

Corporate Social Responsibility Report 2020



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Letter from Dr. Emmanuelle Voisin, Founder & CEO

This year, Corporate Social Responsibility (CSR) has taken a new turn at Voisin Consulting Life Sciences (VCLS): awareness is ever greater among all collaborators at all levels and new key projects have been launched. We work continuously to combine economic development and sustainability. Due to our core business, we are naturally involved in sustainability as we put the human-being at the very center of our activity. The difference to this year is that we wanted to formalize our Corporate Social Responsibility strategy in tangible actions, build a global consciousness and communicate about our development in this field. It is a subject we want to incorporate more on a daily basis.



Working towards this goal also requires us to guarantee exemplary working conditions and respond to the needs and expectations of all generations that constitute VCLS in order to offer an environment conducive for personal and professional development. The human aspect is the first pillar of our CSR strategy. Every relationship is guided by the principles of ethics, fair practice and an uncompromising Code of Conduct. In order to combine our values with the challenges of our sector, we have built a CSR strategy focused on issues of well-being and societal commitment. For the years to come, the entire group stands ready to meet the major challenges of sustainable development by committing ourselves to work towards our goals.

This report provides an overview of the efforts made in the past and more recent ones to find valuable solutions for today's challenges and business environment.

Introduction

The world is changing and so are we

Major trends affect our society and the business world. Understanding their implications is absolutely essential to our business and to build a relevant response for our clients and collaborators. Beyond our contribution to improve the framework in which businesses and markets operate, we are convinced that we have a responsibility to play a larger role in society. In a rapidly changing world, controlling risks and anticipating new uses are essential to guarantee performance and sustainability. We are committed, and wish to have a positive and lasting impact, which goes beyond our missions and our expertise. There are several trends that are affecting our world and the following ones are those we have chosen to base our strategy on:

- Technologic disruption and IT security
- Climate change and rarefication of resources
- Demographic changes and inclusion



For better understanding while reading : the data used in this report is from FY 2020, but since the strategy has been initiated in 2021, we integrated some information concerning the various actions implemented during FY 2021. Though the data from 2021 will only be analyzed in the 2021 annual CSR report.

VCLS - consulting company in life sciences

VCLS guides biotechnology, pharmaceutical and medtech manufacturers throughout the development and commercialization of their products. Early in the process, from R&D to the patient, we help innovators design optimized product development plans and regulatory strategies, combining the healthcare ecosystem and business success. We identify and manage product risks, from target profile definition to clinical and non-clinical development, registration, launch and commercialization. We also perform due diligence for licenses, mergers and acquisitions. The company provides actionable recommendations that empower clients to make strategic decisions by helping define the roadmap to go to market, with audits and the strategy needed to achieve tangible results in line with business goals.

The company was founded by Dr. Emmanuelle Voisin in 1997 in France to offer a tailor-made service to emerging biotechnology companies. Dr. Emmanuelle Voisin has 30 years of experience in drug development. Her expertise lies in unconventional development strategies, maximizing the use of regulatory mechanisms and innovative approaches to bring new technologies to patients.

With offices in Cambridge (MA, USA), Paris and Rennes (France), London (UK), Lausanne (Switzerland) and Bangalore (India), VCLS serves a broad range of developers and investors.

VCLS merged with two companies in the last few years. B&H located in Somerville (NJ, USA) and IWA Consulting near Copenhagen (Denmark).



Our mission

Be the global reference partner to expedite access of HealthTech products to regulated markets.

Our vision

Science transforms lives, we successfully partner with innovative pharma biotech and device developers for **the benefit of patients.**

Who are we - VCLS in figures

300+
Clients

80%
Emerging & mid-cap
Health Tech companies

75%
Repeat business

4+
Average length client
collaboration

20+
Products registered

1st
To obtain Marketing
Authorization in tissue
engineering worldwide

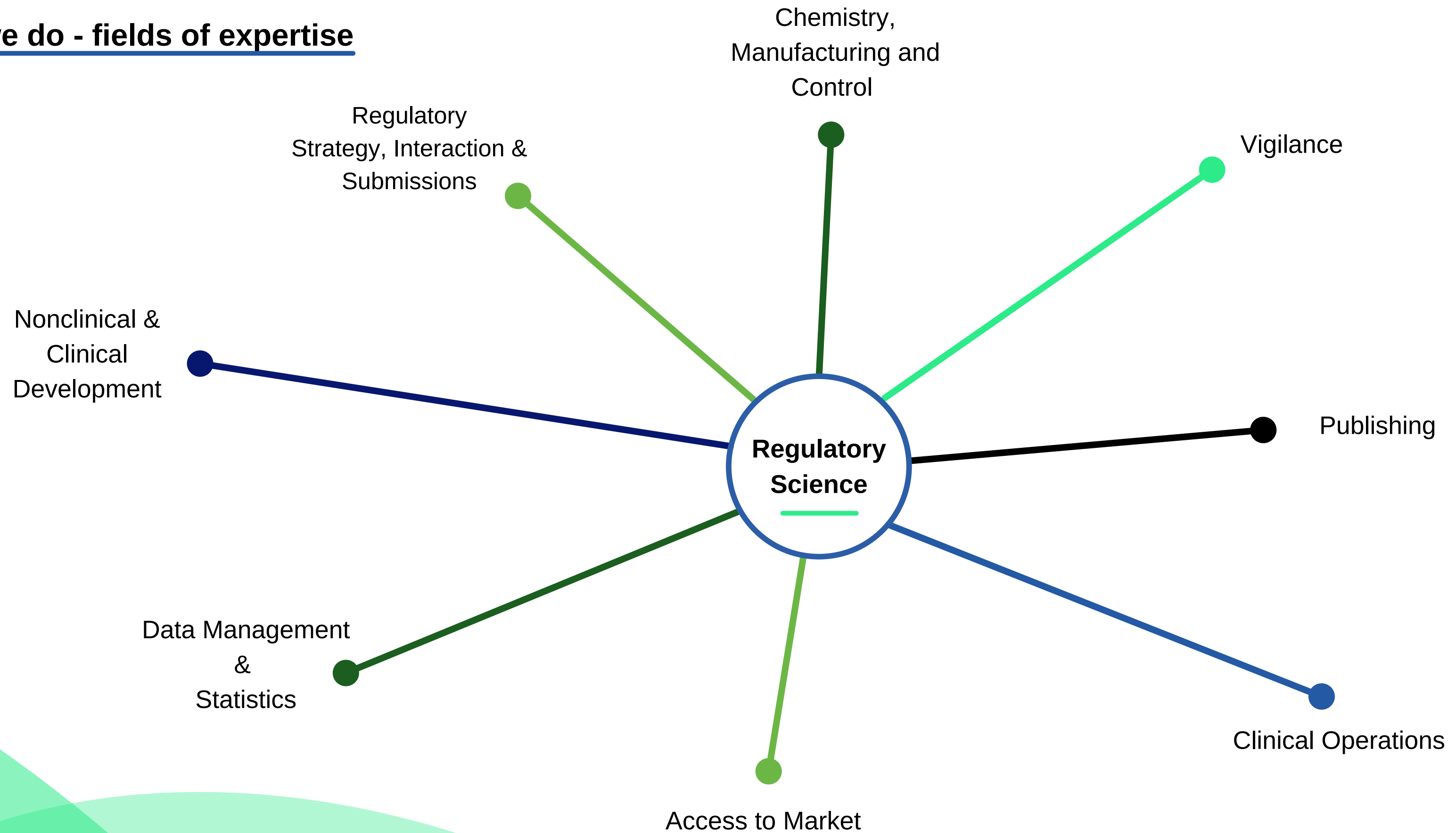
1st
To obtain Marketing
Authorization under
AAP* in Europe

100+
Consultations of
Health Authorities

1st
To obtain Marketing
Authorization in orphan
indication in Europe

1st
To obtain orphan
designation in Europe

What we do - fields of expertise



What we do - fields of expertise

Anticipate requirements from both regulators & payers

- Expedited product development
- Avoid unnecessary cost through efficient design of studies & programs

Integrated expertise & industry experience

- Integrated set of scientific expertise
- Successful marketing track record & life cycle management



Bridging Regulatory & Market Access over the Atlantic

- Deep understanding of EU & US markets
- Design of global strategies
- Adapt execution in each market

