
Quipment

2023 Sustainability Report

February 2024



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I. Introductory Words from Quipment CEO, Céline Gervais



Quipment is first and foremost a responsible and committed company.

Since its creation, Quipment has been committed to promoting corporate responsibility. The initial concept was fairly straightforward. Quipment aimed at “doing things well and doing things right”. This simply meant that Quipment needed to:

- Have and follow strong environmental and ecological values
- Have a strong engagement in its community and society
- Design business models following the principles of the circular economy

By following these principles when managing equipment for clinical trials, Quipment develops sustainable business models which represent the true identity of its founders. This is Quipment.

Quipment takes pride in its daily contribution to the development of new drugs and therapies. Achieving responsible excellence across all areas is not just an option for Quipment, it is a necessity. For Quipment, “doing things right” means becoming a leader in our field *IN* the world while doing good *FOR* the world. This ethic or code of conducts has been the cornerstone of Quipment’s construction and growth since 2010, and it remains a collective duty to continue on this legacy.

It is therefore on this favorable ground that a certain number of initiatives, actions and projects have been developed since its creation. However, due to rapid growth and the company’s relative youth, all these elements have remained neither robustly structured nor formally institutionalized.

Late 2022 marked a milestones in Quipment history. One of Quipment top customer requested Quipment to go through an EcoVadis assessment. This assessment revealed a wide range of actions and initiatives which Quipment was performing but which were not formalized nor institutionalized. In addition, this EcoVadis rating also highlighted a weakness in Quipment’s documentation and measurement capabilities.

2023 marked another milestones: Quipment launched its BCORP certification project. This represented a key step towards formalizing the governance and measurement systems surrounding all actions and initiatives related to sustainability. More importantly, it sparked a wider reflection on the business models and the transformative impacts Quipment aims to deliver the clinical trial industry: infusing and promoting the principles of the functional economy into the global supply of clinical trial equipment, worldwide.

By setting such an ambition, Quipment belongs to a group of companies that drive impact through innovative business models while generating profitability through positive initiatives.

Céline Gervais

A stylized, handwritten signature in black ink, appearing to read 'Celine Gervais'.

II. Mission



In June 2023, Quipment's shareholders reinforced their commitment to corporate responsibility by amending the company's status and adopting the status of a "Société à mission" (Mission Organization) as per the PACTE Law. This pivotal move demonstrates the desire of Quipment's founders to actively contribute to the transformation of a more responsible and sustainable global economy.

Quipment has articulated a Core Business Mission that resonates with its DNA. QUIPMENT's purpose is to contribute to the development of new therapies by providing solutions to our **"customers' problems that are efficient and true to our values"**.

QUIPMENT's mission is to pursue and accomplish the following environmental and social statutory objectives:

- **promote the transformation of the clinical trials value chain towards a sustainable and decarbonized model.**
- **act for a more inclusive and solidarity-based society through our activities.**

In pursuit of these goals, Quipment established its first Temporary Mission Monitoring Committee on July 28th, 2023. The committee's inaugural task was to initiate the mission's implementation, define operational objectives, and draft a roadmap for action.

These operational objectives have been Integrated into Quipment Strategic Plan. This plan is set to roll out from 2024, marking a new chapter in Quipment's journey towards sustainability and social impact.



III. IMPLEMENTATION OF THE MISSION: STARTING LINE

During 2023, Quipment reached a major turning point: sustainability has been integrated at the core of its value proposition to the market and its stakeholders. In late 2023, the dedication and enthusiasm of Quipment's teams have shown significant achievements:

The submission of the BCORP certification assessment, to join the community of positive-driven companies, is a testimony to Quipment's desire to be part of a stimulating and beneficial ecosystem.

→ The writing of a strategic plan incorporating decarbonization issues and sustainable development objectives, setting a new standard for Quipment operations.

→ The development of measurement systems to quantify the benefits of our Circular business models, aiming to convince all market players to adopt more impactful solutions and models.

