



EDITORIAL

Thibaut Hyvernât

Chairman & CEO



At STERIMED, we believe that it is our duty, beyond economic performance, to also respond and commit to environmental and societal performance. Our professional and personal convictions are constantly being challenged and more than ever, our societal and environmental commitments are an urgent necessity and must be continually reinforced.

Mindfulness and consideration of these crucial issues have been a driving force behind the STERIMED adventure since the beginning. We care about having a positive impact and endeavor to develop a high degree of coherency between the commitments made to our customers and our employees and respect for the environment.

For the past three years, we have formalized our actions by undertaking a process of continuous improvement concerning the issues of our Corporate Social Responsibility, based on the guidelines of the ISO 26000 standard.

With the set up of CSR governance, our practices have been gradually formalized as part of the group's strategy and its various business-lines. The challenge was finding a framework that was sufficiently flexible, progressive and suited to our specificities, our structural and geographical particularities, while being realistic in terms of our employees' and our customers' daily routines.

Now more than ever, through our activity, we want to continue to pursue our commitment to the fight against and prevention of infections, by combining innovation, technicality, impact control, transparency, traceability and exemplarity, in an approach of respect and progress for Humankind and for Nature.



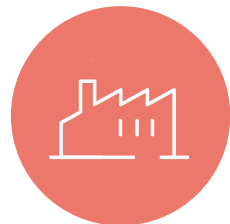
STERIMED in short

We are a French group and one of the world leaders in the manufacture of sterilization packaging for medical device manufacturers, patient care facilities and the pharmaceutical industry.

We are experts in both the manufacture of specialty substrates (paper, polybond®, film, etc.) and the production and supply of ready-to-use sterilization packaging and consumables. As such, we guarantee absolute quality control throughout the

supply chain for the utmost safety of patients and caregivers.

Concerned with a permanent dynamic of innovation, our R&D teams work on customized developments for our customers and are constantly developing new materials, processes and designs into which we integrate as many renewable resources as possible, in the interests of performance, product use and our customers.



12 production sites,
10 distribution centers



Present on
3 continents



1,350
employees



1 medical device in **4**
across the world is packaged
with our products

OUR MISSION

Our primary mission is the prevention of and the fight against healthcare-associated infections. Daily our teams, alongside our customers and partners, strive to:

- **Ensure the sterilization** of medical devices and maintain their sterile state until they are used,
- **Guarantee the protection** of patients and healthcare personnel,
- **Offer high-quality products** that comply with the safety and performance requirements of

the healthcare industry and in particular medical devices,

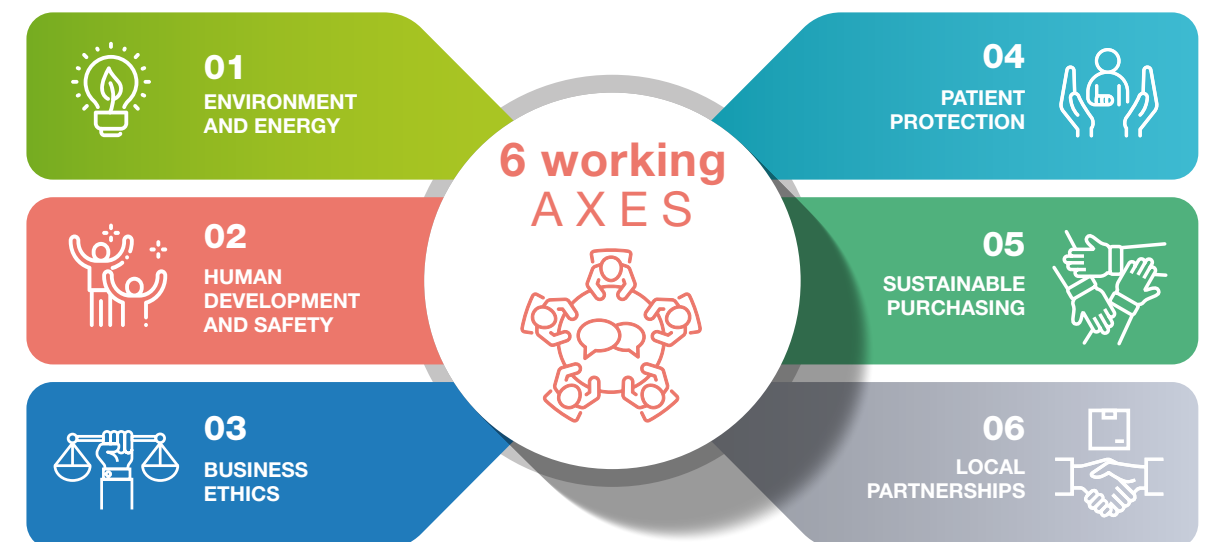
- **Innovate** for greater technicality and competitiveness, with a constant concern for environmental protection,
- **Respect humankind, the environment and our communities** in a spirit of cooperation.



