

**CSR**  
REPORT  
**2024**



July 1, 2023 / JUNE 30, 2024



# Why

## THIS REPORT?

Our 2024 CSR Report reflects Sterimed's ongoing commitment to more sustainable and responsible practices in all our activities. This fifth edition is based on proven tools such as the materiality matrix and the UN Sustainable Development Goals, while also being aligned with the ISO 26 000 guidelines. This year, we also carried out our preparations for the implementation of the European Corporate Sustainability Reporting Directive, by integrating to this report new elements for the presentation of our first carbon footprint assessment.

Aimed at internal stakeholders and customers and suppliers alike, this document provides a detailed overview of our responsibility and operational ethics. It also outlines the resulting initiatives and the impact of our activities on the healthcare industry.

It is the fruit of a collaborative effort on the part of our employees, management, shareholders, customers, suppliers, local communities and partners, enabling us to share our progress as well as the challenges we faced and our ambitions for strengthening our contribution to a more responsible and sustainable healthcare industry.

This report covers actions taken between July 1, 23 and June 30, 24, and does not include companies that joined the Group during this period.

# Summary



## Introduction

**EDITORIAL** by  
**Thibaut Hyvernats**  
Chairman & CEO,  
Sterimed..... 04

**THE STERIMED GROUP**..... 05

**2024 HIGHLIGHTS**..... 08

**MEGATRENDS**..... 09

**MATERIALITY MATRIX**..... 11

**CSR APPROACH**..... 12

**GOVERNANCE**..... 13

**CSR STRATEGY**..... 15

## Reducing OUR OVERALL ENVIRONMENTAL FOOTPRINT

**3 QUESTIONS TO...**  
Clémentine Aufray,  
Director of Innovation ..... 17

**PRODUCTS**  
Innovation & eco-design ..... 18

**WASTE**  
Reduce, reuse, recycle..... 20

**WATER**  
Reducing & restoring..... 21

**CO<sub>2</sub>**  
Measuring & mitigating ..... 23

## Creating A POSITIVE SOCIAL & SOCIETAL IMPACT

**3 QUESTIONS TO...**  
Céline Bouygue, Director  
of Human Resources..... 26

**SAFETY**  
Guaranteeing & preventing ..... 27

**WELL-BEING**  
Supporting & training ..... 28

**VALUE**  
Associating & sharing..... 30

**DIVERSITY**  
Including & raising awareness ..... 31

**PATIENTS AND END-USERS**  
Raising awareness & protecting ..... 33

**LOCAL COMMUNITIES**  
Supporting & accompanying ..... 35

## Building MORE RESPONSIBLY

**3 QUESTIONS TO...**  
David Payen,  
Director of Purchasing ..... 38

**RESPONSIBLE PURCHASING**  
Guaranteeing transparency  
& traceability ..... 39

**ETHICAL PRACTICES**  
Prevention & exemplarity ..... 40

# Editorial

I like to define the Sterimed Group as an association of entrepreneurs. Our association leverages the complementary nature of our expertise, enhanced by the diversity of cultural backgrounds and practices across the areas we operate. In this spirit, we are constantly adapting to achieve our shared vision: **Together, pioneer a sustainable healthcare packaging world for the highest patient safety.**

Our report reflects this approach: much more than just a set of figures, it bears witness to our collective ambition and shared commitment to building a sustainable future together.

Every day, our strategic compass guides us forward, setting our course and giving meaning to our actions. Informed by our CSR approach, it is underpinned by three interdependent pillars: impact, corporate culture and business development.

**“Much more than just a set of figures, it bears witness to our collective ambition and shared commitment to building a sustainable future together.”**

**Our impact** is a pillar of fundamental importance for people and companies alike as we each ask ourselves: how do my actions influence and impact the world around me? At Sterimed this pillar is fuelled by a range of measures and actions to support issues ranging from environmental stewardship, safety, inclusion and diversity to value sharing.

Last year, we reaffirmed our commitment by joining the **United Nations Global Compact**, a powerful initiative that we’re pursuing with great ambition.

With regard to the environment, I’m proud to confirm that our **first carbon assessment** has been completed. It constitutes a significant milestone and is detailed in this report, providing a solid basis for identifying our areas of progress and pinpointing areas for improvement. The overall objective remains clear: to define and pursue a reduction trajectory in line with the Paris agreements.

**Our corporate culture**, and the initiatives that stem from it, are a reflection of my vision of what modern, caring and committed management is all about. Since last year, we’ve made progress on the key issues of quality of life in the workplace and employee integration, development and training. One of this year’s highlights was also the second edition of our **Leadership program**, a year-long training course for our managers, designed to empower and inspire them in their role.

**Our business development** is underpinned by a set of strategies and choices that are fully aligned with our commitments and values. With this in mind, I’m focusing particular attention on our investments, on **transforming our plants** with a view to both reducing their footprint and maximising performance and safety, so that we can deliver the highest standards of patient safety and customer satisfaction.

This report features numerous illustrations of how CSR is embedded in the way our business is run.

Our challenge for the coming year will be to intensify, deepen and structure our sustainability journey in preparation for the deployment of the CSRD. Group-wide awareness on this development and relevant concepts has already been raised by our managers, inspiring positive change in the vision, construction and planning of actions across all our sites.

**Thibaut HYVERNAT**  
Chairman & CEO



# The Sterimed Group

Sterimed is an international Group, rooted in France, and a world leader in the manufacture of sterilisation packaging for medical device manufacturers, healthcare facilities and the pharmaceutical industry.

Sterile medical device packaging is a specialist market in the world of healthcare. Packaging ensures that a medical device is properly sterilised and remains sterile until it is used for patient care. It is an essential element in preventing infection.

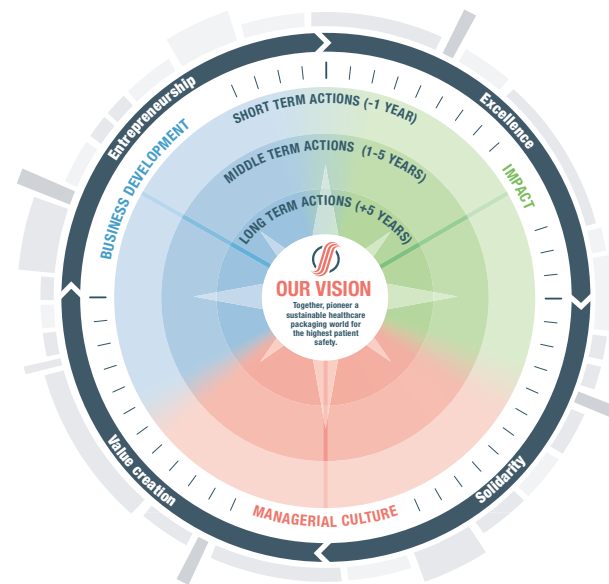
The Sterimed Group is made up of several companies that have progressively joined forces over the years. The complementary expertise and activities of the various Sterimed family members are of great benefit not only to our Group and customers, but, more widely, to the medical device, hospital and pharmaceutical industries.

The strength and synergy of our community, which we like to refer to an **'association of entrepreneurs'**, has enabled us to achieve world leadership in our markets.

## WE SHARE A COMMON VISION

**Together, pioneer a sustainable healthcare packaging world for the highest patient safety.**

Achieving this vision depends on aligning our strategic compass on three strong, interdependent pillars: business development, management culture and impact. Our strategic compass sets out Group-level, short-, medium- and long-term objectives that are tailored to each of Sterimed's member companies.



## & STRONG VALUES

Sterimed has always been guided by solid principles and values that have defined its identity and been at the heart of its collective success.

Since its creation eight years ago, the Group has grown and evolved, and new employees from all walks of life have joined the adventure, both through external and organic growth. We now employ 1 500 people worldwide.

Faced with this rapid, multicultural growth, we have redefined the Group's values to better reflect this new reality. Naturally, we decided **to involve all our employees in the process of drafting these values**, in order to take into account the different cultures and histories that make up the Group.

This **co-construction process** gave rise to the Group's four new values:

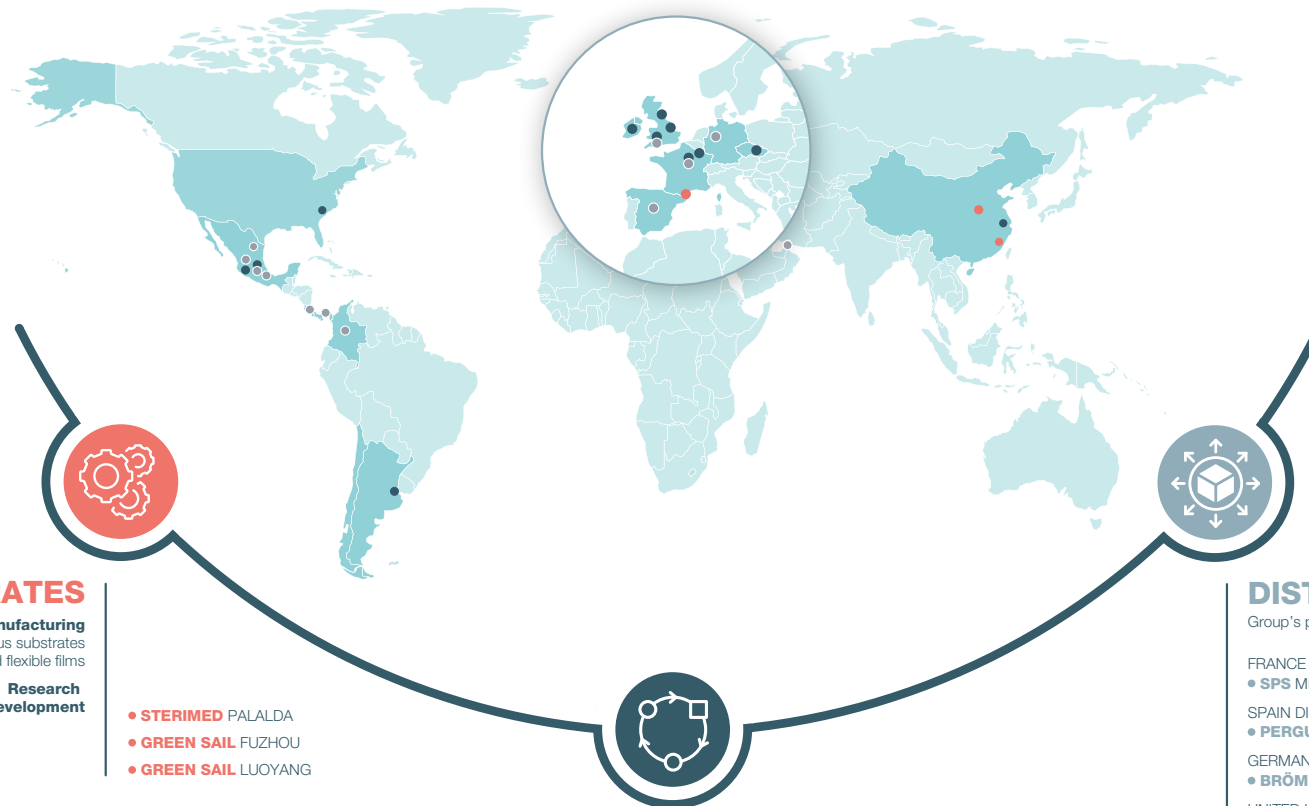
**Entrepreneurship,  
Excellence,  
Value Creation,  
Solidarity.**

We received 600 feedbacks, which shows just how committed our employees are to writing Sterimed's history.



# STERIMED, THE STRENGTH OF AN ENTREPRENEUR'S ASSOCIATION

Whether they have been with the Group since the beginning or have joined recently, these member companies of the Sterimed family bring **complementary know-how, skills and business activities** to the Group and our customers, all serving the medical device, hospital and pharmaceutical industries. The strength of this community, combined with a strong focus on synergy, means that we are world leaders in our markets.



