2015 SOCIAL AND ENVIRONMENTAL RESPONSIBILITY REPORT

erytech

I. ERYTECH PHARMA'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

Our group, ERYTECH Pharma, is a biopharmaceutical company that strives to become an international leader in customized medicine in the field of cancer.

ERYTECH Pharma Company aspires to conduct each of its actions according to the principles of Corporate Social Responsibility (CSR).

Placing the patient at the heart of our priorities and demonstrating ethics and respect toward each person are shared values within ERYTECH Pharma, and they form the basis for its approach as a socially responsible enterprise.

Our employees promote these values and develop business on a day-to-day basis. The company has made a particular commitment to train them and offer them a healthy and safe work environment so that they can continue to form a team that is motivated by the company's success.

ERYTECH Pharma has made a sustained investment in R&D to meet the challenges of public health and to offer innovative and radical therapeutic responses, particularly in the field of cancer.

Our current activities are therefore concentrated in research and development and production for clinical trials. They are being developed in close cooperation with health professionals, particularly physicians and pharmacists, whose expectations guide our group.

The company holds regulated status as a Pharmaceutical Company.

The purpose of this report is to share with the company's stakeholders the company's contribution to Sustainable Development.

THE ERYTECH PHARMA MANAGEMENT TEAM

Gil Beyen

Chairman and Chief Executive Officer. Gil was the Co-founder and Chief Executive Officer (CEO) of TiGenix (NYSE Euronext: TIG BB) for 12 years. Before creating TiGenix, he led the Life Sciences division at Arthur D. Little in Brussels. He holds a master's degree in bioengineering from the University of Louvain (Belgium) and an MBA from the University of Chicago (USA).

Jérôme Bailly

Chief Pharmacist and Director of Pharmaceutical Operations. Before joining the company in 2007, Jérôme was the Director of QA/Production at Skyepharma and Laboratoire Aguettant. Jérôme holds a doctorate in pharmacy and a degree in chemical engineering, specializing in biopharmaceutical engineering and cellular production from École Polytechnique de Montréal.

Iman El-Hariry

Medical Director. Iman El-Hariry, MD, PhD, is an oncologist and has over 15 years of product development experience in the biopharmaceutical industry. She served as VP Clinical Research at Syntha Pharmaceuticals in Boston, Global Head Oncology at Astellas APGD in Chicago and Group Director at GSK Clinical Oncology in London. Iman is a graduate of the faculty of medicine in Alexandria, Egypt, and holds a doctorate from the Imperial College of Science and Medicine in London, United Kingdom. As medical director of ERYTECH Inc., based in Boston, Dr. El-Hariry is in charge of international clinical and medical development and regulatory affairs.

Eric Soyer

Chief Financial and Operating Officer. Eric Soyer has over 20 years of experience in management positions in financial and operational departments of public and private companies, both new and established. Over the past eight years, he has served as Chief Financial Officer of EDAP-TMS, a Nasdaq company based in Lyon specializing in therapeutic ultrasound, where he was in charge of administration and finance, investor relations, legal affairs and human resources. During his last three years at EDAP-TMS, he was also Chief Executive Officer of the French subsidiary of the group, which was responsible for R&D, production and distribution for France, South America and EMEA. He previously served as Chief Financial Officer and Director of Information Systems for a leading French nursing home and care facility company, and Chief Financial Officer and Chief Legal Officer for a large French insurance company. He began his career as a financial controller within the Michelin Group. Mr. Soyer received his Executive MBA from HEC Paris and an MBA from the University of Kansas in the United States, and he is a graduate of ESC Clermont in France.

Our Mission

Our mission is to help patients to feel better and live longer.

Our Vision

Our goal is to become the leading biopharmaceutical company focused on innovative therapies thanks to our ERYCAPS platform to treat rare forms of cancer and other orphan diseases.

Our Strategy

To finalize the development of our main product, GRASPA / ERY-ASP, to obtain its marketing authorization for the treatment of LAL in Europe and the United States, and to extend its clinical development to other indications in oncology and in other countries.

To consolidate our ERYCAPS platform to develop new innovative therapeutic solutions targeting rare forms of cancer and other orphan diseases.

Our Values

In 2015, ERYTECH Pharma organized a themed meeting on the company's corporate values, at which every employee was invited to speak.
This cross-company exercise allowed us to develop the necessary action plans to deploy the company's five key values:

- Vision, innovation and entrepreneurship
- Excellence, engagement and responsibility
- Communication and open-mindedness
- Teamwork
- Personal development

Vision, Innovation and Entrepreneurship

ERYTECH Pharma's desire to preserve its entrepreneurial and collaborative spirit is reflected in:

- The consolidation of its technological platform and the upholding of coherence within its pipeline of projects,
- The reinforcement of its visibility and the development of new partnerships or external collaborations.

