

Sustainability Report

Sustainability is one of the core values that are firmly embedded in Sartorius Stedim Biotech's corporate culture. Ever since the company was established, the sustainable development of the company has been its major objective.

As a leading international partner of the pharmaceutical and biotech industries, we help accelerate development and production processes in pharma companies. Our commitment is to enable medications and vaccines to be produced safely and economically. We are dedicated to propelling scientific progress by identifying, combining and further developing new trends. Doing this sustainably, we believe, means taking a broad-based, long-term view of our business that includes social and ecological considerations and preserves the rights and interests of our stakeholders.

In line with this approach, we consider it essential to comply with legal and ethical standards, manufacture with ecological responsibility, and keep the environmental impacts in mind when developing product innovations. Likewise, our HR policy is aimed at preserving the rights and interests of employees, and we support our staff in their further professional development. At the company sites around the world, we as employers and contractors take an active part in developing the regional environments.

Sartorius Stedim Biotech has made sustainability a responsibility of the Chief Executive Officer in recognition of its overarching importance for the company.

Our indicators for social, health and safety, environmental and raw material data have been defined to cover most of the impacts of the Group's activities. Since 2012, Sartorius Stedim Biotech has been reporting social, environmental and societal information and metrics in compliance with the French Grenelle II environmental law. Internally, the figures enable the impact of our business activities on stakeholders, the environment and society to be assessed.

Methodological Note

The Sustainability Report is published annually as part of the Group's Reference Document. The reporting period is the fiscal year. If not indicated otherwise, the indicators reported below for HR and health and safety refer to the entire Group, excluding the latest acquisition of Umetrics with 36 employees who are included only in the indicator "total headcount" and the subindicators "headcount by region" and "headcount by function". The environmental indicators cover all our production sites in Aubagne, Bangalore, Beijing, Glasgow, Göttingen, Guxhagen, Laupheim, Lourdes, Mohamdia, Royston, Stonehouse, Tagelswangen and Yauco, representing 81.8% of the Group's total workforce.

To facilitate company-wide data collection, analysis and reporting of CSR KPIs, Sartorius Stedim Biotech introduced a web-based solution in 2016. The software fulfills audit requirements in terms of security and verifiability of information transfer and processing. In addition, HR data is monitored using SAP. Most of the required data is reported monthly or quarterly; it is reviewed and consolidated by the HR and Facility Management units at the largest Group site in Göttingen.



Sustainable Corporate Management

Our activities are based on our corporate values: sustainability, openness and enjoyment. These values govern how we interact daily inside our company and connect us outside – with our customers, investors and society at large. In addition, they guide us in the definition of our strategies and their implementation.

Open Dialogue with Stakeholders

As a fair and responsibly acting company, Sartorius Stedim Biotech continuously maintains an open and constructive dialogue with various stakeholders and considers sustainability aspects that are important to these groups, both now and in the future. With respect to sustainability, we view our customers, employees, investors and society as our most important stakeholders. Beyond these, suppliers and business partners have a stake in the sustainable and prosperous development of our company. We use the opportunity afforded by our close relationships with our stakeholder groups, some of which have been maintained for years, to also discuss the standards that apply to sustainable corporate management.

Customers

Our objective is to offer our customers attractive products and solutions. As we market our portfolio directly through our own field sales representatives, we are in very close contact with our customers. Also, we are continuously informed about their current requirements and priorities through audits, product demonstrations and tests that we perform in our application laboratories. Beyond such requirements, our sustainable products help our customers reach their own sustainability goals.

Employees

Capable, motivated and efficient staff members are indispensable in ensuring our business success. Regional and Group-wide employee surveys, annual performance reviews and an open working atmosphere help us discover what our employees find satisfying about the company, and where they see potential for improvement. The results of these surveys suggest relevant topics that we implement as specific plans of action at our local sites.

Investors

With its investor relations activities, Sartorius Stedim Biotech creates transparency and continuity for its shareholders. We engage in a dialogue with our investors also about our environmental and social responsibility as well as corporate governance topics at roadshows, investor conferences and as part of capital market days. In addition, we participate in sustainability analyses and ratings to gauge our performance concerning environmental, social and governance-related business practices (ESG). In 2016, Sartorius Stedim Biotech became a constituent of the FTSE4Good Index.

Society

We maintain good neighborly relationships with local residents and public authorities, and consider their interests and expectations on our business activities. Such interests and expectations relate, in particular, to paying our fair share of taxes, maintaining job security, complying with legal requirements, conserving and protecting environmental resources and promoting infrastructure.

To us, potential employees are a special social group. Precisely young and qualified staff is appreciated by companies that take social responsibility. A value-oriented corporate culture and sustained employee engagement help to convey a positive image of Sartorius Stedim Biotech to social communities, thus increasing our attractiveness as an employer.

Compliance with Legal and Ethical Standards

Sartorius Stedim Biotech conducts its business in compliance with globally accepted ethical standards and applicable national legal requirements. Our actions are in line with good corporate governance and control, focusing on sustainable value added. These principles include protection of our stakeholders' interests, transparent communications, appropriate risk management and proper accounting and auditing. Sartorius Stedim Biotech follows the rules and recommendations of the AFEP-MEDEF Corporate Governance Code.

Ensuring Responsible Monitoring of Good Governance

With our global compliance system we ensure that members of the executive bodies, managers and employees comply with all legal regulations and codes and act in accordance with our internal guidelines. By systematically providing information, we prevent misconduct and avoid financial loss and damage to the company's image. The Legal Department is responsible for the task areas of legal consultation, internal auditing, Group safety, data protection, anticorruption and customs and export control.

Respecting Human Rights

We are committed to respecting human rights and are actively engaged within our sphere of influence in ensuring these rights are upheld. As pharmaceutical equipment suppliers, we see our greatest sphere of influence in employee rights, such as the freedom of association and right to collective bargaining. Another important concern of ours is to improve the availability of medical products to all members of society. Moreover, our company rejects all forms of forced and compulsory labor and child labor. We do not tolerate employees being discriminated against, disadvantaged, harassed or excluded based on their gender, ethnic origin, race, religion, age, disability, appearance, sexual preferences and identity, origin or political position, and we expect our suppliers to apply the same standards. As business partners, we act with integrity and fairness in our dealings with our customers, suppliers and competitors.

Sartorius Stedim Biotech supports and respects the principles defined in the United Nations Universal Declaration of Human Rights, the conventions of the International Labor Organization (ILO) and the United Nations Global Compact, the world's largest initiative for human rights, work standards, environmental protection and anticorruption. Our internal standards, such as our Code of Conduct and our Code of Conduct for Suppliers, are derived from these global principles.

Code of Conduct

Sartorius Stedim Biotech's Code of Conduct specifies our requirements on the responsible conduct of our employees. This set of rules provides them with guidance on ethically appropriate conduct in accordance with the law in their daily work.

