



**Sustainable Performance Report**  
**UCB Bulle Site, Switzerland**  
**2022**

—  
Innovating for Better Health Together



Inspired by patients.  
Driven by science.

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## A note from Nicolas Tièche

Dear patients, colleagues, shareholders, and communities in Switzerland and beyond,

The 'sustainable' adventure began in 2008 on the UCB Bulle site. Since then, each individual year has brought small and major steps but always in a good direction. A lot has happened in 2022 for UCB in Switzerland, we entered the directory of the Swiss Triple Impact, we continued to develop our *New Ways of Working* program, did a complete overhaul of our *Code of Conduct* and dedicated two weeks to our health, safety and wellbeing program for our employees. We've also learned new skills, made new discoveries, and taken further steps in our *Diversity, Equity & Inclusion* program. In this report, we wanted to display our achievements, impacts, challenges and also our learnings. Climate change and social inequalities are everyone's problem, so feel free to contact us if you have any comments about our report. We are on a long journey to improve our sustainable performance and will be ready to listen to any comments.



Nicolas Tièche, Head of Bulle Site

### Our purpose

We create value for patients now and into the future.

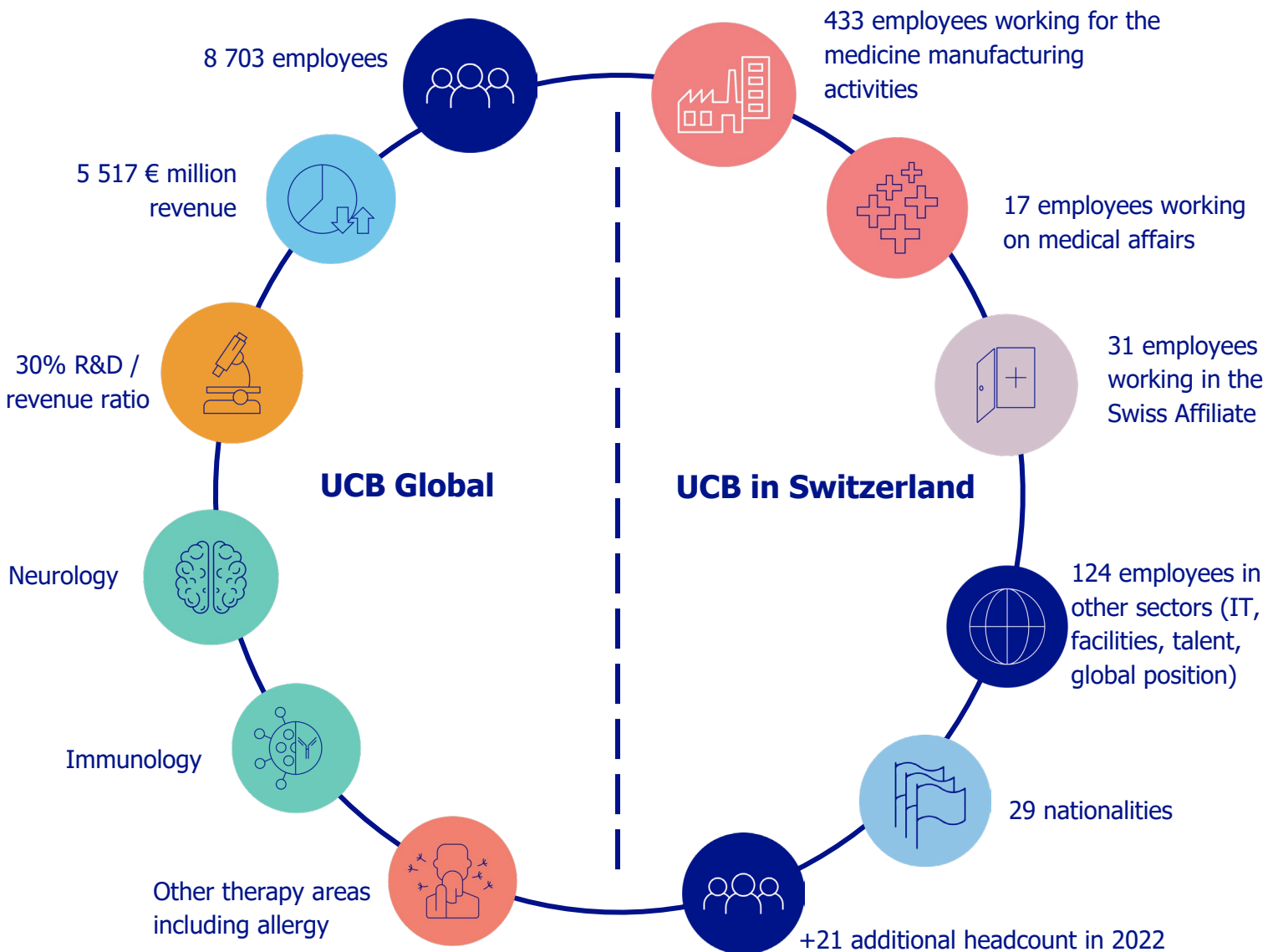


UCB Bulle Site (Switzerland)

Disclaimer, this report has UCB in Switzerland in its scope and does not follow any international sustainability reporting standard. To learn more about UCB global please refer to our annual integrated report following the GRI reporting standard: [reports.ucb.com](https://reports.ucb.com)

## Our company in a nutshell

UCB is a Belgian multinational biopharmaceutical company treating people living with severe diseases. This success is powered by the approximately 8,700 people – from our headquarters in Belgium and across nearly 40 countries worldwide. Our people have lived our purpose each day since 1928, making critical investments in biopharmaceutical research and leading innovations that strive to achieve a meaningful impact on the lives of those we serve.



## UCB in Switzerland

For 26 years, UCB has been manufacturing medicines in Bulle (canton of Fribourg) with the aim of improving patient's life. The Bulle site produces medicines for allergies, epilepsy, and autoimmune diseases.

