



**Hemodia**  
85 rue du Chêne Vert  
31670 Labège - France  
+33 (0)5 61 00 71 81



**hemodia.com**



# CSR REPORT

2025







# SUMMARY

## PARTIE 1 : ECONOMIC

1.1 HEMODIA, 40 YEARS OF EXPERTISE	P.7
1.2 GOVERNANCE	P.9
1.3 RESPONSIBLE PURCHASING POLICY	P.11
1.4 PRODUCT QUALITY AND SAFETY POLICY	P.12
1.5 SUPPLIER DIVERSITY AND RESPECT	P.12

## PARTIE 2 : ENVIRONMENTAL

2.1 ENERGY	P.14
2.2 WASTE MANAGEMENT	P.17
2.3 PURCHASING AND LOGISTICS	P.18
2.4 CERTIFICATION AND SUSTAINABLE APPROACH	P.19
2.5 AWARENESS OF CLIMATE ISSUES	P.19

## PARTIE 3 : SOCIAL

3.1 EMPLOYEE WELL-BEING	P.21
3.2 EMPLOYEE HEALTH AND SAFETY	P.22
3.3 TRAINING AND MOBILITY	P.23
3.4 COMPENSATION AND FAIRNESS	P.24
3.5 SOCIAL COMMITMENT	P.26





**Rémi TEULIÈRE**  
Chief Executive Officer

At Hemodia, we have always placed people at the heart of our commitments. As a manufacturer and distributor of medical devices, we bear a particular responsibility: to support healthcare professionals and patients with safe, innovative, and environmentally friendly solutions.

Fully aware of the challenges of tomorrow, we are committed to standing by your side. We develop a high-quality and tailored offering that respects both people and the planet, guided by our core values: team spirit, communication, and respect.

Our commitment is built on an eco-responsible approach aimed at reducing our environmental footprint while ensuring the quality and safety of our products. From our single-use care kits to our arthroscopy pumps and plastic injection molding, we continuously optimize our production processes to minimize impact and foster sustainable innovation.

The women and men of Hemodia are the driving force of our company. We are deeply committed to their well-being and development, because we believe that a responsible company begins with engaged and fulfilled employees.

Together, we are shaping the future of Hemodia — with a constant desire to grow and innovate, to better serve both patients and healthcare professionals.

“ Aware of the challenges of tomorrow, we stand by your side and develop tailored, high-quality solutions that care for people and the planet, in line with our core values: team spirit, communication, and respect. ”





PARTIE 1

# ECONOMIC



### 1.1 HEMODIA, 40 YEARS OF EXPERTISE

Founded in 1985, Hemodia is a company based in Toulouse.

Originally dedicated to manufacturing medical devices for dialysis patients, the company quickly expanded its activities both in France and internationally. Today, Hemodia is a key player in the design, production, and distribution of single-use medical devices.

Driven by a continuous commitment to innovation, Hemodia is increasing its investments in research and development, reflecting its determination to meet the needs of tomorrow.

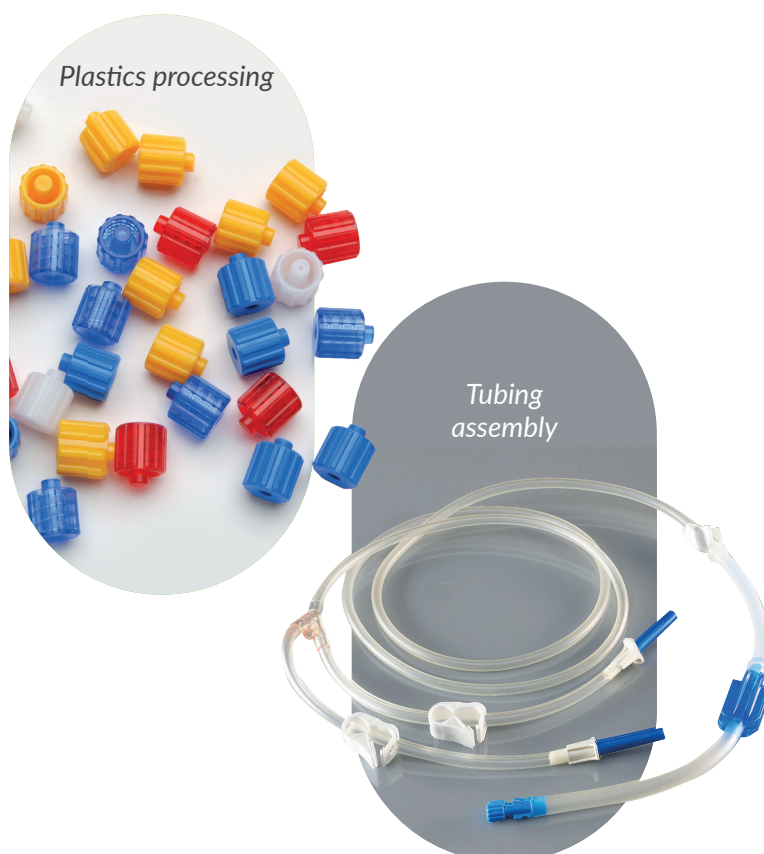
Aware of future challenges, the company is fully engaged in a sustainable approach, as demonstrated by its recent Ecovadis certification.

