

Our commitments and actions in favour of social cohesion

The well-being of all and access for all to basic needs (food, housing, health, education, employment, security, equity) must be ensured while reducing inequalities between individuals and respecting their cultures.

1. Fight against exclusion and discrimination

1.1 Implementing a social policy

Eurofins ADME BIOANALYSES pursues a social policy aimed at guaranteeing the same rights for all employees, without distinction, considering diversity as a value to be respected, developed and promoted. In this sense, the company promotes equal opportunities and respect for others and their differences through its dynamic management of human resources and social affairs in the following areas :

- **Training**

Eurofins ADME BIOANALYSES establishes an annual training plan to ensure the development of skills and the social promotion of its employees. These training programmes ensure that employees are employable in the face of structural changes and technological developments.

They are provided internally or by external service providers.

- **Working conditions**

Eurofins ADME BIOANALYSES maintains a calm social climate within the company by promoting dialogue and common understanding with the staff representatives or directly with employees.

The company also offers good working conditions in terms of premises and equipment.

- **Incentives**

Eurofins ADME BIOANALYSES motivates its employees by involving them in its success.

To this end, the company has signed a profit-sharing agreement with the employee representatives, which allows employees to receive a bonus linked to the company's results.

1.2 Promoting professional and/or personal integration

Eurofins ADME BIOANALYSES supports the professional integration of disabled workers within the company. In addition to the disabled workers in its workforce, the company employs the services of dedicated companies.



Eurofins ADME BIOANALYSES participates in the integration of young people into working life through professionalization or apprenticeship contracts, as well as in the reintegration of unemployed seniors into the workplace.

1.3 Limiting disparities and inequalities

Eurofins ADME BIOANALYSES has signed an agreement on gender equality in the workplace with the employee representatives, establishing relevant objectives, measures and indicators on the topics of access to employment, effective remuneration and training.

Eurofins ADME BIOANALYSES works to maintain or improve good working conditions.

Workstations are designed to meet regulatory changes or specific needs, to prevent accidents at work and to allow access for both women and men.

2. Contributing to the development of employees

2.1 Developing and maintaining dialogue

Eurofins ADME BIOANALYSES attaches great importance to social dialogue by listening to its employees and listening to feedback. To this end, it holds monthly meetings with staff representatives and regularly meets with employees who wish to do so.

2.2 Taking account of specificities

Eurofins ADME BIOANALYSES has a social policy that seeks to meet the aspirations of its employees in the general interest of all.

This policy aims to improve the balance between work and personal life for employees and covers the organisation of meetings, the development of home-office, flexible working hours, parental leave and awareness of the right to disconnect.

2.3 Fostering team cohesion

Eurofins ADME BIOANALYSES organises social events to strengthen team cohesion around the same corporate vision.

2.4 Protecting the health and improving the safety of employees

The health and safety of employees is a key concern for the company in its field of activity.

In this context, Eurofins ADME BIOANALYSES is committed to an ongoing risk assessment and prevention programme to improve the safety of its employees and protect their health and that of its visitors.

The approach is based on a series of actions and measures involving all employees, whatever their function:

- monitoring changes in legal and regulatory provisions and their implementation
- complying with internal regulations and procedures by all employees and visitors to the site
- using collective and individual protective equipment provided,
- training of new arrivals in safety, the risks of our activity and the dangers associated with the site,
- continuous training in safety, new equipment and various developments in this area,
- raising awareness of the duty to alert in the event of danger,
- monitoring the work and audits of the Safety Commission,
- monitoring safety and work accident registers,
- medical monitoring of employees,
- analysing accidents and incidents to avoid their recurrence and eliminate them,
- integrating the approach into the replacement of all equipment,
- making available the Safety Data Sheets (SDS) for the products used,
- analysing risk before any sensitive operation,
- implementing a prevention plan drawn up jointly with external service providers working on the site,
- implementing an internal plan to manage emergency situations (chemical accidents, fire, etc.)