



CIDP MAURITIUS
**SUSTAINABILITY
REPORT**
SEPTEMBER
2022

In July 2020, the MV Wakashio oil spill occurred when the bulk carrier ran aground and started to leak on the Mauritian coral reef. The vessel carried about 3000 tonnes of fuel which threatened the livelihoods of our local fishermen of the southern coast area and the tourism industry. The work of local authorities as well as concerted hand in hand efforts of the Mauritian population helped to avoid one of the worse environmental disasters for Mauritius. Today the southern coast is thriving and back to its pristine state.

Resilience is today key to achieving sustainability. We have to be able to react and innovate in this very fast paced world to be able to adjust to future shocks. The Covid-19 global pandemic has also shown that the companies which were more flexible and faster to adapt to change were those which thrived.

Working sustainably has today taken a new meaning which includes a new ability to work towards building more resilience.

Claire Blazy Jauzac
CEO



“

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The last few years have been challenging due to the Covid 19 crisis. We had to adapt our way of working and stay true to our sustainability ambitions.

Employee Wellbeing at the work place has been a focus point in the last years and a number of actions have been taken to increase the general physical and mental wellbeing of our staff.

Since our first sustainability report in 2019, CIDP has been engaged in a number of different initiatives to work towards achieving the highest standards in our work. This work is recognised today through our first EcoVadis Silver sustainability award.



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**Rajini Naidoo Cartier
Head of Quality, Health, Safety & Environment**

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01 WHO WE ARE



Who We Are

CIDP Mauritius (Centre International de Développement Pharmaceutique Ltée) is an international Contract Research Organisation (CRO) carrying out high performance Research and Development activities for the pharmaceutical, medical device, nutraceutical and cosmetic industries.

Our core business today is the conduct of preclinical and clinical research for both the cosmetics and the pharmaceutical industries.

CIDP was founded in 2004. We have expanded over the years with a current geographical presence in countries like Brazil, India, Mauritius and Romania. CIDP is ISO 9001:2015 certified.

Our report covers CIDP Mauritius which is an entity counting approximately 50 staff.



CIDP Mauritius Sustainability Team



From left to right:

Saffiha Kurreembukus
Quality, Health, Safety and Environment Officer

Rajini Naidoo Cartier
Head of QHSE

Yovana Ponien
Quality, Health, Safety and Environment
Manager



02

ECOVADIS SUSTAINABILITY SCHEME

CIDP is awarded prestigious EcoVadis Sustainability Award in March 2022

CIDP was rated in March 2022 among the first top 25% of companies assessed by EcoVadis and awarded the EcoVadis Silver award for its sustainability rating results.



The EcoVadis scheme assesses companies on 21 criteria across four different levels namely Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. EcoVadis is one of the world leaders and most trusted providers of business sustainability ratings, evaluating more than 60,000 companies across 100 sectors and 100 countries since 2007.

The rating measures CIDP's ability to achieve sustainability through policies, actions and results.

In order to be evaluated by EcoVadis, credible evidence and documentation have to be provided for each criterion assessed to evaluate whether our actions are really carried out in practice. EcoVadis provides us with feedback on the areas in which we can continue to make further growing progress.

CIDP has been engaged in Corporate Social responsibility measures for many years and it has been very rewarding for the team that our work is recognised at a global level.

This silver award at CIDP's first participation in the EcoVadis scheme is a very exciting step for us. We are looking forward to this new sustainability journey with EcoVadis and to be among the global CSR leaders within Clinical Research Organisations.



03 OIL SPILL SUPPORT

Oil Spill Support

Oil began to leak from the MV Wakashio ship into Mauritian waters on the 6th of August 2020. Following this natural emergency, CIDP was actively involved to try to limit the impact of this pollution on our coastal shores. CIDP and its employees were engaged in many ways to give support to the clean up operation.

- We donated numerous items including protective eye goggles, gloves, overalls and food to volunteers involved in the clean up of the beaches on the Southern coast.
- Numerous employees volunteered to give their support for the clean-up operation which included the construction of artisanal booms made from sugar cane bagasse to soak up the leaking fuel.
- CIDP organised free hair cuts for its employees in order to collect material for hair booms as hair has a high potential for absorbing oils.





This concerted effort from local authorities and our local volunteers has helped us restore our lagoon to its previously pristine state



04 EMPLOYEE WELFARE

Employee Welfare

We have been encouraging employee wellbeing at the work place for a number of years. Our new Sustainability Policy issued in April 2022 reinforces this focus. We wish to ensure a well-balanced Work and Private life balance ratio in order to promote both a good physical and good mental health in our employees.

With the high prevalence of diabetes and cardiovascular diseases in our local population, we regularly offer to our employees free check ups with verifications such as blood sugar levels and their blood pressure to help them monitor their health. In parallel we encourage employees to have a healthy lifestyle by sending them diet related recommendations and promoting the importance of regular exercise.