## SUBSTRATES

**Manufacturing**  
of porous substrates  
and flexible films

**Research  
& development**

- **STERIMED** PALALDA
- **GREEN SAIL** FUZHOU
- **GREEN SAIL** LUOYANG

## CONVERTING & SERVICES

**Converting:** Lamination, coating, printing, sheeting, pouches, headerbags, paperbags, lids, rigid blister...

**Services:** Contract packing, contract manufacturing, design packaging, AMD (Aseptic Medical Devices)

**Support:** Warehousing, customer service, logistics

**Research & development**

Clean room ISO 7, 8 and 9

- |                              |                                      |
|------------------------------|--------------------------------------|
| • <b>STERIMED</b> RIDGEVILLE | • <b>ATH</b> MEDICAL                 |
| • <b>STERIMED</b> BRNO       | • <b>SPS</b> MEDICAL                 |
| • <b>STERIMED</b> SUZHOU     | • <b>WESTFIELD</b> MEDICAL           |
| • <b>EEE</b> MEXICO CITY     | • <b>GRANTON</b> MEDICAL             |
| • <b>EEE</b> BUENOS AIRES    | • <b>STERIPACK</b> IRELAND           |
| • <b>EEE</b> CHAPALA         | • <b>RIVERSIDE</b> MEDICAL PACKAGING |

## DISTRIBUTION

Group's products distribution

**FRANCE DISTRIBUTION:**  
• **SPS** MEDICAL

**SPAIN DISTRIBUTION:**  
• **PERGUT** MEDICAL

**GERMANY DISTRIBUTION:**  
• **BRÖMEDA** MEDICAL

**UNITED KINGDOM DISTRIBUTION:**  
• **WESTFIELD** MEDICAL

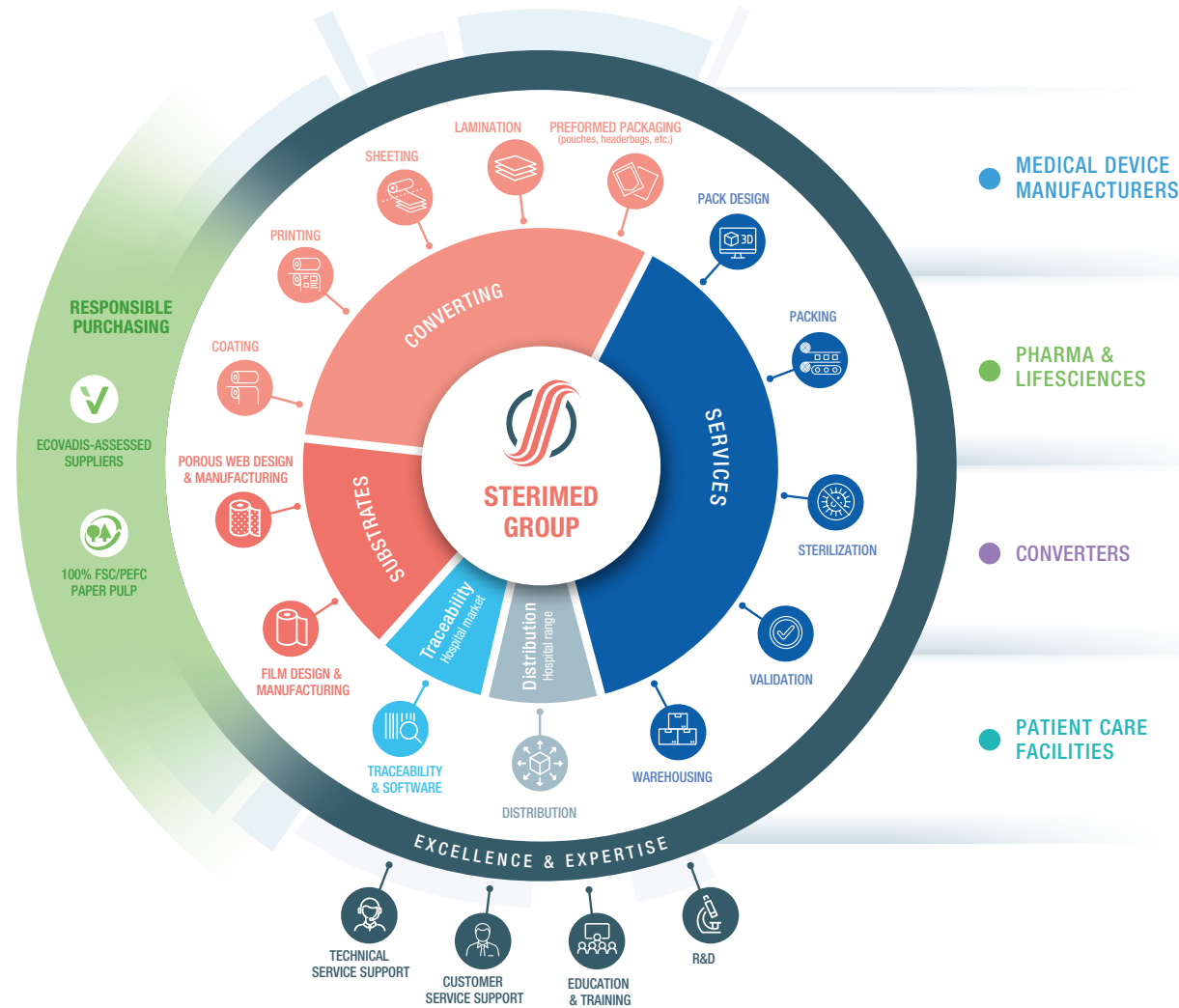
**LATAM DISTRIBUTION:**  
• **EEE** SAN JOSE  
• **EEE** PANAMA CITY  
• **EEE** BOGOTA  
• **EEE** MEXICO CITY  
• **EEE** GUADALAJARA  
• **EEE** PUEBLA  
• **EEE** MONTERREY

**MIDDLE EAST DISTRIBUTION:**  
• **STERIMED** DUBAI

# AN ECO-SYSTEM, EXPERTISE AND SYNERGIES DEDICATED TO INFECTION CONTROL

Sterimed's strength lies in the unique way in which the diversity and complementary expertise of its member companies is interwoven. The varied but interconnected know-how of our network of companies constitutes a collective strength that empowers us to provide a global, seamless and perfectly controlled offer.

Whatever their needs, our integrated structure enables us to provide tailored solutions for customers everywhere.



- INTRODUCTION
- ENVIRONMENT
- SOCIAL
- ETHICS



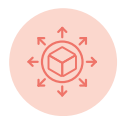
1,500 employees



Around 25 different nationalities



14 production and processing sites



13 distribution sites



Sales operations and offices in 17 countries



On 3 continents



Sales in 110 countries



40% of sales in Europe, Middle East and Africa



25% of sales in North and South America



35% of sales in Asia



# 2024 highlights

## Renewal and improvement of our EcoVadis rating

Every year, we carry out an in-depth assessment of our CSR practices with the help of EcoVadis, the globally recognized assessment platform that rates businesses' sustainability. In our last assessment, we were awarded the "Committed Company" badge, and recorded a 4-point increase in our score compared to the previous year. The increase in our score reflects our commitment to improving our performance in the categories of Labor and Human Rights, Ethics and Responsible Purchasing, thanks to the implementation of additional policies and measures in these areas (see our EcoVadis scorecard in the appendix for more details).

## Commissioning of solar panels in Fuzhou (China)

Installation of the panels for this ambitious project began in February 2023, with the aim of covering 20% of the site's energy needs. Commissioning took place in June 2023.



## Renewal of the Great Place to Work label

Our head office, SPS Medical and the Palalda site have renewed their Great Place to Work label. This important label in France measures and rewards companies where it feels good to work, thanks to an employee survey and an assessment of managerial practices.

## 2nd edition of the Leadership program

Launch of a one-year program offering 16 international managers the opportunity to follow a program combining coaching, training and sharing circles.

## Launch of Sterimed's 1st recyclable thermoformable flexible film

This new film is the result of joint work by French and Chinese R&D teams. It is manufactured at Green Sail in Fuzhou and is designed for flexible packaging. This new range of films, called EthyForm® RXPA, was launched in the spring of 2024.

## Acquisition of Steripack Ireland

Steripack Ireland, a specialist in contract manufacturing, joined the Sterimed adventure in October 2023. It aims at continuing the business development work begun by the Group with the creation of a "center of excellence" in the manufacture of high-end medical and pharmaceutical packaging.

## Completion of our first Carbon Footprint Assessment

The publication of our 1st carbon footprint assessment marks an important step in the ongoing improvement of our environmental impact. This assessment covers scopes 1, 2 and 3.

## Launch of the "Double Green" project (China)

This industrially structuring project will bring together two of our Chinese production sites in a new building in Fuzhou. This development will enable us to further reduce our environmental footprint, thanks to two major assets: firstly, access to a more sustainable electricity grid in a region rich in hydroelectricity, combined with the installation of solar panels; secondly, the construction of a modern building offering optimized performance in terms of energy efficiency and water management. These improvements will also enhance the working environment and conditions for our employees.

## Acquisition of Riverside

Riverside, a leading UK-based supplier of sterilization packaging systems and services, joined Sterimed in June 2024. It enabled the Group to further strengthen its service offering to medical device manufacturers, while also accelerating its strategic growth in pharmaceutical applications.

## Completion of Nova Project Design phase

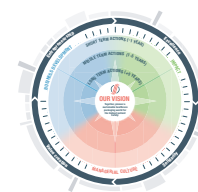
The "Nova" project consists in deploying both an ERP and a CRM within the Group. An ambitious project to manage and centralize our flows and data across the Group. SPS Medical, the project's pilot site, is particularly involved and has begun the solution testing phases.



## Relocation of our Charleston plant to Ridgeville (USA)

Our Charleston plant was relocated to the dynamic Camp Hall industrial zone in Ridgeville. This move meets a threefold objective:

- providing an attractive work environment for our employees, while reducing their commuting time;
- increasing and diversifying our production capacity, in particular by integrating new machines;
- modernizing our industrial facilities to provide even greater guarantees of patient safety and reduce our energy consumption.



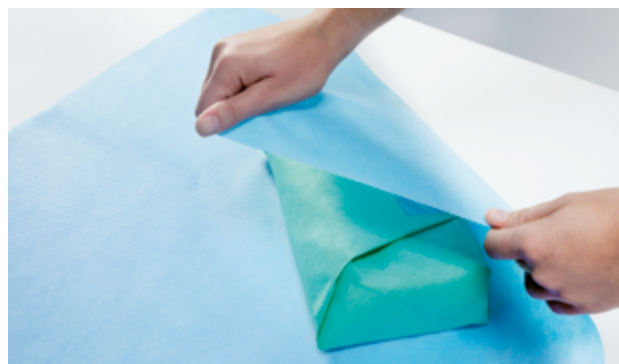
- MANAGERIAL CULTURE
- BUSINESS DEVELOPMENT
- IMPACT



# CSR megatrends in our sector

## MEDICAL DEVICE **PACKAGING**: STRIKING A DELICATE BALANCE BETWEEN **SUSTAINABLE INNOVATION** AND **PATIENT SAFETY**

The packaging industry, and in particular the medical device industry, is currently going through a period of transition. Growing Corporate Social Responsibility (CSR) requirements are compelling industry players to innovate while complying with a key constraint: high standards of patient safety. Although the latest technological innovations seem promising, it is essential that they are integrated into a framework where health safety remains paramount. The major trends that are emerging aim to strike a balance between these two priorities.



### HIGH EXPECTATIONS REGARDING **CIRCULARITY**

As soon as new materials and processes are introduced, the delicate task of finding the right balance arises. Although the trend towards greater circularity, i.e. the transformation of waste into raw materials, is gaining ground in many sectors, this approach has limits in the case of medical device packaging, as the ISO 11607 standard on the packaging of sterile products imposes strict rules on the traceability and control of materials.

In our industry, the use of materials whose composition has not been carefully controlled is out of the question. Nevertheless, medical packaging is an important lever for improving the ecological footprint of companies in the sector. With a window of opportunity over the next five years, marked by new regulatory requirements and a renewed focus on sustainability, companies must seize this opportunity to innovate.

### NEW **REGULATIONS** FOR PACKAGING

As in other sectors, the medical device industry is under increasing pressure to reconcile sustainability with strict regulatory requirements, particularly since the Medical Device Regulation (MDR) came into force in 2021. Product safety remains the priority, but incorporating environmentally-friendly practices into packaging design is gradually becoming a market expectation. Other initiatives include the revision of the Packaging and Packaging Waste Directive (PPWD)<sup>1</sup>, which is due to impose strict criteria on recyclability and the reduction of non-reusable plastics from 2030. The PPWD aims to reduce the amount of packaging waste gen-

erated in Europe and to encourage producers to design more sustainable packaging. It requires Member States to set up efficient collection and sorting systems, while setting ambitious recycling targets. In addition, the directive emphasises innovation in materials and processes to encourage the use of recycled plastics and reduce reliance on virgin plastics. Some taxes, such as the Plastic Packaging Tax in the UK, have already encouraged companies to review their packaging materials. However, in the medical sector, where single-use plastic packaging ensures sterility, these changes are more complex to implement.



1. PPWR final voted text : <https://data.consilium.europa.eu/doc/document/PE-73-2024-INIT/en/pdf>

## THE EMERGENCE OF INNOVATIVE ALTERNATIVE SOLUTIONS TO REDUCE ENVIRONMENTAL IMPACT

This does not mean that innovation has been put on hold. On the contrary, companies are turning to alternative solutions to reduce their environmental impact. One of the key drivers is the development of bio-based materials and green chemistry. These advances are leading to the design of more sustainable packaging, which is often biodegradable or recyclable and made from renewable resources, while at the same time meeting strict safety standards. Examples of innovations from other sectors, such as moulded cellulose bottles to contain liquids, are prompting us to take a new look at conventional practices. The medical packaging sec-



tor, which is still fairly conservative, tends to be slow to adopt new practices. Materials and processes have to go through strict certification processes, delaying their implementation. However, the sector can draw on innovations from other industries to accelerate the transition to more sustainable practices, such as the gradual replacement of certain plastics by more environmentally-friendly materials or the development of eco-design processes.

As part of this ongoing transformation, the ecotoxic impact of the market's main sterilisation practices, such as ethylene oxide and Gamma irradiation, is also being called into question<sup>1</sup>. This is paving the way for the emergence of more environmentally-friendly sterilisation solutions, which will require a complete overhaul of packaging design in order to meet new criteria.