→ The establishment of incentives on carbon footprint reduction to all Quipment executives.

→ The creation of a human resources policy that champions inclusion and solidarity, actively working to promote equality. This includes substantial investments in training and skills developments to further empower and educate Quipment's workforce.

IV. 2023 SUSTAINABILITY ACTIONS

Quipment is firmly advancing in its dedication to sustainability and social responsibility, anchoring its initiatives across three foundational axes (driven by the Bcorp strategic certification project):

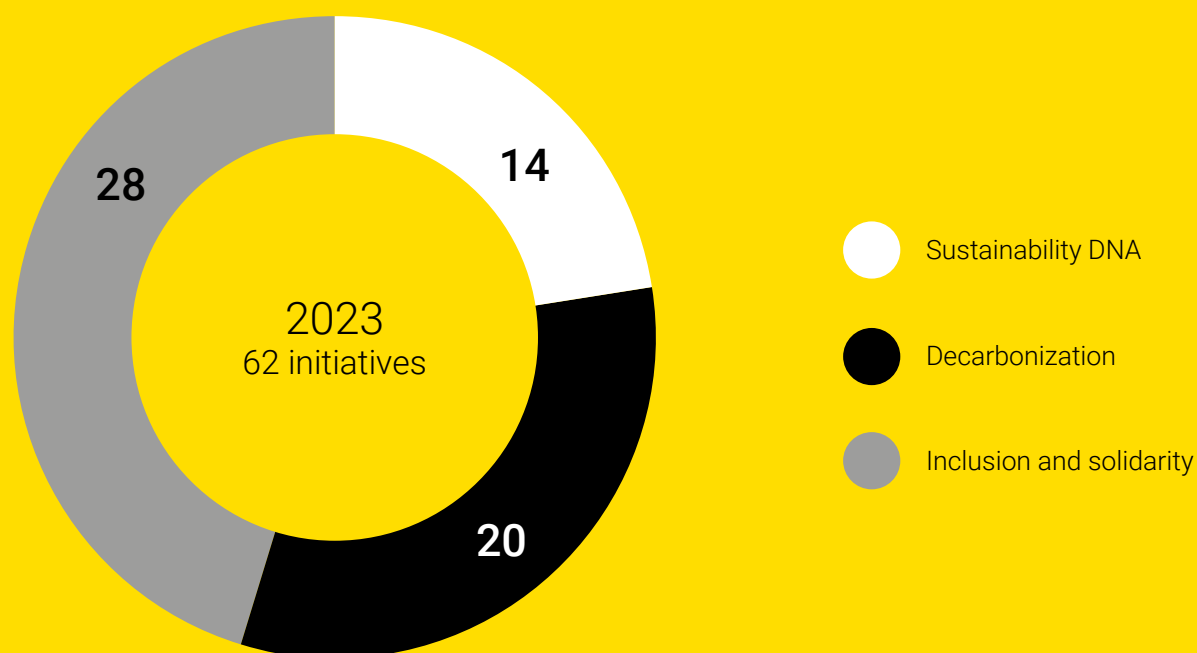


Figure 1. Breakdown of initiatives by sustainable axes.

Quipment initiatives are differentiated by their type:

POLICIES: This type of initiative summarizes Quipment's comprehensive approach to sustainability, integrating internal directives with external collaborations to foster a more responsible and inclusive global community.

ACTIONS: This type of initiative demonstrates Quipment's proactive approach to sustainability, altogether made of responsible actions, the pursuit of recognition and accountability to external validations (through certifications, labels, and audits).

RESULTS: This type of initiative ensures that Quipment's commitment to sustainability is not only aspirational but also grounded in real results that reflect the company's progress and dedication to its core values and objectives.