CSR at STERIMED

Our teams, sites and skills are mobilized to innovate and serve our customers by integrating our commitments, which we have ensure are realistic, sincere and in support of our overall performance, into our daily routines.

Because the success of this approach depends on everyone's implication, we build together and have great confidence in all our employees in supporting and integrating CSR into the daily lives of our projects, developments and sites.



OUR GOVERNANCE

The STERIMED Group's CSR policy is led by the CSR Governance Committee, a dedicated organization made up of cross-functional representatives and experts in the various fields of CSR (Human Resources, Quality, Safety, Purchasing, Energy, Environment and Legal and Regulatory Affairs).

Its members are charged with coordinating the strategy, formalizing the issues and areas of involvement and implementing the process with our operational directors at each of our sites around the world as well as with all our employees.



Summary



REDUCING our consumption and our environmental footprint

More than ever, energy consumption is at the heart of climate and environmental issues. We have managed to preserve our resources and reduce the energy impact of our manufacturing processes. We measure our energy consumption performance in megawatts / metric ton of processed products. Along with our teams, we monitor and analyze the evolution of these indicators to develop action plans that may lead us to review our operating methods and invest in new, more efficient means. To do so, we have budgetary control to identify the portion of each investment request dedicated to reducing our energy consumption, for the sum of €2M in 2022.

We aim to minimize our environmental impact by investing in decarbonized energy to preserve our natural resources and reduce our CO₂ emissions. We also endeavor to promote renewable energy sources and to develop short supply circuits for our entire supply chain wherever possible. Our certifications guarantee quality for our customers and are a reference for us to work on continuously building our global system and controlling our consumption.