At the same time, transparency and traceability are key to the future of packaging. The sector is having to deal with increasingly demanding regulations, requiring every stage in a product's life cycle to be documented. In this context, tools such as life cycle analysis (LCA) are gaining in importance.

## EUROPE-WIDE HARMONISATION OF ENVIRONMENTAL CERTIFICATIONS

Alongside the call for greater transparency, another major trend is the harmonisation of environmental certifications. At present, more than 300 labels co-exist, making it difficult to compare products and practices. However, initiatives such as the European CSRD (Corporate Sustainability Reporting Directive) aim to standardise approaches, especially at European level. Eventually, this standardisation should facilitate the work of the packaging industry, particularly companies exporting to markets with differing regulations, such as the United States. It could even

drive global convergence on environmental issues, with common criteria enabling companies' efforts to be transparently and reliably assessed.

## INCREASING STAKEHOLDER AWARENESS OF SUSTAINABILITY ISSUES

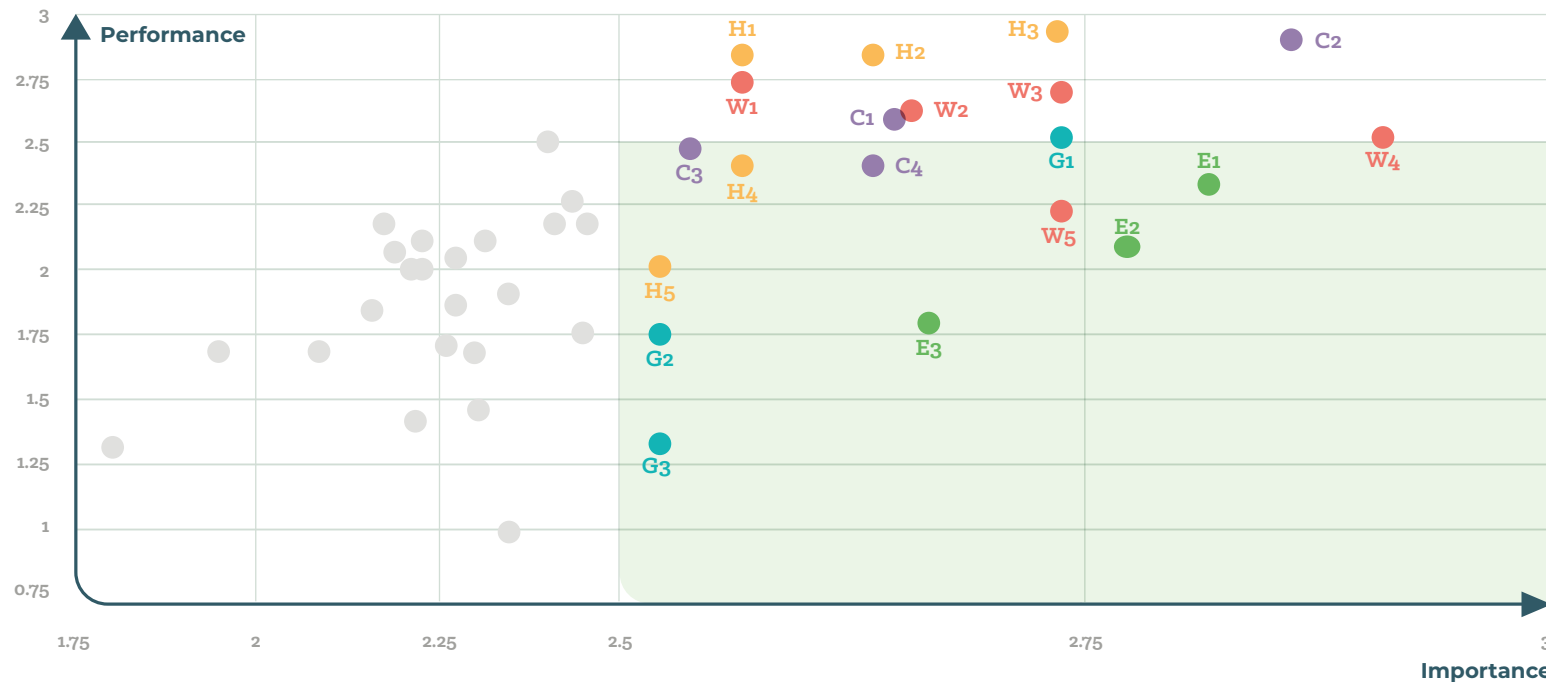
These changes to the regulatory framework and industrial practices are being matched by changes in stakeholder attitudes. Within hospitals, while ESG criteria seem to be becoming increasingly important in the awarding of public contracts, we are also seeing more and more 'green champions' who are working to integrate more sustainable practices into medical device management. Although these initiatives are still relatively marginal, they are indicative of a growing awareness and deserve to be encouraged. Companies in the sector can play a crucial role by supporting these players and developing solutions that facilitate responsible product lifecycle management.

Finally, the medical packaging industry is cautiously embracing transformation. Innovation is clearly under way, but it must constantly be assessed in terms of patient safety. Finding the delicate balance between adopting sustainable practices and complying with strict health standards is currently very much at the forefront of our concerns. These trends show that, far from being incompatible, innovation and safety can work together to build a future that is both safe and sustainable.

1. ETO environmental challenge / US EPA : <https://www.epa.gov/hazardous-air-pollutants-ethylene-oxide/what-epa-doing-address-ethylene-oxide-eto-and-learn-more#regulations>

# Materiality matrix

The materiality analysis carried out in 2023 is an effective corporate governance tool that enables us to assign priority to our Group's CSR challenges, identifying those with the greatest impact on Sterimed's growth, value creation and sustainability, and taking into account stakeholders' expectations.



## METHODOLOGY

Sterimed's CSR materiality matrix is based on the ISO 26000 standard, with 44 themes being analysed. These include governance, human rights, labour relations and working conditions, the environment, fair practices, commercial relations, communities and local development. In order to build the matrix, a management committee composed of members of the Executive Committee was set up to provide the necessary insight from internal stakeholders, make

a precise assessment of Sterimed's real situation and represent the point of view of external stakeholders.

This work, carried out for the first time in 2023, will be repeated next year in a double materiality matrix format to comply with the European directive CSRD (Corporate Sustainability Reporting Directive), which aims to harmonize the framework for non-financial reporting.

## LEGEND

- GOVERNANCE**
  - G1 Local regulations & international reference texts
  - G2 Values aligned with Sustainable Development principles
  - G3 Strategic approach, action plans and objectives
- HUMAN RIGHTS**
  - H1 Economic, social and cultural rights
  - H2 Civil & political rights
  - H3 Fundamental Labour rights
  - H4 Diversity & inclusion
  - H5 Human rights in the supply chain
- WORKING RELATIONS & CONDITIONS**
  - W1 Social Dialogue
  - W2 Working Conditions
  - W3 Employer-employee relations
  - W4 Employee health & safety
  - W5 Skills development
- COMMERCIAL RELATIONS**
  - C1 Fair commercial practices
  - C2 Patient health and safety
  - C3 Customers' privacy/ Data security
  - C4 Customer satisfaction
- ENVIRONMENT**
  - E1 Responsible resource management (energy, water, raw materials)
  - E2 Pollution/ Product end-of-life
  - E3 Climate change

# CSR approach

Being aware of the environmental, social and societal issues linked to its activity, Sterimed has for several years been implementing a voluntary continuous improvement approach based on the ISO 26000 standard. In this way, the Group's social and environmental responsibility (CSR) initiatives are disseminated not only within the company, but also both upstream and downstream of its scope, encompassing customers, suppliers and all of its stakeholders. All our teams, sites and skills are mobilised to foster innovation and serve our customers by ensuring that we integrate realistic, sincere commitments into the work we do every day, with a view to enhancing our overall performance.

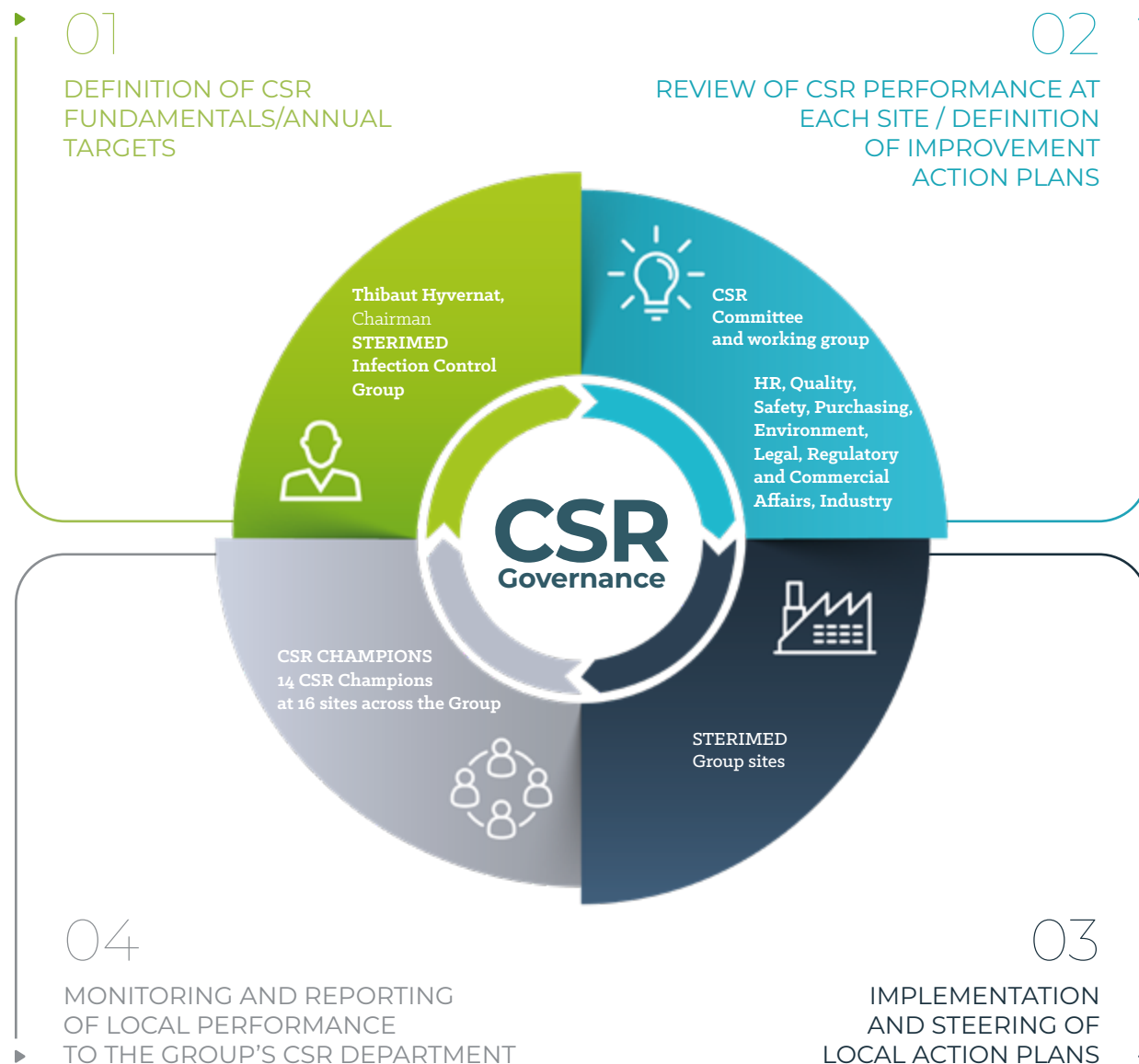


# Governance

The Sterimed Group has created a robust governance structure to drive its CSR agenda. It is headed by Chairman and CEO, Thibaut Hyvernat, alongside a dedicated CSR Committee comprised of cross-functional representatives and experts in the areas of human resources, quality, safety, purchasing, energy, environment, legal, regulatory and commercial, industrial and CSR.

The CSR Committee meets every six months to discuss key sustainability issues. These include our carbon footprint and climate strategy, as well as the areas for improvement identified by our CSR performance assessments, such as those conducted by Ecovadis and our financial partners. We also take customers' expectations into account and ensure that we comply with the Corporate Sustainability Reporting Directive (CSRD).

Committee discussions help to formalise challenges, establish areas of commitment, align our actions with our compass, drive strategy and strengthen CSR impetus among both operational managers and employees at all our sites around the world.



## OUR NETWORK OF CSR CHAMPIONS

A network of 14 'CSR Champions', chosen for their strong convictions on sustainable development issues, spearheads and ensures the operational deployment of the Group's CSR approach across our production and distribution sites.

Finally, because the success of this approach depends on everyone getting on board, it has been co-constructed with all our employees, and we have full confidence in their ability to take CSR forward and integrate it into both the day-to-day running of our projects and developments and everyday life at our sites.