Today, Hemodia stands out with a wide range of products: custom care kits, arthroscopy expertise, and strong know-how in plastics processing.

For Hemodia, these 40 years mark an important milestone, but they also provide an opportunity to look to the future by strengthening its ambitions.

- ➔ Expand into new markets: with a growing presence in Europe and around the world.
- ➔ Launch new product lines: increasingly innovative and tailored to the needs of healthcare professionals.
- ➔ Strengthen its responsible commitment: by embedding CSR practices sustainably across all company processes.

### OUR ACTIVITIES





## CARTE DES SITES

1

## FRANCE - TOULOUSE

Hemodia operates five sites in the Toulouse region, each with its own area of specialization: support functions, production, and storage.

2

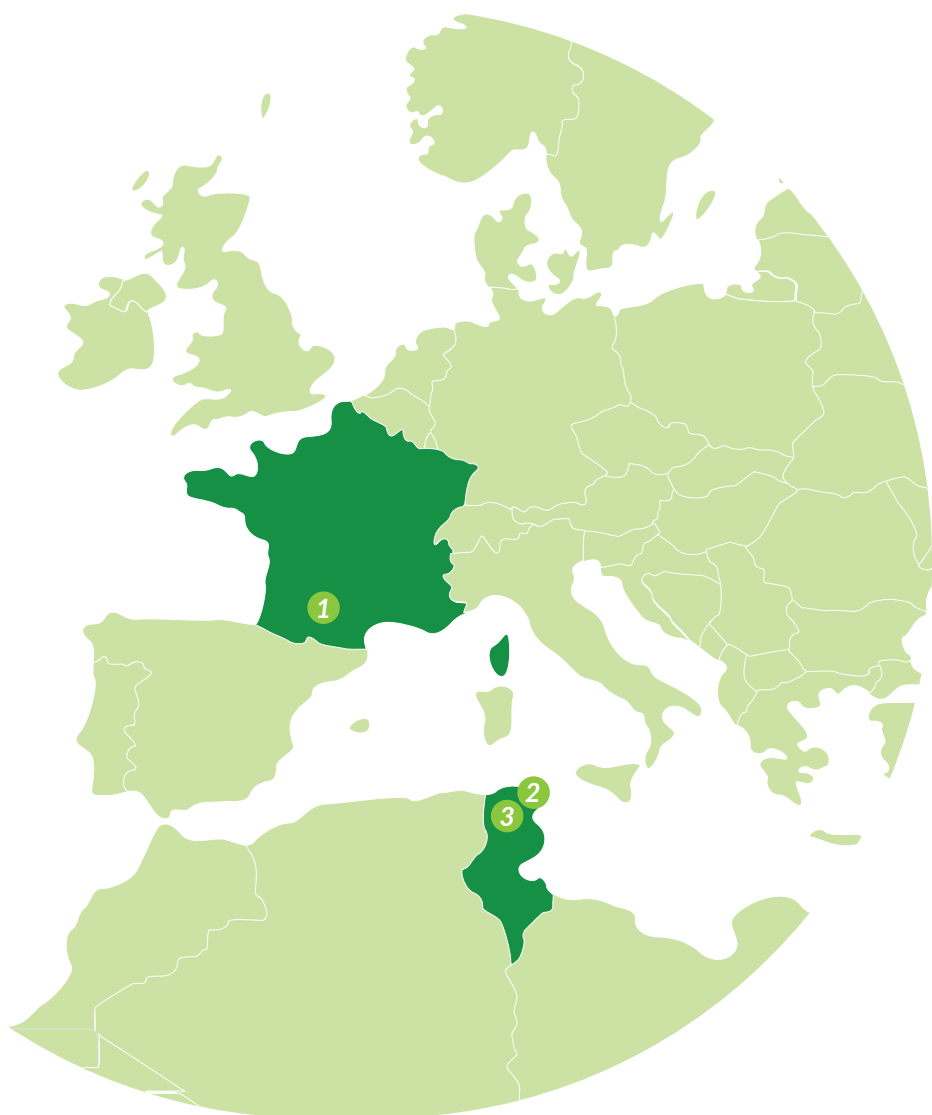
## TUNISIA - LA MARSA

Tubing and plastics production unit.

