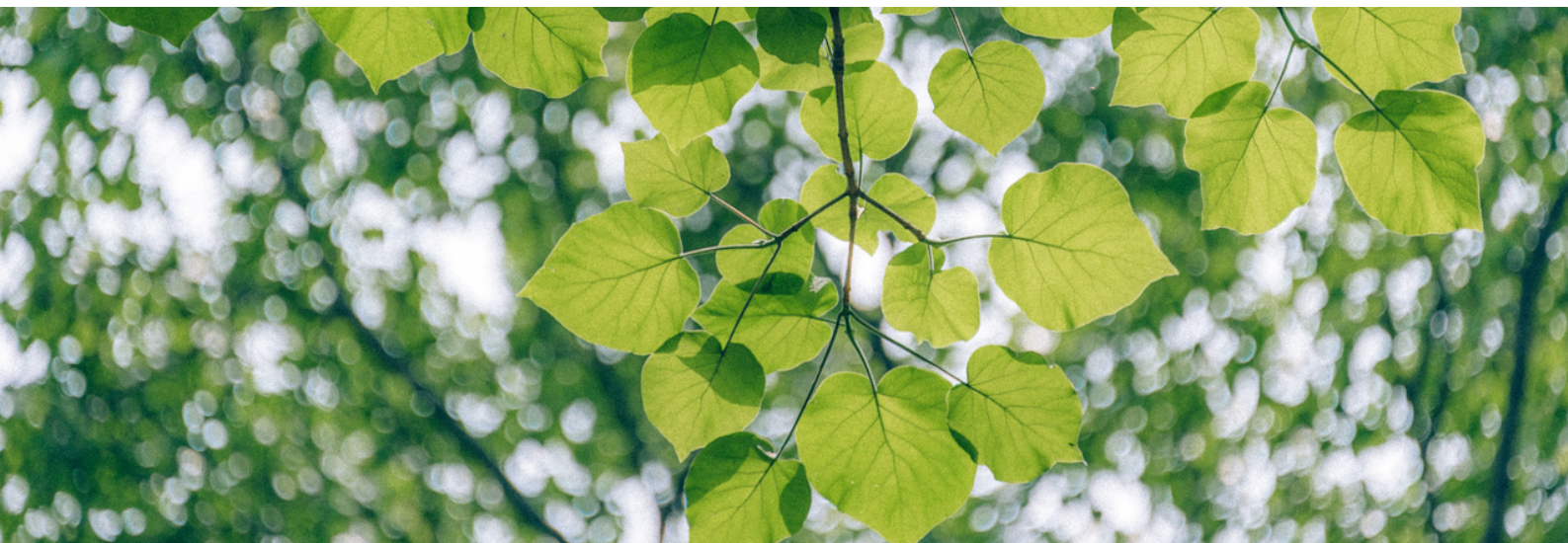


ESG action plan



Environment

- ✓ Deployment of the OCEAN programme (implementation of eco-driving courses).
- ✓ Use of the first hybrid cars.
- ✓ Introduction of a "sustainable mobility" allowance.
- ✓ Encouragement to work from home (2 days per week).
- ✓ Reduction of polluting and hazardous medical waste.
- ✓ Use of embalming products with low concentrations of formaldehyde.
- ✓ Launch of a new eco-responsible embalming protocol.
- ✓ Development of eco-responsible products (fluids, cosmetic products for embalming, body bags, post-mortem & lab equipment, eg. energy-efficient grossing stations).



ESG action plan



Human Ressources

- ✓ Professional equality index.
- ✓ Percentage of women's earnings among the highest.
- ✓ Launch of an e-learning training programme.
- ✓ Implementation of a psychological support cell.
- ✓ Launch of an intranet.
- ✓ Set up of a nursery reservation system for employees.

84 / 100

30%

Initial trainings or refresher (H&S, advanced vocational training)

REHALTO

03/2022

La Maison Bleue



ESG action plan



Supply-chain

- ✓ Consideration of CSR related elements while drafting the supplier specifications (sourcing choices, product choices, etc.)
- ✓ Priority for locally sourced products with short transportations.



Ethics & Compliance

- ✓ Implementation of a Code of Conduct.



Community & local development

- ✓ Annual donations to foundations : 2021 - AP-HP foundation for scientific research on genetic predisposition to cancer.

