

OUR MAYOLY

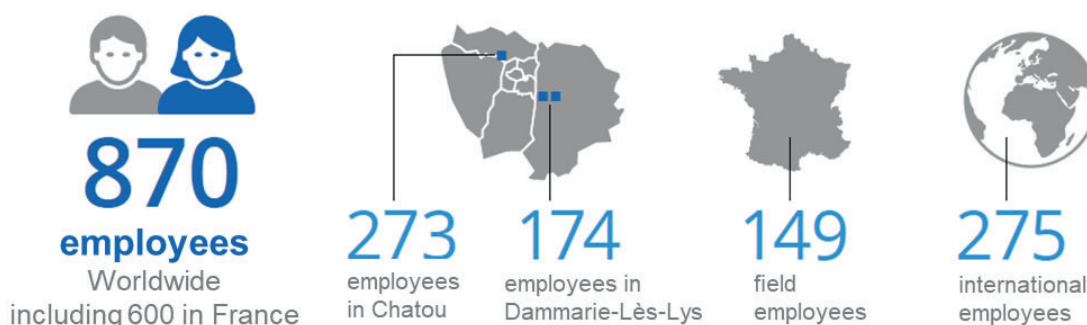
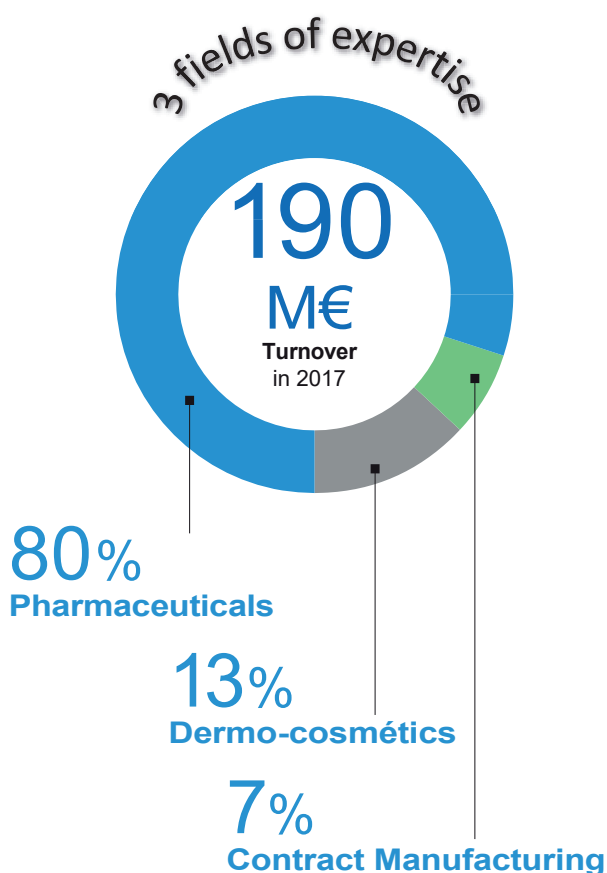
CORPORATE
SOCIAL
RESPONSIBILITY

2017

Mayoly Spindler a French, independent and International pharmaceutical company

Mayoly Spindler is a pharmaceutical company that pursues **the ambition to become the reference**, in France and internationally, in **gastroenterology** and **dermo-cosmetics**.

The company manufactures more than 70% of its products sold worldwide in its French manufacturing facilities, including 100% for the TOPICREM range.



3

Manufacturing facilities

near Paris, in Chatou and Dammarie-Lès-Lys.



Dammarie-Lès-Lys facilities

Mayoly Spindler is the 2nd largest employer in the “*Saint-Germain Boucles de Seine*” Urban Community.

Mayoly Spindler is the 2nd largest industrial employer in the “*Melun Val-de-Marne*” Urban Community.

Jean-Nicolas Vernin,
Président.



Through an ambitious growth plan, **Our Mayoly is a corporate responsibility approach** that aims to create a working environment in which cooperation is promoted and employees' well-being and commitment are enhanced.

Since 2016, Our Mayoly has made some great achievements possible, in terms of facilities, equipment, services for employees and moments of conviviality.

In the meanwhile, for several years now, projects in sustainable development and environmental protection have been carried out. In 2017, all the action plans were merged into Our Mayoly's label, whose mission is to meet the social, societal and environmental challenges on which Mayoly Spindler can act.