3

## TUNISIA - ZAGHOUAN

Care kit production unit.



## KEY FIGURES



**500**  
Employees



**800**  
Clients



**7**  
Sites



## TEAM SPIRIT - COMMUNICATION - RESPECT

With over 500 employees across 7 sites and 800 clients, Hemodia remains true to its identity as a human-scale company, upholding its core values: team spirit, communication, and respect.



### 1.2 GOUVERNANCE

#### ETHICS POLICY

As a key player in the medical device sector, Hemodia places ethics at the core of its strategy and day-to-day operations. Our ethical commitment reflects a long-term vision of creating sustainable value for all our stakeholders.

Our Core Values:

- **Respect and kindness:** We foster a culture of trust and openness in all professional relationships. Our human resources policy is built on fairness and respect for both individual and collective rights. We promote a work environment where kindness and dialogue are essential, creating the right conditions for everyone's professional fulfillment.
- **Integrity and transparency:** Integrity guides all our actions and decisions. We are committed to conducting our business with honesty and transparency, in line with the principles of the United Nations Global Compact, particularly in the fight against corruption and influence peddling. Our ethical approach is reflected in concrete, measurable actions.
- **Reliability and Responsible Innovation :** Our commitment to excellence is reflected in our constant

pursuit of responsible innovation, while upholding the highest standards of quality and safety for our medical products. We actively listen to our clients and continuously challenge our practices through constructive reflection.

A professional whistleblowing system enables every employee to confidentially report any breach of the principles set out in this policy. All alerts are handled with the utmost care, ensuring confidentiality and the protection of the whistleblower.



#### CODE OF CONDUCT

Our Code of Conduct aims to establish clear guiding principles for all our activities. This includes not only a commitment to the quality and safety of the solutions we offer, but also the adoption of sustainable and environmentally responsible practices.

Hemodia's Code of Conduct emphasizes the importance of transparency, honesty, and fairness in all interactions with clients, partners, and stakeholders. By integrating this Code of Conduct into its daily operations, Hemodia commits to upholding the highest ethical standards, promoting a culture of integrity, and ensuring the trust of its clients and the community in which it operates.

This trust is built on adherence to ethical and professional standards, which bind each of us. Every new employee at Hemodia commits to respecting this code upon joining the company.



GDPR & CYBERSECURITY

At Hemodia, we place the utmost importance on protecting personal data and securing information. In accordance with the General Data Protection Regulation (GDPR), we are committed to ensuring the confidentiality, integrity, and availability of data belonging to our clients, partners, and employees.

We also recognize cybersecurity as a key issue for our company. That’s why we regularly train and raise awareness among our employees on best practices in IT security. Through these initiatives, we strengthen the resilience of our organization against cyber threats and ensure a secure digital environment.



100%  
of employees using a computer  
workstation receive cybersecurity  
training.



UN GLOBAL COMPACT COMMITMENT

Hemodia has chosen to join the United Nations Global Compact as a way to affirm its commitment to responsible and sustainable development. By becoming a signatory, the company aligns its strategies and operations with the Compact’s ten fundamental principles relating to human rights, labor standards, environmental protection, and anti-corruption.

As a major player in the healthcare and medical device industry, Hemodia is fully aware of the societal and environmental impact of its activities. Joining the Global Compact reflects our strong determination to enhance responsible practices, particularly in eco-design, sustainable resource management, and respect for human rights across our entire value chain.

CSR COMMITTEE

To structure and oversee our CSR initiatives, a dedicated committee has been established. It brings together key representatives from across the company:

- Rémi Teulière**, *Chief Executive Officer*
- Emilie Loreau**, *Director of Quality and Regulatory Affairs*
- Thierry Tuaire**, *Industrial Director*
- Pierre Gibier**, *Operations Director*
- Thomas Moyet**, *Sales Director*
- Alexandre Westrich**, *Human Resources Manager*
- Jonathan Mazerier**, *Maintenance & Infrastructure Manager*
- Léa Ammouri**, *System Quality & Improvement Manager*
- Pauline Saint-Martory**, *Product Manager*
- Lise Calligaris**, *Communications Manager*



This committee reflects the diversity of Hemodia’s expertise, ensuring a comprehensive, cross-functional approach. Its mission? To take action at all levels of the company to make a lasting, positive impact on our environment, our teams, and our stakeholders.

