

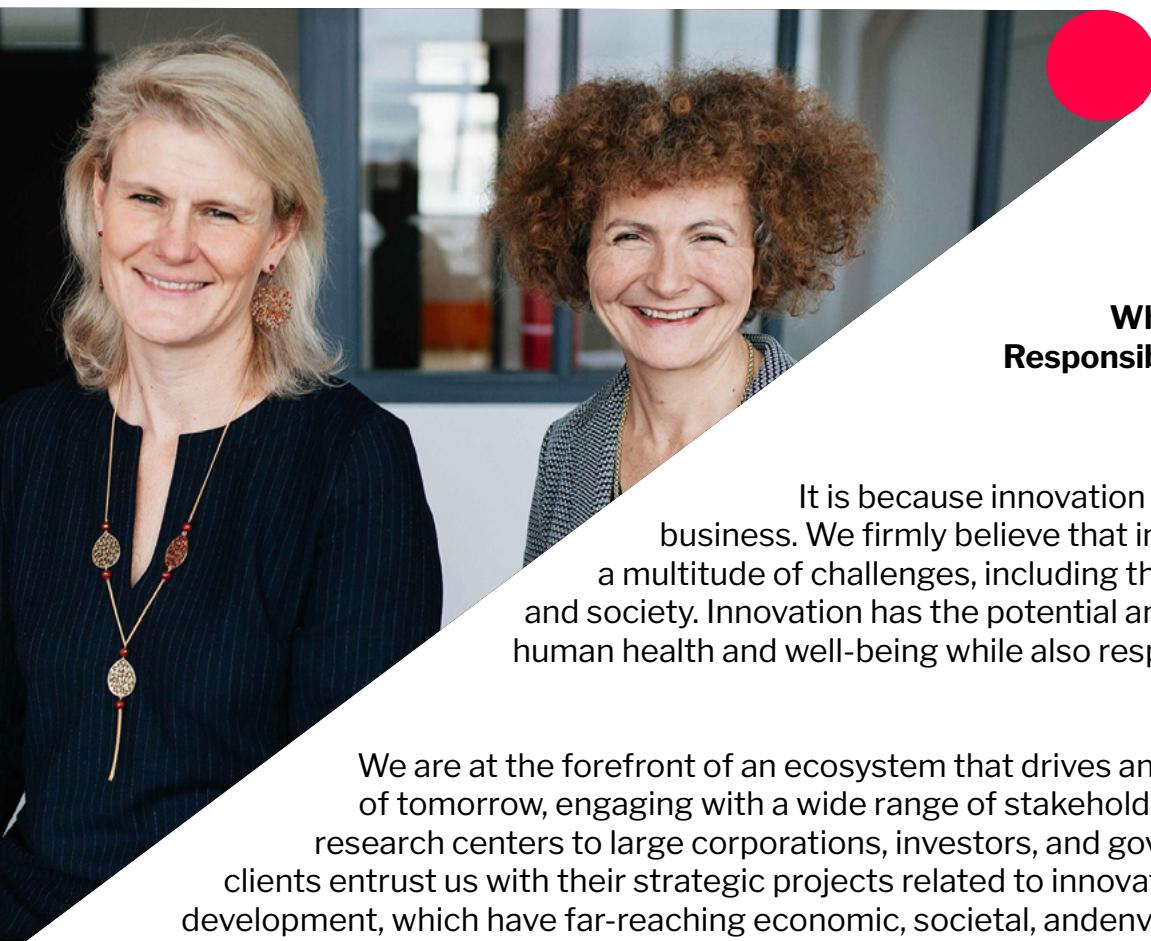
Our CSR policy



Alcimed

Letter from top management

Over the course of 30 years, Alcimed has grown from a team of 2 individuals to over 200 by 2022, all while maintaining our core mission: to explore and develop uncharted territories for our clients. Today, more than ever, we are applying our expertise and experience to contribute to building a more sustainable world with our clients and enhancing corporate social responsibility.



Why is Corporate Social Responsibility (CSR) important at Alcimed?

It is because innovation lies at the heart of our business. We firmly believe that innovation can address a multitude of challenges, including those related to climate and society. Innovation has the potential and the duty to improve human health and well-being while also respecting the planet and the nations.

We are at the forefront of an ecosystem that drives and shapes the changes of tomorrow, engaging with a wide range of stakeholders, from startups and research centers to large corporations, investors, and government entities. Our clients entrust us with their strategic projects related to innovation and new business development, which have far-reaching economic, societal, and environmental impacts. A notable example of our evolution is our recent climate-environment offering, designed to effectively address the urgent needs of climate transition.

In addition, our employees, the Alcims, are our greatest strength. Their development and well-being are our top priorities.



We have obtained Ecovadis platinum medal in 2023



United Nations
Global Compact

We are signatories of the UN Global Compact, engaging us to respect its 10 principles around human rights, labor rights, environment and anticorruption

Sincerely,
Géraldine & Valérie, Co-founders and Leaders of Alcimed.

