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Communication  
on Engagement:  
**Leem and the  
United Nations  
Global Compact**

January 2024

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# Introduction by the Chairman of Leem



Leem represents the interests of pharmaceutical companies vis-à-vis a large number of national, European and international bodies. As a single point of contact for political decision-makers, its role is to act as a facilitator and bring forward proposals to address the challenges faced by the companies we represent: decarbonisation, the phasing out of single-use plastics, supporting senior citizens, combatting shortages of medicines, ensuring equal access to care, supporting carers, parity, transparency, etc.

**As Chairman of Leem, I would like to take this opportunity of reasserting the commitment of pharmaceutical companies to supporting and promoting the Ten Principles of the United Nations Global Compact, and the commitment of Leem to engage in a progress-focused approach in favour of human and labour rights, while respecting the environment and combatting corruption alongside all its stakeholders.**

In this Communication on Engagement (COE), I would also like to share the key responsibility initiatives implemented by Leem since 2020. Further details can be found in the PACTES progress reports for 2022 and 2023, and in the relevant pages of our website at [www.leem.org](http://www.leem.org). This COE reflects not only the achievements made so far, but also the challenges we still face in reconciling the economic and social performances of the pharmaceutical industry in France.

**Thierry Hulot**  
Chairman of Leem

# LEEM AND CSR

## What is Leem?

Leem is a professional association representing more than 280 pharmaceutical companies operating in France across a broad spectrum of activities ranging from research and manufacture to the distribution of medicines. Leem works to improve the health of patients and the planet, and to ensure fair access to both everyday medicines and innovative treatments. The quality, safety and transparency policies implemented by Leem help to ensure full compliance with all aspects of professional ethics by the pharmaceutical companies it represents.



**106,038**

people are employed  
by the pharmaceutical  
industry in France<sup>(1)</sup>



**9.8%**

of the annual revenue generated  
by pharmaceutical companies  
in France is used to fund R&D<sup>(3)</sup>

figure of **€4.5 billion**<sup>(4)</sup>



## Key figures for 2023



Trade surplus  
in medicines:

**€5.9**

billion  
in 2022<sup>(5)</sup>

**€4.8**

billion  
in 2021

**€67.9**

billion in annual revenue  
generated in France in 2022  
50% of which came from exports<sup>(2)</sup>

(1) Source: Leem (2023) Annual Report on Employment for 2022 / (2) Source: Leem (2023) Economic review  
(3) Source: Leem (2022) Economic review / (4) Source: French Ministry for Research / (5) Source: Customs statistics

# CSR at Leem, from the earliest stages in 1982 to the present day

Creation of the **Tulipe** interface between the industry and non-profit organisations, which centralises donations from healthcare companies to fund emergency responses to the needs of population groups in distress.

1982

Leem joins the **Global Compact**.

1993

Creation and provision of the **CarbonEM** carbon footprint calculation tool developed in conjunction with climate consultants Carbone 4.

2009

Creation of **CODEEM**, the Conduct and Ethics Committee of the French Association of Pharmaceutical Companies.

2011

Creation of **Cyclamed** (the eco-organisation that collects and recycles unused medicines).

1993

Creation of the **Fondation des entreprises du médicament** (Pharmaceutical Companies Foundation).

2008

Creation of the **Leem CSR Commission** and publication of the **first Industry CSR Report**.

2010

Creation of **DASTRI** (the eco-organisation that collects potentially infectious sharps from self-treating patients).

2012

Creation of the **LAB Médicament et société**, (Medicines & Society Lab) think tank to bring forward joint stakeholder recommendations on medicines-related issues in society.

2015

Launch of **PACTES (Patients, Supply, Collective, Transparency, Environment & Strategy)**, as a long-term societal commitment plan based on voluntary action by pharmaceutical companies.

2021

**The industry decarbonisation plan** (a reduction of 50% for Scope 1 & 2 emissions and 25% for Scope 3 emissions)  
**The 3R industry roadmap** (to eliminate the use of single-use plastics in packaging by 2040).

2023

The first **Leem CSR Awards**.  
Signature of the **Transparency International joint statement**.

2019

Creation of the **Accountability & Reputation Commission**  
Creation of the **Environment Committee**

2020

A new version of the **CarbonEM tool**, a digital platform, a shared reference framework and carbon audit training courses.

2022

Creation of the **Industrial Transformation & Ecological Transition Commission**.

2023

# Pharmaceutical company stakeholders

## PROFESSIONAL ORGANISATIONS AND OTHER ECONOMIC ACTORS

- The United Nations
- Suppliers and subcontractors
- Wholesale distributors
- French and international representative bodies
- Startups (biotech, e-health, etc.)
- Other pharmaceutical companies

## PATIENTS

- Patients
- Patient/user organisations
- Patient communities

## EXPERTS

- Health economists
- Sociologists
- CSR experts
- Health think tanks
- Eco-organisations
- Ratings agencies
- Institutional investors
- Socially responsible investors

## CIVIL SOCIETY AND LOCAL COMMUNITIES

- NGOs
- Access to healthcare/Solidarity
- Governance/Transparency
- Foundations
- General public
- Consumers

## PHARMACEUTICAL COMPANIES

## POLITICIANS, HEALTH AUTHORITIES & PAYING AGENCIES

- Members of Parliament
- Ministries (ministerial offices, interministerial delegations, etc.)
- Public and private insurance companies
- Health agencies
- Independent authorities
- Regional health agencies
- Compulsory health insurance
- Supplementary health insurance

## HEALTHCARE PROFESSIONALS AND FACILITIES

- Practising healthcare professionals (doctors, pharmacists, nurses, midwives, etc.)
- Professional associations
- Learned societies
- Professional bodies
- Students

## MEDIA AND INFLUENCERS

- Journalists from the mainstream and specialist press
- Bloggers / Whistleblowers
- Social media

## HEALTHCARE RESEARCH AND TRAINING ORGANISATIONS

- Aviesan
- Competitiveness clusters
- Universities /Teaching hospitals
- Research organisations
- ARIIS (Health Industry Alliance for Research and Innovation)

## EMPLOYEES

- Pharmaceutical company employees
- Employee trade unions

# CSR Governance at Leem

For more than ten years now, Leem has supported its members with their implementation and promotion of environmental, social, societal and ethical good practices through its proactive industry-wide approach to CSR issues. Leem proposes

CSR priorities that are appropriate to the industry, and provides oversight and management of all initiatives agreed with its members by consulting with key stakeholders. In delivering its initiatives successfully, Leem is able to rely on its own

responsible governance structure. Its governance model evolved in 2023 following the adoption of comitology reforms by the Board of Directors, whose 40 members of pharmaceutical company senior executives are elected for a term of four years.

## ► A cross-functional governance system

### The Industrial Transformation & Ecological Transition Commission

Under the guidance of the Leem Board of Directors, the Industrial Transformation & Ecological Transition Commission is one of Leem's seven strategic commissions.

It pursues **two central ambitions**:

- improving French pharmaceutical industry competitiveness, with a view to maintaining health sovereignty and ensuring that Leem status as a leading force within the wider Europe;
- ensuring that the issues around climate and the environment are effectively addressed at every link in the pharmaceutical company value chain.

Its roadmap addresses 3 priorities:

1. Restoring company competitiveness in what remains a challenging (inflationary) economic climate.
2. Securing investment and boosting the attractiveness of France for inward investment.
3. Supporting pharmaceutical companies in achieving their environmental protection targets and promoting the initiatives they implement.

For the purposes of implementing the environmental roadmap, the Environment Committee (*see below*) also reports to this commission.

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## The Public Health, Preventive Healthcare & Responsibility Commission

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The Public Health, Preventive Healthcare & Responsibility Commission was created by the Leem Board of Directors in 2023, and reports directly to it. Its aim is to ensure that pharmaceutical companies are recognised for their status as contributors to healthcare, and as responsible partners committed to improving patient care pathways and addressing societal issues.

The goals of this commission are:

- to put in place the measures required to optimise the supply of medicines;
- to roll out and promote the Leem societal commitment plan;
- to develop the role played by pharmaceutical companies in preventive healthcare and ensure that they are recognised for the contribution they make;
- to intensify dialogue with patients and healthcare professionals, and optimise patient information.

The PACTES Committee (see *below*) reports to this committee on implementation of the measures designed to achieve these goals.