## 1.3 RESPONSIBLE PURCHASING POLICY

### PURCHASING POLICY

As a key player in the medical device sector, Hemodia views its purchasing policy as a strategic pillar of its corporate social responsibility (CSR) approach. Our ambition is to build a sustainable and ethical supply chain through close collaboration with our suppliers and partners. This policy applies to all purchases across the group—both direct and indirect—and involves all employees engaged in the procurement process.

Our responsible purchasing policy aims to secure our supply chain while creating long-term value for all stakeholders. We are committed to maintaining a European sourcing rate above 80%, reflecting our intention to prioritize short supply chains and support the local economy.

80%

*of our suppliers are located in Europe\**

\*based on the total number of Hemodia suppliers

Our environmental approach to purchasing is reflected in concrete actions.

The selection of our suppliers systematically includes environmental criteria, particularly their ability to offer more sustainable raw materials and their commitment to reducing their carbon footprint. We prioritize suppliers certified by EcoVadis or holding other recognized environmental certifications.

### → TESTIMONIAL

**Laurent MONNET, Purchasing Manager**



Integrating CSR criteria into our purchasing policy has become a top priority. In practice, this means balancing economic constraints, customer expectations, and environmental requirements on a daily basis. Striking the right balance isn't always easy, and we sometimes face difficult contradictions.

For example, we optimize our transport by ensuring every container is full, and we minimize stock levels to save space. This requires a high level of planning and anticipation. At times, we have no choice but to work with non-European suppliers, simply because they are the only ones who manufacture certain products. In such cases, we are extra vigilant in ensuring they meet our CSR standards.

Today, our efforts are focused on suppliers directly involved in our production. But tomorrow, the goal is to extend this approach to all our partners, so that our entire supply chain is aligned with our CSR commitments.





## 1.4 PRODUCT QUALITY AND SAFETY

At Hemodia, our quality policy is built around four key strategic pillars:

### 1 ENSURING THE SAFETY OF PATIENTS AND USERS

We guarantee that our products comply with all regulatory requirements, while continuously adapting our quality management system to the evolving healthcare sector.

### 3 STRENGTHENING OUR COMPETITIVENESS

We promote reliable and efficient production processes to support our international ambitions and the development of new ranges of care kits and electro-medical devices.

### 2 MEETING CUSTOMER EXPECTATIONS

Listening to our clients and responding proactively with high-performing, tailored products is central to our commitment. We also work to secure our operations in order to offer competitive pricing and ensure optimal availability of our solutions.

### 4 EMPOWERING OUR EMPLOYEES

We support the development of our staff, foster team enthusiasm and expertise, and uphold the values of our ethical charter: team spirit, communication, and respect.

This comprehensive approach allows us to deliver the highest quality while reinforcing our commitment to our customers, our teams, and the healthcare sector.

## 1.5 DIVERSITY AND SUPPLIER RESPECT

As part of its Corporate Social Responsibility (CSR) approach, Hemodia is committed to establishing and maintaining responsible and ethical relationships with its suppliers. Aware of the key role its partners play in the success of its activities, the company places respect, transparency, and fairness at the core of its commitments.

One of the pillars of Hemodia's CSR policy is the respect of agreed payment terms and contractual conditions. Fully aware of the financial impact that delayed payments can have on its partners' cash flow, Hemodia makes it a point of honor to fulfill its obligations within the agreed deadlines. This financial discipline contributes to building a balanced and sustainable economic ecosystem.

### HEMODIA'S INCLUSIVE COMMITMENT WITH DSI

Hemodia collaborates with DSI for the production of its instructions and labeling. Founded in 1994, DSI is a socially responsible company offering a range of services including printing, reprography, and production. What sets DSI apart is its inclusive model: nearly 80% of its workforce is made up of people with disabilities, working in a supportive and empowering environment.

By choosing DSI, Hemodia ensures uncompromising quality while supporting a responsible and sustainable economy. This partnership reflects a shared vision: combining operational excellence with human commitment.