**ITS VALUES:
RESPONSIBILITY,
RESPECT,
PRAGMATISM**

Its performance is due to **its employees** who, every day, share **ambitious projects** and a taste for challenge.

Its corporate culture is based on **responsibility of its teams**, the opportunity **to be enterprising** and the **pragmatism** of each one. Mayoly Spindler is a company in which **respect** and **growth** go together, promoting the **well-being** of all.



Head Office of Chatou

All actors of the CSR



A sustainable development project is launched through the environmental awareness of several employees.

"3D" project (*Durer avec le Développement Durable*) extends to social and societal development projects and involves about twenty employees.

2011

2013
2016

Chatou Committee 2016, from left to right:
Stéphane Thiroloix, Fabienne Duchamp,
Stéphane Neveu, Sylvie Savinien,
Pascal Fruit and Julie Giannetti.



Chatou Committee 2017, from left to right :
1st row: Pascale Koffi, Karine Beiliard, Fabienne Pioch-Laval and Chantal Burelout.
2nd row: Solène Moisdon, Stéphane Thiroloix, Laetitia Lavoine, Cédric Bellier and Jean-Luc Bochu.
Absent from photography: Magali Baque, Béatrice Bunelle, Florence Dugeny, Agnès Goletty, Emmanuelle Laplace, Fabienne Lattat, Christophe Napiot, Sabrina Renard and Richard Lejosne

35

collaborators involved in OUR MAYOLY projects.

More than

20

Projects were carried out by Our Mayoly groups in 2016 and 2017.

THE ORGANISATION

Each Our Mayoly project group (Chatou and Dammarie-Lès-Lys)

meets monthly to manage projects around the three axes (social, societal and environmental). Working groups are set up and the various projects spread among the members, who ensure their coordination and operational implementation.



Our Mayoly : setting up an action plan to improve working conditions and employees well-being.

2016

The social, societal and environmental action plans initiated since 2011 are merged into Our Mayoly's label.

2017

THE GOVERNANCE OF THE COLLABORATIVE PROCESS

A steering committee in Chatou and Dammarie-Lès-Lys is the backbone of the process.

Composed of voluntary employees and Comex members, it decides on the actions to be implemented.



Dammarie-Lès-Lys Committee, from left to right: Didier Avenard, Stéphanie Lancien, Anne Doignon, Émilie Chuquet, Marie Gajdzinsky, Laurent Goulamecadar, Christina Karnay and Marie-Hélène Hiroux.

SOLICITATION TO VOLUNTEERS

Our Mayoly was presented to managers in April 2017 and relayed throughout the company. A call for volunteers has been organized and about twenty employees have been selected to represent most of the company's departments. They are the real actors of the process. By sub-groups, they manage a project until it is completed.

Our Mayoly- Well-Being

Developing collaboration, strengthening employee well-being and commitment

A NEW REFECTORY AND A BREAK ROOM IN DAMMARIE-LÈS-LYS

Works to renovate the refectory on the Dammarie-Lès-Lys site was carried out in the summer of 2017. The objective was to restore light and warmth to this living room, by creating two spaces: catering and relaxation.

Regarding the catering, vending machines for ready meals "as at home" have been installed. The teams have access to a complete meal at any time of the day or night, the factory being a continuous production site (24 hours a day). A table football is an excellent way to enjoy moments of conviviality. The relaxation and catering room is now widely used and appreciated.

"It's a real comfort!"



A CONCIERGE SERVICE AT THE CORE OF THE COMPANY

« As soon as the concierge service was offered by the company, I took advantage of it. It's a real comfort. I immediately loved the idea of being able to optimize my time within the company. I have used the dry cleaning and car wash services several times and I can't do without it anymore. »

Julie Giannetti, Purchaser



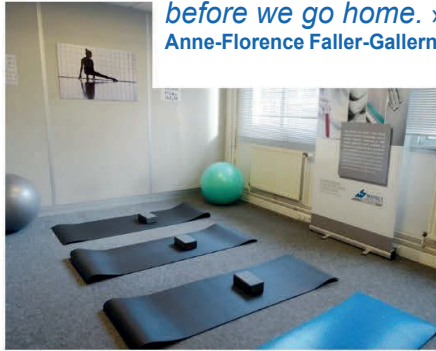
COMBINE SPORT AND WORK

Mayoly Spindler's sports facility in Chatou is mainly used during the meridian break and in the evening, after leaving the office. Four training machines, a room with Pilates class equipment and a room dedicated to relaxation are available.