- Internal monitoring and performance reporting
- External performance rating



- Quipment Governance, Policies, Charts, Statements, Objectives, Programs
- Participation in external sustainability initiatives

- Actions implemented (e.g. procedures, training, equipment)
- Certification, labels, audits

Figure 2. Initiatives by type

A. Sustainability DNA Actions

In 2023, Quipment took decisive action towards integrating sustainable development into its governance, launching 14 key initiatives. These initiatives, some of which have been detailed earlier, represent a series of initiatives aimed at integrating sustainability into Quipment's core strategy and operations.

These initiatives are distributed as below:

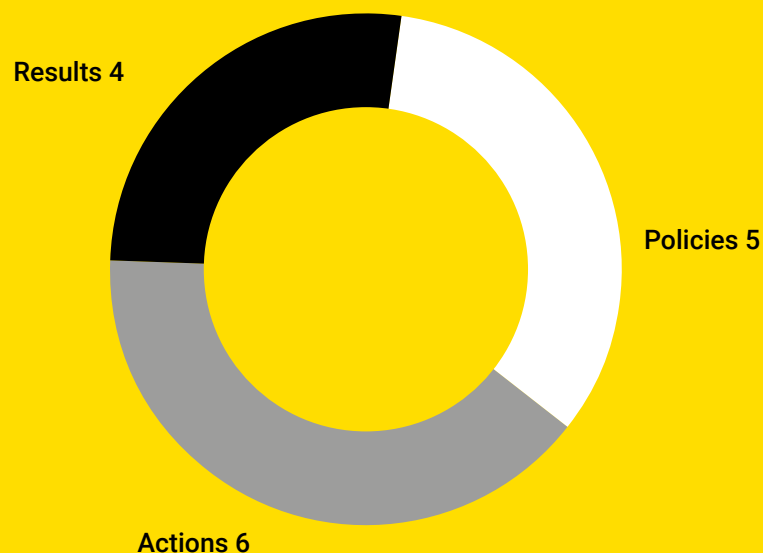


Figure 3. Initiatives by type

Here is the structured overview of Quipment's sustainability initiatives implemented, organized by type:

Type	Initiatives
Sustainability DNA Actions	
Policies	1.1.1 Update Quipment status to include Quipment's Mission 1.1.2 Registration of Quipment as a Mission Company under the Pacte Law. 1.1.3 Update POL-11_Variable_Compensation Policy to include sustainable objectives in compensation 1.1.4 Update POL-09_Anti_Bribery_Charter to include anti-bribery referents and responsibilities 1.1.5 Creation of POL-12 Delegation of Authorities
Actions	1.1.6 Establishment of an Interim Mission and Sustainability Committee 1.1.7 Quipment adhesion to Communauté à Mission and Mission Observatory. 1.1.8 BIA submission 1.1.9 Participation in ESG workshops (e.g., Club RSE, webinars Communauté à Mission, Blab France) 1.1.10 Sustainability performance included in Management job descriptions 1.1.11 Designation Letter of Anti-Bribery Referent
Tangible Results	1.1.12. ECOVADIS rating: - 2022:56 points - 2024:59 points 1.1.13. Index Egapro 100% 1.1.14 APA Campaign - 2023: Results related to sustainability goals for the Board of Directors

B. Decarbonization

In 2023, Quipment launched 20 initiatives focused on decarbonization, demonstrating a firm commitment to environmental responsibility. Key achievements include:

- A significant shift in logistics, with over 50% of shipments in Europe transitioning to low-carbon transportation methods.
- The Environmental Policy was refreshed to better reflect Quipment environmental management.
- A new Purchase policy was created, integrating sustainability into procurement processes.
- The launch of Quipment's 2022 Carbon Footprint initiative provided a baseline for measuring progress and identifying areas for improvement.