**Audrey JULLIEN**, Sterimed Palalda  
**Alfredo LAFUENTE**, Pergut Medical  
**Celena FRAZIER**, Sterimed Ridgeville (ex Charleston)  
**Claire PRIN**, SPS Medical  
**Emma GHENT**, Riverside Medical Packaging  
**Isabelle THOMAS**, Sterimed Palalda  
**Jacky ZHANG**, Sterimed Suzhou

**Kamil PIETRZYK**, Westfield Medical et Granton Medical  
**Michal CENTNER**, Sterimed Brno  
**Nicole PLA**, EEE Mexico et EEE Chapala  
**Nubia MARISOL BAZAN SANTILLAN**, Distribution LATAM  
**Odile DUREUX**, ATH Medical  
**Therese O'CONNOR**, Steripack Ireland  
**Victor LIN**, Green Sail

*“In my capacity as CSR Champion for Westfield and Granton Medical, I lead local sustainability initiatives, focusing on waste management, process optimisation and reporting to the Sterimed Group. My role involves facilitating workshops to align team practices, raising CSR awareness and organising cross-departmental discussions. In 2024, I led a waste management review, which resulted in a reduction in operational waste and an improved data collection strategy. This initiative not only promoted collective environmental commitment but also enriched my personal expertise in sustainable practices, benefitting both the company and my professional growth.”*



**Kamil PIETRZYK**  
 CSR Champion, Westfield and Granton, UK

*“Social responsibility means prioritising the wellbeing of others in our decisions. Adopting these principles is essential for our long-term sustainability. During my 14 years at EEE (Especialistas en Esterilización y Envase), I've been involved in a range of projects promoting social responsibility, community involvement and working together for the common good, and have been able to see how caring for others and the environment benefits individuals and communities alike. By fostering a culture of responsibility, we can create a better future for generations to come.”*



**Nicole PLA**  
 CSR Champion, EEE Mexico and EEE Chapala in Mexico

*“As CSR Champion, my mission is to lead and empower Green Sail employees to identify opportunities and prioritise initiatives to achieve our sustainability goals. We've gained expertise in lighting, energy efficiency and energy security, including advances in smart switches. The motivation of our teams and their focus on continuous improvement have enabled us to reduce energy consumption, promote clean energy, improve safety, reduce waste and support local communities. With the Group behind us, we'll continue to drive our sustainability efforts and improvements.”*



**Victor LIN**  
 CSR Champion, Green Sail, China

# CSR Strategy

Sterimed's CSR approach is based on **3** main priorities:



**Reducing**  
OUR OVERALL  
**ENVIRONMENTAL**  
FOOTPRINT



**Creating**  
A POSITIVE  
**SOCIAL & SOCIETAL**  
IMPACT



**Building**  
MORE  
**RESPONSIBLY**

## SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015 to coincide with the Paris Agreements. They call for global action to eradicate poverty, protect the planet and ensure that all human beings are living in peace and prosperity by 2030. The private sector plays a crucial role in implementing the SDGs on a global scale. Sterimed has identified the 10 SDGs to which it makes the greatest contribution through its activities and CSR commitments.



## CSRD

The Corporate Sustainability Reporting Directive (CSRD), which has been coming into force progressively since January 2024 and will be applicable to the Sterimed Group in 2026, strengthens the transparency of corporate sustainability reports by extending their reporting obligations and improving comparability of information. It is guided by the ESRS (European Sustainability Reporting Standards), the specific standards covering environmental, social and governance issues.



# Reducing OUR OVERALL ENVIRONMENTAL FOOTPRINT

## Products

INNOVATION & ECO-DESIGN

## Waste

REDUCE, REUSE, RECYCLE

## Water

REDUCING & RESTORING

## CO<sub>2</sub>

MEASURING & MITIGATING

### KPIs

**95%**  
of waste  
recovered

**10**  
tCO<sub>2</sub>e per FTE  
on scopes 1 and 2

### SDGs





## 3 QUESTIONS TO...



**CLÉMENTINE AUFFRAY**  
Director of Innovation and Compliance

### As R&D Director, what is your biggest challenge in innovating while integrating eco-design into Sterimed products?

Personally, I believe that one of our major R&D challenges is anticipating our customers' future needs in terms of eco-design. We have commitments to reduce energy consumption at our industrial sites, but we also need to reduce waste at the point of use of our products, i.e. in hospitals. These are the main priorities for the medium term, but we also need to take a longer-term view. Our major challenge is therefore to ensure that these aspects are taken into account right from the design and research stages of our technical solutions. The entire product value chain must be evaluated when we design new products.

Integrating circularity into eco-design is one of the most talked-about challenges at the moment. Our core business is to market products that guarantee patient safety right up to the point when medical devices are used for patient care.

Even if our products are technically recyclable, we also need to take a hard look at what technologies are available and the energy required to recycle products. It's not just a question of technical feasibility; we have to consider the overall impact on the environment. You might think that anything that can be recycled is good, but if the recycling process consumes too much energy, that's a different story. That's why we're talking more about the circularity of products, assessing the levels of biodegradability and compostability of our materials and ongoing developments.

Our real challenge is twofold: to design products that meet recyclability criteria and have a minimal overall environmental impact, and guaranteeing performance in terms of patient safety.

### What outstanding initiative or project are you particularly proud of this year?

I'm particularly proud of the work we've done to develop RXPA, a 100% recyclable formable film for single-use medical devices. The product is a real breakthrough for our R&D teams in France and China who joined forces to deliver this innovation, which showcases our eco-design efforts. RXPA combines performance and recyclability, while meeting the strict standards required in our field of application.

At the same time, we've been working on reducing the chemical components in our products. We've reviewed our current compositions and succeeded in significantly reducing the quantity of chemicals. This was not merely to comply with regulations, but a genuine commitment to improving our existing product range.

We've also carried out Life Cycle Analyses (LCAs) on several of our ranges, including paper, film and some of our pouches. These analyses enable us to gain a better understanding of the environmental footprint of our products throughout their life cycle. They provide us with precious data that form the basis of our roadmaps, helping us to continue to reduce the environmental impact of our products over the coming years.

Finally, we've been working alongside end-users, particularly nursing staff, to understand their specific needs in terms of waste sorting and the aseptic opening of medical packaging. Thanks to their feedback, we've been able to develop more practical solutions, such as pouches that are easier to sort. By focusing on user needs, we've not only enhanced product recyclability, we've also improved the way our products are used in the field.

### What are your ambitions for the Group in terms of innovation and eco-design for the years ahead?

My ambition is to make eco-design the central pillar of our R&D projects, wherever they are being developed. This approach is now well underway in Europe, but it's crucial that it's equally embraced at our other R&D sites, particularly in China and Mexico. Although awareness of these issues is generally lower in these regions, it's essential that all our teams share the same eco-design standards.

Another point is training our teams in eco-design, empowering them to go beyond regulatory requirements and adopt a more ambitious and innovative approach. It's not just a question of achieving targets such as using 100% biobased materials, but of constantly looking for new ways to improve our processes and products.

Lastly, to advance eco-design on a broader scale, we're planning to participate in a dedicated European consortium. This groundbreaking project, which kicks off next year, is an incredible opportunity to consolidate our position as pioneers in the field. I'm convinced that all these efforts will result in us becoming a global benchmark for sustainable innovation in the medical devices sector.



# Products

## INNOVATION & ECO-DESIGN

We are strengthening our commitment to eco-design, by fully integrating it into our product development and improvement process. Our eco-design strategy is focussed on minimising the environmental impact of our products throughout their life cycle and guaranteeing the highest standards of technical performance so as to ensure patient safety.

From the design stage onwards, we work on performance by integrating key criteria relating to raw materials and manufacturing processes, and assessing our level of environmental impact. We leverage our existing knowledge in the field to further improve our expertise and enhance our current product range.

We are seeking to increase the quantities of biobased raw materials in our products by substituting materials of fossil origin, but also by working with sites to improve industrial processes with so to reducing the energy intensity required for manufacturing.

### OPTIMISING CIRCULARITY

Circularity is also a core focus of our development projects. We have opted to prioritise two specific areas: the **compostability and recyclability of our product ranges**. This year, part of our product range achieved WMI recyclability certification in the United States. In addition, our Palalda site is now equipped with equipment to assess repulpability (i.e. the ability to be recycled as paper pulp in water), allowing us to autonomously conduct pre-tests prior to industrialisation and to adjust product formulations during the development process.

### SPOTLIGHT ON

#### EthyForm® RXPA: our first recyclable film for medical packaging

EthyForm® RXPA is Sterimed's latest eco-designed thermoformable film, developed in collaboration with our subsidiary Green Sail to meet the growing need for flexible, recyclable packaging in the medical sector. This range of products has been certified as recyclable by the Cyclos laboratory and has undergone full assessment in accordance with DIN EN 13430 requirements. Both tough and safe, EthyForm® RXPA guarantees optimum protection for medical devices, while offering excellent sealing and aseptic opening performance. Specially designed for use with Ethypel® and Polybond® bio-based materials, it underscores Sterimed's commitment to a more sustainable future, while never compromising on quality or safety.



## SPOTLIGHT ON

### Circular Economy Seminar: a stronger partnership for a sustainable future



In September 2023, we held our first circular economy seminar with one of our key customers. The two-day event featured interactive workshops, presentations and creative working sessions. Together, the teams explored innovative sustainable packaging solutions, including paper/paper packaging and recyclable mono-material film. These initiatives met with great interest and are due to be rolled out over the coming months. The seminar provided the ideal opportunity to reinforce our mutual sustainability commitments with a view to achieving our climate and circularity priorities.

## WORKING ON THE **END-OF-LIFE** OF OUR PRODUCTS

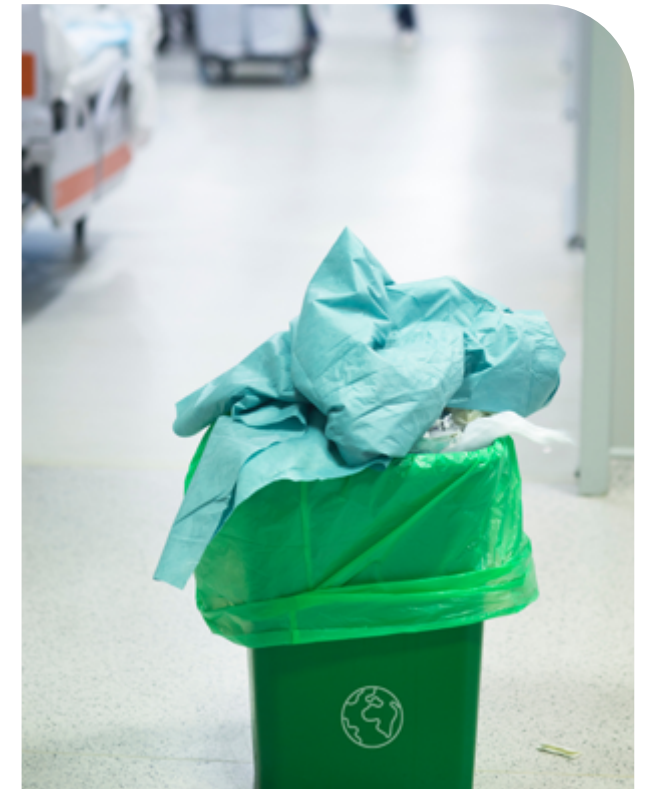
This year, we collaborated with external partners to participate in a French study on plastics recovery in the health sector, focussing on the use and sorting of packaging in hospitals.

At the same time, we are working closely with end-users to gain a deeper understanding of their needs and constraints in terms of performance and environmental impact. For example, we have engaged in discussions with nursing staff to develop practical solutions, such as more easily sortable pouches, aimed at improving the recyclability and usability of our products in the field.

## LIFE CYCLE ANALYSIS (LCA)

We have also launched a life cycle analysis process for all our product ranges, from the extraction of raw materials to the end of the product's life. To do this, we are training our R&D teams and using ISO 14040 standards as a framework.

**In January 2024, the members of the executive committee took part in the creation of The Circular Economy Collage.**



## ECO-PROFILES TECHNICAL DATASHEETS

Information on the sustainability of our products will be available in a new set of enhanced technical data sheets, providing greater transparency on the environmental impact of our products.

These technical data sheets, which are revised annually, provide quantitative and qualitative data on the environmental performance of our products, including information specific to each product throughout its life cycle. This approach is part of our desire and commitment to promote continuous improvement in the environmental performance of our products.



# Waste

## REDUCE, REUSE, RECYCLE

For companies in the industrial sector, waste management is a major issue, from mitigating our environmental impact through to optimising our resources and improving the efficiency of our processes. Based on the principles of reduce, reuse and recycle, we have implemented a series of concrete actions to minimise waste at every stage of production, while at the same time strengthening our overall industrial performance.

### REDUCE

We start by optimising production so that our manufacturing processes generate as little waste as possible. This includes the planning and continuous improvement of processes to ensure that raw material losses are kept to a minimum. At all our sites, a range of practices and investments have been introduced to combine minimum waste with maximum operational efficiency. For example, our Fuzhou site (China) has optimised its production planning, successfully reducing wastage linked to cutting edges. And since March 2024, our EEE Chapala site (Mexico) has overhauled its sewing process, saving between 120 and 180 metres of thread per person per day. These initiatives illustrate our commitment to reducing waste while maintaining a high level of industrial performance.



### REUSE

Whenever possible, we then reintegrate certain waste products directly into our production processes, while guaranteeing that product quality and efficiency is not affected in any way. When this is not an option, we work with our suppliers or specialist partners to turn our waste into a useful resource for other sectors, such as manufacturers of cardboard or plastic-based products.

At our Palalda site, certain paper scraps and waste are reintegrated into the repulping process, enabling them to be recycled. This circularity initiative reduces the volume of our waste while helping to optimise our resources.