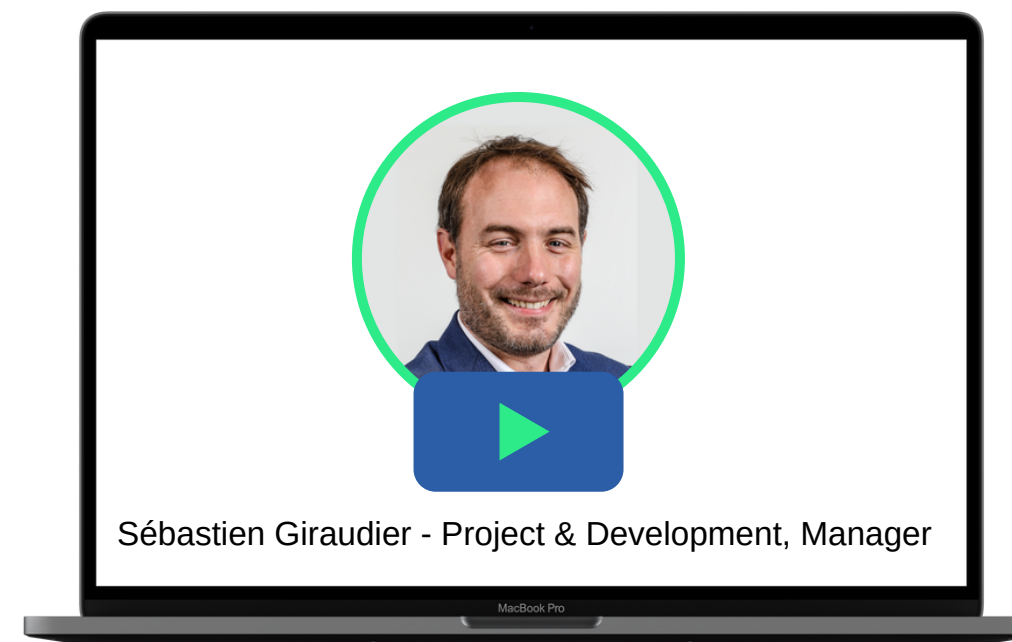
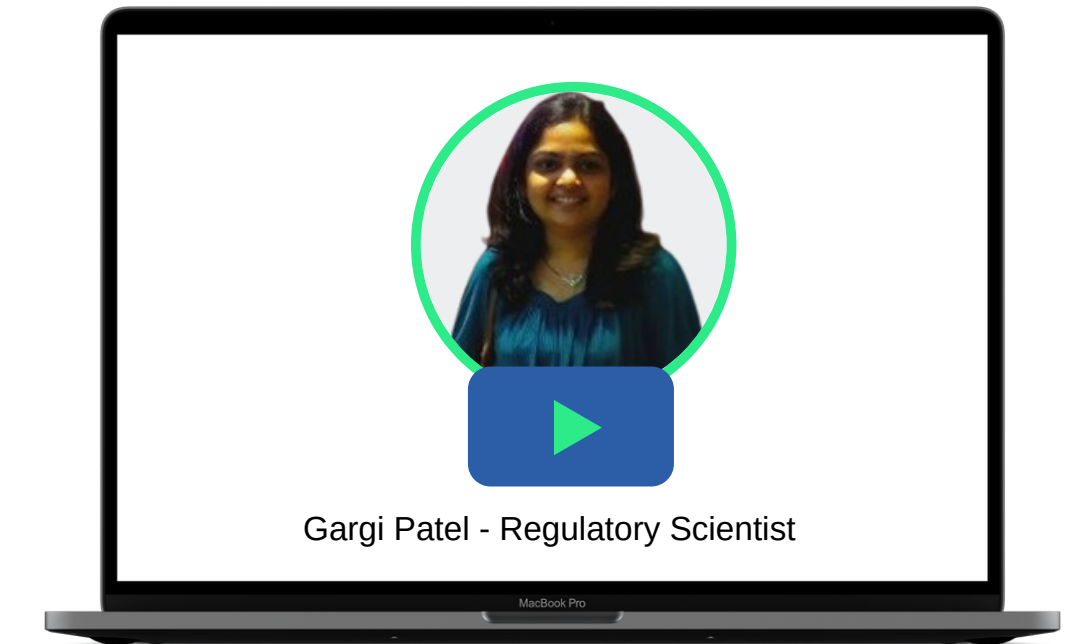
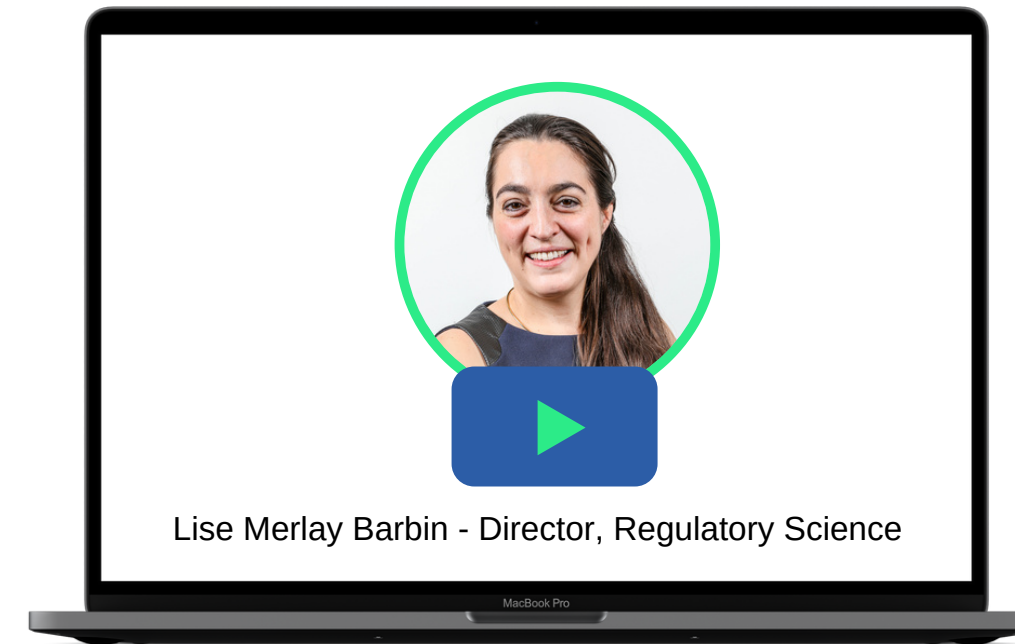
Agile IT & Data Privacy

- Cloud-based robust IT infrastructure
- GDPR compliant

Leadership is based on benevolence, listening and support to all stakeholders: collaborators, suppliers, subcontractors, customers, shareholders etc. From daily practices to the specific task assigned from our partners and clients, these values are applied through procedures, actions, and concrete changes for the continuous improvement of activities. VCLS is committed to respecting people, territories and the environment. The protection of human rights, respect for international labor standards, freedom of association, the right to collective bargaining and the fight against illegal practices are obviously an integral part of all of these commitments. Several charters formalize these commitments, all freely available in English on our [website](#).

Quality is a core value of VCLS and a fundamental component of what customers, regulators and other stakeholders expect from a leader in intellectual services. Thus, extremely strict internal policies and procedures have been put in place with the objectives of research and quality control.

Employee testimonials



Client challenge & VCLS solutions - example 1

An integrated regulatory and Market Access Solution for a successful Market Access Authorization (MAA)

Background



US based biotech company



Target: European market



Cell-based therapeutic



Metabolism disorder



Orphan indication

Clients challenges

- Our client was struggling to obtain regulatory approvals in Europe though similar regulatory approvals had been gained in the US.
- They were seeking a European extension of its US-based product development team while adhering to the global drug development program and corporate strategy.

VCLS Solutions

- Set up a “core” team with experts from clinical to market access with one contact person in the US to facilitate the coordination.
- An integrated solution of EU regulatory and Market Access to ensure regulatory and payers’ requirements are met for a successful MAA preparation and submission.
- Hands-on support to help understanding the market access environment (competition, size of target population), the pricing and potential reimbursement of their product in Europe.

Results

- VCLS enabled the client to obtain the MAA in the fastest time by adopting the most appropriate regulatory pathways.
- Our client was able to gain insights on European regulatory pathways to accelerate the product development globally.
- VCLS enabled the client to articulate product regulatory strategy up to MAA in Europe, while ensuring global coordination of clinical trial applications and clinical safety activities.
- VCLS acted as the extension of the client’s product development team with on and off and near-shore resources for greater efficiency and maximum value.

“We don’t have a sizable Regulatory Team within the organization to cover all regulatory needs from Pre-Clinical to post market activities in Europe, I was keen to find a trustworthy partner in Europe!”