Employees are required to ask themselves the following questions for each of their activities: Are my actions legal? Is my behavior in line with our company values and guidelines? Is my behavior uninfluenced by personal interests (that are not covered by employment contract provisions) and would my behavior stand up in the face of public examination? Specifically, our Code of Conduct deals with the subject areas of compliance with international social and environmental standards, general rules of conduct and dealing with conflicts of interest.

Code of Conduct for Suppliers

Sartorius Stedim Biotech expects all suppliers and service providers to comply with internationally recognized social and environmental standards, to respect the law and to uphold the tenets of fair competition. The company excludes existing or new suppliers who are determined to be the source of considerable risks regarding compulsory, forced or child labor, other violations of human rights or negative effects on society. We have set out our requirements in our Code of Conduct for Suppliers and Service Providers. Our major suppliers are required to sign a written confirmation acknowledging their commitment to comply with the Code of Conduct for Suppliers. Moreover, compliance topics are part of annual supplier performance reviews and are additionally monitored in part by regular quality audits.

Suppliers are required to support our company in upholding our standards and in disclosing all information requested. If such support is not provided or the requirements placed on our suppliers are not fulfilled, Sartorius will review whether further collaboration can still be maintained. Responsibility for upholding human rights in our supply chain rests with the Vice President of Global Sourcing. The Purchasing Department ensures that each Sartorius Stedim Biotech supplier recognizes and signs the Sartorius Code of Conduct for Suppliers. This Code is sent to all new suppliers to obtain their signature, and all regular suppliers have been requested in writing to sign a declaration of commitment to comply with this Code. If a supplier does not sign, we review whether he has an equivalent code in place that can be used as a contractual basis. If this is not the case, further measures are taken.

Sartorius Stedim Biotech has globally standardized its procurement channels. Contracts are awarded in a fair and transparent process that meets generally recognized standards.

Export Control

In line with good corporate governance, we keep an eye not only on our upstream chain, but also on our downstream chain. As soon as a new customer is entered in our SAP system, we check in the SAP global trade system whether the customer's name is on any sanctions list or is subject to any embargo. Only after a customer has passed this screening will his name be placed on active status for delivery of our products. In addition, each outbound shipment is checked against a sanctions list before leaving the company. In the process, certain products are given even greater attention to ensure that they are supplied for legal use.

Anti-Corruption Code

Our Anti-Corruption Code serves as the basis for making all employees aware of the risks of corruption, while providing guidance, instructions and help to enable them to take the appropriate action to prevent and fight such corruption. Management's objective in providing such a code is not only to systematically pursue any corruption cases that have occurred, but to take preventive action and create and strengthen an appropriate organizational structure to ward off corruption before it even can occur.

Every department is to be considered vulnerable to corruption if the information it has available or the decisions it makes can represent a tangible or intangible benefit for third parties outside the company.

Employees, suppliers, customers and business partners can use our whistleblower portal and telephone hotline to anonymously report any potentially damaging conduct.

We ensure that every staff member is familiar with our Code of Conduct and our Anti-Corruption Code by ensuring that all Group employees complete online training and earn a certificate. In this training seminar, employees are schooled in the way to deal with morally or legally questionable situations.

Basically, the multi reviewer's approach ("four or more eyes are better than two") is mandatory throughout the Group. It involves "checking up on each employee" for the employee's own protection and for the protection of his or her colleagues.

Due Diligence Processes

In contemplating acquisitions, we have a standard policy in place as part of our due diligence processes to assess non-financial aspects as well. These include, inter alia, compliance with legal standards and the effectiveness of compliance systems. Moreover, we include personnel and environmental aspects in our assessment of risks and opportunities of such potential takeover candidates. We seek to retain key top performers for our company by taking special measures.

Interests of the Workforce

One aspect of our corporate culture is that we regularly and promptly share information with our employees about our financial progress, strategic objectives and changes within the company. This information is disseminated in internal notices, newsletters and the company magazine, among other means of communication. Our Group companies also comply with the national regulations governing the minimum reporting deadlines regarding changes to operations.

In France, Sartorius Stedim Biotech staff is represented by three employee councils; this also applies for the German sites. These employees' councils hold regular staff meetings. In 2017, 12 collective agreements were signed at the French sites, of which one was a collective agreement on health insurance. At the German locations, 8 collective agreements were signed. These agreements cover topics such as profit sharing, retirement, salary increases, plant shut down times or shift plans.

Compliance Management System

A corporate compliance team is currently being set up. As of January 2018, several staff members will be tasked with implementing and enforcing all compliance issues within the Group. A whistleblower portal in place already ensures that all cases of, for example, corruption, unequal treatment or sexual harassment can be anonymously reported to those responsible for compliance management. All options for contacting these individuals are given on our company home page and are available throughout the Group.

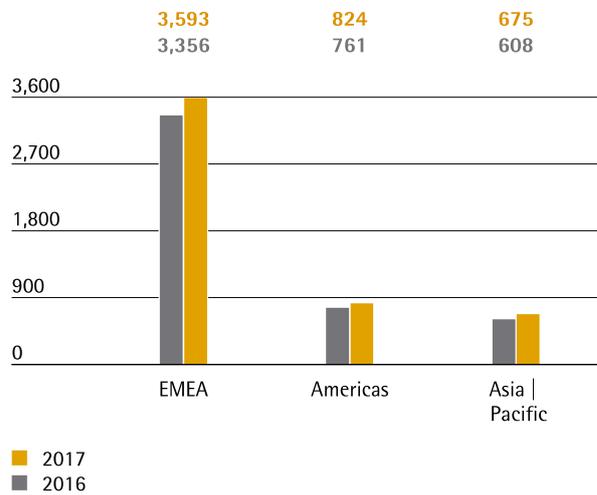
There were no significant fines or non-monetary sanctions levied against the Group in the reporting year.

Employment

The employment numbers reported in the following include all staff members, except for vocational trainees, interns, employees on extended leaves of absence and those participating in an early retirement plan. This number is recorded as headcount.

As of December 31, 2017, the Sartorius Stedim Biotech Group employed a total of 5,092 people, 367 more than in the previous year. Headcount increased by 7.8%. These figures include 36 employees from the most recent acquisition of Umetrics.

Employees by Region

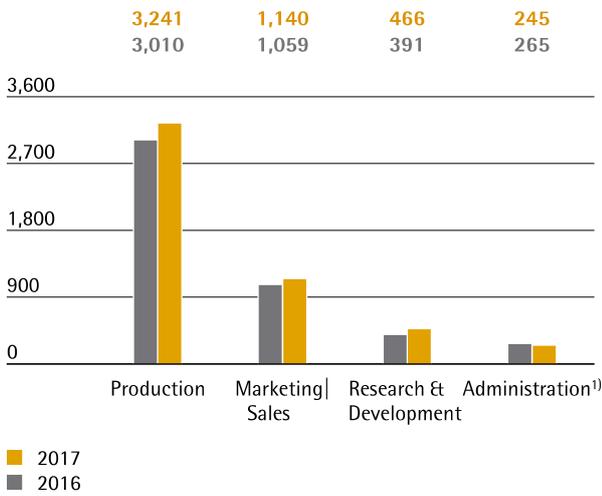


Regionally, EMEA that accounts for 70.6% of the total workforce added 7.1% new staff in 2017. Half of the 237 additional people were hired at the two largest SSB sites in Göttingen and Aubagne. 15% of these new employees joined the workforce through the acquisition of Swedish-based Umetrics.