PARTIE 2

# ENVIRONMENTAL



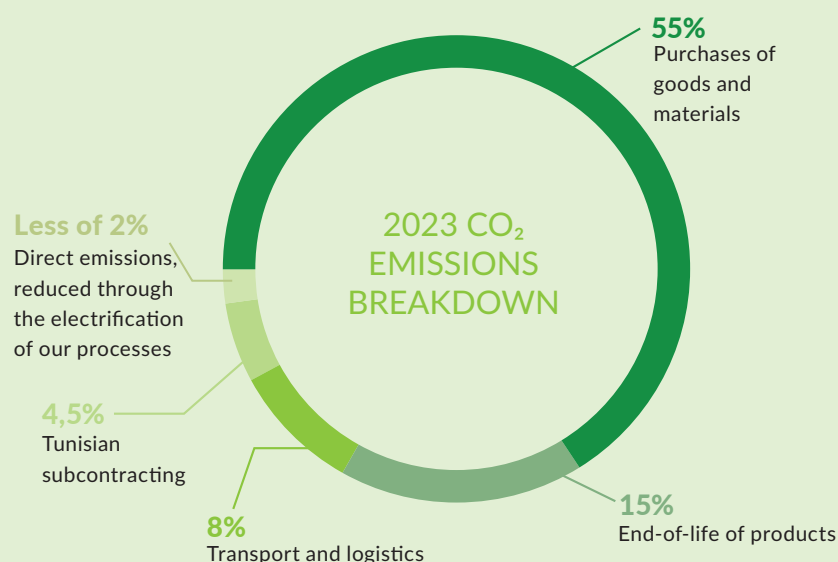
## 2.1 ENERGY

Hemodia carried out its first carbon footprint assessment as part of the Diag Décarbon'action program, in collaboration with Bpifrance, ADEME, and Primum Non Nocere. This initiative aims to measure the greenhouse gas (GHG) emissions related to its activities, in order to identify reduction levers and take concrete steps toward ecological transition.

Why conduct a carbon footprint assessment? The carbon footprint is an essential tool for evaluating the environmental impact of our operations. It helps identify the main sources of GHG emissions and determine key areas for action. For Hemodia, this initiative aligns with our role as a responsible player in the medical device sector.

### KEY RESULTS

Our total emissions for 2023 were estimated at 14,732 tonnes of CO<sub>2</sub>e, mainly distributed across the following categories:



**CUT BY  
10%**

**Our total emissions  
by 2030**

**STERILE EO**

To operate the most efficient ethylene oxide sterilization process in Europe



Digitalization of instructions and labels



To offer at least one range of eco-designed care kits



Increase the use of recycled, bio-based, and recyclable materials

### OUR AMBITIOUS GOALS FOR 2030

By integrating these goals into its strategy, Hemodia reinforces its ambition to be a leading example in the ecological transition, while meeting the growing expectations of our clients and partners for sustainable solutions.

To achieve them, Hemodia is committed to implementing concrete and structured actions—ranging from eco-design to the optimization of industrial and logistics processes—while actively engaging all stakeholders.

### OUR AMBITIOUS GOALS FOR 2030

### KEY ACTIONS PLANNED TO ACHIEVE OUR GOALS

Reduce by

**10%**

our total emissions by 2030

STERILE

EO

Achieve the most efficient ethylene oxide sterilization process in Europe

Digitize instructions and labels

Develop at least one eco-designed product line

Increase the use of recycled, bio-based, and recyclable materials

STEERING

ECO-DESIGN

LOGISTIC

MOBILITY

EXEMPLARY

PROCESS

Identify committed suppliers

Identify components with the highest carbon footprint

Integrate carbon footprint tracking into our information system

Monitor more sustainable compatible materials

Source low-carbon alternatives

Cut individual deliveries in half

Ensure zero-emission last-mile delivery in cities

Track freight carbon footprint

Promote sustainable commuting options (bike, tram)

Raise employee awareness

Improve waste sorting

Optimize sterilization (reduce gas usage)

Implement an electric steam generator

Replace boiler with a heat pump



## GREEN ELECTRICITY CONTRACT WITH EDF

Since 2021, Hemodia has taken a major step in its environmental approach by signing a green electricity contract with EDF Entreprises. This initiative reflects our commitment to reducing our ecological impact while actively contributing to the energy transition.

Why choose a green electricity contract? Green electricity is sourced exclusively from renewable energies such as wind, solar, and hydropower. By choosing this solution, Hemodia directly supports the development of clean energy and helps reduce the greenhouse gas emissions associated with electricity production.

This commitment is only the first step. We are continuously exploring new ways to adopt even more responsible practices in our daily operations and industrial processes.

# 100%

of our facilities in Labège  
are powered by renewable electricity.





2.2 WASTE MANAGEMENT

As part of our commitment to responsible waste management, we have implemented a structured program aimed at minimizing our environmental impact while optimizing our internal processes.