These initiatives are distributed as follows by type:

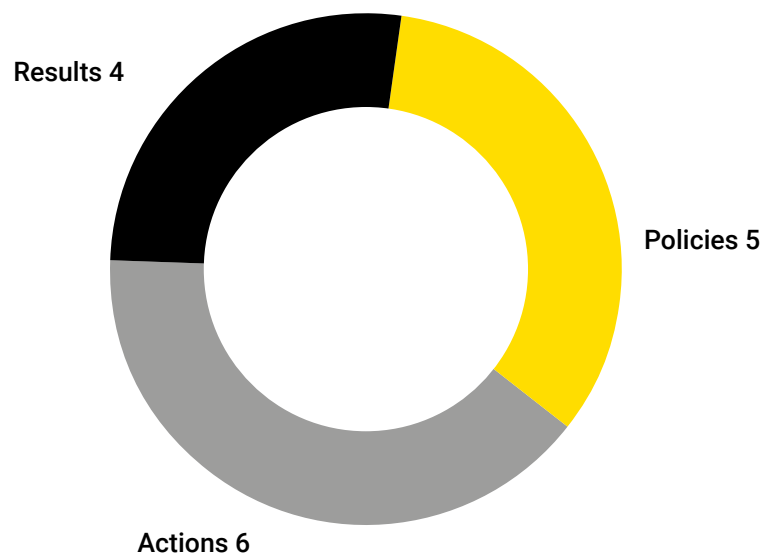
