



**Corporate
Social
Responsibility
Report
2021**



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Letter from Dr. Emmanuelle Voisin, Founder & CEO

In 2021 Voisin consulting continued the shift initiated the previous year in terms of CSR. We continue to raise awareness among our employees around the world. And we continue to work on both economic development and sustainability. We wanted to formalize our CSR strategy in tangible actions. The year 2021 was marked for the company by some key elements that symbolize our permanent commitment: a Happy Index label worldwide, an Innovation Award at Topra, the significant evolution of our Ecovadis score becoming Silver Medal; Our 2022 engagement survey shows the expectations of our employees on the subject of CSR and we continue our effort with and for them because they are the key element of our success with our customers.



2021 is also marked in the pandemic period by the attention paid to work conditions all over the world, taking into account the diversity of our teams. One of our roles is to provide an environment conducive to personal and professional development. People remain the first pillar of our CSR strategy. Each relationship is guided by the principles of ethics, fair practices and an uncompromising code of conduct. In order to combine our values with the challenges of our sector, we are pursuing our CSR strategy focused on the issues of well-being and societal commitment. For the years to come, the entire group is mobilized in the major challenges of sustainable development by committing to work towards the achievement of our objectives. This second report provides an overview of the efforts made previously and over the past year to find valuable solutions to today's challenges across all dimensions of the business.

Introduction

The world is changing and so are we

Major trends continue to affect our society and the business world. Understanding their implications is absolutely essential to our business and to building a relevant response for our clients and collaborators.

Beyond our contribution to improving the framework in which companies and markets operate, we are convinced that we have a responsibility to play a more significant 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, beyond our missions and expertise. There are several trends that continue to impact 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 2021, but since the strategy has been initiated in 2021, we integrated some information concerning the actions if 2021. We have integrated some information concerning the actions of 2021 and the possible measures and the outcomes already known in 2022.

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), Sommerville (NJ, USA) Paris and Rennes (France), London (UK), Lausanne (Switzerland), Bangalore (India) and Shanghai (China), VCLS serves a broad range of developers and investors.

In the past few years, VCLS acquired IWA Consulting in Copenhagen (Denmark) and Quanta Medical in France.



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 per year

80%

Emerging & mid-cap
Health Tech companies

75%

Repeat business

4+ yrs

Average length of
client
collaboration

20+

Products registered
per year

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 interactions &
meetings with MIDD at the
FDA

