meeting held at the United Nations in September 2016, where it was represented by Mark Miller, Corporate VP, Chief Medical Officer.
- In November 2016, bioMérieux was invited by the FDA (Food and Drug Administration) to participate in the commission dedicated to microbiology, during its advisory committee on medical devices. In this context, the Company presented the results of a study demonstrating the benefits of the widespread use of its VIDAS® B•R•A•H•M•S PCT™ test to contribute to the proper use of antibiotics, in order to preserve their effectiveness over the long term and to improve patient management. bioMérieux obtained FDA approval for this usage in February 2017.

TARGETED INITIATIVES IN THE FIELD

■ CARE, a multi-partner program in China

The CARE (China Against drug REsistance) program was launched by the Fondation Mérieux in 2013. With the support of bioMérieux, which oversees its implementation, CARE aims to set up a new policy for prescribing antibiotics in order to limit the emergence of new resistance mechanisms. The program is already being used by the Paris Public Hospital System (APHP). In addition to hygiene measures, it requires the reassessment of any prescription of antibiotics after 48 hours based on tests results provided by the microbiology laboratory, as well as a maximum treatment duration of seven days, except in exceptional circumstances. In 2015, the Fondation Mérieux in China and the University Hospital of Zhejiang Province entered into an agreement.

➡ Outcomes: In 2016, the first phase of the program involved validating the new policy in four departments of the pilot center: neurosurgery, orthopedic surgery, hematology and the emergency room.

■ PERFORM, a project in Europe

The European project PERFORM (Personalized risk assessment for improved management of febrile children across Europe) addresses the problem of identifying a bacterial infection and reducing inappropriate use of antibiotics and antibiotic resistance by developing new tests to differentiate between a viral and a bacterial infection.

➡ Outcomes and perspectives: The PERFORM consortium brings together 18 renowned international organizations from 10 countries. Of the 10, bioMérieux is the only partner from industry. The PERFORM grant is one of the largest awarded by the European Commission's Horizon 2020 health program (€18 million). Over a five-year period (2016-2021), it provides funding for the development of novel diagnostic tests to improve care for children presenting with high fever on arrival at a hospital or a health clinic.

Improving maternal and infant health in Africa

bioMérieux has a longstanding presence in Africa. For some 30 years, the Company has been developing its distribution network for diagnostic solutions while continuing its commitment to programs that facilitate access to diagnostics for resource-limited populations, in line with the U.N. Sustainable Development Goals (SDGs) for 2030.

The Company places particular importance on improving the health of mothers and young children by targeting four priority diseases: respiratory infections, diarrhea, sepsis and meningitis. To reach this objective, initiatives are designed to improve access to diagnostics, provide education and train professionals on the use of *in vitro* diagnostic tools, form public-private partnerships, and develop innovative products that address the specific challenges facing African countries.

CLINICAL STUDIES WITH FILMARRAY®

FilmArray® is a molecular biology platform for the syndromic diagnostics of infectious diseases. The tests carried out on this platform allow the rapid diagnosis of sepsis, meningitis and encephalitis, respiratory and gastro-intestinal infections. Gastro-intestinal infections, which severely affect children, are the main focus of several research projects in various African countries, using the FilmArray® technology.

For the purposes of the study, bioMérieux donated FilmArray® Gastrointestinal tests to the NGO ALIMA, which were used by the Chad-China Friendship Hospital in N'Djamena.

In 2015, a partnership was signed with McMaster University (Canada) concerning the donation of a FilmArray® system and FilmArray® Gastrointestinal tests to the Botswana National Laboratory, within the scope of a partnership between Botswana and the University of Pennsylvania (United States).

➡ Outcomes and perspectives:

- In Chad in 2016, two scientific posters presented at international congresses the results of a study launched in 2015 by bioMérieux and ALIMA (a non-governmental organization), which examines the causes of acute, persistent infectious diarrhea in children suffering from severe malnutrition.

These results, which will be published in 2017, illustrate the importance of furthering our understanding of the disease agents responsible for diarrhea in infants, in order to better prevent it and treat young children suffering from severe malnutrition.

