

Environmental, Social, and Governance

Report
2024

voisinconsulting.com



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Introduction

Introduction

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Summary

Our dedication to ESG practices and sustainability topics continues to grow year on year. The global impact of climate change and social issues are profoundly felt by all in today's society. At VCLS we continue to support our clients and collaborators with the same dedication that we have shown over the past decades, and we are committed to being part of the solution to overcome the challenges that we face.

In this sustainability report, we proudly share our achievements and milestones over the past year and highlight our commitment to working together for the continual improvement of our sustainability journey.

This report begins with an introduction from our CEO, followed by a summary and overview of VCLS activity. Subsequently, this report discusses sustainability and what it means to us at VCLS, before developing the key topics of Environmental, Social and Governance.



Climate Change



Social Impact



Governance

Letter from our CEO



I am pleased to present our Environmental, Social and Governance Report for 2024. In this annual report, we disclose our continuous efforts to integrate ESG principles into our business strategy, culture, and daily operations. This report has been prepared for all our VCLS stakeholders, and I am excited to share its contents.

I am pleased to confirm that Voisin Consulting Life Sciences (VCLS) continues its progress to become a more sustainable and environmentally positive business. This report details our recent achievements in the three areas of ESG and follows the same structure as our previous report. For clarity and consistency, we have updated the sections with new data, news and information, while maintaining some sections unchanged.

Our commitment to advancing Social sustainability within VCLS is reflected in the progress made in 2024. We are particularly proud of the equality and diversity that is represented by our excellent VCLS employees. As a CEO, I know the huge importance of promoting women into leadership roles and so I am extremely delighted with our consistently impressive Gender Index Score.

Globally our initiatives to Environment topics have developed this year also. Our teams completed the collaboration with Climate Fresk, ensuring that nearly all employees have taken part in this wonderful and educational workshop. Furthermore, we continue to prioritize our external efforts with charitable environmental action in Madagascar and India.

I invite you to explore the positive impact VCLS has had through the year in this report, and look forward to sharing more exciting developments in the future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Emmanuelle Voisin', with a long horizontal line extending to the right.

Emmanuelle Voisin, PhD
CEO and Founder

Overview of VCLS

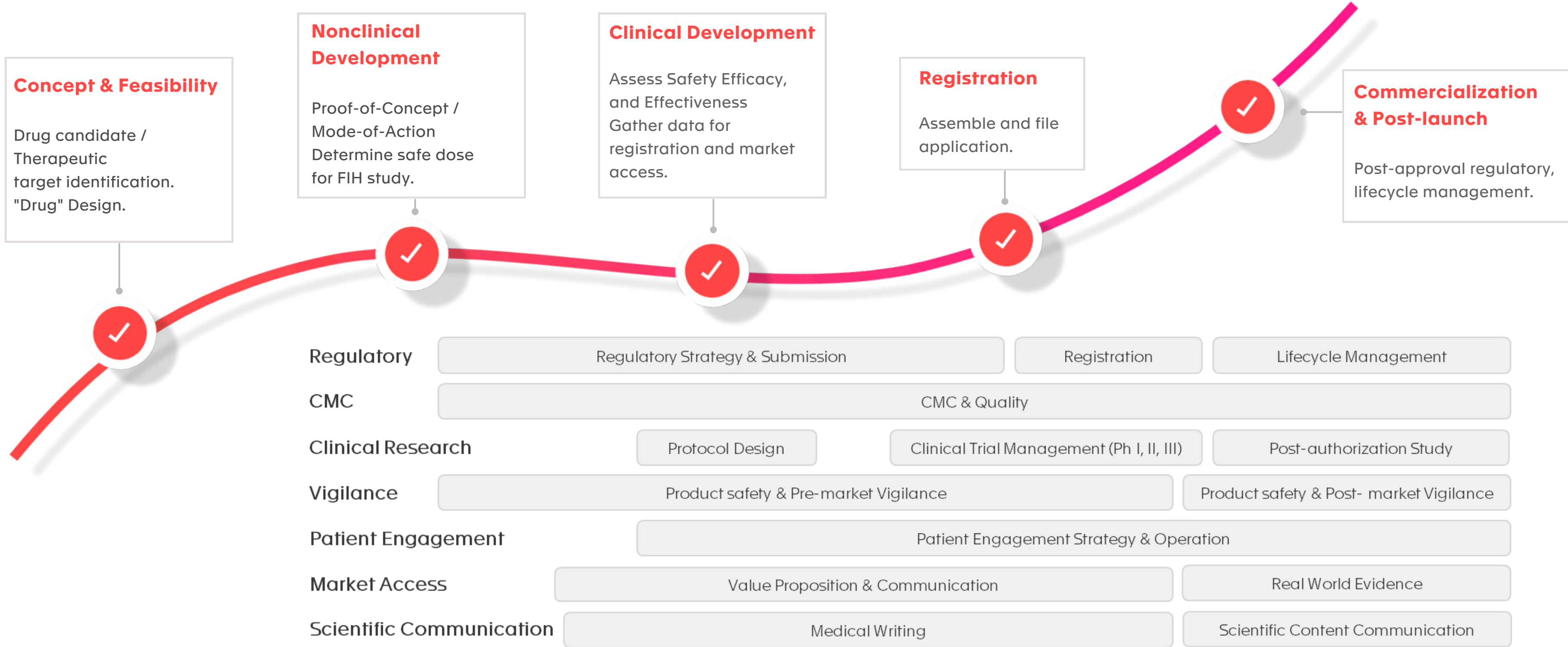
Voisin Consulting Life Sciences (VCLS) guides biotechnology, pharmaceutical and medical device companies throughout the development and commercialization of their products. From early in the process at the R&D stage, we help innovators design optimized product development plans and regulatory strategies, combining the health-tech ecosystem and business success.

We identify support target profile definition, clinical and non-clinical development, clinical research, registration, launch and product life cycle management.

We also help investors to assess scientific value. The company provides actionable recommendations that empower clients to make strategic decisions by helping define the roadmap to go to market, with audits and the strategy needed to achieve tangible results in line with business goals.



