



**SOCIAL RESPONSIBILITY
REPORT
2021**



Statement of support for the United Nations Global Compact



I am pleased to share with you Walden's commitment to integrating the Global Compact's Ten Principles on human rights, international labour standards, environmental protection and anti-corruption into our group's strategy, culture and day-to-day operations and to advancing them in our spheres of influence. Supporting the Global Compact is one of the cornerstones of our Corporate Social Responsibility as a Walden Group.

We communicate our values and commitments to our stakeholders through our annual Communication on Progress (COP). This describes the practical actions taken (policies, procedures, activities) and includes a measurement of results and our targets.

Stéphane BAUDRY

President of the group WALDEN

We have been involved in the logistics and transport of healthcare products since 1951 with the creation of Centre Spécialités Pharmaceutiques. As a company in constant development, we acquired Eurotranspharma in 2011, Ciblex in 2013 and Movianto in 2020.

With the regrouping of these structures under the Walden entity in 2020, we have built a unique proposal in Europe to meet the needs of pharmaceutical laboratories and healthcare industries.

"Walden, life in the woods" is a book by Henry David Thoreau published in 1854, which already reflected a simple life in nature. We share this vision and it is at the heart of our corporate culture.

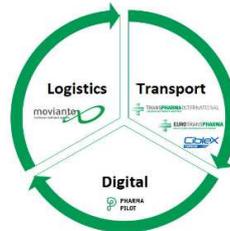
Our core values are integrity, quality, innovation and social, social and environmental responsibility. They are present at all levels of the company in all actions of all Walden employees. They are in line with our culture of humility and our desire to serve the best quality to our customers in an environmentally conscious manner.



Statement of support for the United Nations Global Compact

The 3 pillars of our business :

- logistics,
- transport and
- digital,



have fully embraced the 10 principles of the United Nations Global Compact and apply them to all their activities.

Our historic company, CSP, has been a member of the United Nations Global Compact since 2011 and since then has been developing the 10 principles in its sphere of influence. For example, we have helped several laboratory clients develop their corporate social responsibility (CSR) policy, and one of our transport companies has obtained ISO 14001 certification (environmental management system).

We have defined a strategic plan that generates a virtuous circle: our CSR policy generates support, the fulfilment of our commitments generates trust, which in turn is expressed in lasting relationships.

Our main objectives are spread throughout Europe, with new energy-efficient buildings, an ambitious programme to reduce greenhouse gases by adapting our vehicle fleet and delivery processes, the deployment of our internal communication tool "We are Walden" allowing all employees to express themselves freely, the implementation of teleworking, the reinforcement of health, safety, anti-bribery and ethics training, and many other actions that you will discover in our Communications on Progress.

We are at the heart of the changes affecting our societies.

As the European leader in pharmaceutical logistics, in these times of crisis, we are an essential player in supplying the various health establishments, while preserving the physical and psychological health of our employees, whether they are present on our sites or working from home, and controlling the environmental impact generated by the fight against the coronavirus, in particular through responsible management of the waste resulting from protective measures.

More than ever, the application of the principles of sustainable development will enable us to get through this global crisis and ensure the long-term future of our group by preserving the health of our employees and protecting the environment.

1. Our history



2. Our services

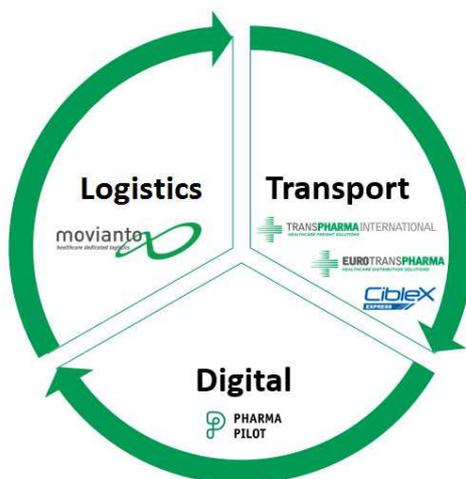
Over the past 70 years, Walden has built a group specialized in pharma logistics, supported by a unique expertise and a leader position in Europe.

Walden is the combined approach, relying on strong pillars to create a unique ecosystem of solutions around clients' needs.

With a full geographical coverage, a consistent global solution and blue-chip clients, Walden plays a strategic role in the healthcare market

INTRODUCING WALDEN

THE FULL SPAN OF INTEGRATED SOLUTIONS



INTRODUCING WALDEN

OUR FOOTPRINT



3. Our capabilities



LOGISTICS

Movianto® (&CSP) - The logistics for pharma, a logistics solution equipped with the latest stock management technologies, compatible with pharmaceutical constraints and integrated with related flow optimization services of pharmaceutical customers



ADDED VALUE SERVICES

Added Value Services for Pharma, offering unique value-added services to enable an easy go-to-market for pharma companies in Europe (quality control, retest, batch certification, marketing authorization management, order to cash and hospital tenders, labelling, etc.)



TRANSPORT

Transpharmainternational, global connecting solutions for freight forwarding, primary transport, clinical trials, goods tracking, ADHOC Transport, worldwide shipments

Eurotranspharma® - Pharma delivered, a transport solution offering all the options and guarantees necessary for the transport of medicines

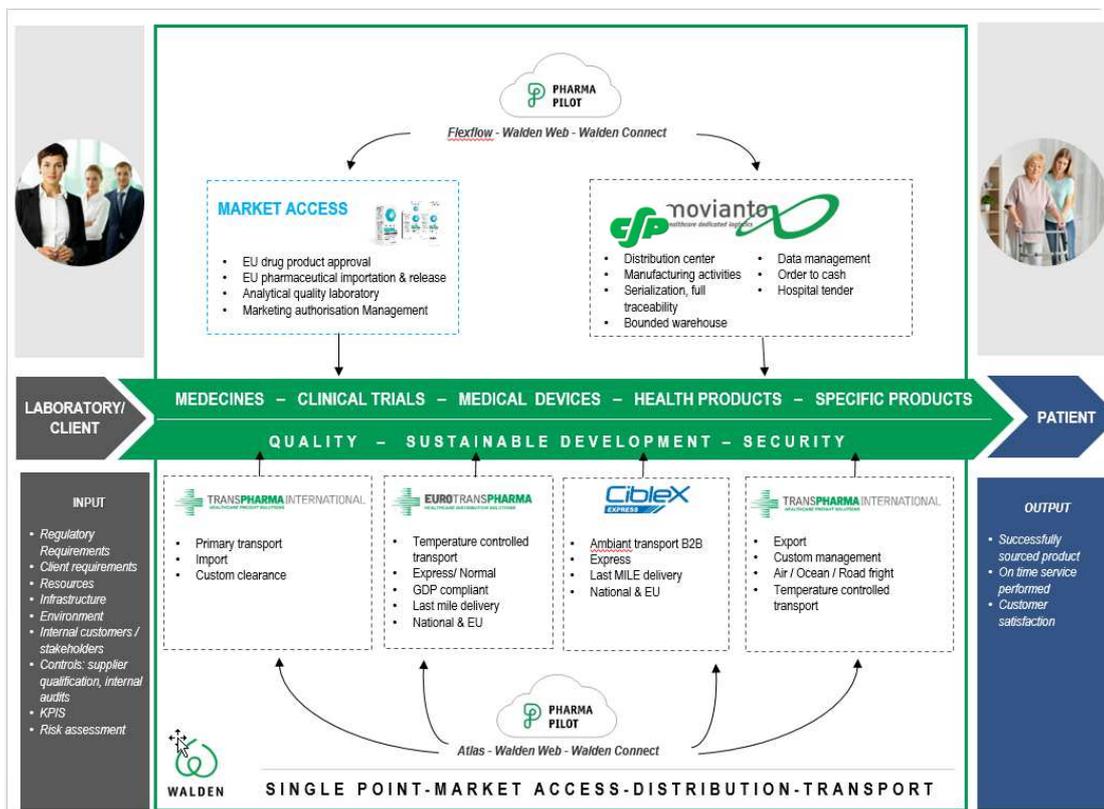
Ciblex® - Express ambient temperature & D2P, a transport solution dedicated exclusively to B2B, specialized in pharmaceuticals, optics, high-tech and all products requiring special treatment