### RECYCLE

More responsible management of the waste generated by our infrastructures is essential. In order to minimise landfill, we ensure that all waste is first sorted for recycling, then recovered. For example, since this year, the SPS Medical site has been sorting and collecting PE (polyethylene) and PP (polypropylene) from production offcuts, so that they can be recycled.

This commitment also extends to non-industrial sites. This year, our head office established a partnership with

“Our priority at the SPS Medical site is not only reducing waste at source but recycling it. All our staff carefully sort the various types of production waste, with an emphasis on sorting PE (polyethylene) and PP (polypropylene). Both these materials are now recovered, helping to reduce our environmental footprint. Our waste reduction commitment is also one of the objectives set out in our ISO 14001 certification on managing environmental impact.”



Claire PRIN  
QHSE Manager and CSR Champion at SPS Medical

## 95%

of waste recovered

*Les Joyeux Recycleurs*, a company committed to sorting and recycling. The collected waste is transformed into a useful resource for other sectors, such as manufacturers of cardboard or plastic-based products. This partnership incorporates a social dimension in that it facilitates the professional integration of people who are far from the labour market, aligning therefore with our inclusive vision.

# Water

## REDUCING AND RESTORING

Water is a precious resource that is vital to our business, and managing it is a key sustainability issue.

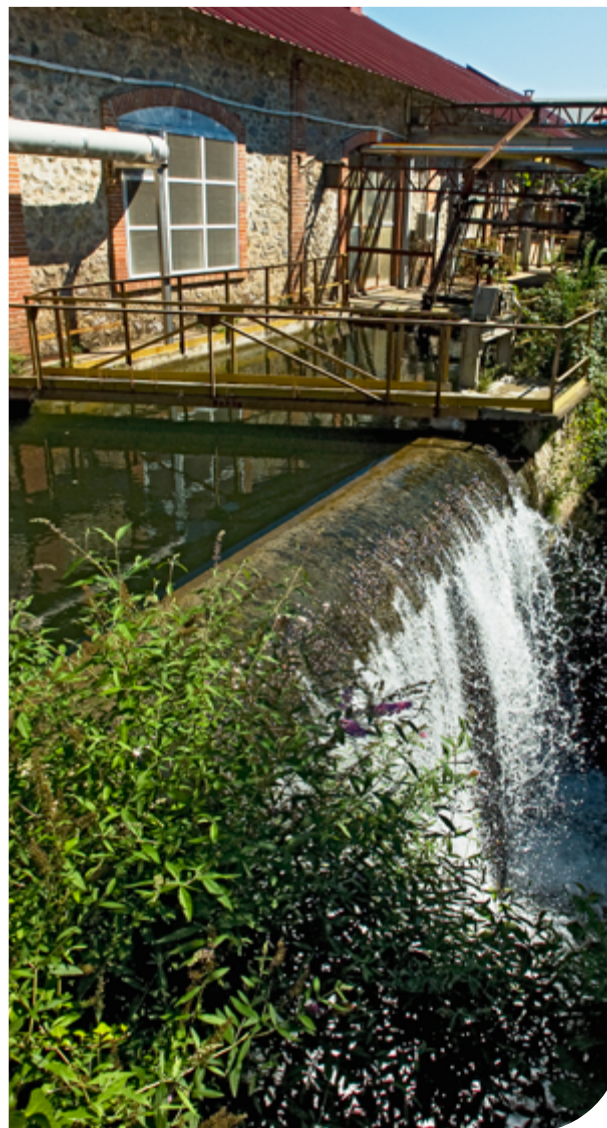
### REDUCING OUR WATER CONSUMPTION

All of our sites worldwide, from offices to production facilities, contribute to our collective effort to reduce the use of this resource.

In our offices, we encourage our employees to adopt more responsible practices, by measures such as reducing the time taps stay turned on or providing reusable bottles.

At our substrate production sites, water is essential, both for pulping, which breaks down fibres to create high-quality paper pulp and for cooling materials during the film manufacture process to ensure optimum extrudability. To keep water usage to a minimum while maintaining the quality and efficiency of our production, we are investing in innovative solutions and advanced technologies.

Since being deployed last year, the water taskforce at our Palalda site has been pursuing its efforts to optimise water use, with a range of concrete actions aimed at reducing the water footprint of our industrial processes.



*“Our ‘Water Taskforce’ is working to reduce water use at the Palalda plant. A wide range of initiatives have been taken, including reducing leakage, rationalising use, recycling and changing people’s habits, all of which have combined to reduce water use from 33 m<sup>3</sup> /T to 22 m<sup>3</sup> /T, i.e. a 30% reduction between 2023 and 2024. Other actions are still ongoing, such as increased recycling, elimination of sealing water and replacement of rinsers with more efficient models, in order to further reduce water consumption.”*



Hubert **PASCAL**  
Process Manager, Palalda site

### RESTORING WATER

Water is an essential component in the paper manufacturing process and is key to Sterimed’s business. Preserving this natural resource is therefore an integral part of our sustainable approach. Great care is taken to ensure that water is carefully managed, from the moment it is collected to the moment it is restored after treatment. At our Palalda site, a treatment plant has been set up since 1992 to handle our industrial wastewater. This facility treats and purifies the water before it is returned to its natural environment, not only ensuring compliance with strict environmental standards, but also helping to preserve local resources.

## SPOTLIGHT ON

## Treatment and return flow of extracted water

At Palalda, an in-house water treatment plant continuously treats and monitors the quality of the water in terms of turbidity (particle content), pH and temperature. This method ensures that a large proportion of the water extracted is returned to its original environment, while scrupulously complying with environmental standards.

### Extraction

Water is drawn from the River Le Tech before being decanted, filtered and then disinfected to ensure the high standards of quality and cleanliness required for the manufacture of medical paper.

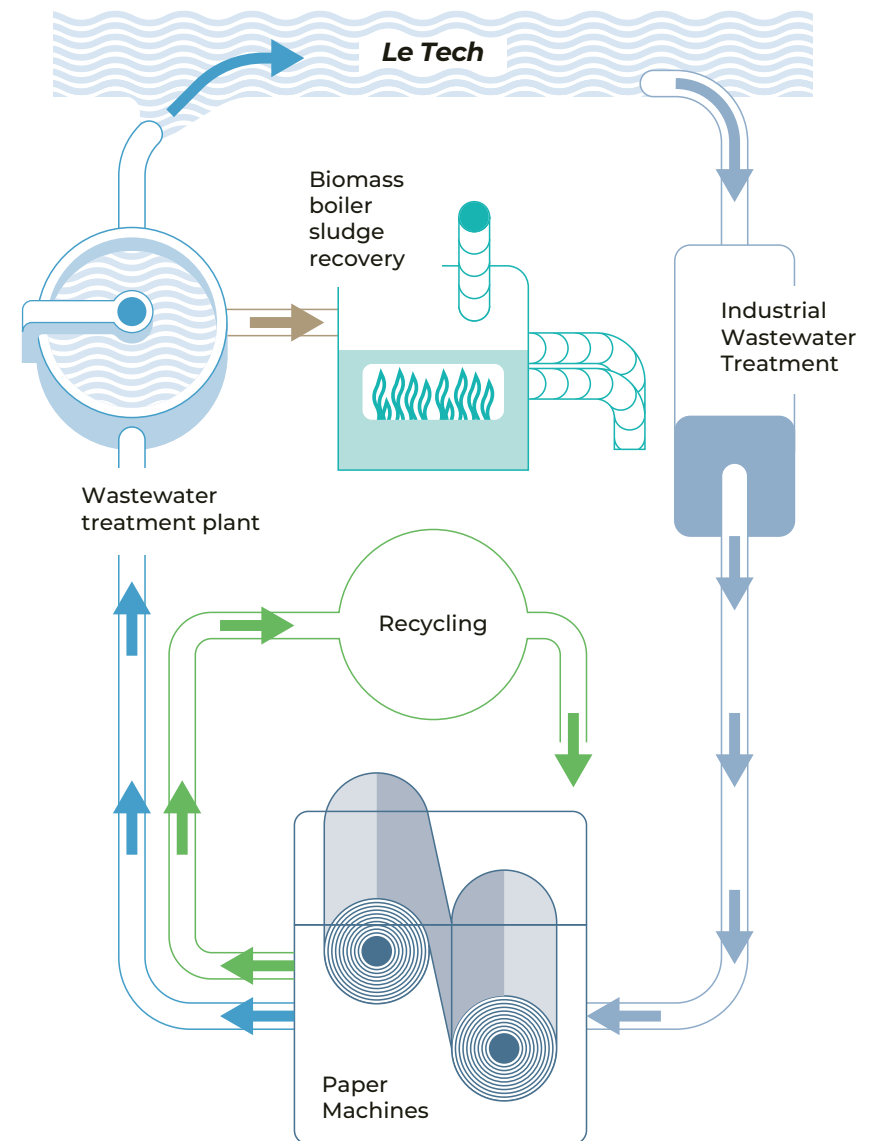


### Usage

Throughout the paper manufacturing process, water is reused and recirculated. The water flows in a loop at certain sections of the machinery. In normal operating conditions, for every 100 m<sup>3</sup> of water needed to run the paper machine, we recirculate 93 m<sup>3</sup> and withdraw only 7 m<sup>3</sup>.

### Treatment of discharge

Our wastewater treatment plant is designed to treat the equivalent of a town of 30,000 inhabitants. Our discharge is monitored monthly by the Agence de l'Eau and the DREAL and remains within the relevant regulatory standards for such discharge.



# CO<sub>2</sub> MEASURING & MITIGATING

Our first carbon assessment, covering the July 2022 to June 2023 FY, marks the beginning of a phase of essential work to measure and mitigate our greenhouse gas (GHG) emissions. This report focuses on scopes 1 and 2, covering direct and indirect emissions from our energy consumption.

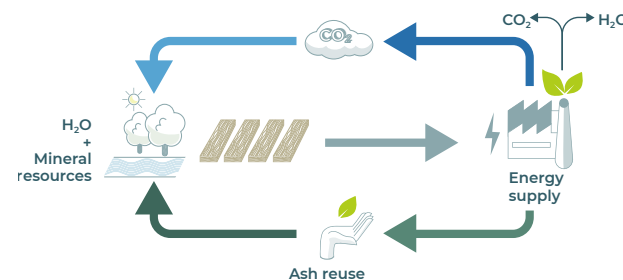


## METHODOLOGY AND ANALYSIS

Our GHG emissions were calculated in accordance with the GHG Protocol. To ensure the rigour of the process, we were assisted by a firm of experts. **It included all sites that were part of the Group during the financial year.**

Scope 1, representing 2,784 tCO<sub>2</sub>e (1.4%), is already highly optimised thanks to the use of **biomass** at our Palalda site. Without this, the use of natural gas would have generated more than 20,000 tCO<sub>2</sub>e this year.

### Principle of biomass energy production (Palalda)



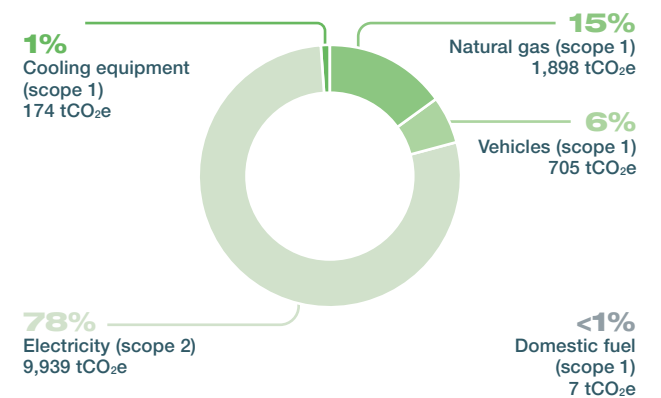
# 20,000 tCO<sub>2</sub>e

avoided each year through the use of biomass



Scope 2, electricity consumed, generates 9,939 tCO<sub>2</sub>e. The real impact of solar power deployment will be felt next year, thanks to the investments already made and those still to come (see SPOTLIGHT ON on next page for more details).

### The Group's carbon footprint 2022/2023 SCOPES 1 & 2 : 12,723 tCO<sub>2</sub>e (GHG Protocol)



## MITIGATING

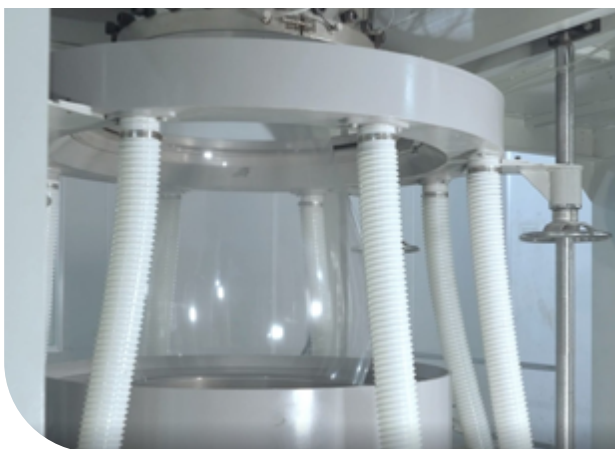
For scopes 1 and 2, we are actively pursuing our energy sobriety and efficiency initiatives and the roll-out of renewable energy sources.