Excellence, Engagement and Responsibility

"No compromise on quality" is the motto of every employee at ERYTECH Pharma. In the field, this approach relies on the open and transparent sharing of information regarding the regulatory and normative requirements of our activities. Personal support permits everyone to quickly become an autonomous and responsible actor in the company's focus on quality.

Communication and open-mindedness

The life of our company is based on active internal communication and participatory management. We regularly organize meetings within departments about the various projects.

For example, each quarter, a meeting is organized with HR during which a wide range of themes is discussed, such as training programs, end-of-year interviews, company insurance, incentives, etc.

Twice a year, ERYTECH Pharma offers "corporate days," which are essential for building cohesion among the teams. In 2015, these "corporate days" were held on January 22–23 and June 25–26.

Also in 2015, the company set up a monthly newsletter called *Erynews*, which is distributed to all employees and among other things offers timely information about how projects are progressing and HR news.

Teamwork

ERYTECH Pharma's operational efficiency relies daily on cross-disciplinary teamwork. Employees are frequently involved and invested with responsibility through the implementation of internal action plans.

Personal development

Our structure, based on project management, reinforces our employees' feeling of trust and satisfaction thanks to the regular communication of results.

Furthermore, constant dialog between managers and staff makes it possible to assess professional growth on an ongoing basis.

II. JOBS AND SOCIAL RESPONSIBILITY

a) Jobs

The ERYTECH Pharma workforce

ERYTECH Pharma's workforce is located:

- At the Bioparc, an HSE business park, developed in the heart of the Rockefeller Health Center in the 8th arrondissement of Lyon,
- In Cambridge, Massachusetts, in the heart of the biotechnology company cluster.

Staff are highly qualified: managers represented 47% of the personnel in 2015. At the end of the year, the personnel included 12 employees holding a doctorate in science, medicine or pharmacy, and 19 employees holding a degree in engineering or a master's degree, i.e., 22% and 35% respectively of the total staff.

Hires and dismissals

In 2015, 19 new employees joined the company under different contracts: 13 permanent contracts and 6 fixed-term contracts.

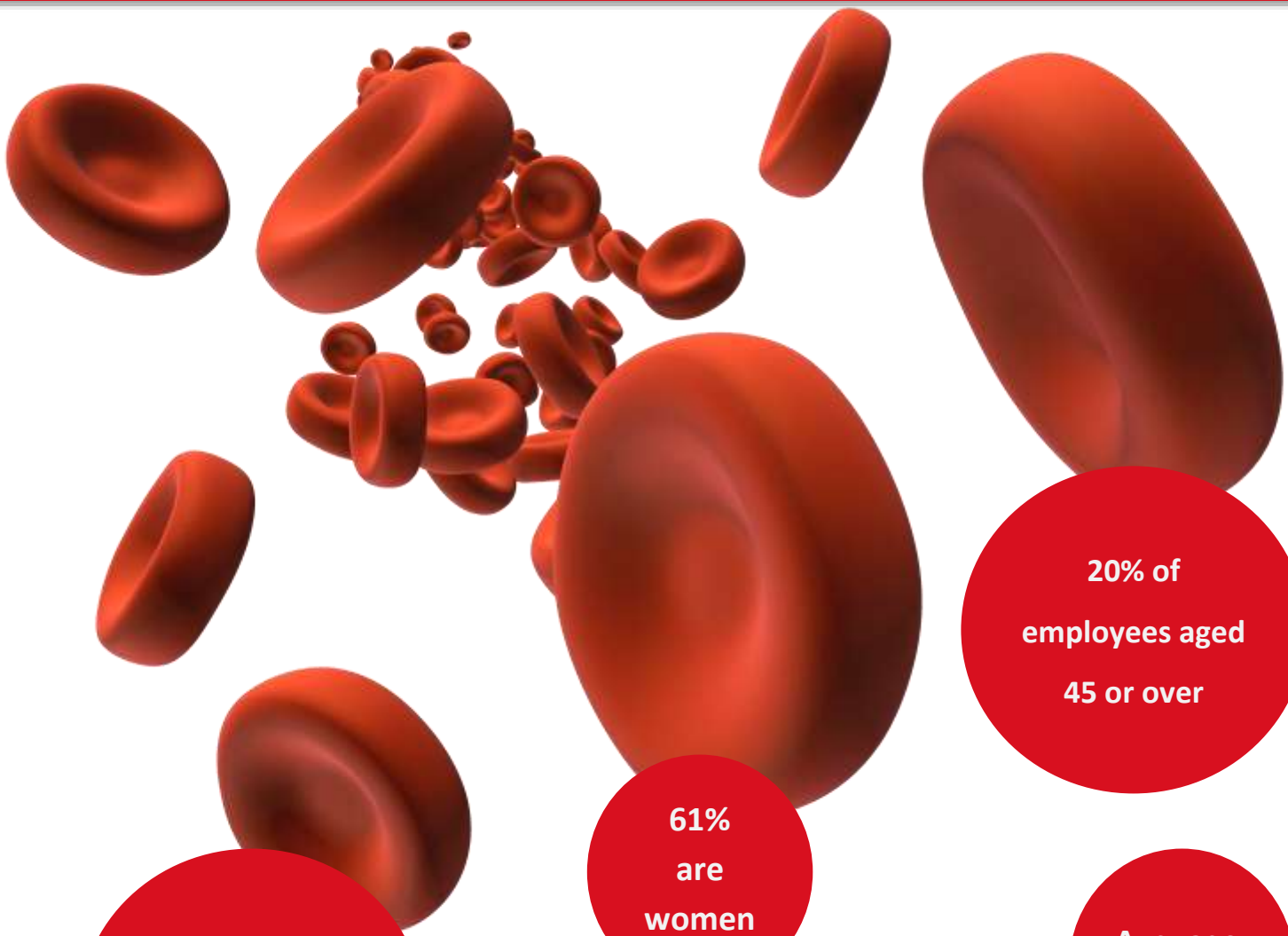
No layoffs were announced during the year. Five employees on permanent contracts resigned from the company as part of a dismissal process. One employee's fixed-term contract expired in 2015.

