



CSR Charter *Sebia*

sebia 

The new language of life

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Sebia Group

Sebia Group was founded in France in 1967.

Sebia's core business is to provide powerful tools in materials and reagents for delivering reliable medical diagnostics. The end patient is at the heart of our concerns.

This is how we came up with the concept of **the new language of life**.

The "language of life" **makes it easier to understand, diagnose and treat chronic and metabolic diseases** produced by the modern way of life. Cancer, obesity, aging and depression share a common biology: they are metabolic and inflammatory. Those pathological imbalances lead to protein modification which require special separation techniques to give us a better understanding. Capillary Electrophoresis (CE) is the most accurate and efficient method of separation to unlock these complex conditions.

Sebia is a specialized *In Vitro* Diagnostic player and the world's leading provider of clinical protein electrophoresis equipment and reagents for the screening and monitoring of various diseases, primarily in the areas of Oncology (Multiple Myeloma), Diabetes, Hemoglobinopathy and other rare pathologies.

Sebia has defined strict standards for continuous progress in technology, scientific excellence and manufacturing capabilities, giving it the ability to research diagnostic solutions with a pipeline of new tests and automated equipment.

Today, Sebia employs nearly 1,300 people in over 120 countries.

This new «language of life» had to be supported by a long-term CSR approach to our employees, customers and stakeholders.

2 Corporate Social Responsibility (CSR) Commitment from Sebia Management

Lisses, January 2, 2024

Sebia's management, led by Mr Jean-Marc CHERMETTE (CEO) and the Executive Committee, is committed to a CSR approach covering all its activities.

Our CSR approach is demonstrated by this written commitment, which will be communicated to all employees. It will be based on the 7 «pillars» of the ISO 26000 standard:

1. **Organizational governance**
2. **Employee rights**
3. **Working conditions**
4. **Environment**
5. **Fair practices**
6. **Questions concerning customers of our products and services**
7. **Local community and development**

In addition to our ISO 14001 Environmental Program, the main aim of our commitment to CSR is to make a pragmatic contribution to global sustainable development, and to go beyond simple compliance with the laws governing our activities.

It promotes common-sense management, recruits and retains talented employees, promotes eco-design, reduces our water and energy consumption, controls our greenhouse gas emissions and our entire value chain, and sets us apart from the competition - all backed by a global footprint.

Our CSR approach will be the subject of close attention to our practices, the decision to implement a program of concrete actions and regular communications to keep all employees informed.

To coordinate our actions, a CSR steering committee will be set up to monitor our progress towards concerted control of our CSR actions.

Jean-Marc CHERMETTE
CEO

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Our 4 main areas of CSR action

Sebia's CSR approach is based on strategic commitments based on four founding and federating principles for the company:

1 Developing a responsible governance approach

Sebia governance is committed to a long-term CSR strategy.

This strategy is based on the CSRD (Corporate Sustainability Reporting Directive), recently adopted at European level.

It sets out a progressive implementation schedule for ESRS (European Sustainability Reporting Standards), the sustainability standards proposed by EFRAG, the supra-national organization responsible for recommendations. This organization has defined the CSR information to be included in the sustainability report, which must be published and audited every year.

The Sebia organization will be concerned by these obligations in the near future.

That's why we've decided to go ahead and implement our chosen strategy. We will begin by drafting our first CSR report in 2023, and once the process is underway, we will move towards a sustainability report.

2 indicators will be set up to measure changes in governance:

- Monitoring of the number and composition of the CSR Committee (created by the Executive Committee).
- Number of Executive Committee meetings at which CSR issues were discussed.

2 Acting to control our actions on the environment

Sebia manages an environmental management system based on the improvement of our ecological performance, which focuses essentially on the continuous control of the use of natural resources, waste management, the prevention of any potential pollution and any other environmental impact. Sebia will promote any other worthwhile «green measures».

The 4 environmental indicators to be implemented are:

- Quarterly monitoring of the company's greenhouse gas emissions (expressed in tons of CO2 equivalent).
- Number of measures taken to limit waste production.
- Energy consumption (electricity, gas, etc.).
- Number of variances during ISO 14001 audits.

3 Improving our social & societal commitment

Sebia considers all its employees to be the driving force behind its continuous progress. We have chosen to go beyond the legal framework as part of our CSR strategy and implement a number of actions recommended by the ISO 26 000 standard.

Employee information is fundamental in this case, and all employees will have access to CSR documents via the company's internal messaging system.