DIGITAL & INNOVATION

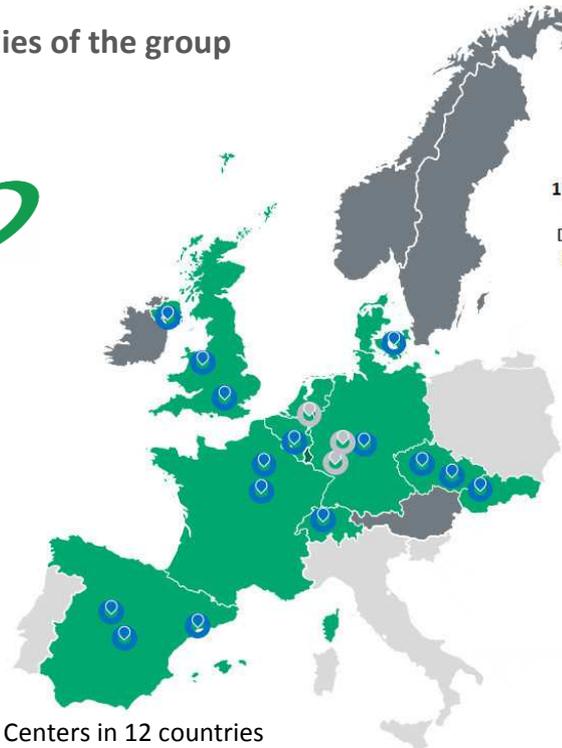
Pharma Pilot® Smart & dedicated IT solutions for pharma, IT services team specialized in the development of innovative and reliable IT applications for the pharmaceutical sector, WMS, TMS, Web Access, D2P platform

A consistent offer to address the current top challenges of the industry: order to patients, cross border capabilities, OTC, IT capabilities



4. Description of the companies of the group

- **Movianto CSP**



12 European countries covered:
Germany, Austria, Belgium, Denmark, France, Netherlands, United Kingdom, Spain, Czech Republic, Slovakia, Italy and Switzerland

- 27 Pharmaceutical Distribution Centers in 12 countries
- GMP, GDP, ISO 9001, ISO 14001, ISO 45001, ISO 13485 Certified, OEA certified, UN global compact
- Specialized in healthcare. Temperature management: 15/25°C, 2/8°C, -21°C, -196°C
- Transportation > “Own GDP compliant fleet in Benelux, France, Spain, UK and Czech Republic”
- Manufacturing: secondary packaging, labelling, kitting, fullplay
- Serialization, full traceability
- Medical product aggregation
- Specific distribution: clinical trials, narcotics, compassionate use, program named patient
- Call on duty services
- Bounded warehouses
- European customs operations
- Sales forces and hospital tender software
- Warehousing day to day It driven
- Order to cash & customer services
- Web Access dedicated to hospitals, pharmacies and wholesalers
- Quality Control Lab tests
- Marketing authorization management
- Export and Import management
- Batch Release according to GMP annex 16
- Custom clearance management and bounded warehouses
- Hospital Tenders management
- Financial services

- **Eurotranspharma (ETP)**



Services definition



- | | |
|--|--|
| <ul style="list-style-type: none"> ▪ GDP compliant transport ▪ Controlled temperatures +2°/+8°C and +15°/+25°C +2°/25°C ▪ Coli's & Pallets solutions ▪ All healthcare types consignees | <ul style="list-style-type: none"> ▪ Supervision by Towers Control ▪ Healthcare high value products ▪ Local express service ▪ Direct to patients ▪ Local D+1, D+2 ▪ Pan European D+1, D+2; D+3 |
|--|--|

"Eurotranspharma Network" definition:

1. Branded vehicles
2. Piloted by Eurotranspharma Transport Management System Atlas
3. Under supervision by Eurotranspharma Control Tower
4. Own fleet and certified sub-contractors



Coverage of the controlled temperature Distribution Solutions



→ 18 European countries covered by Walden's Distribution Solutions

In order to meet all the requirements of the healthcare and pharmaceutical industry in GDP +15/+25°C and cold +2/+8°C or Healthcare +2/+25°C

> 7 Countries directly covered by own network:

France, Belgium, The Netherlands, Luxembourg, United Kingdom & North Ireland, Spain

> 6 Eurotemp connected or Long-term Partnerships :

Denmark, Norway, Sweden, Finland, Germany, Austria

> 5 Sub-contract with certified GDP carriers

Italy, Portugal, Switzerland, Czech Republic, Slovakia

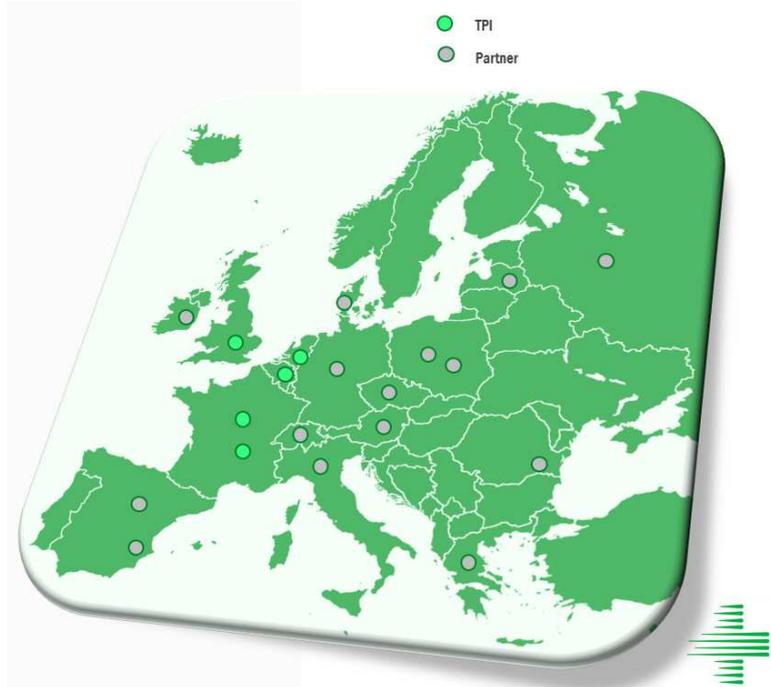


- **Transpharma International (TPI)**



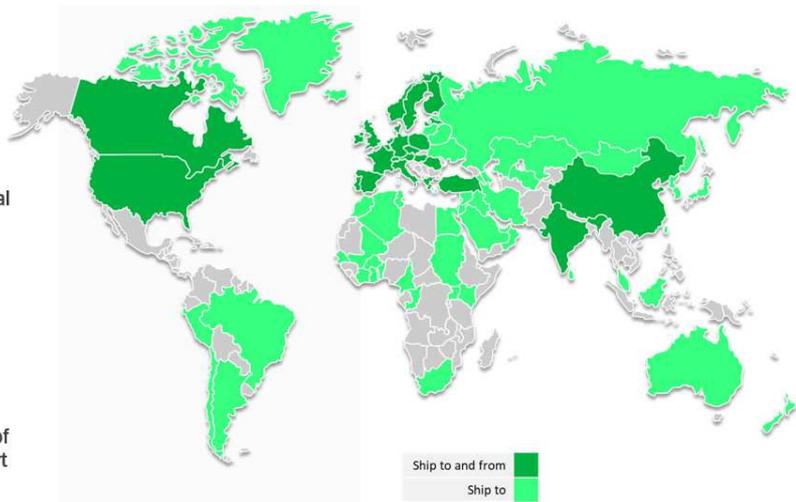
European Road Network

- **GDP transport from manufacturing sites or CMO to distribution markets, LSP's and distributors:**
In order to meet all the requirements of the healthcare and pharmaceutical industry in GDP +15/+25°C and cold +2/+8°C or Frozen -20°C
- **In-House Truck Fleet:**
We have our own 100 vehicle truck fleet in France and Benelux delivering FTL and Line-haul solutions connecting with Walden logistics & final mile transport networks
- **Dedicated Van Solutions:**
With our fleet of 50 specially equipped vans and GDP trained drivers located in Benelux we are able to deliver your time sensitive products to the entire mainland Europe
- **Long Term partnerships:**
We have strategically selected approved carrier partners with combined >3,000 vehicles capable of delivering to all EU and connected markets including Russia, Turkey, North Africa and Asian fringe territories



Forwarding Solutions

- **Pharma Compliant Air Freight:**
We work with a number of leading airlines and forwarding agents to source and manage global Air freight shipments.
- **Cost Effective Sea Freight :**
Where lead time allows we are able to source and manage Ocean freight shipments using refrigerated containers equipped with GPS tracking devices to monitor temperature.
- **Customs and Documentation:**
Our in-house Customs team and our network of global agents is on hand to support your Import and Export processing.
- **Packaging Solutions:**
We are able to supply a range of validated shipping solutions ranging from Thermal blankets through to specialist Cold Chain packaging for your sensitive products.