Work place wellness

We believe that our employees are the key to CIDP's success and our great performance. In order to have a successful business, we realise that it is very important that our employees feel good and healthy both physically and mentally.

CIDP has over the last years sponsored yearly participation of staff in nature trail activities such as the IBL On The Move competition.



Yoga for better physical and mental health

In 2022, we enrolled our staff on a 3 months wellbeing challenge (BOUZE competition) aimed at improving both their physical and mental health. Our staff were encouraged to join free weekly yoga classes every Wednesday at our office site. The objective was to improve strength, balance and flexibility. The attendees learnt yoga poses, breathing exercises, meditation as well as participating in short sessions of laughing therapy.

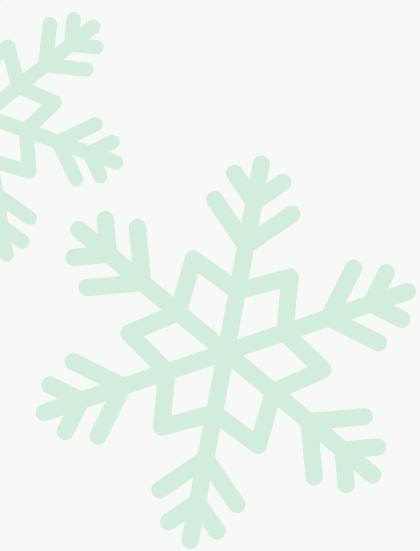


Training for Core strength

We enabled our employees to participate in sessions with a training coach fully sponsored by CIDP. These sessions were done weekly and included running, drills and agility exercises in an open air park setting.



05 COMMUNITY ACTIONS



Working with NGOs

In 2021, we hosted the Good Shop initiative, a charity shop which sells donated items at reduced prices. Our staff were encouraged to donate items, sew, mend items and also buy as part of a circular economy initiative.

We invited members of the Global Rainbow foundation who used this opportunity to train young people with hearing difficulties to the technique of sales.

In March 2022, CIDP and its employees made donations to the Rotary Club in terms of stationery items (exercise books, pencils, etc) for the children of the neighbouring country Madagascar who had been recently affected by the recent cyclone Batsirai which left thousands of people displaced by this natural disaster.



Blood Donation Heroes Initiative

We are concerned by the regular low levels of blood in our local blood banks. This is why one of our initiatives has been to ask a local mobile blood clinic to come to our site in Phoenix to collect blood of donors within our business park in July 2021.

Our staff were blood donation heroes on that day who gave their blood without expecting anything in return and we are very grateful to each blood donor as even one donation can save as many 3 lives.

World Environment Day actions

Awareness actions centered around World Environment day are organized yearly by CIDP, these include green messages from the sustainability team and workshops.



Employee awareness workshop 2021

In order to raise the awareness of our employees on the negative impact of synthetic dyes on the planet, CIDP organised in July 2021, an open workshop for its employees with a trained specialist on the preparation of natural dyes.

The objective was to raise their awareness regarding consumption choices and the impact on nature. Our staff was able to understand better how to produce natural dyes and even use them at home for the dyeing of various items and clothes.



06 SUSTAINABILITY INDICATORS

Sustainability Indicators

Following our first sustainability report and materiality assessment done with our stakeholders dated 2019, GRI (Global Reporting Initiatives) indicators were identified based on the material topics for CIDP. These have been monitored from 2019 and the results of these indicators are detailed in the next section of this report for the period covering 2019 to 2021.



CIDP SUSTAINABILITY REPORT

2019

Indicators: Economic Performance

	FY19/20	FY20/21
Direct economic value created	Rs 72,264,276	Rs 98,298,225
Direct economic value distributed	Rs 69,120,296	Rs 85,924,721
Including Employee wages and benefits	Rs 33,177,105	Rs 41,351,572
Including operating costs	Rs 35,943,192	Rs 44,573,149
Economic value retained	Rs 3,143,980	Rs 12,373,504

G4EC1 Direct Economic value generated and distributed

CIDP activities have generated increased revenues in the 20/21 period compared to the 19/20 period.

The wealth created is demonstrated by the direct economic value generated.

The wealth distributed was in operating costs, employees wages and benefits. The economic value retained (profits) was all reinjected back into the company.

G4EC2 Financial impacts of climate change

According to the United Nations Environment Programme, Mauritius was rated in 2018 among the top 20 highest risk countries with regards to climate change. In recent years there has been an increase in the number of flash floods, torrential rains and cyclones which may threaten the livelihoods of people. Most of the damage relates to the damage to people's homes.

CIDP Mauritius is currently not significantly impacted by the effect of climate change however there are risks linked to climate change which have been identified and recorded in our risk register. An action plan with measures to limit the effect of these risks which relate mainly to the potential damage to our infrastructure, difficulty to access our site in case of damage to road infrastructure, public transport system and the difficulties to conduct studies in the advent of damage to our staff homes and clinical trial sites.

