



CSR REPORT 2023

2022 Data

EDITO

"While we did not wait for the advent of CSR to take initiatives in terms of quality of life at work or environmental protection, we feel that it has become essential for us to structure an approach that allows us to set objectives and directions, but above all to raise awareness and involve our employees.

In our opinion, CSR is a wonderful opportunity to unite all our teams around a common, responsible and ambitious transformation project for the benefit of society, communities and the planet!

***A wonderful opportunity to unite
all our teams around a common
transformation project***

We want the CSR approach at Cousin Surgery to remain pragmatic and anchored in reality through concrete and efficient actions in which all employees can participate.

From our small everyday gestures to the major revolutions in our industrial processes, every action we take must make sense. Because that's what it's all about, let's not forget that!"

François Henin & François Tortel
General Managers

We care for Surgery





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CONTEXT



Why CSR at Cousin Surgery?

- For it is education and business that are the main transformers of society
- For we all need to put reason and meaning into the things we do!

Our motivation

- The desire to generate movement
- The opportunity to harmonise, emphasise and formalise actions and transformations

Our ambitions

"Selling implants that do as much good for those who receive them as for those who make them, minimising our impact on the environment"

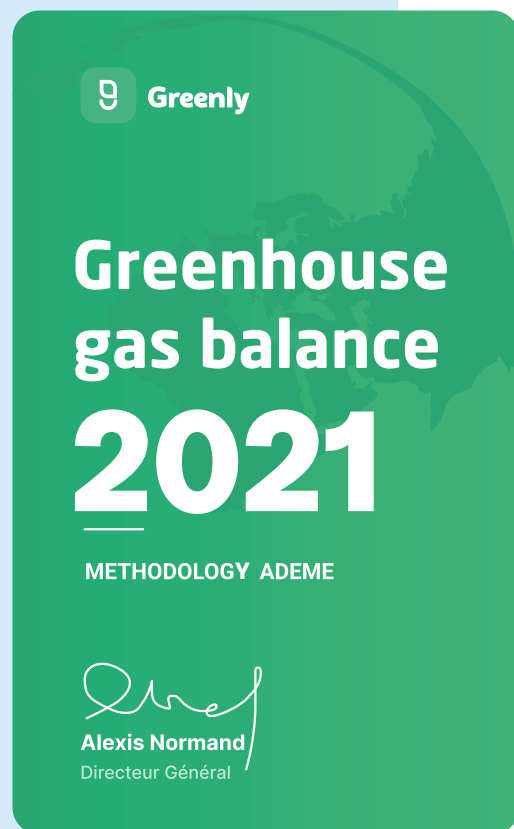
"Adopting an ambitious and realistic CSR approach that is transversal and inclusive, that complies with the company's mission and values"

Our CSR policies

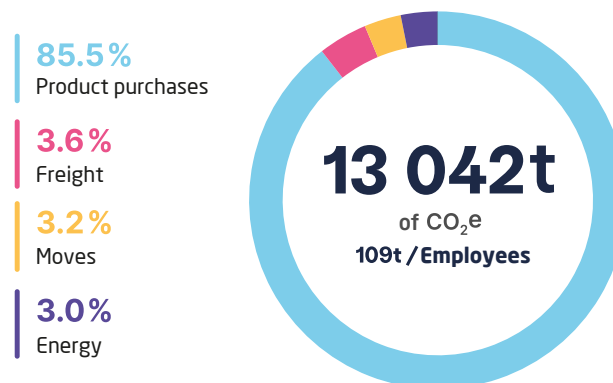
Because it is important to characterise and formalise our commitments, time, in 2022 we have drafted and implemented all our CSR policies around 5 pillars:

ECONOMY - ENVIRONMENT - SOCIETY - SOCIAL - GOVERNANCE

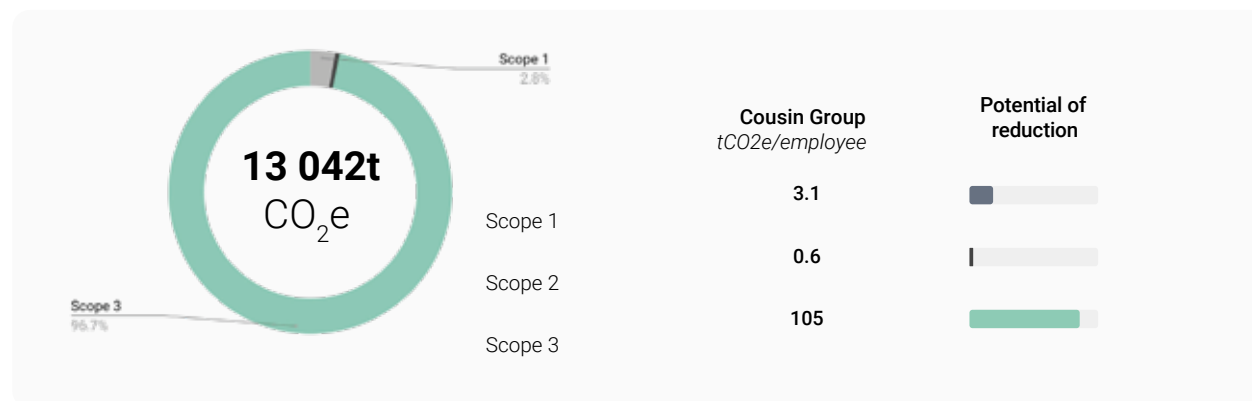
ASSESS, CERTIFY AND ACKNOWLEDGE



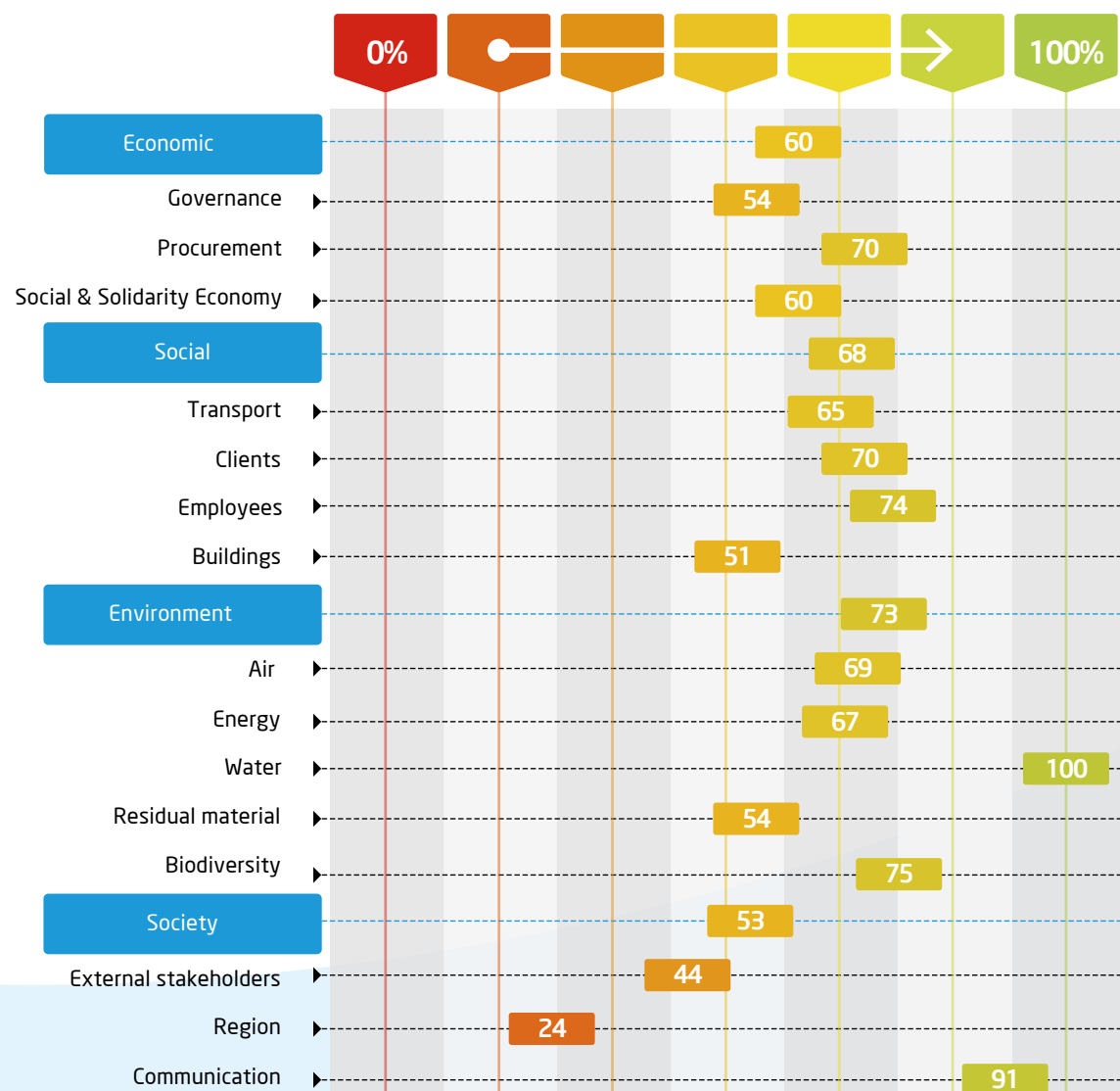
Greenhouse gas balance achieved in 2021 ADEME methodology (Agence De l'Environnement et de la Maîtrise de l'Énergie)



Total emissions of the Cousin Surgery group, by Scope (% tCO₂e)