Some examples of landmark initiatives:

- Modernisation of production tools;
- Installation of LED lighting (Sterimed Brno, SPS Medical EEE Chapala, Green Sail);
- Campaigns to eliminate compressed air leakage (SPS Medical, Sterimed Suzhou);
- Raising employee awareness of the need to use electricity wisely (Pergut Medical, Sterimed Suzhou).

At our Palalda site, specific measures have been implemented to improve energy performance. These efforts have resulted in a **122 tCO<sub>2</sub>e** reduction in electricity consumption this year. The ISO 50001 certification of this site demonstrates our commitment to a rigorous energy management system and ensuring continuous energy performance improvement.

We are also making progress in the use of solar energy at various sites.



## SPOTLIGHT ON



### GREEN SAIL

Located on the southern coast of China, the city of Fuzhou enjoys between 1,700 and 1,980 hours of sunshine a year. The solar panel project initiated in 2022 at our **Green Sail** site has generated 4,353 MWh in one year. It will eventually cover 20% of the site's energy needs, enabling a more than **400 tCO<sub>2</sub>e** reduction. This project, **the first in the area**, required collaboration with the national electricity grid to ensure seamless integration. **Since its implementation, another five solar installations have been developed in the area**, demonstrating the tangible impact of our initiative on the development of local renewable energies.

Building on this success, other sites have been inspired and strengthened their commitment to sustainably reducing their energy footprint.

### WESTFIELD MEDICAL

This year, our Radstock site in the UK is following in the footsteps of Green Sail (Fuzhou) and implementing a similar project. Solar panels are due to be installed in September 2024. This initiative is set to cover 25% of the site's annual electricity consumption and avoid around **60 tCO<sub>2</sub>e** of Scope 2 emissions.







# Creating

## A POSITIVE SOCIAL & SOCIETAL IMPACT

### Safety

GUARANTEEING & PREVENTING

### Well-being

SUPPORTING & TRAINING

### Value

ASSOCIATING & SHARING

### Diversity

INCLUDING & RAISING AWARENESS

### Patients and end-users

RAISING AWARENESS & PROTECTING

### Local communities

SUPPORTING & ACCOMPANYING

#### KPIs

**19hrs**

of training per employee

**7.3**

Frequency rate 1 (FR1)

**40%**

women



#### SDGs



## 3 QUESTIONS TO...



**CÉLINE BOUYGUE**  
Director of Human Resources

**You joined Sterimed a year ago: what did you find attractive about the Group's approach?**

Sterimed is first and foremost a genuine entrepreneurial adventure, a fast-growing Group that remains true to its DNA: encouraging individual initiative, empowering people to be responsible and autonomous, creating value and sharing it. And actions speak louder than words! Sterimed regularly opens up its capital to its collaborators through employee shareholding schemes, and I find the level of enthusiasm these generate really impressive.

For an HRD, joining a young, rapidly-expanding Group committed to maintaining a principle of subsidiarity and creating synergy is an exciting challenge!

What's really important is that our activity is profoundly meaningful: our core mission is to prevent infections and ensure the safety of patients and healthcare staff. This goal gives significant meaning to what our teams do every day.

**Since your arrival, what have you observed about Sterimed employees that stands out, and what initiatives are you particularly proud of?**

What really stands out at Sterimed is the passion and commitment of our employees. Even though the Group has been built up through successive acquisitions, we maintain a consistent approach towards certain key issues, such as our role as an employer in the areas where our sites are located.

From a societal point of view, I've also observed that our sites - and our employees too - are involved in supporting worthwhile causes, and this is reflected throughout the Group.

We're all keen to move forward in the same direction, sharing a common vision while retaining local specificities. For example, when we recently launched the Group's new value-defining initiative by consulting all our employees, over 600 of them responded and contributed their definitions, far exceeding our expectations.

One of the projects that I'm proud of this year is the launch of the 2<sup>nd</sup> edition of our Leadership program, which is of great significance for both the participants and the Group. This program brings together 16 talented individuals from various Group departments and sites. It's a one-year program designed to support and train the company's current and future leaders. It's built around three pillars: assimilating Group strategy, developing skills in line with the Sterimed Leadership Style and creating a management community. We're also

seeking to foster synergy between people - and it's a real pleasure to see how the chemistry can work within such a diverse range of profiles.

**What is your vision of Sterimed's future in terms of social and societal responsibility?**

We're currently working to incorporate Sterimed's values into a genuine management and leadership culture, which forms the basis of our approach to talent management. Building upon this foundation, we're already working on developing a global social and societal policy that is consistent but flexible.

One of the main challenges we aim to address is diversity and inclusion. At Sterimed, we've opted to concentrate our efforts on two areas: disability and intergenerational issues. Disability is a key focus area for us - and a cause which is already championed by our Chairman. Intergenerational relations, meanwhile, is a fascinating subject that we're tackling through a two-pronged approach: how can we ensure that the knowledge of our experts is passed on and at the same time facilitate access to employment for younger people? This is a crucial issue, especially in a sector as specialised as ours, where technical expertise is a fundamental asset.



# Safety

## GUARANTEEING & PREVENTING

At Sterimed, safety is our common priority. We firmly believe that effective accident prevention depends on a collective and people-centred approach. Throughout this year, we have maintained our commitment to safety through a series of awareness-raising initiatives aimed at managers, and by ensuring that safety issues are top of the agenda at key meetings such as monthly reviews, Executive Committee and Management Committee meetings.

In the event of an accident, an on-site audit is systematically carried out by the teams responsible for managing the site and the findings are disseminated across all the Group's sites. By sharing the results with the whole Group, we can ensure lessons are learned and prevent similar incidents from happening again. The feedback is also used to adopt preventive corrective measures that can be applied to other sites, particularly those sharing similar processes.



Actively involving employees is essential to this approach. They're encouraged to suggest improvements to workstations, methods and processes, thereby creating safer and more ergonomic environments. This ongoing dialogue contributes to both improved safety and enhanced working conditions. A concrete example of this is the introduction of new Personal Protective Equipment (PPE) at Greensail in Fuzhou. Encouraged and motivated by the production manager, new working methods have led to safer site access conditions.

As well as enhancing employee well-being, this approach helps to optimise productivity by ensuring that jobs are suitable for new recruits.

Lastly, Sterimed guarantees that each site has the appropriate tools and training, while allowing each site the autonomy to implement local initiatives.

### SPOTLIGHT ON

#### Our Safety training plan



Initial training for new employees is common practice, although the extent to which it is compulsory varies according to the regulations in each country. In response to specific requests, the Group can also provide additional training.

The overall aim is to raise awareness and get as many site managers on board as possible.

For example, a training module was recently deployed at our Mexican site, which led to the entire factory workforce being trained.

Every month, the Group's plants establish a safety report including data on the number of:

- lost-time accidents
- non-lost-time accidents
- near misses
- cases of care being provided
- days since last lost-time accident
- maximum number of days between two accidents

Based on this information, we calculate the frequency and severity rates for each site and for the Group as a whole.

Each time they visit our production or logistics sites, Executive Committee managers are responsible for reporting any safety issues they may have observed and identified to the site manager. This process aims to:

- foster discussion on safety issues and provide an outside perspective
- share operational quality expertise
- raise employee awareness on site

The objective is for each site to be capable of addressing safety issues within the parameters of its safety organisation.

Safety training is available to all.

**7.3**  
Frequency rate 1 (FR1)

**14.5**  
Frequency rate 2 (FR2)  
-19% vs 2023

**0.1**  
Severity rate (ISR)  
-16% vs 2023

# Well-being

## SUPPORTING & TRAINING

At Sterimed, we strive for excellence and constantly seek improvement in everything we do, from our processes and products to, of course, our skills and expertise.

In a world characterised by profound technological and ecological shifts and within a Group undergoing constant growth, our pursuit of excellence naturally goes hand in hand with developing our teams' skills. This is crucial to our future success and is a major challenge to ensure the employability of our workforce. Group-wide, we have set two key priorities: to cultivate strong managerial capabilities by treating management as a distinct profession, and to develop the technical and business skills needed to

sustain our current and future levels of excellence.

Each priorities are expressed in medium-term objective:

- Guarantee that all direct, functional, cross-functional and project managers receive appropriate management training to support them in their new role;
- Ensure that all employees receive job-related training at least every three years.



### SPOTLIGHT ON

#### The 'Great Place to Work' survey on the social climate

To gauge the opinion of its French employees, Sterimed launched the 'Great Place to Work' survey at its Palalda, Valenciennes, SPS Medical and head office sites.

In addition to attaining the label, which is a great source of pride, each site was able to draw up specific action plans in conjunction with its teams.

Overall, we have identified areas for improvement in certain HR processes, such as fairness in terms of promotion and pay, as well as communication and working conditions. The most positive aspects for our employees include pride in working for the company, the feeling of contributing to results, together with friendliness and the quality of the welcome given to newcomers.



## INTERNATIONAL LEADERSHIP PROGRAM

In June 2024, we officially launched the second edition of our Leadership program. This 10-month program offers 16 participants from our sites around the world the opportunity to complete a curriculum that combines coaching, face-to-face training and remote sharing circles, enabling them to embrace new managerial practices and exchange ideas on how to apply what they have learned. As the Group has grown through successive acquisitions, this program is also a fantastic opportunity to create a close-knit managerial community and a common frame of reference for employees with different perspectives, backgrounds, and cultures.



### SPOTLIGHT ON

#### The relocation of the Charleston plant



Before the summer, our plant in the United States moved from Charleston to the vibrant Camp Hall industrial estate in Ridgeville, SC, near Summerville, a responsibly developed site offering ample green spaces, sports facilities and amenities.

One of the main reasons for the move was to offer our employees an attractive working environment within a dynamic, modern business park, as well as a shorter commute.

**88%**

of our employees completed at least one training course during the year

**19hrs**

of training per employee

*“The Stericonnect digital HR platform is accessible to all Group employees. It’s a powerful development tool for setting - and setting ourselves - goals, evaluating them and providing feedback. It also contains a catalogue of online training courses that can be accessed at any time, covering a wide range of topics that can be further developed by our local training facilitators. Our EEE site in Mexico led the way in encouraging the use of the personal development plan tool for both managers and employees. The aim is simple and clear: to encourage regular exchanges between employees and managers, to give everyone access to their development plan at any time, and to empower employees to shape their own career development.”*



Joke **FERNANDEZ**  
Head of Group HR Development



# Value

## ASSOCIATING & SHARING

Since Sterimed was founded in 2016, the Group has been firmly committed to ensuring that entrepreneurship is a reality for all its employees. Uniting our teams around a shared vision and common values, while associating everyone with the Group's results, is at the very core of our DNA.

This effectively means that our governance structure is atypical. Every entrepreneur, company director or family who joins the Group, whether as a result of internal or external growth, becomes a shareholder. With a **100% manager-shareholder Executive Committee**, Sterimed is able to maintain a high degree of consistency in the way it conducts its business worldwide.

Sterimed has also chosen to open up its capital to all its employees by means of **regular employee shareholding plans**, and these have been consistently successful.

The fourth shareholding plan, scheduled for October 2024, will enable new employees who have joined the Group since 2022 to be part of our entrepreneurial adventure.



### SPOTLIGHT ON

#### Profit-sharing agreement at SPS Medical

SPS Medical, which joined the Group in 2021, has signed its very first profit-sharing plan for 2023-2024 with the Social and Economic Committee. Fully in line with Sterimed's value-sharing culture, SPS Medical has chosen to involve all its employees in the company's success. The four indicators chosen for this first agreement are aligned with the company's main strategic priorities: safety (workplace accidents), the environment (waste rate), performance (service rate) and customer service (satisfaction rate). Four indicators in which everyone has a role to play.

# Diversity INCLUDING & RAISING AWARENESS

To ensure that the diversity of our teams and profiles is a source of innovation, performance and wealth, we believe that a voluntary inclusion policy must be implemented.



Sterimed operates on 3 continents, in a variety of socio-cultural contexts and is called on to deal with a range of specific challenges. We apply the principle of subsidiarity so that each site can define its own diversity and inclusion priorities.

At Group level, however, we have chosen a number of key priorities for the coming years: professional integration and job retention for disabled workers, the fight

against all forms of discrimination in employment and recruitment, gender equality and job mixing, and support for different generations in the workplace.

In the scope surveyed for Great Place to Work (France, i.e. 25% of employees), Sterimed achieved an average of 83% favourable responses to questions relating to fair treatment. However, there is still a considerable margin for improvement in the various priority areas.

## 40%

women

## 38%

of management positions  
are held by women

## SPOTLIGHT ON

### Gender equality in the workplace and job mixing

In March 2024, the Social and Economic Committee and the **SPS Medical** management team signed an agreement on gender equality in the workplace and quality of life at work. Concrete actions have already been taken, such as training recruiters and raising management awareness of non-discrimination issues; payment in full of paternity or maternity leave after one year's seniority, and maintaining employees' salary for 2 days' absence to care for sick children.

At the **Brno site**, job mixing is a structural issue and so the management team is working to adapt machines and production processes. The way that both internal and external job advertisements are worded is also being reviewed to ensure that everyone can identify with them.