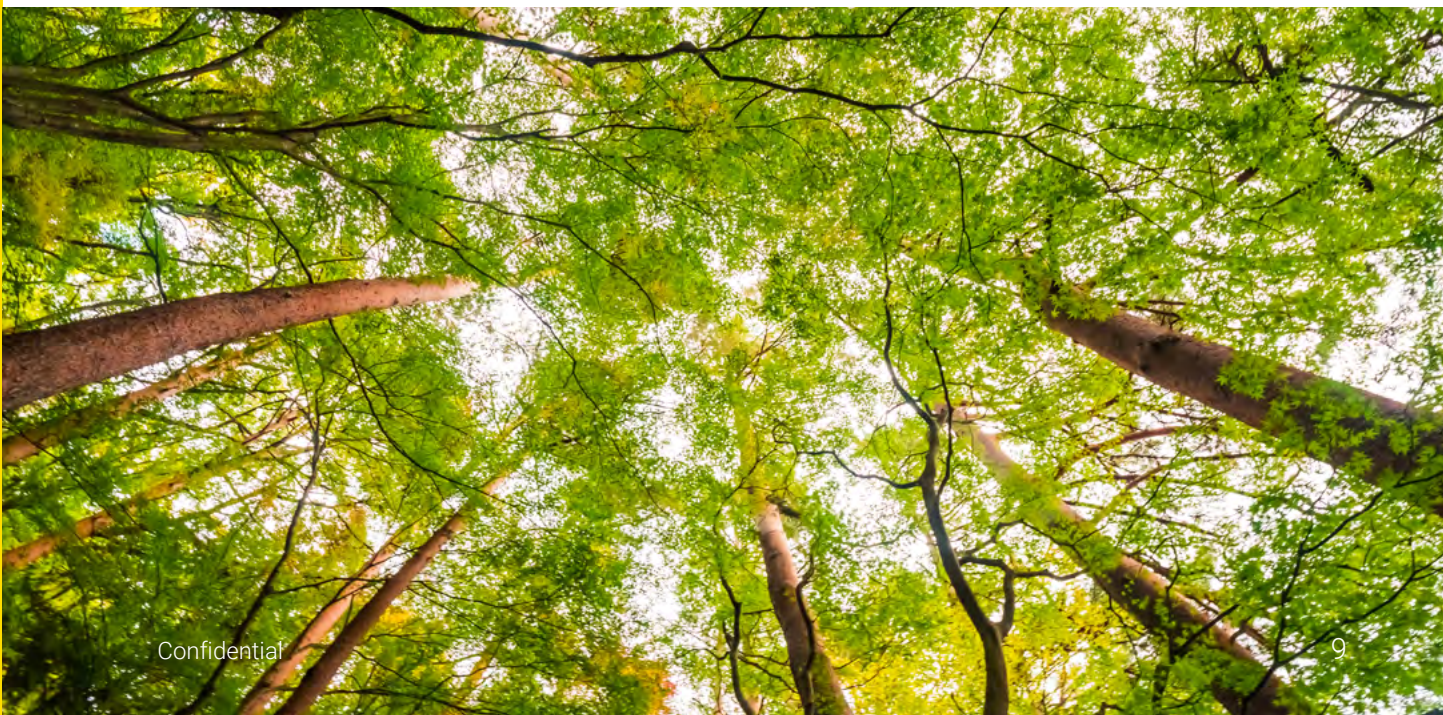
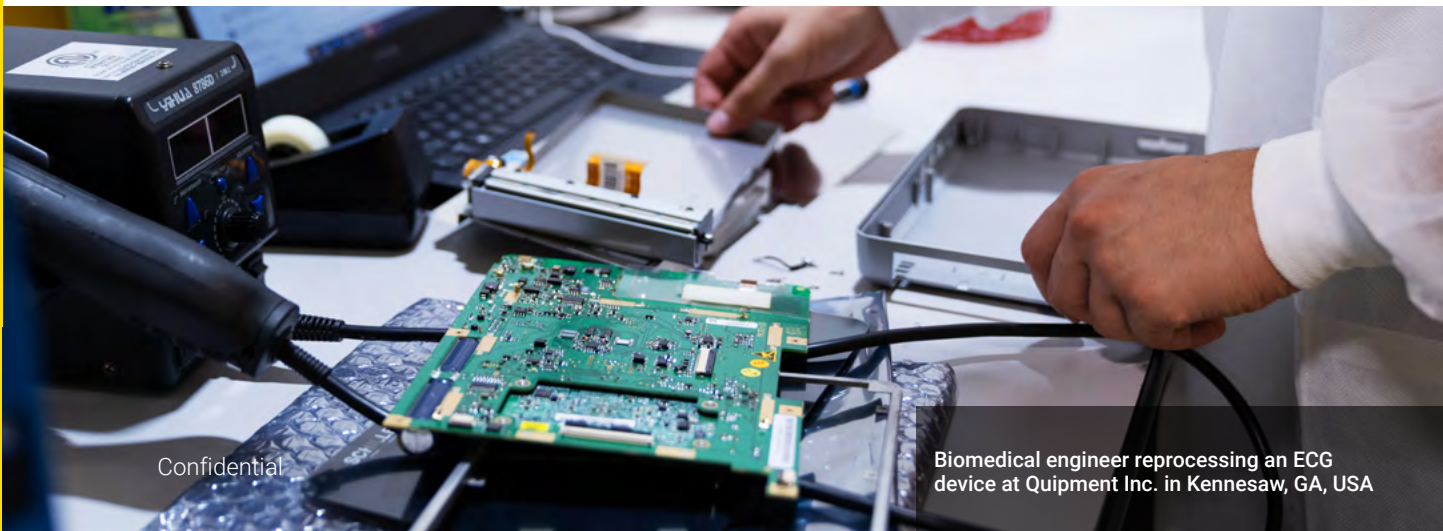