## ► 2 committees: PACTES and Environment

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### The PACTES Committee

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The PACTES Committee was formed in 2023 to replace the Social Contribution Committee, which had been active since 2019. Companies that have voluntarily joined the PACTES strategy (see *page 10*) submit annual self-assessments of their performance to this Committee, which uses the information to publish an industry progress report, review and revise the goals of the PACTES strategy and its support tools, and promote good practices through unifying events like the PACTES Awards and CSR Thursday events.

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### The Environment Committee

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The Environment Committee has set itself the goal of establishing the industry as a key contributor to the ecological transition and sustainable development in general. This work involves it in taking early action on developing environmental issues by working alongside political decision-makers on preparing benchmark standards and raising the profile of industry contributions.



## ► Cross-disciplinary working groups (WGs)

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### The political challenges of the ecological transition WG

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This WG was formed in November 2023 for the purpose of building a Public Affairs roadmap to address the challenges posed by the ecological transition. It will draw on the work of the Industrial Transformation and Ecological Transition Commission and Environment Committee to inform political decision-makers of the industry's environmental achievements and commitments.

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The roadmap for this committee is structured around the commitments set out in Priority 4 – «The industry contributes to environmental protection» – of the PACTES commitment strategy (see page 10).

The goals of this committee are therefore:

- to help and support the industry in achieving its 2030 climate goals;
- to reduce the environmental footprint of its products, with particular emphasis on working closely with related governmental and international initiatives;
- to reduce the impact of the industry on biodiversity by implementing initiatives designed to gain a better understanding of its dependence on biodiversity and help it to use water more efficiently;
- to play an active role in environmental health by conducting research to identify raw materials that are currently used in medicines, but have potentially negative impacts on human health and the environment.

The work of this committee creates the opportunity to keep up to date with, and take stock of, increasingly demanding levels of regulation in ways that support members with their own decision-making and implementation of measures to deliver transformational change.

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### The water WG

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This WG of manufacturing, environmental and quality experts reports directly to the Industrial Transformation and Ecological Transition Commission. Its purpose is to support the water project of the CSF (sectoral strategy contract), which was signed in November 2023 under the guidance of the FEFIS (French Federation of Healthcare Industries), which is managed by Leem. In addition to producing a water conservation plan, this project will also lead research into solutions for making more efficient use of water.

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### The Purchasing Guidelines WG

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This WG was formed following the announcement of the Leem decarbonisation plan goals in July 2023. A set of Responsible Purchasing Guidelines is currently being drawn up on behalf of all Leem members with the ultimate aim of reducing the impact of the industry's Scope 3 emissions. The WG is expected to have this document prepared by the end of Quarter 1, 2024.

# Our CSR strategy: PACTES

Pharmaceutical companies are clear in their belief that social responsibility plays a key role at the very heart of their business models. This commitment has its basis in increasingly intensive dialogue with their stakeholders and society as a whole. Formally stated since 2006, it has resulted in the signature of two voluntary and binding agreements with the public authorities covering the periods from 2009 to 2011 and 2012 to 2014.

Today's strategic plan for France's pharmaceutical companies extends and continues this course of action. New goals have been added to address the maturity of

the industry in terms of CSR issues, as well as emerging challenges, such as the circular economy, industrial ecology, COVID-19, etc.

Pharmaceutical companies have set six priority commitments selected for their potential to respond directly to the expectations of French society.

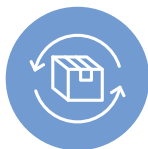
As part of supporting its members, Leem has prepared a guide identifying a series of actions designed to help the industry achieve its goals. The actions proposed in this guide apply to the business activities of companies operating in France, and are entirely voluntary.

PACTES is structured around the following six priorities:



Priority 1  
**Patients**

To address patient expectations more effectively



Priority 2  
**Supply**

To continue ensuring security of supply for pharmaceutical products



Priority 3  
**Collective**

To contribute to building a more inclusive society



Priority 4  
**Transparency**

To ensure greater transparency around relationships and funding



Priority 5  
**Environment**

To increase the contribution made by the industry to environmental protection



Priority 6  
**Strategy**


To make CSR a cornerstone of company strategy



# ACTIONS TO DELIVER THE PACTES STRATEGY

## ► A package of support measures for companies

### OSERLeem

 This self-assessment platform is available to companies signing up to the PACTES strategy, and provides them with the tools required to collect, share, analyse, manage and leverage company data.

### The company support guide



This guide identifies a series of actions and milestones designed to help companies advance towards achieving the goals set out in the PACTES commitments and to progress along the defined progress pathway (initial, intermediate and advanced).

## ► Communication initiatives

### The PACTES Awards

Leem launched its CSR Awards for pharmaceutical companies in 2015 as part of its sector-wide CSR policy. This bi-annual event was introduced with two goals in mind:

- to promote CSR initiatives and good practices for adoption by pharmaceutical companies;
- to recognise the most exemplary social, societal and environmental performance initiatives from among the many such projects implemented by pharmaceutical companies operating in France.



Open exclusively to Leem member companies, the Awards were made to the most exemplary projects in **4 categories**:  
1/ governance, ethics and responsible management,  
2/ social commitment,  
3/ environment and,  
4/ society.



## PACTES RSE Les lauréats 2023

CATÉGORIE  
ENVIRONNEMENT

**AstraZeneca**  
Innovier pour atteindre  
l'ambition Net Zéro

CATÉGORIE  
SOCIAL/SOCIÉTAL

**sonofi**  
Cancer & Travail :  
Agir Ensemble

CATÉGORIE  
GOUVERNANCE

**Roche**  
Inclure la RSE  
dans l'Intéressement

CATÉGORIE  
COUPS DE CŒUR DU JURY

**AMGEN**  
Notre diversité  
fait la différence

**SANDOZ**  
#jaidejenparle

CATÉGORIE  
PRIX INTERNAUTES

**AstraZeneca**  
Girls belong here

leem.org

in Leem X leemfrance f quote9leo @ quote9leo



## CSRThursdays events

In January 2023, Leem decided to highlight pharmaceutical company CSR best practices through its social media accounts on LinkedIn, X, Instagram and Facebook. This weekly sharing event has generated a momentous level of response, with the forty or so PACTES strategy priority topics covered generating more than 29,000 impressions and 6,200 interactive engagements. The initiative will be repeated in 2024.

Following the launch of the PACTES strategy that enables companies voluntarily joining the scheme to self-assess their societal maturity on the basis of six criteria, Leem has split its PACTES Awards into CSR Meetings and PACTES Awards to reward those companies committed to improving their performance.

For the second year running, 40 companies took part in PACTES.

The PACTES Awards Ceremony recognises projects in 6 categories with:

- an environment award,
- a governance award,
- a social responsibility award,
- an internet user award,
- a double award for awareness information campaigns.



## Don't lose track

Since July 2023, Leem has been offering its members a monthly digest of social, societal and environmental news. This regular newsletter provides subscribers with the latest must-read news and information about the active role Leem continues to play across all aspects of CSR.

# LEEM AND THE GLOBAL COMPACT

## The Global Compact, SDGs and pharmaceutical companies

The UN Global Compact was launched in 2000 to unite companies, profit-making organisations and UN agencies around 10 universally recognised principles. These principles provide a framework for voluntary commitment and are structured around four key topics: human rights, international labour standards, the environment and anti-corruption. The Global Compact calls on companies to review their strategy to ensure that it aligns with all 10 principles. This initiative is part of our passion for sharing new business practices rooted in strong, recognised values.

The purpose of the Sustainable Development Goals (SDGs) set as part of the action plan for humanity adopted by the UN in 2015 is to intensify its promotion of peace and respect for human rights and the environment. The action plan takes the form of 17 Sustainable Development Goals, accompanied by 169 targets to be achieved by 2030. All countries and stakeholders are invited to embrace this programme, which is effectively an extension of the Millennium Development Goals.