What we do - fields of expertise

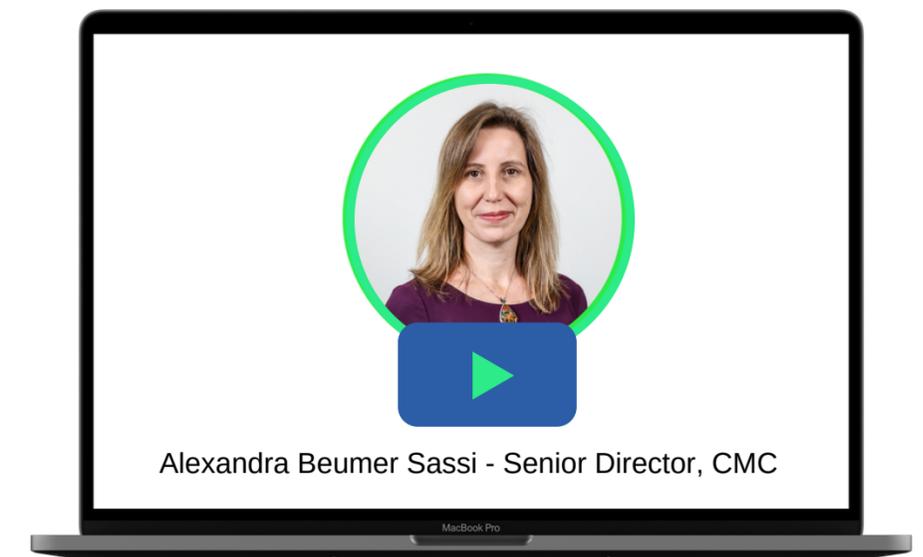
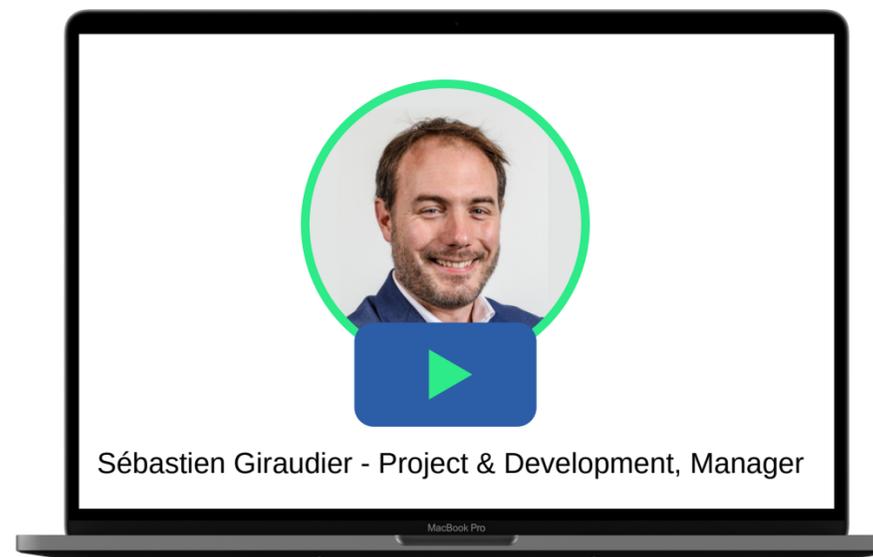
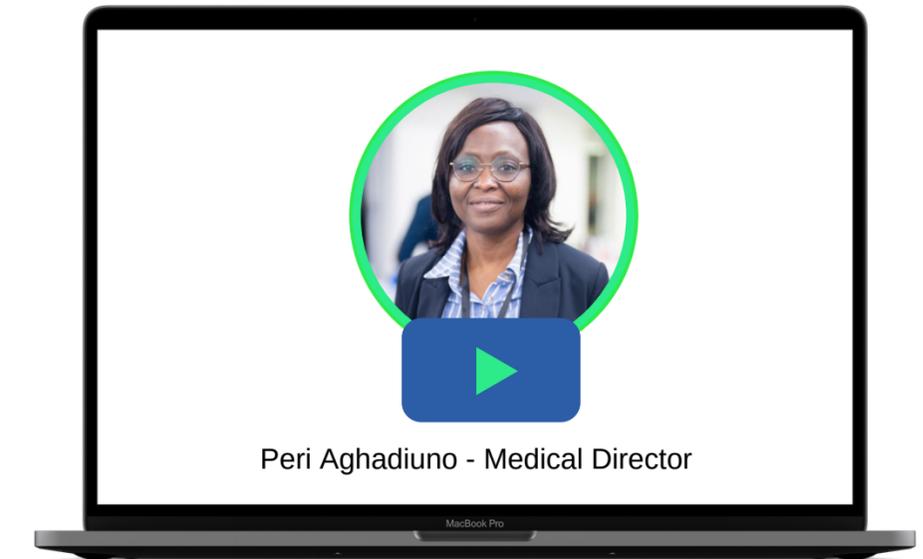
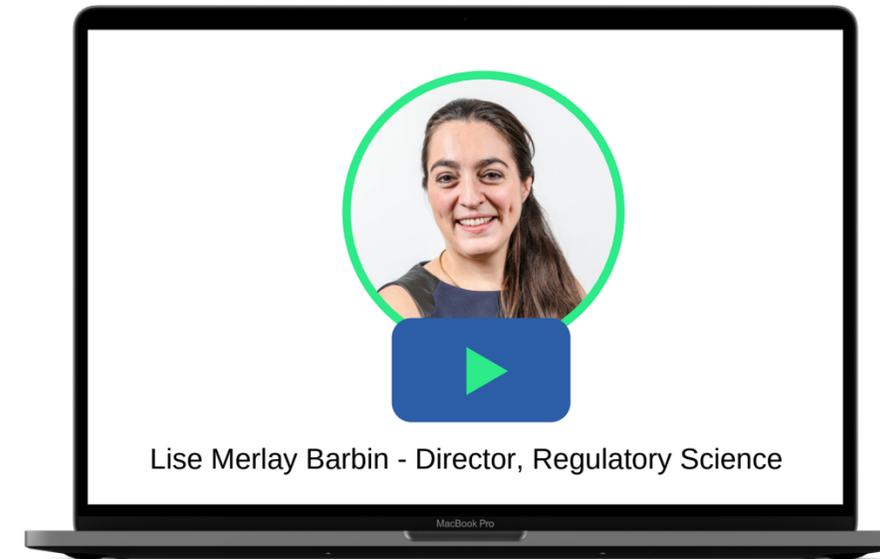


Leadership is based on benevolence, listening and support to all stakeholders: collaborators, suppliers, subcontractors, customers, shareholders etc. From daily practices to the specific task assigned from our partners and clients, these values are applied through procedures, actions, and concrete changes 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.

To progress in the quality of our teams on the leadership topics, the company has strengthened its support to our leaders by dedicating, at the end of 2021, a Talent Management function focusing primarily on consulting teams and Europe. Dedicated development programs are being built and deployed.

Employee testimonials



Client challenge & VCLS solutions - example 1

Solid Strategic Development Plans Eliminates the Blocking Points for Live Biotherapeutic Product (LBP)

Background



France-based biotech



Target: US and European market



Microbiome-based products



Metabolism disorder

Clients challenges

- The company had hit several obstacles in its development process, including gaps in the scientific data required by the agencies.
- Being in the emerging field of microbiome-based technologies, it was a challenge to identify the optimal regulatory agency(ies) to launch interactions with.
- Due to it being an innovative development, the required clinical endpoints were uncertain.

VCLS Solutions

- Provided an independent view on the company's initial regulatory strategy and nonclinical development plan for their lead product.
- Completed a rigorous assessment of the planned Phase1b/2a clinical trial design, especially in the choice of relevant clinical endpoints.
- Helped to determine the key regulatory agencies to initiate interactions, having knowledge of this type of product and being relevant with regards the Client's development strategy.
- Proposed a tailored strategy for regulatory interactions, covering the adequate format o interactions as well as the optimal sequence of interactions to follow.

Results

- Practical experience of interactions with regulatory agencies optimized early consultations.
- Future clinical development in the EU and US was enhanced through a strategic prioritization of the initial target market.
- A solid regulatory development plan was created to preventatively address the potential blocking points and red flags.