OUR CERTIFICATIONS



PALALDA
(FRANCE)
• ISO 13485
• ISO 50001



COULOMMIERS
(SPS)
(FRANCE)
• ISO 9001
• ISO 13485



BRNO
(CZECH REPUBLIC)
• ISO 13485
• ISO 9001



CHARLESTON
(UNITED STATES)
• FDA 21 CFR 820



MEXICO CITY
AND CHAPALA (EEA)
(MEXICO)
• ISO 7 clean room
• ISO 9001
• ISO 13485



SUZHOU
(CHINA)
• ISO 13485



FUZHOU
(GREEN SAIL)
(CHINA)
• ISO 8 clean room



RADSTOCK
(WESTFIELD)
(UNITED KINGDOM)
• ISO 13485
• ISO 9001



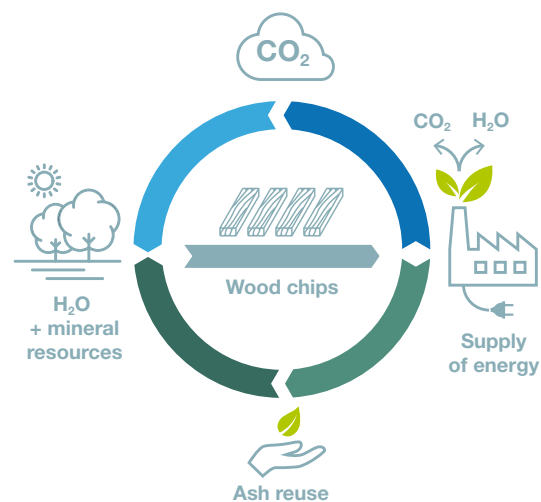
GRANTON
(UNITED KINGDOM)
• ISO 11607
• ISO 13485
• FDA 21 CFR 820

REDUCING AND CONTROLLING OUR CARBON FOOTPRINT

PRODUCING CARBON-FREE STEAM

Since 2014, we have built a Biomass boiler on our site in Palalda. As a result, we have replaced the steam produced by fossil fuel combustion with wood waste combustion, thus significantly reducing our impact on the environment.

PRINCIPLE OF ENERGY PRODUCTION BY BIOMASS



-16,000
metric tons of CO₂
saved every year

REDUCING OUR ELECTRICITY CONSUMPTION

Electricity comes in second place in our consumption, and we therefore pay particular attention to it. Modernization and investments in our production tools help us to obtain better energy performance. In February 2023, we launched a project to assess the impact of installing solar panels on the roof of our Fuzhou Green Sail factory in China.

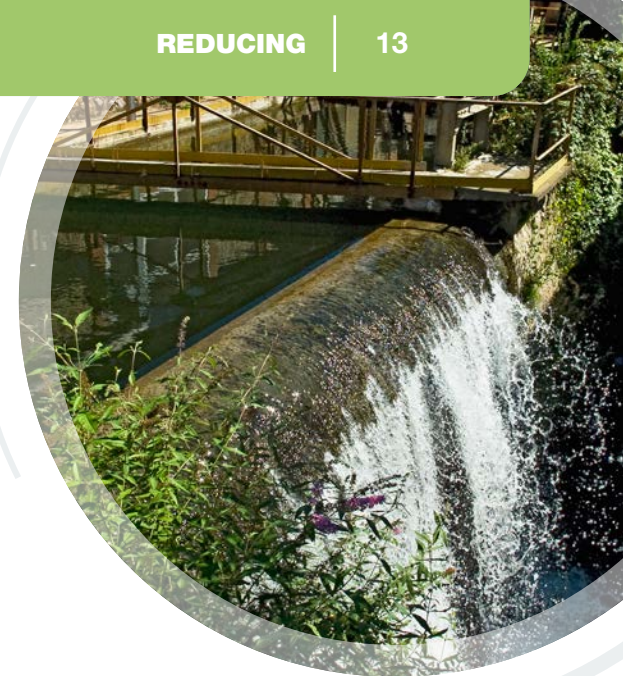
94% of the group's energy comes from renewable sources

-6.6% MW/metric ton of electricity consumed by the group in 2022

The project will have 3 phases. The 1st phase involves the installation of 1,100 solar panels covering 2,800 m² and capable of generating 630 MWh per year, that's around 10% of the site's electricity consumption. The upcoming phases 2 and 3 are expected to bring total solar panel generation up to nearly 1.5 GWh/year.



Biomass Boiler



RESPECTING AND PRESERVING WATER RESOURCES

Water is one of the primary components in manufacturing paper, the core business of our site in Palalda. This site is situated on the banks of the Tech River and uses the river water as its main supply source. Therefore the protection of the river is vital during its extraction, use, recycling and purification. Our water treatment plant continuously treats and controls the quality of the discharged water in terms of its turbidity (particle content), pH and temperature of the water returned to the river.

95% of the water extracted from the river is returned to it, the rest evaporates into the atmosphere as water vapor

-22% in water consumption over the past 3 years

REDUCING, REUSING, RECYCLING OUR RAW MATERIALS AND WASTE

We take care to use the right amount of raw material. This reduces the production of raw materials at source, positively impacting our CO₂ emissions. Our waste control policy is based on two axes:

- Reducing the amount of waste generated at our production sites.
- Increasing the share of reusable waste. To do this, we ensure that all waste from our activity follows the right channel, leading to either recycling or recovery.

For example, since 2017, we have been repurposing cellulose waste from our wastewater treatment plant, which is incinerated in our Biomass Boiler, thus producing some of the energy we need.