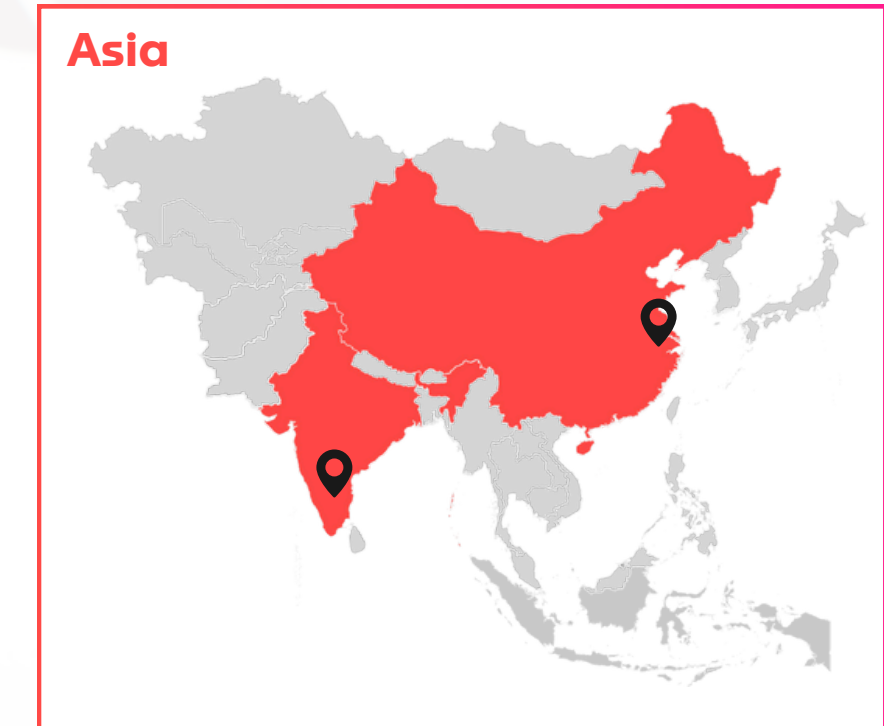
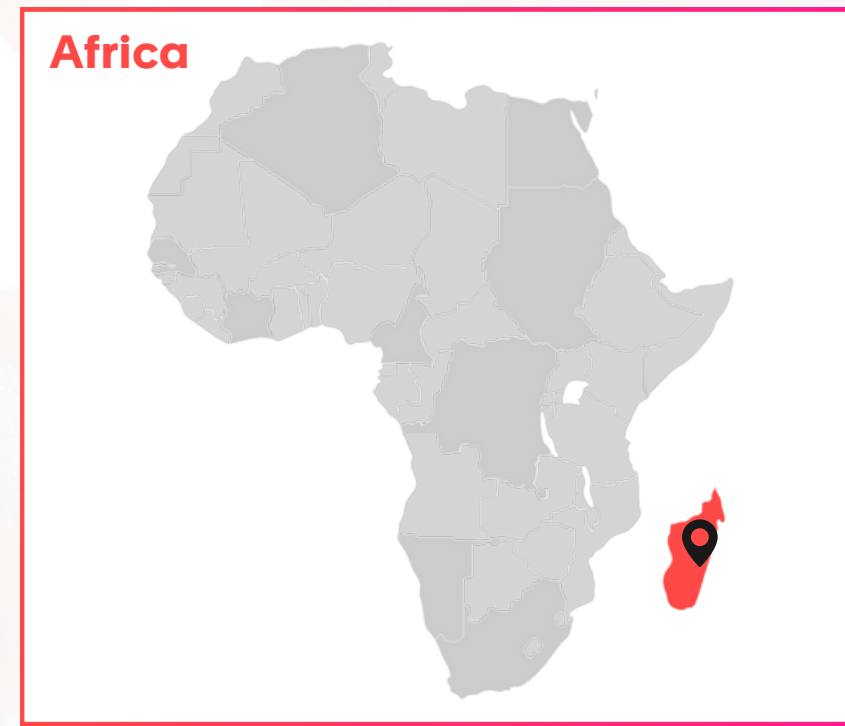
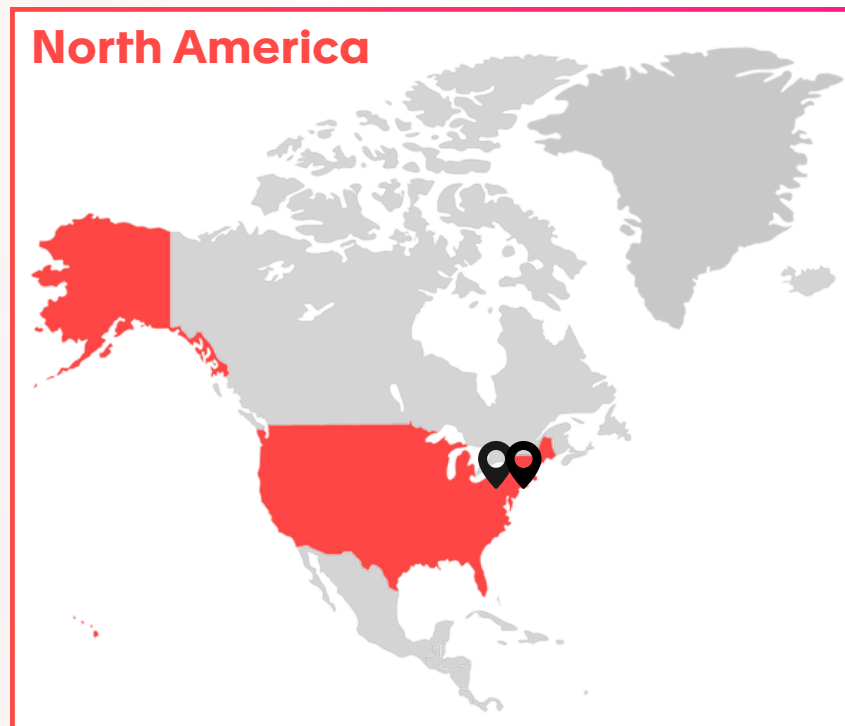
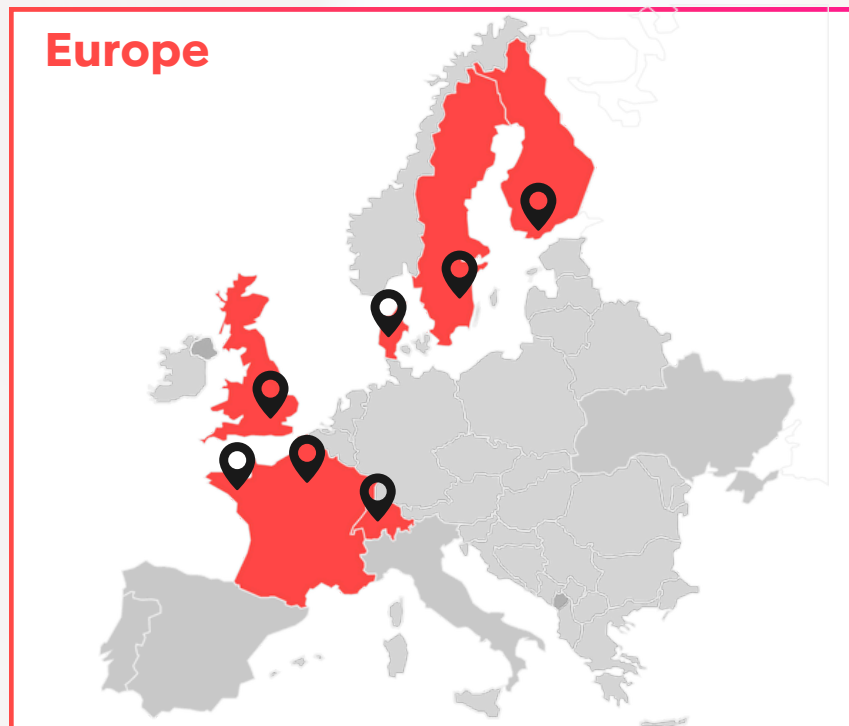
Our Services : A Suit of Interdisciplinary Solutions



Our Locations

VCLS, with a team of experts from a wide range of diverse backgrounds and cultures, operates in a transversal manner with business unit focus group encompassing expertise around the globe.