“The advice and guidance you gave our team was invaluable. We really appreciated the way you worked alongside us – a sign of mutual respect and shared intelligence!”

- CSO (client 1)

Client challenge & VCLS solutions - example 2

Conducting a Pediatric Investigation Plan (PIP) at Late Clinical Stage

Background



US based mid-size biotech



Target: US market initially, then Europe



Oncology



Orphan indication

Clients challenges

- The product was already at late clinical stage, Phase III and the study had already been launched. This meant that opportunities for study improvement were limited.
- A pediatric study was initiated with the product, but the Client was not the sponsor of the study, it was being sponsored by a US-based Children's Oncology Group.
- The Client had limited regulatory resources available internally, nor experience in Europe.

VCLS Solutions

- Understanding the requirements from EU regulatory bodies, the team made recommendations to pre-empt the EMA's responses, saving time and resources.
- As the drug was initially developed for adults, the VCLS team was able to provide specific guidance on developing a pediatric formulation and on relating biopharmaceutical, nonclinical and clinical study protocols for further product development in the pediatric population.
- VCLS' team's expertise meant the Client was made fully aware of what to expect with regards to timings and questions at every step.

Results

- The Client avoided having to run a separate independent study.
- High-quality documents were drafted in line with the requirements, reducing the need for further questions from the EMA. They clearly demonstrated a good understanding and a determination to be transparent with the regulators.
- The EMA's Pediatric Committee (PDCO) response confirmed our recommendations, which helped the Client to reach a common agreement with their study partner in the US.

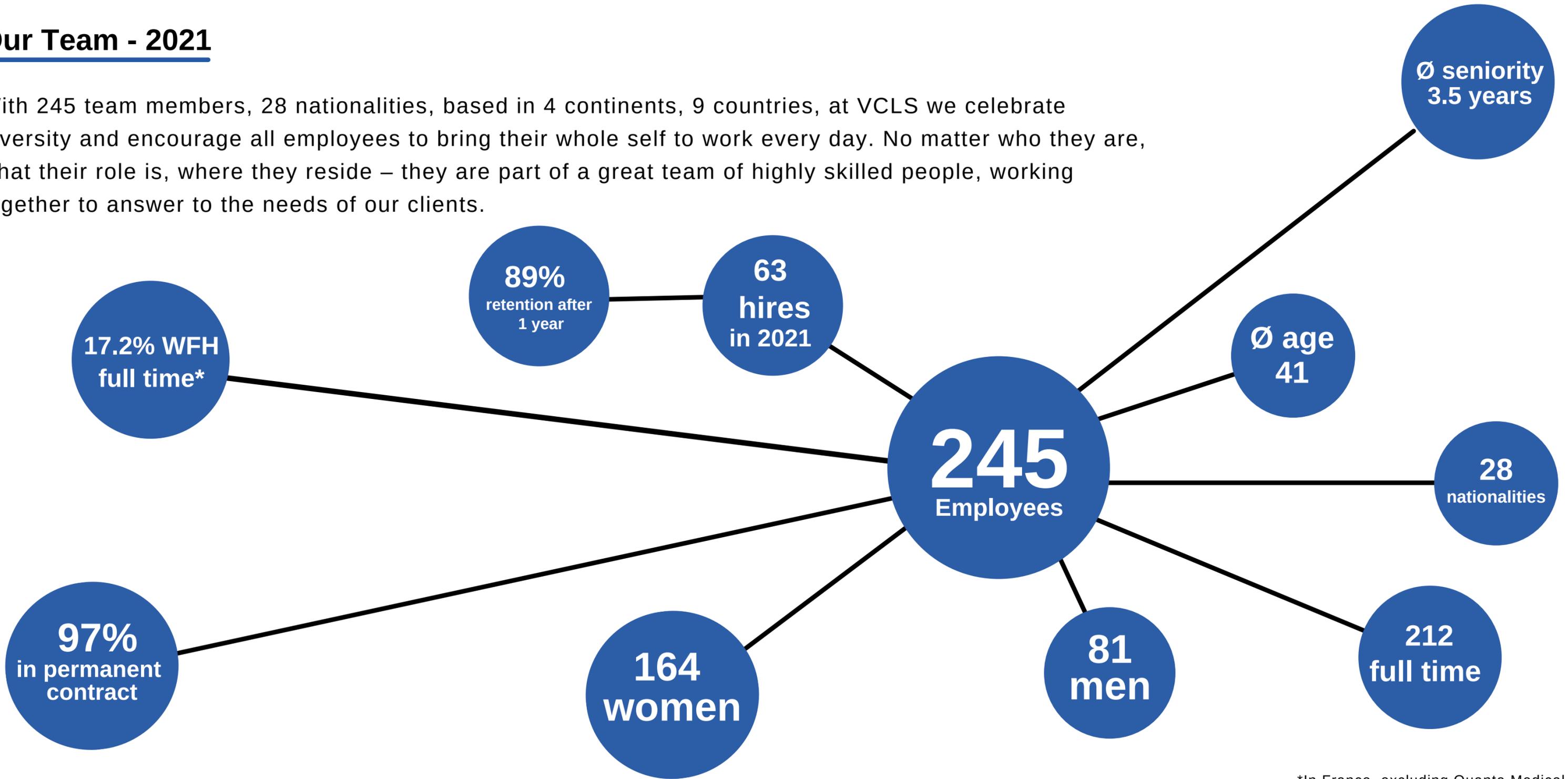


We didn't know that a PIP was required even for orphan drugs in Europe. We were facing a challenging situation and tight timelines. VCLS team did an amazing job, and we are very happy with this positive outcome.