- In Botswana, a clinical study is under way thanks to the financial support of the Grand Challenges Canada Program*. The aim is to optimize the management of acute diarrhea in children by taking an innovative approach – namely, by introducing a rapid diagnostic test to allow for timely, targeted antimicrobial therapy. An initial study concerning rectal swabs for use on the FilmArray® system among children with severe gastroenteritis was described in a scientific poster presented at an international scientific congress in December 2016.

SYMPOSIUM AND WORKSHOP IN BURKINA FASO

bioMérieux also sponsors and contributes to events dealing with the care of pathologies affecting mothers and children.

➡ Outcomes: In November 2016, bioMérieux sponsored and contributed to the International Symposium on rotavirus gastroenteritis in Burkina Faso, organized by the Ministry of Health, in collaboration with the Linköping Faculty of Medical Sciences of Sweden.

In addition to the symposium, the Company organized a workshop on the detection and molecular diagnostic testing of viruses that cause severe gastroenteritis. During the workshop, participants were trained on using the FilmArray® Gastrointestinal test.

Contributing to the fight against epidemics

SOLUTIONS VALIDATED IN AN EPIDEMIC CONTEXT

bioMérieux pursued initiatives to support the diagnosis and surveillance of epidemic diseases.

➡ Outcomes: Following the work carried out in 2015 during the epidemic caused by the Ebola virus, and within the framework of a collaborative project with a team from the Jean Mérieux BSL-4 laboratory in Lyon, research was conducted in the field of biosafety on the FilmArray® BioThreat-E test™, which confirmed the safety of the FilmArray® platform for handling samples containing dangerous pathogens. This research was presented in December 2016 in Cape Town (South Africa), at the African Society of Laboratory Medicine congress.

CENTER OF EXCELLENCE IN BRAZIL

bioMérieux continued to roll out its R&D program to develop diagnostic solutions for tropical infectious diseases.

➡ Outcomes and perspectives: In Brazil, the Company created a Center of Excellence in 2016 and stepped up its partnership with the University of São Paulo, where local teams carry out research projects in this field.

Early 2017, funding was granted by the São Paulo Research Foundation (FAPESP) for a research program on markers of viral severity of viruses such as those that cause Dengue, Zika and Chikungunya infections.

DONATION OF RAPID TESTS IN BRAZIL

For the second consecutive year, bioMérieux took part in the Xingu Mission Project, dedicated to improving the health of populations living in isolated regions of Brazil.

➡ Outcomes: For people in the town of São José do Xingu, several thousands of hepatitis B and HIV tests were distributed free of charge. These rapid tests are designed for ease-of-use in medical centers, allowing real-time diagnosis and therefore earlier treatment of patients who do not have easy access to a diagnostics laboratory.

CREATION OF A TRAINING PROGRAM ON TREATING FEVER IN GUINEA

In the aftermath of the health crisis facing this country during the Ebola virus epidemic, the association Santé En Entreprise organized a workshop in May 2016 in Conakry (Guinea). The Guinean Chamber of Mines (CMG) and the National Plan to Fight Malaria (PNLP) took part in this forum where participants shared their experiences.

➡ Outcomes: bioMérieux led a workshop on the management of patients with fever. A training project was developed in late 2016 on this topic, targeting healthcare professionals working for the mining companies. A training program has been submitted to the Ministry of Health and the WHO, with implementation expected in 2017.

* A program funded by the government of Canada to support innovative initiatives with a strong global public health impact.

Promoting access to diagnostics through the Foundations

Within the framework of its sponsorship activity, bioMérieux supports the work of the Fondation Mérieux and the Fondation Christophe et Rodolphe Mérieux. These two independent family foundations focus on the fight against infectious diseases that affect the world's poorest countries, by building capacities, particularly in the field of diagnostics. The Foundations carry out initiatives in around 30 countries. bioMérieux's support (€1.4 million in 2016) contributed to organizing a number of projects to benefit disadvantaged communities.