We have the breadth of knowledge to support a wide range of needs, while maintaining a tailored and customized service.



Paris, FR
Rennes, FR
Cambridge, UK
Lausanne, CH
Copenhagen, DK
Stockholm, SE
Helsinki, FI

Somerville, NJ
Cambridge, MA

Antananarivo, MD

Shanghai, CN
Bangalore, IN

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Sustainability at VCLS

Committed to Sustainability

We are committed to be part of the solution to overcome the sustainability challenges that we face, both in the context of the life science industry and on a wider global scale. At VCLS we believe that sustainability considerations should encompass every action we take and be a key consideration throughout our decision-making processes.

In 2024, we have continued our progress towards holistic ESG commitments. We have become more integrated with our implementation of ESG values across the company and look forward to building on this foundation in the upcoming years.

Environmental, Social, Governance

As VCLS has always done, we still maintain a strong connection to the Social topics of human capital, community outreach and promoting diversity. Equally, following the improvements introduced last year, our Environmental commitments are gathering momentum and are soon becoming a mainstay of our sustainability strategy. Governance is a key pillar that orientates and guides our company values as whole, and once again this topic is interwoven into our daily practices.



ESG Ambassadors

This year we have established a team of ESG Ambassadors who are passionate about advancing Sustainability at VCLS from an internal standpoint. Alongside their daily roles in the organization, they are responsible for leading ESG initiatives both locally and internationally, as well as contributing to this report. We hope to further develop this team in 2025 and extend our scope of activities.

Guided by Standards

Our sustainability strategy is influenced by EcoVadis and WeImpact Index, our main assessment criteria for our ESG initiatives. We always integrate the feedback and direction provided in our yearly assessments, and we continue to strive for higher accreditation by improving our ESG impact across the entire business operation.

Our Highlights in 2024

In 2024, we moved forward in the areas of **Environment, Social and Governance** and below are a few of our key highlights that we are proud to share.



1. EcoVadis score

In 2024, we received the **EcoVadis Silver** medal with a score of **69/100**, just 1 point from Gold



2. Forestry Initiatives

We planted **150 seedlings** with Move Up Madagascar,



with an **84% survival rate** to date



3. Gender Equality Index

In 2024, **65% of our staff were women**, our gender equality index in France scored 90/100, and equal pay is guaranteed at every level.

VCLS Commitments



United Nations Global Compact

In 2021 VCLS joined the UN Global Compact initiative.

We have incorporated the 10 Principles of the Global Compact into the various aspects of VCLS day to day business to ensure that we operate in a way that meet and exceed fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption.

On the right is a matrix of where you may find examples in this report for each section.

	UN Global Compact Principle	Reference Page
	Human Rights	
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	24, 25, 26
Principle 2	Make sure that they are not complicit in human rights abuses.	24, 25, 26
	Labour	
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	25, 26
Principle 4	The elimination of all forms of forced and compulsory labour;	25, 26
Principle 5	The effective abolition of child labour	25, 26
Principle 6	The elimination of discrimination in respect of employment and occupation.	25, 26
	Environment	
Principle 7	Businesses should support a precautionary approach to environmental challenges;	18, 19, 20
Principle 8	Undertake initiatives to promote greater environmental responsibility; and	18, 19, 20
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	18, 19, 20
	Anti-Corruption	
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	31

UN Sustainable Development Goals

VCLS is an advocate of the UN Sustainable Development Goals and has identified the following goals as crucial and impactful to our business. Many of these SDGs are incorporated already into our daily activities and are presented throughout this report in relation to the specific area. The remaining SDGs we acknowledge as no less important to achieve sustainable development; however, we understand that as a company, we may not be able to influence to the same extent as the ones identified.