- Ciblex



AMBIENT EXPRESS NETWORK

- ✓ **Ciblex – B2B delivered**, Expert in Express distribution for 40 years
- ✓ **A last mile ambient express transport network** exclusively dedicated to **B2B** specialized in pharmaceuticals, optics, high-tech and all products requiring special treatment, including early morning deliveries
- ✓ Expert of express overnight and early-morning solutions



DELIVERY IN D+1

First thing in the morning

- In night
- Before 8 am
- Before 9 am
- Before 12 am

A range of customized express solutions

PUDO

- Reverse logistics
- On-site services
- Same day delivery
- H Export
- High precision

- Pharma Pilot

IT services team specialized in the development of innovative and reliable IT applications for health sector

- Serialization, aggregation and decommissioning
- Dedicated IT team for IT interfaces with laboratories
- Dedicated IT team maintaining our ERP, CRM, WMS (Flexflow) and TMS (Atlas)
- KPI's and customized indicators, consignees web access (Walden web)
- E-commerce
- End to end connection EDI (Walden connect)



1. Principles on Human Rights

	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses.

Sustainable Development Goals

	16.10	To protect fundamental freedoms, in accordance with national legislation and international agreements
---	-------	---

GROUP COMMITMENTS	
	<p>The Walden Group guarantees that there is no modern slavery or human trafficking in its supply chains or any other area of the business.</p> <p>Walden is committed to improving its practices in the fight against slavery and human trafficking. This policy is enshrined in its Statement on Combating Modern Slavery, appended to this document.</p> <p>The policy on the protection of human rights is deployed and implemented in all Group companies.</p> <p>Our Supplier Social Compliance Standards policy, attached as an appendix to this document, sets out the Walden Group's values and commitments and is communicated to all our suppliers to ensure full compliance throughout our supply chain.</p> <p>All Walden Group companies comply with local legislation regarding the employment of minors.</p> <p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any human rights issues or concerns. It is accessible 24/7 to all employees to allow them to report, anonymously and in their own language, any abnormal situation they may encounter.</p>

IMPLEMENTATION WITHIN GROUP COMPANIES	
	<p>The Movianto Group respects international conventions on human rights. The Movianto Group shares the Walden Group's commitment to:</p> <ul style="list-style-type: none"> - Identify any potential for infringement of human rights within its organisation and its sphere of influence - Make sure that it is not complicit in human rights abuses - Implement a zero-tolerance policy towards slavery and human trafficking



**CORPORATE SOCIAL RESPONSIBILITY
POLICY AND IMPLEMENTATION OF THE
10 PRINCIPLES OF THE GLOBAL
COMPACT**



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals. We welcome feedback on its contents.

	<p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any human rights issues or concerns. Training in Ethics and on the Walden Code of Conduct is provided. Access to training has been facilitated by the introduction of online training tools.</p> <p><i>In the context of the pandemic</i> <i>No human rights abuses were committed in the response to the health crisis.</i></p> <p> Movianto France: The Declaration on Human Rights is included in the preamble to the constitution of the Fifth Republic, the regime currently in force in France. Movianto France maintains strict compliance with French regulations and international conventions on human rights.</p> <p>Movianto France’s commitment to promoting and respecting the protection of international human rights law is set out in its Corporate Social Responsibility Statement (see appendix). This involves:</p> <ul style="list-style-type: none"> - Identifying potential infringement of human rights within its organisation and sphere of influence - Ensuring that it is not complicit in human rights abuses - Implementing a zero-tolerance policy towards slavery and human trafficking
	<p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any human rights issues or concerns.</p> <p>Training in Ethics and on the Walden Code of Conduct is provided. Access to training has been facilitated by the introduction of online training tools.</p> <p><i>In the context of the pandemic</i> <i>No human rights abuses were committed in the response to the health crisis.</i></p>
	<p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any human rights issues or concerns.</p> <p>Training in Ethics and on the Walden Code of Conduct is provided. Access to training has been facilitated by the introduction of online training tools.</p> <p><i>In the context of the pandemic</i> <i>No human rights abuses were committed in the response to the health crisis.</i></p>
	<p>In the course of its activities, Ciblex is committed to complying with all legal obligations and ethical standards. It does so within the framework of respect for the principles of the Declaration on the Rights of Man and of the Citizen, and of the International Labour Organization (ILO).</p> <p>As such, Ciblex:</p> <ul style="list-style-type: none"> - Guarantees the security and confidentiality of its employees’ personal data - Manages the company’s human resources in compliance with the law, including laws applicable to working hours, rest days, minimum wage and dismissal.

 WALDEN	CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT	 <p>COMMUNICATION ON PROGRESS</p> <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
	<ul style="list-style-type: none"> - Generally ensures the physical and mental well-being of employees by maintaining a safe and pleasant environment to reduce accident rates. - Listens to all its employees, offers them a good work-life balance, prevents stress and reduces psychosocial risks. - Builds the skills of employees throughout their working lives by guaranteeing them regular access to training and education on changes in regulations, innovations and best practices. - Promotes social dialogue with its employees and staff representative bodies. - Condemns illegal practices, such as: <ul style="list-style-type: none"> - Any form of forced or compulsory labour - The use of illegal labour and undeclared working - Work by children and adolescents under the minimum working age - Harassment in all its forms - Discrimination on the basis of disability, age, sex, colour, origin, nationality, or political or religious opinion - Ciblex has a social policy on certain issues, namely employee health and safety, diversity, discrimination and/or harassment - A whistleblower hotline, Speak Up, allows any Walden Group employee to report any human rights issues or concerns. - Training in Ethics and on the Walden Code of Conduct is provided. Access to training has been facilitated by the introduction of online training tools. <p><i>In the context of the pandemic</i> <i>No human rights abuses were committed in the response to the health crisis.</i></p>	
 PHARMA PILOT	<p>PharmaPilot complies with international conventions on human rights.</p> <p>PharmaPilot shares the Walden Group’s commitment to ensuring that there is no modern slavery or human trafficking on its premises.</p> <p>A zero-tolerance policy towards slavery and human trafficking is in place.</p> <p>All new recruits follow a compliance programme, in line with the Walden Group values.</p> <p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any human rights issues or concerns.</p> <p>Training in Ethics and on the Walden Code of Conduct is provided. Access to training has been facilitated by the introduction of online training tools.</p> <p><i>In the context of the pandemic</i> <i>No human rights abuses were committed in the response to the health crisis.</i></p> <p>OBJECTIVES</p> <ul style="list-style-type: none"> - To implement a charter highlighting PharmaPilot’s commitment to human rights. - To establish a monitoring system to eliminate risks to which employees are exposed and to enable them to enjoy the full benefit of their rights while working, and under the best possible conditions. 	

