

# SYMATESE



ENVIRONMENTAL CHARTER

FOR A STRONG ETHICS,  
CULTURE OF TRUST,  
TRANSPARENCY,  
SHARING  
AND COHESION

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## **A WORD FROM JEAN-PAUL GÉRARDIN, GENERAL MANAGER, SYMATESE**

Since its creation in 1997, SYMATESE has established itself as a leading player in the field of regenerative science. Through cutting-edge research and its technology platforms based on collagen, hyaluronic acid, silicone and thermoplastic materials, the company develops innovative medical solutions that transform patients' lives and advance practices across more than fifteen medical specialties. Building on its expertise in therapeutic applications, SYMATESE has also achieved significant breakthroughs in aesthetic medicine.

At SYMATESE, growth is driven by scientific innovation, enabling us to build strategic partnerships with renowned companies in the medical and cosmetics industries and extend our global reach. We also market our own products under our brands through a dedicated sales network serving healthcare professionals. Today, more than 25 million patients worldwide benefit from our technologies every year.

This success is first and foremost the result of the commitment and talent of all SYMATESE employees. Together, they embody and share the values that define our company: teamwork, ethics, creativity, agility, active listening and a results-oriented mindset. These values form the foundation of our mission and guide our actions every day.

Aware of the challenges of today and tomorrow, SYMATESE remains committed to the structured integration of Corporate Social Responsibility (CSR) initiatives and solutions into the heart of its scientific and technological expertise. This commitment is a natural extension of SYMATESE's purpose: to create sustainable value for all stakeholders and help build a better future.

# SYMATESE

## OUR ENVIRONMENTAL POLICY

It is based on 4 major commitments:

- 1) Reducing the environmental impact of our activities is a priority.
- 2) Move towards a sustainable use of resources by limiting our energy consumption.
- 3) Integrate ecodesign into the product life cycle.
- 4) Continuing to adapt and modernize our buildings and industrial facilities.



# REDUCING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES, A PRIORITY

## REDUCE OUR CARBON FOOTPRINT

As part of its CSR strategy, SYMATESE has introduced a group-wide carbon footprint assessment from 2022. This will enable each entity to know its carbon footprint and draw up an appropriate action plan. This is an important step in our CSR strategy, and we also want to involve all our stakeholders in this project.

Depending on our roadmap, and in particular our regulatory imperatives, we will deploy this action plan, for example by favoring local suppliers who share our values and commitments in terms of sustainable development.

## REDUCING AND RECYCLING OUR WASTE

SYMATESE is pursuing its initiatives to reduce waste at source and improve recycling at all its sites. A working group on the recovery of our chemical/plastic/biological waste has studied several approaches to recycling our raw materials such as PETG, in partnership with our plastics union POLYVIA.

Waste reduction concerns every employee, whether in production or support services. We all have a role to play in this area, and it's our individual efforts that will make the difference. That's why raising awareness is so important.

In this context, a waste reduction "manifesto" was presented to all employees, based on the "4R" concept (Refuse / Reduce / Reuse / Recycle), so that each employee can take action at his or her own level to meet the environmental challenges we face.

This "manifesto" has also been included in the welcome booklet for all new employees, to make newcomers aware of our environmental policy.

## IMPROVE OUR TRAVEL POLICY

A Sustainable Mobility Plan is currently being drawn up to encourage the use of soft modes of transport wherever possible, and to raise awareness among employees.

Car-pooling is encouraged, and we are looking into other ways of promoting all these environmentally-friendly modes of transport. In addition, when we bought our new site at Vourles, we took into account the possibility of having access by bicycle from the station to the site.

As part of our HR policy, a teleworking agreement has been put in place. It helps to limit commuting to and from work. The use of remote meeting tools and the equipping of meeting rooms reduce business travel and limit non-priority travel.

With regard to our vehicle fleet, we plan to replace all diesel company cars with electric, petrol or hybrid vehicles at the end of the contract.



# MOVE TOWARDS A SUSTAINABLE USE OF RESOURCES BY LIMITING OUR ENERGY CONSUMPTION

## **THE ENERGY AUDIT, AN ESSENTIAL STEP**

We need to call on experts to give us an exhaustive, quantified view of our various energy consumption items, and above all of possible improvements and their cost.

In 2022, SYMATESE began an energy audit process, starting with its main production sites.

The consultants' recommendations are followed as far as possible, and the multi-year action plan is constantly adapted in line with changes in production, technologies and more precise knowledge of consumption at each facility.

The installation of sub-meters, for example, enables us to monitor energy consumption more precisely, identify equipments that consume large amounts of energy, and apply corrective action.

## **EMPLOYEE AWARENESS, A NECESSARY RELAY**

Our employees are made aware of the need to reduce our energy consumption (water, lighting, heating, air conditioning).

An energy consumption monitoring report is drawn up every quarter. It is posted and sent by each subsidiary manager to all our employees, so that they can contribute to our goal of reducing energy consumption.



## INTEGRATE ECO-DESIGN INTO THE ECO-DESIGN CYCLE PRODUCT LIFE CYCLE

As an industrial company, the notion of eco-design of our products takes on its full meaning. This is why SYMATESE is committed to integrating environmental criteria into the genesis of all R&D projects, and to revisiting the specifications of certain existing products wherever possible.

In this context, the company undertakes to :

- Train departments directly involved in the product life cycle in the concept of eco-design and the circular economy.
- Look for opportunities to improve secondary and tertiary packaging on existing products.
- Review our R&D and change validation processes to integrate the eco-design dimension.



## ONGOING ADAPTATION AND MODERNIZATION OF OUR BUILDINGS AND INDUSTRIAL FACILITIES.

As part of our development, new production lines will be installed, and our production facilities and buildings are gradually being modernized, upgraded or renewed.

During these investments, we take into account the energy consumption of our equipment in order to minimize it.

More generally, through this policy, we want every department to integrate environmental considerations into SYMATESE's day-to-day operations and decision-making processes, and to ensure compliance with current laws and regulations, both internally and in relation to our external stakeholders.

As an industrial company in the healthcare sector, marketing medical devices, it is important to participate in the development of a sound and sustainable environmental policy.