Figure 4. Decarbonization Initiatives by type



Here is the structured overview of Quipment's decarbonization initiatives implemented, organized by type:

Type	Initiatives
Decarbonization Actions to Transform Clinical Trial Value Chain Towards a Sustainable Model	
Policies	2.1.1 Redesign of POL-06_Environmental_Policy to include environmental management. 2.1.2 Update SOP-ADM-001_Facility_Management procedure to include recycling. 2.1.3 Sign Recycling Contracts with specialized companies. 2.1.4 Creation of POL-14_Purchasing_Policy.
Actions	2.1.5. Carbon Footprint 2022: Costraten 2.1.6. Business Model Benchmark 2.1.7. EcoTree initiative 2.1.8. Communication of Green Practices for employees 2.1.9. Devices repair training 2.1.10. Electric chargers installation 2.1.11. Recycled Packaging 2.1.12. Recycling Program 2.1.13. Eco-friendly purchase 2.1.14. List of preferred Suppliers
Tangible Results	2.1.15 Bilan Carbon tracking: Results 2.1.16. Implement in > 50% the Eco/Express Order and Shipment 2.1.17. Energy usage tracking 2.1.18. Waste tracking 2.1.19. Lighting Efficiencies 2.1.20. Local Purchase Analysis



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Biomedical engineer reprocessing an ECG device at Quipment Inc. in Kennesaw, GA, USA

C. Social Inclusion and Solidarity

In 2023, Quipment's commitment to social responsibility became clearly visible through the implementation of 28 initiatives. Quipment's dedication to promote diversity, equity, and inclusion was reflected in a series of impactful initiatives:

- By achieving a perfect score of 100 on the Equity Index, Quipment has demonstrated its commitment to creating an equitable workplace.
- By partnering with three charity companies, Quipment has actively supported causes that align with its values, promoting human health and environmental preservation.
- By contributing to organizations dedicated to health and planetary well-being, Quipment further underscored its charitable approach.
- These initiatives are grounded in the comprehensive redesign of Quipment's Health, Safety, and Diversity policy, alongside the establishment of a new HR and Donation policy, ensuring that Quipment's actions are both strategic and aligned with its core values.

These initiatives are distributed as below:

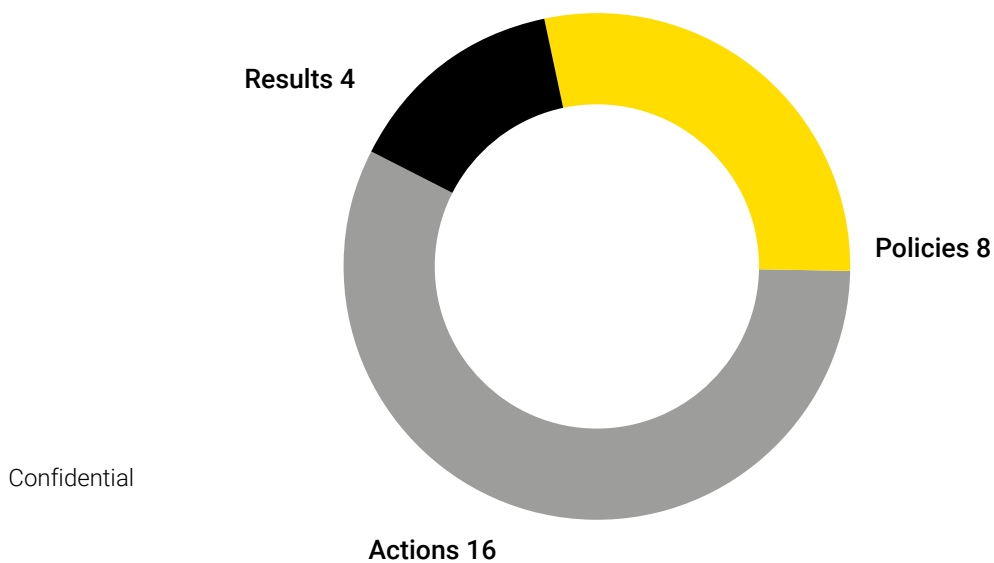
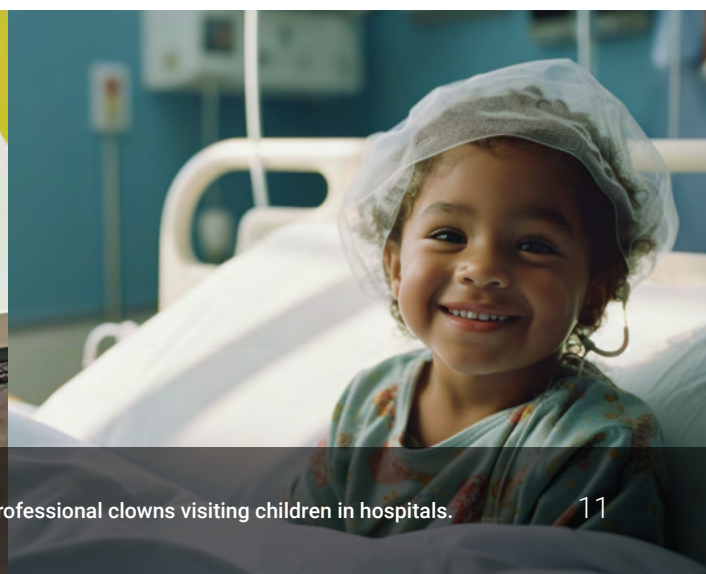