2. Principles relating to international labour standards

 <p style="font-size: x-small;">NORMES INTERNATIONALES DU TRAVAIL</p>	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
	Principle 4	Businesses are called upon to help eliminate all forms of forced and compulsory labour,
	Principle 5	Businesses should contribute to the effective abolition of child labour
	Principle 6	Businesses are called upon to help eliminate discrimination in respect of employment and occupation

Sustainable Development Goals

 <p style="font-size: x-small;">4 EDUCATION DE QUALITE</p>	4.4 4.5	Increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities
 <p style="font-size: x-small;">5 EGALITE ENTRE LES SEXES</p>	5.1 5.5	End all forms of discrimination against women everywhere Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making
 <p style="font-size: x-small;">8 TRAVAIL DECENT ET CROISSANCE ECONOMIQUE</p>	8.5 8.6 8.8	Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value Reduce the proportion of youth not in employment, education or training Protect labour rights and promote safe and secure working environments for all workers, including those in precarious employment.
 <p style="font-size: x-small;">10 INEGALITES REDUITES</p>	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory policies and practices and promoting appropriate policies and action in this regard

GROUP COMMITMENTS	
	<p>The Walden Code of Conduct, attached to this document, is deployed and implemented in all Group companies.</p> <p>Walden is committed to diversity and inclusion within its Group. Our Diversity & Inclusion Commitment, deployed and implemented in all Group companies, is attached as an appendix to this document.</p> <p>In addition to its commitment to an inclusive and diverse employee population, the Walden Group supports the development of employees at all levels of the organisation, through apprenticeship programmes, work experience and education sponsorship, to remove any barriers to progression.</p> <p>Our Supplier Social Compliance Standards policy, attached as an appendix to this document, sets out the Walden Group's values and commitments and is</p>

 WALDEN	CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT	 <p>COMMUNICATION ON PROGRESS</p> <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
---	---	--

	<p>communicated to all our suppliers to ensure full compliance throughout our supply chain.</p> <p>A whistleblower hotline, Speak Up, has been set up within the Walden Group. It is accessible 24/7 to all employees to allow them to report, anonymously and in their own language, any abnormal situation they may encounter. In addition, we have local grievance procedures that allow our employees to voice their dissatisfaction if they feel they are being treated unfairly.</p> <p>Dignity and respect charters are in place in all Walden Group companies and we ensure that all recruitment is carried out without prejudice or bias and in accordance with the equality legislation in force in each country.</p>
--	---

IMPLEMENTATION WITHIN GROUP COMPANIES	
	 <p>The Movianto Group, with the support of its Human Resources department, makes sure that it recruits on the basis of candidates' skills alone, without discrimination based on gender, age, ethnic origin or disability.</p> <p>Each employee works under an employment contract signed freely by both parties (company and employee). The working conditions defined in the contracts and working rules shall comply with the conditions laid down by law and industry agreements.</p> <p>Our employees have equal rights to technical and professional training in accordance with the UN Charter and Walden values, while meeting the requirements of Good Distribution Practices (GDP) and any other regulatory requirements related to our activities, and ensuring the dissemination of the company culture.</p> <p>Training on Diversity and Inclusion and on Privacy is provided. Access to training has been facilitated by the introduction of online training tools</p> <p>The Quality department monitors the progress of staff training on a monthly basis through specific KPIs.</p> <p>Wherever it operates, the Movianto Group respects the freedom of association and the right to collective bargaining under the conditions established by law, and works in collaboration with elected employee representatives in all its business units.</p> <p>The Human Resources department ensures that no discriminatory practices occur within the company.</p> <p>A whistleblower hotline, Speak Up, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.</p> <p><i>In the context of the international pandemic</i> <i>Any measures implemented to combat COVID-19 shall be accessible to all staff without discrimination of any kind. Prevention principles are strictly applied to ensure a safe working environment and to reduce the likelihood of employee exposure to the coronavirus in the workplace through the implementation of social distancing measures, personal protection, organisational arrangements (remote working, virtual</i></p>

meetings, reduced number of participants in face-to-face meetings) and environmental measures (cleaning of surfaces, equipment, door handles, etc.).



Movianto France: Maintaining and developing a socially responsible company, offering safe and motivating working conditions, combating discrimination and harassment of any kind, guaranteeing equal opportunities within the company, encouraging social dialogue, and keeping staff and their representatives well-informed, are some of the fundamental commitments of Movianto France, set out in its **Corporate Social Responsibility Statement** (see appendix).

Movianto France employees are free to elect their Staff Representative Bodies (*Instances Représentatives du Personnel*, IRP). Elections shall be held in accordance with regulatory requirements. A mandatory annual negotiation (*négociation annuelle obligatoire*, NAO) is organised each year by the management.

A reliable recruitment procedure prohibits any form of discrimination. The age of new employees is verified before they are hired. Movianto France also ensures that regulatory requirements for the employment of foreign employees are met.

Movianto France’s internal organisation and our individual interviews and appraisals allow us to highlight the talents of each employee and to take their training and professional development aspirations into account.

The company maintains a high level of commitment to employee training. Training is a key requisite for maintaining and developing skills, preventing risks, adapting to changes and, therefore, contributing to the efficiency and sustainability of the company. A clearly defined induction process facilitates the arrival of new employees. In addition to the initial induction training, Movianto France provides its employees with a training programme tailored to their professional career.

Movianto France is deploying an Occupational Health and Safety management system aimed at preventing occupational health and safety risks and the ongoing improvement of working conditions. Occupational risks are regularly assessed for each role and at all sites, at least once a year and whenever there is a significant change.

There are various ways for an employee to report any health and safety-related problem or concern: the dedicated HSE department, the Occupational Health and Safety Committee, employee involvement in risk assessment, accident investigations, feedback cards, external hotline, etc.

The Occupational Health and Safety management system at the Movianto France sites in Cournon d’Auvergne and Saint-Amant-Tallende in the Auvergne region, and in Moussy-le-Neuf in the Ile de France region, is **certified in accordance with ISO 45001** (see appendix).

In the context of the international pandemic
Any measures implemented to combat COVID-19 shall be accessible to all staff without discrimination of any kind. Prevention principles are strictly applied to ensure a safe working environment and to reduce the likelihood of employee exposure to the coronavirus in the workplace through the implementation of social distancing

 WALDEN	CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT	 <p style="font-size: small;">COMMUNICATION ON PROGRESS</p> <p style="font-size: x-small;">This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p style="font-size: x-small;">We welcome feedback on its contents.</p>
---	---	--

	<p><i>measures, personal protection, organisational arrangements (remote working, virtual meetings, reduced number of participants in face-to-face meetings) and environmental measures (cleaning of surfaces, equipment, door handles, etc.).</i></p>
	<p>OBJECTIVES</p>
	<p>Movianto France wishes to standardise its occupational health and safety good practices across all its sites and obtain ISO 45001 certification for its Saint-Cyr facility within two years.</p>
	<p>Eurotranspharma SAS, a member of the Walden Group, adopted a Corporate Social Responsibility charter in 2019 (see appendix)</p> <p>With regard to international labour standards, this charter sets out the following principles in the chapters entitled INTEGRITY (I) and JOY (J):</p> <ul style="list-style-type: none"> - Taking responsibility for our actions (I) - Promoting diversity and equity (I) - Committing to disability inclusion (I) - Promoting gender equality (I) - Combating all forms of harassment (I) - Respecting freedom of association (I) - Prohibiting the use of forced and child labour (I) - Listening to our employees (J) - Celebrating diversity and making it a strength (J) - Promoting physical and mental well-being (J) - Ensuring safe and pleasant working conditions (J) <p>As such, with the support of its Human Resources department, Eurotranspharma makes sure that it recruits on the basis of candidates' skills alone, without discrimination based on gender, age, ethnic origin or disability.</p> <p>On this last subject, in 2021 the company also launched the Diagnostic Action Handicap project to encourage the hiring of employees with disabilities and to facilitate their working conditions.</p> <p>Each Eurotranspharma employee works under an employment contract freely signed by both parties (company and employee): as of 31/12/2020, 75.5% of employees under FTE contracts are men and 24.5% are women.</p> <p>The working conditions defined in the contracts and working rules shall comply with the conditions laid down by law and industry agreements.</p> <p>Our employees have equal rights to technical and professional training in accordance with the UN Charter and Walden values, while meeting the requirements of Good Distribution Practices (GDP) and ensuring the dissemination of the company culture. Training on Diversity and Inclusion and on Privacy is provided. Access to training has been facilitated by the introduction of online training tools.</p> <p>The Quality department monitors the progress of staff training on a monthly basis through specific KPIs. Where necessary, specific training sessions are organised in a way that ensures that workload is never an obstacle to staff training.</p> <p>Wherever it operates, Eurotranspharma respects the freedom of association and the right to collective bargaining under the conditions set out by law.</p>

The Human Resources department ensures that **no discriminatory practices** occur within the company.