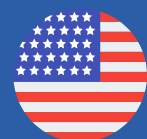
- VP Regulatory (client 1)

Client challenge & VCLS solutions - example 2

Emergency response:

Getting ahead of the competitors

Background



US based



Target: US market initially, then Europe



Emerging biopharm company



Infectious disease, COVID-19 treatment



Emergency - fast response

Clients challenges

- Limited internal resource in Clinical / Nonclinical / Regulatory / Chemistry, Manufacturing and Controls (CMC) / Publishing to draft / publish and submit the Investigational New Drug (IND)
- Timing - rapid response required due to the global emergency
- Needed to engage with the health authorities outside of the standard procedures/protocol to fast track the process

VCLS Solutions

- With experts in Clinical, Nonclinical, Regulatory, CMC and Publishing all in one company, we provided a single point of contact, allowing our client to focus on their development.
- Our strong link with the Federal Drug Administration (FDA) led to soft discussions outside of the Pre-IND meeting, ensuring we were on track and to avoid unnecessary delays.
- We worked as a seamless extension to the client's internal team.

Results

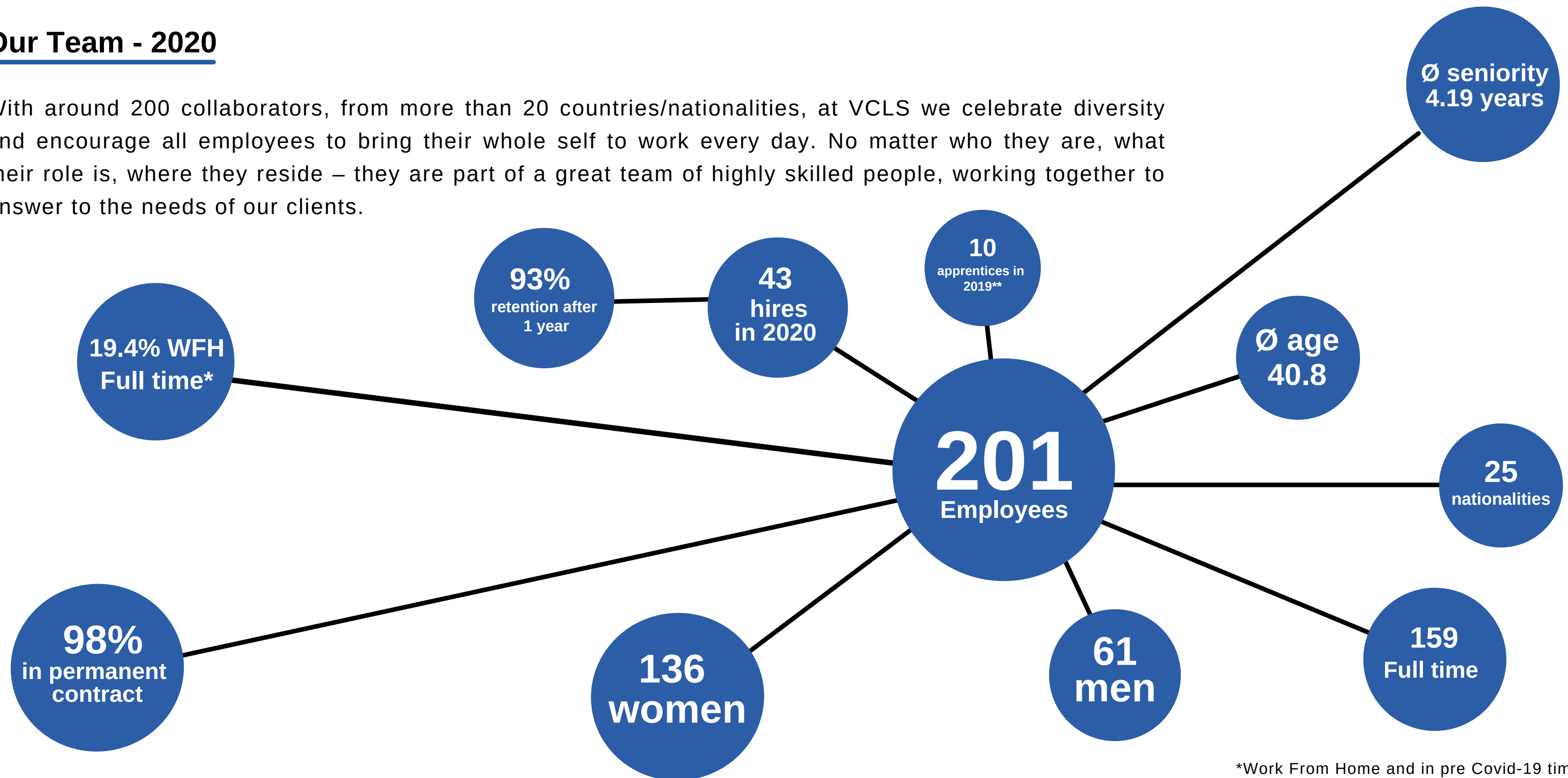
- The IND was drafted and submitted from start to finish in 4 days.
- The FDA gave a positive response to the first draft and allowed the clinical study to proceed within 20 days of reception.
- The submission was among the first FDA clinical trial submission using novel FDA expedited pathways.

“We were thrilled with VCLS' lightning speed response, it's going to be one for the Guinness Book of Records, IND in four days, your team is remarkable!”

- VP Clinical Operations (client 2)

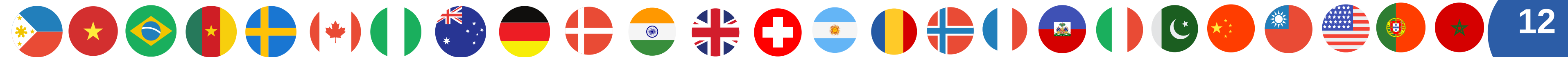
Our Team - 2020

With around 200 collaborators, from more than 20 countries/nationalities, at VCLS we celebrate diversity and encourage all employees to bring their whole self to work every day. No matter who they are, what their role is, where they reside – they are part of a great team of highly skilled people, working together to answer to the needs of our clients.



Source : Social Report 2020

*Work From Home and in pre Covid-19 times
** information for 2020 on page 22



Values of VCLS

All over the world, our values encourage the entities of the VCLS network to bring our expertise to our partners. Our activity consists of supporting the performance of our clients in compliance with the various regulatory and legal frameworks (research, development, market introduction, audits etc.) and within the framework of responsible and sustainable development.

Quality in everything we do is the bedrock on which our strategy is based. This is why excellence is one of our core values. Promoting an internal culture based on the search for quality as an essential element in the performance of missions is thus a permanent priority. The quality of our services is based on the men and women we recruit, train and motivate, on our culture of technical excellence and on the empowerment of our teams at all levels of our organization. The company's commitment to quality is shared with all associates.

People, Innovation, Passion and **Excellence**: these are the values shared by the women and men of VCLS.

People

We empower individuals and teams and provide them with an environment to grow and succeed. We treat others as we would like to be treated with trust, respect and fairness. We recognize effort and reward success.

Innovation

We dare to think out of the box and disrupt the status quo. We challenge everything in due time, we accept challenge and the right to fail. In an uncertain, ambiguous and complex world, we move and change with agility.

Passion

We work with energy and enthusiasm and have fun. We take ownership of our tasks, projects and missions. We promote the synergy of teamwork.

Excellence

We consistently do our best to understand and satisfy the needs of our partners, clients and colleagues. We bring true added value, discerning the necessary from the superfluous. We strive to make tomorrow better than today by continuous improvement and learning.

United Nation Global Compact

2021 marks the year VCLS joined the UN Global Compact initiative. Wanting to contribute to improving the world we live in and **already having integrated several Sustainable Development Goal's into our day to day business, we wanted to join the UN Global Compact initiative.** VCLS has been accepted as a signatory partner ([United Nations Signatory Partner](#)) for the UN Global Compact and is finalizing the adhesion through the formalizing of this CSR report. By joining this program, the following 10 principles of the Global Compact are integrated into the various aspects of VCLS day to day business:

Human rights

- Businesses are urged to promote and respect the protection of international human rights law
- Be careful not to be complicit in human rights violations international labor standards
- Businesses are urged to respect freedom of association and recognize the right to collective bargaining
- To contribute to the elimination of all forms of forced or compulsory labor
- To contribute to the effective abolition of child labor
- To contribute to the elimination of all discrimination in employment and occupation

Environment

- Companies are encouraged to apply the precautionary approach to environmental issues
- To take initiatives to promote greater environmental responsibility
- To promote the development and dissemination of environmentally friendly technologies

Fight against corruption

- Companies are invited to act against corruption in all its forms, including extortion and bribes

The colored SDG's are the ones we are working on and integrated into our day-to-day business. The ones that greyed out may be difficult to take as much in consideration as the colored ones on which we can have a more significant impact. This is mainly due to our business activity. Several SDG's are naturally integrated into our business. For instance, working on good health and well-being (SDG 3) is our core business, offering decent work (SDG 8), reducing inequalities (SDG 10) and prospering through gender equality (SDG 5) belongs to our identity. This report demonstrates in the different chapters through which initiatives and actions we are working towards which SDG.