ASSESS, CERTIFY AND ACKNOWLEDGE



VHHSEQ blank audit (*Very High Health, Social and Environmental Quality*) **2022**
 = the starting point of our approach
 Conducted by Primus

COUSIN SURGERY - Score on the VHHSEQ approach

65/100

ASSESS, CERTIFY AND ACKNOWLEDGE

EcoVadis: assessment of our CSR performance 2022

Score breakdown

CSR performance

● Insufficient

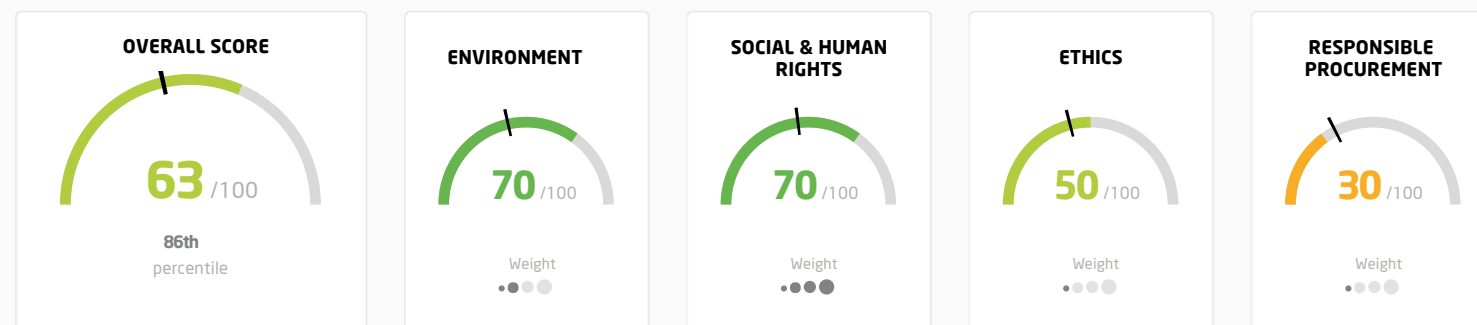
● Partial

● Appropriate

● High

● Excellent

— Average score



DEVELOP A STRATEGY



Imagine a direction that matches the company's identity and its aspirations

In 2022, Cousin Surgery developed its roadmap for the next three years. This roadmap, One Cousin 2025, defines the company's strategy, the objectives to be achieved and of course the means to be used.



3 pillars have been identified as priorities: Surgery & science, Market & customer and Operational excellence.

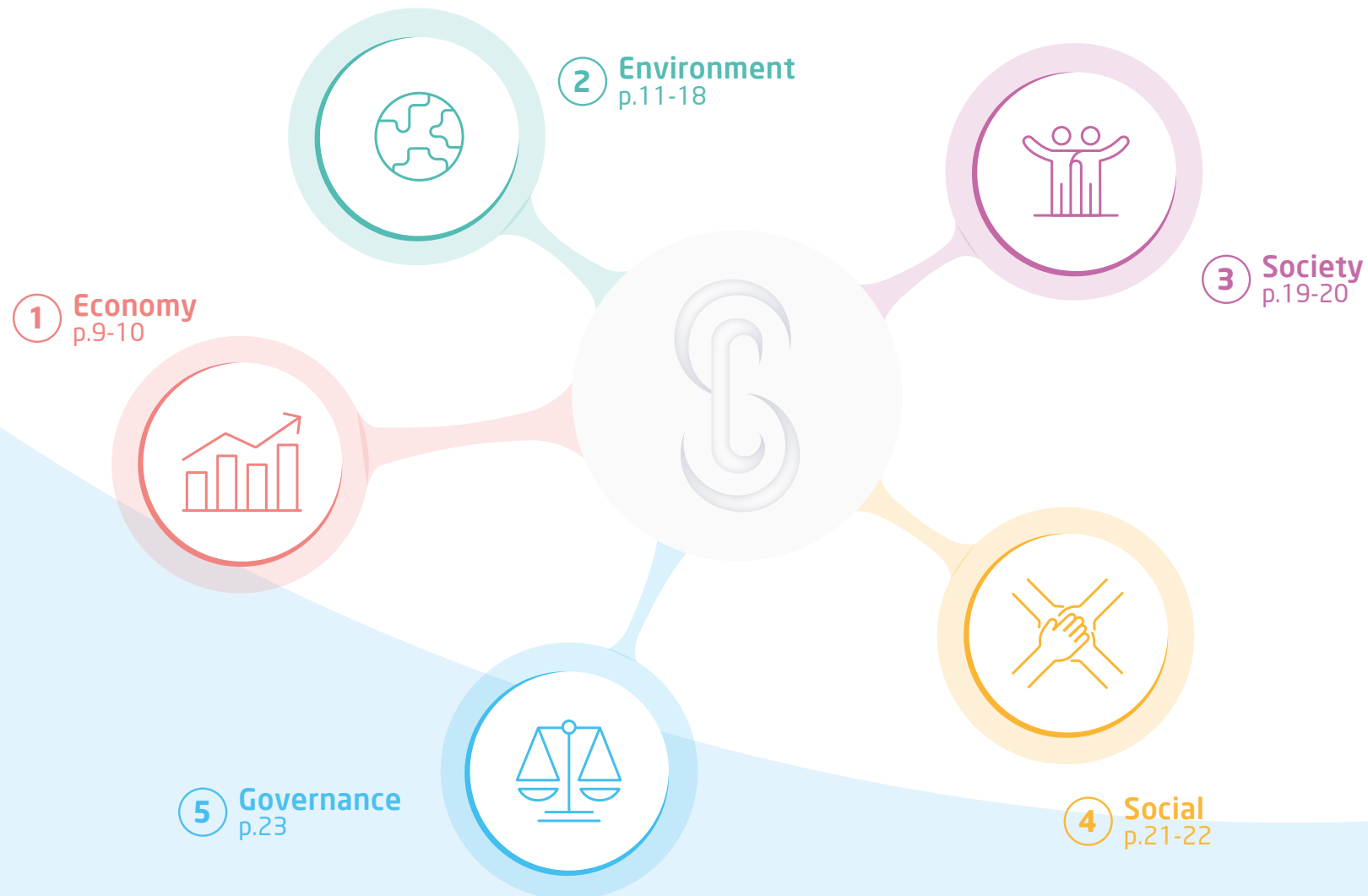
Operational excellence = People / Customer / CSR