The Americas region charted an increase of 8.3% or 63 new people. One-third of staff can be attributed to legal entity in Yauco.

In Asia | Pacific, headcount rose 11.0%; 67 more people worked at the company than at the end of the previous year.

Employees by Function

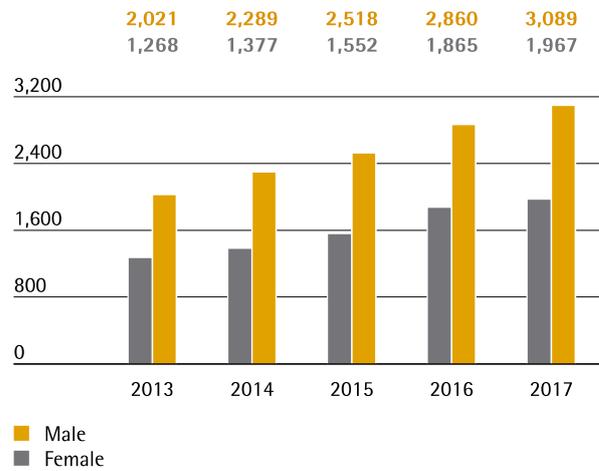


¹⁾ Excluding administrative functions performed by Sartorius Corporate Administration GmbH, which is not part of the Sartorius Stedim Biotech Group

Regarding our workforce broken down by function, manufacture and areas directly related to production accounted for 63.6% (2016: 63.7%); the 7.7% increase translates to 231 people. Service staff is also included in our production headcount. Marketing and sales reported an increase in staff of 7.7% as a result, 22.4% of the Group's employees worked in marketing and sales as in the previous year. Sartorius Stedim Biotech stepped up its research and development activities in 2017 so headcount in this unit accordingly rose at an above-average rate of 19.2% or by 75 people, (2016: 8.3%). Of this figure, 17 people are allotted to Umetrics and 28 to the largest R&D site in Göttingen. The decrease in headcount in administration by 7.6% or 20 people is mainly due to the allocation of administrative tasks to a Sartorius AG entity that is not included in SSB's scope of consolidation. During the reporting year, the share of administrative employees in the total workforce was 4.8% (2016: 5.6%).

The following evaluations do not include the 36 staff members who joined as a result of our latest acquisition of Umetrics.

Employees by Gender
excluding Umetrics



As of December 31, 2017, 3,089 men and 1,967 women were employed by the Sartorius Stedim Biotech Group. The percentage of women in the total workforce, which had continuously increased for years, was 38.9% at year-end 2017, slightly below the 2016 proportion of 39.5%.

Employees by Age

	2017		2016	
	number	in %	number	in %
16 - 20 years	17	0.3	24	0.5
21 - 30 years	1,264	25.0	1,202	25.4
31 - 40 years	1,594	31.5	1,493	31.6
41 - 50 years	1,195	23.6	1,113	23.6
51 - 60 years	830	16.4	761	16.1
61 years and above	156	3.1	132	2.8

Regarding the age structure of our staff, the group in the 31 - to 50-year age bracket accounts for over half of our workforce. The median employee age of 40.7 was slightly above the previous year's average of 39.3.

Finding and Developing Talented People

Sartorius Stedim Biotech is a strongly growing company. To remain successful in the future as well, we need to continuously gain and retain talented and well-educated employees for our company. A special challenge in this respect is to get suitable, internationally experienced specialists interested in working for our company.

We continuously expand our personnel-related programs as a way of attracting, retaining and developing qualified employees.

Our company specifically attracts people who not only contribute their expertise, but also their openness, a sense of responsibility and a proactive willingness to further develop their own field of work.

We use classic career fairs and digital professional networks to attract the attention of talented people, and collaborate with relevant universities, institutes and organizations.

Promoting Young Academics

The aim of our own international scholarship program is to gain qualified young academics, particularly from the global growth markets, for our company. For many years, we have been supporting talented students and graduates in scientific and technical disciplines. Students from sales and marketing can also apply for our scholarship. The company aids these recipients not just financially, but also helps them technically and personally. For example, each scholarship holder is assigned a mentor from within our own organization.

In order to enhance their professional knowledge, skills and experience, Sartorius Stedim Biotech offers young people the opportunity to work within the company. For many years, we have been using the corresponding European Union funding programs, such as the Leonardo da Vinci scheme for international vocational education. If possible, we give interns also the possibility to participate in trainings. Thanks to an alliance with the Kedge Business School in Marseille, France, the interns at our Aubagne site, for example, can attend the Master of Business Administration courses offered there.

Further Developing and Promoting the Potential of Employees

Continuing professional development, assumption of responsibility, and opportunities to advance within the company are important for our employees' satisfaction. Such opportunities safeguard their employability and open up new professional prospects for them. Moreover, motivated, well-trained employees are a significant success factor for us as a company.

We create motivating work conditions that enable our employees to unfold their full potential to the best of their capabilities. Sartorius Stedim Biotech offers its staff all the advantages of an international group: working in a vibrant multi-cultural environment, the flexibility to set their own workhours, attractive compensation and company healthcare. At the same time, they enjoy the benefits of a medium-sized company: short lines of communication and decision-making and people-focused, family-style corporate culture.

Training and Further Education

Sartorius Stedim Biotech retains its qualified employees by offering targeted continuing education courses. At its sites in France, Tunisia, Puerto Rico, India and Germany, Sartorius Stedim Biotech provided 55.258,25 hours of training in 2017. This corresponds to an average of 15.2 hours of training per employee. The scope of training hours currently reported corresponds to 73.2% of total headcount.

The professional development program of Sartorius Stedim Biotech covers a broad range of topics. To help improve language and methodological skills, we provide all employees with a large number of advanced training and professional development opportunities offered in several different languages. Specialist training programs and targeted on-the-job courses teach necessary skills and knowledge. To meet the evolving needs of our employees and company, we refine the programs and modify them, both at a Group level and at a regional site level.

Annual performance reviews conducted for employees at all Group subsidiaries encourage individual and collective performance. These appraisals cover performance, review of targets and identification of development opportunities. Sartorius Stedim Biotech conducts them worldwide in accordance with uniform criteria.

Training of Managerial Staff

Sartorius Stedim Biotech's leadership guidelines help to strengthen our managerial culture on the basis of shared values. When possible, Sartorius Stedim Biotech fills management vacancies from within its own ranks, and accordingly develops and promotes employees with management potential at an international level.