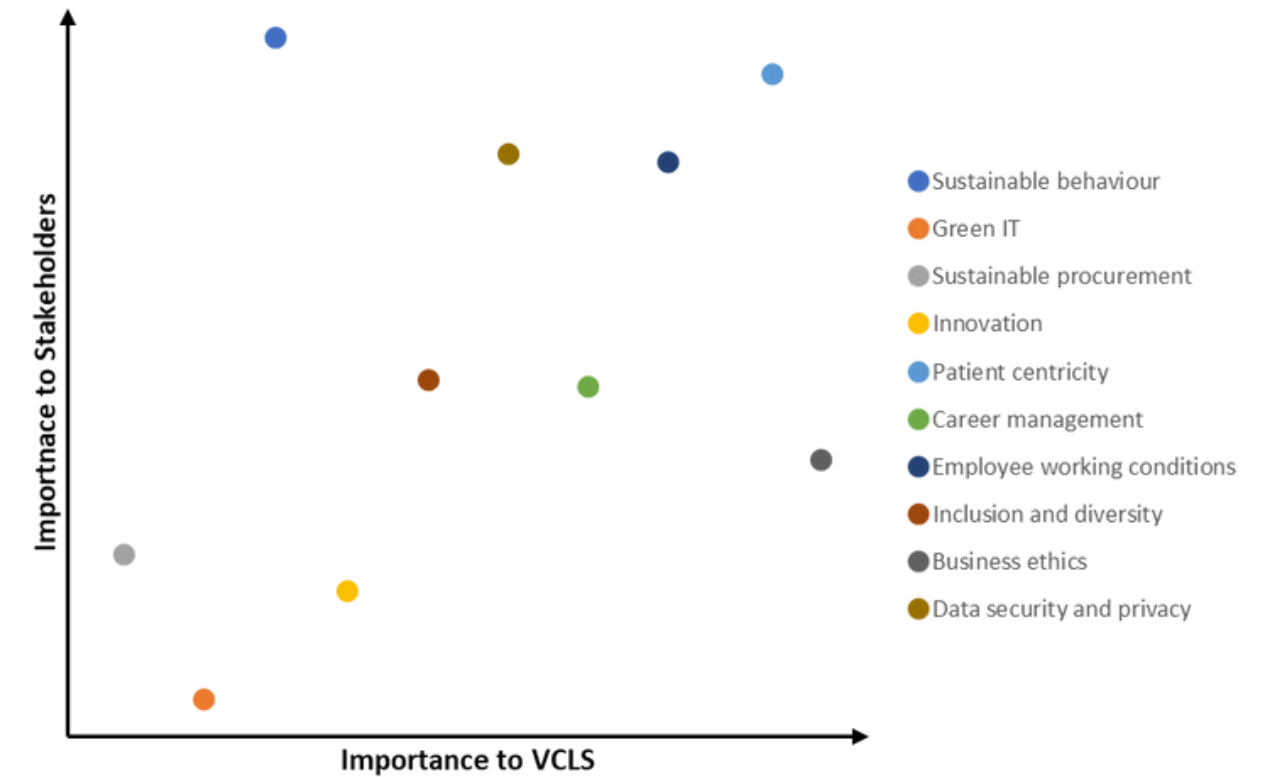
Reporting Scope

This Environment, Social and Governance report covers the time period from 1st January 2024 to 31st December 2024. The data, figures and information provided pertains to the operating locations and employees listed below.

Country	Office	Employees
France	Paris (HQ)	77
	Rennes	12
Switzerland	Lausanne	13
Denmark	Copenhagen	5
United Kingdom	Cambridge	12
United States	Somerville	13
	Boston	16
India	Bangalore	19
China	Shanghai	3
Madagascar	Antananarivo	29
Ireland	Dublin	1
Total		200

Materiality Assessment

We classify as material the topics that have an impact on VCLS' sustainability strategy and that we must consider when implementing sustainable initiatives. In our most recent materiality assessment, we consulted a sample of our key stakeholders, selected from our employees, partners, suppliers and executive networks to categorize these important topics.



In **2024 we had planned to complete a double materiality** assessment to better understand the dual impact of climate change towards our future as a business, and also how our operations contribute to the issue, however this initiative was unfortunately postponed to 2025.

Sustainability Targets

Last year we enshrined a series of **targets** that we aim to achieve by the end of 2025. These targets are currently in progress, and we are on track to achieve them within the timeframe.

Objectives by 2025	Progress
Continue to raise collaborators awareness of CSR and the benefit for the company	On track
Continue to involve collaborators in CSR procedures	On track
Develop unifying actions internally to increase awareness around CSR subjects	On track
Continue to improve the EcoVadis assessment	On track
Ensure diversity and inclusion throughout the organisation	On track
Achieve ISO 27001 Certification	Complete
Participate in HappyIndex®AtWork survey	Complete
Publish and communicate about Environmental policy & Sustainable Procurement Policy	On track
Adhere to UN Global Compact and integrate SDGs into our strategy	On track
Full introspection and review of suppliers	On track
Manage second life program for IT equipment	Complete
Replace all lighting to be LED bulbs	On track

Certifications & Awards

EcoVadis Sustainability Assessment

In December 2024, we received a Silver Award with a score of **69/100**. This level is awarded to the **top 15% of companies** and only 1% short of the Gold Award. This continues our excellent record of receiving the silver level award over the past 3 years. We received scores of 70/100 in each of the assessment sections of Environment, Labor & Human Rights, Ethics and we scored 60/100 in Sustainable Procurement. We are incredibly proud to achieve this score, yet remain highly motivated to succeed in obtaining a gold award in 2025.



Overall, we are working to improve in the areas identified as high priority and aim to score better year after year.

HappyIndex®AtWork

VCLS has participated in the HappyIndex® survey by **ChooseMyCompany** for a number of years and value the results as a core element of our accountable human capital approach. In the last survey reflecting year of 2024, **we had a participation level of 79.1% and an overall global score of 4.11/5** with a recommendation rate of 57.6%. We achieved the HappyIndex® criteria in Switzerland, UK and India.

This survey is vital to understanding feedback from a key group of our stakeholders – our employees. We conduct an extensive internal review of the results to understand how we can improve.



CERTIFIED



HappyIndex®AtWork
WORLD 2024

CERTIFIED



WeImpactIndex®
WORLD 2024

A new initiative that we integrated into the HappyIndex® survey is the WeImpactIndex®. This is an extension of the main survey and pertains to ESG specific topics. In this section, **we had a participation level of 79.1% and Global Score of 3.57/5.** We achieved the criteria at the Global and Europe level. This year, we expanded the feedback criteria and well as increased the quantity of ESG questions, ensuring that this survey has its own dedicated scope and outcome.

Environmental

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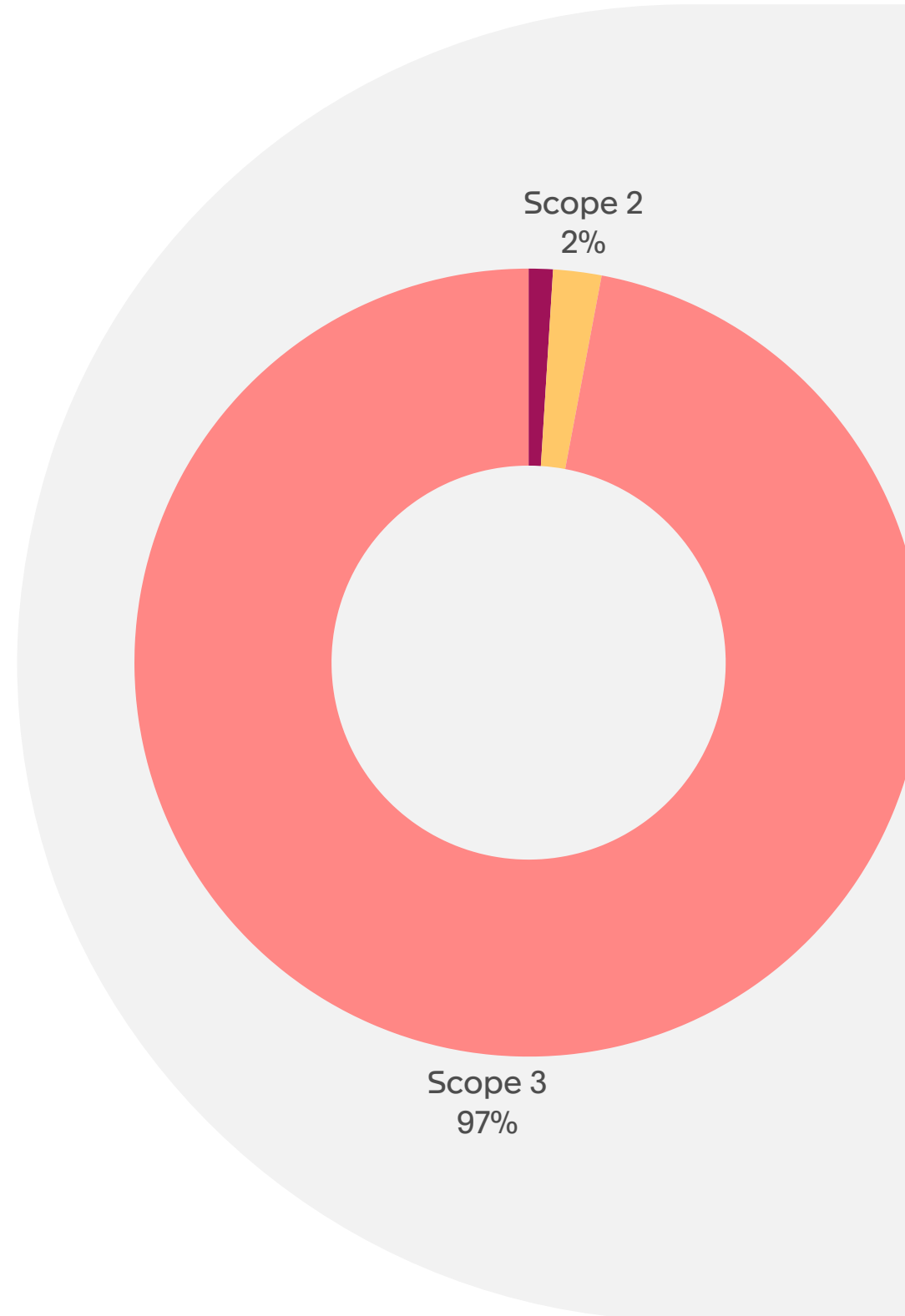
Scope 1, 2 & 3