SOURCE REDUCTION OF WASTE

We have adopted a proactive approach to limit waste generation at its origin. Our actions include:

- Optimizing production processes to reduce scrap and improve material yield,
- Reducing unnecessary packaging by favoring more sustainable and eco-designed solutions,
- Training employees on best practices in waste reduction to raise awareness,
- Training employees on best practices in waste reduction to raise awareness,



PLASTIC WASTE RECOVERY

We are actively working to reduce the environmental impact of plastics by implementing recycling and recovery solutions:

- Identifying recyclable streams to improve plastic material management,
- Establishing dedicated recycling channels to reintegrate plastics into new production cycles,

- Continuously seeking innovative solutions to enhance plastic recovery,
- Tracking recovery rates by plastic type to measure the effectiveness of our actions and identify new improvement opportunities.

Through these initiatives, we reaffirm our commitment to sustainable resource management and actively contribute to the transition toward a more responsible circular economy.



➔ TESTIMONIAL

Jonathan MAZERIES,  
Maintenance & Infrastructure Manager

“ Thanks to real-time monitoring across all our sites, we have a clear view of what is being collected, which allows us to respond quickly if any issues arise. My role also involves going on-site to understand the specific situations and provide tailored solutions. Each site has its own characteristics, and I make a point of taking these differences into account to improve our practices. Before aiming to go further, we first need to fully master our current waste management system. Another essential part of my work is raising employee awareness: sorting waste is everyone’s responsibility. My goal is to involve every individual, regardless of their role, so that CSR becomes a shared commitment within the company.

237.80 T  
of waste generated  
(all materials, 2024)  
  
+ 60%  
was recovered

## 2.3 PURCHASING AND LOGISTICS

### TRANSPORT PARTNERS COMMITTED TO ENVIRONMENTAL STANDARDS

At Hemodia, our commitment to a sustainable supply chain is reflected in the careful selection of our transport partners. We work exclusively with carriers whose vehicle fleets comply with Euro 5 and Euro 6 standards.

#### WHAT ARE EURO 5 AND EURO 6 STANDARDS?

These European regulations set strict limits on vehicle pollutant emissions, particularly fine particles and nitrogen oxides (NOx).

- Euro 5 imposes significant limits on emissions for vehicles manufactured since 2009.
- Euro 6 is even stricter, setting more demanding thresholds for vehicles produced since 2014.

By prioritizing transport partners with fleets that meet these standards, we reduce the environmental impact of transporting our products and promote more responsible practices across the logistics sector.



#### A COMMITTED R&D FOR ECO-RESPONSIBLE PRODUCT DEVELOPMENT

Responsible innovation is at the heart of our R&D approach. We integrate life cycle assessment (LCA) from the design phase to evaluate and minimize the environmental impact of our products. This approach relies on advanced eco-design tools and the continuous training of our R&D teams in sustainable development principles. Our design reviews systematically include environmental criteria to guide our technological and material choices.

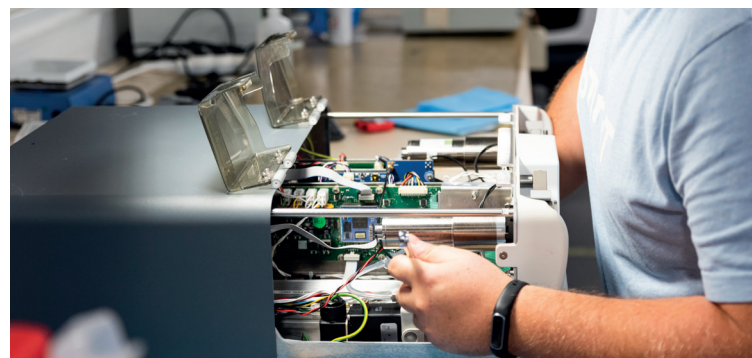
Our eco-design efforts translate into concrete actions:

- Identifying and integrating more sustainable, low-impact materials
- Optimizing manufacturing processes to reduce waste and emissions
- Reducing energy and resource consumption from the early design stages
- Continuously improving product recyclability to facilitate end-of-life treatment

Through this approach, our R&D team plays a key role in the development of eco-responsible solutions:

- Designing product ranges with reduced environmental impact
- Developing optimized packaging that limits the use of non-renewable resources
- Implementing innovative services that support the circular economy
- Supporting our clients in their eco-responsible initiatives

By rethinking our processes in depth and placing sustainable innovation at the center of our projects, our R&D department actively contributes to the ecological transition and the creation of products that are more respectful of the environment.





### 2.4 CERTIFICATION AND SUSTAINABLE APPROACH

In 2024, Hemodia was awarded the EcoVadis Bronze Medal, placing us among the top 35% of the most committed companies evaluated by EcoVadis that year.

This recognition highlights our ongoing efforts to integrate responsible and sustainable practices at the core of our activities. More importantly, it serves as a lever to take our CSR approach even further.