A special program helps junior managers develop and refine their management skills through specific projects directly related to the company's business. For experienced management staff, Sartorius Stedim Biotech provides a separate development program.

As an alternative to the classic manager career, we enable scientists and engineers in R&D, in particular, to pursue an expert career path, which helps recognize the value of their expert knowledge for the success of the company and to offer experts and project managers adequate development prospects. In 2017, a similar program for experts in IT was implemented.

Global Mobility

The company benefits from employees who think and act beyond departments and locations. We therefore encourage employees to network within the company and to transfer temporarily to other departments or sites. Our internal job market also offers a variety of prospects to further develop and even change their jobs.

The basic conditions for temporary assignments in foreign countries are transparently defined for all staff members. Sartorius Stedim Biotech considers international assignments and global mobility an investment in the future of the company and is therefore further extending these opportunities.

Diversity as an Opportunity

As an international company, we do business in the widest range of regions and markets in the world. The diversity of our procurement and sales markets is reflected by our corporate culture and represents added value for us as the productive interaction with different perspectives and backgrounds helps us to better understand the needs of our customers, develop perfectly tailored solutions and to remain competitive in a globalized economy. Also, when filling management vacancies, we aim to achieve a mix of cultures, genders and age groups.

Regardless of age, gender, ethnic origin or physical disability – at Sartorius, everyone has an equal opportunity because we go strictly by performance as our principle for deciding on who to hire for entry-level jobs and who to promote up the career ladder. Our employees are encouraged to develop personally and professionally throughout their entire professional career.

Employees from More than 60 Nations

Today, people from more than 60 countries work well as a team at our company. Managers from Germany, France, the USA and India, for example, are represented at the second management level, that of vice presidents. Throughout our sites, we also rely on local management, and continue to internationalize our management line-up over the medium term. In addition, we promote international opportunities for our employees' development, for instance, through temporary deployment at other sites or international teamwork.

Women in Managerial Positions

The number of posts held by women in the two levels of management immediately below the Executive Committee was 21.4% as of December 31, 2017 (2016: 23.7%). Sartorius Stedim Biotech aims to increase the proportion of women in managerial positions.

In 2017, Sartorius Stedim Biotech employed 120 people (2016: 102 people) who are registered as disabled – of this number, 27 work in France and 89 in Germany.

Freedom and Flexibility at Work

Generally, we assign our employees demanding tasks, delegate responsibility at an early stage and give them the freedom to define their daily work schedule. An increasing number of sites respond to the wide range of employee needs and requirements of life situations by providing various options for structuring their employment flexibly. Flextime, part-time work and teleworking offer employees models that help them find the right balance between family, work and leisure. Increasing digitalization of workplaces opens up new options for staff to set their own work schedules self-reliantly. To our employees, this flexibility is critical for their satisfaction with Sartorius Stedim Biotech, and it increases our attractiveness as an employer.

The number of part-time employees is 279 (2016: 270), which equates to 5.5% of our total headcount (2016: 5.7%). Sartorius Stedim Biotech complies with statutory and contractual working time obligations at all its subsidiaries. Working time varies depending on local environments and business activities.

Remuneration Policy

Our remuneration policy aims to attract, retain and motivate employees. It ensures internal and external competitiveness by conducting regular reviews of the local markets. Our two global incentive programs, in which many of our employees are eligible to participate, are linked to both the success of the company and the achievement of targets defined in annual performance reviews. Generally, Sartorius Stedim Biotech applies industry standards or complies with union agreements. In Germany, for instance, compensation is paid according to the pay rates set by the trade unions, or even above, based on local performance-related components.

Employee benefits expense grew from €278.7 million in 2016 to €303.9 million in the reporting year. Of this figure, €242.7 million accounted for wages and salaries (2016: €224.1 million).

Occupational Health and Safety

The Group's corporate health management policy covers both the physical and the psychosocial elements of health to enhance employee performance, and motivation, ensure their employability and to reduce illness-related costs. We promote awareness of personal health among all employees, through special action days or sports courses at individual sites for example. Also, we offer advisory and assistance services especially for employees traveling on business to a foreign country or staying abroad. In the event of any medical emergencies or safety risks, our employees can obtain assistance by phone or find help on-site at all times. In France and Germany, employees experiencing professional and personal problems can consult with an external support service at no charge. Vice presidents in Germany may take advantage of an annual medical checkup at a selected partner clinic.

High Safety Standards

Sartorius Stedim Biotech has high safety standards to further reduce job-related medical conditions, risks to health and potential causes of industrial accidents. We draw on the standards of the International Labor Organization as well as on national regulations and recommendations. The job safety and occupational conditions are continuously improved. In this effort, we are responsive to the concerns of our employees as well: At the Aubagne site, for example, we operate a special program that implements specific improvements suggested by employees to prevent potential health hazards. Regular employee training on occupational health and safety, as well as on environmental protection, ensures that staff members can recognize risks and avoid them. At our local Group sites, work safety committees confer regularly to discuss measures that promote health and prevent work-related accidents.

Statistics on Accidents at Work

	2017	2016
Number of work accidents ¹⁾	54	70
Number of days lost due to work accidents ²⁾	2,139	1,350
Frequency rate ³⁾	6.3	8.8
Severity rate ⁴⁾	248.2	170.4

¹⁾ Excluding accidents that occurred during the employee's travel between home and work

²⁾ Measured in calendar days

³⁾ Represents the number of accidents per 1,000,000 theoretical working hours (theoretical working hours in 2017: 8,619 700.06)

⁴⁾ Represents the number of days lost through accidents per 1,000,000 theoretical working hours

In the reporting year, the absolute number of work accidents decreased from 70 in 2016 to 54. At the same time, the number of days lost due to work-related accidents increased to 2,139 days compared with 1,350 days in 2016. Also, the severity rate shows that fewer accidents resulted in more absences from work; this figure rose by 77.8 days per million workhours to 248.2 days. However, the number of accidents per 1,000,000 theoretical working hours was 6.3, a decrease by 2.5 compared with the previous year.

Attrition and Absenteeism Rates Further Decrease

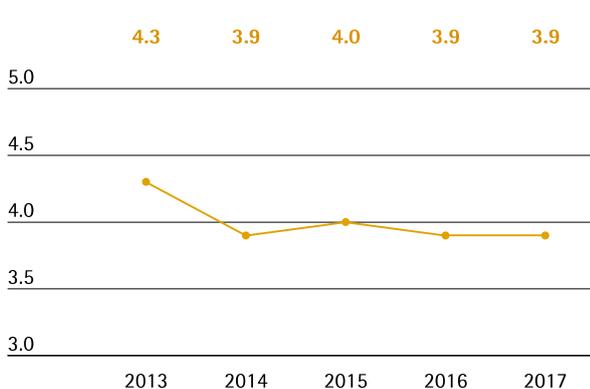
The success of our measures to create a motivating work atmosphere is reflected by our low and attrition and absenteeism rate. Despite the large number of new hires as the result of the company's growth, seniority remains at a high level.

