

GROUP  
**FH ORTHO**<sup>TM</sup>

FH ORTHO is committed to  
sustainable development



# The commitment of the FH ORTHO Group for one prosperous future

FH ORTHO is one of the French leaders in orthopedics. As such, we are a recognized player in our territory and internationally. We are therefore particularly sensitive to environmental issues and the challenges they represent. We are convinced of the need to create the conditions for environmental success for our customers, our employees, our partners and the communities where we operate. FH ORTHO's Social and Environmental Responsibility (CSR) is a strategic pillar of development of our company, as you can appreciate it through this document.



# OUR REASON TO BE:

**Improving patients' lives by  
providing quality products  
and best-in-class solutions  
today and tomorrow.**

# A strategy based on three pillars

The result of the involvement of all employees, this roadmap is structured around three pillars directly linked to our activities and the group's strategy.



## Preserve our environment

Responding to environmental emergencies is a major pillar of our CSR program. We have prioritized reducing our carbon emissions and responsible management of the natural resources we use.



## Taking care of our employees

Our employees work daily to ensure the success of our development and to meet the challenges of tomorrow. Enabling them to work safely, promoting their well-being and professional development is a priority.



## Act as a corporate citizen

Mobilizing our employees and partners in the service of the common good and the ethics of our relationships is part of our culture, whether for health or the environment.



# Preserve our environment

We saw the energy crisis as an opportunity to accelerate our transition. Our sobriety program includes investments and the implementation of policies allowing us to better control our consumption of energy, water and raw materials. But it is not enough to invest to obtain results and our plan also includes a human component: every gesture counts and we raise awareness among our employees about eco-gestures, the optimization of our waste management, dematerialization, to take this strategic turn.

Every day our medical devices pass between our factory, our warehouses and our customers. Our employees provide advice and expertise to healthcare professionals in France and abroad. To limit the impact of this transport on air quality and global warming, the group is focusing its efforts on several levers: greening the automobile fleet, limiting travel, teleworking, optimizing transport plans, developing solutions ecological deliveries.

To market its medical devices, the FH ORTHO Group must meet regulatory and contractual obligations, as well as customer requirements. Added to these are internal requirements set by the group to reduce its exposure to non-compliance risks. This is why, from research to provision through production, FH ORTHO implements quality management systems in compliance with the highest European and international standards. These tools are part of a continuous improvement approach whose implementation and scope progress each year to move towards operational excellence.



# Take care of our collaborators

The attractiveness, loyalty and commitment of employees are decisive in the implementation of our business project. Faced with high expectations from employees and the scarcity of key skills such as those linked to health professions, we have strengthened our recruitment policy and we are creating tailor-made training courses, like FH Academy to train our professionals. FH ORTHO is also deploying an ambitious work-study policy. We are also committed to guaranteeing a motivating working environment for everyone: we are making progress in the

proportion of women occupying management positions. Finally, as necessary conditions for employee commitment, health and safety constitute major challenges for FH ORTHO. The group has particularly invested in the training of its teams, to strengthen risk prevention. FH ORTHO relies on the innovative Welii platform serving well-being, in the form of a web application providing advice on nutrition, health and sports practices. In 2023, all FHO (Headquarters) employees will use this tool, deployed to strengthen the prevention of physical and psychological risks.



# Act as a corporate citizen

The group is keen to act in all circumstances by following an ethical approach. We rely on solid governance to evaluate and improve our system. Our objective is to train all of our employees on ethical issues so that everyone can better understand them in their daily role. An ethics alert platform, accessible to all, was launched in 2021: the reporting platform was deployed to strengthen the existing alert mechanism. Outsourced, it allows employees, but also

third parties, to alert in a confidential and secure manner about possible reprehensible behavior or incompatible with the charters, policies and internal regulations of FH ORTHO. A Code of ethics and professional conduct known to all: our Code of Ethics formalizes our commitments wherever the group is established. A manager constantly works to strengthen our ethical system, both on the prevention aspects and on the detection aspects.

We are continuing the operational deployment of our responsible purchasing policy, with the launch of action plans that integrate social and environmental commitments. We are also working to strengthen dialogue with suppliers. Finally, through our purchases, we do everything we can to concretely contribute to achieving the group's objectives on reducing impacts on the climate, sustainability and eco-design of products.



# We are labeled ECOVADIS

For years, the FH ORTHO Group has integrated environmental and human aspects throughout its value chain. It is this approach to our activities that we continue to develop, because it is a powerful lever for innovation and performance for our group.

The FH ORTHO Group is evaluated in numerous areas by independent organizations. This requirement allows us to strengthen our continuous improvement approach on a daily basis. It is in this context that our CSR approach was recognized by EcoVadis, which evaluates more than 100,000 companies around the world. We are also ranked above companies in the same sector.

The FH ORTHO Group obtains a bronze medal and a score of 56/100, which is 16 points more than our first assessment in 2015. The assessment methodology covers the environment, ethics, sustainable sourcing practices, labor and human rights.

**Our teams are  
proud of this result  
which reaffirms our  
commitment.**



GROUPE  
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