In 2015, ERYTECH Pharma hosted three interns coming from schools or universities. Interns received compensation that was above the legal minimum. As with any employee, they receive meal tickets, and their transportation costs are reimbursed at a rate of 50%. Internship periods are considered for purposes of seniority for those interns hired at the end of their internship.

ERYTECH Pharma also allows recent graduates to benefit from Volontariat International en Entreprise [International Volunteers in Business] (VIE). Additionally, the company sent one of its employees on an 18-month assignment to Philadelphia (USA).

Remuneration and pay policy

In addition to a fixed monthly salary, the company applies a variable pay component to every employee, that can vary from individual to individual. Bonuses take two factors into account: individual and collective performance based on achieving goals (quality, personnel, department, company).



20% of employees aged 45 or over

61% are women

Avg. age: 37

55 staff as of Dec. 31, 2015

89% are FTE

Avg. remuneration up 1% in 2015 (at comparable workforce)

46% of women are managers

10 jobs created

b) Organization of work

ERYTECH Pharma complies with current law and has set the hours of the standard workweek to be 35 hours at the French site.

These terms apply on a prorated basis to part-time employees.
Employees working part-time do so at their request; this is due primarily, but not exclusively, to parental leave. In effect, in order to find an appropriate balance between professional activity and personal and family life for men and women, the company examines each request, with an aim to adapting the organization of duties.

The absenteeism rate (excluding maternity, paternity, or parental leave) is largely stable, with days of absence being due to illness and "sick child" days.

c) Labor relations

Taking into account the size of its FTE workforce (fewer than 50 employees at the French site), the company has one employee representative and one alternate. Meetings with the employee representative are held regularly, in accordance with legal procedures and even beyond that, since all questions are considered, even those that do not lie within the purview of the powers awarded to the employee representative.
The agreements signed or commitment in the company are as follows:

- Incentive: an incentive agreement for the company's staff was signed on November 29, 2013. This took effect on January 1, 2014. For 2014 and 2015, the company granted a supplementary profit-sharing and stipulated an amendment to contributions on employee savings plans such as PEE and PERCO (the management costs are borne 100% by the company).
- Remuneration for "sick child" days: unilateral commitment by the employer, who decides to pay for "sick child days."
- Work on weekends/public holidays and annual leave: Personnel in the Quality Assurance, Research and Development, Quality Control, and Production departments may be required to work on weekends and/or public holidays. The memo of July 16, 2013, was modified on October 28, 2014, with a view to equalizing the remunerations established between departments and to propose remunerations equivalent to or greater than those that were previously established. The memo entered into effect on November 17, 2014.
- On-call weekends and public holidays: Personnel in the Quality Assurance, Quality Control, Production, and Research and Development departments may be required to work on weekends and/or public holidays through on-call duty. The memo of March 30, 2012 was modified on October 28, 2014 with a view to equalizing the remunerations established between departments and to propose remunerations equivalent to or greater than those that were previously established. The memo took effect on November 17, 2014.