A **whistleblower hotline, Speak Up**, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.

In 2021, Eurotranspharma commissioned a rating company to carry out an **independent CSR audit**. With an overall score of 59%, Eurotranspharma was awarded a silver medal for its rating. More specifically, the company received a score of 60% in the Social & Human Rights section and 50% in the Responsible Purchasing section.

In the context of the international pandemic
Any measures implemented to combat COVID-19 shall be accessible to all staff without discrimination of any kind. Prevention principles are strictly applied to ensure a safe working environment and to reduce the likelihood of employee exposure to the coronavirus in the workplace through the implementation of social distancing measures, personal protection, organisational arrangements (remote working, virtual meetings, reduced number of participants in face-to-face meetings) and environmental measures (cleaning of surfaces, equipment, door handles, etc.).

OBJECTIVES

In order to meet all its CSR responsibilities and to support the Walden Group in achieving its occupational health and safety objectives, **2022-2023 will see Eurotranspharma roll out a programme that will enable it to obtain ISO 45001 certification.**

Officially launched in September 2021, Transpharma International has not yet been able to adopt a CSR charter like Eurotranspharma. Nevertheless, it shares the values of the Walden Group and has the same support and tools at its disposal as its sister company.

As such, with the support of its Human Resources department, Transpharma International makes sure that it **recruits on the basis of candidates' skills alone**, without discrimination based on gender, age, ethnic origin or disability.

Each Transpharma International employee works under an employment contract signed freely by both parties (company and employee). The working conditions defined in the contracts and working rules shall comply with the conditions laid down by law and industry agreements.

Our employees have **equal rights to technical and professional training** in accordance with the UN Charter and Walden values, while meeting the requirements of Good Distribution Practices (GDP) and ensuring the dissemination of the company culture.

Training on Diversity and Inclusion and on Privacy is provided. Access to training has been facilitated by the introduction of online training tools

The Quality department monitors the progress of staff training on a monthly basis through specific KPIs.

Where necessary, specific training sessions are organised in a way that ensures that workload is never an obstacle to staff training.



**CORPORATE SOCIAL RESPONSIBILITY
POLICY AND IMPLEMENTATION OF THE
10 PRINCIPLES OF THE GLOBAL
COMPACT**



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.
We welcome feedback on its contents.

Wherever it operates, Transpharma International respects the **freedom of association and the right to collective bargaining** under the conditions set out by law.

The Human Resources department ensures that **no discriminatory practices** occur within the company.

A **whistleblower hotline, Speak Up**, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.

In the context of the international pandemic

Any measures implemented to combat COVID-19 shall be accessible to all staff without discrimination of any kind. Prevention principles are strictly applied to ensure a safe working environment and to reduce the likelihood of employee exposure to the coronavirus in the workplace through the implementation of social distancing measures, personal protection, organisational arrangements (remote working, virtual meetings, reduced number of participants in face-to-face meetings) and environmental measures (cleaning of surfaces, equipment, door handles, etc.).

OBJECTIVES

In order to meet all its CSR responsibilities and to support the Walden Group in achieving its occupational health and safety objectives, **2022-2023 will see Transpharma International roll out a programme that will enable it to obtain ISO 45001 certification.**



As part of its proactive commitment to corporate social responsibility and compliance with international standards and labour law, Ciblex uses:

- A formalised procedure for career management
- Additional leave as well as regular holiday days
- Employee satisfaction surveys
- A collective agreement on diversity, discrimination and/or harassment issues
- A collective agreement on working conditions
- An emergency preparedness plan for all employees (e.g. fire drills)
- Internal audits on health & safety issues
- Provision of personal protective equipment for all relevant employees
- Detailed assessment of risks to the health and safety of employees
- Regular (at least annual) assessments of individual performance
- Interactive sessions with employees on working conditions
- Preventive measures against noise exposure
- Preventive measures to reduce repetitive strain injuries
- Safety driving training for all drivers
- Measures to promote internal mobility
- Occupational Health & Safety Management Committee
- Training of relevant employees on health and safety risks and good working practices
- Training on Diversity and Inclusion and on Privacy is provided. Access to training has been facilitated by the introduction of online training tools
- A whistleblower hotline, Speak Up, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.

 WALDEN	CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT	 <p>COMMUNICATION ON PROGRESS</p> <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
	<p><i>In the context of the international pandemic</i> <i>Any measures implemented to combat COVID-19 shall be accessible to all staff without discrimination of any kind. Prevention principles are strictly applied to ensure a safe working environment and to reduce the likelihood of employee exposure to the coronavirus in the workplace through the implementation of social distancing measures, personal protection, organisational arrangements (remote working, virtual meetings, reduced number of participants in face-to-face meetings) and environmental measures (cleaning of surfaces, equipment, door handles, etc.).</i></p> <p>OBJECTIVES</p> <p>Ciblex aims to maintain compliance with the various labour and human rights regulations, while taking into account the evolution of the company and its various stakeholders.</p>	
 PHARMA PILOT	<p>PharmaPilot, a start-up company created in 2021, believes that it is important to achieve a balance between economic growth, social welfare and environmental protection in the quest for sustainable development.</p> <p>A reliable recruitment procedure will prohibit any form of discrimination. The age of new employees is verified before they are hired. PharmaPilot also ensures that regulatory requirements for the employment of foreign employees are met.</p> <p>PharmaPilot’s internal organisation and its individual interviews and appraisals allow it to:</p> <ul style="list-style-type: none"> - Highlight each employee’s talents - Take each employee’s training and career development aspirations into consideration. <p>PharmaPilot employees all received initial training upon arrival. A clearly defined induction process facilitates the arrival of new employees.</p> <p>Training on Diversity and Inclusion and on Privacy is provided. Access to training has been facilitated by the introduction of online training tools</p> <p>PharmaPilot takes all necessary measures to prevent health and safety risks in the workplace and strives for ongoing improvements in working conditions. Occupational risks will be assessed on a regular basis, at least once a year, for each role and at all sites.</p> <p>A whistleblower hotline, Speak Up, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.</p> <p>OBJECTIVES</p> <ul style="list-style-type: none"> - Design a letter of CSR commitment for PharmaPilot - Implement procedures to combat occupational hazards (accidents, fires, etc.) 	

3. Environmental principles

 ENVIRONNEMENT	Principle 7	Businesses should apply a precautionary approach to environmental challenges,
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility,
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies

Sustainable Development Goals

	6.3	Improve water quality by reducing pollution, eliminating dumping and minimising emissions of hazardous chemicals and materials
	7.3	Help improve energy efficiency
	9.4	Adapt industries to make them sustainable with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes
	12.4 12.5	Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment. Substantially reduce waste generation through prevention, reduction, recycling and reuse.