The main preventive measures in place include:

- The location of CIDP premises within a low flood risk area
- Facilities which are well maintained and in good condition
- Having proper insurances against bad weather conditions
- Having a documented procedure to describe the process in case of bad weather
- Regular revision of our Business continuity Plan

Indicators: Economic Performance

Defined contribution Plan	G4EC3	
F19/20		
Retirement benefit obligation	Rs 1,249,392	
Age Group	Employee Contribution	Employer Contribution
30 years	2%	4%
30- 39 years	4%	6%
40-49 years	6%	10%
50- 59 years	8%	12%
F20/21		
Retirement benefit obligation	Rs 1,798,387	
Age Group	Employee Contribution	Employer Contribution
30 years	2%	4%
30- 39 years	4%	6%
40-49 years	6%	10%
50- 59 years	8%	12%

G4EC3 Defined contribution plan obligations

As part of CIDP's action to support employee long-term well being, CIDP contributes to a defined contribution plan which is an employer-sponsored retirement plan funded by CIDP and employees.

The contributions by CIDP increase according to the age group of the employee and have remained constant these last years.

G4EC4 Financial assistance received from government

CIDP was granted the government wage assistance scheme (GWAS) up to Rs 1688 000 during the Covid 19 pandemic in the FY 19/20 period.

The GWAS was a financial assistance provided by the Government of Mauritius to Employers as a response to the COVID-19 pandemic.

The totally of the funds had been refunded by 2021.

Financial Assistance received from government	
Government Wage assistance SCHEME FY 19/20	Rs 1,688,000
Government Wage assistance SCHEME FY 20/21	Rs 0

Indicators: Market Presence

G4EC5 - Ratios of basic entry wage by sex in relation to the local minimum wage

The starting positions in operations namely Clinical Trial Coordinator and IP officers have been listed below. Staff for beginners positions have been offered a similar pay with slight variations which may depend on skills, training or experience. The operations take place in the head office based in Phoenix and studies may be conducted off site as well.

Staff have been paid above the minimum salary wages as indicated below for 2019/2020 and 2020/2021. No difference is noted in salary based on gender for the recruitment of the Investigational product officers in the 2020/2021 period.

Ratios of basic entry wage by sex in relation to the local minimum wage		
Year 19/20	Female	Male
Clinical Trial Coordinator	NA	155 %
Year 20/21	Female	Male
Clinical Trial Coordinator	146 %	NA
Investigational Product Officer	157 %	157 %

G4EC6 Proportion of executives hired locally

Senior management were defined within CIDP as being employees who reported directly to the CEO and also including the CEO.

All members of senior management are Mauritians who were hired locally within Mauritius itself. The clinical activities of CIDP's Mauritius took place within its head office in Phoenix. There may also have been some sites used for specific studies also located in the near vicinity within Mauritius.





Indicator: Customer Privacy

**G4PR8 Total
number of founded
complaints of
invasion of privacy
and loss of
customer data**

CIDP Mauritius adheres to the local data protection law which is the Data Protection Act 2017 and the General Data Protection Regulations. We have implemented procedures and policies to frame data privacy and ensure that our staff are regularly trained concerning data privacy and data security.