Developing our ability to create value and wealth for our employees, customers, company and ecosystem

CSR

(Corporate Social Responsibility)

“An approach based on 5 axes”





ECONOMY

1st focus point

► **Regional and national partnerships**

Subcontractors, suppliers, schools, universities, research laboratories, etc.

► **Investments in CSR**

- Investment in equipment promoting the reduction of our energy consumption: €800k in 2021-2022
- Investment in tools, software and working methods that reduce our carbon impact (invoices sent by email, digitisation of documents, e-notices, etc.)
- Investment in processes that enable the development of our know-how, to reduce direct costs and our environmental impact: thermo-fixing, cleaning, membrane manufacture, etc.





ECONOMY

1st focus point

- Promotion of eco-responsible and reusable products

A specific example: the reusable trocar



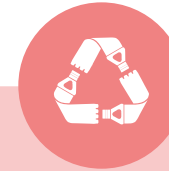
Low environmental impact

60% reduction on average in environmental impact compared to single-use alternatives.



Economy in CO₂e

73% reduction in the carbon footprint generated compared to single-use alternatives.



Reducing plastic waste

Up to **88%** reduction compared to single-use alternatives. Combination of single-use and reusable components.



Profitable

25% cost savings may be possible. Reduces the cost of hospital waste disposal by over **80%**

Fewer single-use devices



Reduction of plastic waste in the operating theatre



ENVIRONMENT

2nd focus point

► Continuous awareness-raising of employees

Climate mural, environment challenge as part of sustainable development month, zero waste tea time, etc.

► Carbon Audit

Cousin Surgery conducted a full carbon audit in 2021. This general inventory was an essential step to implement a strategy to reduce the carbon footprint of our production. Precise monitoring of the carbon footprint of the activity and of each product implant has been put in place aiming for continuous improvement.

Objective 2030

Cousin Surgery has set itself ambitious goals:
reduce its CO₂ emissions by 5.5% each year until 2030, a 42% reduction in its emissions





ENVIRONMENT

2nd focus point

► Waste management & reduction

- General waste reduction: paper, production waste, etc.
- Reduction of non-implanted plastics = packaging
- Systematic reuse of cardboard boxes
- Implementation of selective sorting and recovery of waste by the company Elise
- Collecting and recycling cigarette butts with TchaoMégot

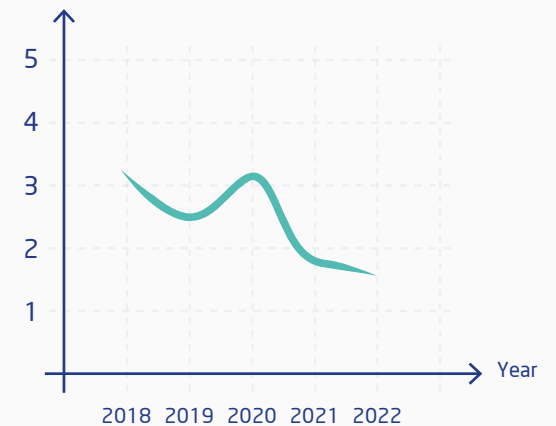
7.5 kg cigarette butts collected and recycled in 2022