IN BRAZIL

In April 2016, a fourth Charles Mérieux Center for Infectious Diseases was inaugurated in Rio Branco, in Brazil. It marks an important milestone in the fight against viral hepatitis, a major public health problem in the Amazon. The three other Centers for Infectious Diseases are located in Mali, Madagascar and Laos.

➡ Outcomes and perspectives: The 400 sqm facility includes a Rodolphe Mérieux Laboratory, the only high biosafety level laboratory (BSL3) in the Amazon region. This center will make it possible to set up training programs in human resources and to develop basic and clinical research in this region.

The Rodolphe Mérieux Laboratory in Brazil joins a network of seven other Rodolphe Mérieux Laboratories on three continents (in Mali, Cambodia, Laos, Haiti, Madagascar, Lebanon and Bangladesh).

IN LAOS

The 8th international meeting of the GABRIEL network (Global Approach to Biological Research, Infectious diseases and Epidemics in Low-income countries) was held in July 2016 in Vientiane. The network brings together 18 public and private research centers, including the Rodolphe Mérieux Laboratories.

➡ Outcomes: During the meeting, a symposium day open to the scientific community was organized on the topic of "bacterial resistance surveillance and public health interventions." Among the speakers were experts working in Cambodia, Vietnam, Thailand and Laos.

THE CHRISTOPHE MÉRIEUX PRIZE

The 2016 Christophe Mérieux prize (€500,000) was awarded by the Institut de France, on behalf of the Fondation Christophe et Rodolphe Mérieux, to Professor Francine Ntoumi of the Faculty of Science and Engineering of Brazzaville (Congo), to encourage her work on infectious diseases in Central Africa.

➡ Outcomes and perspectives: The Christophe et Rodolphe Mérieux Foundation wishes to encourage research in developing countries with this prize. Since it was first conferred in 2007, it has been awarded to 10 scientists who contribute to the fight against infectious diseases affecting their countries at the grass-roots level.

PROTECTING THE MOST VULNERABLE INDIVIDUALS

Beyond supporting local capacity building in biology, the Foundations also seek to protect the most vulnerable individuals, in particular mothers and children. With the Foundations' support, several projects were carried out in 2016

➡ Outcomes:

■ The Foundations contributed to building a medical center in Erbil (Iraqi Kurdistan) and to equipping the center and training personnel. This Pauline-Marie Jaricot Mother and Child Center provides comprehensive, quality medical care for displaced persons, of whom there are many in the Iraqi Kurdistan region. Numerous health problems have been identified in the camps, in particular diarrhea (especially in children), respiratory infections, the risk of pandemic outbreaks, and the complications of pregnancy and childbirth. Both the Foundation's partners in this project are other institutions from Lyon: Œuvres Pontificales Missionnaires de Lyon and Fondation Saint-Irénée.

■ In Haiti, the Foundations support the village of Nazareth in Leogane, a center for orphans and children in distress from birth to age six. It was founded in 2012, in the aftermath of the earthquake, thanks to the support of the Christophe et Rodolphe Mérieux Foundation. Currently 60 children live at the center. In 2016, the Foundations enabled the introduction of income-generating activities in particular by providing sheds to raise chickens and pigs. In addition, a new home was built and work got under way to repair the damage caused by Hurricane Matthew.



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.

Policy and objective

For more than 50 years, the men and women of bioMérieux have focused their expertise and dedication on serving public health all over the world. bioMérieux, owned by its founding family, has always preserved its independence and nurtured its humanistic vision, allowing it to fully embrace its corporate social responsibilities (CSR). In a world of constant change, economic performance goes hand in hand with CSR performance.

bioMérieux endeavors to create a stable working environment where each employee is able to thrive. Our employees are vital to the Company's success.

CAREER TRAINING TO DEVELOP EMPLOYEE SKILLS

One of the chief roles of Mérieux University is to develop training programs and implement them to ensure that the skills of employees of the companies within Institut Mérieux keep pace with the changing needs of customers.

📌 **Outcomes and perspectives:** In 2016, two new “career path” courses were added to the 2017 professional training catalogue: Sales Essentials is designed to improve commercial performance, while training to support the transformation of the Supply Chain aims to increase customer satisfaction.