	2017	2016
Number of redundancies ¹⁾	49	45
Attrition rate ²⁾ including expired fixed-term contracts in %	10.2	9.2
Attrition rate ²⁾ excluding expired fixed-term contracts in %	7.7	6.4

¹⁾ Redundancies are all company-driven dismissals or layoffs
²⁾ Expresses the number of people leaving the company as a percentage of the average headcount (2017: 4,964), including retirements and other reasons for employees leaving the company

The attrition rate expresses the number of people leaving the company as a percentage of the average headcount. Excluding expired fixed-term contracts, this figure at Sartorius Stedim Biotech was 7.7% in the reporting year, 1.3 percentage points above the low level a year ago. In general, fluctuation is subject to sizable regional differences. Europe typically has the lowest levels of staff turnover, whereas changing employers is more common in Asia and fluctuation there is usually higher. At Sartorius Stedim Biotech, too, staff turnover was the lowest at the Group's German sites, at 3.1%; in France, the attrition rate was 5.7%, with both figures excluding expired fixed-term contracts. In India, we have decreased the attrition rate in recent years through a variety of measures aimed at increasing employee loyalty and motivation. In 2017, it was at 8.4%.

Absenteeism Rate¹⁾ in %



¹⁾ Excluding time lost due to maternity, parental and sabbatical leave; unpaid leave and extended sick leave of more than six weeks including weekends

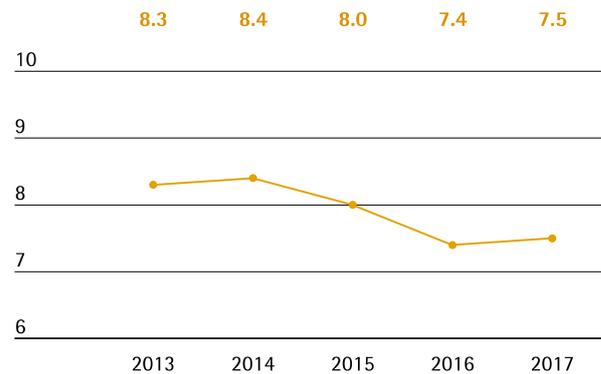
The absenteeism rate, defined as the proportion of planned working time that is not worked due to general absences, is generally dependent on factors such as influenza waves. At Sartorius Stedim Biotech, absenteeism during the reporting year was at the previous year's level of 3.9%. The average number of days missed per employee due to illness excluding work-related accidents, slightly decreased from 7.3 days in 2016 to 7.2 days in 2017.

New Hires as headcount



As a result of the consistently high number of new hires, the average seniority decreased significantly over the past years. In 2017, about half of the employees had been with Sartorius Stedim Biotech for less than five years. One-fifth of the total staff had been working for 15 years or more at the company.

Average Seniority in years



Ecological Sustainability

As a technology company with manufacturing facilities, Sartorius Stedim Biotech is active at 15 production sites, where we consume water and energy, release greenhouse gases and produce waste as byproducts.

We classify the ecological impacts of our business activities as comparatively low. At the same time, we are aware of our responsibility to the environment and, for this reason, have set high standards for environmental protection as a matter of principle. At our sites with modern building technology, we often exceed the requirements of national environmental protection standards.

The focal points of our ecological sustainability management are compliance with environmental regulations and efficient handling of our energy, water and waste resources. To us, environmentally friendly advancement of our products is also a key concern. Growth coupled with underproportionate use of natural resources – this is a goal we achieve at various levels.

Information on health and safety measures adopted for Sartorius Stedim Biotech employees is described on page 42

Again in 2017, no specific environmental risks requiring provisions to be set up were identified.

High Standards in Quality and in Environmental Protection

At Sartorius Stedim Biotech, an increasing number of manufacturing companies apply for certification with international standards, thus continuously widening the scope. Currently, all our manufacturing sites are certified according to internationally recognized quality standards (ISO 9001), apart from Tagelswangen in Switzerland, which employs 58 staff members. An environmental management system according to ISO 14001 has been introduced at our two plants in Göttingen, Germany, as well as in Aubagne, France, and in Bangalore, India. Related to the average number of employees working at our manufacturing sites (2017: 4,083), 59% of these sites meet the requirements of this international standard for environmental protection. These two management systems ensure that we comply with quality requirements in the manufacture of our products, conserve the resources we use and prevent environmental risks. We also operate an energy management system according to ISO 50001 at our

two plants in Göttingen and the one in Guxhagen, where we manufacture equipment and systems for biopharmaceutical production. In relation to the average number of employees, this represents 41% of all our manufacturing sites.

Continuous Improvement of Processes

Sartorius Stedim Biotech operates a web-based software solution that ensures a standardized process of global acquisition and monitoring of sustainability data. At a local level, management ensures that the company complies with the relevant local and national environmental laws, regulations and standards. The company's international Environmental, Health and Occupational Safety Steering Group gives recommendations for harmonizing and continuously improving our processes in these three areas worldwide.

Promoting Consumer Health and Safety

Sartorius Stedim Biotech does not supply its products directly to end consumers, but rather to manufacturers of pharmaceuticals, foods and chemicals. A high level of product quality and delivery reliability is critical for our customers in these strictly regulated industries. The company employs rigorous quality checks and advanced manufacturing methods and processes, such as cleanroom technology, to ensure that these products, when used as intended, comply with current Good Manufacturing Practices (cGMPs) and do not pose any risk to health or safety.

Our methods and processes are subject to constant review as part of our continuous improvement policy, moreover, and are refined appropriately as requirements evolve. The high standard of quality achieved in Sartorius Stedim Biotech products and processes is documented both by our successful completion of a host of annual audits by customers and our certification according to the standards for quality (ISO 9001) and for quality management for medical devices (ISO 13485). Detailed application brochures, as well as our service team, provide guidance to the customer on the correct use of our products. To respond rapidly to any product defects and minimize any adverse consequences, we have established a traceability system that enables us to recall entire product batches immediately, if necessary.

Energy Consumption and Greenhouse Gases

Our largest site in Göttingen accounts for 60% of the energy used by all our manufacturing plants. For this reason, it is a focal point of our energy-saving measures and plays a pioneering role.

Emissions Monitoring in Line with the Greenhouse Gas Protocol

Since 2013, Sartorius Stedim Biotech has been using the Greenhouse Gas Protocol (GHG) – a global standard for recording greenhouse gas emissions – as a guide for reporting its CO₂ emissions. We thus account for emissions not only of CO₂, but of all gases of relevance to climate change, and report them in CO₂ equivalents (CO_{2eq}). Currently, we report climate-relevant emissions that are directly given off by our production sites (Scope 1). We also report energy indirect emissions that arise during power generation by external energy suppliers (Scope 2). Other greenhouse gas emissions that are produced, for instance, in the manufacture of precursor products or through distribution (Scope 3) are analyzed only at our plant for single-use bags in Aubagne. We are considering phased integration of Scope 3 greenhouse gas emissions, which are time-consuming to record and calculate.