Figure 5. Social inclusion and Solidarity Initiatives by type



April 15, 2024 - Q2 Strategic Meeting.
Representatives of a partner charity, "Le Rire Médecin", which consists in professional clowns visiting children in hospitals.



Here is the structured overview of Quipment's inclusion and solidarity initiatives implemented, organized by type:

Type	Initiatives
Social Inclusion & Solidarity	
Policies	3.1.1. Creation of POL-16_HR_Policy 3.1.2. Update of POL-07 Health Safety Diversity and Inclusion to include Diversity and Inclusion management. 3.1.3. Creation of the POL-10_Supplier_Code_of_Conduct 3.1.4. Creation of the POL-15_Donation_Policy 3.1.5. Creation of a Compensatory Rest Chart 3.1.6. Creation of a Home-Office Chart 3.1.7. Creation of a Tutored Chart 3.1.8. Refectory Contract
Actions	3.1.10. Implementation of a Risk Assessment and Prevention Control in Quipment INC. 3.1.11. Displayed Safety instructions display 3.1.12. Implementations of Job offerings with diversity, equity and inclusion statement 3.1.13. Health and Security Inspection Program 3.1.14. Program "Bourse à l'emploi" 3.1.15. NQT membership (hiring strategy) 3.1.16 External Training for develop managerial skills for Middle Management 3.1.17. Cross-skills training 3.1.18. Promotion of health and wellness for employees: Sport courses, workshops (stress, yoga, ergonomic), challenges (work by bike, footsteps count, triathlon) 3.1.19. Non-career specific training (eg.: sophrology) 3.1.20. Program of Code of Conduct signature for Strategic Suppliers Vendors 3.1.21. 2023 Donations 3.1.22. Partnerships (NQT ; Médecins du rire...) 3.1.23. Kelio system implementation: Personnel time management 3.1.24. Interns campaign and process workflow definition
Tangible Results	3.1.25. Meal participation 3.1.26. Individual Social Report to employees 3.1.27. Implementation of safety trends and revision during steering committee 3.1.28. Summary of training initiatives 3.1.29 Follow up of donation Budget & Tax receipt

Bcorp Team

Meet our Bcorp Team (from left to right)

- Dylan Chaminadas,
Continuous Improvement Engineer
- Pierre-Marie Rothmann,
Legal Counsel
- Alexandra Bellon,
Sustainability Assistant
- Thomas Garnier,
Continuous Improvement Supervisor
- Alejandra Medina Cardenas,
Quality Director
- Pauline Villany,
Executive Assistant



VI. CONCLUSION

In 2024, Quipment is poised to make a fundamental breakthrough by unrolling its comprehensive sustainability program. This program is not just a plan, it is the centerpiece of Quipment's strategic vision. It is designed to bring our mandated objectives to life, propelling us towards the fulfillment of our mission.

This sustainability program will serve as proof of our never-ending commitment to sustainability. More than a set of objectives, it will provide a strategic framework that will shape our actions and drive our initiatives. It is the blueprint that will ensure the fulfillment of our sustainability efforts.



Quipment European technical and logistics platform in France. Energy positive building. 47,000sqf.

Quipment

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