

SYMATESE'S RSE CHARTER



FOR A STRONG ETHICAL
CULTURE,
OF TRUST,
TRANSPARENCY,
OF SHARING
AND COHESION.



A WORD FROM OUR GENERAL MANAGER JEAN-PAUL GÉRARDIN

At Symatese, we explore and create medical solutions for reconstruction, restoration and rejuvenation. These products, made available to the medical community, are the result of our technology platforms and expertise in the areas of biopolymer extraction and processing, as well as silicone elastomer and polymer processing.

We work in partnership with leaders in the medical and cosmetic industries with whom we share our knowledge to develop the best solutions. We also market our own branded products directly to healthcare professionals through our own sales network.

We provide innovative therapies, which are tested in clinical performance and safety studies, to surgeons, physicians and aesthetic practitioners.

Today, more than 25 million patients a year benefit from our technology platforms through practitioners around the world.

Our shared core values are ethics, responsibility, respect, cohesion, agility, trust and a results-oriented culture. These values are the basis of SYMATESE's mission.

Today SYMATESE wishes to take up a new challenge by integrating CSR solutions and actions in a structured way within its technological and scientific expertise in order to offer all its stakeholders solutions in line with the challenges of today and tomorrow.



OUR CSR CHARTER

We are coming out of two particularly difficult years, marked by a global health crisis (COVID) that has had strong impacts within each company.

In this context, Symatese has shown resilience and has been able to count on the involvement of each of its employees to guarantee the company's sustainability and the confidence of our customers.

This crisis has been revealing to us in the use of new information systems such as telecommuting and remote meetings.

Everyone has taken on board this new way of working in a remarkable way and it is in this context that we wanted to include teleworking in the company agreements.

Many projects are underway at Symatese to support our evolution, adapt to new regulations, and meet the challenges ahead.

In an uncertain international environment, it is essential that the group prepares its future to maintain its growth.

La Maison Symatese has integrated a CSR approach into its corporate project, in keeping with our culture and values.

After carrying out a diagnosis, we defined, via a CSR steering committee, our roadmap for the next 5 years in order to meet **the environmental, social and economic challenges** that await us.

The involvement of each employee in this process is essential to achieve the strategic objectives set for the next five years.

It is in this context that we are pleased to present our CSR charter and our ethical charter.



ENSURING RESPONSIBLE GOVERNANCE

Through our CSR charter and our Ethics charter, we wish to highlight the approach in which Symatese is involved and in a sustainable manner through responsible governance and the establishment of a dedicated steering committee to deploy the CSR approach.

It is in this context that we have created our CSR committee, which we present to you here.



JEAN PAUL GÉRARDIN
General Manager



BLANDINE BUSSAC
Group HRD



BENJAMIN HERBAGE
DGA
Symatese



PATRICK LICHTLE
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Symatese Aesthetic



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Symatese Device



LAURENT BRONES
Marketing Director
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ERIC MARCHAL
Group Chief Financial
Officer



ISABEL COMOY
CSR
Manager



MAUD FERNANDES
HSE
Manager



This internal committee has several objectives:

- To draw up the CSR strategy,
- deploy and update it,
- and manage its implementation by integrating it into our quality management system.
- It also aims to define the extra-financial reporting,
- to train and raise the awareness of employees to this new group commitment.
- And finally, to carry out a technological and regulatory watch according to the medium-term stakes.

Through the publication of these two charters, the Symatese Group explicitly reaffirms its commitment and its desire to guarantee the quality of its products to its customers and stakeholders, the sustainability of its economic model to its investors, and the trust of its business partners and employees in their professional environment.



SYMATESE, beyond its main mission of providing solutions and improving the quality of life of millions of patients, must take into account its social and environmental footprints in order to bring them into synergy with its economic footprint.

This has led us to structure our social responsibility, driven by the management of SYMATESE, and to set up a dedicated CSR steering committee.

To ensure the proper implementation of this ambition, SYMATESE's governance must comply with several major principles, including respect for human rights, labor law and the fight against corruption, which is why an ethics charter has been established.

For SYMATESE, respecting human rights means being vigilant in identifying potential direct or indirect negative impacts of its organization in order to correct them.

SYMATESE also carries out continuous monitoring of its activity so as not to be directly or indirectly involved in a human rights violation committed by another company, government, individual, group or any other entity with which it collaborates.

SYMATESE also respects communities and seeks to respect local cultures through its international presence.



ENSURING ETHICAL BUSINESS CONDUCT

...WITH OUR SUPPLIERS

As an industrial company, it is vital that our purchasing procedure is clearly defined, which is why a responsible purchasing charter will be drawn up to describe the social, environmental and economic commitments that SYMATESE asks suppliers to respect.

This charter commits to considering the social and environmental impacts of the purchase of goods or services, both in the supplier or subcontractor selection phase and in the contracting and execution of the service.