We intend to go further in the energy recovery of our cellulose waste, and several large-scale projects are planned for 2024-2025.

-11% of waste over the last 5 years

57% of waste is recycled



CREATING ECO-RESPONSIBLE PRODUCTS

Over and above the reduction of the impact of production, we commit to developing products with a reduced impact on the environment.

For this purpose, our product development stages follow an eco-design strategy, paying particular attention to the consumption of raw materials, production conditions on our industrial lines and the life span of the products. We are also involved in fundamental research studies (with university laboratories) on innovative materials and processes that integrate environmental issues. Finally, our R&D teams ensure the continuous improvement of our practices without compromising the quality and safety of our products on our current ranges.

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“Using a Sterimed porous base to package a medical device means reducing the amount of plastic by 30% on average and using a material that is more than 80% renewable and biodegradable.”

CLÉMENTINE AUFFRAY
DIRECTOR OF INNOVATION
AND COMPLIANCE

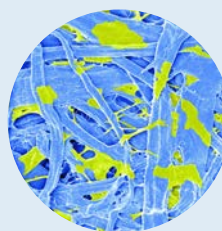


Focus on Polybond® CGP Cellulose-based packaging for rigid applications that uses renewable materials to reduce the plastic footprint.

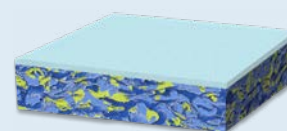


Polybond® CGP uses the latest generation of Polybond® reinforced cellulosic substrates. This particularly high-performance platform replaces a 100% plastic material (polyolefin) with a more eco-friendly solution, with more than **74% of the material of bio-sourced origin and labeled (FSC, PEFC)**.

The heat-sealing solution designed for Polybond® CGP is used to **reduce the amount of material** consumed and **avoid using solvents** without compromising patient safety. Polybond® material **printing solutions are exclusively formulated with a water base and are again solvents free.**



Natural fibers with
synthetic binder



5 g/m²
heat-sealing
layer



The Polybond® CGP 85 product is an alternative to all-plastic rigid packaging (e.g. polyolefin and PETG) **allowing an overall reduction of plastics used in packaging of up to 35%.**

It is **composed of more than 70% carbon from biomass** it is **biodegradable to more than 88%**, which results in an end-of-life material with minimal human intervention and a low carbon footprint.

Recycling is also possible using appropriate processes.



ENCOURAGING SHORT SUPPLY CIRCUITS

The multiplicity of our production sites around the world allows us to be agile, to transform and manufacture our products in close proximity to our customers.

In addition, wherever possible, our sites favor local supply circuits.

CARING about our employees

We are motivated by values of excellence, quality and service and driven by a desire to take on new challenges. We ensure the well-being and development of our employees, a majority of whom are also shareholders in the company, and fully participate in our collective entrepreneurial venture.

ENSURING SAFETY

At STERIMED, we believe that all our employees have the right to a working environment that ensures their health and safety. The prevention policy of each site ensures the reduction of occupational risks at all levels.

This policy is governed by three fundamental principles:

- All occupational injuries and illnesses can be prevented,
- Accountability, especially through training, is the basis of our safety approach,
- Working safely is fundamental, as neither quality nor productivity should come at the expense of safety.

To achieve this, each site implements plans that result in concrete actions:

- Coordination of an annual safety management plan,
- Annual monitoring of projects designed to improve safety and working conditions,
- Actions to reduce arduous conditions at workstations,
- Deployment of a safety training plan for all employees.



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“We don’t come to work to put ourselves in danger! On all our sites, management does everything in its power to ensure that employees work in a controlled environment. In addition, real-time incident notification to all the sites helps to lead us in the right direction.”

FRANCK TROTIGNON
GROUP INDUSTRIAL DIRECTOR

We believe that safety is everyone's responsibility and that in-the-field feedback is a valuable and essential element for progress.

As such, since 2020, all accidents have been reported in memo form to all our industrial sites in real-time. This provides information on the nature of the accident, its severity, and the course of events, etc., so that everyone can learn, prevent and avoid accidents on their site.