6 kg of insulation created

► Waste collected over the years

Ton of waste collected and recycled





ENVIRONMENT

2nd focus point

► **A proactive approach to reducing and controlling energy consumption**

- Installation of a new cooling unit for the clean room
- Optimisation of the compressed air circuit in production to allow for night-time switch-off
- Switching to LED lighting in the warehouse and in all offices + installation of presence detectors to automatically switch off the lighting
- Reduction of the heating set point within the premises: -0.5°C on average temperature
- Optimisation of the operation of the AHU (Air Handling Unit) in clean rooms: better regulation of the supply air flow and implementation of an "unoccupied" mode
- Energy Demand Management (EDM) monitoring, dashboards and actions

Annual gain

-292,000 kWh
or 29t of CO₂



Or the annual consumption
of 16 homes with 100m² of surface area





ENVIRONMENT

2nd focus point

- Focus on gas and electricity consumption

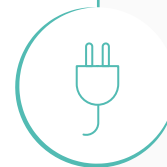
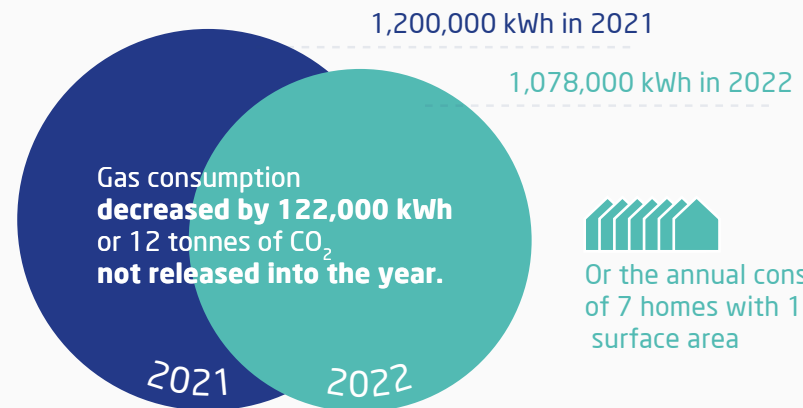
Commitment 2023

-25%
in gas
consumption

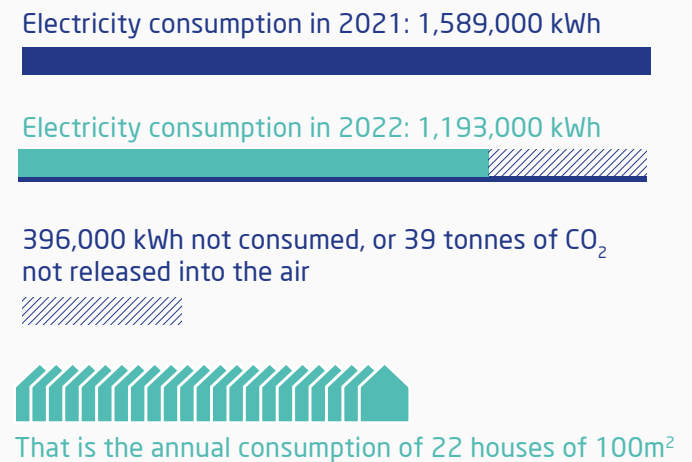
-18%
in electricity
consumption



GAS



ELECTRICITY





ENVIRONMENT

2nd focus point

Decarbonisation plan

How? Objective: 0 gas!

- Deployment of geothermal energy (first studies launched in 2023)
- Continued energy management of clean rooms