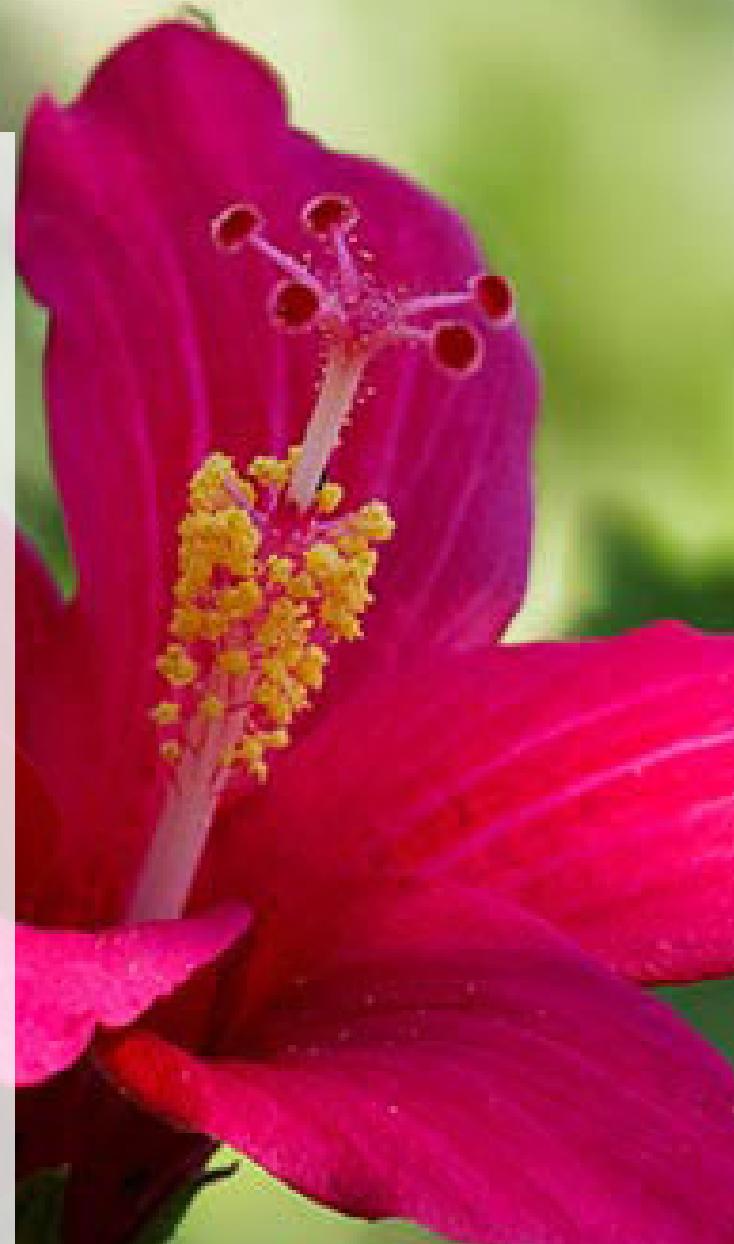
There is also a defined Data privacy officer designated at CIDP Mauritius.

There has been no reported incident concerning data privacy and no reported loss of customer data.

Indicator: Socio economic performance

**G4SO8 Amount of
substantial fines
and total number of
non-pecuniary
sanctions
for non-compliance to
regulations**

From December 2019, CIDP Mauritius did not have to pay any substantial fines and there have been no pecuniary sanctions for non compliances to laws and regulations.



Indicator: Environment Compliance

G4EN34 Amount of substantial fines and total number of non-pecuniary sanctions for non-compliance to environmental regulations

CIDP has been actively engaged in sustainability actions and we strive hard to ensure that we are in compliance with all applicable legal requirements concerning the environment.

We have not received any complaints from any of our stakeholders including clinical trial subjects, staff, member of the public nor government officials concerning any potential non compliance with regards to the environment laws in Mauritius.

There has been no substantial fines and no non-pecuniary sanctions for non-compliance to environmental regulations.



Indicators: Anticorruption

G4SO3 Total number and percentage of sites that have been assessed for corruption risks and substantial risks identified

CIDP Mauritius has analysed the risks of corruption as well as other unethical practices including possibilities of fraud and misconduct by employees and people in managerial positions. The results of these evaluations are documented in our risk register and reassessed regularly.

We previously had an anticorruption and fraud policy which we have reworked so as to include recommendations in terms of business ethics. We have documented our approach in our new Business Ethics policy 2022. We also conducted yearly Fraud and Misconduct trainings which we have now broadened as Business Ethics Trainings.

We have put in place a clear process for whistleblowing highlighting the process to clearly define the confidentiality and non retaliatory nature of our process. Since the setting of our targets in 2019, there have been no incidents related to or actual incidents concerning Corruption within our company.

G4SO4 Communication & training about anti-corruption policies and procedures

The CIDP Antibribery and Corruption Policy dated 2019 was during this period communicated to our staff and stakeholders.

Fraud and Misconduct trainings have regularly been conducted within CIDP in 2019, 2020 and 2021.



CIDP
NATURALLY BETTER

[CIDP Anti-Bribery and Corruption Policy](#)

I. Anti-Bribery and Corruption

CIDP International de Développement Pharmaceutique is committed to conducting business ethically and in accordance with all applicable laws such as the POCA (Prevention of Corruption Act) and the PAMLA (Financial Intelligence and Anti-Money Laundering Act).

The Company prohibits its employees and subcontractors or any other party conducting business on behalf of the Company

- from offering, paying or giving anything of value;
- directly or indirectly through a third party;

to government officials (including employees of state-owned hospitals), public international organizations, political parties for the purpose of obtaining or retaining business or gaining an improper advantage.

II. Accuracy of Accounting and Financial Records

The Company also requires that all financial transactions be accurately reflected in the Company's financial records and that all financial records be maintained in accordance with applicable laws. All Company employees are required to maintain accurate accounting records, and the Company will be employees' most implement and maintains a system of internal controls to provide accountability for assets. The Company and its employees and subcontractors are further prohibited from maintaining unrecorded funds or assets established for any business purpose.

III. Auditability of Policy

This Policy applies to everyone at the Company, including all employees, subcontractors, and other individuals acting on the Company's behalf.