100% of employees who joined us in 2021/22 have been trained in safety basics

100% completed their training on core safety elements: permits, OHS, authorizations

We follow two main indicators to monitor our progress: the frequency rate and the severity rate of occupational accidents, which have been in sharp decline over the past two years:

Frequency rate: -30%*

Severity rate: -60%*

* On a 12-month rolling basis

DEVELOPING SKILLS

The training of our employees is essential to us. We believe that through understanding, we create the every day commitment and investment needed to move forward and innovate autonomously. Our training policy is based on the real-time availability of training offers for all and the assimilation of knowledge through daily operations. The roll out of the SteriConnect digital platform in 2022 reinforced sources of freely available content for each employee of the Group. The Group's international

community of training managers ensures that the offers and content meet a wide and effective range of educational requirements to incite employees to want to learn.

Meanwhile, all STERIMED employees develop throughout their career:

- An induction course is organized for each new employee,
- A training plan for the job is also systematically implemented as part of a hire or internal evolution,
- Training offers are flexible and adaptable to individual needs,
- A support plan for an adult educational refresher course for equal opportunities.

We encourage team work, mutual development, and feedback that allows everyone to learn with and from their peers.



23.5 hours of training per employee in 2022

99% of employees have received training over the last three years

SHARING THE VALUE

Right from the start STERIMED wanted to involve as many of its employees as possible in its entrepreneurial history, and make it a truly collective adventure. With this in mind, we have already implemented 3 employee shareholder schemes since the group was created in 2016, and more will come as we grow. In 2022, almost half of the group's employees, i.e. around 600 people, are shareholders and will benefit from the value they all help to create every day.

Moreover, the families, entrepreneurs and leaders who join STERIMED along the way, through our acquisitions and team reinforcements, are all associated with the group's capital and its management. Today, the group's 26 leaders form a core of strong managers-shareholders-entrepreneurs, who uphold the group's ambitions and values and lead by them with their teams. Finally, all our employees worldwide benefit from profit-sharing and incentive schemes, or their international equivalents, and are strongly associated with the economic success of their entities and of the group.

PROMOTING WELL-BEING AT WORK



We seek to promote the professional fulfillment of our employees by improving their well-being at work, the relationship of trust established with management and the sense pride they have in belonging to the STERIMED Group.

We believe that good working conditions inspire the commitment of our employees.

Since its origins, STERIMED has grown every year and the companies that join us become part of this Group where it's good to work and where good business does not come at the expense of people. The Group supports them in all their initiatives, strengthening well-being in the workplace.

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“Creating a working environment that puts the human being center stage and seeks the growth and fulfillment of each employee is fundamental.”

DELPHINE FAROULT
GROUP HUMAN RESOURCES
DIRECTOR

Since our Great Place To Work certification in 2021, we have continued to conduct social climate surveys from which we draw, together with our employees, on ways to improve the quality of life and relationships at work. We are mindful of adopting initiatives for well-being at work that are in line with social and societal evolutions.

As such, our different sites have initiated various actions to improve the working conditions of our employees: reorganization of workspaces, flexibility of working hours and places of work, the intervention of experts and health professionals, promotion of sporting activities during breaks, etc. We also maintain a constructive social dialogue with employee representatives.



EMPOWERING AND TRUSTING

At STERIMED, we believe that discussion, empowerment and trust are essential for employees to develop, grow and perform.

Our working relationships are based on respect, kindness, and accountability. We develop synergies and cooperation between all the teams within our organization.

We create an atmosphere of trust by encouraging initiatives, giving employees individual responsibilities and continuing to deploy subsidiarity and empowerment.

We have transposed this state of mind and willingness into a concrete program called STERITEAM, which is based on 5 axes:

- Encouraging all our employees to work collectively,
- Creating autonomous work teams, focused on customer service,
- Developing our performance, on the basis of flexibility, versatility and individual initiative,
- Boosting inter-departmental relations throughout the company,
- Encouraging everyone to express themselves and initiate changes.