Initiation of Emissions Tracking

In 2023 we began to track our Scope 1, 2 and 3 emissions as a company across all our global locations. We intend to use our 2023 results as a baseline for further analysis and reduction targets. We understand that this is potentially one of the most important sections of sustainability reporting, as well as one of the most challenging to accurately track.

Partnership with CitizenWave

Our partner, Citizen Wave, who assisted us in 2023 to calculate our emissions, unfortunately went out of business. This means for 2024 we have had to pivot to use the EcoVadic Carbon Estimator. The calculation criteria differs slightly from our previous reporting year, and so the results in 2024 cannot be used for an exact side by side comparison.



2024 Emissions Data

In 2024 our global emissions footprint was 698.48 tCO₂e.

- **Scope 1** emissions, from sources that VCLS owns or controls directly, represented 1%.
- **Scope 2** emissions, from sources that VCLS indirectly impacts and come from the creation of energy we use, represented 98%.
- **Scope 3** emissions, from sources that we are indirectly responsible for across our value chain, represented 97%.

Tracking Our Impact

For a full breakdown of our Scope 1, 2 and 3 emissions, please refer to the detailed table on page 22.

As a strategic service and solutions company, we anticipate our Scope 3 emissions to be the highest contributor to our overall footprint, with the largest proportion of this Scope attributed to commuting and purchases.

In comparison to 2023, we have seen a reduction in our overall GHG emissions. Last year was our first year reporting our Scope 1, 2 and 3 emissions and so we are pleased to report that we are trending in the right direction. Despite this overall reduction, the emissions per employee increased to 3.51 tCO2e p/employee.

However, we understand that a factor in the difference between these results is likely due to the change of calculation methodologies between the two external providers and the different assumptions generated within that process. As we progress in this reporting journey, we will continue to improve our consistency and reporting scope to ensure that our results are accurate as possible.

VCLS GHG Emissions Year-on-Year (tCO2e)

	2023	2024
Scope 1	5.03	2.26
Scope 2	90.52	11.21
Scope 3	650.43	685.01
Total	745.98	698.48
Per employee	3.00	3.51

Energy & Waste Reduction

Waste

In our Paris HQ, we work alongside Cèdre who support us in the collection, sorting and recovery of our waste. Cèdre is a waste management company that aims to create valued and meaningful work for people with disabilities. Through Cèdre, the Paris office recycles electronic waste, paper, coffee grounds and capsules, beverages, cartridges and glass.

In 2024, we recycled 1118kgs of paper, cardboard, glass, cartridges and coffee grounds & pods, with 70% of the total material being recovered, and 30% being transformed into organic waste. The partnership with Cedre in the Paris HQ has avoided an estimated 0.42 tonnes of CO2e emissions.



Green IT

As a service provider, a large proportion of our energy usage can be attributed to consumption of energy for our IT systems and data management. As a first step, we reuse and repurpose our IT equipment, especially laptops, wherever possible

When we cannot reuse, we ensure that we recycle all e-waste through our partners Cedre to ensure that emission waste is reduced.

In order to reduce the impact our use of technical devices has on the environment; we have established certain measures:

- Only purchase Energy Star certified laptops.
- Give a second life to the former laptops/equipment.
- Favor quality products to assure a longer life span.
- Educate collaborators on responsible use of technological devices.



Climate Fresk Workshop

In 2024, we continued our collaboration with Climate Fresk to develop our knowledge and understanding of climate issues. Last year, the majority of our global teams participated, and so in 2024 a few additional sessions were organized for those who missed out previously. Team members in Madagascar as well as in Paris spent the day collaboratively assessing the biggest **environmental problems** we face and understanding how they are interlinked.



They were led by an experienced volunteer from the Climate Fresk organization and at the end of the session, everyone made a personalized pledge to mitigate their own climate impact.

Madagascar Forestry Initiatives

In Madagascar, the team collaborated with Move Up Madagascar a local NGO to plant seedlings in the community. Move up Madagascar is a youth platform built to bring an effective change to Malagasy community, based on volunteerism and civic engagement values.



The VCLS team planted a total of 150 seedlings, 84% of which have survived to this day. Move Up Madagascar also ensures that the seedlings and forestry plots are maintained throughout the year in collaboration with the local community.

Social

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Sustainable Procurement

At VCLS we have a strong commitment towards ethical practices, which we also know is a key subject for our stakeholders. Ethical practices are translated through the way we do business. We value every individual or supplier with whom we work with, and this is ensured through our sustainable procurement policy that details the reciprocal commitments of VCLS and its partners. All new agreements with suppliers and subcontractors enshrine the following topics:

Respect for labor standards

Abolition of child labor and compulsory forced labor, freedom of association and the right to collective bargaining, fight against discrimination, respect for laws relating to wages, benefits and working hours, health and security.



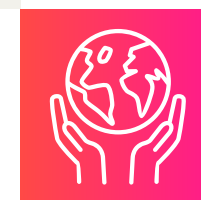
Ethics

Responsibility, transparency, respect for the interests of stakeholders, compliance with legislation and regulations, also in the social and environmental field.



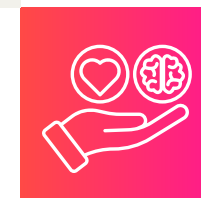
Partnership

Develop and maintain the relationship with external vendors for a sustainable long-term collaboration.