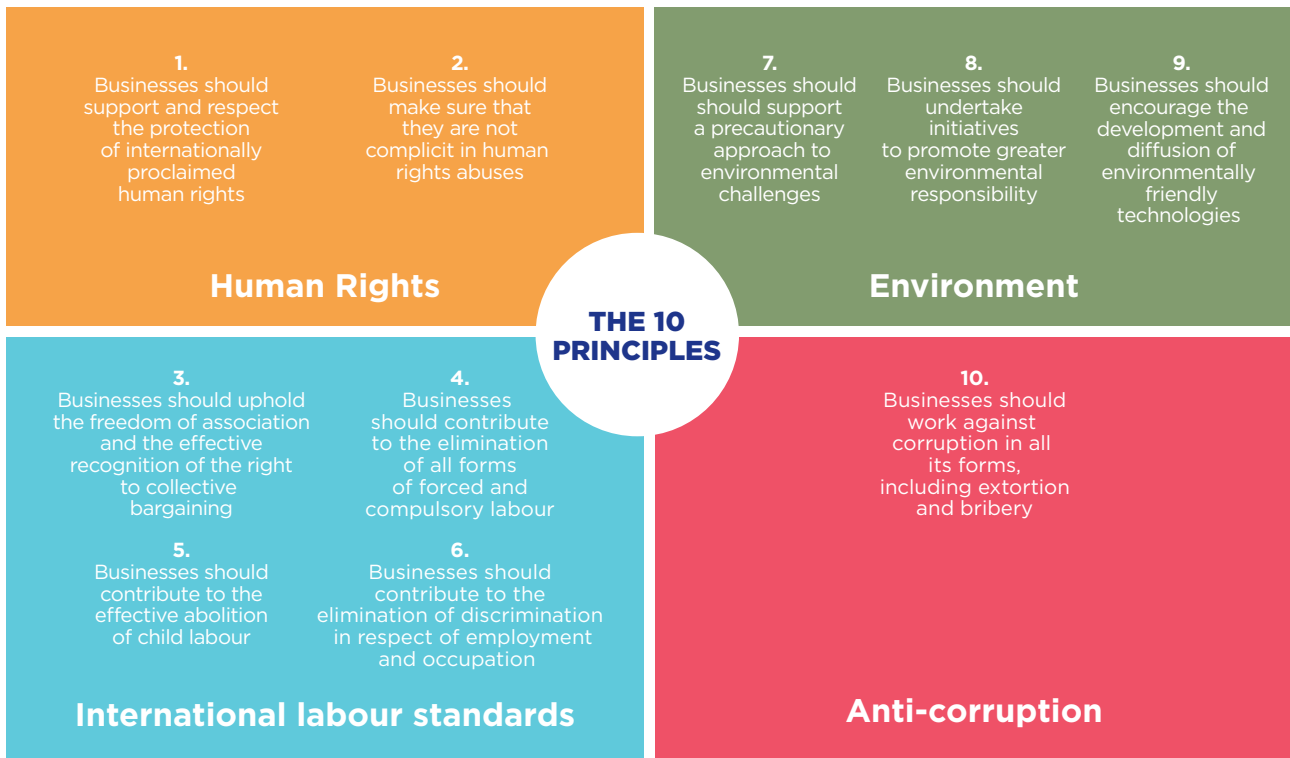
Leem stated its commitment to embrace sustainable development principles at a very early stage of its history, with the creation of Cyclamed in 1993. Its membership of Global Compact France in 2007 committed it to promoting the ten principles of the Global Compact, both as an organisation and through

the full spectrum of its activities. In 2019, Leem took the decision to build the PACTES social and environmental commitment road-map for its members. This pathway to the future incorporates the Sustainable Development Goals and practical implementation of the UN Global Compact Agenda 2030 mandated by the UN and officially represented by Global Compact France.

This document is our Communication On Engagement. It showcases the initiatives implemented by Leem over the last three years.

Leem would like to remind you of the 10 impact principles and 17 Sustainable Development Goals that it enthusiastically promotes and upholds both internally and externally.

## ► Four pillars and ten principles



Source : UN Global Compact

## ► The 17 Sustainable Development Goals

The four pillars and ten principles of the Global Compact are broken down into 17 Sustainable Development Goals (SDGs), accompanied by 169 targets to be achieved by 2030. When Leem developed its societal contribution strategy in 2019, it did so in line with the Millennium Development Goals adopted in September 2015 by the United Nations (193 signatory countries) setting out the 17 societal challenges that need to be addressed in order to build a more sustainable, prosperous and inclusive global society. The SDGs are intended to be adopted and achieved by all stakeholders, including businesses, which is why they are included in the PACTES strategy.

In addition to Goal 3, pharmaceutical companies also impact the environment through the products they manufacture (12) and market, since access to medicines is an essential component of Goal 3. In addition to the benefits delivered to patients and addressing their expectations (9, 10 and 17), the fact of incorporating the 'One Health' concept into their business models should also be apparent (13,14 and 15). Companies also have a major impact on their local environment, particularly in terms of employment and training (4, 5 and 10). Lastly, pharmaceutical companies are resolutely committed to compliance with the rules governing transparency and ethics (16) at all stages of the product life cycle as part of promoting a fairer and more sustainable society.



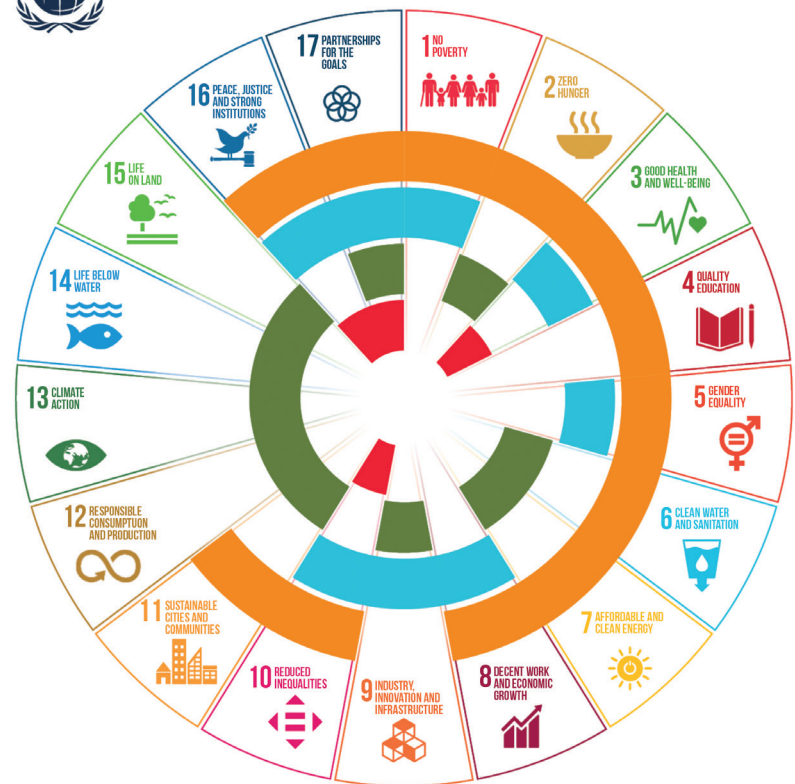
## FROM 10 GLOBAL COMPACT PRINCIPLES TO 17 UN SUSTAINABLE DEVELOPMENT GOALS



### Goal 3 Good Health and Well-Being



encourages all stakeholders to put in place all the measures required to ensure healthy lives and promote well-being for all at all ages. This goal is self-evidently central to those of the pharmaceutical companies represented by Leem.



HUMAN RIGHTS

INTERNATIONAL LABOUR STANDARDS

ENVIRONMENT

ANTI-CORRUPTION

# Our actions in support of the 10 principles of the Global Compact



## HUMAN RIGHTS

### Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

### Principle 2

Businesses should make sure that they are not complicit in human rights abuses.

“ *Everyone is entitled to all their rights and freedoms without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status* »

Companies are therefore encouraged to promote human rights within their sphere of influence. In other words, to voluntarily put in place concrete measures that will have a positive impact on population groups, with particular emphasis on the most vulnerable in society (women, children, people with disabilities, indigenous peoples, migrant workers, the elderly, etc.).

**Pharmaceutical companies are taking action on all fronts to ensure universal access to high-quality medicines in France and worldwide. Pushing back against counterfeiting, maximising security of supply, developing initiatives to promote the proper use of medicines, reducing inequalities in healthcare, providing emergency medical aid for populations in distress... These are just a few examples of the industry's commitment to health safety and equality of healthcare.**

## OUR ACTIONS



### Combatting medicine

#### → Facilitating stock monitoring and tracking with TRACStocks

The TRACStocks (Stock Traceability, Risk, Anticipation & Consolidation) online platform was introduced in 2020 to share data on stocks of medicines of major therapeutic interest (MITMs) with the public authorities,



in order to respond more effectively to crises. The goals of the platform are:

- to make it easier for the ANSM (the French National Agency for Medicines and Health Products Safety) to provide information regarding the level of availability of MITMs subject to supply chain pressures;
- to provide a secure channel for companies to submit their stock data to the ANSM via a platform managed by a trusted third party;
- to guarantee the confidentiality of personal data shared with the ANSM and provide access to information specific to the categories of stakeholder concerned.