United Nations
Global Compact



Certifications - HappyIndex®AtWork

2021 marks the year of our first participation in the Choosemycompany survey. ChooseMyCompany is a business whose mission it is to improve and enhance the relationships of organizations with their stakeholders: employees, students, candidates, customers, suppliers. Their ESG Reputation Programs collects, analyzes and communicates about Certified Opinions from employees, customers, students and candidates.

VCLS participated for the first time in the survey and has been accredited with and proudly integrated the HappyIndex®AtWork category which shows the importance that is being accorded to the quality of work of our stakeholders. We are very proud and plan to continue to improve ourselves, as the efforts that have been put into the constant evolution of the company towards enhancement, have been proven to be rewarding.

We decided to integrate this subject even though this data has been released in 2021 because we are already working on an action plan to improve our score. The results from this action plan will be presented in the upcoming annual CSR report in 2021.

81.5%

Participation rate

4.16 / 5

Overall score

61.4%

Recommendation rate

88.3%

of VCLS employees answered positively to "I appreciate the quality of the relationships (accessibility, sincerity, collaboration) that I develop at work"

86.9%

of VCLS employees answered positively to "I am proud of our products and services"

81.4%

of VCLS employees answered positively to "I believe that my management has an exemplary attitude towards women, minorities (ethnic, religious, LGBTQ+) and people with disabilities"



TOPRA 2010 and 2014

Throughout its activity, VCLS has obtained several awards. In 2014, VCLS won the International Award for Regulatory Excellence from TOPRA (The Organization for Professionals in Regulatory Affairs).



Female industrial entrepreneur 2016

In 2016, CEO Dr. Emmanuelle Voisin was awarded "Female entrepreneur of the year" for contributing to the development of the French industry through her work in research, production, innovation and entrepreneurship.



ISO 9001

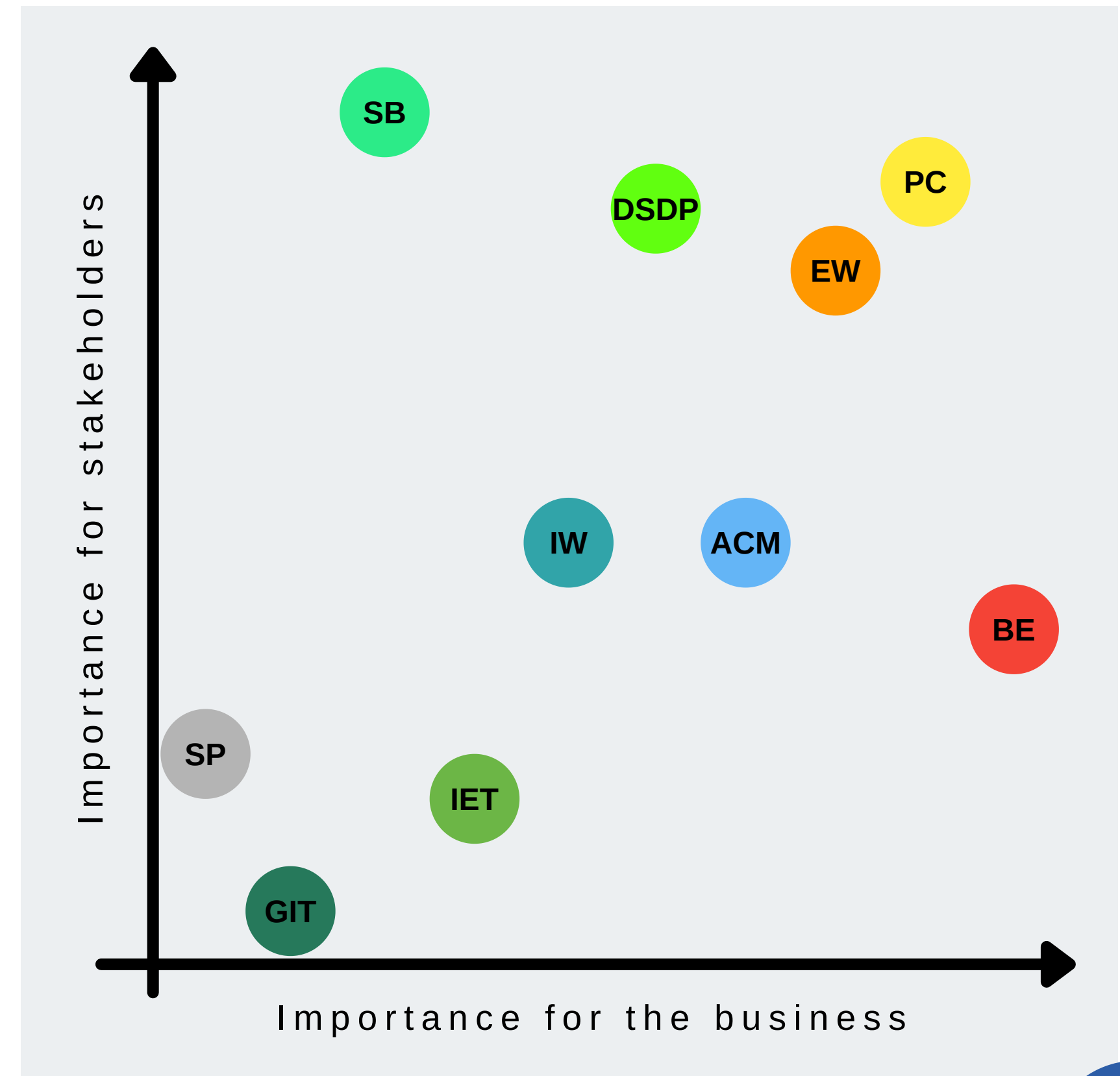
VCLS has been certified ISO 9001 since 2004. Using ISO 9001 helps ensure that customers get consistent, good-quality products and services.



Materiality matrix

In 2021, we chose to consult our partners through a materiality analysis in order to integrate their expectations into the construction of the CSR strategy. With this analysis, the partners are called upon to assess their vision of the level of importance of each issue for the CSR strategy. This level of importance is highlighted with that of the company's expectations, thus making it possible to prioritize actions to be implemented in a collaborative manner with our partners. The ten topics that had to be ranked by importance by internal and external stakeholders were the following:

- Sustainable behavior (waste management, recycling, responsible mobility, volunteering program etc.) **SB**
- Business ethics (ethical practices/conduct, compliance, industry standards) **BE**
- Attractiveness and career management **ACM**
- Patient centricity **PC**
- Green/environmentally friendly IT **GIT**
- Data security and data privacy **DSDP**
- Employee working condition (Work-life-balance, security, comfortable workplace etc.) **EW**
- An inclusive, diversified, and non-discriminatory workplace, assuring equal opportunities and gender equality **IW**
- Sustainable procurement (use the services of companies from the adapted sector, use sustainable products etc.) **SP**
- Innovation, expertise in digital technologies **IET**



Our CSR approach

As a member of a global network, operating in several countries around the world, our corporate social responsibility approach applies both locally and globally and reports on the main areas in which we create value: for our customers, for our collaborators and for the various entities we are made of. We are ambitious to take part in a dynamic that promotes more responsible practices. The topics this report is treating and the objectives that have been determined were subject to an analysis of the challenges the industry we are in is facing and through a materiality analysis which gave the opportunity to stakeholders to rank the importance of these challenges. These analysis guided the decision made in order to improve the overall CSR performance by directly focusing on the importance of CSR challenges for VCLS by taking into consideration the point of view of the stakeholders we are working with. Thus, the CSR strategy is based on the following four areas of action:

- **responsible / ethical governance** based on business ethics and behavioral ethics that build trust (Business ethics, patient centricity, data security and data privacy as mentioned in the materiality matrix)
- **accountable human capital** promoting diversity and guaranteeing the quality of work of our collaborators, contributing to attract and retain talents (Employee working condition and attractiveness, and an inclusive, diversified, and non-discriminatory workplace as mentioned in the materiality matrix)
- a **societal commitment** involving our collaborators in solidarity actions aimed at supporting innovation and social entrepreneurship (Sustainable behavior)
- management of our **environmental impact**, to optimize the recycling of our waste and reduce our greenhouse gas emissions (Sustainable behavior)

These four areas cover the topics our stakeholders had the chance to express themselves about. Thus, the report will give the opportunity to show the status quo in terms of progress of the CSR at VCLS and furthermore address the challenges highlighted to determine the objectives to improve.