- VP Regulatory (Client 2)

Our Team - 2021

With 245 team members, 28 nationalities, based in 4 continents, 9 countries, 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 2021

*In France, excluding Quanta Medical



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 everyone at VCLS.

People

We empower individuals and teams by providing 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 Nations 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 adherence 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 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 is to improve and enhance the relationships of organizations with their stakeholders: employees, students, candidates, customers, and suppliers. Their ESG Reputation Programs collect, analyzes and communicates 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 to have already committed to participating again in 2022 and improving our score. More importantly, each of our countries has been accredited which confirms the homogeneity of our practices around the world.

We continue and update our action plans to further improve our quality of life at work.

76.2%

Participation rate

4.29 / 5

Overall score

68.7%

Recommendation rate



TOPRA Awards 2010, 2014 and 2021

In 2010 and in 2014, VCLS won the International Award for Regulatory Excellence from TOPRA (The Organization for Professionals in Regulatory Affairs). In 2021, we won TOPRA Award for Innovation.



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

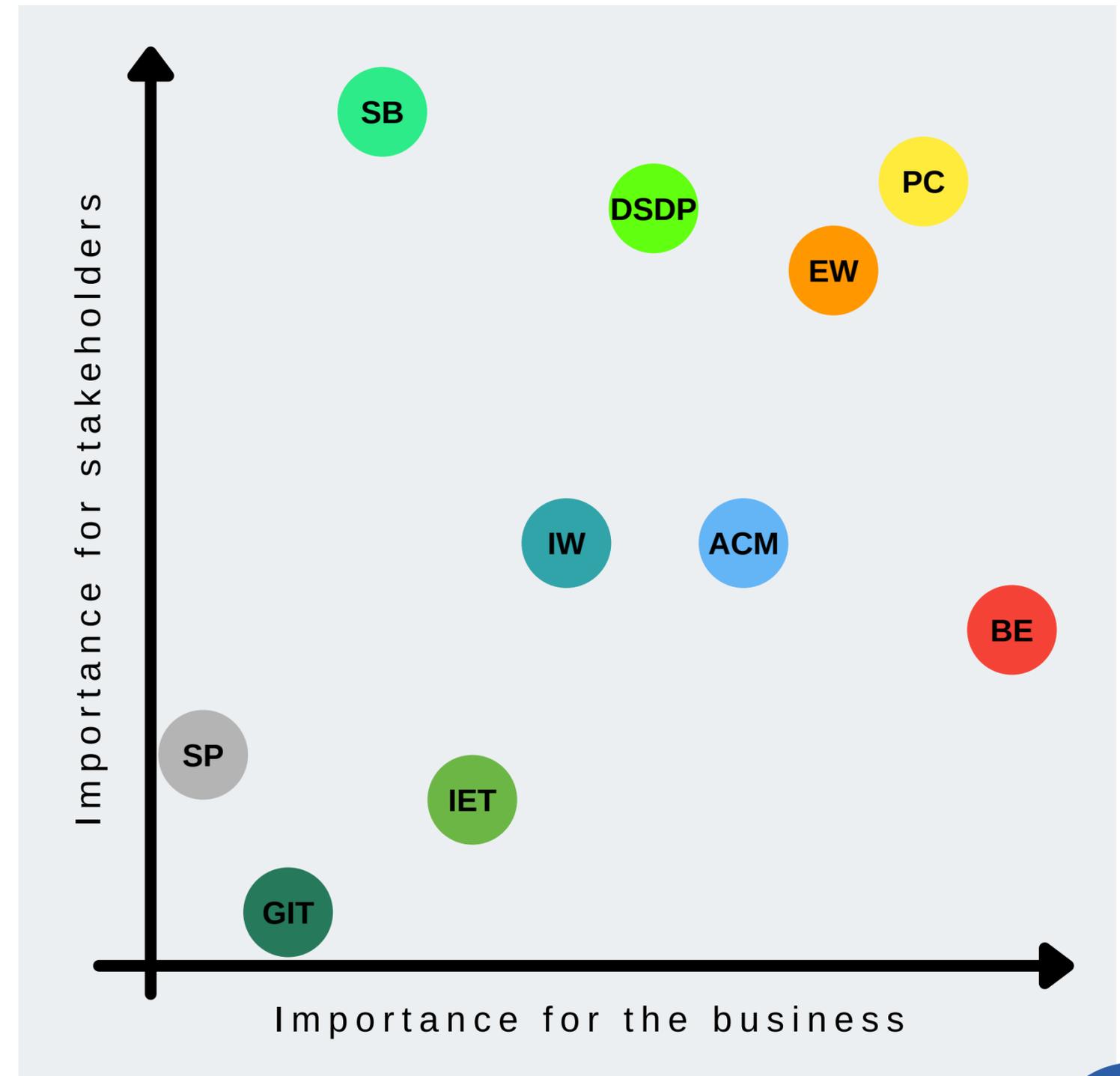
VCLS has been certified ISO 9001 since 2004. Using ISO 9001 helps ensure that customers get consistent, good-quality products and services.



