



# COMMUNICATION ON PROGRESS

2022



Prodie Santé  
20 YEARS

UNITED NATIONS GLOBAL COMPACT

**WE SUPPORT**



**1. STATEMENT**

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**2. HUMAN RIGHTS**

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- 2.1 PRINCIPLES AND POLICY
- 2.2 DESCRIPTION OF ACTIONS
- 2.3 MEASUREMENT OF OUTCOMES

**3. LABOR**

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- 3.1 PRINCIPLES AND POLICY
- 3.2 DESCRIPTION OF ACTIONS
- 3.3 MEASUREMENT OF OUTCOMES

**4. EDUCATION**

---

- 4.1 PRINCIPLES AND POLICY
- 4.2 DESCRIPTION OF ACTIONS
- 4.3 MEASUREMENT OF OUTCOMES

**5. ENVIRONMENT**

---

- 5.1 PRINCIPLE AND POLICY
- 5.2 DESCRIPTION OF ACTIONS
- 5.3 MEASUREMENT OF OUTCOMES

**6. ANTI-CORRUPTION**

---

- 6.1 PRINCIPLE AND POLICY
- 6.2 DESCRIPTION OF ACTIONS
- 6.3 MEASUREMENT OF OUTCOMES

## 1. STATEMENT

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In order to provide a timely response to the international problem of Physicians shortage and ensure healthcare is made available closer to people, at the very beginning of 2022 we created our own NGO “Prodie Philanthropy”.

For more than 20 years, we have managed the intervention of thousands of caregivers and its deployment around the world adjusting to the needs of every country.

We have created an international medical community of 300,000 health professionals present on all continents, with great human quality equivalent to their clinical competence.

We consider health as a universal good. In 2022 we decided to consolidate all of our solidarity actions under the same umbrella program and we gave birth to the ***Prodie Philanthropy*** project. This is Prodie Santé’s assistance plan. This program aims to fulfil the basic needs of human beings:

- Generalize access to healthcare for everyone, everywhere
- Promote access to drinking water
- Enable access to basic food
- Promote decent housing
- Improve access to basic education

We are proud to introduce this great project through a 90 seconds video whose universal message is embodied by the international French actor Jean Reno:

<https://prodiephilanthropy.org/en/>

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

## 2. HUMAN RIGHTS

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### 2.1 PRINCIPLES AND POLICY

- a) Access to healthcare is a fundamental human right;
- b) Businesses should support and respect the protection of internationally proclaimed human rights; and
- c) 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.

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

Because we consider access to healthcare as a universal right, we founded the alliance of exiled doctors in the world (Cuban doctors and other nationalities). We fight for their human rights in order for them to be treated with fairness, equality, dignity and respect. We are working towards enabling doctors in exile to find a job in a healthcare structure so that they can work on their own and earn their lives with dignity and a sense of independence.

Our action is humanistic and pro bono since we offer the skills of these practitioners to countries facing a shortage of Physicians. We are apolitical, and we firmly stand against religious, social or racial discrimination.

Video introduction : <https://www.youtube.com/watch?v=3tE41Qy5Vf8>

Physicians' testimonials :

<https://www.youtube.com/watch?v=1GGq3zKRY3k>

<https://www.youtube.com/watch?v=NBdGsiluaPQ>

**International help during COVID crisis**

We have developed a capacity for immediate large-scale mobilization of healthcare personnel. We designed this support plan for local medical institutions worldwide, during the COVID-19 pandemic.

**Aid program**

We have built a cross-medical aid program. Our doctors are trained to work in difficult areas during epidemics, natural disasters, and conflict situations.

**NGO support**

We build partnerships with different medical humanitarian organizations like Médecins Sans Frontières, la Chaîne de l'Espoir and Santé Sud to provide medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare.

**Visiting Doctors**

Our five stars program is an international network of world-renowned physicians and surgeons in all specialities to answer the growing demand from healthcare institutions.

## 2.3 MEASUREMENT OF OUTCOMES

Many countries or governments are unaware of the situation of doctors in exile and/or turn a blind eye on the situation of medical slavery that some doctors have to face.

Talking about the situation is the first step to trying to change things. We are bringing awareness to the situation and we proudly managed to place some exiled doctors for a permanent position in some hospitals and clinics.

Thanks to Visiting Doctors, international healthcare institutions have been able to develop new medical practices, treat more patients in various languages, optimize their consultations and surgeries scheduling.

The benefits of the Aid program and the Support plan during the COVID-19 pandemic has allowed medical institutions worldwide to guarantee continuity of care and save additional patients' lives.

A lot more has yet to be done.

### 3. LABOR

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#### 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.

#### 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.
- c) Enable our staff to work from home

#### 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) It is hard to measure happiness at work effectively, but 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 their 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 five times a week.