Objectives for 2021

- Continue to raise collaborators awareness of CSR and the benefit for the company
- Continue to involve collaborators in CSR procedures
- Develop unifying actions internally to increase awareness around CSR subjects (activities, seminars, training etc.)
- Continue to improve the EcoVadis assessment
- Get ISO 27001 certified
- Participate in HappyIndex®AtWork survey
- Publish and communicate about:
 - Environmental Policy
 - Sustainable Procurement Policy
- Adhere to UN Global Compact and integrate SDG's to CSR strategy
- Implement second life program for old PC
- Full introspection and review of suppliers

Performance and objectives in 2020

- EcoVadis assessment: 30/100
- Gender index 2020: 88/100
- Create Code of Conduct
- Start partnership with recycling company
- Integrate CSR into day-to-day business

Performance targeted for 2021

- EcoVadis assessment: 40/100
- Gender index 2021: 90+/100
- Code of Conduct : 97%+ reading rate
- Conduct materiality analysis
- Obtain better than average score in the Microsoft Secure Score in our industry
- Obtain better than average score in HappyIndex®AtWork survey in our industry
- Review performance targeted in 2020

Roadmap for 2022

- Incorporate CSR into the strategy and values of the company
- Structure, manage and control the impacts of the business
- Reinforce accountability at all levels of the company

Responsible governance and business practices



To remain relevant as advisors and earn the trust of our clients, we must combine an understanding of the issues, strong technical competences and solid ethical principles. The collective experience and knowledge that we acquire through our assignments allow us to fully understand the activity of our clients. As our Materiality matrix has pointed it out, ethics is being judged as a highly important topic, according to both internal and external stakeholders and even more generally speaking, industry standards.

Code of Ethics and Business Conduct

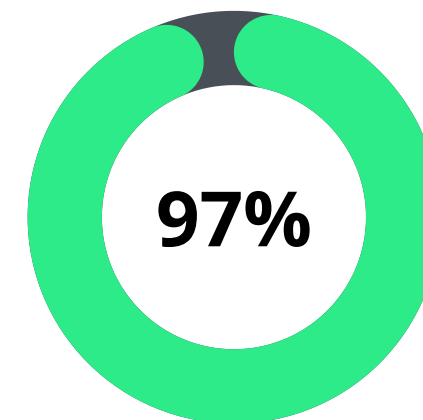
Upon recruitment or admission, all collaborators of VCLS have to testify they have read the Code of Conduct (click to see Code of Conduct) and participated in the GDPR trainings. All employees receive training as part of their onboarding training, newcomers still have to complete the course. They are required to respect the founding values expressed in this Code in the deployment of their professional activities.

The Code of Conduct has been put in place and validated by the executive committee. This charter commits to the topics of:

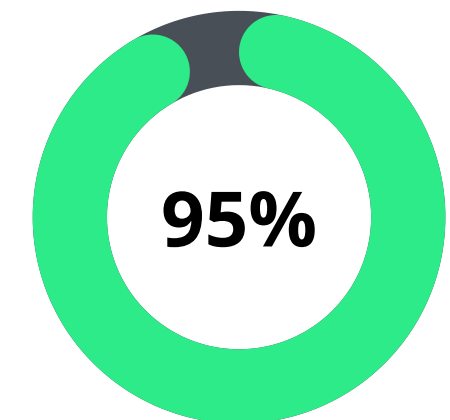
- Respect for people (respect for human rights, protection of personal information, relations with collaborators, career management, diversity and equal opportunities, health and safety, personal safety)
- Respect for legality for all collaborators and prohibition of illegal or unfair practices
- Respect for competition rules (fair competition, protection of sensitive information)
- Fight against corruption
- Communication and information (transparent, reliable, protection of confidential data)
- Transparency and internal control

Data protection and risks related to IT

Data protection is a central topic that is a priority at VCLS. In the last couple of years, several initiatives have been completed in order to consolidate the protection and the management of data. Moreover, the personal data collected as part of the missions is protected by the GDPR (General Data Protection Regulation) and any other data protection applicable laws. The mandatory training on ethics and the GDPR are being followed by all collaborators without exception. A data protection officer (DPO) has been appointed to pilot VCLS compliance regarding data protection.



of employees have read
the CoC



of employees have
taken the GDPR training

IT system security - certification in progress

In 2021, the IT department, in collaboration with the quality department, will work on the ISO 27001 certification. The information security management system standard's best practice approach helps organizations manage their information security by addressing people, processes and technology. Certification to the ISO 27001 Standard is recognized worldwide as an indication that the information security management system is aligned with information security best practices.

Data security and data privacy has been ranked as an important challenge when stakeholders have been asked for their opinion upon formalizing the CSR strategy. Thus, further importance has been laid on the subject. The various departments dealing with this subject are working hard and are strongly committed to reinforce data protection.

Therefore, in 2021 the IT department will furthermore work towards the goal to achieve a strong data protection by passing the Microsoft Secure Test. Results will be delivered in the upcoming CSR report.



Accountable human capital

Our approach to responsibility is expressed above all towards our collaborators. They are the bedrock on which our success, our performance and the expertise we provide to our clients are based. While the company's growth has accelerated sharply in recent years, the involvement and shared ambition of the collaborators are the main drivers. Thus, the condition of work of our teams but also the diversity of the profiles that make them up constitute the cornerstones of an inclusive human resources policy which strives to ensure on a daily basis the conditions for both their professional development and also of their personal development.

Safety and health insurance in all countries

All collaborators across the different countries are being handed over an Employee Handbook. This document provides a global insight of the policies, procedures, working conditions and behavioral expectations that guide employee actions in the workplace. It allows to share an approach to addressing workplace issues to create a harmonious, fair, employee and employer supportive workplace.

In order to assure the safety of all collaborators, adapted security and provident systems are offered in all countries.

Regarding disability - we try to meet the obligations in terms of the percentage of people with a disability compared to the total number of collaborators and we fill the gap by involving companies from the adapted sector such as Cèdre (more information under "Environmental impact"). We meet legal obligations, for instance, in France, we use ESAT workshops (centers providing care through employment) to integrate the concept of disability into the company. In addition, we collaborate with companies in the adapted sector for various services like the filling of hydro alcoholic gel or office supplies with [Papillons de jour](#).

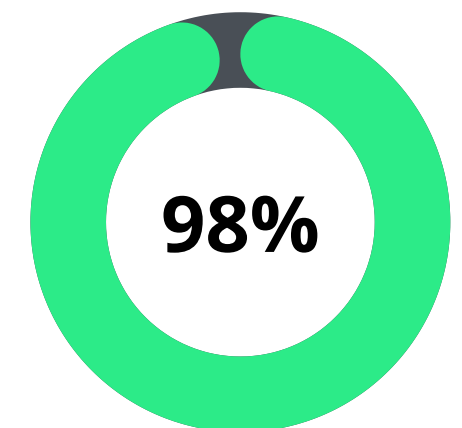


Ensuring decent and safe working conditions

VCLS offers qualified jobs. Out of the 201 collaborators at the end of 2020, 98% were on stable contracts. A coherent global remuneration policy is proposed, with various tools and assets adapted to the collaborators in each country. Remuneration is reviewed each year in line with the annual appraisal interview. In all countries where VCLS operates, salaries are systematically set above the legal minimum (when there is a legal minimum). Incentives and profit-sharing agreements allow part of the company's profits to be redistributed to employees.

Compliance with international labor standards is guaranteed, such as the International Conventions of the International Labor Organization, as well as all the local laws applicable in the various country of establishment. These commitments have always been embodied by the management, placing respect for people as one of the central concerns. Management is built on the flexibility and great autonomy of collaborators, which allows everyone to develop oneself in trust and transparency.