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 were called upon to assess their vision of the level of importance of each issue for the CSR strategy. This level of importance was 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. This 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 attracting and retaining talents (Employee working conditions 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 the progress of the CSR at VCLS and furthermore address the challenges highlighted to pursue the objectives to improve.



Objectives for the next 3 years

- 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
- Manage second life program for old PC
- Full introspection and review of suppliers
- Replace progressively our lamps with LED lamp or LED light bulb in all offices to be more energy-efficient

Achievements from 2020 to 2021

- EcoVadis assessment: increased from 30 to 61/100, and obtained silver medal
- Gender index 2020 & 2021: 88/100
- HappyIndex at Work: Grew from 4.18/5 to 4.29/5
- Code of Conduct reading rate 2021: 98.5%
- Continued partnership with recycling company
- Integrated CSR into day-to-day business
- Increased Microsoft Security Score to 80 (more details on page 20)

Roadmap for 2022

- Reinforce CSR into the strategy and values of the company
- Structure, manage and control the impact of the business
- Reinforce accountability at all levels of the company
- Well-being: put in place a mental health support
- Increase environmental impact (waste management - consumption)

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

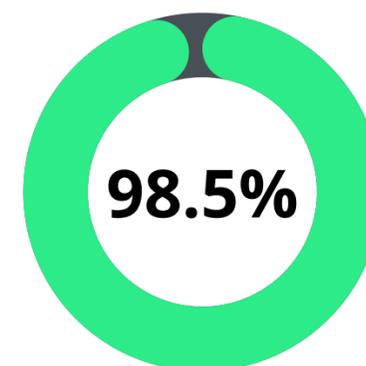
Upon recruitment or admission, all collaborators of VCLS have to testify they have read the [Code of Conduct](#) (click to see Code of Conduct) and participated in the GDPR trainings. All employees receive training as part of their onboarding training, newcomers still have to complete the course. They 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:

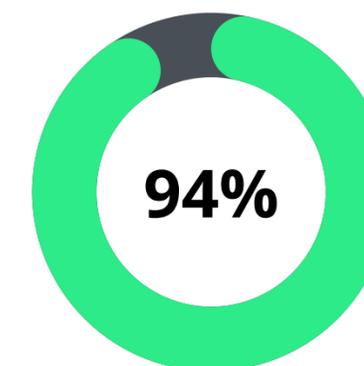
- Respect for people (respect for human rights, protection of personal information, relations with collaborators, career management, diversity and equal opportunities, health and safety, personal safety)
- Respect for legality for all collaborators and prohibition of illegal or unfair practices
- Respect 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 - significant improvement

VCLS' IT department increased the IT security budget by 17% in 2021. The security at VCLS is based on the highest security level (E5) provided by Microsoft.

VCLS is now in Microsoft's TOP 10 clients in France for the SMB segment (up to 1000 employees).

To manage the IT security protection, VCLS relies on different dashboards and indicators. The most relevant is the Microsoft Security Score. Microsoft Secure Score is a live measurement of an organization's security posture, with a higher number indicating more improvement actions taken.

Following the Secure Score recommendations can protect organizations from threats. From a centralized dashboard in the Microsoft 365 Defender portal, VCLS can monitor and work on the security of their Microsoft 365 identities, apps, and devices.

Secure Score helps organizations:

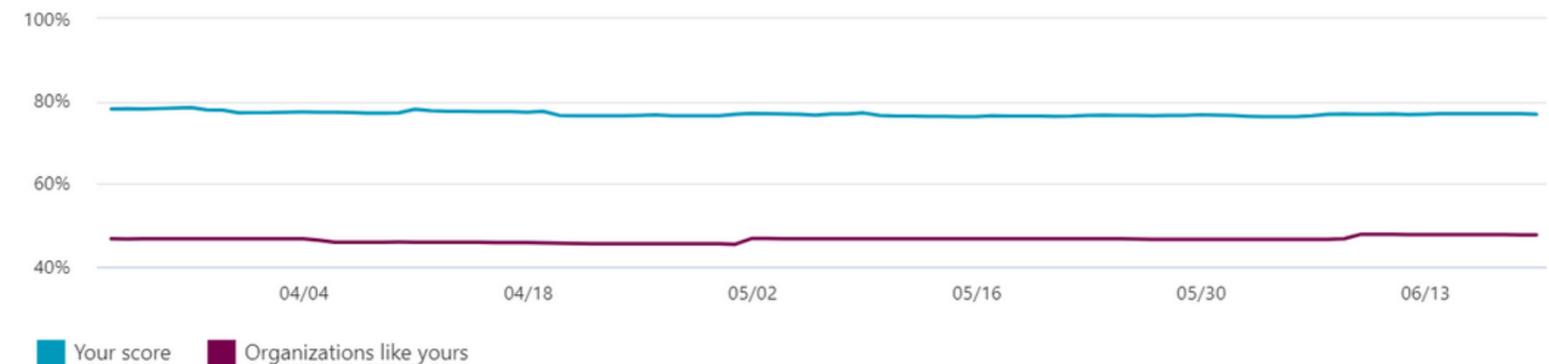
- Report on the current state of the organization's security posture.
- Improve their security posture by providing discoverability, visibility, guidance, and control.
- Compare with benchmarks and establish Key Performance Indicators (KPIs).

At the end of 2021, VCLS' Microsoft score was around 75% whereas the Microsoft Score for organizations similar to VCLS was around only 45% and we maintain the same percentage in Q1 2022 (see the chart on the left please).