87% of staff are full-time

Absenteeism: 1.9%

d) Health and safety

In terms of Hygiene and Safety, ERYTECH Pharma complies with statutory and contractual requirements. As this provision is not mandatory, ERYTECH Pharma has not signed any collective agreement covering Workplace Health and Safety.

The company's activities are conducted in strict compliance with authorizations and approvals, and the safety of the personnel is a fundamental element for the company's sustainable development.

Additionally, from the beginning, the company has deployed a policy of management through quality with ISO 9001: 2008 certification covering all its processes. In this vein, ERYTECH has a general health and safety procedure governing the practices of personnel regarding biological and chemical risks.

As part of this, in 2015 ERYTECH Pharma appointed a Safety Officer in charge of protection and prevention of work-related risks (development, supervision and monitoring of a single document that identifies and evaluates work-related risks: DUERP).

No work-related accidents or illnesses were reported in 2015. However, a workplace accident in December 2014 resulted in 29 work days lost remaining in January 2015. This is why the severity rate was 0.4 in 2015.

Additionally, as part of assessing workplace strain and stress, in 2015 the company assessed the following four stress factors and concluded that they were not applicable to its employees:

- Work in a hyperbaric environment
- Nighttime travel
- Work in successive alternating shifts
- Repetitive work

Actually, no ERYTECH Pharma employee is exposed to these particular working conditions.

e) Training

The company continued its training policy within a long-term perspective, on the basis of actions intended to strengthen collective and individual skills and abilities.

ERYTECH Pharma has moreover defined the following areas of focus in relation to professional development for 2015:

- Excellence of experience and competencies;
- Better communication to work better together;
- Introduction of external professional practices;
- Communication in English.

These areas of focus have been defined based on economic outlook and changes in jobs, investments, and technologies within the business, and particularly for 2015:

- Internationalization;
- Improvement of the organization;
- The needs of a pharmaceutical company.

This is why 55% of employees aged 45 or over—or 6 out of 11 individuals—benefited from training activities.

0 workplace accidents

Frequency rate: 0.0

Severity rate: 0.4

684.5 hrs training

14 hrs training per

f) Equality of treatment

Measures taken to promote gender equality

In 2015, ERYTECH Pharma decided to continue the measures initiated in 2014 with a view to consolidating equality between men and women possessing equal qualifications and skills, and more particularly to give preference to the hiring of women at the "director" level and to give preference to the hiring of men at other levels. For example, Dr. Iman El-Hariry joined the company in June 2015 as Medical Director.

At December 31, 2015, in accordance with the interim provisions of Law no. 2011-103 of January 27, 2011, on the balanced representation of women and men on boards of directors and supervisory boards and on professional equality, more than 20% of directors were women.

Measures taken to promote employment and integration of disabled personnel and anti-discrimination measures

ERYTECH Pharma's hiring procedures:

- provide for the possible integration of disabled personnel,
- comply with the regulatory requirements regarding nondiscrimination when hiring,
- and illustrate these requirements through a list of "prohibited questions."

In 2015, ERYTECH Pharma:

- published its job openings on the site Handi EM (specialized in hiring and retaining disabled persons in the pharmaceutical industry),
- or commissioned outside recruitment agencies, all committed to responsible hiring in terms of diversity.

Despite these measures, no applications were received from individuals with disabilities.

The company also decided to procure its office consumables from a regional disability-focused company, making it a regular supplier to the group.

g) Promotion and compliance with the stipulations of the fundamental conventions of the International Labor Organization as pertains to the respect for freedom of association and the right to collective bargaining, the elimination of discrimination in respect of employment and occupation, the elimination of forced or compulsory labor, and the effective abolition of child labor

The group's employees carry out their activities in France and the United States (Massachusetts).

It complies with the current regulations in these countries, particularly in terms of:

- Freedom of association: The company's internal rules allow employees to participate in group activities. No restrictions or penalties are imposed where its employees are members of associations.
- Collective bargaining: Employee representatives may negotiate and stipulate one or more collective agreements pursuant to the conditions established under the Labor Code, where the purpose of such agreement is not covered by the collective agreement applicable to the company and/or is subject to collective bargaining in compliance with labor law.
- Elimination of forced or compulsory labor, and the effective abolition of child labor: The group does not operate in a country in which such practices exist.
- Elimination of job-related and professional discrimination.