Remote work is included in employment contracts and has been an integral part of the working method adopted for several years already especially through a Work From Home charter. Thus, WFH has been an integral part of the company's way of doing day-to-day business, which has been proven to have a positive outcome when the circumstances of the global pandemic forced everyone to stay at home. Adding to that, the decompartmentalization and open space offices have created an environment conducive to interactivity.



**of employees are on a
stable contract**

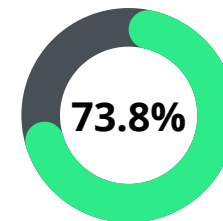
Continuous professional development

In addition to supporting the development of collaborators skills and expertise, we take great care to boost collaborators well-being and recognition by establishing the following actions:

- Proposing clean and safe work conditions: the buildings offer proper lighting and airy offices, showers, as well as fruit baskets promoting the well being of all and encourages healthy behavior. We put areas where people can relax and enjoy their time with colleagues or just let their innovation take flight.
- Ensuring open and regular social dialogue with collaborators representatives, while supporting collaborators initiatives to revitalize workplace culture through seminars, “after work” events, sports competitions, charitable event, etc.

To allow continuous training for collaborators within VCLS, two E-learning platforms have been set up:

- Talent LMS is a learning platform on which important documents are published. In 2020, the platform hosted 211 courses with a completion rate of 95%. Among these courses, 48 presented a test at the end and the pass rate was 100% at the end of 2020. The platform gives the possibility to attribute crucial documents to collaborators, these include the Code of Conduct or the GDPR for instance.
- Adding to that, VCLS offers the possibility for collaborators to gain access to the E-learning platform from LinkedIn. LinkedIn Learning is a website offering courses taught by various industry experts in software, creative, and business skills. A monthly newsletter dedicated to one specific topic is sent to collaborators who have a LinkedIn Learning account. For instance, during the month of March, the main topic of the newsletter and the videos selected were for that matter "Ethics". In total, collaborators have spent 649 hours on LinkedIn Learning.

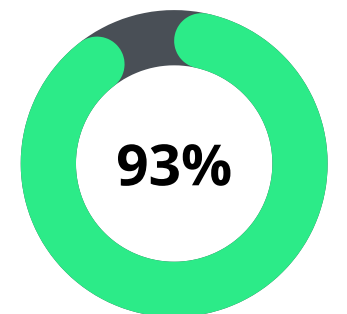


agreed to "I have the impression that i continually learn and progress" Happy Index at Work

Facilitate the integration of collaborators

To facilitate integration, new recruits follow an onboarding program for the first three months: on arrival in the company, a mentor supports the collaborator for a seamless integration. After one month a meeting with the CEO takes place. The program includes training modules and activities to raise awareness and educate the new recruits, giving new collaborators the chance to get to know the company's various business activities.

In 2020, three apprentices were recruited in France. This is mainly due to the pandemic. In 2019, ten apprentices were hired.



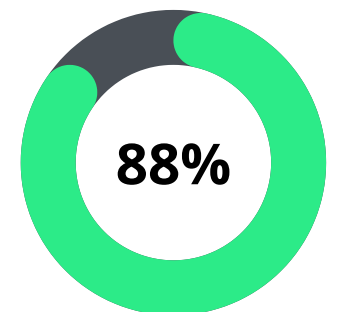
Retention rate for new recruits in the first year

Equal opportunities and treatment

Women earn the same as men when performing similar work. VCLS **scored 88** (out of 100) for the women-men equality index calculated by the Ministry of work in France in 2020.

The scores of the four indicators are:

- Indicator of the difference in remuneration between women and men: **33/40**
- Indicator of the difference in rate of salary increase between women and men: **35/35**
- Indicator of the salary increase percentage of female employees in the year following their return from maternity leave: **15/15**
- Indicator of the number of employees under-represented among the 10 highest remuneration: **5/10** (this ratio is in line with the gender ratio at VCLS)



In the F/M index score

Promoting diversity and inclusion

We have a long-standing commitment to diversity and inclusion. It is at the heart of our brand as a family-owned company and is core to how we engage our collaborators, and is critical to how we serve our customers. We believe it is intrinsically tied to our values. After all, our talented people are the drivers - they innovate and address the challenges our customers are facing to guarantee their success while being aligned with our values.

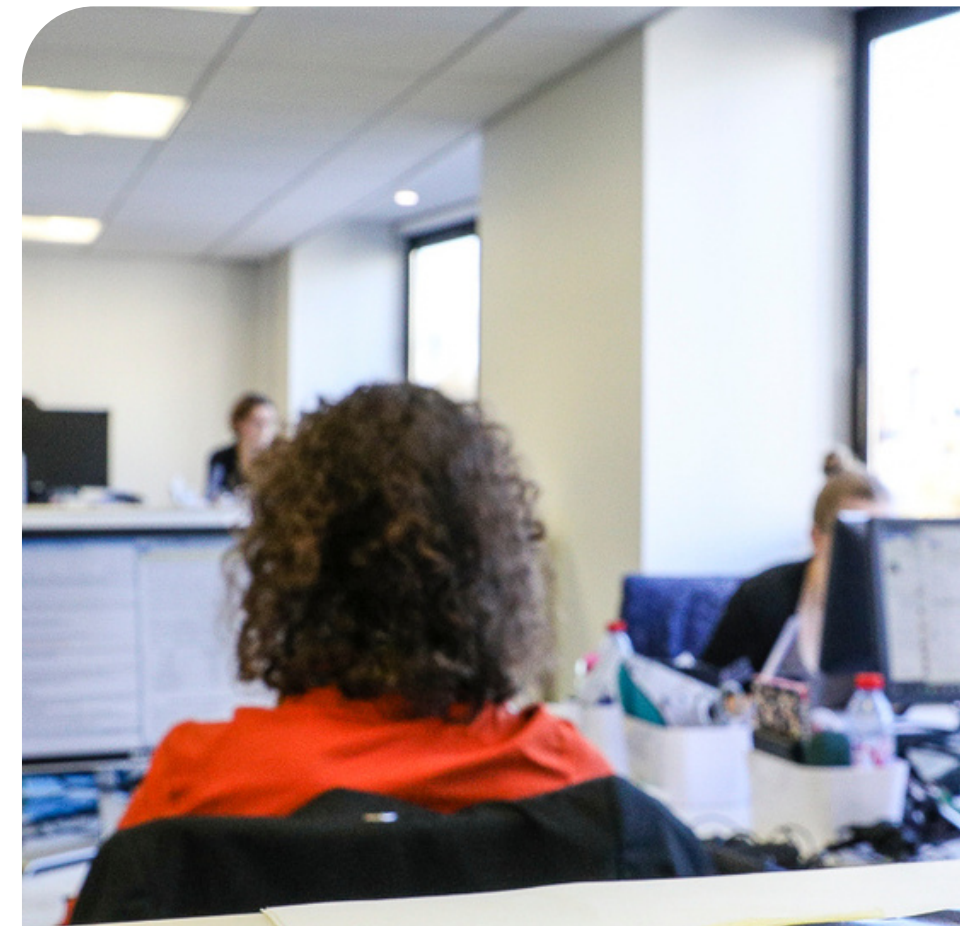
We recruit and treat our collaborators without discrimination related to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, trade union affiliation, social or ethnic origin. We encourage diversity in the workplace at all levels. To succeed as a global professional services firm, we must strive to reflect the diversity of the communities in which we operate. That means we must maintain a workplace environment that attracts, develops, and retains people from various backgrounds. Our professionalism is vital to build our reputation and attract and retain our diverse talent base.

Several initiatives have been embedded :

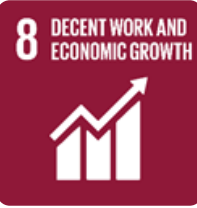
- Ensure diversity in our teams
- Ensure that the number of leadership roles are held by diverse collaborators
- Support the development of diverse employee groups to increase cultural acumen
- Ensure unconscious bias training

Promoting wellbeing

As mentioned several times and also as emphasized in the letter of Emmanuelle Voisin, we want to put the VCLS collaborators at the center of our CSR strategy. In less anxiety inducing times, before the pandemic outbreak, collaborators naturally spent a lot of time in the office. Thus, various initiatives have been implemented to enhance the general quality of work. For instance, in France, a kitchen is available for meal preparation, showers are at one's disposal in order to give the possibility to collaborators to be physically active and fruit baskets are provided on a weekly basis.