We are committed to turning this medal into a driver of continuous improvement, with practices that are increasingly responsible and sustainable.



### 2.5 RAISING AWARENESS OF CLIMATE ISSUES

At Hemodia, we actively engage our employees in an ecological approach through a variety of awareness initiatives.

Our CSR newsletter provides regular updates on best practices and internal actions in favor of sustainable development. The Digital Clean Up Day also helps raise awareness about the environmental impact of unnecessary data storage and excessive digital use. Through this initiative, everyone is encouraged to sort emails, delete obsolete files, and adopt more mindful digital habits.

Lastly, Sustainable Development Week offers workshops, challenges, and discussions to promote more responsible behaviors.

These actions reinforce our CSR commitment and help empower every employee to become a driver of ecological change.







PARTIE 3

# SOCIAL



### 3.1 EMPLOYEE WELL-BEING

At Hemodia, employee well-being is at the heart of our CSR strategy. We believe that a company's performance depends on the fulfillment and engagement of its teams, which is why we implement a variety of initiatives to promote Quality of Work Life (QWL), workplace friendliness, and a healthy work-life balance.

#### QUALITY OF WORK LIFE WEEK

Each year, we organize a dedicated Quality of Work Life Week—a key moment to raise awareness among employees about well-being at work. This event features a range of activities, including:

- Workshops on stress management and ergonomics,
- Relaxation and fitness sessions,
- Discussions on health and nutrition,
- Talks by experts to foster a calm, effective work environment.

Our commitment also translates into daily efforts to improve working conditions and promote a supportive and positive atmosphere.



#### FRIENDLY EVENTS TO STRENGTHEN TEAM SPIRIT

Well-being also comes from shared experiences. We regularly organize friendly events to build team cohesion and encourage informal connections among employees, such as:

- Themed snacks or breakfasts (Candlemas, Christmas, Halloween, etc.),
- Year-start and year-end celebrations,
- Company-sponsored food truck lunches,
- Participation in sports challenges,
- Internal prediction games, and more.

These special moments help foster a dynamic and inclusive team spirit—essential for a fulfilling work environment.



#### A TAILORED ONBOARDING PROGRAM TO WELCOME AND RETAIN TALENT

At Hemodia, welcoming new employees is a priority. From day one, each new team member benefits from a personalized onboarding program, which includes:

- An introduction to the company, its values, and its business areas,
- Guidance from a mentor to ease the transition into their role,
- Training tailored to their responsibilities.

Our goal is to ensure a smooth integration and foster a strong sense of belonging from the very beginning.

## WORK-LIFE BALANCE

We believe that performance goes hand-in-hand with a healthy work-life balance. That's why we've implemented several initiatives to support flexibility and autonomy for our employees:

- Remote work options, depending on individual needs and the nature of the role
- Flexible working hours, made possible through a work-time management agreement
- A strong commitment to the right to disconnect, in order to protect our teams' quality of life

Through these measures, we provide a balanced and motivating work environment, allowing everyone to reach their full potential while preserving their well-being.



## 3.2 EMPLOYEE HEALTH AND SAFETY

At Hemodia, employee health and safety is an absolute priority. We implement concrete actions to ensure a safe work environment and raise awareness of occupational risks among our teams.



### RISK PREVENTION AND MANAGEMENT

We have established several systems to prevent professional risks and protect our employees, including:

- Information sheets on toxic substances and procedures to follow in case of exposure
- Specialized training on handling hazardous materials
- Noise level assessments and corrective measures to reduce sound disturbances
- A regularly updated Risk Assessment Document (DUE)
- Strict safety procedures integrated into our internal protocols
- Mandatory health check-ups to ensure appropriate medical monitoring for high-risk roles

These measures help minimize exposure to occupational hazards and ensure a safe, well-controlled work environment for all.



### FIRST AID AWARENESS

To prepare our teams to respond effectively in emergency situations, we regularly organize first aid training sessions:

- Introductory sessions on life-saving techniques, including CPR training
- Workplace First Responder (SST) certification courses for designated employees
- Awareness on the use of defibrillators, available at all our sites
- Emergency simulation drills to improve responsiveness in case of accidents

These initiatives help our employees feel more confident and better prepared, while actively contributing to collective safety.



### 3.3 TRAINING AND MOBILITY

At Hemodia, we believe in the continuous development of our employees. We implement programs that support both skill-building and internal mobility.

#### OBJECTIVE TRACKING TO SUPPORT CAREER GROWTH

Each employee benefits from regular performance monitoring, including:

- Annual and professional reviews to assess skills and career aspirations
- Open dialogue between managers and teams to identify development opportunities
- Personalized support to foster skill enhancement and career progression

This commitment allows everyone to grow in a motivating environment tailored to their professional goals.