### → Signature of the Commitment Charter on Supply Chain Pressures

Pharmaceutical manufacturers (represented by Leem and Gemme), pharmacists and wholesale distributors responded positively to the invitation of the French Minister for Health and Preventive Care by signing a joint commitment charter ensuring fair patient access to medicines subject to supply chain pressures on 22 November 2023. This initiative is guided by the ANSM and the CNOP (the French National Chamber of Pharmacists).

## Improving access to healthcare at national level and for population groups confronted by a medicines-related health crisis

### → The *Fondation des Entreprises du Médicament pour l'accès aux soins*



The *Fondation des Entreprises du Médicament pour l'accès aux*

*soins*, (Pharmaceutical Companies Foundation for access to healthcare) was formed in 2008 under the umbrella of the Fondation de France independent administrative agency at the initiative of the Leem Board of Directors. **Its stated aim is to support grassroots initiatives and actions by non-profit public interest organisations to promote access to healthcare.** The Foundation regularly issues calls for projects to deliver its missions. Two spheres of action have been central to its priorities since 2019: paediatric oncology and innovation in healthcare pathways. As a result, it has helped 46 innovative initiatives to fund research or support projects for children with cancer, and a further 32 initiatives focused on health-related behaviours and determining factors, identifying high-risk population groups and situations, and actions designed to improve therapeutic education.

### → Tulipe



Founded in 1982 by healthcare companies, Tulipe is a non-profit public interest

organisation built on the basis of collective commitment. **Tulipe is a humanitarian pharmaceutical organisation whose action involves the provision of medicines.** Acting as the interface between the industry and NGOs, **it centralises donations from healthcare companies to provide an emergency response to the needs of population groups suffering distress** as a result of acute health crises, natural disasters and conflicts..



## The Turkish and Syrian earthquakes of 6 February 2023

In the aftermath of the earthquakes that struck Turkey and Syria on 6 February 2023, Tulipe donated an initial emergency kit of health products to the USAR Global Rescue Corps team that arrived on the scene less than 24 hours after the earthquake event. This team of experts in urban search and rescue operations immediately set up a forward rescue and first aid post. The initial aid package was followed by the shipping of 30 emergency and basic health kits to four of Tulipe's NGO partners. 50,000 anti-diphtheria and tetanus vaccines donated by Foundation S - The Sanofi Collective and Tulipe were also sent out to Turkey via the Crisis and Support Centre of the French Ministry for Europe and Foreign Affairs. On 18 February, Tulipe also contributed 1.5 tonnes of donated medical products to an emergency humanitarian freight operation coordinated by the Crisis Centre. This shipment also benefited Syrian victims of the earthquakes. The total volume of medical aid shipped into this crisis zone was very close to 4 tonnes.

## Tulipe in 2022

- **66 companies** supported Tulipe and **22 partner NGOs** on the ground in **21 countries**. Around **140 tonnes of health products** were distributed.
- **Interventions** in Ukraine, Lebanon, DRC, Armenia, Burma and Sri Lanka.
- Since the start of the Russian invasion of Ukraine in February 2022, **an exceptional level of mobilisation by member companies** has enabled some 200 tonnes of health products to be shipped into the country.



## Promoting the proper use of medicines and combatting the falsification of pharmaceutical products in France and internationally

### → In France: Promoting the correct proper use of medicines

The proper use of medicines is a priority issue that concerns everyone, although pharmaceutical companies undeniably have a special level of responsibility when it comes to ensuring that medicines are readily available to patients. Conscious of this responsibility of manufacturers, Leem is a committed member of the Association du Bon Usage du Médicament (ABUM) education programme for the proper use of medicines. It has been addressing this issue since 2017 as part of a working group that involves all the relevant stakeholders (healthcare professionals, patient organisations, public institutions, insurers, manufacturers, etc.).

Just as it has for several years, ABUM continues to promote innovations designed to encourage the proper use of medicines. Whether digital, diagnostic or organisational, its constant aim is to inspire those involved in promoting the proper use of medicines and encourage the development of initiatives that have an increasingly effective impact for patients and healthcare professionals. Virtual toolkits with guides, advice and information programmes have been made available online as part of providing the best-possible support for this work.

In 2023, ABUM focused on the particularly topical issue of environmental impact. This impact can occur at many stages of the medicines supply chain, from the design stage through to distribution, usage and the management of residues and waste.

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## → In France and Africa: Combatting the falsification of medicines

Combatting the falsification of medicines is another important issue that our industry organisation addresses at both national and international levels. As the upward trend in the number of falsified medicines in circulation continues to rise, this issue is becoming increasingly pressing. Nowhere is this more prevalent than on the continent of Africa, where Leem is implementing a large number of related initiatives. For all its programmes, Leem works in close cooperation with local political institutions and health authorities, as well as with the national pharmaceutical regulatory agencies in the French-speaking countries of sub-Saharan Africa. .

### ■ The Proper Use of Medicines Programme

This programme was created by Leem in partnership with the non-profit organisation Synergies Africaines des Premières Dames d'Afrique. Its aim is to inform secondary school students about health issues, raise their awareness of the associated risks, and highlight the importance of using medicines properly by exploring a broad range of topics, including the importance of following the prescribed dosage, and the dangers of using falsified medicines and self-medication. In 2021, the programme was rolled out in Cameroon.

### ■ The Health Caravan initiative

Leem organises preventive healthcare and awareness-raising campaigns through the Health Caravan programme, which provides voluntary and anonymous screening for six communicable and noncommunicable diseases. The programme was set up in conjunction with the Santé En Entreprise NGO that promotes health and wellbeing in the workplace to

raise awareness of the proper use of medicines from every perspective, including dosage, compliance with prescriptions and the dangers of falsified medicines. Health Caravans have so far been rolled out in Cameroon (2021), Côte d'Ivoire (2022) and Senegal (2023).

### ■ Training for magistrates and customs officers

In 2021, 2022 and 2023, Leem took part in the provision of training sessions for magistrates, customs officers and police officers in the French-speaking countries of sub-Saharan Africa to raise their awareness of the need to combat the falsification of medicines. These training sessions are organised in collaboration with the International Association of French-Speaking Customs officers (Association internationale des douaniers francophones or AIDF) and the Union of Pharmaceutical Manufacturers (Union des Fabricants or UNIFAB). They are designed to raise trainee awareness of the problems caused by falsified medicines. The ultimate aim of the training provided is:

- to make it easier to identify falsified medicines,
- to identify the applicable criminal legal framework,
- to combat this issue more effectively.

### ■ The Leem Afrique website

Leem has launched a dedicated website ([www.leemafrique.org](http://www.leemafrique.org)) to share regulatory information and news from French-speaking African countries. It provides a one-stop shop for information published by French-language pharmaceutical regulatory agencies. The result is a source of reliable and verified information and references with which to counter the plethora of fake information and rumours circulating online and throughout the continent of Africa. The website was updated 2021, 2022 and 2023.

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## Encouraging discussion on health issues

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As the representative body of the French pharmaceutical industry, Leem takes its role as a 'promoter' of health in society very seriously. The fact that everyone is directly affected by health issues means that they deserve to be fully informed and alerted to real or potential problems.

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### ■ The Anti-Falsification Committee

In 2003, Leem set up its Comité de lutte contre la falsification (Anti-Falsification Committee) to implement coordinated initiatives. The members of this committee are representatives of the pharmaceutical industry and the public authorities involved in combatting the trafficking of falsified medicines. The Committee works at national, European and international levels. It contributes to working groups and conferences alongside the World Health Organization (WHO) and other representative organisations. It also works closely with a large number of partners from the private sector, including the French Association for the Promotion and Defence of Intellectual Property (UNIFAB), and from the public sector, including the French Ministry for Health, the Central Office for combatting Environmental and Public Health Violations (OCLAESP), the French Customs Service and professional bodies (especially the National Chamber of Pharmacists).

### ■ Observer to the Medicrime Committee

In 2019, Leem was granted Observer status to the Medicrime Committee, whose members represent the signatory states of the Medicrime Convention. It is the only binding international legal instrument that effectively makes the falsification of medicines a criminal act. In 2023, Leem contributed to the work of the committee, actively cooperating with its permanent secretariat.