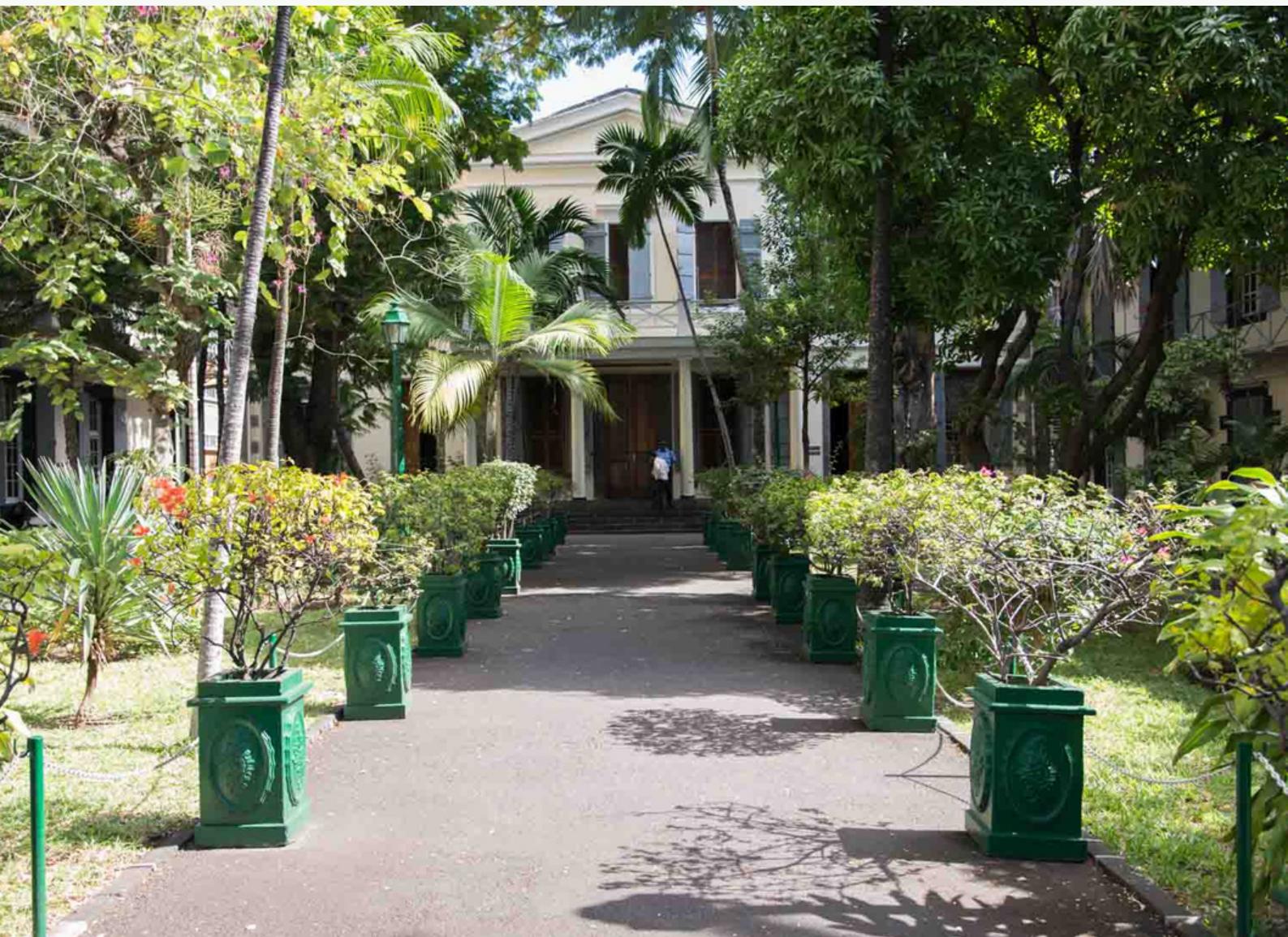
Falsify to do so may result in disciplinary actions, up to and including termination.

If you see or suspect improper, unethical or illegal activity, you have an obligation to report it to Rajini Naidoo, Group QHSE Manager. Tel: 3251-6366. E-mail: rajini@cidp.mu

Indicators: Anticorruption

G4SO5 Confirmed incidents of corruption and actions taken

There have been no reported cases or incidents of fraud and corruption at CIDP Mauritius for the period 2019 to 2021.



Indicators: Employment

G4LA1 Total number and percentage of new employees hired and turnover rate by age group and sex

Total number and rate of new employee hires during the FY 19/20 period, by age group, gender and region.

Age Group :	Number	Percentage
20 - 30 years	4	44%
30 - 40 years	4	44%
40 - 50 years	1	11%
50 - 60 years	0	0%

Gender :	Number	Percentage
Female	6	67%
Male	3	33%

Region :	Number	Percentage
Local	8	89%
Overseas	1	11%

Total number and rate of new employee hires during the FY 20/21 period, by age group, gender and region.