Societal commitment



At VCLS we have a strong commitment towards ethical practices. As the materiality matrix has pointed it out, it is also a key subject according to our stakeholders. Ethical practices are translated through the way we do business. We value every single person we are working with and enacted this behavior in our [Sustainable procurement policy](#). Adding to that, adopting a sustainable behavior has means for us to be an actor in our society. Hence, we give back to the communities we are working in by being active members through donations and by participating in volunteering programs.

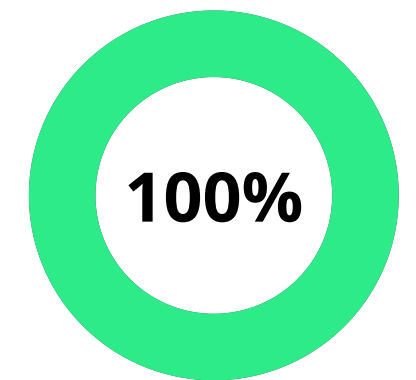
Sustainable procurement: reciprocal commitments

In order to formalize the sustainable procurement policy, a responsible purchasing charter has been drawn up, recalling the reciprocal commitments of VCLS and its partners. A clause refers to it in all new contracts with suppliers and subcontractors. It recalls in particular the commitment we have towards our suppliers on the following topics:

- Ethics: responsibility, transparency, respect for the interests of stakeholders, compliance with legislation and regulations, also in social and environmental field
- Respect for labor standards: abolition of child labor and compulsory forced labor, freedom of association and the right to collective bargaining, fight against discrimination, respect for laws relating to wages, benefits and working hours, health and security
- Health and safety protection: safe environment, activities non-harmful, proactive on health and safety issues
- Environmental protection: management of nature, natural resources, waste and toxic substances, energy resources, emissions and pollution

In return, VCLS undertakes to:

- Treat suppliers with loyalty, honesty, fairness, and respect
- Respect the confidentiality of information
- Apply transparency and traceability
- Respect contracts, prevent conflicts of interest and respect ethical rules
- Respect payment deadlines



of new contracts include a VCLS charter redirecting to the CoC

Social and environmental concerns are shared with all of our partners, in particular around the 10 principles of the Global Compact as well as the 17 Sustainable Development Goals.

Participation in charitable events

VCLS collaborators participate yearly in charitable events. We have participated several years in the Rare Disease Race and donated the collected funds to the cause. At VCLS, we support the Rare Disease community every day through our work with our partners and clients for the promise of delivering effective therapies and making them accessible to patients. Every year, events are held in all locations across the globe to celebrate this community. In 2020, the collaborators got creative and participated in the Rare Disease Day by being physically active in order to collect funds and donate them to this great cause. Through the yearly participation in such an event, several thousands of dollars have been donated to charities.

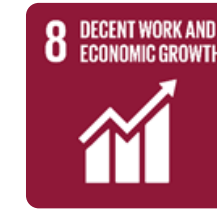


Walk for Hunger - VCLS US

Much has taken place since the outbreak of the pandemic, not only within our business activity but also in the world. We've seen the major disruptions it has caused, but we've also seen the way it has brought societies and communities together to tackle the issues that it brought along. Thus, the VCLS US collaborators also participated in the Walk for Hunger near Boston in order to tackle the precarious situation many human beings were facing due to the global pandemic. During this year's first participation, the team gathered a total amount of 3000\$ to assist the great cause.



Commitment in India - projects overview



At VCLS, we value the contribution and the positive change we can have in the location we operate in. Thus, in India, Bangalore, the VCLS team is active in several projects that contribute to enhance the life of many people. VCLS is donating and the team on site is actively working with charities to contribute in various ways to give access to underprivileged children to education, to reduce inequalities and so much more. In the last year, VCLS donated more than 5500\$ (420 000 rupees) to charities in India to give them the opportunity to fulfill their purpose. The team in India is donating and working with:



● Sai Krushna Charitable Trust

Sai Krushna Charitable Trust came into existence to serve the underprivileged with love and provide them a life of purpose and honor. Helping the needy and less privileged to sustain themselves through better education, better healthcare, better skill sets and better opportunities for employment and livelihood.

● Paranga Charitable Trust - CSR Contribution

The Paranga Charitable Trust is an independent organization committed to bring about change towards a better world and accelerating positive movement on social issues. The goal is to enrich the quality of life in the rural communities with preference to girls by offering an educational, spiritual, social, and cultural base.

● Sri Sathya Sai Karnataka Trust

All the activities are focused on the benefit of the general public without distinctions of religion, race, nationality, caste, creed or sect. The charity gives access to food for people in precarious situations through the distribution of grocery kits, children are being offered smartphones to facilitate access to online classes etc...

● Ramakrishna Tapovan

The Ramakrishna Tapovan is a registered public charity which aims to help the people in need through appropriate programs and bring about their economical, educational and spiritual upliftment. For instance, the charity gives the opportunity to students to obtain scholarships and benefit from a qualitative education.



Management of environmental impact



VCLS aims to control and reduce its environmental footprint. To achieve this, the company has launched several initiatives to identify major environmental impacts. The optimization of processes through telecommunication, the reduction of waste and the mobilization of staff are areas that are being targeted. 2021 also marks the year of the introduction of an **Environmental Policy**. For strategic reasons, this policy is already being mentioned in the annual CSR report of 2020. It sets the guidelines that are being followed in regards to waste management, office life, traveling, etc.

Green IT

Due to the nature of VCLS business activity, which is to exclusively deliver services, the issue around responsible and green IT equipment represents one of the biggest challenges in terms of carbon footprint. In order to reduce the impact our use of technical devices has on the environment, we have established certain measures :

- have exclusively Energy Star certified PCs
- give a second life to the former PC fleet (see box for more information). The goal is to clear out all the former PCs while taking it as an opportunity to make use of them. Through the initiative taken with Cèdre, VCLS has already recycled more than 300kg of electronic devices, thus saving thousands of liters of water and hundreds of kilograms of CO₂ emissions
- favor quality products to assure longer life span
- educate collaborators for responsible use of technologic devices

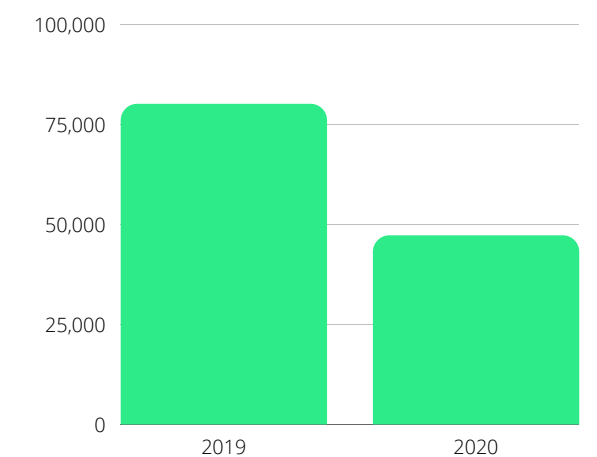
Reducing consumption

In most offices, plastic bottles have been replaced by water fountains. This initiative offered us the possibility to greatly reduce the consumption of plastic. The use of plastic cups is prohibited in Europe thus, paper cups or glasses are being used on site. In the next page, you will be able to see graphically the efforts we put into reducing our consumption and managing our waste properly. Most printers are now also equipped with badge detection, meaning that documents are solely printed when manually activated to prevent unnecessary printing, wasting ink, and paper.

Electricity consumption

The energy that is being consumed in the different locations has not yet been fully calculated. Various initiatives have been introduced to lower the consumption. For instance, moving sensors have been installed in several locations, heating and cooling systems have been properly programmed to be the most efficient and more generally speaking collaborators awareness is increased through educational content.

Most collaborators are located in France, thus, for the first annual CSR report the energy consumed on site through the buildings has solely been calculated for one location.



kWh consumed in the Parisian office in France, in 2019 and 2020

Second life program for former computers

VCLS will launch a program to give an opportunity to former computers to get a second life. These computers used to be in circulation at VCLS. Three options are possible:

1. give the opportunity to collaborators to buy back the former computers for a reasonable price. Collaborators showed a lot of interest for the initiatives in all countries across the globe.
2. see it as an opportunity to equip a charity with perfectly working IT material
3. recycle the computers that showed certain disparities through our partner Cèdre

The results of this initiative will be broadcasted in the upcoming CSR report for the year 2021.