## Our French sites have always been actively involved in disability issues, and here's the proof!

### Activ'Challenge

Our French employees had the opportunity to take part in the Activ'Challenge, an inter-company event organised each year by the Agefiph, with Audrey Jullien, Disability Coordinator at our Palalda site, liaising for Sterimed. Thanks to our team of 120 dynamic and talented participants, Sterimed came 50<sup>th</sup> out of the 970 companies taking part. The three head office winners received invitations to attend the wheelchair tennis events at the Paris Paralympic Games.



### Aktisea Partnership

Sterimed has decided to work in partnership with Aktisea, an adapted company that provides an external disability advisory service enabling employees in France to seek advice in complete confidentiality.



### Endometriosis agreement

In December 2023, management and union representatives at our Palalda site signed a Women's Health Agreement to allow women suffering from endometriosis to benefit from one day's authorised absence per month (i.e. 12 days per year). This welcome agreement, driven by the CSE was supported by the Management and our two disability advisors : Audrey Jullien (HR) and Aurégan Fortecoëf (Member of the Social and Economic Committee).



### Two disability coordinators for Sterimed's head office in Boulogne

In response to a call for applications, Ines Barbey and Marie-Laure Raffin applied to become Disability Coordinators at Sterimed's head office. Here are their first impressions:

*“I wanted to become a disability adviser because it is a fascinating topic. It allows me to see for myself what the real issues are for the people concerned, and it helps me to develop my practice as a recruiter. There's a lot to be done not only in terms of inclusive sourcing and recruitment, but also in terms of training and awareness-raising.”*



Ines **BARBEY**  
Head of Recruitment

*“In my opinion, the fact that there are two of us is a great help as we are both non-specialists who are new to the subject: learning together helps us to ask more of the right questions. We can also motivate each other, share our doubts and find the time to help our colleagues more easily.”*



Marie-Laure **RAFFIN**  
Product Manager, Hospital Solutions



# Patients and end-users

## RAISING AWARENESS & PROTECTING

Sterimed is a leading player in infection prevention, developing sterilisation and sterile maintenance solutions for medical devices. The company plays a key role in reducing hospital-acquired infections and combatting multi-resistant bacteria.

### RISK MANAGEMENT AND QUALITY OF CARE

To guarantee the highest standards of quality and safety, Sterimed is committed to several priority areas.

#### Continuous improvement in product quality

Quality control processes and rigorous testing have been implemented to ensure continuous improvement in the quality of our packaging, guaranteeing its sterility. Our production sites are also certified, reinforcing the trust of our users and facilitating collaboration with health authorities.



#### Compliance with standards and certifications

Sterimed complies with strict standards, including ISO 13485 certification, which requires the implementation of risk management throughout the manufacturing process, ensuring that the products we sell are safe.

#### Partnerships to enhance quality of care

We participate in awareness campaigns on the importance of sterility. In collaboration with the Sterile Barrier Association, conferences are organised for healthcare packaging professionals, and we are involved in the development of standards within international committees (ISO/TC198/WG7, CEN/TC102/WG4, ASTM/ F02-D10-E60, etc.).

We are also investing in initiatives to recycle medical plastics and organising panels to identify user needs. These actions reinforce our efforts to incorporate the increasing sorting constraints imposed on healthcare staff into the design of our packaging solutions. Our aim is to minimise the impact of this task on their workload, so that they can spend as much time as possible on patient care.

### OUR CERTIFICATIONS AND ISO STANDARDS

#### Quality management:



**ISO 9001** is a quality management standard that helps organisations of all sizes and in all sectors to improve their performance, meet customer expectations and demonstrate their commitment to quality.



**ISO 13485** is a quality management system standard that requires an organisation to demonstrate its ability to consistently supply medical devices and associated services that meet customer and applicable regulatory requirements.



**21 CFR part 820** is the applicable quality management system standard for the sale of medical devices in the USA.

#### Products



**ISO 11607** specifies requirements and test methods for materials, preformed sterile barrier systems, sterile barrier systems and packaging systems for maintaining the sterile state of terminally sterilised medical devices up to the point of use.

## KNOWLEDGE SHARING AND PARTNERSHIPS

The sterility of medical products and devices, and good practice on the part of healthcare professionals are the foundation of infection control and patient safety. Sterimed is committed to raising awareness on the importance of sterility and infection control at both clinical and industrial levels.

We share our expertise in the field of hospital sterilization with hospital staff and our network of distributors. As a member of the World Forum for Hospital Sterilization Sciences (WFHSS) and of several local associations

such as SF2S in France, we contribute to the dissemination of best clinical practices and to deepening our understanding of the challenges faced by our hospital customers.

Sterimed is a founding member of the Sterile Barrier Association (SBA), and collaborates with trade associations (such as CAMDI in China, SNITEM in France) and standards agency working groups (ISO, CEN) to ensure that local and international standards and industry practices incorporate environmental protection.

### SPOTLIGHT ON

#### The “Shared” program



‘Shared’ is the name of Sterimed’s educational program. It has been designed to train both hospital sterilisation staff and medical device manufacturers on the best standards, practices and technologies for sterilisation packaging. By fostering knowledge sharing, open dialogue and the exchange of experiences and best practices, the ultimate goal of the Shared program is to progressively achieve a combination of patient safety, industrial efficiency and sustainability.

We organise tailored hospital sterilisation training sessions for hospitals such as CHUV Lausanne (Switzerland) and Assistance Publique des Hôpitaux de Paris (APHP - France), as well as sterile barrier design optimisation seminars (Pack Design Days) with product and packaging designers from medical device manufacturers around the world. In 2023, 181 people took part in the Shared program.

#### PACK DESIGN DAYS

Pack Design Days are online or face-to-face training sessions in which experts in sterile packaging design share their knowledge to help manufacturers create optimal sterile packaging. These sessions can be tailored to the specific needs of a customer or type of medical device, with the same set of objectives: optimisation of patient safety, design, regulatory compliance, handling and performance. In June 2024, our Pack Design Day in Malaysia brought together 56 participants to discuss design, packaging and industrialisation.

#### Testimonial on the in-house courses for MDT (Medical Device Technologist) sterilization apprentices in Switzerland

“These courses are a link between theory, which students follow at the Ecole de la Santé in Lausanne, and practical experience in a healthcare establishment or a reprocessing company for medical devices (MD). Sterimed’s involvement enables the students to acquire in-depth knowledge of the different types of packaging, a key subject in their field. Thanks to this initiative, trainees benefit from the manufacturer’s unique expertise, providing precise and technical information that we don’t always have in sterilization. This expertise is crucial to understanding the correct use and handling of packaging materials, a fundamental aspect of safe and effective sterilization procedures. Participation in these courses reflects Sterimed’s commitment to contributing to the training of future professionals, sharing its know-how and helping to prepare the new generation of sterilization agents in Switzerland.”

Michèle **BRUNNER**,  
Head of training at Lausanne University Hospital

**18** congresses and fairs in **15** countries



# Local communities SUPPORTING & ACCOMPANYING

Sterimed is convinced that the business world has an important role to play in supporting local communities, and encourages each site to set up support and sponsorship initiatives to benefit the local organisations.

Long-standing partnerships have been forged with organisations such as:

- **Les Amis de l'Arche** in France, which provides support for people with disabilities through shared living communities.
- **The STONOŠKA Club**, which is one of the many clubs affiliated to the **Association of Parents and Friends of Children with Disabilities** in the Czech Republic.
- **El Mexicanito** orphanage and several initiatives for nursery and primary schools in Mexico.

And because our employees have so much energy, they are also enthusiastic participants in sporting activities in aid of charities. For example, the SPS Medical site took part in the **Pink October** race in aid of the League Against Cancer, while teams from Westfield ran the Bath half-marathon in aid of **Time is Precious**.

## 100,000€

dedicated to corporate philanthropy in 2024

As ever, we want our employees to have a say in our choice of commitments. And so, it is at the instigation of our teams that we decided to partner **Les Enfants du Mekong** and **Time is Precious**.



## INTERVIEW

Romain  
**DURRANDE**  
COO Americas



### Can you describe *Enfants du Mékong* in a few words?

*Enfants du Mékong* (EdM) is a French association founded in 1958, which provides education and support for disadvantaged children in South-East Asia. It is active in six countries in South-East Asia, particularly Cambodia and Vietnam. Its main action focuses on sponsorship: a sponsor will finance a child's studies in Asia, giving the child the chance to go to school and then university or vocational training. In this way, a bond of support and friendship is created between Europe and Asia, and the sponsorship of one child often makes it possible to send his or her neighbours to school too! We also go a step further by helping to build schools and centres, and offering grants... Thanks to its commitment, more than 70,000 children are being supported to have access to quality education and a better future.

### Where do you fit in with this association?

I am very familiar with EdM, and have been for a long time. I volunteered for a year in Vietnam in 2003 and was responsible for auditing the country's sponsorship programs; then I was an administrator for a long time. Before we joined Sterimed, we decided to take up the challenge of volunteering as a family, and were able to join *Enfants du Mékong* in Cambodia. We had an amazing 2-year adventure in the north of Cambodia, where we mainly managed a boarding house

for around a hundred young people and helped to shape EdM's activities in the country, where it employs around a hundred people.

### When you look back, what have you gained from this experience?

A lot of friendships forged during these intense years, encounters that shake you up and move you, humility before the magnitude of the task and the perseverance of those who take action on the ground, the joy of being able to contribute to the huge and so powerful issue that is education in this country, of seeing these young people succeed and outdo themselves. The same goes for the family adventure, of course!

### And now that you're back?

We can't completely close the book on this wonderful experience! As a family, we keep sponsoring one of the children at the centre where we used to live. His name is Channy and he's sitting his A-levels this year. He wouldn't be at this stage without EdM's support: his parents - who are too poor and too far away from middle and highschool - wouldn't have been able to manage without him in the fields. 24,000 children are sponsored today, and the process is easy and can change a life at [www.enfantsdumekong.com](http://www.enfantsdumekong.com)! And I'm delighted to have been able to involve Sterimed in this adventure. We decided to provide support for the children of Karuna. This pilot project, which is backed by the Ministry of Education, aims to build classrooms to provide schooling for 60 disabled children in Battambang, Cambodia. This cause is very much in line with Sterimed's commitment to disability issues. I was able to visit this project in January 2023.

## EMPLOYMENT AND EDUCATION DEVELOPMENT

Sterimed is convinced it has a key role to play in education and employment development. We nurture long-term relationships with local schools and employment networks.

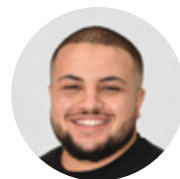
For example, the Palalda site has established a partnership with *L'École de la 2<sup>e</sup> Chance*, which offers a path to success for young people seeking training or employment.

More generally, the site has adopted a very favourable work-study policy, whether in terms of remuneration or through specific grants to facilitate local installation.

We wanted to highlight an example of a successful work-study program within the Group's Purchasing department.



## INTERVIEW



Mehdi **MAKACI**  
Work-study apprentice



David **PAYEN**  
Purchasing Director

### How is skill-improvement implemented during work-study programs?

**Mehdi:** I learned a lot from David. Sharing his office was a very important factor in my success. We exchanged a lot and worked together, which enabled me to rapidly build up my skills.

**David:** We always tackle one topic at a time, depending on the urgency of the situation. We work step by step to make sure he understands every aspect of his job. At the moment, Mehdi is working on performance indicators.

**Mehdi:** David has been a great help in getting to grips with the different tools, but beyond that, it's a real challenge to work with different sites and different people, in a cross-functional way. I take part in every group meeting, which is very useful. I've also been able to visit a supplier, and getting out into the field is also a great learning experience.

### Mehdi, can you tell us a little about your educational background?

**Mehdi:** Of course, I took a master's degree in management, logistics project management and purchasing at the *Institut des Administrations des Entreprises* in Perpignan, and chose the purchasing option.

### Why did you choose Sterimed for the last year of your work-study program?

**Mehdi:** I grew up in the village where Sterimed is based, in Palalda. I've always known about the company, and I applied when I saw the advert. I was surprised by the size of the company, I thought it was a small local paper mill, but in reality it's a company with a strong international dimension.

### David, can you tell us about your experience as a tutor for work-study students?

**David:** Yes, I've already had several work-study students in my department, and this is a method I particularly appreciate, since it has already led to a permanent contract. I attach a great deal of importance to the training and support of work-study students, and I know the IAE de Perpignan very well, even though the master's program is very recent.

### What's next at the end of your work-study program?

**Mehdi:** I hadn't set myself any specific goals at the end of the work-study program, but I was delighted that it could lead to a permanent contract. Sterimed is a Group that's growing a lot and I look forward to new challenges.

**David:** We started talking about a potential permanent contract back in April, and the project came to fruition at the end of his work-study period. It's a real opportunity to be able to capitalize on the work we've done.