Stéphane Neveu, Responsible for General Services and in charge of the project

« Avoiding traffic jams allows us not to arrive too late at a sports hall. We go to the gym on the way out of the office before we go home. »

Anne-Florence Faller-Gallerneau, Strategic Brand Leader



“This prevention plan began in 2017 within the company and will run until 2020.”



Vincent Robert, Sales Director Pharma France

PREVENT DRIVING RISKS

Road safety training was offered to all "field" employees of Mayoly Spindler. This prevention plan began in 2017 within the company and will run until 2020. Topics such as road safety were covered through training. By 2020, the objective is to integrate a whole awareness component to eco-driving.

Julien Fels
Logistic Manager



DEPLOYMENT OF A SUCTION CUP GRIPPER FOR HEAVY PARCELS IN CHATOU

As a contribution to facilitating handling at the Chatou facility, a suction cup gripper became operational at the end of 2016. This ergonomic tool has been installed on the heavy lift chain.

It prevents employees from lifting too heavy loads. A suction cup system, fixed to a stem, allows the packages to be positioned on the pallets without any effort. Only packages of about 15 kilos, are handled by this machine. This automation of parcel movement relieves employees and prevents the musculoskeletal disorders to which they may be exposed.

Our Mayoly – Solidarity

— To be an actor in economic and social development of our ecosystem

CANIBAL IN THE SERVICE OF CHARITY ACTION

The Canibal machine is a solidarity-based recycling machine. Each time an employee recycles packaging, the choice of an association to allocate the savings is proposed. In 2017, donations were divided among four associations:

- Vaincre la Mucoviscidose
- AFA
- Bouchons d'Amour
- Secours Populaire.

« Donations to Secours Populaire will finance the holidays of children and their families in July and August 2018. »

Pascal Fruit, VP Portfolio Innovation

11 000

recycled bottles, cans and cups on the site of Chatou since its installation in 2016



A COMPANY INVOLVED IN REINSERTION IN THE LOCAL AREA

For about a year, through 2015-2016, the Human Resources managers of the Chatou site were involved in the voluntary animation of workshops in collaboration with the Secours Populaire. The objective was to provide beneficiaries with training for the production of CVs and cover in support of their social reintegration. About fifteen participants were accompanied. The symbolic financial contribution of the trainees to the workshops ensured that everyone was well involved in the process.

Audrey Boulard, Human Resources Sales France Manager, and **Fabienne Duchamp**, Human Resources Manager





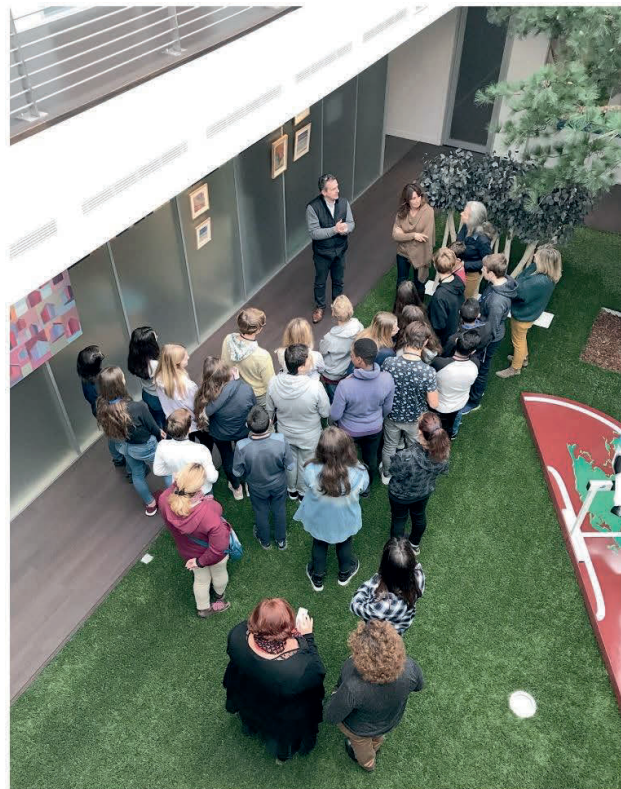
Béatrice Bunelle,
Hospital Market
Responsible