Several modules have also been developed to complement existing “career path” courses, in particular a module devoted to improving the knowledge of financial mechanisms and indicators and internal audit.

2016 actions and outcomes

Supporting our employees' success

Mérieux Université was launched in 2014 to support the professional development of the employees of the companies that are part of Institut Mérieux. It also ensures the transmission of a strong entrepreneurial culture and helps build bridges within the Group. The university is organized around four regional hubs based in France, China, the United States and Brazil, to support employees in a rapidly-evolving professional environment, encourage innovation, foster talent development and bolster employee engagement. In a sector marked by ongoing change, a dynamic training policy represents a strategic investment and a priority for bioMérieux.

ENHANCING THE COMPANY CULTURE

The New Leader Induction program, created in 2015. Training is intended to facilitate the integration of newly recruited managers by providing an opportunity to discover the history, values and strategy of each of the companies that belong to Institut Mérieux while at the same time instilling a shared management culture to help them make a successful transition.

The Mérieux Managers Essentials program was renewed.

➡ Outcomes:

- 70 managers of 18 nationalities have already attended the New Leader Induction Program.
- The Mérieux Managers Essentials program represented 16,000 hours of manager training in 2016, an average of 10 hours of training per manager.

OFFERING TRAINING PROGRAMS THAT PROMOTE OUR STRATEGY

■ GMs & Cluster Heads program: In May 2016, the program for subsidiary and cluster directors was held for the first time

■ Syner'J program: Within the Institut Mérieux Group, 24 buyers participated in this program launched in 2016, which focuses on pooling a portion of purchases.

■ Fit for the Future program: Identifying exceptional employees has been the focus of several initiatives in recent years. Fit for the Future is one of our most emblematic.

➡ Outcomes and perspectives:

- GMs & Cluster Heads program: This training seminar allowed to share the Company's strategy, address the challenges of this function, build a community of common practices and gather participants' insights and feedback about selected cross-functional initiatives. It will be organized once a year.
- Syner'J program: The program led to the creation of a community of common practices and the development of an action plan for 2017. Responsible purchasing was one of the topics it addressed. Identifying exceptional employees has been the focus of several initiatives in recent years.
- Fit for the Future program: In 2016, 22 people took part in this intensive week during which they worked on topics of pressing interest for the company and attended presentations by renowned outside speakers. After six months of work, the participants submitted completed projects; some included recommendations that can be implemented within bioMérieux.

RESPONDING TO THE SPECIFIC NEEDS OF OUR TEAMS

Mérieux Université also serves bioMérieux teams by designing customized training in order to strengthen collective efficiency and collaboration through a transfunctional approach.

➡ Outcomes: Some of the topics addressed in 2016 included providing support to a new team manager, facilitating the division of work between two teams, clarifying roles and responsibilities, and helping reposition a team's project within the Company's value chain.

Promoting professional development

INTERNAL MOBILITY

bioMérieux firmly believes in the potential of its human capital and promotes internal mobility. Key for successful future development, internal mobility is encouraged to adapt to a changing work environment in the short term and to address the Company's development needs from a more long-term perspective.

➡ Outcomes: Nearly 50% of permanent-contract positions are filled through internal mobility.

THE IMPORTANCE OF SOCIAL DIALOGUE

bioMérieux has always been very attached to the quality of social dialogue. On numerous topics, Company management works in concert with union representatives. Employee representatives also contribute to social dialogue. This collaborative approach is an important tradition, one that bioMérieux values greatly, and it provides genuine support in terms of labor policy.

➡ Outcomes:

- The Central Works Council met 11 times in 2016, which far exceeds regulatory requirements.
- The European Council, gathering personnel representatives from France, Italy, Spain and Germany, met 2 times.
- Over the last five years, 70 agreements have been signed in France with social partners, and 80% of these were unanimous agreements.
- In 2016, the mandatory annual negotiation agreement and the renegotiated employee profit-sharing agreement were signed unanimously by both labor unions present in the Company.