### → Nothing to hide

The *Rien à Cacher* (Nothing to Hide) webcast is screened on Leem's social media channels. Its discussion format aims to answer the full range of controversial questions about medicines - and more generally the health issues surrounding medicines — currently being asked by the informed general public. It is committed to full transparency and deplores fake news and preconceived ideas: over the space of an hour, three experts on the pharmaceutical industry and medicines answer questions from the general public on all topics, including shortages, prices, Covid, side effects and conflicts of interest. Each question is answered in one minute, openly and with no issues off the table. The webcast has been screened 4 times between 2021 and 2023. The content of each is available in the form of topic-specific video clips available to view on Leem's social media channels. A special programme with influencer Gaspard G was screened in 2023, with the same aim of answering controversial questions and raising awareness of the pharmaceutical industry.

### → Health 2030: « What will treatment look like in 2030? », a prospective analysis of innovation in healthcare

The accelerating pace of technological and therapeutic innovation demands that we transform our healthcare system needs. What will treatment look like in 2030, and what other major changes will affect our health as individuals?

Built out of the insight of experts who have structured their perspectives around 12 major diseases and 14 drivers of innovation that they believe will shape future advances in research and diagnosis, this exclusive study looks at two key fields of therapy - cancer and brain diseases - to demonstrate how transformations in the healthcare ecosystem will revolutionise the lives of patients with cancers and brain diseases. Conducted by Leem in conjunction with the think tank Futuribles, the study also sets out a vision of the challenges facing pharmaceutical companies and their partners.



## INTERNATIONAL LABOUR STANDARDS

### **Principle 3**

Businesses should uphold freedom of association and effective recognition of the right to collective bargaining.

### **Principle 4**

Businesses should contribute to the elimination of all forms of forced and compulsory labour.

### **Principle 5**

Businesses should contribute to the effective abolition of child labour.

### **Principle 6**

Businesses should contribute to the elimination of discrimination in respect of employment and occupation.

**“** *Collective bargaining refers to all negotiations which take place between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more workers' organisations, on the other, for the purpose of: determining working conditions and terms of employment and/or regulating relations between employers and workers and/or regulating relations between employers or their organisations and a workers' organisation or workers' organisations* »

The pharmaceutical industry faces many challenges. Not only must it embrace the digital revolution, the shift towards biotechnologies and the ecological transition, but it must also rethink its business model to adapt to scientific, economic and societal challenges. Supporting transformations in professional practice, upskilling employees and encouraging diversity are the major social challenges facing pharmaceutical companies. They continue to focus particularly close attention on bringing vulnerable people into employment, at the same as time facilitating the professional development of their employees.

## OUR ACTIONS



**Proactive and constructive social dialogue:** framework agreements signed by Leem since 2020

### → **Ecological transition agreement**

Having committed to achieving a 50% reduction in direct CO<sub>2</sub> emissions and a 25% reduction in indirect emissions, Leem offered the industry's social partners the opportunity to sign an historic collective agreement covering the ecological transition and sustainable mobility. The agreement was signed on 17 October 2023 and is one of the tools in place for delivering the Leem Decarbonisation Plan goals.

### → Remote working agreement

Companies are encouraged to seek an overall balance between the ideal work organisational structure and the impacts resulting from remote working, which may lead to the introduction of support and/or compensation schemes for those employees working remotely.

### → Youth Employment Agreement of 1 July 2021

The agreement signed on 1 July 2021 by Leem and 5 of the 6 sector-based employee representative trade union organisations (CFDT, CFE-CGC, CFTC, FO and UNSA) includes 3 sets of measures covering all stages of young people's access to employment in the healthcare industries. This agreement is structured around the pathways open to young people wishing to join the industry:

- **Signposting to attract young people.** This chapter covers the industry's career promotion initiatives for young people, their friends and family as part of making basic training more appealing, and working in partnership with organisations providing guidance and employment services;
- **Training for integration,** which essentially covers the working conditions for work/study students and trainees;
- **Ensuring long-term sector and company provision of effective integration and support measures for young people seeking employment in the healthcare industries.**

The recent unprecedented health crisis quickly highlighted the fact that young

people are more exposed than others to the employment consequences of such events. The extent of Leem's commitment to the national recovery effort was clear in the negotiations leading up to this agreement, particularly around ways of increasing the appeal of the sector to young people, which also helps to address the strategic challenge posed by the ageing profile of the pharmaceutical industry workforce. The key practical measures are as follows:

- Upward revision of minimum wages for apprentices and bonuses for trainees;
- Greater support for apprentices and trainees provided by an existing employee (enhanced tutoring, mentoring, etc.);
- The target of 8,000 work/study students trained annually by 2024: a strong commitment, since it would represent 6.4% of the industry workforce, well above the legal threshold of 5%.

### → The Quality of Work Life and Occupational Health agreements of December 2020

These agreements marked the first occasion on which pharmaceutical companies addressed these already well-known and regulated challenges by combining the issues of quality of work life with occupational health and investigating all possible opportunities to improve the support provided to employees. Here are the key changes brought about by these agreements:

- Creation of a system to reduce working hours for pregnant employees by up to 1 hour a day;

- Extension of 5 days' paid exam leave for those employed under contracts ranging from apprenticeship to vocational training contracts (to help young people pass their exams);
- Granting of 5 days' absence for employees involved in an adoption process;
- Introduction of 'psychosocial risk advisers' in companies employing more than 250 people (a particularly sensitive issue since the Covid-19 lockdowns!);
- Creation of a system for keeping up professional networking during absences of more than 3 months or as a result of illness;
- Broadening the scope of the mediation process already in place to resolve cases of psychological harassment to include sexual harassment and gender-based harassment and violence, with companies required to compile lists of potential mediators.

### → Disability agreements

The first industry agreement signed on 25 September 2008 clearly demonstrated the sector's high level of commitment to supporting people with disabilities through its creation of HandiEM, a joint non-profit organisation with responsibility for helping companies to implement their disability policy in two distinct ways: by providing advice to facilitate the recruitment of people with disabilities, and by helping to ensure continued employment for employees who become disabled during their career. The resulting structure was unique in the collective bargaining landscape. A commitment

# JOBS AND RECRUITMENT

## The attractive employment profile of pharmaceutical companies

### A GROWING WORKFORCE

#### The importance of the French pharmaceutical industry

**103,230 employees in 2021 (+ 2.1%)**, approximately 3.3% of all industrial jobs in France

#### A sustained rate of recruitment

**12,000 new employees recruited** annually on average over the last 5 years.

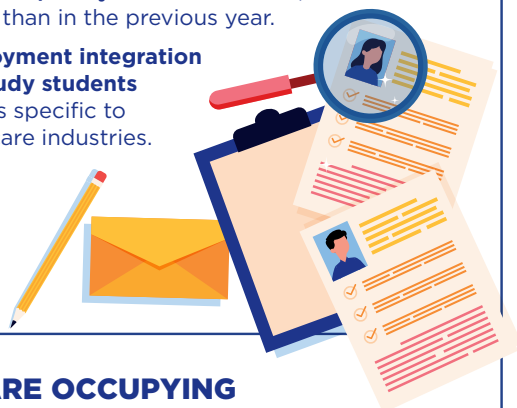
#### The percentage of companies recruiting in 2021

**64% of companies** increased their workforce in 2021.

#### Successful work/study opportunities

**8,954 work/study students in 2021**, 1,427 more than in the previous year.

**95% employment integration of work/study students** into careers specific to the healthcare industries.



### WOMEN ARE OCCUPYING MORE AND MORE POSITIONS OF RESPONSIBILITY

#### An industry with a very high representation of women

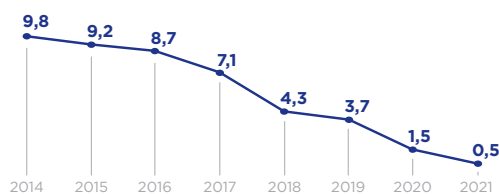
**56% women, 44% men.**

#### The proportion of senior jobs occupied by women continues to increase:

women accounted for only 38% of all employees in French employment groups 09 to 11 in 2014, compared with **47% in 2021**.

#### Ongoing efforts to promote equal pay for men and women

**Trend in the gap between women's and men's average pay\***  
(as a % of women's pay)



\* These data relate to equivalent management profiles. Exclusively internal data on jobs, employees and recruitment prior to publication of the employment report scheduled for 8 December 2022, with trade union agreement.

### DEMAND DRIVEN BY TECHNOLOGICAL AND REGULATORY DEVELOPMENTS

**The number of employees** working in production and quality-related jobs **has risen** by **6.3%** and **5.2%** respectively since 2018.