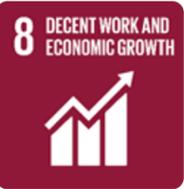
In addition to those improvements, VCLS started in 2022 the ISO27001 certification process.

Comparison trend

How your organization's Secure Score compares to others' over time.



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](#).

To better anticipate the impact in the post-COVID situation, mental health will be a priority next year.

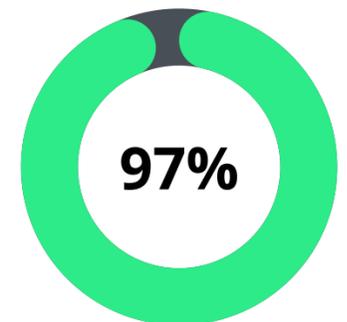
Ensuring decent and safe working conditions

VCLS offers qualified jobs. Out of the 245 collaborators at the end of 2021, 97% 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, primarily through a Work From Home charter. Thus, WFH has been an integral part of the company's day-to-day business, which has been proven to have a positive outcome when 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.

Prior to the pandemic, VCLS had opted for the possibility of 2 days of remote work following a charter and rules. We are always looking for ways to be innovative, not just for our clients but also to bring benefits to employees. We operate an open and flexible approach to working environments that support our global matrix project management style. In 2022, we believe this approach will optimize employee engagement and stimulate collaboration.



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:

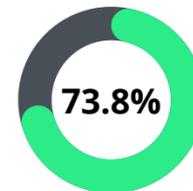
- Proposing clean and safe work conditions: the buildings offer proper lighting and airy offices, showers, as well as fruit baskets promoting the well being of all and encourages healthy behavior. We put areas where people can relax and enjoy their time with colleagues or just let their innovation take 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 global e-training platform which helps to ensure all employees and VCLS partners are kept abreast of the latest processes and practices.

- In 2021 the platform hosted 286 (211 in 2020) courses, with 90% of the active learners above the 80% completion rate. Amongst the 286 courses, 81 of them had a quiz included to help consolidate the knowledge acquired. The average score for completion is 98.5%. One good example of the training included is regulation requirements and guidelines applicable for client projects, such as Good Clinical and Vigilance Practices (GCP/GVP). The platform also includes training on GDPR and the Code of Conduct, something which concerns all employees.

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 2021, 207 collaborators have benefitted from 669 hours on LinkedIn Learning.



"I feel I am learning and developing my skills/competencies"
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.

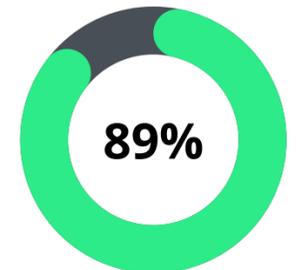
In 2020, three apprentices were recruited in France. This is mainly due to the pandemic. In 2019, 10 apprentices were hired. The post-pandemic will provide us opportunities to relaunch our program and integrate more than 50% of our young graduates.

Equal opportunities and treatment

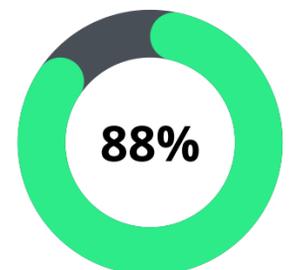
Women earn the same as men when performing similar work. VCLS scored **88** (out of 100) for the women-men equality index calculated by the Ministry of work in France in 2020. In 2021, we were able to keep the same score.

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)
- Women represent the same number as men in the senior team



Retention rate for new recruits in the first year



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.

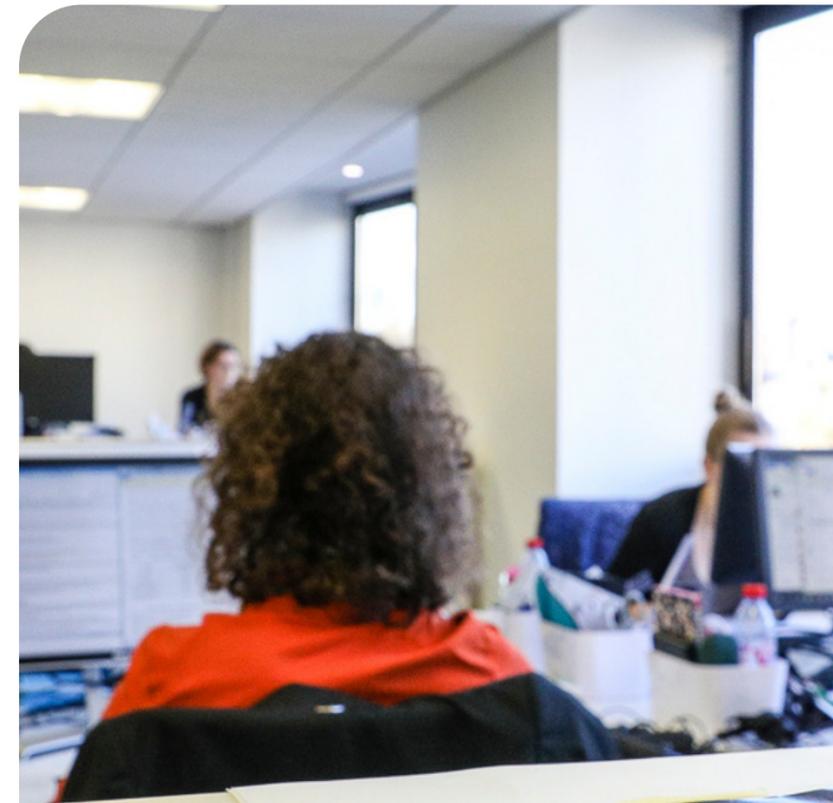
We recruit and treat our collaborators without discrimination related to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, trade union affiliation, social or ethnic origin. We encourage diversity in the workplace at all levels. To succeed as a global professional 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.