# Building MORE RESPONSIBLY

## *Responsible purchasing*

GUARANTEEING TRANSPARENCY & TRACEABILITY

## *Ethical practices*

PREVENTION & EXEMPLARITY

INTRODUCTION

ENVIRONMENT

SOCIAL

ETHICS

**60%**

of direct procurement suppliers are registered on EcoVadis



anti-corruption reports

KPIs



SDGs



## 3 QUESTIONS TO...



**DAVID PAYEN**  
Director of Purchasing

**In your role as the Group's Purchasing Director, what are the main challenges for responsible purchasing that you have identified?**

The main challenge is to move from a classic supplier-purchaser relationship to a genuine partnership. The term 'supplier' is being used less and less, and it's now more appropriate to talk about 'partner'. Responsible purchasing means adopting a global vision that goes far beyond just the issue of price. We're now asking questions about how the product is manufactured, transported and sold and, more generally, how sustainable our partner's operations are overall. Aspects such as transport, waste recycling, greenhouse gas (GHG) emissions management and energy use have all now become key criteria. It's also essential that we share our priorities and performance indicators with our suppliers so that they can clearly understand what we expect of them.

But the real challenge remains to create a long-term relationship based on trust and shared commitments and objectives.

Another challenge is to raise all our international partners to the same level. In Europe, our partners are already quite advanced from the point of view of sustainability. For example, 90% of our raw materials suppliers in Europe complete the EcoVadis questionnaire, which analyses companies' sustainable development performance. But in other regions, such as Asia and Latin America, awareness is progressing more slowly, although we're still only at the early stages. Our main challenge is to align all our partners, in every part of the world, at an equivalent level in terms of sustainability.

**Which initiative are you particularly proud of this year?**

An excellent example this year has been our collaboration with a supplier that we've been working with for over 7 years, who supplies us with a specific material for our production of pouches. We've developed a strong, trust-based relationship and this supplier is very committed to sustainability issues. When we renewed our contract this year, we decided to add a new area to collaborate on: waste recyclability. The waste actually originates from our manufacturing processes, including non-conforming reels and material trimmings. The concept is that our supplier recovers this waste and reintegrates it into their own manufacturing process. They can use up to 10% recycled material in their products. This is a perfect example of a circular economy approach, which optimises both the management and cost of waste. By not sending waste to sorting or recycling centres, we not only reduce treatment costs but sell it to our partner, enabling it to be reintegrated into their production cycle. This win-win partnership demonstrates how a responsible purchasing strategy can combine mitigating environmental impact with delivering economic benefits to the company.

**What are your responsible purchasing ambitions for the Group for the coming years?**

We can't make progress on sustainability issues on our own. Creating partnerships will be essential. These are already beginning to take shape, but we still have a long way to go. At present, our relationships are still too often those of a customer and a supplier, rather than genuine partners committed to a shared ambition. In the coming years, we will continue to build real partnerships so that we can move forward together on sustainability issues.

Our ambition is to define clear indicators, aligned with our CSR strategy, that we can share with our partners. This could include initiatives on recyclability, innovation, transport rationalisation or reducing greenhouse gas emissions. It is through this collaborative and strategic approach that our purchasing will become truly responsible.

# Responsible purchasing

## GUARANTEERING TRANSPARENCY & TRACEABILITY

### RAISING AWARENESS OF SUSTAINABILITY WITHIN THE SUPPLY CHAIN

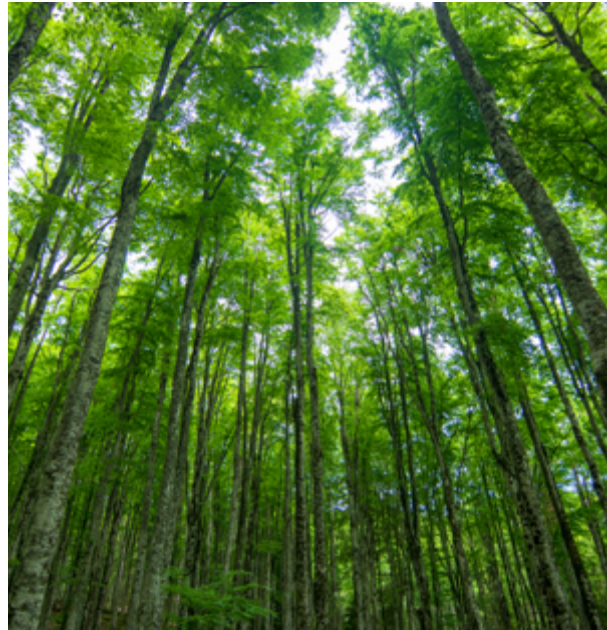
We see it as our duty to ensure that our suppliers share our commitment to sustainable development, especially as this also constitutes a growing customer expectation. Since 2020, we have been assessing the CSR performance of our supply chain by means of the EcoVadis platform.

With our encouragement, a growing number of our suppliers are registering on this platform, enabling them to benefit from a CSR assessment tailored to their activities, coupled with an action plan to guide them towards continuous improvement in their practices. The overall aim is to strengthen transparency and sustainability within our supply chain, while supporting our partners in their commitment to responsible practices.

The Sterimed Group is committed to respecting the same rules and standards as those required of its suppliers by submitting its own CSR performance for annual EcoVadis evaluation. To consult our EcoVadis assessment, please refer to the end of this report.

## 100%

of our paper pulp supplies are FSC or PEFC certified



### SUSTAINABLE SOURCING OF RAW MATERIALS

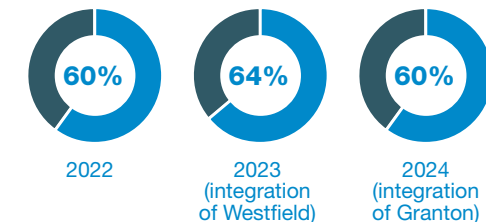
A fundamental aspect of our responsible purchasing strategy is to source our raw materials more sustainably. Our sterilization paper production site has been committed to a responsible sourcing policy for several years now, guaranteeing that 100 % of the paper pulp we use is FSC or PEFC certified. This not only ensures that forests are managed more sustainably, but also that social rights and working conditions are respected within our supply chain.

### SPOTLIGHT ON

#### The **ecovadis** tool

EcoVadis is an evaluation tool that allows companies to analyze their CSR performance. Using a structured methodology, the platform examines a range of criteria such as environmental impact, human resource management practices, business ethics and responsible sourcing standards. It offers companies visibility regarding their level of compliance with sustainability standards by assigning them scores and evaluations based on global criteria. The process not only helps to identify strengths, but also pinpoints opportunities for improvement. By integrating the EcoVadis results into their purchasing strategy, companies can build stronger partnerships with their suppliers and align their business practices with their sustainability commitments.

#### Direct purchasing suppliers registered on EcoVadis



# Ethical practices

## PREVENTION & EXEMPLARITY

### COMMITTING TO ETHICS AND COMPLIANCE

Sterimed is committed to building a strong culture of business integrity, where every employee receives appropriate training and is encouraged to adopt ethical behaviour in their day-to-day dealings. An updated Code of Conduct is currently being developed and is due to be rolled out and shared on the Group's intranet by the end of fiscal year 2025. This essential document will set out the company's ethical principles and expectations with regard to compliance with international laws and regulations.

By adhering to the United Nations Global Compact Principles, Sterimed is demonstrating the importance it attaches to the fight against corruption and fraud. This commitment covers our entire value chain, with a particular focus on the management of third-party risks, thereby strengthening our compliance framework. Our aim is to ensure that ethics and compliance remain absolute priorities at all levels of the organization.



anti-corruption reports



### RISK MAPPING AND TARGETED TRAINING

During the year, our risk mapping (identification, assessment and prioritisation of the risks inherent in our business) was updated, without any major changes needing to be made to those risks previously identified. Standard risks remain unchanged and form the basis for the planning of three specific anti-corruption training courses for our most at-risk employees: our sales teams. The aim of this training is to raise awareness within these teams of potential compromising situations and to provide them with the tools to react appropriately. In order to assess the effectiveness of these actions, evaluations will be planned for the next financial year to measure how well ethical principles have been understood and integrated. Refresher courses will

also be provided for employees, as well as training to share best practice with new recruits.

### REINFORCING ETHICAL CONDUCT THROUGH TARGETED TRAINING

In order to reinforce Sterimed's commitment to the fight against corruption, anti-corruption training will be integrated into our internal training tool, with the objective being for FY 2025. Training will be accessible to all employees and will provide them with the necessary skills to recognize and avoid inappropriate behaviour.



*“We will cement good behavior and practices within the Group by providing information to everyone, with clear, precise and concrete examples, and by regularly training our employees.”*

Pierre-Emmanuel **NIÉDRÉE**  
Director of Legal Affairs and Head of Compliance



### RESOURCES MADE AVAILABLE TO EMPLOYEES

Sterimed employees have a number of resources they can turn to if they run into difficulties or have doubts about ethical issues. They can seek support from their manager, site manager or the compliance team. Sterimed ensures that all reports are treated in the strictest confidentiality and employees can opt to remain anonymous, a request that we endeavour to respect. Sterimed was pleased that there were no reports or incidents of corruption or anti-competitive practices this year.





# 2024 Ecovadis Notation

ecovadis
Sustainability Performance Overview - EcoVadis Rating Details

## STERIMED HOLDING SAS (GROUP)

BOULOGNE BILLANCOURT - France | Manufacture of corrugated paper and paperboard and of containers of paper and paperboard

Publication date: 9 Feb 2024

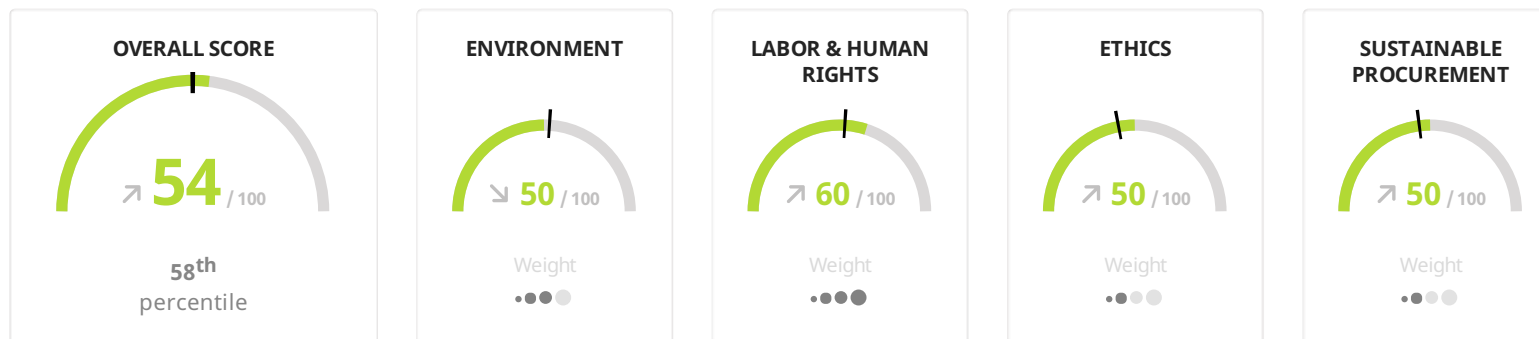
Valid until: 9 Feb 2025



### SUSTAINABILITY PERFORMANCE OVERVIEW

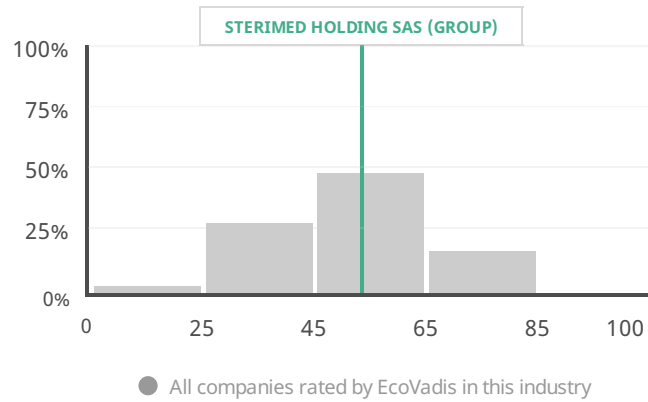
#### Score breakdown

Sustainability performance ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score

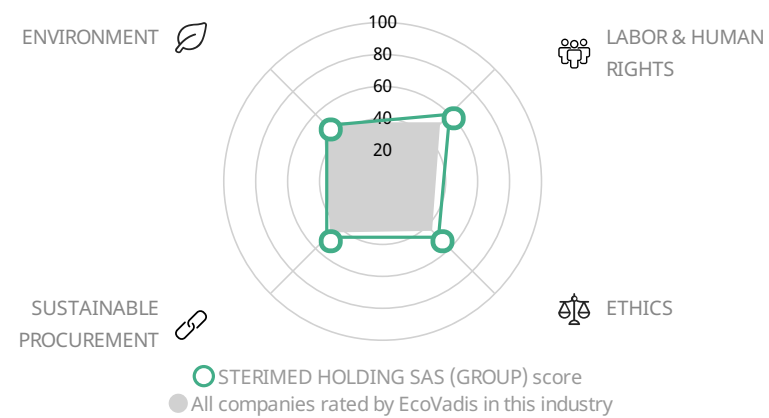


# 2024 Ecovadis Notation

## Overall score distribution



## Theme score comparison



\* You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.





**TO FIND OUT MORE**  
<https://sterimed.fr/en/>

47/49 avenue Edouard Vaillant  
92100 Boulogne-Billancourt - FRANCE  
Tel. +33(0)1 77 37 35 28 - [contact@sterimed.fr](mailto:contact@sterimed.fr)