GROUP COMMITMENTS

	<p>Walden defines a global environmental strategy, applied at the level of each company as indicated in the Walden Quality and Environmental Policy (see appendix).</p> <p>Environmental measures are applied and resources allocated, and environmental champions are assigned at all levels of the organisation.</p> <p>The key environmental principles are:</p> <ul style="list-style-type: none"> - Compliance with applicable environmental regulations <ul style="list-style-type: none"> - European and national regulatory watch - Compliance plan - Precautionary principles <ul style="list-style-type: none"> - Analysis of the interactions between the impacts of our projects on the environment - Environmental risk prevention <ul style="list-style-type: none"> - Identification and assessment of environmental impacts - Environmental impact control and monitoring plan
---	--

	<p align="center">CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT</p>	 <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals. We welcome feedback on its contents.</p>
---	---	--

	<ul style="list-style-type: none"> - Responsibility <ul style="list-style-type: none"> - Identification of possible emergency situations - Implementation of an emergency plan - Post-accident management and damage repair - Staff training and involvement in good environmental practices <p>Our actions to meet the global challenges and Good Environmental Practices are:</p> <ul style="list-style-type: none"> - Combating climate change - Preservation of natural resources - Pollution control - Preservation of biodiversity - Staff training <p>By committing to reducing its greenhouse gas emissions by saving energy, the Walden Group is helping combat climate change, thereby integrating an international goal into its corporate policy.</p> <p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any environmental issues or concerns.</p>
--	---

IMPLEMENTATION WITHIN GROUP COMPANIES	
	<p>The Movianto Group is committed to protecting the environment.</p> <p>The Movianto Group upholds the Walden Group’s Quality and Environmental Policy.</p> <p>The Movianto Group actively participates in setting and achieving the objectives set out in the Walden Group’s environmental strategy.</p> <p>Movianto Northern Ireland’s facilities in Belfast and Newtownabbey are ISO 14001 certified (see appendix).</p> <p>Movianto Belgium’s facilities in Aalst are ISO 14001 certified (see appendix).</p> <p>Movianto France’s plants, located in Moussy and Cournon, are ISO 14001 certified (see appendix)</p> <p>A whistleblower hotline, Speak Up, allows any WALDEN Group employee to report any environmental issues or concerns.</p> <p><i>In the context of the global pandemic</i> <i>Waste from coronavirus protective equipment is managed responsibly.</i> <i>Remote working and virtual meetings are favoured, with the result that the negative environmental impact caused by travel is reduced.</i></p>
	<p>At Movianto France, following the merger of CSP and Movianto, CSP is sharing its expertise in environmental management with Movianto sites and Walden subsidiaries.</p> <p>As a socially responsible company, concerned about respect for the environment, CSP has had an environmental management system in place since 2004.</p>

	<p>The facilities located in Cournon d’Auvergne and Moussy-le-Neuf, in the Ile de France region, have been ISO 14001 certified since January 2008 (see appendix).</p> <p>Environmental management includes:</p> <ul style="list-style-type: none"> - Regulatory monitoring in environmental matters, assessment of the regulatory compliance of its activities and facilities, in particular with regard to the regulations governing Installations Classified for the Protection of the Environment (ICPE), as well as the implementation of regulatory compliance plans - Identification and evaluation of the environmental impacts resulting from its activities and the changes envisaged, and the implementation of actions to control and reduce them. The environmental programme in place aims to: <ul style="list-style-type: none"> - Prevent air, water, soil, visual and noise pollution - Reduce energy consumption - Reduce greenhouse gas (GHG) emissions - Reduce waste at the source, through more extensive digitalisation throughout the process: response to calls for tenders, acceptance processes, serialisation, dispatch notes, invoices, complaints, etc. - Recover all waste that can be recovered, which involves sorting the waste in accordance with the 5 flows, managing waste according to its type using authorised channels, and keeping and monitoring regulatory documents - Monitor the operation of equipment and installations through periodic checks and inspections - Control emergency situations through a clearly defined organisational structure, operational prevention and protection measures, emergency plans, training of responders, and considering the repair of any environmental damage <p>By committing to reducing its greenhouse gas emissions by saving energy, CSP is helping combat climate change, thereby integrating an international goal into its corporate policy.</p> <p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any environmental issues or concerns.</p> <p><i>In the context of the global pandemic</i> <i>Waste from coronavirus protective equipment is managed responsibly.</i> <i>Remote working and virtual meetings are favoured, with the result that the negative environmental impact caused by travel is reduced.</i></p>
	<p>OBJECTIVES</p>
	<p>Movianto Group: Environmentally sound disposal of all products. Reduce energy consumption and CO² emissions in general. New buildings are constructed as low-energy buildings - in accordance with the highest insulation standards. Intelligent LED lighting systems Use of new and efficient HVAC systems – further reducing footprint. Use of solar energy systems where appropriate Reduce paper use by favouring digital tools and avoiding automatic printing.</p>
	<p>Movianto France: Wishes to standardise its environmental protection good practices and obtain ISO 14001 certification for the Saint-Cyr facility within 2 years.</p>



Eurotranspharma SAS, a member of the Walden Group, adopted a CSR charter in 2019.

With regard to environmental standards, this charter sets out the following principles in its chapter entitled INTEGRITY (I):

- Taking responsibility for our actions (I)
- Limiting our carbon footprint and sorting our waste (I)
- Acting conscientiously in finding solutions compatible with the environment (I)
- Committing to a sustainable development approach (I)
- Reducing energy and water consumption (I)
- Reducing waste and managing it responsibly through sorting (I)

As such, various actions have been taken and different initiatives launched by Eurotranspharma to improve its ecological footprint, both in terms of the management of its buildings (A) and in its Transport/Distribution activities (B).

A – Building Management:

Reinforced insulation of buildings.

Use of green energy (solar panels, green electricity, etc.).

Education of employees on how to limit use of air conditioning and heating.

Education of employees on the need to reduce waste, water and electricity consumption

Sorting and monitoring of waste – Recycling of batteries, paper, cardboard and plastic films

Distribution of Personal Digital Assistants (PDAs) to order pickers to reduce the use of paper in centres and hubs.

Use of ecological cleaning products.

Maintenance of green spaces around offices by sheep.

Installation of electric vehicle charging points

B – Transport & Distribution:

Implementation of a network of hubs and a Transport Management System (TMS) to optimise journeys and circuits.

90% of the fleet complies with EURO 5 and EURO 6 standards.

Use of double-deck trailers to carry more cargo with the same amount of fuel.

Testing and fitting (in progress) of vehicles with on-board telematics tools for more accurate monitoring of their consumption/emissions (EcoDrive module).

Staff training in energy efficient driving.

Distribution of Personal Digital Assistants (PDAs) to drivers to reduce the use of paper in trucks.

Implementation of an **energy audit**: In October 2021, an independent specialist company carried out an energy audit on a panel of vehicles belonging to the Eurotranspharma branch in Mousse-Le-Neuf. The extensive tests carried out by this certified testing firm have enabled the fleet's energy consumption to be accurately assessed. The audit provides precise answers on the actions to be taken to improve the company's energy efficiency. Its implementation is currently under study.

Since 2019, Eurotranspharma has conducted a **carbon footprint assessment** of its activity. The 2021 greenhouse gas emissions report (2020 data) covers all the activities of Eurotranspharma facilities located in France. It takes into account direct

emissions from stationary combustion sources (item 1), direct emissions from mobile combustion engine sources (item 2) and indirect emissions from electricity consumption (item 6). For item 1, the 2020 emissions (source: natural gas) were 362 tonnes. For item 2, the 2020 emissions (source: diesel for delivery vehicles) were 7,011 tonnes. For item 6, the 2020 emissions (source: electricity) were 78 tonnes. This represents a total for 2020 of 7,451 tonnes of CO².

Improvements made in 2021 mean that, from January 2022 onwards, the CO² emissions produced by the company for each of its customers can be calculated. This monthly data will be fed back during discussions between Eurotranspharma and its commercial partners.

On the basis of a report (Sept 2021), Eurotranspharma has drawn up a **white paper** that defines a concrete strategy for reducing the carbon emissions of its fleet and, more broadly, that of all Walden companies. The Group’s ambition in this area is to reduce its direct CO² emissions by 39% between 2020 and 2030. This will be done through the gradual replacement of existing vehicles with vehicles that use a variety of green energies.

In 2021, Eurotranspharma commissioned a rating company to conduct an **independent CSR audit**. With an overall score of 59%, Eurotranspharma was awarded a silver medal for its rating. More specifically, the company received a score of 60% in the Environmental section.

In the context of the global pandemic

Waste from coronavirus protective equipment is managed responsibly.

Remote working and virtual meetings are favoured, with the result that the negative environmental impact caused by travel is reduced.

OBJECTIVES

In order to meet all its CSR responsibilities and to support the Walden Group in achieving its occupational health and safety objectives, **2022-2023 will see Eurotranspharma roll out a programme that will enable it to obtain ISO 14001 certification.**

A – Building Management:

Transpharma International does not have a dedicated logistics site: its logistics operations are hosted on sites belonging to Movianto (a member of the Walden Group). The policies and procedures established by Movianto and Walden in areas such as energy efficiency, waste management and recycling, reduction of hazardous chemical and material emissions, and resource-use efficiency apply to Transpharma International employees, as they do to all others under the control of Movianto.