GENDER EQUALITY

The first triennial agreement concerning gender equality in the workplace was signed in 2003. It is renewed every three years, providing an opportunity for the social partners to move forward on this issue. Measures to correct pay gaps, improve gender balance within the organizations and increase the percentage of women in management positions are also taken. Professional equality is essentially evaluated on the basis of 3 indicators: diversity, compensation and promotion. For the social partners, the information provided by this data allows corrective actions to be taken.

➡ Outcomes: At bioMérieux, the Women Ready for Leadership Diversity (WoRLD) internal network works to promote greater gender diversity within management positions. In 2016, its members organized or participated in some 10 events to raise awareness and provide information on the topic of gender diversity.

In February 2016, the WoRLD network provided the momentum for the first JUMP Forum in Lyon, a day-long European event devoted to the issue of professional equality and promoting women's careers. The forum in Lyon was attended by 200 participants; 15% were men from bioMérieux and other companies.

WORK-LIFE BALANCE

Quality of life in the workplace is a major focus of bioMérieux's human resources policy. In 2015, a Work-Life Balance program was introduced in France to improve the balance between employees' professional and personal lives.

➡ Outcomes: The program continued in 2016 and was expanded to cover additional countries in the EMEA region. The implementation of a teleworking policy met with remarkable success. In France, for example, 10% of employees with a permanent contract worked from home in 2016. Of these, 90% were executives and 62% were women.

DISABILITY INITIATIVES

Since 2008, the Company has carried out initiatives within the framework of the Company agreement concerning employees with disabilities. The "Disability" policy finances actions to hire, integrate and train people with disabilities, to raise awareness and train employees involved in integrating disabled workers, and support job retention by adapting workstations (around 65% of the budget).

➡ Outcomes:

- In France, €257,000 were allocated to the "Disability" policy in 2016.
- A recruitment day devoted to people with disabilities at the Craponne (France) site.
- Collaboration with sheltered-employment companies across all French sites.
- 3 "Handibio" days at the sites of Craponne, Verniolle, Ker Lann, Combours and Ivry (France) to raise awareness about working with a disability.
- Targeted training for Disability correspondents (one at each site) and some managers.
- Financing means of disability compensation and investments in production tools to support the job retention of employees with disabilities and other employees as part of a preventive approach (automation of certain workstations, automated lifting tables, etc.).

EMPHASIS ON HEALTH AND SAFETY

In 2016, we outlined "Vision 2020", the policy underpinning our commitment to reach ambitious objectives to protect the environment as well as safety and health in the workplace, at all sites where the Company operates (cf. chapter 6 for more information).

bioMérieux teams are targeting a 30% reduction in the rate of occupational accidents by 2020. The 2015 rate of 2.1 should be reduced to 1.6, which is especially low for the industrial sector internationally

➡ Outcomes and perspectives:

- The Health, Safety and Environmental policy, initially developed for production facilities, has gradually been expanded to include commercial subsidiaries as well.
- All Group employees benefit from health insurance coverage (public, private, or both).
- The Company covers the cost of a seasonal influenza vaccination for its employees on most sites.
- Our US subsidiary launched a road safety training program in 2016 for all employees who use their vehicle for professional purposes.
- In February 2016, the first medical center opened at the St. Louis, Missouri, site in the United States. For 1,100 site employees and their families, the Live Well Center provides medical check-ups, early cancer screening and medical or nutritional advice given by professionals. The confidentiality of medical data is strictly observed and the Company does not have access to personal data.
- On the American sites, the 5K Road Race and Walk aims to raise awareness about sepsis.
- The Vitality program encourages bioMérieux employees in the United States to pay attention to their health and wellness
- The Company organised a series of lectures on several sites in France, addressing the topic "Stress, anxiety, depression, burn-out... what exactly are we talking about?". These lectures, led by a specialised teacher-trainer doctor, are part of a reflection on prevention and the improvement of the quality of life of employees.