III. ENVIRONMENTAL INFORMATION

The activities implemented include contract industrial production. These activities therefore result neither in a massive use of raw materials, nor in significant energy consumption, nor any significant discharge of greenhouse gases into the environment, nor use of soil. Furthermore, the activities inherent to the company do not generate particular auditory nuisances for its employees or neighbors.

Activities are localized within the Bioparc, a health-, safety- and environment-focused business park developed as part of the Rockefeller Health Center in Lyon. The company possesses quantitative elements that allow it to monitor practically all of its water and electricity consumption (except for consumption in the common areas due to the ways the building is managed).

The company has not identified any significant environmental risks associated with its activity such as could lead to establishing a provision against these risks or specifically training its employees with regard to these issues.

To date, the company has not identified any opportunities for taking steps to protect biodiversity and adapting to the consequences of climate change.

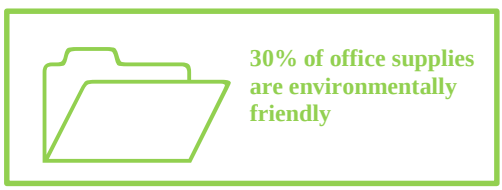
In this setting, the following environmental indicators were chosen as being relevant:
a) General environmental policy;
b) Sustainable use of resources: energy consumption and water volume;
c) Pollution and waste management: quantity of waste sent to a specific treatment center.

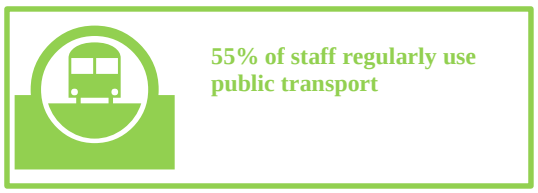
a) General environmental policy

Despite an environmental impact deemed to be low, the company and its employees are involved in the following actions related to sustainable development:

- The use of ecologically responsible practices in paper management:
  - ✓ Use of an electronic document management system.
  - ✓ Default configuration of all printers to print in black and white and double-sided.
  - ✓ Purchase of only "environmentally friendly" reams of paper (EU Ecolabel or PEFC).
  - ✓ Destruction and recycling of all unused internal and external documents (since the second half of 2013) by a specialized company.

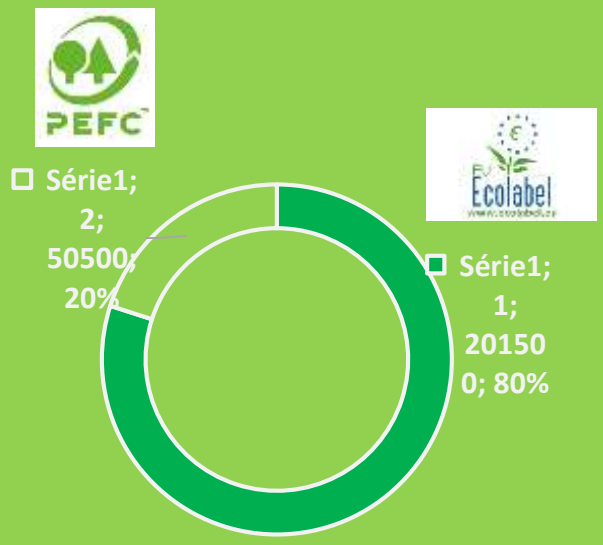
  All these practices together constitute an ongoing virtuous cycle to minimize the number of trees that are cut down.
- The introduction of a responsible procurement policy for office consumables (buying "environmentally friendly" supplies whenever possible).
- Use of energy-saving devices: widespread use of timers for lights and air-conditioning.
- Use of teleconferencing instead of physically travelling to meetings.
- Encouraging employees to choose mass transit over personal vehicles. ERYTECH Pharma is based in the heart of Lyon's health hub and is easily accessible by public transport, thus helping to limit car use.