**By the end of 2024**, at least **1,500 new jobs** will have been created in bioproduction.

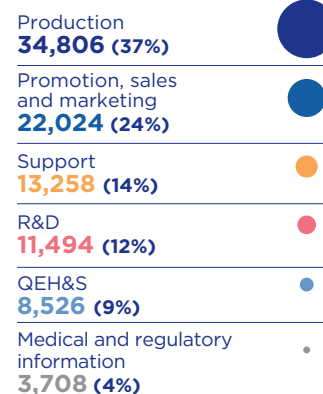
#### Strong recruitment in digital technology careers

across all pharmaceutical company functions. **5,000 digital health jobs to be filled** (by 2026).

#### Workforce breakdown by job family in 2021

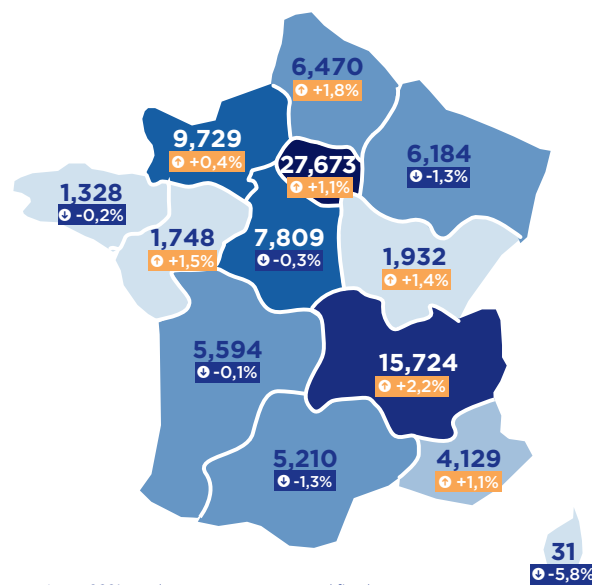
The high proportion of **staff employed in R&D is a key characteristic of the sector**, especially in major companies.

**Careers in production remain the largest employment sector** across the pharmaceutical industry.



### THE SECTOR'S SIGNIFICANT IMPACT ON THE ECONOMIC FABRIC OF 4 MAJOR REGIONS

**Breakdown of the overall pharmaceutical company workforce by region of employee residence**



Source : Leem 2021, employees on permanent and fixed-term contracts

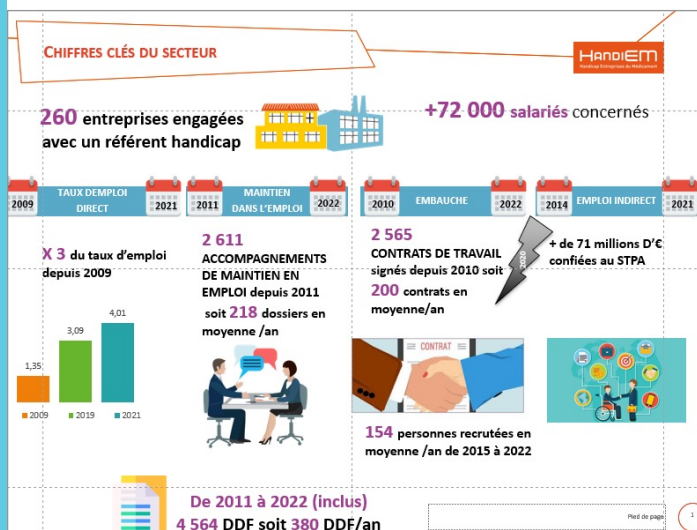
that has proved its worth, and has even been strengthened over the years and subsequent renewals of the industry agreement, particularly through the introduction of measures to encourage young people into the industry, to avoid any break in their career path.

**→ Declaration of extension of the French Pharmaceutical Industries National Collective Agreement (CCNIP) - 13/07/2021**

As a result of extending the collective agreement, Leem now acts on behalf of all pharmaceutical companies in France (125,000 employees) when negotiating industry-level agreements.

**Improved employment integration for people with disabilities**

France’s pharmaceutical companies have given their commitment to promote the employment integration of disabled people. As a result of this commitment, the percentage of the workforce represented by disabled people continues to rise steadily, from 1.69% in 2009 to 4.1% in 2022, reflecting a tripling over a 10-year period. The HandiEM non-profit organisation was set up in 2010 to implement the industry agreement on promoting the employment of people with disabilities, as signed by the pharmaceutical companies and their social partners. 70% of funding applications received by HandiEM relate to keeping disabled people in employment.



**FOCUS ON THE DUODAY EVENT**

HandiEM and 100% Handinamique (the French national federation for the employment integration of disabled young people) run Duoday events inside pharmaceutical companies to help young people discover pharmaceutical industry careers in an inclusive environment.

Duoday events team a disabled person with a company employee. This structure is designed to help students, jobseekers and others with disabilities within the specially adapted and protected work sector into employment, and raise awareness of disability issues among existing employees.

In 2022, Duoday events were run by 14 pharmaceutical companies, with 89 duo pairings arranged by employment integration stakeholders, and 13 mentoring initiatives to help students develop their career plans. The scheme has also been extended with 10 'Handimmersion' initiatives; one-day events devoted to discovering company job opportunities outside the Duoday structure.

**Emploi & handicap, et si on commençait par un DUO ?**

**DÉCOUVREZ LE POUVOIR DE LA RENCONTRE, PARTICIPEZ AU DUODAY !**

- Une journée**  
d'immersion au sein de la fonction publique ou d'une entreprise
- Un binôme**  
avec des professionnels des services centraux des ministères ou de l'entreprise
- Des opportunités**  
découverte d'un métier, réseautage, recrutement



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## Consolidating the attractiveness of training schemes for careers in pharmaceutical companies

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As part of promoting pharmaceutical industry careers to young people, their parents and employment and career guidance professionals, Leem attends all the leading careers fairs, and has developed tools providing information about training opportunities ([imfis.fr](http://imfis.fr)) and careers (career mapping, the [macarrieredanslapharma.org](http://macarrieredanslapharma.org) website, and the Bourse de l'emploi website). Together with its partner the Pole Emploi State employment agency network, it also organises the regional high-profile Pharmaceutical Industry Careers Week events.

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## Promoting the expansion of work/study training

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Leem continues to develop its own Apprenticeship Training Centres (CFAs) in conjunction with universities and faculties of pharmacy, and has increased the number of apprenticeship places from 700 to 1,500 in the last three years. Leem has also been represented at many work/study forums, and has developed its own tools to provide information on basic training schemes built around the work/study model. These initiatives have proved very successful: the industry commitment to provide training for 8,000 work/study students in pharmaceutical companies by 2025 was met as early as 2020, and despite the health crisis, the start of the 2023 academic year saw a further 7% increase in the number of work/study students enrolled.

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## Embracing the challenges of the digital world as a lever for greater competitiveness

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In 2022, Leem and the French Employment Ministry of Labour completed work on the EDEC (Job and Skills Development Commitment) initiative designed to adapt the skills of employees to meet the challenges of digital technology. This agreement provided the opportunity to work on the changing profile of Pharmaceutical Industry careers driven by the development of artificial intelligence, the emergence of multi-technology healthcare solutions and 7 other digital technologies.

## KEY FIGURES FOR 2023

**85%**

of companies have policies or actions in place to promote gender equality

**9,600**

work/study students received training with pharmaceutical companies in 2022

**More than 240**

companies have appointed a disability liaison officer

**513**

jobs on average per year, representing an overall direct employment rate of 4.1% in 2022

**9.6%**

is the employee turnover rate in pharmaceutical companies

Source : LEEM (2023) Annual Report on Employment for 2022



## ENVIRONMENT

### Principle 7

Businesses should support a precautionary approach to environmental challenges.

### Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

### Principle 9

Companies should encourage the development and diffusion of environmentally friendly technologies.

**“ The Rio Declaration says that business has the responsibility to ensure that activities within their own operations do not cause harm to the environment »**

Companies have an obligation to ensure that their activities do not harm the environment of local communities. Taking a public stance on environmental issues, building stakeholder coalitions and helping to raise awareness among the general public (employees, stakeholders, etc.) to bring about a paradigm shift are just three examples of good environmental practice.