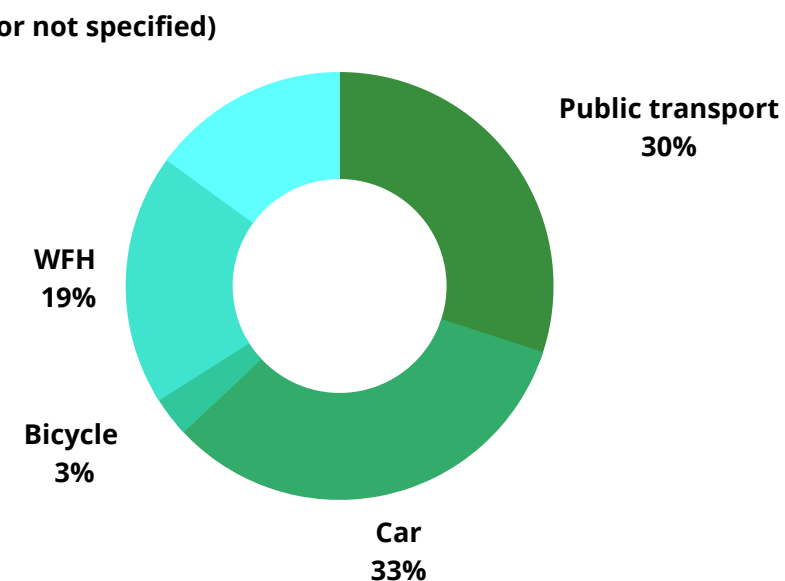
Waste management with Cèdre recyclons solidaire

Our waste management policy focuses on recycling and shredding the waste produced on site. In our Parisian office in France, where approximately half of collaborators are located, we call out to the services of a French company of the adapted sector. Adapted companies allow people with disabilities to access employment under conditions adapted to their abilities and possibilities. Cèdre supports us in the collection, sorting and recovery of our waste. Therefore, we also implemented a well-defined recycling system by installing several bins on each floor in order to properly sort the waste that is produced on site. Thereby, all floors are equipped with different bins encouraging better waste management. Through Cèdre, the Parisian office now recycles electronic waste, paper, coffee grounds and capsules, beverages, cartridges and glass.

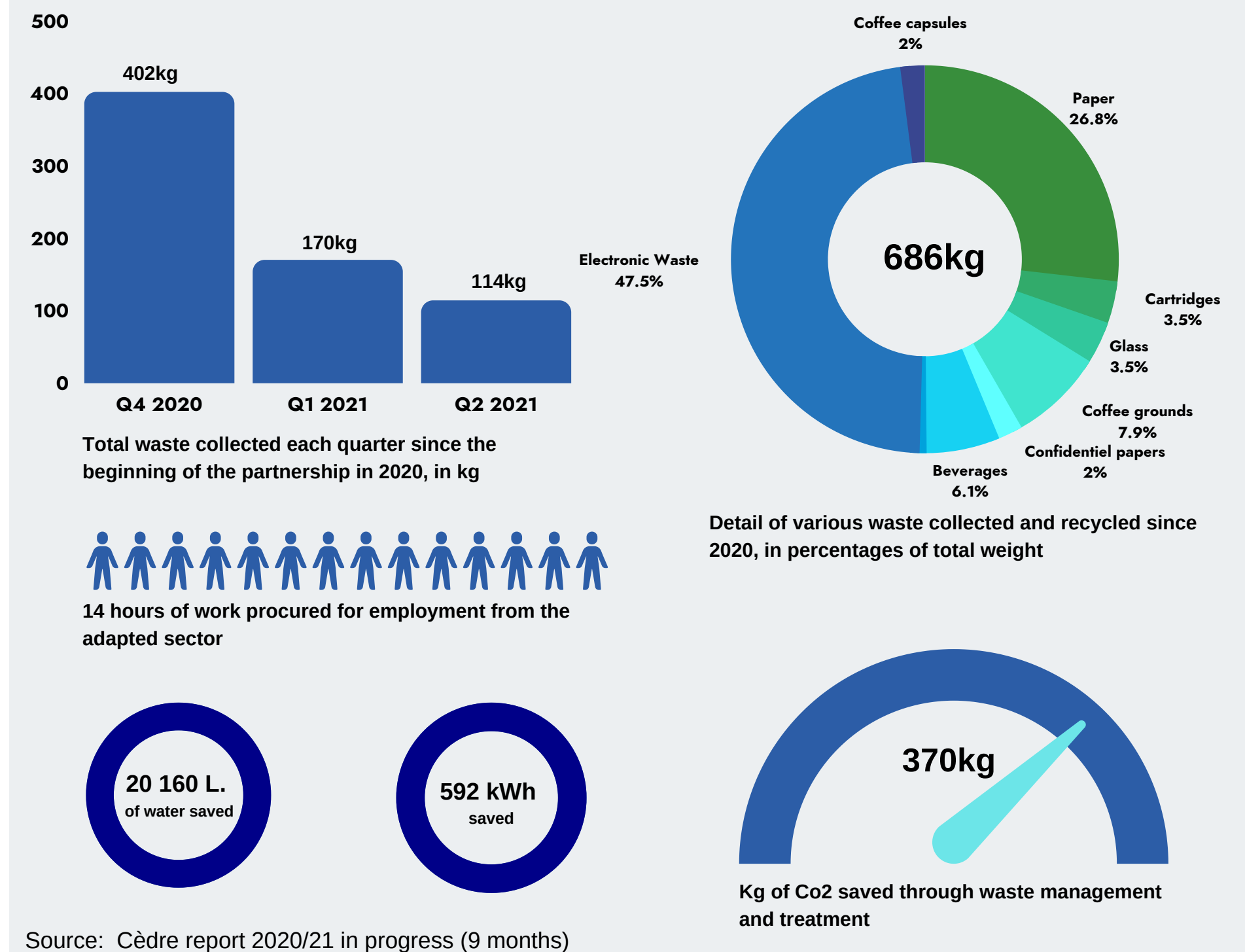
In the near future, other offices will introduce an adapted waste management plan according to their specific situation.

Mobility

To limit the impact of our business trips, we have deployed high-performance videoconferencing equipment and reduced the amount of business travel. Most locations also provide collaborators with a bicycle garage and we started to equip car parks with electrical outlets to charge vehicles. The different offices also each have mobility policies to encourage the use of responsible transportation methods through the participation of the employer in mobility plans.



Distribution of collaborators in regards to their transportation method, outside Covid-19 times



In 2020, eight cars were leased by VCLS collaborators. By adding all the mileage traveled throughout the year, a total of approximately 7,76 metric tons of Co2 were issued. Once again, the year 2020 was an odd year, thus the result has to be taken with a pinch of salt.

7,76 metric tons of Co2 issued in 2020 through leased cars

Methodology

For the general understanding of this report, we want to emphasize the fact that the data that has been collected applies mainly for all the offices from VCLS and some information apply only to France, as most of the workforce is located in France. This is the first CSR report that VCLS is publishing, and we intend to publish a CSR report on a yearly basis in order to keep on track of the KPIs that have been selected to the present day and further enhance the areas to measure the integration of CSR standards. The annual CSR report and the collection of data will be led by several departments but mainly the human capital and quality department. All information that is being provided in this report has carefully been collected by internal collaborators and can be verified. No audit from an external entity has been carried out yet.

Glossary

AAP - Accelerated Approval Procedure

CoC - Code of Conduct

CMC - Chemistry, Manufacturing and Controls

CSR - Corporate Social Responsibility

ESAT - Etablissements ou Services d'Aide par le Travail (centers or services providing care through employment)

FDA - Federal Drug Administration

GDPR - General Data Protection Regulation

HC - Human Capital

IND - Investigational New Drug

MAA - Market Access Authorization

SDG - Sustainable Development Goals

VCLS - Voisin Consulting Life Sciences

Key Performance Indicators - 2020

Responsible / ethical governance		Accountable HC		Societal commitment	
Training completed for Code of Conduct	97%	Employees in permanent contract	98%	Charity event participated in	2
Participation in GDPR training	95%	Retention rate for new recruits	93%	Amount donated	10k. +
		Women-Men index	88/100		
		WFH full-time	19.4% pre-Covid 19		
		Full-time employees	159 / 201		
		Retention rate after internship	50%		

Key Performance Indicators - 2020, halfway through 2021

Environmental impact		Other	
kWh consumed in Boulogne office	47268 kWh	EcoVadis score (2020)	30 / 100
Waste collected in kg	686 kg	HappyIndex at Work (2021)	4.16 / 5
Kg of Co2 saved	370 kg		
Liters of water saved	20160 l		
Energy saved	592 kWh		