Objective
Zero gas
Decarbonisation plan

540t
of CO₂

2022

160t
of CO₂

2025

-70%
gas consumption

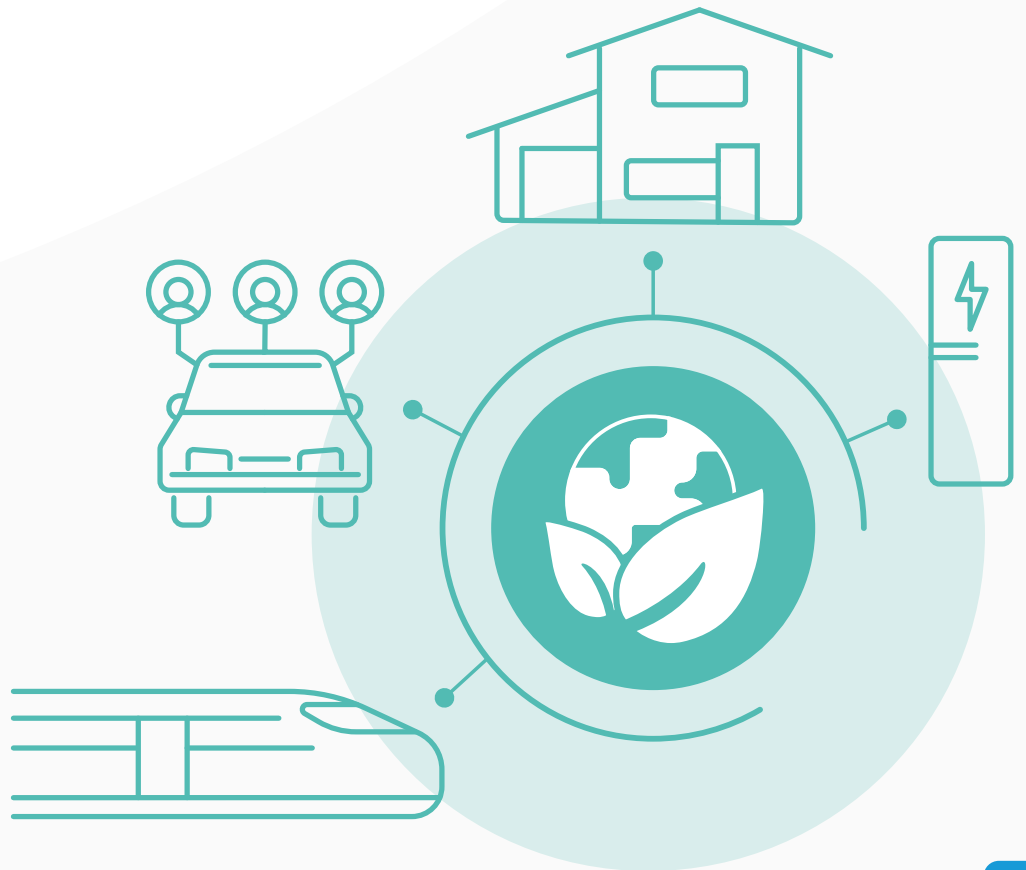


ENVIRONMENT

2nd focus point

► **Implementation of an environmentally friendly mobility policy**

- Encouraging business travel by train
- Purchase of hybrid or electric vehicles for sales staff, provision of charging points for electric cars and training in eco-driving
- Development of carpooling
- Work-from-home





ENVIRONMENT

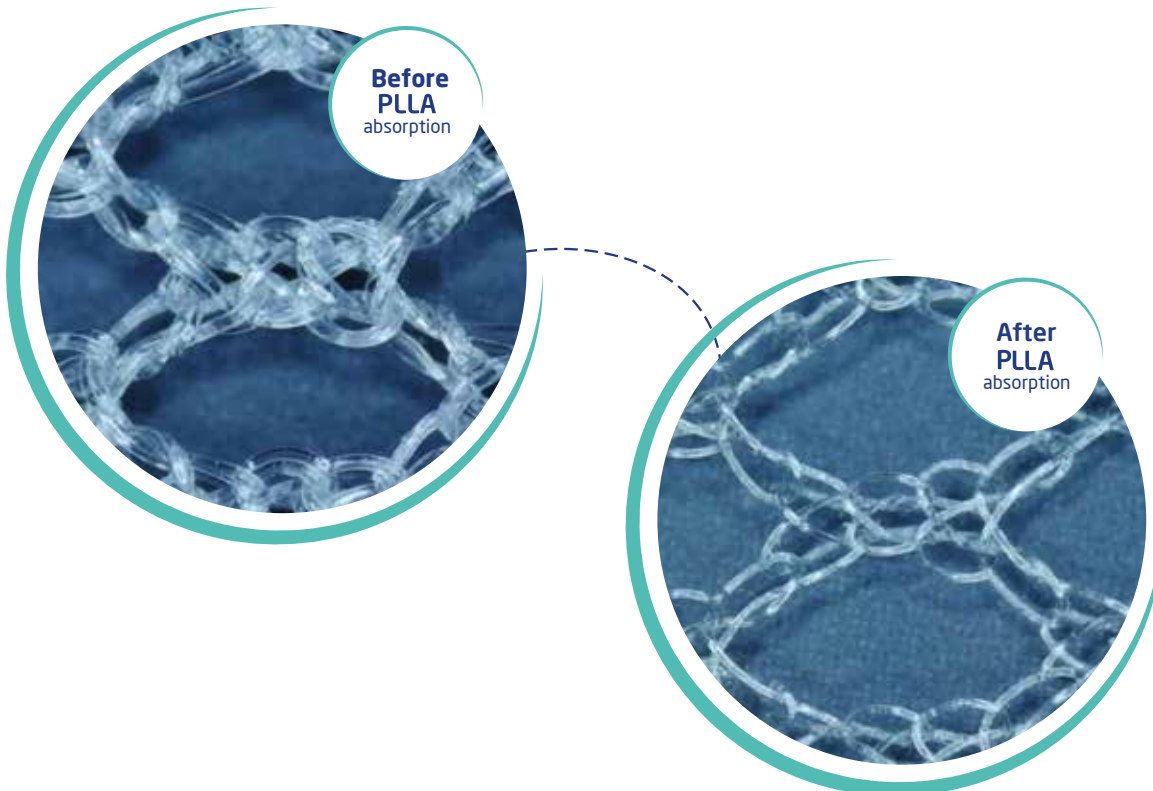
2nd focus point

► Eco-design

Integration of LCA (Life Cycle Assessment) in the design of our products and the impact of design on the environment and use of eco-responsible materials

