



Prodie Santé  
20 YEARS

# COMMUNICATION ON PROGRESS 2021

## PRODIE SANTÉ

UNITED NATIONS GLOBAL COMPACT

**WE SUPPORT**



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# 1. STATEMENT

We are proud to be part of this global initiative which aims to improve our world, conscious that a sustainable business approach participates in building a better future and promotes a fairer world economy.

We have been acting for more than 20 years to provide easier health access worldwide while fighting for the respect of the medical workforce's fundamental rights. Access to medical care and health are universal rights.

Our teams have been trained in order to increase the awareness around the Sustainable Development Goals and are committed to supporting and promoting these principles. In this first annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Since the start of Prodie Sante 22 years ago, I have always been looking to find ways to drive a positive change in the world. In 2050, there will be a shortage of more than 11 million health practitioners in the world. As CEO of Prodie Santé, my vision is to provide a timely response to the international problem of Physicians shortage and ensure healthcare is made available closer to people. I admire values such as nobility of behavior and unwavering determination. I consider them pillars to any professional decisions I take.

We are looking forward to continuing our commitment to the Principles of the Global Compact and the Sustainable Development Goals in the coming year by working with our employees to pursue a sustainable, global and transdisciplinary strategy. We will put our full energy and commitment into this effort because giving back a part of what we receive is a personal philosophy and what this company strives for.



**Gilles CAMPEDEL**  
CEO - Prodie Santé



## 2. HUMAN RIGHTS

### 2.1 PRINCIPLES AND POLICY

a) Businesses should support and respect the protection of internationally proclaimed human rights; and

b) Make sure that they are not complicit in human rights abuses.

- We are committed to respecting and safeguarding human rights within our company and in our work with clients. We condemn human rights violations and refuse to be complicit in human rights abuses of any kind by knowingly providing assistance or support for any actions that perpetuate abuse.

- We will not do business with companies or government bodies accused of human rights violations unless our projects serve to improve

the conditions of those affected.

- Prodie Santé represents the professional and personal interests of Physicians in exile everywhere in the world. Our action is humanistic and pro bono since we offer the skills of these practitioners to countries facing a shortage of Physicians.

- We are proud of our different past, present and future partnerships with NGOs. Prodie Santé offers its practitioners free of charge for one-off or regular medical assignments to allow medical assistance to adults and children affected by conflicts, epidemics, disasters or healthcare exclusion.

### 2.2 DESCRIPTION OF ACTIONS

We actively communicate our commitment to the third SDG around good health and well-being by highlighting the need for a fairer and healthier world. For the last World Health Day, we have published an article underlining our engagement

(<https://www.prodiesante.com/en/blog/2021/03/everything-must-change>).

We have been working since 2019 with La chaîne de l'espoir. This NGO aims to strengthen health systems to give everyone, especially children, the same chances of survival and development. They work in 30 countries worldwide, focusing on children but also on mothers and disadvantaged communities to fight injustice, distress, misery, and illness.

One of their most successful projects is The French hospital of Kabul (FMIC). The hospital was inaugurated in 2006 and provides 160 beds, including 61 in paediatrics, 16 in intensive care, 52 beds in the gynecology-obstetrics unit, 14 beds in neonatal intensive care, as well as 6 operating theatres, a medical imaging unit, a laboratory and a pharmacy. More than 500 people work there.



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(OB-GYN) to the maternity ward of the French medical institute of Kabul. Our doctors had their last mission with this NGO during this pandemic. Unfortunately, the current situation in Afghanistan is a terrible threat to the FMIC and its courageous medical staff. Still, we hope to continue building partnerships with La chaîne de l'espoir and other NGO in Kabul and elsewhere.

Upcoming initiative:

We are going to have a new website that will enhance our philanthropic activities with articles about the work of our partners and storytelling around doctors that provide medical assistance to people affected by conflicts, epidemics, disasters, or exclusion from healthcare.

We are going to follow actively the situation with the FMIC in Kabul and find ways to support La chaîne de l'espoir in the challenging times that are ahead of us.

## 2.3 MEASUREMENT OF OUTCOMES

The positive impact of our pro bono projects are multiple:

For every doctor sent on a humanitarian mission, access to health is facilitated and sometimes lives are saved. We are also able to communicate around these structures that provide help and support to vulnerable populations. Finally we promote an ethical approach to medicine and shortage of physicians to our partners and our staff.

For us, it is a qualitative yet very concrete way of measuring the impact of this type of program.

Here are some of the articles published on our current website that promotes our partnership with La chaîne de l'espoir:

» <https://www.prodiesante.com/en/blog/2021/04/open-heart-the-french-hospital-of-kabul>

» <https://www.prodiesante.com/en/blog/2021/04/portrait-safia-djellali-specialist-in-gynaecology-and-obstetrics-safias-vocation>

» <https://www.prodiesante.com/en/blog/2021/04/portrait-amelie-grouin-specialist-in-gynaecology-and-obstetrics-the-encounter>



## 3. LABOR

### 3.1 PRINCIPLES AND POLICY

- a) Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- b) The elimination of all forms of forced and compulsory labour;
- c) The effective abolition of child labour; and
- d) The elimination of discrimination in respect of employment and occupation.

Prodie Santé is committed to respecting and

promoting the elimination of discrimination in every aspect of human resources, ranging from hiring to remuneration, equal employment opportunities to promotion decisions.

We do not practice any form of discrimination based on age, gender, religion, origin.

Labor rights are relevant to us – not only in our relations with our employees, but also in terms of our business relationships.



Prodie Santé is committed to respecting and promoting the elimination of discrimination in every aspect of human resources, ranging from hiring to remuneration, equal employment opportunities to promotion decisions.