PROMOTING THE INSERTION OF YOUNG PEOPLE

■ With schools and academic institutions

As a corporate citizen, bioMérieux is committed to supporting the integration of young people into the job market. The Company relies on its links with local communities to form close ties with schools and universities. In the area around Lyon and Grenoble, France, bioMérieux is a partner to several universities as well as *les grandes écoles* (top-ranking institutions of French higher education), strengthening cooperation with the world of university research and gaining access to a pool of talented individuals for recruitment purposes.

➔ Outcomes:

- EMLYON Business School: In 2015, the Company established a five-year partnership with this school. bioMérieux was one of the first companies to join the Global Business Network, which brings together major international businesses that are partners to the business school. It has become the partner with expertise in the life sciences within the scope of the I.D.E.A. program, a novel learning approach adopted by EMLYON.
- *Fondation Université Grenoble Alpes*: bioMérieux is also a founding member of the Fondation Université Grenoble Alpes, created in September 2014. The aim of this foundation is to support top-notch research projects and promote equal opportunity. In 2016, bioMérieux provided funding for five grants, giving excellent students specializing in BioHealth Computing the opportunity to pursue their studies in an international environment.
- INSA Lyon Foundation: bioMérieux and the INSA (National Institute of Applied Sciences) Lyon Foundation have been partners since 2010. Thanks to their partnership, a team of students from INSA Lyon took part in the international Genetically Engineered Machine (iGEM) Competition in Boston in October 2016. The team presented their project for the rapid diagnosis of sexually transmitted infections and walked away with the Best Diagnostics Project award.

The Company also took on nine interns from INSA in 2015 and 2016, delivered career-related lectures at the engineering school, and participated in INSA's business forum.
- Graduate School of Biology Biochemistry-Biotechnology (ESTBB): bioMérieux has established longstanding partnerships with ESTBB, one of the schools of the science faculty of the Catholic University of Lyon. Nearly 130 bioMérieux employees are ESTBB graduates, and every year the Company hires interns and work-study candidates from among its student body. Since 2008, a representative of bioMérieux has been a member of ESTBB's Excellence Council, a forum for discussion and exchange with the education team to gather input from professionals.

■ With associative actors

Through partnerships with French associations such as Sport dans la Ville or the Institut Télémaque, the Company implements a policy to support young people in difficulty and offer equal opportunities.

➔ Outcomes:

- *Sport dans la Ville*: bioMérieux and Sport dans la Ville are partners since 2007. Through sport, this association aims to promote the social and professional inclusion of young people coming from underprivileged neighbourhoods.

bioMérieux's commitment takes the form of mentoring and integrating of young people from the association in different departments of the Company.
- The "Apprenti'Bus": in 2016, the partnership with Sport dans la Ville was strengthened by bioMérieux's participation in the Apprenti'Bus program, whose purpose is to fight against inequality through actions supporting educational assistance and the professional integration of young people in disadvantaged areas. Workshops on reading, writing, communication and digital tools are offered to around a hundred children aged from 7 to 11. These are organised in a bus that travels through the 13 neighbourhoods in the Lyon area where Sport dans la Ville is active.
- *Institut Télémaque*: bioMérieux initiated a partnership with Institut Télémaque in 2015. The Institut's mission is to help deserving and eager-to-study young people rise in society. For the 2015-2016 school year, the Company financed the support of 16 young people selected by *Institut Télémaque*.

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.

Policy and objective

bioMérieux is committed to reducing the environmental impact of its activities through the responsible management of resources and energy. In 2016, we outlined “Vision 2020”, the policy underpinning our commitment to reach ambitious objectives to protect the environment as well as safety and health in the workplace, at all sites where the Company operates.

2016 actions and outcomes

« VISION 2020”: A health, safety and environment policy for everyone, everywhere

“Vision 2020”, the global vision of Health, Safety and Environment (HSE) is built on four pillars:

- the product life cycle,
- supply and distribution,
- ensuring that tools are available to all employees,
- the participation of Company sites and employee engagement.

This global vision has strengthened our HSE policy. This policy concerns all employees, regardless of their job and the country where they work – whether they are in an office, on the production line, in logistics, in a laboratory, or in the field.