A specific example: use of PLLA

Integration of PLLA (Poly-L-Lactic Acid), a biosourced, biocompatible and slowly resorbable polymer, made from corn or vegetable starch, in the design of our implants for abdominal surgery VERSUS implants made of 100% polypropylene, a thermoplastic polymer.



more comfort for the patient (slow resorption in 24 months)
more efficiency: repair of the wall
less environmental impact assessment



**By choosing PLLA,
our clients are actively
participating in an
eco-responsible economy**



ENVIRONMENT

2nd focus point

- **Implementation of more environmentally friendly industrial processes**

A specific example: cleaning with supercritical CO₂

At Cousin Surgery, the adventure began in 2017 with the aim of drastically reducing ether consumption, a solvent used in the current implant cleaning process: while its effectiveness is no longer in doubt, ether has many disadvantages, including its hazardousness and its significant impact on the environment.

In this context, the company has positioned itself on the development of supercritical carbon dioxide (CO₂) cleaning to ensure the cleanliness of its products and to eliminate the use of solvents.

Supercritical CO₂ is the ideal candidate for cleaning our products, particularly from an environmental point of view. Its supply is simple, its easily achievable conditions for transition to the supercritical range and can be discharged into the atmosphere with no environmental impact as a “zero waste” fluid. Launch planned for 2023!

**Technology
of breakage** = **A new
know-how**

5,000
Litres

Annual ether consumption
for cleaning implants



Reduce to 0
our consumption of ether
thanks to this process

Our ambition

Be the first to apply supercritical CO₂ technology to clean implantable medical textiles.





SOCIETY

3rd focus point

► Responsible procurement

Choice of eco-responsible suppliers and/or support for the transition process.

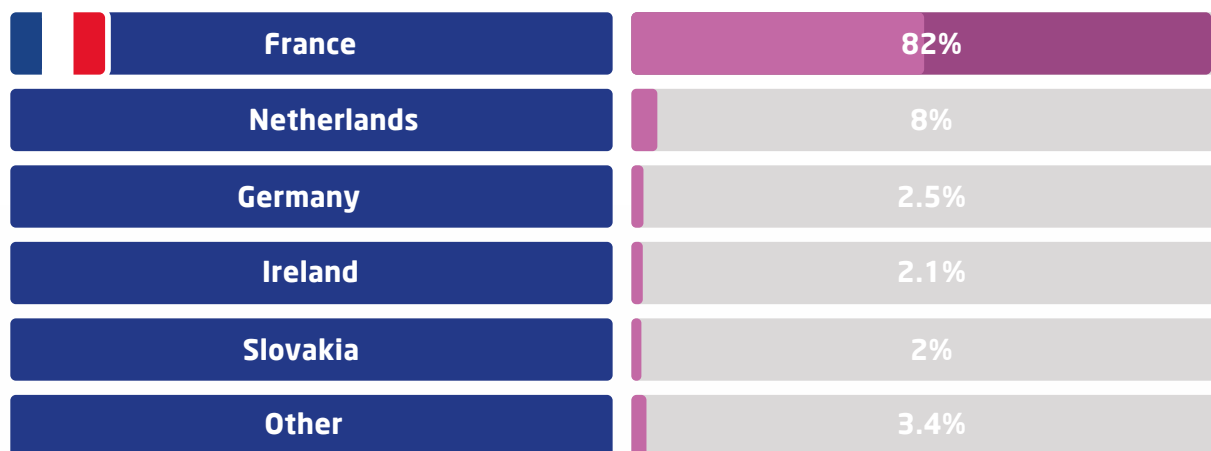
Local (Hauts-de-France) and national (France) sourcing as a priority

96.6% of our purchases are from the European Union

82% of our purchases are made in France, including 42% in the Hauts-de-France region



96.6%



42%



Région
Hauts-de-France



SOCIETY

3rd focus point

► Contribute to the development of local regions

Increase in the number of apprentices and trainees, partnerships with competitiveness clusters, secondary schools, universities in the region to support young people and students in their professional orientation

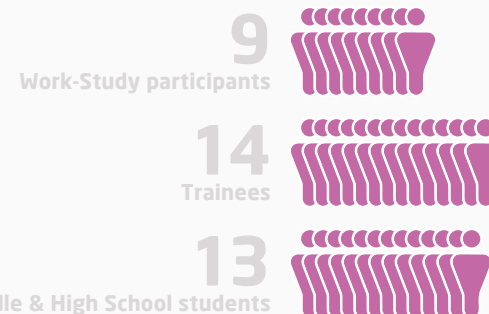
► Sponsoring Commission

Establishment of a working group focusing on sponsorship and patronage to define award criteria in line with our values, analyse and follow-up on requests.