Health and safety protection

A safe environment, non-harmful activities, proactive on health and safety issues.



Environmental protection

Management of nature, natural resources, waste and toxic substances, energy resources, emissions and pollution.



GDPR

Maintain a high level of vigilance on data protection & information infrastructure and facilities.



In return, VCLS undertakes to

- Treat suppliers with loyalty, honesty, fairness, and respect.
- Respect the confidentiality of information.
- Apply transparency and traceability.
- Respect contracts, prevent conflicts of interest and respect ethical rules.
- Respect payment deadlines.

Accountable Human Capital

Our approach to social commitment is expressed above all towards our employees, who we value as vital collaborators. They are the bedrock on which our success, our performance and the expertise we provide to our clients is based. Thus, the working conditions, diversity, learning and equal opportunities are the cornerstones of our inclusive human capital policy which strives to deliver the conditions to allow our collaborators to thrive in both their professional and personal development.

All collaborators are guided in day-to-day work by the Employee Handbook. This document provides a global insight of the policies, procedures, working conditions and behavioral expectations that guide employee actions in the workplace. It allows us to share a unified approach issues to create a harmonious, fair, and supportive workplace.

Decent & Safe Workplace

VCLS offers high quality employment with a commitment to ensuring safe and decent working conditions for all employees. 98% of our employees are on permanent contracts. Work from Home (WFH) is included in all employment contracts and has been an integral part of the working policy for several years. In 2022, we introduced 3 days per week of optional remote work with a minimum requirement to attend the office at least of 90 days per year. Full time WFH is acceptable under certain conditions.



A coherent global remuneration policy is provided, with various tools and assets adapted to the collaborators in each country. Remuneration is reviewed each year in line with the annual appraisal interviews. In all countries where VCLS operates, salaries are systematically set above the legal minimum wage. Incentives and profit-sharing agreements allow part of the company's profits to be redistributed to employees.

Compliance with international labor standards is enshrined into our human capital policy, such as the International Conventions of the International Labor Organization, as well as all national laws for each subsidiary.

We take great care to boost collaborators well-being and recognition by establishing clean and safe work conditions. Our offices provide natural light, air flow, showers, communal spaces, relaxation areas, shared dining areas as well as complimentary fruit, snacks and cold drinks. We encourage open and regular social dialogue between colleagues and support initiatives to invigorate workplace culture through seminars, after-work networking events, sports competitions, charitable event, and social gatherings.

Professional Development

To allow continuous training for collaborators within VCLS, two E-learning platforms have been set up; Talent LMS and LinkedIn Learning. Both are available to all employees and are regularly updated.

Talent LMS is a global e-training platform that helps to ensure all employees and VCLS partners are kept abreast of the latest processes and practices. In 2024, the platform hosted approximately 1077 courses, with 91% of the active learners **above 80% completion rate.**



In addition, collaborators have access to the e-learning platform from LinkedIn Learning, offering courses taught by various industry experts in software, creative, and business skills.

In 2024, our collaborators benefited from 437 hours of training via LinkedIn Learning.



To facilitate integration, new recruits follow a 3-month tailored onboarding program specific to their role. They are assigned a mentor to support and guide daily tasks, respond to queries the collaborator and ensure a seamless integration. The onboarding program includes training modules and activities to raise awareness and educate the new recruits, giving new collaborators the chance to learn about the company's various business activities. Our retention rate for new starters in 2024 was 98%.

Diversity & Equity

Diversity

We have a long-standing commitment to diversity and inclusion and it is intrinsically tied to our values and at the heart of our brand as a family-owned company. Diversity and inclusion is central to how we engage our collaborators and serve our customers. Our employees are the drivers of our business; they innovate and overcome the challenges our customers are facing to guarantee their success while being aligned with our values. We recruit and treat our collaborators without discrimination related to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, trade union affiliation, social or ethnic origin. We encourage diversity in the workplace at all levels.

We strive to reflect the diversity of the communities in which we operate and encourage a workplace environment that attracts, develops, and retains people from various backgrounds.

We are limited by French law on reporting the ethnicity of our employees, so instead we provide information regarding nationalities. VCLS is honored to represent 23 different nationalities.

Equity

We are very proud to be a female led and founded company, and our CEO, Emmanuelle Voisin is an inspiration to us all. In 2024, two thirds of our permanent staff were female, with our Executive Committee having 5 female and 3 male members.

	Male	Female
Total	68	126
Percentage	35%	65%

Breakdown by gender of permanent registered staff in 2024

At VCLS women always earn equal salary to men when performing comparable work at similar levels.

In France we declare our gender equity reporting as part of the Gender Equality Index from the Ministry of Labor, Health, and Social Affairs. Our score for 2024 was 90/100 and the results are divided in the four main indicators as follows:

Overall: 90/100

- Indicator of gender pay gap: 35/40
- Indicator of gender salary increase: 35/35
- Indicator of pay rise for female employees following maternity leave: 15/15
- Indicator of the number of women among the top 10 highest salaries: 5/10

Education Partnership in India

In July, our team in India visited two local schools:

- Sangameshwara School, and
- NSVK Kannada Primary & High School.

During the visit, the VCLS spent time with the children, sharing experiences and knowledge, emphasizing the importance of education and sports.



VCLS is also very proud to donate funding to the school management in order to sponsor scholarships, and purchase educational resources for the children.



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Organization

Governance is a key element of VCLS sustainability and business practice. We are committed to upholding the highest level of business conduct and ensuring ethical compliance, protection, and quality by all our employees. At VCLS our governance considerations are grouped into organization, ethics, quality, and protection.

Governance Structure

The governance framework defines how we operate and manage subsidiarity within our organization.

In 2024, the Executive Committee is comprised of:



Emmanuelle Voisin, PhD
CEO & Founder

- **CEO**
- **Executive Director**
- **Chief Scientific Office**
- **Chief Financial Officer**
- **Vice President of Human Capital**
- **Chief Business Officer**
- **Chief Digital Officer**
- **Heads of Business Unit**

Stakeholder Engagement

Our key stakeholder groups that we regularly interact within the frame of our day-to-day business can be broadly assigned into 3 groups: Clients, Employees and Third Parties. We maintain regular interaction and communication with these key stakeholder groups.

Stakeholders	UN Global Compact Principle
Clients	Find solutions to support Clients developing and registering their product(s) Understand and address their needs and expectations Client's auditors : Compliance with regulations (including GDPR, CSR), guidelines and requirements applicable to their Projects, as well as VCLS procedures.
Employees	Position in accordance with expertise, experience and aspirations Competitive benefits Work life balance Compliance with national laws and regulations Safety, security
Third Parties	Outsource project work to external suppliers Select the suitable admin supplier for admin scopes Competent Authorities: Compliance with applicable regulations and guidelines

Ethics and Compliance

To remain relevant as advisors and earn the trust of our clients, we must combine an understanding of the issues, strong technical competences and solid ethical principles. As our materiality matrix has illustrated, ethics is a highly important topic, according to both internal and external stakeholders. Our commitment to Ethics comprises our Code of Ethics and Business Conduct, Data Protection Charter and Quality Assurance processes and procedures.

