



CIDP SUSTAINABILITY REPORT

2019



Who we are

CIDP was founded as a private Contract Research Organization in 2004 on the island of Mauritius. Since then it has outstretched its locations to areas as diverse as Romania, India, Singapore and Brazil.

Our core business is the conduct of clinical and preclinical research for both the Cosmetics and the Pharmaceutical industries. Our diverse geographical locations enable us to have access to a wide panel of subjects.

We have for a number of years worked towards green goals in a voluntary manner. This first sustainability report aims at sharing what we do for sustainable development and what we plan to implement in the forthcoming years so that CIDP works towards sustainability goals recognised internationally using GRI (Global Reporting Initiatives) as guideline.



Our Vision

We strive to provide a tailor-made innovation approach to our clients by providing a comprehensive service with the aim of developing long term partnership based on trust. Perpetual Innovation is part of CIDP's DNA and we maintain a continuous use of science-based innovation to answer to needs and requirements of the clients. With our global presence we aim at being closer to our clients to be able to better serve them. We emphasise on high quality service, good safety standards while limiting the impact of our activities on the environment.

Our Mission

To contribute to the evaluation of the safety and efficacy of cosmetic and pharmaceutical products using innovative methodologies in order to improve the well-being of consumers and patients and to create a synergy between all stakeholders to promote research related work and provide a platform for scientific professionals to exhibit their know-how.



Actions 2017-2019

Yearly training sessions



Our aim: Raise awareness

We believe that sustainability can only be achieved by the collaboration of all stakeholders. We engage in raising awareness at our level by engaging with staff on yearly training on sustainability issues and discussion sessions with our employees. We have organized yearly training sessions over the last three years on the themes of the dangers of plastic, recycling and upcycling.

Our actions: Get engaged

CIDP has been actively involved by contributing to the installation of a common recycling bin within our business park. We have also distributed seeds, compost bins and plants regularly over the last 3 years to encourage a green way of life for our employees. CIDP has set up a number of green objectives such as reducing plastic waste, reducing electricity and water consumption. Our staff have also been involved in donations to the elderly and donations to Rodrigues following cyclone Berguita in 2019.



Our strength: Our Staff

We encourage our staff to participate in activities in nature such as for our team buildings and during trail runs. We have set up a Health and Safety Committee to implement staff wellbeing at work although this is not mandatory in our case. We promote the sales of fruit and vegetables at the work place for staff including organic vegetables. We also conduct regular health screening for staff.



Our motivation: Future generations

We think that the solutions to many of today's environment challenges lie within the reach of our future generation.

We encourage our staff to join in green activities with their families.



What next? Go Further

CIDP has engaged in working towards the United Nations Sustainable Development Goals.

We have engaged with our various stakeholders to identify the 'Material topics' for CIDP in order to have an adapted and transparent methodology to engage in sustainable development.



Working Towards Global Reporting Initiatives



Materiality Assessment

The materiality assessment was conducted from 2018 to 2019. Our stakeholders were identified and contacted for their input to the identification of the Material Topics to CIDP. Over several months, we consulted our trial subjects, suppliers, clients, local government authorities, ethical committees, the auditors, shareholder representatives, representatives of the research sector, recruitment agents, Economic Development Board, employees and Top management to gather their input. A Materiality Matrix developed using Value Chain mapping and Multi criteria analysis was then used to identify the topics which were more critical to our business.



The Material Topics identified for CIDP

- Economic Performance
- Socio Economic Compliance
- Market Presence
- Customer Privacy
- Anti Corruption
- Human Rights Assessment
- Training and Education
- Occupational H&S
- Environment Compliance
- Employment



Sustainability Indicators

Indicators were defined to monitor our performance on all the topics identified. At least one indicator was defined for each Material Topic.

Material Topic	Indicators			
Economic Performance	G4EC1 Direct Economic value generated and distributed	G4EC3 Defined benefit plan obligations	G4 EC 4 Financial assistance it receives from government	G4EC2 Financial impacts of climate change
	G4EC5 Ratios of basic entry wage by sex in relation to the local minimum wage		G4EC6 Proportion of executives hired locally	
Customer privacy	G4PR8 Total number of founded complaints of invasion of privacy and loss of customer data			

Material Topic	Indicators		
Socio economic compliance	G4SO8 Amount of substantial fines and total number of non-pecuniary sanctions for non-compliance and regulations		
Environment Compliance	G4EN 34 Amount of substantial fines and total number of non-pecuniary sanctions for non-compliance and environmental regulations		
Anticorruption	G4SO3 Total number and percentage of sites that have been assessed for corruption risks and substantial risks identified	G4SO4 Communication & training about anti-corruption policies and procedures	G4SO5 Confirmed incidents of corruption and actions taken

Material Topic	Indicators		
Employment	G4LA1 Total number and percentage of new employees hired and turnover rate by age group, sex	G4LA2 Benefits available to full-time employees and not to temporary or part-time employees	G4LA3 Return to work and retention after parental leave, by gender
Training and Education	G4LA9 Average number of hours of training per year, broken down by employee, gender and occupational category	G4LA10 Skills development and lifelong learning programs to ensure employability of employees and help them manage their end of career	G4LA11 Percentage of employees receiving periodic assessment and career development interviews, by sex and professional category

Material Topic	Indicators			
Occupational H&S	G4LA5 Percentage of total workforce represented in joint health and safety committees to monitor and to advise on occupational health and safety programs	G4LA6 Rates and types of accidents at work, occupational diseases, absenteeism, proportion of working days lost and total number of work-related deaths by sex	G4LA7 Employees exposed directly and frequently to illnesses related to their activity	G4LA8 Health and safety topics covered by formal agreements with unions
Human Rights Assessment	G4HR1 Percentage and total number of agreements and substantial investment contracts including clauses relating to human rights or that have been the subject of scrutiny on this point		G4HR2 Total hours of training of employees on human rights policies or procedures applicable in their activity, including the percentage of employees trainedon this point	



Working for a better tomorrow

We can only be a succesful business if we work towards sustainability. We want to improve the welfare and lives of people to make the community a better place. We also have a responsibility towards our children to create a cleaner and greener environment for them to live in.

By taking concrete actions such as raising awareness and monitoring key indicators under Global reporting initiatives guidelines, we engage in making the world a better place for our future generations.

Claire Blazy Jauzac
CEO





CIDP Mauritius
BioPark Mauritius, Socota Phoenicia,
Sayed Hossen Road, 73408 Phoenix
Mauritius
Tel: +230 401 2600



CIDP Brasil
Rua dos Inválidos, 212
4º andar, Centro
Rio de Janeiro
RJ – BRASIL 20231-048
Tel: +55 21 2221 6180



CIDP Biotech India Pvt. Ltd.
32-B, First Floor, Pusa Road,
Rajendra Nagar,
New Delhi-110005,
India
Tel: +91 11 407 93385



CIDP Romania
Sector 1, Albac Street, No15,
Bucharest 011607
Romania
Tel: +40 317 18 11 82



Centre International de
Developpement Pharmaceutique Pte. Ltd.
21 Biopolis Road,
Nucleos, North Tower #02-01
Singapore 138567
Tel: +65 6804 9599

Five Centres, One Contact

info@cidp-cro.com

www.cidp-cro.com