Energy Consumption and Greenhouse Gases

	2017	2016
Total energy consumption in MWh	88,229	81,639
- of which electricity	45,808	40,723
- of which natural gas	39,259	37,547
- of which fuels ²⁾	1,711	2,024
- of which other energy sources ³⁾	1,451	1,345
Total Greenhouse Gas Emissions in t CO_{2eq}⁴⁾	29,677	23,756
- Scope 1 ⁵⁾	11,044	7,738
- Scope 2	18,632	16,018
Key Indicators		
CO _{2eq} -Emissions per employee in t ⁶⁾	5.83	5.08

¹⁾ Adjusted

²⁾ Data range covers diesel consumption for electricity generators

³⁾ Including liquid gas

⁴⁾ Emissions in t of CO_{2eq} were calculated using the software SoFi from thinkstep

⁵⁾ Excluding fuel consumption for car fleet

⁶⁾ Applies to the average number of employees at our manufacturing sites; 2017: 4,083

Primary energy sources, such as oil and natural gas, represent around 48 of our total energy consumption, with natural gas accounting for a major share. Secondary energy constitutes 52% of our power requirements. Regenerative energy covers 0.2% of the Group's needs.

At our Göttingen site, we produce our own electricity and heat using two combined heat and power plants, but we purchase most of our electricity from suppliers.

Emissions from the consumption of electricity are classified as Scope 2 and account for about two-thirds of our emissions of relevance to climate change. About one-third of these emissions primarily result from the use of fossil fuels (Scope 1).

Emissions from solvents, which occur only in filter manufacturing at the Göttingen and Yauco sites, amounted to 29.0 metric tons total carbon in the reporting year, (2016: 45.3 metric tons). This decrease reflects the lower production volumes at the Yauco site since September 2017 due to Hurricane Maria. The proportion of the total carbon relevant to greenhouse gas emissions has been taken into account when calculating the CO_{2eq} figure.

Climate Footprint at the Aubagne Site

Scope 1, 2 and 3 emissions at the Aubagne site for manufacturing single-use bags have been assessed for quite some years according to the "Bilan Carbone" method developed by the French Environment and Energy Management Agency (ADEME). It also includes indirect greenhouse gas emissions generated by preliminary and subsequent steps across the value-added chain. Results for 2015, the most recent year analyzed, yields the following distribution: Over half of our ecological footprint is caused by freight transport (29%) and by preliminary products that Sartorius Stedim Biotech sources from its suppliers (22%). Business travel and work-related commuting by employees contributes 20% to the generation of greenhouse gas emissions; energy consumption in buildings 10%, packaging 9%, others 10%. Based on these data, the site set up a plan of action for ongoing reduction in CO₂ emissions.

Use of Advanced Technology to Reduce CO₂

Sartorius Stedim Biotech is adapting to the negative consequences of climate change and endeavoring to continuously reduce greenhouse gas emissions associated with its business. In addition, more efficient use of energy is economically sensible.

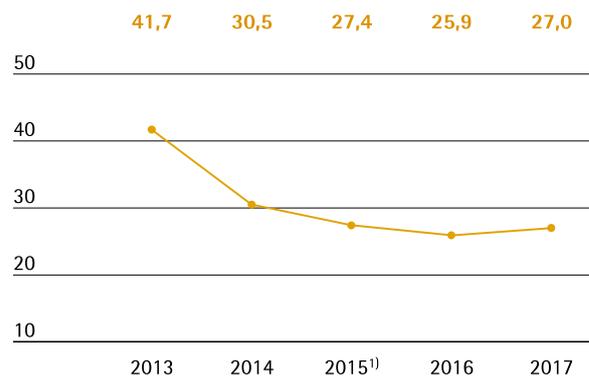
At our site in Göttingen, we employ state-of-the-art technology, such as two energy-efficient combined heat and power plants, an advanced compressed air center for controlling and regulating production equipment, and intelligent control systems. We thus substantially lower our carbon dioxide emissions. The company's energy management system facilitates systematic identification of additional energy savings potential.

At its international sites as well, Sartorius Stedim Biotech continuously develops its manufacturing processes and enhances its building facilities to conserve resources. Particularly at our new buildings, we are increasing the proportion of renewable energy sources in our energy mix.

Sartorius Stedim Biotech reduces transportation routes that burden the environment by supplying the various markets directly from its local production facilities. Where possible and practical, we ship via environmentally friendlier sea freight instead of air freight. We also work to minimize energy consumption caused by business travel, for example, by making greater use of teleconferencing as well as video conferencing.

The success of these and other eco-friendly measures is reflected in the company's overall energy consumption and greenhouse gas emissions, which have increased at a much lower rate over the last few years than the company's expansion in terms of sales revenue.

Développement des équivalents CO₂
rapporté au CA annuel en tonnes/million d'euros



¹⁾ Ajusté

Water Consumption

We consider water a valuable resource and use it responsibly at our sites. The company takes care to reduce water consumption and soil sealing, particularly at its manufacturing plants located in baseline water stress areas according to the Aqueduct Water Risk Atlas, such as Yauco or Bangalore. Most of the water we use is for rinsing in the manufacture of filter membranes according to the precipitation bath method at the Göttingen site.

Water Consumption

	2017	2016
Water consumption in cbm	409,294	385,333
Water consumption per employee in cbm1)	80.35	82.35
Wastewater Biological Oxygen Demand-BOD ²⁾ in t	272	213

¹⁾ Applies to the average number of employees at our manufacturing sites; 2017: 4,083

²⁾ Contaminated wastewater only; without sanitary wastewater

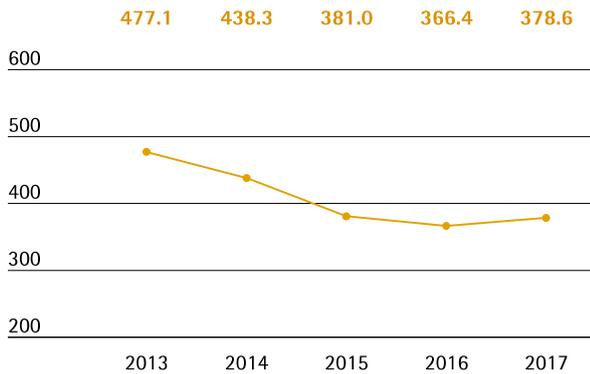
We primarily draw water from public sources, but also use surface water. The amount of wastewater discharged into public sewage systems roughly corresponds to total water consumption, plus rainwater drainage. The biochemical oxygen demand is determined for production wastewater classified as significant. This figure identifies the amount of dissolved oxygen needed to break down organic material present in wastewater.

Sustainable Use of Water Resources

When expanding our membrane production capacity at the Göttingen site, we purchased advanced casting machines that need considerably less water for rinsing procedures than earlier machine generations. Our own water treatment plants that we operate at our large production sites also help ensure efficient use of water. Based on the low water usage strategy implemented at our green facility in Yauco, we reduce its consumption of drinking water by approximately 85% compared with a conventional plant, for example by using rain water. In Bangalore, we minimized sealing of the production facility grounds, and large green spaces enable rainwater to seep into the soil.

