

# COMPLIANCE

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# Compliance – Conformité

## Les sujets couverts et connexes

### Business Behaviour:

Product safety (R&D, process and use), Information to customers

Product Promotion, Sales and Marketing,

Prevention of Corruption and conflicts of interest,

Integration of environmental factors in the supply chain,

Prevention of anti-competitive practices, relation with suppliers,

Protection of IP Rights

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## Les sujets couverts et connexes

### Corporate Governance:

Board of Directors, Audit & Internal controls, Shareholders

Executive remuneration

### Community Involvement: CSR / RSE

Promotion of sustainable social & economic development

Societal impact of company's products & services

### Human resources:

Health & Safety conditions of labour

<sup>3</sup> Remuneration conditions, Whistleblow protection

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## Les sujets couverts et connexes

### Human Rights: CSR / RSE

Human rights standards

### Environment: CSR / RSE

Environment strategy & ecodesign

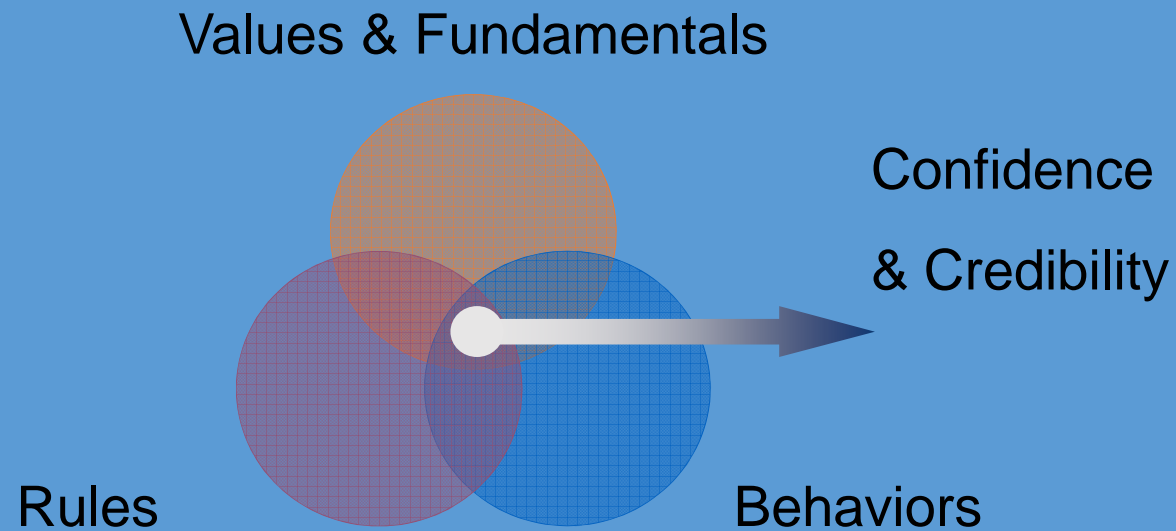
Pollution prevention & control

Environmental impacts from energy use and transportation

Animal testing

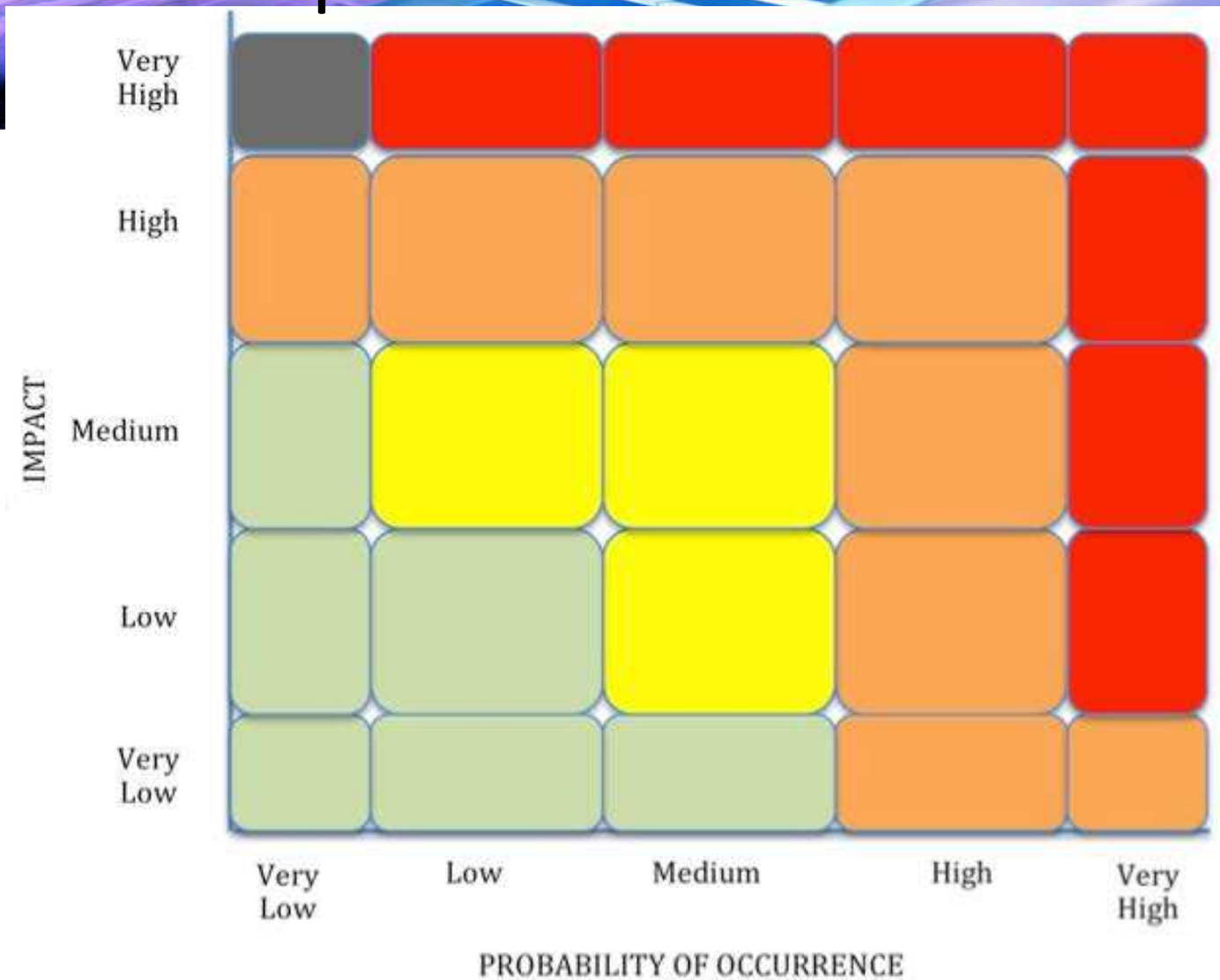
Management of atmospheric emissions

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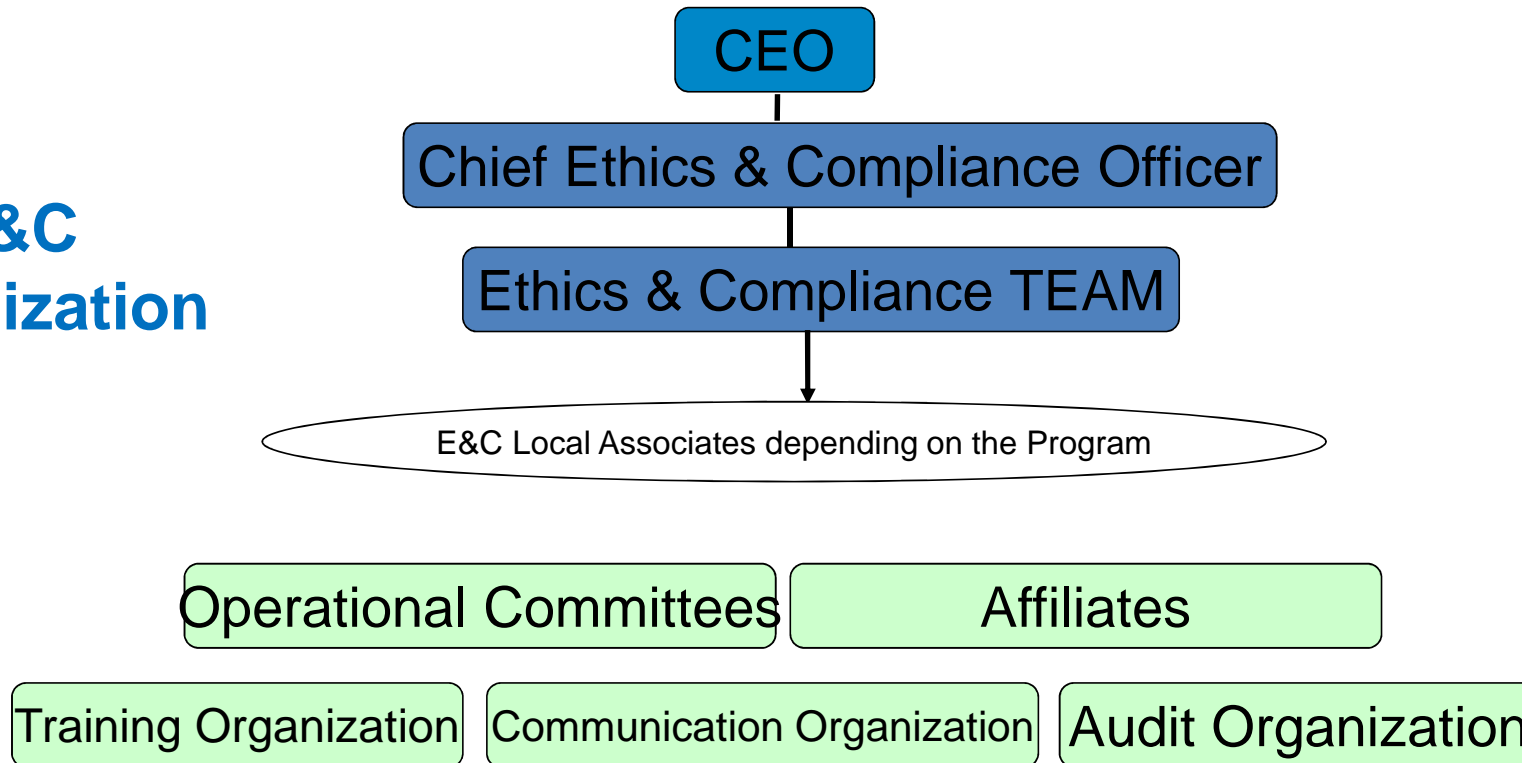


Compliance



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## E&C Organization



# Corporate structure example

Board level

## Board of Directors

Strategic

Audit

Appointments  
& Governance

Compensation

## Executive Committee

Various Operational Executive Committees

ExCom level

Operational level

Research

Development

Manufacturing

Sales

Business  
Development

Corporate functions

Finance

Quality

Legal & IP

IT

Communication

Processes functions

Pharmaco  
vigilance

EHS

Logistics &  
Supply

Risk &  
Insurance

E  
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