Age Group :	Number	Percentage
20 - 30 years	11	79%
30 - 40 years	2	14%
40 - 50 years	1	7%
50 - 60 years	0	0%

Gender :	Number	Percentage
Female	12	86%
Male	2	14%

Region :	Number	Percentage
Local	14	100%
Overseas	0	0%

Total number and rate of employee turnover during FY 19/20 period, by age group, gender and region.

Age Group :	Number	Percentage
20 - 30 years	6	14%
30 - 40 years	1	2%
40 - 50 years	2	5%
50 - 60 years	0	0%

Gender :	Number	Percentage
Female	7	17%
Male	2	5%

Region :	Number	Percentage
Local	9	21%
Overseas	0	0%

Total number and rate of employee turnover during FY 20/21 period, by age group, gender and region.

Age Group :	Number	Percentage
20 - 30 years	3	7%
30 - 40 years	1	2%
40 - 50 years	1	2%
50 - 60 years	0	0%

Gender :	Number	Percentage
Female	5	12%
Male	0	0%

Region :	Number	Percentage
Local	5	12%
Overseas	0	0%

Indicators: Employment

G4LA1 Total number and percentage of new employees hired and turnover rate by age group and sex

In the period FY19/20, CIDP hired staff in the 20-30 age group and 30-40 age group mainly in the operations team. At higher management levels, CIDP hired in the 40-50 age group. Most of the staff newly hired in this same period were females (67%) compared to males (33%). The hires were mainly locals (89%). In terms of turnover in this same period, most turnover occurred in the 20-30 age group who showed greater mobility compared to the other age group counterparts.

In the period FY20/21 CIDP hired staff in the 20-30 age group mainly in the operations team. At higher management levels, CIDP hired in the 40-50 age group. Most of the staff newly hired in this same period were females (86%) compared to males (14%). The hires were all locals. In terms of turnover in this same period, turnover decreased compared to the previous year.

G4LA2 Benefits available to full-time employees and not to temporary or part-time employees

Full time employees are eligible to participate in the pension scheme and the health insurance scheme. Those who fill the legal requirements are eligible to maternity, paternity leave and marriage leave whether they work at the head office or at any other site within Mauritius.

Temporary or part time workers are not eligible to these benefits.



Indicators: Employment

G4LA3 Return to work and retention after parental leave and by gender

FY 19/20		FY 20/21	
Total number of employees that were entitled to parental leave, by gender:		Total number of employees that were entitled to parental leave, by gender:	
Female/Male	2/0	Female/Male	2/0
Total number of employees that took parental leave, by gender:		Total number of employees that took parental leave, by gender:	
Female/Male	2/0	Female/Male	2/0
Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender:		Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender:	
Female/Male	2/0	Female/Male	1/0
Return to work and retention rates of employees who took parental leave, by gender		Return to work and retention rates of employees who took parental leave, by gender	
Female/Male	100 %/ 0	Female/Male	100 %/ 0

In the year FY 19/20, CIDP had 2 staff on parental leave, all were female. These staff returned to the workforce after their maternity and were still working in the company after a year.

In the year FY 20/21, CIDP had 2 staff on parental leave, all were female. These staff returned to the workforce after their maternity and one of them left the company within a year from the end of their maternity leave.

Indicators: Training and Education

G4LA9 Average number of hours of training per year, broken down by employee and gender

We have started to monitor the training duration for each staff as from the 20/21 period, the data prior to this period were not published in this report. The average training durations were calculated for staff and also the average training duration according to gender.

Average CIDP Mauritius Training time/per staff 20/21	Hours of training
General	19 hours
Female	18 hours
Male	21 hours



Indicators: Training and Education

G4LA9 Average number of hours of training per year, broken down by employee and gender

20/21	Average training time	Average female training time	Average male training time
Accounts department	9 hours	9 hours	7 hours
Data management department	19 hours	22 hours	10 hours
Client relationship	11 hours	11 hours	Not applicable
Cosmetics trials	31 hours	29 hours	37 hours
Pharmaceutical trials	22 hours	22 hours	Not applicable
Preclinical studies	12 hours	13 hours	8 hours
Recruitment of subjects	15 hours	15 hours	Not applicable
Quality Assurance	8 hours	8 hours	Not applicable
HR	13 hours	13 hours	Not applicable
IT	21 - 30 hours	Not applicable	21 - 30 hours

When we analyse the training duration according to the department activity, we note that the cosmetics trials department received the most training within the documented period of 20/21. These consisted mainly of technical trainings, trainings on internal procedures and client requirements.

The next department to receive the most trainings was the pharmaceutical trials department followed by the IT department.

In most departments, the trainings were well balanced for the genders. We note however that there were significant differences in training durations between genders in the cosmetics trials and data management teams. We will analyse and endeavour to restore this balance.