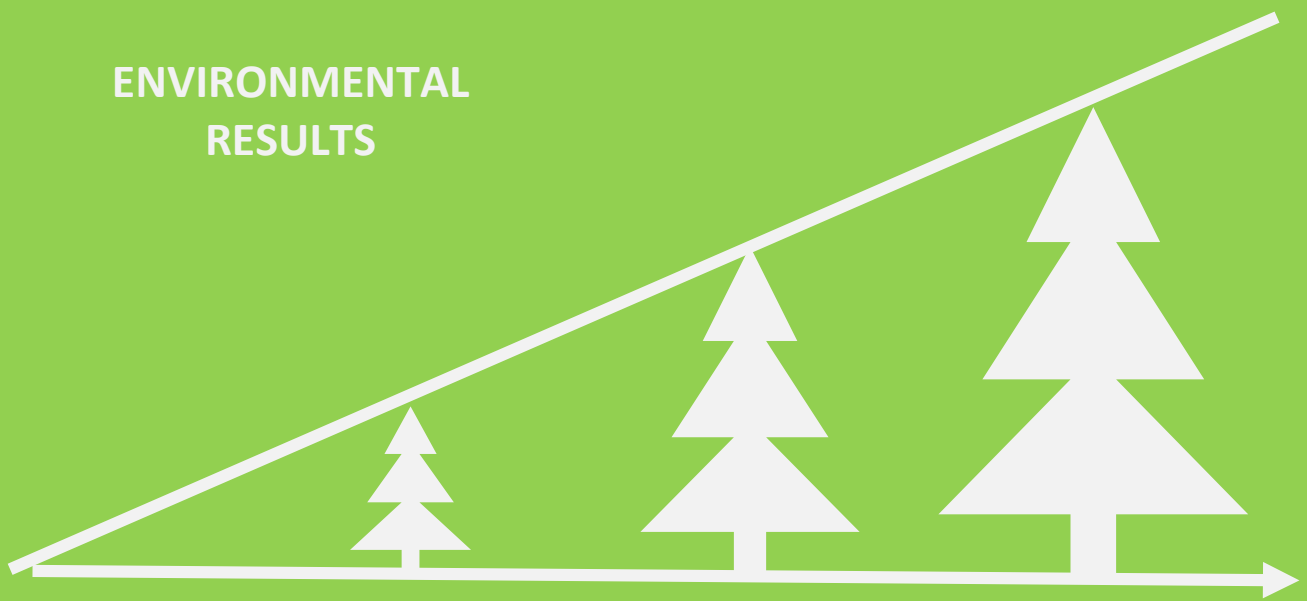
RESPONSIBLE PURCHASING:

100% of paper reams used are environmentally friendly



ELIMINATION BY SORTING AND RECYCLING WASTE

ENVIRONMENTAL RESULTS

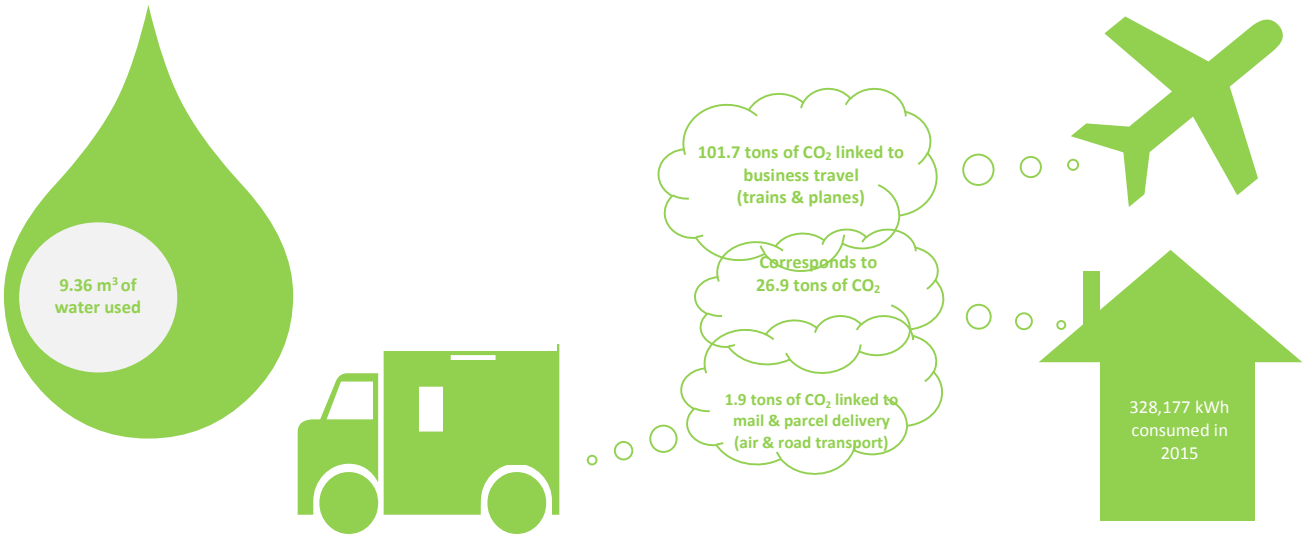


saved by recycling unused internal and external paper documents

b) Sustainable use of resources

- The only energy source used by the company is electric energy. Since November 1, 2015, the company has been powering its French premises with green energy (renewable wind, solar, and hydro power) sourced in France.
- Mains-water consumption corresponds to the pharmaceutical company's activities. Water discharged after use is water that comes from washing cycles (sinks, washing machines).
- The company outsources the logistics associated with its activities.