The 4 social indicators that will be implemented are:

- Change in total number of employees and types of contract (permanent, fixed-term).
- Monitoring of part-time contracts, internships, work-study contracts, work-integration contracts, subsidized contracts, etc...
- Monitoring the number of men and women in the workforce.
- Monitoring the number of human resources litigation in progress.

The integration and development of local communities is something we will be developing in the very near future. Nevertheless, we'd like to get the process underway today.

We will also be introducing 1 indicator with a more societal focus:

- Monitoring the number of interventions in schools, companies, local events...

4 Demonstrating ethical behavior towards our stakeholders

Sebia has developed a code of conduct/ethics for Group employees and external partners. The objective of this code is to make it easier for everyone to understand the rules to adopt in order to prevent active or passive corruption.

All Sebia Group employees and partners are expected to adopt ethical practices in line with the Group's values and current regulations. The company's values are described in this code in a pragmatic way, so that they can be applied in our day-to-day interactions and missions.

A training program has been set up for all Group employees. It is designed to raise awareness and provide the means to act when faced with the risk of corruption.

A procedure for evaluating potential corruption risks has been put in place. This enables us to prevent the risks we might take when entering into relationships with new partners.

Sebia has set up an internal warning system designed to receive reports of conduct or situations contrary to the code of conduct/ethics.

2 indicators for responsible purchasing have been introduced:

- Average payment terms
- Monitoring the number of litigation with suppliers

These 13 indicators will be the subject of a quarterly monitoring dashboard communicated to the company's employees via the internal messaging system.

In general, all CSR documents developed in 2023 and 2024 will be accessible to all our employees via the Sebia internal messaging system. The following are already available on this messaging system:

- ✓ Management commitment.
- ✓ Code of conduct/ethics.
- ✓ Management commitment to equal opportunities and treatment.
- ✓ Management commitment to respecting human rights as part of its Corporate Social Responsibility (CSR) approach.
- ✓ Management commitment to combating discrimination within the company as part of its Corporate Social Responsibility (CSR) approach.
- ✓ CSR Steering Committee: Constitution, missions and frequency of meetings.

4 A CSR vision for the future

Sebia's CSR strategy is part of a long-term approach that gives meaning to the activities of our employees.

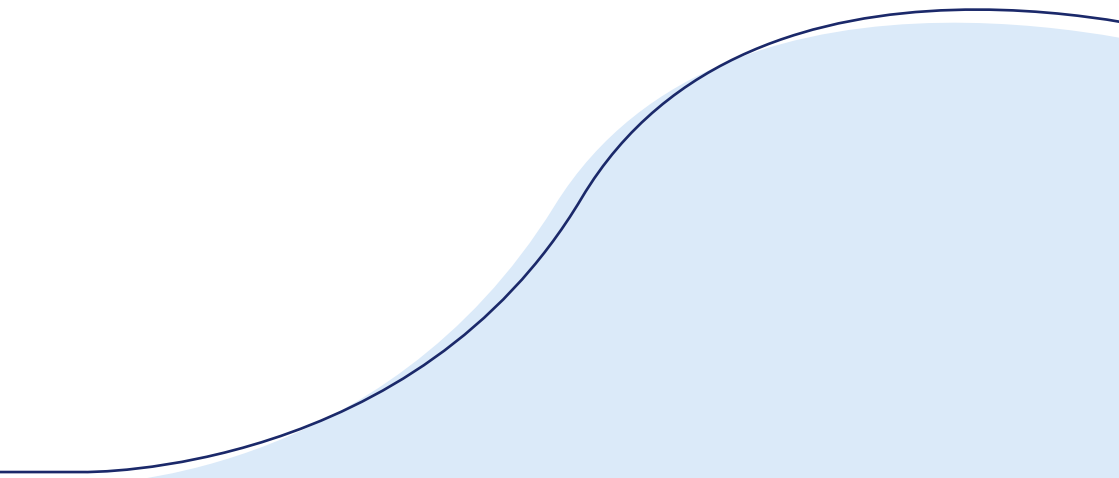
With regard to working conditions and human rights, we want to promote common-sense management in order to recruit, motivate and retain talent and reduce employee turnover.

On the environmental front, we are continuing our sustainable development approach based on ISO 26000 and COP 22 recommendations.

We also want to reduce energy consumption costs, a crucial issue for Sebia.

From a sales and marketing point of view, we want to differentiate ourselves from the competition through our internally-developed business ethics, and eventually join Global Compact-type associations. Similarly, we want to be able to respond to certain public procurement contracts with specific CSR requirements.

Our aim is to become part of a global worldwide dynamic.



The new language of life