**Pharmaceutical companies are committed to limiting the environmental impact of their activities at every stage of the medicine life cycle. Leem is leveraging its new comitology structure to continue the process of supporting its members through involvement in the work of public authorities, promoting motivational collective actions, encouraging the widespread adoption of good practices and providing the tools companies need to successfully deliver their ecological transition.**

## OUR ACTIONS



### Supporting members in their efforts to reduce greenhouse gas emissions

Leem provides its member companies with:



**CarbonEM**, an emissions accounting tool tailored to the specific needs of the pharmaceutical industry. Members can also generate a trajectory for reducing their own emissions. Eventually, the trajectory

# FOCUS ON THE DECARBONISATION OF THE PHARMACEUTICAL SECTOR IN FRANCE

According to the latest report from the Shift Project, GHG emissions from the healthcare sector include around 49 million tonnes of CO<sub>2</sub>, which is more than 8% of France's total carbon footprint.

In January 2023, as part of its efforts to move the entire industry towards decarbonisation, Leem presented the results of a research study to quantify the carbon footprint of pharmaceutical companies operating in France. The aim of this report was to propel the industry towards decarbonisation by setting out a reduction trajectory with quantified Scope 1, 2 and 3 emissions targets to be achieved by 2030.

## The environmental impact study of the sector reveals that:

- emissions directly related to the footprint of medicine manufacture in France total **11.8 MtCO<sub>2</sub>e** based on 31,170 million Dispensing Units (DU) by sales volume, while those related to medicine consumption in France total **18.8 MtCO<sub>2</sub>e** based on 56,743 DUs by sales volume;
- the total volume of GHG emissions directly related to medicines produced and/or consumed in France is therefore **-26MtCO<sub>2</sub>eq.** Conducting a carbon audit is the first key step towards identifying the main sources of reduction and putting in place an effective action plan to deliver that reduction.

## The decarbonisation plan for pharmaceutical companies operating in France

With this plan, the industry has set itself the ambitious target of achieving a 50% reduction **in Scope 1 and 2 emissions by 2030** (compared with 2021 levels).

For **Scope 3 emissions**, the industry wants to deliver a 25% reduction by 2030 (compared with 2021 levels).

To help its members achieve these targets, Leem has given its commitment to introduce collective initiatives, including the Leem carbon tool platform (CarbonEM), coordinate work on a set of responsible purchasing guidelines, and work with the Direction Générale des Entreprises to produce a harmonised methodology that hospital buyers can use for calculating the carbon footprint of healthcare products in the context of issuing contract tender invitations.

and industry targets will be integrated to help companies align themselves with targets adopted right across the industry.



**A carbon reduction framework**, to help pharmaceutical companies produce their own greenhouse gas (GHG) emissions assessment

as the starting point from which to define a new low-carbon strategy.

**Training modules** to help members understand CarbonEM and produce their own formal carbon assessment; a process often seen as complex and technical.

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**The 3Rs roadmap** unveiled in May 2023. This industry-wide roadmap is a key development for the entire industry. Leem developed this roadmap to underpin its commitment to a sustainable anti-waste trajectory consistent with the French AGEC anti-waste and circular economy law. Leem will monitor the progress of these commitments using performance indicators currently under development and a dedicated governance structure.

#### RECYCLING:

- **Replacing 100% of single-use PVC/ aluminium blisters** with recyclable blisters for medicines with the lowest barrier properties **(by 2030)**.
- Initiating R&D projects to improve the recyclability of sachets by using aluminium oxide and/or other materials **(by 2030)**.
- Opting for caps and closures made from a recyclable resin identical to the main body of the packaging **(by 2030)**.
- Initiating joint R&D projects on the functionalisation of recyclable blister packs to achieve high barrier packaging properties **(by 2040)**.

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#### REDUCTION:

- Ensuring the widespread introduction of good waste reduction practices: reducing the thickness of plastic packaging, and optimising the use of materials and the spacing between medicines on blisters **(by 2030)**.
- **Reducing the plastic content of multilayer sachets by 50%** using functionalised paper **(by 2030)**.
- Moving to 50% cellulose bottle screw caps **(by 2030)**.
- Initiating joint R&D projects to develop thermoformed paper blisters **(by 2040)**.

#### REUSE:

- Conducting **(by 2025)** a feasibility study of a system to reuse medicines dispensed through hospital pharmacies, with particular emphasis on primary packaging such as tablet containers, tubes and bottles.

## Limiting the environmental impact of household healthcare waste: organising its collection and disposal

Pharmaceutical companies are involved in, and contribute to, a number of Extended Producer Responsibility (EPR) schemes. In this context, they have been working actively for several years now with a number of eco-organisations, all of which have been approved by the relevant public authorities:

- **Cyclamed:** responsible for the recovery and recycling of unused medicines returned to pharmacies by households, Cyclamed continues to run communication campaigns to help patients and carers sort their MNUs<sup>(1)</sup>.
- **DASTRI:** responsible for DASRI-PAT<sup>(2)</sup>, (medical sharps, including syringes and needles), DASTRI has been helping to collect flu vaccine sharps from pharmacies since 2019,
- **Adelphe:** responsible for the national household packaging sorting and recycling scheme,
- **EcoFolio:** responsible for paper recycling,
- **Ecosystem:** financial support for reuse and recycling through the creation of a dedicated fund and the supply of equipment suitable for reuse to repurchasing contractors.

(1) Unused medicines

(2) Potentially infectious healthcare waste from self-treating patients

## KEY FIGURES FOR 2022

According to a study conducted by BVA in 2022, the Cyclamed scheme is well embedded:

# 87%

**(9 of 10) people in France** say they take their unused medicines back to their pharmacy<sup>(1)</sup>

In 2022, Cyclamed collected:

# 9,415

tonnes of unused medicines<sup>(2)</sup>

# 83%

The 2022 average collection rate for DASRI (healthcare waste with infectious risks) from French patients taking conventional medicines (as a proportion of estimated total waste). An increase on the 2021 figure of 82%<sup>(4)</sup>

# 4,261,920

needle boxes for conventional infectious waste distributed by DASTRI to pharmacies in 2022<sup>(5)</sup>

# 1,000

tonnes of DASRI-PAT<sup>(6)</sup> infectious waste collected

(1) (3) Source : Cyclamed

(2) Source : Revuepharma

(4) (5) (6) Source : DASTRI



## ANTI-CORRUPTION

### Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

“*Transparency International defines corruption as «the abuse of entrusted power for private gain». This definition can include not only financial gain, but also non-financial benefits.*

In embracing changes to ethical standards and providing appropriate answers to society’s questions about their business practices, pharmaceutical companies have opted for self-regulation. In 2011, they set up the CODEEM Conduct and Ethics Committee, and since 2015, the crucial issues of transparency, integrity and business ethics have become increasingly important parts of its work, which is carried out in consultation with healthcare professionals, patient organisations and public authorities.

## OUR ACTIONS



### Continuing the industry’s commitment to the French Anticorruption Agency

The work done collaboratively by Leem with the then new French Anticorruption Agency (AFA) led in 2018 to a joint programme of awareness-raising and information initiatives. Under the scheme, the AFA made its expertise available to Leem members through a series of workshops on corruption prevention measures. The approach proposed by the agency is built around the practical experience of the wider business community, and was able to integrate the specific needs of the pharmaceutical industry as a result of the work previously done jointly with Leem. These workshop sessions produced a series of AFA-approved information documents tailored to the needs of Leem members.

Workshop sessions already hosted by Leem with AFA involvement:

- Risk mapping sessions (December 2018 and July 2022);
- Third-party assessment session (February 2020);
- Governing body commitment session (December 2022);
- Links and conflicts of interest session (October 2023).

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The AFA also hosted a presentation to Leem members setting out the results of its diagnostic analyses of company anticorruption measure maturity, including a section specific to the pharmaceutical industry.

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Following this initial presentation, Charles Duchaine (the former Director of the AFA) spoke at a special meeting of the Leem Board of Directors, where he stressed the importance of governance structures embracing a commitment to implement an effective corruption prevention and detection system.

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## The evolution of our Professional Ethics Provisions (DDPs)

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The DDPs embody the rules of ethical practice governing pharmaceutical company business activities.

### → The Conduct and Ethics Committee of the French Association of Pharmaceutical Companies (Codeem)

Codeem was created by Leem in 2011. In accordance with the Leem articles of association, it acts as “the guardian of compliance with the Professional Code of Ethics”. Ensuring that pharmaceutical companies pay close attention to the ethical aspects of their business activities is a key mission of Leem (enshrined in Article 2 of the Leem articles of association), and Codeem is the body that supports and facilitates its fulfilment of this ambition. The recommendations and sanctions issued by Codeem are consistently designed to ensure full compliance with the professional ethics provisions (DDPs) incumbent on pharmaceutical companies: it facilitates the adaptation of these provisions, provides Leem members with opinion-based advice, and acts as the mediator in ensuring an amicable settlement of disputes.