PROMOTING AND ENCOURAGING DIVERSITY

At STERIMED, we are particularly attentive to diversity and inclusion. We believe that diversity is an asset to the company. We promote and encourage diversity in all its forms, by raising employee awareness around the respect of dignity, non-discrimination and equal treatment.

Our company operates in France and abroad within a context in which socio-cultural representations can exert a strong influence on employment and professions. This is why we take care to adapt our social surveys to the local environment, for example in Mexico, we carry out an annual survey on the perception of the social climate and the fight against discrimination.

Convinced that these representations have an impact on professional life, our actions mainly focus on measures aimed at:

- Gender parity and job diversity,
- Equal treatment for all employees,
- The fight against all discrimination in terms of employment and recruitment,
- Measures relating to professional integration and retaining workers with disabilities.

In France,
the Women/Men
Equality Index 2022
for our two plants is
86/100
and **91/100**

Disability is a topic that is particularly close to our hearts. On our Palalda site, we have a Disability Committee that mobilizes employees to:

- Highlight the ethical values of diversity, interaction and equal treatment within the company,

- Integrate workers with disabilities in our teams,
- Raise employee awareness through marked initiatives on the topic of disability, in order to break taboos,
- Support and involve local organizations and associations.



Every year in France, we take part in the European Week for the Employment of People with Disabilities (SEEPH). We carry out awareness campaigns among our employees and take part in the 'Duo Day'. A day where we welcome people with disabilities, paired 'in duo' with a volunteer employee to discover their job, and to take part and immerse themselves in the company.

DuoDay

We also require the recruiting firms that handle our vacancies to present us with at least one application from a candidate with a disability on their short list.



PROTECTING patients and users



CONTROLLING RISKS & COMPLYING WITH STANDARDS

As a key player in infection prevention, we are developing solutions that contribute to the sterilization and maintained sterility of medical devices used in patient care. Our commitment and our work therefore contributes to reducing the prevalence of healthcare-associated infections and preventing the emergence of multi-resistant bacteria.

The application of standards as a safety factor:

We rely on standards and certifications to guarantee the safety of our products. In particular, the ISO 13485 certification, which specifies the requirements of quality management systems and requires medical device manufacturers and their indirect suppliers and subcontractors, to apply risk management and analysis, from product design through to production, as well as continuous improvement.

Today, the majority of our sites are certified ISO 13485 or equivalent depending on local requirements. (e.g. US 21 CFR Part 820).



COMMITTING TO SERVE QUALITY OF CARE

At STERIMED, we believe that protecting patients and users is not only a matter of compliance with standards, but also of commitment and proactiveness on the part of companies in the sector.

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“It is a matter of course for us and a source of pride to get involved and contribute in our capacity, to improving healthcare systems and patient safety, reducing healthcare-associated infections and participating in progress and advancements in patient care.”

THIBAUT HYVERNAT,
CHAIRMAN AND CEO

A commitment to the SBA Sterile Barrier Association



We take part in the discussions held among market players from the manufacturing industry for sterile barrier systems and professionals from the health sector, to move forward and develop the standards. We also ensure that the latter are shared among all the entities with whom the group collaborates on a daily basis.

Long-standing partnerships working to protect patients and the environment

Together, we share our expertise, knowledge and references by participating in working groups.



In view of this, STERIMED is a member of the Healthcare Plastics Recycling Council (HPRC), a private technical consortium in the healthcare, recycling and waste management industry, which seeks to improve the recyclability of plastic products and packaging.



We also participate in drafting standards that apply to products in the following committees:

- AFNOR in France
- CEN (review of part of the EN 868 in progress this year) in Europe
- ISO 11607 at an international level
- ASTM in the US
- CAMDI in China.

RAISING AWARENESS AMONG OUR CUSTOMERS AND SUPPLIERS

We provide our customers with knowledge of the standards governing the medical device packaging industry and we pass on our expertise to advise and offer turnkey solutions. These are approved according to the standard methodology related to this industry.