... WITH OUR PARTNERS

Every member of SYMATESE's staff must respect the principles of loyalty and integrity towards all our partners. Given the nature of the services and products we provide, no compromises can be made in the area of security.

Corruption can pose considerable risks to a company's survival and reputation. SYMATESE is therefore committed to respecting its anti-corruption charter in all the countries where it operates.



DEVELOPING A COMMITTED SOCIAL POLICY

... BY GUARANTEEING HEALTH AND WELL-BEING

Safety and well-being are of paramount importance to the company for both our patients and all our employees, which is why we strive for the development of everyone within the organization.

Symatese wishes to guarantee to its collaborators cohesion, communication, sincerity and transparency through quality, honest, loyal and respectful professional relations at all levels of the company.

....BUT ALSO THROUGH A DIALOGUE

Freedom of expression is a fundamental right guaranteed at SYMATESE. Everyone's opinion on the rules of life within the company is sought, in particular via the staff representative institutions when they have been

appointed and the setting up of management breakfasts.

It is with this in mind that SYMATESE relies on dialogue and openness within its companies.



... AND BY DEVELOPING THE SKILLS OF EVERYONE

An employee can develop in his professional activity if we give him the keys to do so. This is why SYMATESE is setting up an individual training plan for all employees, to enable everyone to develop their skills.

Employee development is a real factor in performance and sustainable growth. This is why training needs are expressed each year during individual interviews.

... AND REFUSING ANY KIND OF DISCRIMINATION

SYMATESE is committed to promoting equal opportunities, disability or any other form of non-discrimination in professional treatment at all levels of the company, and to ensuring that it is constantly part of the corporate culture, with respect to each profession and each sector of activity. This principle is applied from the moment of recruitment with an awareness of the teams.

Each year, visits to the various ESATs will be organized to raise awareness of disability among employees. And we are aiming for a male/female equality index of 100/100.



PROTECTING OUR ECOSYSTEM

... BY REDUCING OUR IMPACT ON THE ENVIRONMENT, AT OUR OWN SCALE

Because of our industrial activities, it is important to integrate as soon as possible the environmental stakes and the associated conformities.

That's why we have put in place an environmental policy aimed at reducing our carbon footprint.

To do this, we are in the process of carrying out our carbon assessment, which will allow us to implement an action plan to reduce our energy consumption and greenhouse gases.

Our objective is also to animate this policy around the 4Rs

- Refuse,
- Reduce,
- Reuse,
- Recycle.

An awareness-raising campaign is underway for all employees. This is a global commitment, where each employee integrates eco-actions into his or her daily life.

The development of SYMATESE leads us to expand our production areas at the current sites and to operate a new site in the coming months, where a new production line will be created.

It is important that environmental issues and quality of life in the workplace are taken into account in these expansion projects, both in terms of facilities and equipment. This is why the HR-ESH department will be systematically integrated into the project teams.

Finally, SYMATESE is committed to digital sobriety with an associated action plan, in particular for the management of IT equipment, an electronic signature, etc.



... BY INTEGRATING NEW RESOURCES

The SYMATESE house is committed to optimizing its energy consumption, through energy visits.

These actions allow us to optimize our consumption with, for example, the installation of sub-meters.

This is an opportunity for us to closely monitor the evolution of our consumption with the objective of reducing it by 20% by 2026.

A «waste and recycling» working group was also created in order to work with appropriate channels to recycle our various wastes and scraps.

... AND BY DEVELOPING THE CONCEPT OF ECO-DESIGN

Our ambition is to integrate eco-design into the genesis of all R&D projects. Although our medical devices are subject to very strict regulations, all new projects must integrate this notion.

A life cycle analysis on priority products will be integrated into our procedures to identify at which stage we can act on our environmental footprint.

This is why we are committed to integrating our CSR process into our Quality Management System (QMS).



ACT AS AN ENGAGED EMPLOYER BRAND

... THROUGH A COMMITMENT TO SOCIETY

SYMATESE wishes to commit itself to society, and is convinced that the structuring of such a positive impact project, linked to the activity of its companies, can be an element that unites employees and allows everyone to make a contribution, at their own level, to one of the challenges of the world to come.

SYMATESE has decided to create an endowment fund. We are committed to supporting and developing works or projects of general interest in the health sector by supporting the most vulnerable members of the public, with a view to promoting their personal development, their autonomy and their social (re)integration.

In addition, the fund will support philanthropic projects related to our activities, such as medical research, patient support or humanitarian projects. Awareness-raising events for employees and, more generally, any project of general interest in line with the Sustainable Development Goals (SDGs) may be considered.

SYMATESE wishes to contribute to a society with high human added value by working with populations made vulnerable by illness, but also with more vulnerable people by helping them to reintegrate the professional world. The sponsorship of skills is an example of this and is part of the company's future projects.