It does not have all the quantitative information enabling it to ensure the exhaustive monitoring of associated CO_2 emissions.
Intercontinental business trips are frequently necessary given that the company has been international since 2013.
Despite multiple attempts, information on CO_2 emissions associated with the shipment of drugs has not been successfully obtained.



c) Pollution and waste management

Within the context of its CSR activities, ERYTECH Pharma works to make employees aware of how to methodically manage their consumables and waste. For example, as part of the objective to limit the environmental impact of its waste, the company arranges for a specialized company to systematically remove and treat its biological and chemical waste resulting from laboratory and production activities, with a view to ensuring full traceability through the treatment processes used.

0.76 tons of chemical waste of which 54% sent for recycling/recovery.

9.22 tons of biological waste of which 28% sent for energy recovery at incineration

IV. SOCIETAL INFORMATION

a) Territorial, economic and social impacts from the company's activity

The company's desire to align the development of its business with that of its region is a major characteristic of the group; in particular, it subcontracts certain preclinical studies to regional entities, and by creating partnerships with the Ecole Vétérinaire de Lyon [Veterinary School of Lyon] and Université Claude Bernard in Lyon. It also calls on numerous consulting firms in the region (patents, finance, etc.).

ERYTECH Pharma is also an active member:

Nationally: in three professional organizations in the field of health and/or biotechnology: Les Entreprises du Médicament (LEEM) [medicinal products companies], France Biotech and the Société Française des Sciences et Techniques Pharmaceutiques (SFSTP) [the French society for pharmaceutical sciences and technologies].

At the regional level: of the competition-focused Lyonbiopôle and Cancéropôle Lyon Auvergne Rhône Alpes, and it also renewed its membership of the Association des Fabricants de l'Industrie Pharmaceutique de la Région Rhône-Alpes (Association of Pharmaceutical Industry Manufacturers in the Rhône-Alpes Region - AFIPRAL) with the objective of growing the performance of member companies by mobilizing a regional network involving the sharing of industrial know-how.

Due to the nature of its activities and its geographical location, ERYTECH Pharma does not create a need for dialog with inclusion, environmental protection or consumer associations or with neighbors.

Nonetheless, ERYTECH Pharma seeks to create close relationships with training institutions and universities, and allows its employees to teach courses during their work time and within their field of expertise.

ERYTECH Pharma regularly participates in symposia, congresses and annual conferences, including, in 2015:

- BIO International Convention in Philadelphia;
- AACR (American Association for Cancer Research) Annual Meeting in Philadelphia;
- ASCO (American Society of Clinical Oncology) Annual Meeting in Chicago;
- ASH (American Society of Hematology) Annual Meeting in Orlando.

These meetings allow the company to meet healthcare professionals and key opinion leaders with a view to pursuing its areas of development in innovative products and to satisfying unmet medical needs.

b) Relationships with stakeholders

Relationships with its shareholders and investors

All shareholders have access to full, transparent and clear information, adapted to the needs of each person and useful for an objective assessment of the group's growth strategy and results. This financial communications policy is intended to ensure that all shareholders have information in compliance with the practices of the financial marketplace.

A wide variety of public documents, including those distributed as regulated information, covers the company's activity, strategy and financial information, and is accessible on the company's website under the Investors heading, in French and in English. It also has a dedicated e-mail address for investors (investors@erytech.com).

In terms of regulated information, the company releases the annual information required of a listed company. The financial information is supplemented by periodic information and press releases intended for the financial community and more broadly the public, concerning subjects that are important for understanding the company's activities and strategy.

The success of the reserved capital increase in the form of a private placement in the amount of €25.4 million on December 3, 2015, attests to the company's influence not only on the European market, but also on the American market. This operation indirectly enhances the visibility of French biotechnology companies and regional know-how in France and abroad. Last, the funds raised during this capital increase will ensure:

- The continuation of the clinical development of its ERY-ASP/GRASPA product, particularly for the treatment of acute lymphoblastic leukemia (ALL) as a first-line therapy in Europe and the United States and of non-Hodgkins lymphoma;
- The development of new drugs, with the launch of a Phase I study for its candidate product ERY-MET and the incubation of the anti-tumoral ERY-VAX vaccination program;
- The development of the ERYCAPS technological platform and other preclinical development programs.