Code of Ethics and Business Conduct

To ensure that all employees adhere to the level ethics and compliance required by stakeholders, industry and our business principles, our Code of Conduct is enshrined into the daily operations of our business. Upon recruitment or admission, all collaborators of VCLS must testify they have read the Code of Conduct and participated in GDPR training. All employees are required to respect the founding values expressed in this Code in the deployment of their professional activities. The Code of Conduct has been put in place and validated by the executive committee.

In 2024, 98% of employees completed the Code of Conduct.

Respect for people (respect for human rights, protection of personal information, relations with collaborators, career management, diversity and equal opportunities, health and safety, personal safety).

Respect for legality for all collaborators and prohibition of illegal or unfair practices Respect for competition rules (fair competition, protection of sensitive information).

Transparency and internal control.

Communication and information (transparent, reliable, protection of confidential data).



Anti-corruption

The direct or indirect, free or coercive promise, offering or giving, solicitation or acceptance of an undue advantage, remuneration, gift, hospitality, sponsoring or donation to facilitate business is prohibited. VCLS will **not tolerate any form of improper payments** and as a consulting firm complies with the anti-gift, anti-corruption and anti-bribery law which applies to business in the pharmaceutical sector.

This commitment to **anti-corruption** is detailed in the Code of Conduct and all employees must adhere to the rules and laws set out in this document.

In 2024, as in previous years, we had zero reported cases.

Quality Assurance



QA Manual

As an organization, a key objective of VCLS' success is client satisfaction, which is achieved through common values and actions across all employees. These are reflected in Quality Manual, which provides a framework within which we can meet our clients' needs, achieve our individual and collective goals, and help diagnose, prevent and cure diseases while enjoying exciting times at work.

"As individuals we are self-motivated, proactive, and we deliver excellence. As team members we are excited by the seamless integration of technical, geographical, and cultural diversity within our organization and with our clients. We can step back from a project as required for ethical and integrity reasons in order not to jeopardize our rigorous approach or the quality of our service."

- Quality Manual Foreword

ISO qualifications

VCLS activities became ISO 27001 certified in 2023, the internationally recognized standard for information security. We also maintained our site certification in ISO 9001 for quality management (in Paris, Rennes, Camberley, Lausanne, Boston and Bangalore).



Non-conformities

VCLS has a specific internal procedure to deal with any non-conformity (NC) to our processes, to any applicable standards or regulations, to requirements of clients, whether minor, major or critical. This is to ensure the seamless adherence to quality throughout all aspects of our business. NC's are categorized into risk levels dependent on internal/external status, impact upon the day-to-day operations and timescales. All VCLS staff members are responsible for following this process. The NC procedure aim is to continually improve the quality of internal processes.

Protection

GDPR

Compliance with GDPR and Data protection is a central topic that is a priority at VCLS. During business operations, VCLS may act as both a Controller, a Processor or a Sub processor of Personal Data, routinely processing, collecting, accessing, using, storing, organizing, analyzing, disclosing and transferring across EEA borders a variety of data, including personal data relating to EU individuals.

VCLS is committed to ensure the protection and privacy of personal data, for its own employees as well as for its clients, partners, suppliers and all stakeholders, throughout the world and within the whole group. VCLS therefore expects any employee of any of its entities and business partners to take the necessary measures to ensure such protection. To demonstrate its commitment and to ensure the same level of data protection throughout the company, VCLS has included its **group core values on data protection** within an internal Data Protection Charter. Mandatory training on ethics and the GDPR are followed by all collaborators without exception. A Data Protection Officer (DPO) pilots VCLS compliance in this consideration.

