

# Corporate Social Responsibility Policy

## Introduction

**VitalScientific** manufactures and distributes in vitro diagnostic products through direct sales and a distribution network encompassing more than 100 countries.

**VitalScientific** is committed to supporting Clinical Chemistry health systems globally.

## Scope

**VitalScientific** has about 130 employees. The scope of the CSR policy encompasses all entities of **VitalScientific** in the following countries: France, the Netherlands and Australia.

## Policy brief & purpose

Our CSR policy refers to our responsibility towards our environment in the broadest sense. Our company exists only in the framework of its environment, including our employees, other organizations and nature. The social responsibility of our business is to take into account all these elements. **VitalScientific** is committed to fulfilling its responsibility of care by identifying any negative consequences its business activities may have directly or indirectly on this environment in order to prevent or mitigate them.

## Means and goals

The CSR policy is managed at the Group level. All key managers in the scope are involved in the CSR actions and on the annual reporting campaign. Our shareholder, PAI Partners, implemented a dedicated CSR team that supports **VitalScientific** in all CSR actions.

Since 2017, with the support of PAI Partners, the entities of the scope report annually their indicators in the main CSR areas: environment, social, governance and external stakeholders. **VitalScientific** has also established a roadmap with clear objectives to achieve.

The idea beyond these objectives is to include as many managers as possible in the implementation of CSR actions and to share throughout the Group our desire to develop a strong foundation for the future actions. Each employee will be at some point involved or impacted by the **VitalScientific** CSR actions.

## Human Capital: protect and include

**VitalScientific** recognizes the importance of good corporate social responsibility and we strive to demonstrate the highest standards of ethics. Diversity and inclusion are a key part of an employee's experience. Our aim is to attract, recruit and retain the best talents from varied backgrounds to create a diverse and dynamic workplace.

**VitalScientific** offers solutions that improve lab efficiency for the benefit of all healthcare professionals and patients in need, by reducing the turnaround time and providing high-quality easy-to-read results. Our solutions are fully automated so that the staff has more time to focus on medical decisions rather than doing technical work on the systems. Our diagnostic tests also support lowering the improper use of antibiotics to help ensuring proper treatments are given.

### **Environment: making decisions taking into account our impact**

The commitment to advancing health includes being good stewards of the environment. At **VitalScientific**, entities have initiated local projects to support the environmental effort and move towards a conscientious and sustainable business. Building on these local initiatives, we are implementing group-wide projects to address environmental issues.

### **External stakeholders: donation Policy**

Donation initiatives have always existed throughout the Group. Over the past 10 years, the Group donated a significant amount. Today, we continue to support projects and companies that we believe in. That is why every year, the top management discusses donation initiatives on behalf of the Group.

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