► Participation in national campaigns

Pink October, Movember, Tobacco-Free Month, Road Safety Day, etc.

► Focus group on new recycling channels in hospitals



OUR PURPOSE

“Creating together tomorrow’s surgery,”

SOCIAL

4th focus point

- Definition of the company’s purpose and values

Our values



- Structuring the human resources function within the company

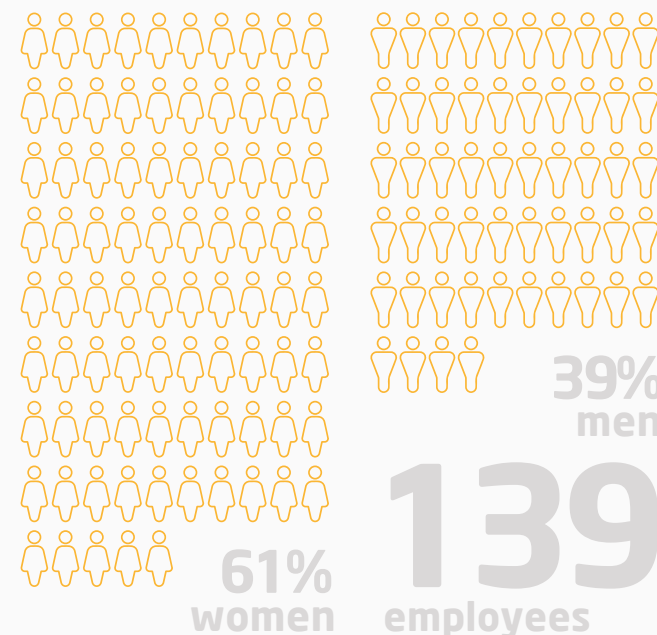
- Talent management

Induction process for new employees and integration programme, development of employability through recognised training courses leading to certification, group and individual coaching, people review sessions...

- Increased vigilance to maintain pay in line with purchasing power and inflation
- Setting up a retirement savings plan
- 2 child sick days: extra legal benefit
- Company nursery: 7 places reserved as a priority

 **3%**
absenteeism

 **291**
days
training





SOCIAL

4th focus point

- ▶ **SEC (Social and Economic Committee): constructive dialogue to develop a fair, shared social policy**

- ▶ **Risk prevention and well-being**

Prevention of musculoskeletal risks in production (stretching, use of “horizontal” glasses), adapting workstations

Setting up weekly sports sessions supervised by a professional (tuesday and thursday lunchtime) open to all employees and paid for by the company

- ▶ **Workplace harassment**

Two internally appointed referents (1 woman, 1 man)

- ▶ **Implementation of soft skills training: co-development, non-violent communication, etc.**

- ▶ **Supporting employees in the use of IT tools to reduce administrative tasks**

- ▶ **Driving safety training for sales staff**





GOVERNANCE

5th focus point

- ▶ **Joint and horizontal governance**
- ▶ **Management of large-scale projects in project mode and implementation of delegation contracts on specific subjects**
- ▶ **Implementation of lean management through group workshops**

- ▶ **Sharing values**

Payment of a uniform profit-sharing bonus for all: €2,050 per employee in 2022

Opening of capital = implementation of employee share ownership

About 4% of the capital reserved for employees in the form of a “manco”

- ▶ **Introduction of a contract on capital gains for all employees**

- ▶ **Transparency**

Training and information on the company's business model, its financial and economic health = transparency of figures



profit-sharing bonus for

€2,050

per employee in 2022



ONWARD TO TOMORROW

Towards a mission-driven society

To have a statutory purpose of a social or environmental nature in addition to profit-seeking.

Towards a perma-company

A development model that aims to create value, by jointly respecting three ethical principles, inspired by permaculture:

- Caring for people
- Preserving the planet
- Setting limits and sharing wealth

➡ **A sustainable model for a liveable future**



The companies of the Cousin Surgery group



 • [cousin-surgery.com](https://www.cousin-surgery.com)

 Allée des Roses • 59117 Wervicq-Sud • FRANCE

The COUSIN BIOTECH S.A.S quality system has been certified in accordance with the requirements of the ISO 13485 standard. Reference : PLIRSEGB01 - 21/03/23
Photos and texts are not contractual. Cousin Biotech S.A.S with capital of €340,656 - 398460261 RCS Lille VAT no. FR 34 398 460 261.

Cousin Biotech is the legal manufacturer of the medical devices proposed by Cousin Surgery.