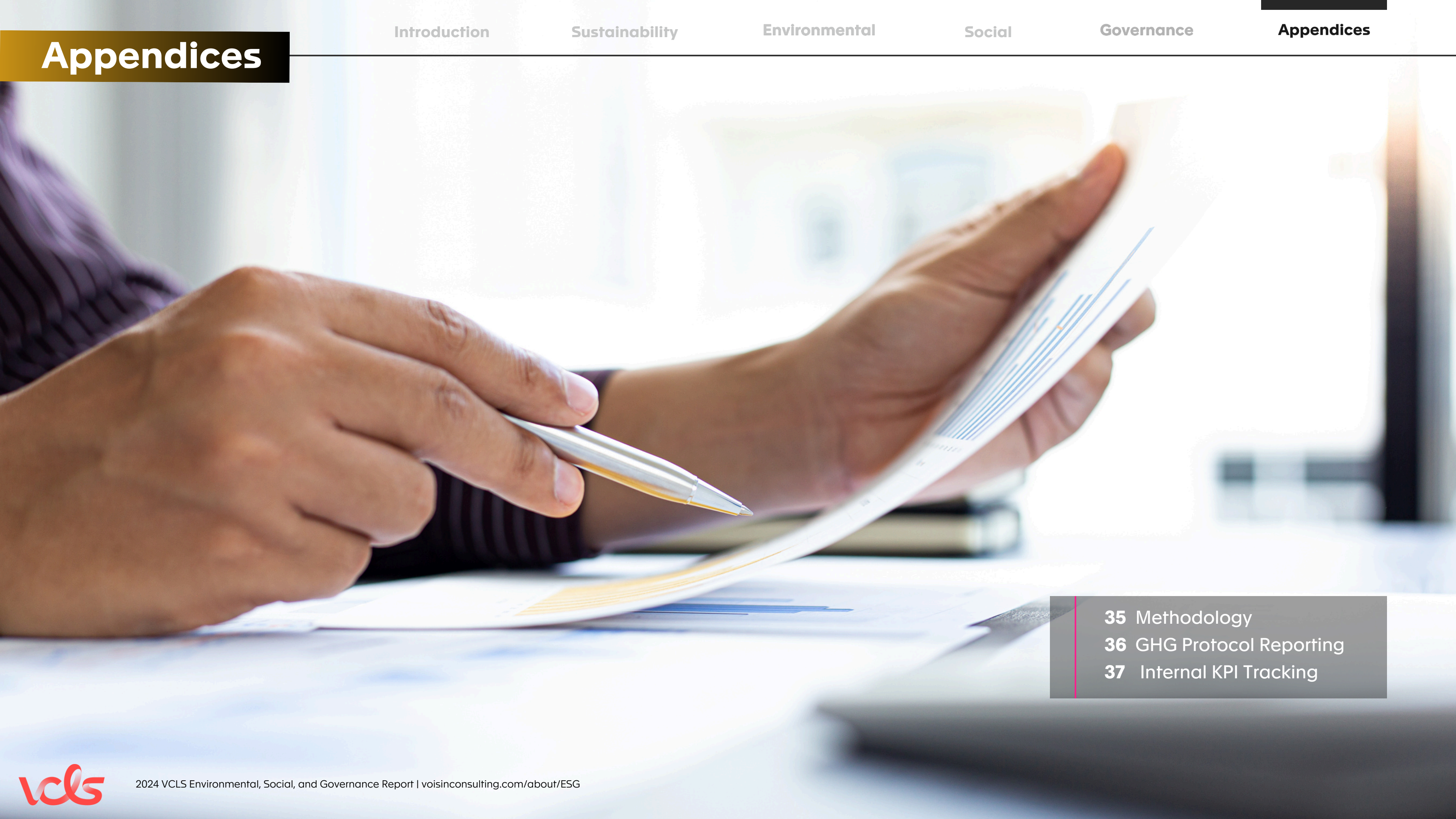


IT system security

Protecting the privacy and security of our stakeholders' data is of utmost importance to us. We have continued to enhance our data protection practices by investing in robust security measures, advanced encryption protocols, and regular security audits. Our Digital team undergoes regular training to stay updated on the latest security threats and best practices. We have implemented stringent access controls and data handling procedures to ensure that sensitive information is protected from unauthorized access or breaches.



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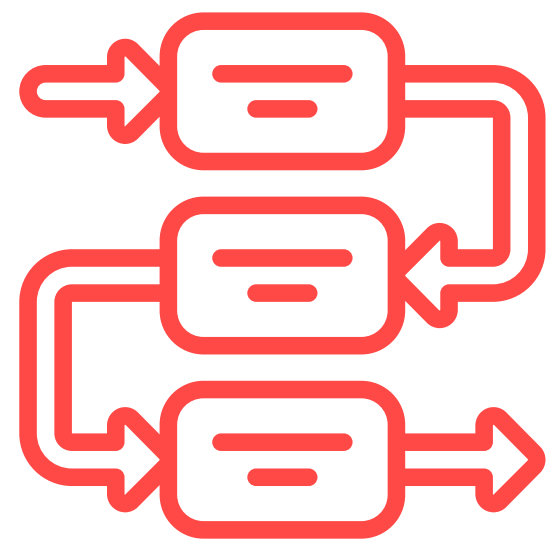
Appendices

Methodology

For the general understanding of this report, we emphasize that the data collected applies mainly for all the offices from VCLS, however some information applies only to Paris HQ. This is identified where necessary.



This is the second sustainability report that VCLS has published. For the 2023 report, please access this [link](#). We intend to publish a sustainability report on a yearly basis in order to share this vital information with our stakeholders. We intend to build on the report each year and present our growing sustainability journey.



The annual ESG report and the collection of data has been led by several departments but mainly the human capital and quality department.

All information in this report has been carefully collected by internal collaborators and can be verified. No audit from an external entity has been carried out yet.

GHG Protocol Reporting

Our Scope 1, 2 and 3 emissions are detailed below in GHG Protocol reporting format. This data was collected by VCLS employees and calculated by EcoVadis Carbon Estimator.

VCLS GHG Emissions 2024 (via EcoVadis Carbon Estimator)			
	Emissions source	Total (t CO2e)	EcoVadis Notes
Scope 1	Total gross Scope 1 GHG emissions Stationary combustion	2.2615	
	Total gross Scope 1 GHG emissions Mobile combustion	0.0000	Not relevant for your company
	Scope 1 Total	2.2615	
Scope 2	Total gross Scope 2 GHG emissions (location based)	11.2129	
	Total gross Scope 2 GHG emissions (market based)	11.2129	
	Scope 2 Total	11.2129	
Scope 3	Scope 3: 1 – Purchased goods and services	346.6550	
	Scope 3: 2 – Capital goods	3.3482	
	Scope 3: 3 – Fuel and Energy-Related Activities (not included in Scope 1 or Scope 2)	3.8801	
	Scope 3: 4 – Upstream transportation and distribution	0.0000	Not relevant for your company
	Scope 3: 5 – Waste generated in operations	77.6304	
	Scope 3: 6 – Business traveling	54.5611	
	Scope 3: 7 – Employee commuting	147.8316	
	Scope 3: 8 – Upstream leased assets	51.1006	
	Scope 3: 9 – Downstream transportation	0.0000	Not relevant for your company
	Scope 3: 10 – Processing of sold products	0.0000	Not relevant for your company
	Scope 3: 11 – Use of sold products	0.0000	Not relevant for your company
	Scope 3: 12 – End-of-life treatment of sold products	0.0000	Not relevant for your company
	Scope 3: 13 – Downstream leased assets	0.0000	Not relevant for your company
	Scope 3: 14 – Franchises	0.0000	Not relevant for your company
	Scope 3: 15 – Investments	0.0000	Not relevant for your company
	Scope 3 Total	685.0069	
VCLS GHG Emissions 2024 Total		698.4814	

Appendices

KPI Tracking

VCLS KPI Tracking		2020	2021	2022	2023	2024
Environmental	GHG emissions total tCO2e	-	-	-	745.98	698.48
	GHG emissions Scope 1 tCO2e	-	-	-	5.03	2.26
	GHG emissions Scope 2 tCO2e	-	-	-	90.52	11.21
	GHG emissions Scope 3 tCO2e	-	-	-	650.43	685.01
	GHG emissions per employee tCO2e	-	-	-	3.00	3.51
	EcoVadis Score	30%	61%	-	60%	69%
	We Impact Score	-	-	-	3.71/5	3.57
Social	Employees in permanent contract	98%	97%	99%	98%	98%
	Retention rate for new starters	93%	89%	87%	98%	97%
	Retention rate for interns	50%	80%	70%	50%	64%
	Male v Female index score	88%	88%	88%	94%	90%
	Hybrid work rate in Paris	19.40%	17.20%	20%	20%	16%
	Full time employees	159	212	202	209	178
	Part time employees	42	33	31	35	22
	Linkedin Learning hrs usage	649	665	516	578	437
	Total donated to charity EUR	-	10,000	6,000	13,920	4,000
	Happy Index At Work Score	4.16/5	4.29/5	4.37/5	4.11/5	4.01
Governance	Completion of Code of Conduct	97%	99%	97%	97%	98%
	Participation in GDPR Training	95%	94%	94%	95%	96%
Archived	kWh consumed in Paris office	47268	80406	68652	-	-
	kgs waste collected in Paris office	686	979	716	-	1118
	Tns CO2 used in travel in Paris Office	-	5.65	20.85	-	-



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