We also regularly organize workshops and international training courses for our partners, customers and distributors on the importance and the benefit of sterilization:

SHARED

The STERIMED training program that opens the debate and enables experience sharing to better understand our products' technical features and manufacturing processes.

We also hold conferences on packaging, as was the case in 2022 with the “Rentrée du Dispositif Médical”.



More than 200 people
trained in 2022



PATIENT SAFETY FORUM by Sterimed

An educational seminar on micro-bacterial barrier solutions in hospitals. These seminars are intended for all hospital personnel who want to learn more about sterile packaging (properties of paper and materials), understand the issues in terms of regulation and share their user experiences.



More than 1,000 participants
throughout the world

BUILDING in an ethical and responsible way

BUSINESS ETHICS

Prevention and fight against corruption and influence peddling

At STERIMED, we have a zero-tolerance policy regarding corruption and influence peddling in our business conduct. This ethical commitment benefits our customers, suppliers, patients and stakeholders.

MEMO - FRENCH LAW SAPIN II:

Its purpose? Prevent and fight against all forms of corruption, whether active or passive, and prohibit influence peddling:

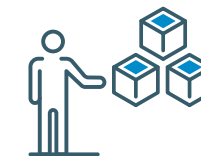
Corruption: when any undue gain is offered to or accepted by a person with a position of authority, whether in a public or private function, in order to acquire from this person that they carry out or abstain from carrying out an action related to their function.

Influence peddling: when an undue advantage is offered to or accepted by a person so that they use their influence in order to obtain, for the benefit of the person offering this advantage, a favorable decision from an authority or a public administration.

THIRD PARTIES THEORETICALLY AT RISK FROM CORRUPTION AND/OR INFLUENCE PEDDLING:



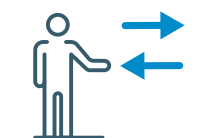
CUSTOMERS



**SUPPLIERS
/ SERVICE
PROVIDERS**



**PUBLIC OFFICIALS
& CIVIL SERVANTS**



**BUSINESS PARTNERS
(DISTRIBUTORS)**



**PROFESSIONAL
ASSOCIATIONS**



THE 8 PILLARS OF THE STERIMED COMPLIANCE SYSTEM



1 RISK MAPPING

based on an objective, structured and documented analysis of the corruption risks to which a business is exposed in the course of its activities.



2 ANTI-CORRUPTION CODE OF CONDUCT

specifying ethical rules applicable to all employees.



3 IN-HOUSE ETHICS ALERT SYSTEM

to flag behaviors or situations that are contrary to the Code of Conduct or likely to create breaches of probity.



4 PROCEDURES FOR ASSESSING

business partners to gauge the corruption risks with regards to starting or continuing a business relationship.



5 FINANCIAL AUDITING PROCEDURES

to ensure that books, records and accounts are not used to conceal acts of corruption or influence peddling.



6 TRAINING AND AWARENESS-RAISING SYSTEM

for employees most exposed to the risk of corruption and influence peddling.



7 DISCIPLINARY SANCTIONS

in the event of a breach of the Code of Conduct.



8 SYSTEM FOR MONITORING AND ASSESSING

implemented measures.

A STERIMED Code of Conduct to serve as an example

To take our approach a step further and to ensure that prevention is written into our DNA, we have drafted and implemented a Code of Conduct. Thus, in addition to compliance with the provisions in force, the STERIMED Group has carried out an extremely thorough risk mapping exercise.

This risk mapping has made it possible to identify, assess, prioritize and manage the risks of corruption and influence peddling. This provides STERIMED's senior management team with the visibility necessary to implement detection and prevention measures commensurate to the level of risk.

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“The STERIMED Code of Conduct is a ‘made-to-measure’ document that can be understood by all, and not simply a declaration of intent.”

PIERRE-EMMANUEL NIEDREE
DIRECTOR OF CORPORATE AND LEGAL AFFAIRS



Use of the Sapin II system at STERIMED

- Appointment of a compliance officer within the Group,
- Employee training and awareness,
- Dissemination of the Code of Conduct to all employees and its inclusion in the induction file for new employees,
- Deployment of an internal alert system.