CAPS RECYCLING FOR PEOPLE WITH REDUCED MOBILITY

« *The story begins a little by chance. The association Bouchons d'Amour, which collects plastic caps for resale to recycling companies, was looking for a location, and it is quite naturally that Mayoly Spindler decided to offer its unused space. One thing led to another, the company decided to install on its two sites (Chatou and Dammarie-Lès-Lys) bins dedicated to the collecting of caps. The donation of plastic caps to the association allows to purchase medical equipment for people with reduced mobility. 146 kilos of caps were collected from our two sites between November 2016 and January 2018. It's an easy action and everyone can contribute as much as they can. It is called the "colibri principle".*

Béatrice Bunelle and Pascal Fruit



SUPPORT A LOCAL ARTIST

The organisation of exhibitions in the company's premises gives employees access to art in the working environment and highlights the work of local artists. The first exhibition took place in October 2017, in the Patio of the Chatou site where painter Sébastien Carron displayed about twenty paintings for three weeks. A convivial relationship is being established between artists and collaborators. Taking advantage of the proximity of the exhibition place, the students of the Paul Bert College, accompanied by their art teacher, came to discover the artist's artworks and to exchange with him.



Chantal Burelout, Pharmacovigilance, Laurence Cartron, External Relations and Pascale Koffi, Accountant.

Our Mayoly – Environment

Minimising our ecological impact

110 000

copies saved in 2017



NEW AND MORE ECONOMIC PHOTOCOPIERS

With new photocopiers, only copies unlocked by a code are printed, which significantly reduces the waste of paper and ink. The equipment is now less energy consuming, noiseless and toner can be recycled much better than the cartridges of the individual printers.

"The photocopiers are now less energy consuming, noiseless and toner can be recycled much better."

Marie-Claude Cevalte,
Project and Information System Director

RECYCLING AT THE CORE OF DAILY CONCERNS

Since 2016, Paprec has been managing recycling of the company. In Dammarie-Lès-Lys, Mayoly Spindler has set up a selective sorting system. Pharmaceutical waste is disposed of to a nearby incineration plant.

The company is thus participating in a real energy recovery process, also implemented in Chatou in the last few years. The heat produced by the nearby incineration plant is used for water heating. Following this trend, new environmental protection projects are developed.



Fabien Michalet,

Responsible
for selective
sorting in
Dammarie-
Lès-Lys



DEPLOYMENT OF A LESS POLLUTING VEHICLE FLEET

“The company's fleet was completely renewed in 2017. Special attention has been paid to the cost rate issued by the 170 company vehicles that we have on long-term lease. We have also decided to equip the company with a 100% electric vehicle, and electrical outlets have been installed in the parking spaces.



For the first time, we have also proposed hybrid vehicles for long-term rental. All this is part of a long-term approach to limit our environmental impact.”

Nicolas Marie, Purchaser

TOPICREM ECOLOGICALLY RESPONSIBLE PACKAGING

For several years now, TOPICREM packaging has been **completely recyclable**. In 2016, packagings were redesigned with a new charter, a new shape and new names. They have also been adapted to be more environmental friendly. Sorting instructions are specified on all the containers.

To go further, the cardboard boxes are made from sustainably managed forests materials. And, always with a commitment to environmental protection, the boxes are perfectly adjusted to the size of the item. Finally, the vials used are completely recycled and have been lightened.

It is through the close collaboration between the Marketing departments and the Packaging team that this project to redesign TOPICREM products was successfully completed. It is part of a more sustainable development approach.





Our Mayoly is a continuity, an evidence

For more than 100 years, our company has been working to design its products and to grow in a humanist spirit. Our corporate responsibility policy perpetuates this commitment beyond our core business.

Our Mayoly, it is a sustainable approach

The willingness is to lead and strengthen Mayoly Spindler's responsible commitment through concrete and structured actions and to enhance them both internally and externally.

Our Mayoly, it's a real open-mindedness

More than ever, the company is committed to its employees' well-being, to the economic and associative world around it and to the environmental protection.

Our Mayoly, it is a beautiful collective ambition

All our employees have the opportunity to share their ideas, to think together, and then to carry out projects that are meaningful to them, with the desire to contribute to the general interest on a daily basis.



To know more about the Our Mayoly, visit
<http://www.mayoly-spindler.fr/en/corporate-social-responsibility-csr>