Overview

Our policy is structured around 4 pillars:

1

Placing explorers at the center of our adventure



2

Being the preferred partner for our clients in addressing their responsible innovation challenges



3

Reducing our environmental impact



4

Contributing to the society through the Alcimed Foundation for Rare Diseases



Placing explorers at the center of our adventure

Ensure wellbeing at work

Wellbeing at work is a priority at Alcimed, in line with two of our core values, Team and Fun. All of our employees have a dedicated line manager, who is trained on management best practices and has the employee's wellbeing as top priority. Employees have regular meetings with their managers, where they can discuss any issues they might have. Beyond this close employee-manager relationship, a wellbeing at work survey is conducted every two years to constantly monitor issues and improvements to be implemented.

Also, we dedicate time and resources to moments where employees gather and have fun, with team building events at least once year in each team, and 3 times a year with the whole company.

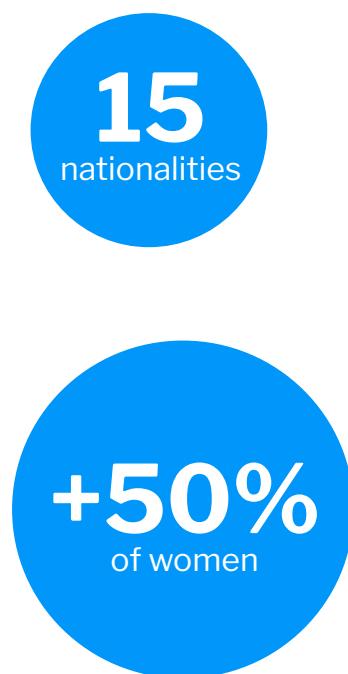


Guarantee a diverse, equitable and inclusive workplace

We believe diversity of profiles and cultures is essential to tackle the variety of our clients' challenges, and is valuable in the workplace. We have more than 15 nationalities and 30 languages spoken in the company

We apply a policy of zero tolerance towards any form of discrimination, on any grounds whatsoever, and towards any harassment.

With more than 50% of women, we are very committed to gender equality. We monitor gender equality indicators in all offices, in particular on salary, promotion, raise, training and part times. One of our objectives is to achieve parity within the community of business unit managers.



Favorize employee development

We have a skill development plan in place with dedicated training for each function and level of seniority, with five training days organized per year per employee, mixing internal and external training.

Moreover, we guarantee a pairing for all new employees to facilitate integration into the company and ensure quick acculturation. For senior employees, we offer a mentorship for more personalized support, in addition to their line managers.



“The mentor is here to support you in your everyday life and your evolution. Personally, I asked my mentor for advice on how to start the process to become project manager, and how to progress on what I was missing. She also helped me doing dry runs, and having her approval that I was ready gave me a lot of confidence.”

Testimony from Oriane, who was recently promoted from Senior Consultant to Project Manager and who benefited from the mentorship program



To be the preferred partner for our clients in addressing their responsible innovation challenges

Supporting our clients to improve their environmental and societal impact

We believe that, as a consulting company specializing in innovation and development of new business working with public and private actors, we have a key role in promoting CSR issues to our clients and helping them define and achieve ambitious CSR goals.

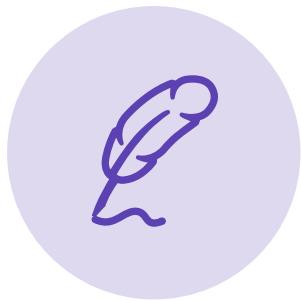
We therefore decided to push reflection on the CSR impact of our recommendation in each one of our projects. To do so, we have developed a proprietary tool which aims to assess the impact of our recommendation in the light of the UN SDGs, which is used in all of our projects and creates a discussion with the client on potential CSR impacts to address.

Moreover, we have developed a specific offer on Climate & Environmental topics, allowing us to work on a range of impactful topics with our clients around sustainability, such as defining their CSR strategy finding sustainable alternatives to their raw materials or products, etc.



Implementing high business ethics standards

Ethical Charter



All Alcimed employees sign our Ethical Charter when joining the company to ensure high ethical standards internally and during our projects. Additionally, each one of our projects is submitted to specific ethical provisions, either in the contract agreement or in our own General Conditions of Sales. We use our Ethical Charter with clients to ensure confidentiality and manage conflicts of interests. Additionally, we are strongly committed in the fight against corruption, with different initiatives such as a mandatory training for all employees and a list of rules regarding gifts.



Ethic Committee

We also have a whistleblowing procedure around ethical concerns in place which is available for all employees as well as an ethical committee to support them and guide ethical-related decisions and actions, which can be contacted at ethics@alcimed.com. Our ethical committee is as well open for referral for external partners.