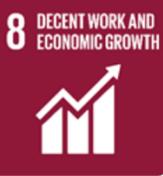
Several initiatives have been embedded :

- 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. Similar initiatives exist in our offices in Switzerland, UK, US and Denmark.





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 in charitable events throughout the year. We have participated for 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.

In 2021, our team in Denmark supported 2 charities - "Families with children with cancer" and "The Christmas Seal". The latter was originally set up as a Christmas stamp which was sold to help fund orphanages. Each year the charity helps 750 children who are having a hard time due to bullying, social isolation and loneliness and for many being overweight. Sadly, right now hundreds of boys and girls are waiting for help from a Christmas home. The waiting time is up to 11 months, which is a significant amount of time for a child between 7 and 14 years old in need.

In the US, our team gave money for food and other essential items to the Food Bank Network of Somerset County, as part of the Somerset Country Adopt-A-Family program. And, our team in Boston joined Project Bread's The Walk for Hunger, raising \$3,000 to help bring COVID-19 food relief to families across Massachusetts.

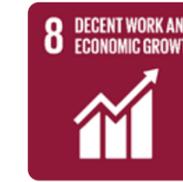
At the start of 2022, the company signed up to the WHO Foundation of the United Nations to support Ukrainian families affected by the war. For each employee's donation, the company matched the same amount for this important cause.



RAREDISEASEDAY.ORG



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 :

- Only purchase 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 a longer life span
- Educate collaborators for responsible use of technologic devices

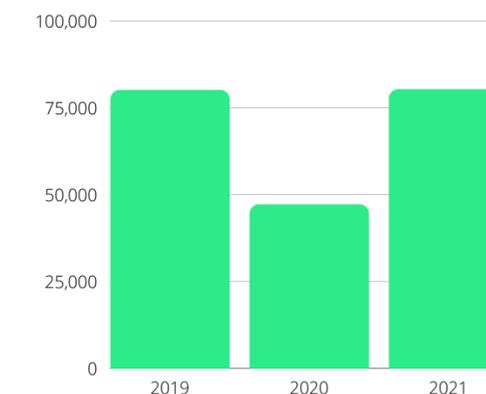
Reducing consumption

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 Paris office in France, in 2019, 2020 and 2021

Second life program for former computers

VCLS has launched a program to give a second life to former computers. These computers used to be in circulation at VCLS. We provided opportunities to collaborators to buy back the former computers for a reasonable price. Collaborators showed a lot of interest in the initiatives in all countries across the globe. Around 25 people bought back a laptop. It was also an opportunity to equip a charity with 10 laptops with perfectly working IT material. And finally, 40 old laptops that showed certain disparities were recycled through our partner Cèdre.

In total, 268 kilos of electronic equipment were recycled since September 2021.



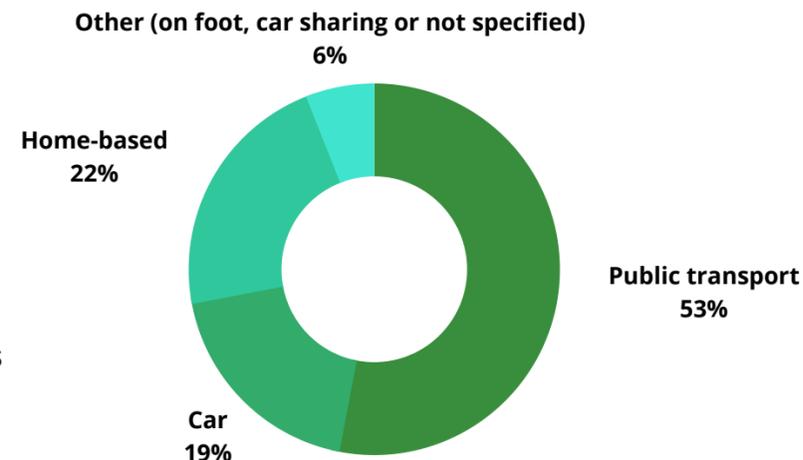
Waste management with Cèdre

Our waste management policy focuses on recycling and shredding the waste produced on-site. In our Parisian office in France, where approximately half of our collaborators are located, we call out the services of a French company in 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.