➔ **Outcomes:** An HSE Steering Committee was created in April 2016 to implement “Vision 2020” and to monitor how it is put into practice. Headed by the CEO of bioMérieux, the committee comprises 10 members, including R&D representatives. Its role is to manage the roll-out of the Health, Safety and Environment vision, policy and strategy.

The product life cycle

The approach bioMérieux adopts is designed to reduce the environmental impact of our products. The principle of eco-design integrates the different phases of a product’s life cycle: manufacturing, delivery, utilization and end of life, in compliance with applicable regulations as well as the Company’s objectives.

➔ Outcomes and perspectives:

- Beginning in 2018, the environmental impact of the life cycle of new products will be evaluated and by 2020, a product’s environmental performance will be established when it is launched.
- Integrating HSE challenges into product specifications concerns first and foremost hazardous materials and product packaging.
- Through the work accomplished on eco-design, the Company has adopted a far-reaching program for the remote maintenance of its instruments. It will allow technicians to intervene remotely for certain repairs, maintenance and system updates, the program will make it possible to limit travel.
- In 2016, the policy governing the management of biological and chemical substances was communicated to all bioMérieux teams affected by decisions about raw materials. The policy provides information and raises awareness of concerns related to these substances, as well as good practices to apply.

Site participation and employee engagement

The 18 bioindustrial sites of bioMérieux seek to obtain two types of certification:

- ISO 14001 for the environment,
- OHSAS 18001 for health and safety in the workplace.

All new buildings integrate low-consumption objectives and respect environmental quality standards.

➡ Outcomes and perspectives:

- 9 bioindustrial sites and subsidiaries ISO 14001 certified by the end of 2016,
- 6 bioindustrial sites OHSAS 18001 certified by the end of 2016,
- A Health, Safety and Environment manager is in charge of HSE at each of the sites. These managers participate in the “Vision 2020” roll-out, attend HSE regional committee meetings to share good practices, provide feedback about concerns, and contribute to the development of bioMérieux standards. Efforts are focused on expanding the HSE policy to all entities worldwide.
- In 2016, bioMérieux finalized the global roll-out of a dedicated IT tool for HSE. It encompasses professional risk assessment, improvement plan management, incident resolution, and environmental and safety reporting.

Supply and distribution

bioMérieux collaborates with its network of suppliers and its logistics partners to improve the Company’s Health, Safety and Environment performance.

➡ Outcomes and perspectives:

- Our HSE standards will gradually apply to our partners in order to support the implementation of a formalized HSE policy among our logistics service providers and our suppliers.
- We continue to pursue initiatives in place since 2013 to optimize our carbon footprint.
- In 2016, we began taking new emissions categories into account: these include direct and indirect emissions as defined by the Greenhouse Gas Protocol, to which we have added emissions related to business travel, the home-to-work commute, and the transportation of goods between bioMérieux sites and our customers’ sites.
- 8% reduction in water consumption in relation to 2016 sales (compared with 5% in 2015).
- 7% decrease in total energy consumption in relation to global sales between 2014 and 2016 (compared with 6% between 2013 and 2015).



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.

Policy and objective

Like all international industrial firms, bioMérieux is exposed to risks. In order to protect the Company and ensure employees have access to the necessary tools to anticipate and manage such risks, bioMérieux has put in place internal rules and procedures.

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.

The Program is intended to allow all bioMérieux employees to contribute to the Company's growth, in compliance with business ethics, a culture of integrity throughout the Company and all applicable regulations. It is designed to prevent unethical conduct. For this reason, staff training in the rules of business ethics is a central part of the Program, which contributes to the prevention of risks. It draws on the Global Code of Conduct, in line with annually set priorities.

In 2016, the Program's main priorities were to:

- enhance measures to prevent corruption;
- secure the distribution network;
- prevent conflicts of interest with healthcare professionals;
- understand and effectively apply export regulations;
- protect patient data.