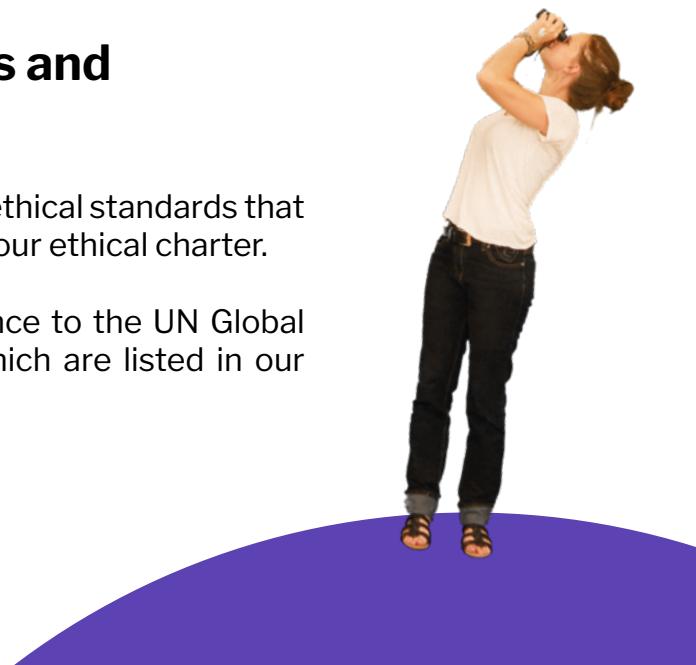
Security of data

Due to the strategic nature of the projects entrusted to us, the security of data and our IS is essential. We are in the process of modeling our practices and tools on the ISO 27001 standard.

Working with responsible partners and suppliers

We request our subcontractors to respect the same ethical standards that we apply to ourselves, thus they are required to sign our ethical charter.

Additionally, we require from our suppliers compliance to the UN Global Compact Principles and to a set of CSR criteria which are listed in our Supplier charter.



Reducing our environmental impact

Limiting our carbon emissions

Our objective is to contribute to the global net-zero through the reduction of our energy consumption and carbon emissions.

To do so we first conduct regular carbon footprint assessment of all our offices, in order to better understand our major sources of emissions, track our impact and refine our action plan.

Moreover, we act on our main sources of emissions by:

1 Reducing business travel and commuting emissions.



We promote soft mobility for our employees' daily commute. This means: covering 50% of commuting by public transport or bike in all of our offices and providing parking for bikes and charging stations for electric vehicles whenever possible.



Because of our company values and of the specificities of our work, we believe seeing our colleagues and our clients face to face is essential. We nonetheless aim to reduce these travels when possible and promote more ecofriendly alternatives (e.g., "green" taxis for short business trips, grouping of internal meetings, travel by train for trips <4h,...).



While we recognize that reducing our emissions is the priority and in particular reducing travel by plane, when air travel does take place, we engage in carbon offsetting via the financing of Gold Standard projects or equivalent.

2 Reducing energy consumption of our offices, through good practices and Green IT recommendations.

3 Increasing the share of renewable energy in our energy mix.

Zoom

All our European offices (Paris, Lyon, Toulouse, Lausanne, Milan and Cologne) are supplied by "green energy" since May 2023.

Reducing waste

Our first objective is to reduce our waste, and we commit to eliminating all single use plastics. To do so we provide reusable cups, bottles, and cutlery to all employees with a dishwasher in each office, and when meals are supplied by the company we rely on a supplier that minimizes waste.

Beyond that, we commit to having an efficient recycling system in all our offices, for office supplies, IT material and food waste.

Raising environmental awareness among our employees

The action of Alcimed in favor of environmental issues is the reflection of the commitment of its employees.

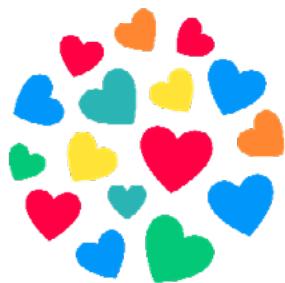
Zoom

Go4Earth is an employee initiative which aims at raising awareness on environmental issues within the company, through regular events (debates, conferences with external experts...).

Beyond this initiative, we train all of our employees on these key topics. We have trained employees to be facilitators of the “Climate fresh” and deploy it to all of our employees with bi-annual sessions. Additionally, we have deployed a dedicated training on climate issues, both for personal knowledge and for clients’ projects.



Contributing to the society through the Alcimed Foundation for Rare Diseases



**Fondation
Alcimed**
pour les maladies rares

Due to our specific positioning, we have acquired a recognized know-how in the exploration of rare diseases and of their complex patient pathways, and our teams are deeply passionate about this topic. This is why we have decided to create a Foundation in order to directly help patients and patient families suffering from the rarest diseases, by giving them the benefit of the team's expertise and investigational skills for free.

The “Alcimed Foundation for Rare Diseases” was launched in December 2023. Call for projects open once a year, and patients and carers can apply. Selected projects can take the form of a state of the art, the identification of experts or clinical studies, etc.

In the selection process and during the whole project, we take the greatest care in handling the confidentiality of the patients' identity and the difficulties linked to their situation.

Want to know more?

[Visit our CSR commitments webpage](#)