Monitoring regulatory compliance and enhancing production methods

Eager to ensure continuity of our relationships with our partners, we strive to offer them reliable and sustainable solutions.

As such, we are driven by five main principles:

- Ensure thorough compliance with the regulations in force
- Constantly adapt to best manage changes
- Assess the potential risks posed by a new regulatory constraint, to maintain business at its highest level of reliability
- Carefully monitor the various developments or requirements of our activity but also of related fields
- Regularly inform our partners of changes in regulatory texts through newsletters (This information is generally provided by health institutions, test laboratories, advisory bodies or associations bringing together manufacturers and standardization committees).



SUSTAINABLE PURCHASING

Our suppliers' business practices are fundamental to the social, ethical and environmental footprint of our products and services. International laws and regulations, such as due diligence, hold us jointly liable for non-compliances in our supply chain.

Our customers expect us to act responsibly. We also owe it to future generations.

With this in mind, we must make sure our suppliers understand the urgency of the matter and share our commitment to sustainable development and transparency.

In 2020, we chose EcoVadis to carry out individual assessments of the sustainable development performance of our supply chain.

This approach is now integrated into all the companies within the group. Despite differences in maturity or resources between the companies, we are committed to making participation in this program mandatory.



CSR results will be included into our processes for assessing current suppliers and integrating new ones

Therefore, since the initiation of this approach, we have strived to ensure that:

- An increasing number of STERIMED's suppliers join the ECOVADIS platform and are awarded a personalized CSR score that gives rise to a continuous improvement action plan on the 4 axes mentioned above.
- Any new subsidiary of STERIMED is supported by ECOVADIS in this process.

ecovadis

THE PERFORMANCE ASSESSMENT IS BASED ON A ROBUST METHODOLOGY THAT COVERS 21 DIFFERENT CSR CRITERIA IN FOUR DIFFERENT AREAS:

Environment
Labor and human rights
Ethics
Sustainable purchasing

Each supplier is given a CSR score with detailed results that give rise to continuous improvement actions.



THE RESULTS FROM 2022 ARE EXTREMELY POSITIVE:

60% of Direct Purchase suppliers registered on ECOVADIS (+10 pts vs 2021)

An average score of **59 out of 100**, classified as a "moderate" score according to "ECOVADIS Global Rating".

This score means that our scored suppliers are globally committed to major CSR issues.



PROMOTING the development of local communities

All around the world, we strive to participate in the economic, social, charitable or educational development of the communities around us.



SUPPORTING LOCAL ACTIONS

We believe in our local communities and in the energy they share, and we support local associations in their projects through sponsoring or partnerships, whether their actions are for charitable or sporting purposes.

Here are a few examples:

In the Czech Republic, our Brno site regularly donates paper to local schools for art workshops. We have also made two donations this year, one to the "People In Need" association to help Ukrainian refugees and the other to the "Stonozka" association for disabled children.

In Mexico, at EEE, we have had lunch prepared for all our workers for over 15 years. We also prepare at least 5 full meals that we give to the El Mexicanito orphanage and this is supplemented by the meals of any absent workers.

At least twice a year, we donate products (paper bags, sachets, etc.) to Red Cross hospitals located in or around Mexico City.

In France, the Palalda site sponsors several local associations and events run by employees, such as the Céret rugby club or the Cavallade association. In Coulommiers, SPS regularly participates in the Pink October race to support the League against Cancer, sponsors its employees' local sports associations and is involved with the Restos du Cœur for its Christmas boxes.

Sponsorship and
donations
€100,000



DEVELOPMENT OF LOCAL EMPLOYMENT AND EDUCATION

We promote local employment, and we maintain close ties with government members in our local communities.

We also believe that the first key to employment is education. This is why we also maintain strong ties with schools and local training programs, in relation to the trades at each site, in order to develop education and training at a local level and include students in keeping with the requirements of our activity.

Our sites regularly take on students and apprentices and take part in job forums.





FURTHER INFORMATION

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