## 3.2 DESCRIPTION OF ACTIONS



a) In our HR process, we commit to promoting equal opportunities and diversity: There is a zero-discrimination policy at the company. The qualification and the commitment of each employee is the only thing that matters.



b) We offer our employees a quality work environment.

## 3.3 MEASUREMENT OF OUTCOMES

a) There is a rich diversity of profiles in the company. Our selection is exclusively focused on the candidate's personality irrespective of gender, age, origin, sexual orientation. Competencies are as equally important as soft skills. Agility, creativity and problem-solving are keys in our recruitment process.

No recruitment from elitist universities/business schools is conducted, as we believe all learning grounds should be valued.

b) We are committed to facilitating a healthy, transparent and non-hierarchical environment. Communicating with the management is easy and possible at any time. We regularly engage with our employees to identify their needs and concerns and to ensure employee satisfaction. Based on employee feedback, we are committed to implementing measures to ensure continued employee satisfaction.

We also take care of our employees and their families health through a full coverage health insurance.

Since 2021 employees can benefit from a sports class with a qualified trainer that comes to the office twice a week.

Employees can also enjoy our chef's recipes for lunch four times a week.





## 4. ENVIRONMENT

### 4.1 PRINCIPLES AND POLICY

- a) Businesses should support a precautionary approach to environmental challenges,
- b) Undertake initiatives to promote greater environmental responsibility; and
- c) Encourage the development and diffusion of environmentally friendly technologies.



We are committed to ensuring a sustainable and healthy working environment and have taken steps that aim to make the most efficient use of the resources that are used on a daily basis.

Structure:

- » Environmental footprint assessment,
- » Policies on environmental issues, including prevention of climate change,
- » Specific objectives in the field of the environment for the following year



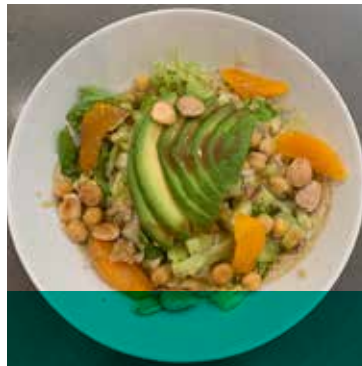


## 4.2 DESCRIPTION OF ACTIONS

To reduce Carbon Footprint, Prodie Santé has implemented the following actions:



Shuttle bus and carpooling



Two vegetarian days a week



No usage of personal phones in the office, which limits energy consumption



Reduction of emails to be sent when not necessary, to limit data storage. Phone calls and internal chat systems are leveraged instead



Food supply from local suppliers. Quantities purchased and consumed are optimized to prevent food waste



Reduced business travels, especially by air. Preference towards remote work and the usage of online meeting platforms to develop our international activities

### On Resource Management :



Energy-saving measures have been implemented: lights are systematically switched off during the day and when the office is closed. In summer, casual clothing is accepted in the office to minimize air conditioning usage. Preference is made towards natural ventilation by opening the windows. In winter, employees are invited to wear warmer clothes to prevent intense heating usage



Use of paperless taking notes tablets



Water leaking issues have been fixed in all bathrooms



Use of organic vinegar-based cleaning products in the Montreal office

## On Waste Management:



Systematic Recycling for all waste in the Montreal office. In Madrid, filter coffee is preferred, alternatively all coffee capsules are recycled. Batteries are also recycled



Employees carry their own reusable bottles to avoid buying single-use plastic water bottles



Paper sheets are re-used

We try to influence our clients and candidates' network to be protective of the environment: through our communication strategy.

### Upcoming initiatives:

The company and its staff commit to protect the environment, prevent potential pollution and keep on minimizing our impact on and will promote these actions in 2022:



Use of organic vinegar-based cleaning products in the Madrid office



Systematic Recycling for all waste in the Madrid office



Soon, all of our teams worldwide will be composting (our Canadian office currently leads this initiative)



Finally, the new software for our customer relationship management (CRM) will allow us to save paper drastically

## 4.3 MEASUREMENT OF OUTCOMES

Waste management accountability. Ex: Number of coffee capsules recycle this year: 3250

Prodie Santé addresses the topic of environmental responsibility in its communication strategy. Ex:

<https://www.prodiesante.com/en/blog/2021/06/world-environment-day-our-eco-friendly-practices>

We integrate our environmental agenda and discuss new ideas and initiatives with the employees. It is in our ordre du jour when we have staff meetings.

# 5. ANTI-CORRUPTION




## 5.1 PRINCIPLE AND POLICY

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

Prodie Santé is committed to fighting corruption and will not tolerate any form of corruption, including extortion or bribery. We support and endorse international legislation like the United Nations Anti-Corruption Convention.

## 5.2 DESCRIPTION OF ACTIONS

Prodie Santé has a commitment to ethics and integrity that enables us to conduct our corporate activity in a fairly and transparently way:

 <p>Bribery is totally forbidden in our company</p>	 <p>We work with partners who are firmly involved in anti-corruption</p>	 <p>Engagement in anti-trust: we believe that the market should be free. Prodie Santé is resolutely firmly committed to a functioning free-market economy and welcomes vigorous competition</p>
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## 5.3 MEASUREMENT OF OUTCOMES

Prodie Santé has never been the subject of investigations, legal cases, rulings, fines, or any other incidents related to corruption or bribery.

The tracking of payments is available through our accounting team and most of our clients are public hospitals that have a paymaster. Transparency is valued and enforced.

Objectives 2022: an Anti-bribery and corruption policy that applies to all employees will have to be read and signed by the end of 2022. Going forward, this policy will be shared with any new employee as part of the onboarding process.







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[WWW.PRODIESANTE.COM](http://WWW.PRODIESANTE.COM)