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It submits informed opinions and recommendations to the Chairman of Leem and its Board of Directors regarding the ethical business conduct of pharmaceutical companies. It also assesses and rules on the compliance of professional and scientific events with the DDPs. Codeem is not restricted to reviewing ethical issues purely on its own initiative, but may also be requested to do so by its members, by Leem internal management bodies or by third parties regarding any issue within the scope of its expertise and remit. It has its own financial and logistical resources and its independence is guaranteed by the presence of experts from outside the pharmaceutical industry, including:

- respected and authoritative scientific, legal and ethical experts;
- representatives of patient and HCP organisations;
- representatives of the pharmaceutical industry;
- the magistrates who chair the Litigation and Sanctions Section of the committee.

This combination of independence and expert input is what underpins its legitimacy to sanction any breaches of the Professional Ethics Provisions (DDPs) and bring forward analyses and expert opinions on a broad range of ethical issues.

# THE PATIENT: THE CENTRAL FOCUS OF OUR MISSION

## The importance placed on patients by Leem

The perceived importance of patients has changed significantly within public decision-making bodies and health agencies.

**It was in 2020 that Leem responded to this trend by launching an initiative designed to incorporate patient expectations more precisely into the work and stances of the organisation on the basis that interfacing more effectively with patients and their representatives on issues would encourage and facilitate joint development around issues of shared interest.**

The ultimate aim of this approach is to establish Leem as a key partner in addressing all the medicine-related cross-disciplinary issues of importance to patients.

To achieve this aim, it is structured around **4 priorities:**

1. Building trust by formally stating Leem's commitment to patients .
2. Working with patient representatives on cross-functional issues.
3. Promoting patient-friendly initiatives.
4. Developing a 'patient culture' within Leem.

A number of practical initiatives have been implemented since 2020:

- the adoption of the Leem guidelines for relationships with patients and their representatives;
- the inclusion of a 'Patients' section in the PACTES strategy (*see page 10*), clearly identifying the commitments made by pharmaceutical companies to patients;
- the joint organisation — with France Assos Santé — of a conference/training package on the role of the patient in the healthcare system;
- the introduction of an information resource on the subject of patient indicators and their uses in the pharmaceutical industry, and the formation of a project definition and implementation working group that includes representatives of patient organisations.



## OUR ACTIONS



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### Giving patients and their families a voice

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The **Paroles de Patients** (What Patients Say) event was born out of the desire to provide a platform to patients who channel their pain into literary or artistic creativity.

**It presents awards in two categories:**

1. the **Book Prize** awarded to a published work that conveys the experience of personal combat against disease;
2. the **Talent Prize** awarded to an art piece created in any medium formes.

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### The **LAB Médicament & Société** think tank: Intensifying dialogue with patients and healthcare professionals

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Leem is committed to gathering opinion from all perspectives on the full range of health issues where pharmaceutical companies are involved in order to gain a clear understanding of divisive and unifying factors as the basis for encouraging the joint development of solutions with a process that involves all stakeholders. This trend is integral to the process of ongoing societal change in which patients interact with each other, have greater knowledge and understanding of their illnesses, want to be involved in decisions about their treatment, and are playing an increasingly important role in setting healthcare policy.

In 2018, Leem underlined this commitment by **creating its its**

### **Laboratoire Médicament & Société (Medicines & Society or M&S Lab).**

This body brings together organisations representing healthcare system users, healthcare professionals and pharmaceutical companies in a consciously agile and collaborative space.

Designed as a think tank, the purpose of M&S Lab is to bring forward joint stakeholder recommendations on medicines-related issues in society.

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### The Rare Diseases Committee

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The **Leem Rare Diseases Committee** is distinctive for the fact that it meets in two formats: an 'industry' format that brings together pharmaceutical companies involved in rare diseases, and a 'plenary' format, which also involves researchers, patient organisations, healthcare delivery systems and rare disease-related services (such as the Maladies Rares Info Service). This format is designed to cross-fertilise and pool the expertise of all the stakeholders involved.

More specifically, the goals of the Rare Diseases Committee are:

- to advance research into identifying diagnostic, therapeutic, regulatory and social solutions to and around the needs of patients;
- to ensure that the scientific, economic, regulatory and societal environment has the capability to accommodate and deliver future therapeutic innovations;
- to inform and raise awareness among decision-makers and the general public of the challenges posed by rare diseases in order that France can maintain its European leadership in research and patient support.

The Leem Committee for Rare Diseases is closely involved in the work covered by the French National Plan for Rare Diseases.

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## The Cancer Committee

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The **mission of the Leem Cancer Committee**, whose members are representatives of companies involved combatting cancer, is to promote access for all cancer patients to innovative developments in oncology and precision medicine.

Since childhood and teenage cancers are a particular focus of its work, the Cancer Committee created the IMPACT Group in 2018 to support and advance research into more effective treatment for these particular cancers.

## FOCUS ON THE **IMPACT** GROUP

**IMPACT** is a collaborative initiative designed to bring together organisations representing families and patients, doctors, researchers and pharmaceutical companies in jointly developing and implementing an action plan.

**The plan addresses three key priorities:**

1. strengthening and accelerating the range of therapies available;
2. promoting universal access to treatment;
3. improving the quality of life experienced by children with cancer and supporting their families.

## OUR 2018-2023 REVIEW

### **The SACHA project**

Since 2019, the Leem Foundation has invited the submission of oncopaediatic projects, and has been providing joint funding for the SACHA project which works to ensure secure access to innovative medicines for all children in France whose previous treatment has been unsuccessful and who are not eligible for inclusion in a clinical trial. By 2022, 340 children had already taken part in the study, enabling 52 medicines to be assessed. In 2023, SACHA began exploring opportunities to expand internationally, with plans to include 500 patients per year from several European countries, Australia and New Zealand.  
<https://www.gustaveroussy.fr/fr/sacha>

### **Improving care through adapted physical activity (APA)**

Working in conjunction with the French Society of APA Professionals, IMPACT has developed and distributed a series of tools to facilitate the introduction of sports-based activities in all treatment centres. Since 2019, the Leem Foundation has also funded a number of projects to intensify this practice in the Armand-Trousseau Hospital in Paris, the Léon Bérard centre in Lyon and the AP-HM and Phare des Sourires treatment centre in Marseille.  
<https://sf-cancers-enfant.com/actualites/activite-physique-adaptee-pour-les-enfants-adolescents-et-jeunes-adultes/>

### **As part of engaging pharmaceutical companies around gifts for life**

IMPACT has created the 'Gift for Life Ambassador Company' label and produced an awareness-raising information kit for companies and their employees. The first campaign ran in 2019 targeting pharmaceutical companies, and resulted in the appointment of four such ambassador companies.

<https://www.laurettefugain.org/quizz-faire-tomber-les-idees-recues-sur-dons-de-vie/>



Read our full review publication

<https://www.leem.org/publication/brochure-impact-bilan-2018-2022-agir-autrement-pour-vaincre-les-cancers-des-enfants-et>

# Our ambition for the future



The UN Sustainable Development Goals are central to the strategy of the pharmaceutical sector, and I hope that the many actions presented and explained in this COE will have convinced you of that fact. As healthcare stakeholders, our member companies focus their efforts on the common good by providing patients with the medicines they need day after day. From everyday medicines to the most innovative therapies, their commitment is the same.

Since the effective introduction of the Corporate Sustainability Reporting Directive (CSRD), French Corporate Duty of Vigilance law and the growing importance of corporate taxonomy, Leem is more committed than ever to update its PACTES CSR strategy with the involvement of all its members: France's 280 pharmaceutical companies and their 106,000 employees are all potential upholders of these fundamental principles.

The industry's Decarbonisation Plan and our associated industry agreement signed in 2023 are excellent illustrations of how this dynamic is already taking off. Leem itself is also closely involved through its contribution to the success of the sectoral strategy contract led by FEFIS, the French Federation of Healthcare Industries.

In addition to ensuring alignment with national, regional and global obligations, promoting the United Nations Global Compact opens the door to new opportunities for sustainable and profitable pharmaceutical company growth. Building a path towards integrated performance will help to consolidate the trust of public and patients, and attract the capital investment and talent essential to the future of an industry that cares for the health of all of us. It's a win-win outcome.

**Laurence Peyraut**, General Manager of Leem

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