B – Transport:

Officially launched in September 2021, Transpharma International has not yet been able to adopt a CSR charter like Eurotranspharma. Nevertheless, it shares the values of the Walden Group and has the same support and tools at its disposal as its sister company.

In terms of the management and the equipment of its fleet, Transpharma International relies on the work of Eurotranspharma which is leading the way at

 WALDEN	CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT	 <p>COMMUNICATION ON PROGRESS</p> <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
	<p>Walden. The Eurotranspharma and Transpharma International QHSE Director will therefore ensure that the actions and initiatives put in place at Eurotranspharma are also implemented at Transpharma International in 2022-2023.</p> <p><i>In the context of the global pandemic</i> <i>Waste from coronavirus protective equipment is managed responsibly.</i> <i>Remote working and virtual meetings are favoured, with the result that the negative environmental impact caused by travel is reduced.</i></p> <p>OBJECTIVES</p> <p>In order to meet all its CSR responsibilities and to support the Walden Group in achieving its occupational health and safety objectives, 2022-2023 will see Transpharma International roll out a programme that will enable it to obtain ISO 14001 certification.</p>	
	<p>Ciblex is aware that the transport of goods has a significant carbon footprint. It is therefore implementing a number of measures to reduce its environmental footprint and to support its proactive commitment to sustainable development. As a result:</p> <ul style="list-style-type: none"> - Ciblex is registered with a rating company that supports it in its ecological transition. - A silver medal (Score 58/100) was awarded for CSR performance following the rating company's assessment - Implementation of remote working to reduce travel and therefore CO² emissions - Performance of monthly and annual CSR reporting at all branches, aimed at monitoring social and environmental indicators - Monthly awareness-raising among employees about a CSR-related theme through the QSDD News - Calculation of transport-related CO² emissions for customers - Implementation of clean delivery solutions (electric bicycles, CNG trucks, electric cars) - Measures for systematic optimisation of truck loads - Route optimisation using on-board tools - Renewal of vehicle fleet to Euro 5/6 standards - Development of equipment to reduce CO² emissions - Redesign and development of our CO² emissions calculation method - Driver training in energy efficient driving to reduce resource consumption - Reduce electricity consumption (environmentally-friendly behaviours, new buildings equipped with solar panels) - Optimise waste management (sorting and recovery adapted to each flow) - Use of electric handling equipment to reduce gas consumption - Develop a proactive policy to control paper consumption (dematerialisation of information media, invoices, stop automatic printing, etc.) - Purchase recycled paper for internal printing - Performance of an environmental analysis and identification of Significant Environmental Aspects (SEAs), plus implementation of an action plan - Performance of HSE regulatory monitoring and identification of applicable laws and regulations - Implementation of a continuity plan to prevent risks that could affect the smooth running of the company 	

 WALDEN	CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT	 <p>COMMUNICATION ON PROGRESS</p> <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
	<ul style="list-style-type: none"> - Implementation of community actions (free transport and donation of unidentified goods to charitable organisations) <p><i>In the context of the global pandemic</i> <i>Waste from coronavirus protective equipment is managed responsibly.</i> <i>Remote working and virtual meetings are favoured, with the result that the negative environmental impact caused by travel is reduced.</i></p> <p>OBJECTIVES</p> <ul style="list-style-type: none"> - Achieving ISO14001:2015 certification in 2022 - Reduction of greenhouse gas (GHG) emissions - Meet traffic and environmental regulations applied in the city - Controlling our Significant Environmental Aspects - Regulatory compliance in the areas of Health, Safety and Environment - Helping to improve urban air quality - Developing green delivery solutions 	
 PHARMA PILOT	<p>PharmaPilot’s activity is not polluting in itself, but it is a healthcare company, and it must implement all possible measures to identify and reduce its negative impacts on the environment as much as possible.</p> <p>PharmaPilot monitors regulatory developments on environmental matters.</p> <p>A whistleblower hotline, Speak Up, allows any Walden Group employee to report any environmental issues or concerns.</p> <p><i>In the context of the global pandemic</i> <i>Waste from coronavirus protective equipment is managed responsibly.</i> <i>Remote working and virtual meetings are favoured, with the result that the negative environmental impact caused by travel is reduced.</i></p> <p>OBJECTIVES</p> <p>Implementation of an environmental approach.</p>	

	<p align="center">CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT</p>	 <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals. We welcome feedback on its contents.</p>
---	---	--

4. Anti-corruption principles

	<p>Principle 10</p>	<p>Businesses should work against corruption in all its forms, including extortion and bribery</p>
---	----------------------------	--

Sustainable Development Goals

	<p>16.5</p>	<p>Substantially reduce corruption and bribery in all their forms</p>
---	-------------	---

GROUP COMMITMENTS

	<p>The Walden Code of Conduct, attached to this document, is deployed and implemented in all Group companies. It provides employees with clear rules and instructions for doing their job ethically and honestly, in accordance with the legislation in force and the values of the group.</p> <p>The markets and environments in which we operate can sometimes be complex and it can be difficult to identify the right thing to do.</p> <p>With that in mind, legal services are available to meet our commitments to maintain the highest ethical standards and fulfil our legal and regulatory obligations.</p> <p>Our Supplier Social Compliance Standards policy, attached as an appendix to this document, sets out the Walden Group’s values and commitments and is communicated to all our suppliers to ensure full compliance throughout our supply chain.</p> <p>A whistleblower hotline, Speak Up, has been set up within the Walden Group. It is accessible 24/7 to all employees to allow them to report, anonymously and in their own language, any abnormal situation they may encounter, such as:</p> <ul style="list-style-type: none"> - Violations of the Code of Conduct - Violations of the law or serious misconduct - Any breach of legal, professional or regulatory obligations - Any misappropriation or fraud - Any negative impact on the environment
---	---

IMPLEMENTATION WITHIN GROUP COMPANIES

	<p>Movianto Group</p> <p>A whistleblower hotline, Speak Up, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.</p> <p>Training is provided on Ethics and the Code of Conduct, along with anti-corruption training. Access to training has been facilitated by the introduction of online training tools</p>
---	--

	<p align="center">CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT</p>	 <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals. We welcome feedback on its contents.</p>
---	---	--

	<p> Movianto France shares the values of the Walden code of conduct and sets out its commitments in its Corporate Social Responsibility Statement and in the Ethical and Social Charters to which all employees, suppliers and subcontractors of Movianto France must adhere.</p> <p><i>In the context of the global pandemic</i> <i>The procurement and distribution of protective equipment for working during the pandemic is carried out legally.</i></p>
	<p>Eurotranspharma SAS, a member of the Walden Group, adopted a Corporate Social Responsibility charter in 2019 (see appendix)</p> <p>With regard to international labour standards, this charter sets out the following principles in the chapter entitled INTEGRITY (I):</p> <ul style="list-style-type: none"> - Taking responsibility for our actions (I) - Fighting corruption (I) - Respecting the Responsible Supplier Relationship Charter (I) <p>Training is provided on Ethics and the Code of Conduct, along with Anti-Corruption training. Access to training has been facilitated by the introduction of online training tools.</p> <p>The Quality department monitors the progress of staff training on a monthly basis through specific KPIs. Where necessary, specific training sessions are organised in a way that ensures that workload is never an obstacle to staff training.</p> <p>A whistleblower hotline, Speak Up, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.</p> <p>In 2021, Eurotranspharma commissioned a rating company to conduct an independent CSR audit. With an overall score of 59%, Eurotranspharma was awarded a silver medal for its rating. More specifically, the company received a score of 60% in the Ethics section and 50% in the Responsible Purchasing section.</p>
	<p>Officially launched in September 2021, Transpharma International has not yet been able to adopt a CSR charter like Eurotranspharma. Nevertheless, it shares the values of the WALDEN group and has the same support and tools at its disposal as its sister company.</p> <p>Training is provided on Ethics and the Code of Conduct, along with Anti-Corruption training. Access to training has been facilitated by the introduction of online training tools.</p> <p>The Quality department monitors the progress of staff training on a monthly basis through specific KPIs. Where necessary, specific training sessions are organised in a way that ensures that workload is never an obstacle to staff training.</p> <p>A whistleblower hotline, Speak Up, allows any employee of the Walden group to report any abnormal situation he or she may encounter.</p>