Our water consumption has also been considerably decreasing since 2012 in proportion to our increasing sales revenue.

Development of Water Consumption
Related to annual sales in cbm/€ in millions



Waste

We strive to reduce waste and, by using waste sorting systems, contribute toward recycling reusable materials and lowering the proportion of waste stored in landfills. All of our local sites are requested to develop appropriate measures according to the national legal requirements and options as well as internal policy.

Amount of Waste

	2017	2016
Total amount of waste in t	4,821	4,025
- of which waste for recycling	2,350	2,187
- of which waste for disposal	2,471	1,718
Waste per employee ¹⁾ in t	0.95	0.86
Recycling rate in %	48.7	54.3

¹⁾ Applies to the average number of employees at our manufacturing sites; 2017: 4,083

The increase in the quantities of waste is mainly attributed to higher production capacity usage in Göttingen, where we put a new modification plant into operation in 2017.

Sartorius Stedim Biotech complies with the European Directive on Waste from Electrical and Electronic Equipment (WEEE).

At our sites in Germany, where about 40% of total waste is produced, we use an electronic signature for hazardous materials, such as acids and oils. As a result, we document the production of hazardous waste and provide digital proof of its proper recovery and/or disposal, ensuring that such waste is fully tracked from end to end.

To use less polyethylene packaging, we have switched delivery of polypropylene from sacks to silos for the manufacture of injection-molded components for single-use products.

We give away unsold food from our cafeterias in Göttingen to a local charity organization. Any food that cannot be donated is sent to a biogas facility for anaerobic digestion to generate biogas from this organic food waste.

Waste is primarily disposed of in the countries, where such waste is created. Exceptions to this principle are only made in justified cases. For instance, the Mohamdia site sends a small part of its waste to Aubagne to be disposed of properly.

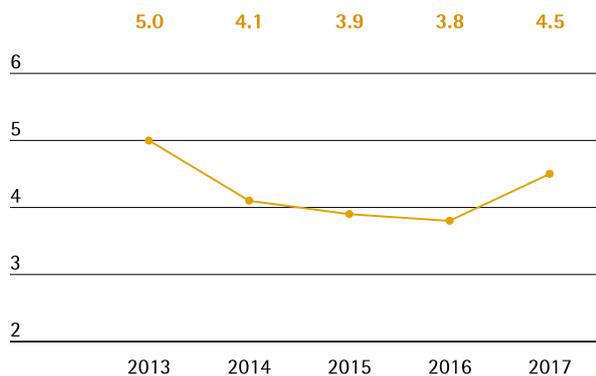
Return of Recyclable Materials

Organic solvents, which we need for manufacturing membranes for filter cartridges, are recovered and recycled. The Göttingen facility, which accounts for most of our solvent usage, has a solvent reprocessing plant on site so that solvents can be reused in production operations. In this way, we maintain closed-loop material cycles, minimize transportation requirements and reduce the quantities of water used and wastewater produced. By conducting our own research and development, we also continuously lower the relative volume of solvents needed for membrane manufacture.

As a supplier for the pharmaceutical industry, Sartorius Stedim Biotech is currently prohibited by regulatory requirements from using recycled plastics on the grounds of product safety. In Germany, we consistently employ special waste disposal companies that send plastic waste for recycling or have it disposed of in an environmentally responsible way. In France, energy-rich, but composite, plastic waste resulting from our bag manufacture is reused to generate energy by incineration in a special power plant. A large proportion of polymer waste is separated and collected according to type of material, such as polyamide and polyethylene, for recycling as secondary materials.

Development of Waste

Related to annual sales in t/€ in millions



Use of Raw Materials According to Legal Regulations

Based on an international ERP software standard in use, Sartorius Stedim Biotech developed a hazardous materials management system that enables chemicals to be selected within the Group by a release process. As a result, it is also possible to provide safety data sheets for customers as well as instructions for the in-house use and handling of such hazardous substances. The legal basis for releasing such materials is constituted by global and national regulations, such as REACH ("Registration, Evaluation, Authorisation of Chemicals") and GHS ("Globally Harmonised System"), as well as RoHS ("Restriction of the use of certain hazardous substances in electrical and electronic equipment").

We defined three types of raw materials as particularly important for manufacturing our products: chemicals and solvents for membranes for filter cartridges, polymers for single-use materials and stainless steel for reusable bioreactors and systems. In 2017, we purchased 4,189 metric tons of chemicals and solvents (2016: 4,240 metric tons) and 1,677 metric tons of polymers (2016: 1,401 metric tons). The quantity of stainless steel decreased to 500 metric tons (2016: 439 metric tons). These figures may vary to some extent as they reflect the quantities purchased and not the amounts used.

According to its general manufacturing policy, Sartorius Stedim Biotech has a high in-house manufacturing rate, which is nearly 100% in some cases, such as for filter membranes. Regarding trading goods, Sartorius Stedim Biotech spent €48.6 million in the reporting year (2016: €52.5 million), mainly for supplies sourced from companies based in Europe and the U.S. This equates to a rate of just under 5% of sales revenue.

Environmentally Friendly Expansion of the Group's Infrastructure

We invest continuously in new plants and plant expansions to accommodate our constant growth. In the process, we comply with local regulations and practices for land use. We also reduce the impact on the environment by selecting areas for its premises that are already developed as industrial zones. None of our production sites is situated in nature reserves or in intact ecosystems. Where possible, we maximize green space and minimize impermeable areas at our facilities. A good example of this is our site in Bangalore. Although we generally estimate that our impact on biodiversity is negligible, Sartorius Stedim Biotech strives to meet the special protection needs of biodiversity hotspots where our factories in Tunisia and Puerto Rico are located. For example, our site in Puerto Rico, which was expanded in 2012 to serve as the central manufacturing and logistics site for the North American market, meets the highest U.S. standards for green, resource-saving and efficient construction. We became the first pharmaceutical industry supplier worldwide to achieve Platinum-level certification under the U.S. Green Building Council's LEED initiative. As part of the expansion of the Göttingen site, we are seeking to gain certification from the German Sustainable Building Council. Beyond this, we have created an infrastructure with our electrical charging stations to expand electromobility.

At our other sites, too, we integrate advanced ecological utilities and technologies for lowering energy consumption, preventing waste, limiting noise pollution for employees and reducing scrap that results from manufacturing processes. In doing so, we often exceed the requirements imposed on us by local environmental protection regulations.

Because our manufacturing plants are mostly situated in industrial areas, noise pollution for residents is not a relevant issue for the company.

Sustainable Product Innovations

Our efforts to optimize the environmental performance of our products and production methods begin at the research and development stage. We reduce the amount of packaging and increase the share of environmentally friendly raw materials when such steps do not affect the safety and functionality of products and packaging. Sartorius Stedim Biotech also works with partners from industry and the scientific community on sustainable product solutions and efficient use of raw materials.