2016 actions and outcomes

Training programs adapted to risk exposure

In 2016, the Ethics and Compliance Department continued its training program to raise awareness among all employees of bioMérieux about international rules and in-house procedures. These training programs allow them to perform their jobs in compliance with applicable laws and regulations, and in line with the Company's values and culture, wherever they may be.

The mandatory annual training program is composed of a core curriculum for all employees as well as modules specific to their function and risk exposure.

Outcomes and perspectives:

- Within the first few months of joining the Company, all bioMérieux employees receive training about the Global Code of Conduct, the Anti-Corruption manual and the policy concerning conflicts of interest.
- Each year, employees must validate a certificate of compliance with the rules of conduct and take a course to improve their awareness of corruption.
- The specific modules are tailored to bioMérieux's sector of activity: for example, ethics and compliance training highlights relations with healthcare professionals; and training on the management of personal data addresses the confidentiality of patient data in particular.
- 2 new courses on the AdvaMed ("Advanced Medical Technology Association") and MedTech Europe (European association of medical equipment suppliers) codes of conduct were also distributed to approximately 2,300 employees concerned.
- A face-to-face training program was introduced in 2015 for distributors, focusing especially on issues related to corruption.

An updated and improved Global Code of Conduct

A new edition of the bioMérieux Global Code of Conduct, a reference tool within the Company, was published in 2016. It is available online, in particular on bioMérieux's website: www.biomerieux.com

→ Outcomes:

- In 2016, more than 8,500 employees across all subsidiaries received an online training course on the new bioMérieux Global Code of Conduct.
- Relations with healthcare professionals, bioethics and money laundering are some of the new items that have been introduced.
- Employees can refer to a list of questions & answers, illustrated with real-life examples, to help them find responses to their concerns.
- The Global Code of Conduct is available in seven languages and may be translated locally into additional languages.

Fighting corruption

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

The Corruption Prevention Program is designed to promote ethical conduct in business dealings, familiarise employees with the Company's rules and anti-corruption law, give employees a forum in which to ask questions.

More information:

<http://www.biomerieux.com/en/corruption-prevention-manual>

→ Outcomes:

- The Manual sets out the Company's expectations in its relations with partners. It can be accessed on the Company's corporate website and intranet
- In addition, the Company has produced a document on "Business Principles for Third Parties" and a "Third Party Approval Form" to raise its partners' awareness of the importance of complying with the Company's ethical conduct rules when doing business.

Protection of personal data and patient data

PRINCIPLES RELATING TO THE PROTECTION OF PERSONAL DATA

The protection of personal data and respect for privacy are fundamental rights derived from the Universal Declaration of Human Rights of 1948. bioMérieux is committed to protecting the privacy of personal data of its employees and partners. Many countries have tightened regulations restricting the use and disclosure of personal data. These laws require companies to take steps to ensure the confidentiality, integrity and availability of this kind of data.

bioMérieux must also anticipate new regulations that will apply in the future. This is particularly the case in Europe, with the new General Regulation on Data Protection, which will take effect in May 2018.

→ Outcomes and perspectives:

Every employee accessing personal data will be trained and will adhere to the principles of this Regulation, and will only collect, use or disclose such information in compliance with bioMérieux's internal rules and national laws.

PRINCIPLES RELATING TO THE PROTECTION OF PATIENT DATA

Through its involvement in the public health industry, bioMérieux has access to personal data, better known as patient data. bioMérieux is committed to respecting the protection, use and disclosure of healthcare data in accordance with applicable regulations in order to preserve the privacy of patients.

→ Outcomes and perspectives: Every employee with access to patient data is trained in the internal procedure for the protection of such data.

Ethics hotline is 100% operational

Employees with questions related to ethics concerns may contact their regional Compliance Officer in the Europe - Middle East - Africa, Asia Pacific, and the Americas regions. Depending on their country and applicable local laws, they can also send a request via a website or contact a dedicated hotline.

→ Outcomes: Initially introduced in France in 2014, today the hotline is available in 42 of the countries where bioMérieux operates. It includes a secure and confidential alert system created to help all employees in the fight against corruption, fraud and any serious violation committed in the workplace.