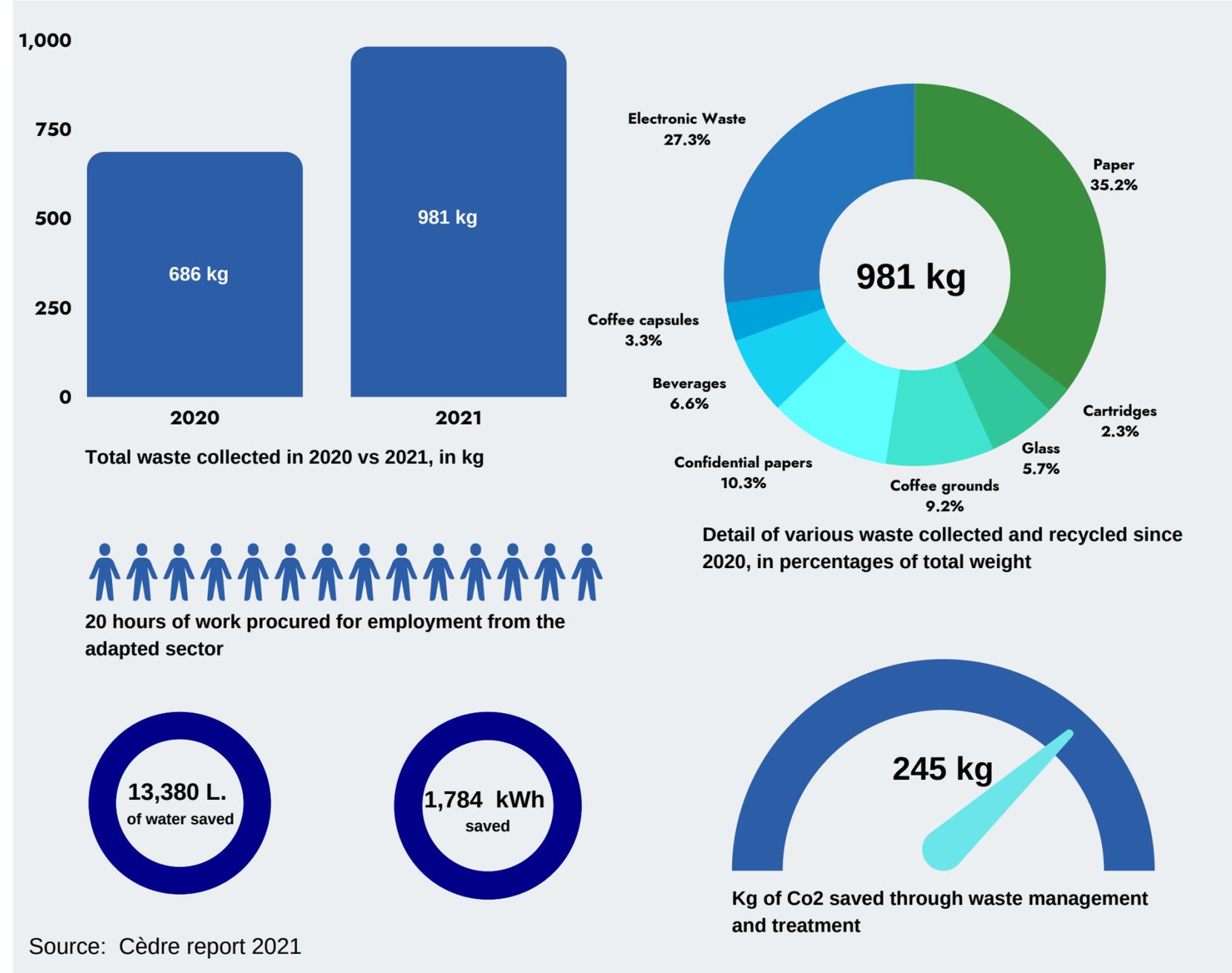
In the near future, other offices will introduce progressively an adapted waste management plan according to their specific situation.

Mobility

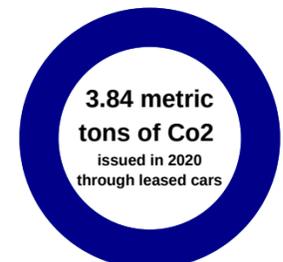
To limit the impact of our business trips, we have deployed high-performance videoconferencing equipment and reduced the amount of business travel. Most locations also provide collaborators with a bicycle garage and we started to equip car parks with electrical outlets to charge vehicles. The different 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 in 2021 (France)



In 2021, on average 5 cars were leased by VCLS collaborators. By adding all the mileage traveled throughout the year, a total of approximately 3.84 metric tons of Co2 were issued by cars. With regards to the travels in France, our Co2 impact on airplanes and railways cumulated 1.81 metric tons of Co2. In total, 5.65 metric tons of Co2 were issued by all of our mobilities.



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 - 2021

Responsible / ethical governance		Accountable HC		Societal commitment	
Training completed for Code of Conduct	97% - 98.5%	Employees in permanent contract	98% - 97%	Charity event participated in	2 - 4
Participation in GDPR training	95% - 94%	Retention rate for new recruits	93% - 89%	Amount donated	10k. +
		Women-Men index	88/100 - 88/100		
		WFH full-time	19.4% pre-Covid 19 - 17.2		
		Full-time employees	159 / 201 - 212/245		
		Retention rate after internship	50%		
		LinkedIn Learning usage	177 employees, 649 hours - 207 employees, 665 hours		

Key Performance Indicators: 2020 - 2021

Environmental impact

kWh consumed in Boulogne office 47,268 kWh - 80,406 kWh

Waste collected in kg 686 kg - 979 kg

Kg of Co2 saved 370 kg - 245 kg

Liters of water saved 20,160 L - 13,380 L

Energy saved 592 kWh

Metric tons of Co2 used in travel,
Vehicles *

*France only 2021

5.65 T

Other

EcoVadis score 30 / 100 - 61/100

HappyIndex®AtWork 4.16 / 5 - 4.29/5