We make sure that all the office furniture (computers, chairs, tables etc) is adapted and comfortable for everyone.

## **4. EDUCATION**

### **4.1. PRINCIPLES AND POLICY**

In 2022, we created Prodie Santé Philanthropy to fulfil the basic needs of human beings:

- Generalize access to healthcare for everyone, everywhere
- Promote access to drinking water
- Enable access to basic food
- Promote decent housing
- Improve access to basic education

Given the size of this mission, we have more predominantly focused on developing concrete initiatives towards Access to Education.

Access to Education is a fundamental right that millions of kids in the world are deprived of because of political, environmental and personal reasons.

### **4.2. DESCRIPTION OF ACTIONS**

Thanks to our local agent in Niger, we have been able to identify 38 kids in needs who could not have access to education. Some are orphans, some are coming from far off villages without a school nearby, some are facing a difficult home situation.

All aged between 6 and 18, Prodie Santé Philanthropy decided to pay the tuition fees, the school uniforms, the school supplies and even the boarding fees for 3 of them.

The 13 following schools are all located in Niamey or its periphery and provide kids with a peaceful environment and good quality education:

- CSP Al-Idayah
- CSP Bassira
- Private School Group Cheikh Anta Diop
- Institut Privé d'Agriculture et de Gestion des exploitations agricoles (IPAGES)
- CPS La Promesse
- CSP La Vision
- CSP Le Modele
- CSP Leadership Academy Liboré
- CSP Maarif
- CSP Mayaki Goudel Niamey

- CSP Ousmani
- CSP Les Pionniers
- CSP Seyyid Ahmet

Prodie Santé Philanthropy signed an agreement with each school and will have a close look at each kid's situation throughout the year. We want to enable these kids to follow their dreams and achieve great things for themselves and the community.

#### 4.3. MEASUREMENT OF OUTCOMES

The joy of each kid and their family coupled with our unwavering desire to give back gives us a great feeling of accomplishment. We will be documenting the kids' journey during the school year and interview each kid so that we make sure they can express themselves and feel valued.

We will soon implement a micro-credit program to help low-income families and especially single mothers to become self-employed or grow a small business.

This is the beginning of a long-term commitment from our side and we are proud of it.

### 5. ENVIRONMENT

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#### 5.1 PRINCIPLES AND POLICY

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

All of Prodie Santé's staff are committed to ensuring a sustainable and healthy working environment that aim to make the most efficient use of resources on a daily basis. As a team, we have taken additional ecological steps in continuity with our actions initiated in 2021.

- Reading of the Sixth Assessment Report, Climate Change 2022: Mitigation of Climate Change, the Working Group III contribution, published in April 2022 by the Intergovernmental Panel on Climate Change (IPCC)
- Environmental footprint assessment, assessing the impact of Prodie Santé's activity in relation to long-term emissions goals
- We keep ourselves informed on the latest policies on environmental issues, and initiatives to limit the impact of climate change, and set specific objectives for the year ahead.



## 5.2 DESCRIPTION OF ACTIONS

Prodie Santé's staff is committed on minimizing environmental impact and potential pollution. We try to influence our clients and candidates' network to be protective of the environment through our communication strategy.

### **To reduce Carbon Footprint, Prodie Santé has been maintaining the following actions in 2022:**

- Shuttle bus and carpooling
- Reduced business travels, especially by air. Preference towards remote work and the usage of online meeting platforms to develop our international activities
- 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
- One vegetarian week a month

### **On Resource Management :**

- Energy-saving measures have been maintained and accelerated: 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
- Use of organic vinegar-based cleaning products

### **On Waste Management:**

- Systematic use of recycling bin for organic, plastic, glass, paper, metals, and other waste products like coffee capsules and batteries
- Employees carry their own reusable bottles to avoid buying single-use plastic water bottles
- Paper sheets are re-used

### **Upcoming initiative:**

- Our new customer relationship management software will allow us save paper drastically

## 5.3 MEASUREMENT OF OUTCOMES

Prodie Santé addresses the topic of environmental responsibility in its internal communication. We integrate our environmental agenda in our staff meetings to discuss new ideas and initiatives with our employees. This translates in higher employee retention and the feeling to positively contribute to an important cause.

We also address the topic of environmental responsibility in our external strategy, and obtain positive feedback on our initiatives from business partners. We are pleased to be a source of inspiration to other companies around us.

## 6. ANTI-CORRUPTION

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### 6.1 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.

An Anti-Bribery document is signed by each employee of Prodie Santé as well as a confidentiality agreement.

### 6.2 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:

- Bribery is totally forbidden in our company
- We work with partners who are firmly involved in anti-corruption
- 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.

### 6.3 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.

For 2023, we are planning on launching our highly innovative “**A doctor a your doorstep program**”, to enable everyone to have access to healthcare everywhere and at all times.