#### PROMOTING INTERNAL MOBILITY AND CAREER DEVELOPMENT

We actively promote internal mobility through transparent communication and equal access to opportunities:

- All internal job openings are systematically shared with employees via our monthly newsletter
- A clear and accessible application process ensures equal opportunity for all
- Support from managers and HR is provided to employees wishing to take on new responsibilities

These initiatives help foster dynamic and rewarding career paths for our teams.

80%

Employees trained each year



100%

Managers trained in compassionate leadership by 2027

## AN ANNUAL TRAINING PLAN TO BUILD SKILLS

Every year, we implement a training plan tailored to the needs of our employees and the evolving demands of our sector:

- Job-specific training to strengthen technical and operational skills
- Management training to support progression into leadership roles
- Personal development modules (communication, time management, etc.)
- Support for learning new technologies and innovative tools

This program allows our employees to receive ongoing training throughout their careers and take ownership of their professional development.



## ➔ TESTIMONIAL

**Véronique RAYNAUD, Methods Technician**



“ I joined Hemodia in 1995 as a care set operator. After taking parental leave in 2002, I moved through various roles: tubing operator, then machine team member for six years, before becoming a workshop supervisor—a position I held for ten years with a fantastic team.

Later, I transitioned to a planning agent role, which allowed me to adopt daytime hours. In 2018, an opportunity came up in the Methods department. At first, I was hesitant—very attached to working in the workshop. I decided to try one day a week to see if it suited me. I discovered a fascinating environment and learned a lot. After a few months of adapting and some uncertainty, I gained confidence and accepted the role full-time.

Throughout my journey, I've always felt heard and supported in my decisions.

Each career move allowed me to discover new aspects of the company, and that's what has always motivated me. I love what I do, I dislike routine—and Hemodia has given me that diversity. I've grown here, I feel good here, and most importantly, I'm part of a great team where we move forward together in a positive and dynamic atmosphere.





## 3.4 COMPENSATION AND FAIRNESS

At Hemodia, we are committed to ensuring a fair and transparent compensation policy, while promoting the well-being and recognition of our employees.

### A CONTINUOUSLY EVOLVING COMPENSATION POLICY

We are dedicated to offering competitive and progressive compensation. Over the past five years, our total payroll has increased by 26%, reflecting both our growing workforce and our desire to invest in our teams by recognizing their dedication.

In response to the recent inflation period, Hemodia supported its employees and rewarded their efforts by introducing additional measures such as:

- A meal voucher card
- A **Time Savings Account (CET)**, allowing employees to save unused vacation days
- A **profit-sharing agreement** to redistribute part of the company's earnings

### COMMITMENT TO EQUALITY AND ANTI-DISCRIMINATION

We are proud to report a Gender Equality Index of 88/100, reflecting our commitment to pay equity and equal opportunity.

To go further, we have appointed a harassment officer responsible for the prevention and handling of harassment cases within the company.

Additionally, we have implemented a whistleblower system that enables any employee to confidentially report behaviors that go against our ethical values or current legislation.

40%

of women in  
leadership roles  
by 2027



### 3.5 SOCIAL COMMITMENT

At Hemodia, we believe companies have a role to play in building a more inclusive and supportive world. That's why we carry out a wide range of social and humanitarian actions throughout the year, involving our employees around strong values of solidarity and support.

#### SOLIDARITY INITIATIVES

Hemodia is actively involved in the fight against cancer through a partnership with La Ligue Contre le Cancer, as part of their Lig'Entreprise program.

This initiative raises awareness among employers and employees about the challenges posed by cancer in the workplace.

Our commitment takes several forms:

- Supporting affected employees by providing a compassionate work environment and tailored solutions
- Training our managers to better understand the professional and social impact of cancer
- Raising awareness on prevention and screening, by informing our teams and encouraging early detection

This engagement aligns closely with our CSR strategy and our core values of solidarity and respect.



Hemodia also supports several prevention and awareness campaigns by:

- Organizing internal awareness events
- Donating to and partnering with specialized associations
- Encouraging employee participation in campaigns like Pink October and Movember

We also promote hands-on involvement through:

- Toy drives during the holiday season, bringing joy to children from underprivileged backgrounds
- Participation in charity events and fundraising runs

Our commitment goes beyond donations. We regularly organize internal awareness campaigns to inform and engage employees around major social causes.

Through these initiatives, Hemodia demonstrates its determination to be a responsible company actively contributing to impactful social and humanitarian projects.