This biomedical research is performed with the goal of providing a tailored response to unmet medical needs in the indications studied.

On November 20–21, 2015, ERYTECH Pharma participated at the Actionaria Show in Paris in order to meet private investors.

Relationships with its partners

At least once a year, steering committees are organized between the company and its primary partners, for the purpose of discussing strategy and progress in joint projects.

Partnership or sponsorship actions

Through its sponsorship activities, ERYTECH Pharma supports associations and projects in the healthcare field, and particularly in the fight against cancer. Their areas of common interest are consistency with our values and our desire for building strong roots in the region.

Thus, in 2015, the company renewed its agreement with the Laurette Fugain Association. Under this agreement, its employees supported the national days devoted to fighting leukemia, organized for March 28 and 29, 2015, by distributing leaflets.

In addition, on October 4, 2015, 15 ERYTECH Pharma employees participated in the seventh Run in Lyon 10K race, wearing the association's logo on their race vests.

ERYTECH soutient
les JOURNÉES NATIONALES CONTRE LA LEUCÉMIE.
Rejoignez le mouvement,
et faites un don pour soutenir la recherche médicale.
PARCE QU'ENSEMBLE, NOUS SOMMES PLUS FORTS.
Merci !

JE DONNE
TU CHERCHES
ILS GUÉRISSENT

Si tu donnes t'es au top !

Enzo

Enzo et Vanessa Demouy

28 et 29 mars 2015
JOURNÉES NATIONALES CONTRE LA LEUCÉMIE

Pour vos dons RDV sur www.contrelaleucemie.org

c) Subcontractors and suppliers

Seeking to share its values with its suppliers and subcontractors, ERYTECH Pharma encourages regular collaborations, to the extent possible, with a view to building client-supplier and client-subcontractor relationships of trust. This aspect is strengthened by the strategic nature of certain suppliers. As such, the stakes surrounding strategic supplier relationships allow for a closer dialog. Each supplier contract is monitored internally by dedicated teams, and a single contact person is designated.

The company also has a supplier selection and monitoring procedure for its business relationships with suppliers for certain critical elements (clinical trials, nonclinical trials, pharmacovigilance and production unit suppliers). Given the regulatory aspects of the company's activities, most service providers and suppliers must also comply with the Best Laboratory and/or Clinical and/or Manufacturing Practices.

ERYTECH Pharma undertakes to apply CSR principles to its purchasing, selecting goods and services produced and provided in compliance with rigorous environmental, social and ethical principles. We pursue our involvement in the monitoring of CSR criteria compliance by suppliers, as specified in our internal procedures, giving preference to suppliers that have a CSR policy that complies with the requirements of Grenelle II during the preselection stage, all other factors being equal. ERYTECH Pharma assesses its suppliers based on an evaluation questionnaire, in order to learn about the CSR activities undertaken by its partners.

The company's procedures provide for supplier audits based on the type of purchases (pharmaceutical business supplier, new supplier, critical nature, etc.) as well as follow-up audits. However, supplier audits do not incorporate the CSR aspects given the structure of the upstream market.

e) Fair practices

Various policies have been implemented to reinforce the approach to ethics:

- Procurement policy:
  - ✓ a limit of €20,000, excluding taxes, on authorizations to enter into contracts. Above that limit, authorization from the quality department is mandatory;
  - ✓ separation of duties for payments;
  - ✓ software barriers and traceability.
- Guide pertaining to the prevention of insider crimes and misconduct;
- Procedure for the management of health relations for the purpose of complying with the "Bertrand law";
- Management procedure for the handling of personal data and designation of a data protection contact person on August 29, 2014;
- Travel charter: indicating the rules governing business travel.

e) Measures to promote patient health and safety

At its current stage of development, none of the medicinal products being developed by the company today has been marketed or received marketing approval. The development of medicinal products is highly controlled by strict regulation. The various phases in the development of medicinal products require animal tests at the outset (preclinical development), and then tests with humans (clinical development). Each of the development phases requires prior authorization delivered by the oversight authorities and approval by the ethics committees.

As part of the research and development activities, the company implements preclinical studies within a strict framework. For these phases, the company may make use of service providers that conduct animal experiments. These experiments must follow a national procedure pertaining to the protection of animals used for scientific purposes, in accordance with Decree no. 2013-118 of February 1, 2013, which contains, in particular, an obligation to obtain approval prior to conducting any project involving the performance of one or more experimental procedures using animals.

f) Other actions undertaken to promote human rights

The company has not undertaken any additional action to promote human rights.