Trainings are planned to be deployed for all teams in terms of information security awareness.

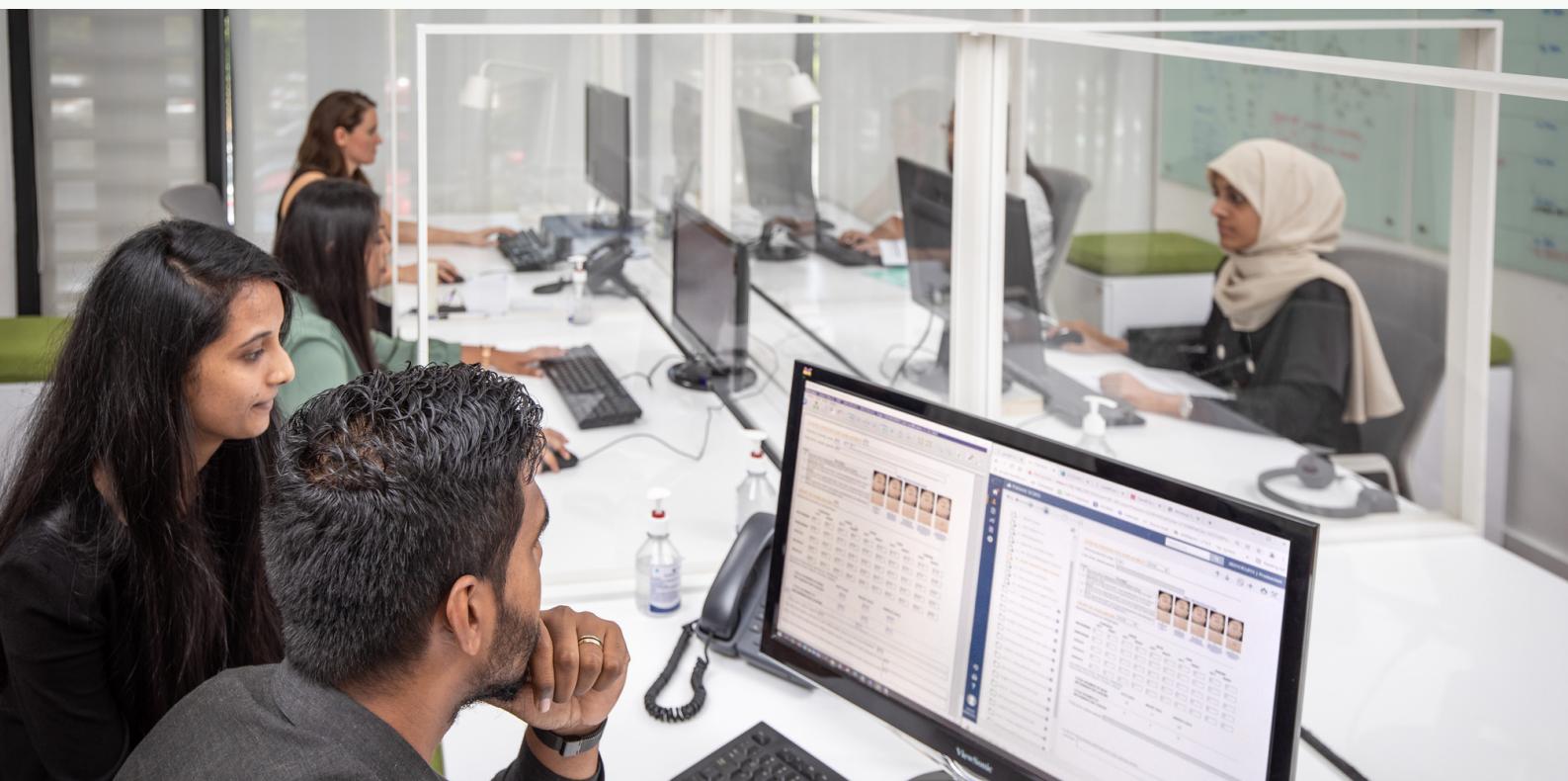
Indicators: Training and Education

G4LA10 Skills development and lifelong learning programs to ensure employability of employees and help them manage their end of career

During performance appraisal, employees have been encouraged to discuss with their line managers regarding their aspirations and the type of training they would need in order to achieve same. Based on the duty assigned and the execution of their assigned duties, the line managers recommended trainings that the employee would need in order to upgrade their skills and knowledge. The training department then included these trainings in the training development plan of the employees and budgeted the training in terms of availabilities and priorities.

To facilitate continued employability, there was close follow up on the performance of the employee by the line manager. Furthermore, training was provided to the employee in order to keep up with the advances in the area of activity.