High-Performance Products Improve Customers' Environmental Footprint

Single-use products are becoming increasingly widespread in the manufacture of innovative, effective medications. They are not only practical under economic aspects, but also provide ecological benefits. Studies have shown that single-use products are far superior to complex reusable systems in their consumption of energy, water and chemicals over a product's lifecycle. Experts have compared approaches based primarily on reusable materials with those based predominantly on single-use materials across various scenarios, which included a typical industrial manufacturing process for monoclonal antibodies. The result is clear-cut: manufacturers employing mostly single-use solutions use around 87% less water and 30% less energy. In addition, the experts found that the deployment of single-use solutions reduces the size of production units. Manufacturers are said to require 30% less space, thus also saving energy and materials. Other studies have confirmed that the energy needed for sterilization, cleaning and materials in processes based on single-use products is around half that of conventional processes.¹⁾

Although single-use products have clear ecological benefits, their usage generates more waste. Yet consistent reuse and recycling can improve environmental performance here as well. The ultrapure plastics we utilize to manufacture our various single-use products contain around 80% to 90% of the energy of pure crude oil and are thus valuable secondary raw materials. The high energy content of polymers, for example, means that they can be reused as fuel in heat and | or for power generation.

The integrated solutions of the Sartorius Stedim Biotech FlexAct product range are a further example of this approach: Beyond the ecological benefits generally offered by single-use technologies, FlexAct solutions reduce the need for stationary installation of equipment and thus the quantity of materials and land required. The versatile central control unit of FlexAct, for instance, can be used in a number of different biopharmaceutical processes.

Technical refinements made by our R&D specialists to the Sartopore Platinum membrane filter series slashed consumption of ultrapure water for wetting and rinsing the membranes by around 95%. The filters' significantly lower adsorption lessens the amount of expensive protein solutions lost. As a result, pharmaceutical manufacturers can substantially reduce resources, while recovering higher yields.

Our Services unit assists customers in adapting solutions optimally to their requirements on site. We always analyze customer processes as a whole and identify potential for both financial and ecological improvements. In this way, we contribute to increasing the efficiency and environmental compatibility of our customers' processes.

¹⁾ Sinclair A., Lindsay I., et al.: The Environmental Impact of Disposable Technologies. BioPharm Int. November 2, 2008. www.biopharmservices.com/docs/EnvironmentImpactDisposables.pdf. Rawlings B., Pora H.: Environmental Impact of Single-Use and Reusable Bioprocess Systems. BioProcess Int. February 2009: 18 - 25.

Contributing to Society

Our products help the pharmaceutical and biopharmaceutical industry to develop and manufacture medications at the forefront of technology. Single-use products, in particular, contribute toward faster development of new biopharmaceuticals that improve treatment of serious diseases, such as cancer and autoimmune illnesses. As a result, Sartorius Stedim Biotech is helping to supply society with safe, effective and affordable medical drugs.

Fostering research and education and supporting events for the scientific community are among our chief priorities in our social outreach activities. Beyond this, our business activities have many positive effects on the progress of the cities and communities in which Sartorius Stedim Biotech has been operating for many years in most instances. Particularly at our production facilities located in small- to mid-sized cities and communities, such as our Göttingen, Guxhagen, Aubagne and Yauco sites, we rank among the important private employers and customers in their regions, contributing to the growth and purchasing power of such communities.

Together with our cooperation partners, we are actively involved in shaping the economic and social environments around our sites, focusing on areas that are directly or indirectly affected by our business activities. By providing financial support to projects in education, culture, social affairs and sports, we additionally contribute toward making the regions in which we operate more attractive for current and future Sartorius Stedim Biotech employees alike.

Sartorius Stedim Biotech is politically independent and does not provide financial or in-kind support to politicians or political parties.

Fostering Education and Scientific Excellence

Promoting academic excellence and interdisciplinary communication are key aspects of our long-term alliances with research and educational institutions.

At our Group headquarters in Aubagne, we collaborate with several schools and universities, which included the École Nationale Supérieure de Technologie des Biomolécules in Bordeaux, to support the education and training of biotechnology engineers and business administrators and help young graduates start off their careers. We also cooperate closely with higher institutes of learning, such as the Institut Universitaire de Technologie, Hygiène, Sécurité, Environnement in Le Ciobat and with the Kedge Business School in Marseille.

Sponsoring Events for the Scientific Community

As a partner of the pharmaceutical and biopharmaceutical industries, Sartorius Stedim Biotech regularly contributes to symposia, conventions and annual conferences, which cover subjects such as the development of antibodies and vaccines, single-use systems and microbiological analysis. For instance, we regularly support the international and regional annual conferences of the International Society for Pharmaceutical Engineering (ISPE), an independent not-for-profit association dedicated to employee education and information-sharing across the pharmaceutical industry worldwide.

Dedicated to the Local Environment

At our headquarters in Aubagne, a city with some 45,000 inhabitants, for instance, we provide attractive long-term jobs for more than 800 people. As a member of the large French employers' organization MEDEF, Sartorius Stedim Biotech collaborates closely with national and local institutes to help improve the job market situation. Our expanded Yauco plant provides employment for around 470 people directly with Sartorius Stedim Biotech and for around 120 additional people with local service providers and suppliers, such as for maintenance of machines and buildings and for plant security.

A Reliable Partner

Our local subsidiaries are involved alongside representatives from city councils, the industrial and social communities in initiatives to strengthen the competitiveness of their respective regions. Our corporate values of sustainability, openness and enjoyment guide us, also in our relationships with various local stakeholders. We remain a reliable partner for regional organizations. As part of our policy to maintain a constructive, open dialogue with the communities in which we are based, we inform them promptly and comprehensively about all our activities and developments that could affect them. We also involve them in our projects, where possible and expedient.

In 2017, for instance, Sartorius Stedim Biotech continued a trainee program for refugees from the Middle East and Africa as part of its activities in cooperating with the city of Göttingen and the local employment agency. Ever since the initiative started in 2015, we have been able to offer job perspectives to many of these refugees at the end of their trainee program.

At our subsidiary in Yauco, Puerto Rico, we work with several local schools, and award around 20 scholarships annually to especially talented high-school and university students from low-income families. In addition, visits to the company are organized to motivate these young people to begin vocational training or university studies. We also sponsored a variety of youth sports teams and other local sporting events, as well as supported two local organizations that look after homeless people in Yauco.

Christmas Donations Instead of Gifts

Besides its regional social engagement, Sartorius Stedim Biotech also has been supporting international non-profit organizations since 2014 by making charitable donations as part of the company's "Christmas Donations Instead of Gifts" initiative. In the reporting year, Sartorius Stedim Biotech donated \$58,975 to the aid organization Estancia Corazón in Puerto Rico. This organization supports the local homeless, whose number has substantially risen after Hurricane Maria in September 2017.

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