 WALDEN	CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION OF THE 10 PRINCIPLES OF THE GLOBAL COMPACT	 <p>COMMUNICATION ON PROGRESS</p> <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
	<p>Ciblex's CSR Charter (see appendix) reflects the commitments made by management to respect ethics, and as a result it undertakes to:</p> <ul style="list-style-type: none"> - Respect competition by condemning all anti-competitive practices. Ciblex acts within the law and refuses to undermine free competition. - Fight against fraud, money laundering and corruption in all its forms. No employee shall receive or grant undue benefits. - Employees are prohibited from accepting or offering gifts (benefits, invitations, acts of collusion, favours), except for those of low value offered or received on exceptional occasions. - Guarantee the confidentiality of the company's internal data. All employees are obliged to guarantee the confidentiality of the data they hold as a result of their duties. Documents that can be distributed externally are identified; if not identified as such, authorisation must be requested before any distribution. - A whistleblower hotline, Speak Up, allows any employee of the Walden Group to report any abnormal situation he or she may encounter. - Training is provided on Ethics and the Code of Conduct, along with anti-corruption training. Access to training has been facilitated by the introduction of online training tools. 	
 PHARMA PILOT	<p>The Code of Conduct applicable to the Walden Group companies provides employees with clear rules and instructions for doing their job ethically and honestly, in accordance with the legislation in force and the values of the group.</p> <p>The markets and environments in which we operate can sometimes be complex and it can be difficult to identify the right thing to do.</p> <p>With that in mind, legal services are available to meet our commitments to maintain the highest ethical standards and fulfil our legal and regulatory obligations.</p> <p>A whistleblower hotline, Speak Up, allows any employee of the Walden Group to report any abnormal situation he or she may encounter.</p> <p>Training is provided on Ethics and the Code of Conduct, along with anti-corruption training. Access to training has been facilitated by the introduction of online training tools.</p> <p><i>In the context of the global pandemic</i> <i>The procurement and distribution of protective equipment for working during the pandemic is carried out legally.</i></p>	

Human rights

Principles of the Global Compact

	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses.

Results for 2021

In addition to the above, the following overall results should be highlighted:

- Launch of the “Ethics & Code of Conduct” training programme:
 - Online training made available to a panel of employees with an email address and identified by their managers (20% of the group’s employees),
 - Creation and provision of information meeting documents for HR departments and local managers, in order to ensure that employees affected by this subject who do not have access to a computer can receive training.

Objectives for 2022

In addition to the above, the following overall objectives will be pursued in 2022:

- Continuation of our “Ethics & Code of Conduct” training programme, using the same format as the one launched in 2021.

Working conditions

Principles of the Global Compact

 NORMES INTERNATIONALES DU TRAVAIL	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
	Principle 4	Businesses are called upon to help eliminate all forms of forced and compulsory labour,
	Principle 5	Businesses should contribute to the effective abolition of child labour
	Principle 6	Businesses are called upon to help eliminate discrimination in respect of employment and occupation

Results for 2021

In addition to the above, the following overall results should be highlighted:

- Launch of the “Diversity & Inclusion” training programme:
 - Online training made available to all group employees with an e-mail address and access to a work computer (approximately 46% of group employees),
 - Creation and provision of information meeting documents for HR departments and local managers, in order to ensure that all employees who do not have access to an email address and/or a work computer can receive training.
- Appointment of an executive D&I sponsor and employee education through a series of events and communications, with the support of the HR community and the Executive Committee.
- Implementation of a mentoring programme for our executive and management population, offering newly appointed and recruited managers the opportunity to collaborate and be mentored by some of our most experienced leaders on the Executive Committee.
- Presence of female representation at all levels of management within our Group

Objectives for 2022

In addition to the above, the following overall objectives will be pursued in 2022:

- Continuation of our “Diversity & Inclusion” training programme, using the same format as the one launched in 2021.
- Exploring the topic of diversity and inclusion more deeply by:
 - Educating our employees through a series of leadership training courses,
 - Conducting a D&I audit across the Group, with specialist external consultants, in order to obtain “on the ground” information.

Environment

Principles of the Global Compact

 ENVIRONNEMENT	Principle 7	Businesses should apply a precautionary approach to environmental challenges,
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility,
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies

Results for 2021

In addition to the above, the following overall results should be highlighted:

- The Group upholds the Quality and Environmental policy.
- All companies of the Walden Group actively participate in setting and achieving the objectives set out in the Group’s environmental strategy.

Objectives for 2022

In addition to the above, the following overall objectives will be pursued in 2022:

- Implementation of defined actions for meeting global challenges and upholding the Good Environmental Practices defined in the environmental strategy, in the following categories:
 - Combating climate change
 - Preservation of natural resources
 - Pollution control
 - Preservation of biodiversity
 - Staff training

Anti-corruption

Principles of the Global Compact

 <p>LUTTE CONTRE LA CORRUPTION</p>	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery
---	---------------------	---

Results for 2021

In addition to the above, the following overall results should be highlighted:

- Launch of the “Anti-Corruption” training programme:
 - Online training made available to a panel of employees with an email address and identified by their managers (20% of the group’s employees),
 - Creation and provision of information meeting documents for HR departments and local managers, in order to ensure that employees affected by this subject who do not have access to a computer can receive training.

Objectives for 2022

In addition to the above, the following overall objectives will be pursued in 2022:

- Continuation of our “Anti-Corruption” training programme, using the same format as the one launched in 2021

Promotion of our CSR commitments in our sphere of influence



We also express our commitment to promoting the principles of the Global Compact within our sphere of influence, and they are strongly interwoven with corporate social responsibility issues across our companies.

We work transparently with stakeholders interested in our business, wherever we operate.

The dialogue we have with these stakeholders is essential to better understand the issues we face today.

We communicate our sustainability commitments both internally and externally.

The Communication on Progress (COP), published annually, presents the concrete actions we have taken since we joined and those we plan to take as we progress.

The Corporate Social Responsibility Statement and the annual Communication on Progress are available on the United Nations Global Compact website. They are also distributed to our customers and prospects.

 WALDEN	ANNEXES	 <p>COMMUNICATION ON PROGRESS</p> <p>This is our Communication on Progress in implementing the Ten Principles of the United Nations Global Compact and supporting broader UN goals.</p> <p>We welcome feedback on its contents.</p>
---	----------------	--

 WALDEN	<ul style="list-style-type: none"> ◆ Statement of support for the United Nations Global Compact ◆ Statement against modern slavery ◆ Code of Conduct (Walden Group Corporate Social Responsibility Statement) ◆ Walden Commitment to Diversity and Inclusion ◆ Supplier Social Compliance Standards ◆ Quality and Environmental Policy
	<ul style="list-style-type: none"> ◆ Movianto France’s Corporate Social Responsibility Policy ◆ ISO 14001 Environmental Management System Certificates (Movianto France plants located in Cournon d’Auvergne and Moussy-le-Neuf) ◆ CSP’s ISO 45001 Occupational Health and Safety Certificates (Movianto France plants located in Cournon d’Auvergne and Moussy-le-Neuf) ◆ ISO 14001 Environmental Management System Certificates (Movianto Northern Ireland plants located in Belfast and Newtownabbey) ◆ ISO 14001 Environmental Management System Certificates (Movianto Belgium plants located in Alost)
	<ul style="list-style-type: none"> ◆ Eurotranspharma Corporate Social Responsibility Charter
	
	<ul style="list-style-type: none"> ◆ Ciblex Express Corporate Social Responsibility Charter
 PHARMA PILOT	<ul style="list-style-type: none"> ◆ Letter of commitment to Corporate Social Responsibility for PharmaPilot. (to be developed as per the action plan)