With regards to management of career ending resulting from retirement or termination of employment, presently CIDP has a relatively young workforce. The brainstorming regarding this aspect has begun regarding management of career resulting from retirement. Alternatively, CIDP had no termination of employment in the 20/21 period.





Indicators: Training and education

**G4LA11 Percentage
of employees
receiving periodic
assessment and
career
development
interviews, by sex
and professional
category**

**All employees received regular yearly
performance and career
development discussions irrespective
of gender and job category.**

Indicators: Occupational Health and Safety

G4LA5 Percentage of total workforce represented in joint health and safety committees to monitor and to advise on occupational health and safety programs

A Health and safety committee has been set up since many years at CIDP Mauritius. We ensure that there is a good representation of staff from each department in the H&S committee. Participation on the H&S committee is done on a voluntary basis and there is no restriction to prevent any staff from being a member.

All members are welcomed to discuss any points of concern during the committee meetings. We also encourage our in house doctors to join us during the meetings. From 2019 to 2021, 9 health and safety committee meetings were chaired with a representation ranging from 10 to 30% of staff.



Indicators: Occupational Health and Safety

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

Year 19/21	Accidents, occupational diseases, working day lost	Deaths
2019	No incident	0
2020	1 road traffic accident by CIDP driver resulting in 7 days work absence	0
2021	No incident	0

G4LA7 Employees exposed directly and frequently to illness related to their activity

CIDP conducts a risk assessment for all the job positions held by our employees. We make sure each job post is assessed in terms of risks and we implement the required actions which we identify. Furthermore, under the Occupational Health and Safety Act 2005, employees exposed to some equipment or chemicals should undergo mandatory medical screening by a doctor.

We have ensured that our laboratory staff are regularly screened by a specialist in occupational health medicine under the required frequency under the law. This includes a medical consultation by an independent doctor, laboratory screening tests by an external laboratory as recommended by the specialist doctor.

The staff who had been exposed to UV equipment on a regular basis have also gone through a eye check up by a specialist ophthalmologist.

Since the Covid-19 pandemic, staff have access to appropriate disposable face masks, gloves, face shields, laboratory coats, hand soap and hand disinfectant. Covid 19 sanitary protocols including social distancing, health checks and temperature checks have been implemented within our facility.

Indicators: Occupational Health and Safety

G4LA8 Health and safety topics covered by formal agreements with unions

The constitution and law provide for the rights of all workers, including foreign workers, to form and join independent unions, bargain collectively, and conduct legal strikes.

CIDP employees are free to form trade unions within CIDP.

There are currently no unions within CIDP.



Indicators: 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

Currently CIDP communicates its quality policy to its stakeholders including its suppliers and this document puts emphasis on the fact that the following should be done:

- Comply to all local employment laws
- Uphold the freedom of association and the effective recognition of the right to collective bargaining
- Have a zero tolerance policy towards child labour, forced labour, and any form of harassment at the work place
- Foster equal opportunity and eliminate any form of discrimination at the work place
- Comply to all local Health and Safety Laws

CIDP currently does not yet include requirements with regards to Human rights in agreements and contracts however we will endeavour to work on a Supplier Code of Ethics which will be put in place by Dec 2022.

G4HR2 Total hours of training of employees on human rights policies or procedures applicable in their activity including the percentage of employees trained on this point

CIDP does not currently have in place a specific Human rights policy or procedure. However our Quality policy includes the importance of complying to all local employment laws, upholding the freedom of association, a zero tolerance policy towards child labour, forced labour, and any form of harassment at the work place, equal opportunity and eliminate any form of discrimination at the work place, complying to all local Health and Safety Laws.

CIDP employees received training on the quality policy regularly, this is included in a 1 hour quality assurance training done at least every two years for CIDP employees.

The background of the image is a close-up of two clusters of flowers. One cluster is in the upper left foreground, showing pink flowers with yellow centers. Another cluster is in the lower right foreground, also showing pink flowers with yellow centers. The background is a soft-focus green, suggesting a natural, outdoor setting.

07

WORKING TOGETHER TOWARDS A BRIGHTER TOMORROW

For this second issue of the CIDP Mauritius sustainability report, we have been able for the first time to monitor the sustainability indicators identified following our materiality assessment. This gives us insight on the way we are currently progressing in terms of sustainability and also allows us to reassess the priority actions for the years to come.

This includes focusing on the increased training of our staff and ensuring that we further focus on the gender balance within our trainings.

We will also continue to work with our suppliers in order to encourage them to develop more environmental awareness and work together towards greater community responsibility.

Furthermore focusing on our employee wellbeing remains of utmost priority to ensure that we continue to provide innovative solutions to our clients as a CRO whilst ensuring that our employees remain engaged and happy to work at CIDP.

We remain strongly committed as a CRO to set the highest standards in terms of sustainable business both locally and on the international stage.

Rajini Naidoo Cartier
Head of Quality, Health, Safety & Environment