### Our Vision:

In a **unique working environment**, we aspire to be a **site of choice** to deliver **key products** that bring **value to patients**, to **UCB**, to **us**, **today and tomorrow**.

### Our Mission:

To **consistently** deliver medicines to our patients in a **safe, efficient, and quality manner**, supported by strong **human skills** and **corporate culture**



# Our Sustainability Journey Highlights



**2008**  
First CO<sub>2</sub> reduction initiatives & first commitment with Energy Agency Swiss Private Sector

**2000**

ISO 14001 & OHSAS certified



**2013**

100% renewable electricity



**2015**

In light of the Paris Agreement, definition of our health of the planet targets for 2030 compared to our 2015 baseline.



- -35% CO<sub>2</sub>
- -20% Water
- -25% Waste

**2019**

Launch of the Safety program focusing on securing high-risk activities.



**2020**

Launch of the Health & Wellbeing program



Equal Salary Certificated

One paid working day a year for volunteering work with local associations

**2021**

Launch of the Diversity, Equity & Inclusion program

Green targets readjusted "carbon neutral" from the operation we control directly

ISO 45001 certified (replacing OHSAS)

Production of 84'000 liters of hand sanitizer for the local community during the COVID - 19 crisis



**2022**

Sustainability as a consolidated approach.



Entering the Swiss Triple Impact Directory



# Sustainable Development

The term "Sustainable Development" can be interpreted in a number of different ways, but at its core it refers to a development that seeks to strike a balance between environmental, social and economic limitations we face as a society.

## So is it solely about the environment? The answer is no!

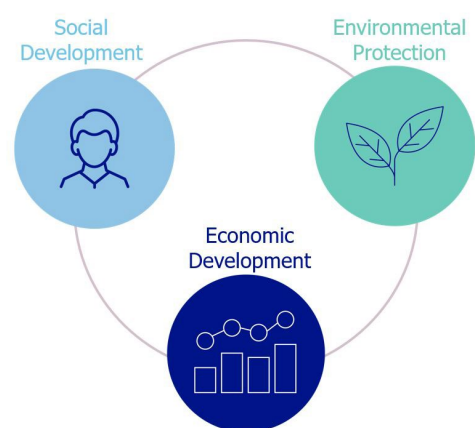
One of the fundamental elements of sustainable development is to limit our impact in natural resources and the environment. Climate change is one of the consequences of not doing so. However, it also involves providing for the diverse requirements of all individuals in both the current and future generation, fostering personal wellbeing, social cohesion, inclusion, health and ensuring that all people have equal access to opportunities\*.

\*source: Sustainable Development Commission

UN definition, 1987

**"Meeting the needs of the present without compromising the ability of future generations to meet their own needs"**

## The Holistic Approach



## The Sustainable Development Goals (SDGs)

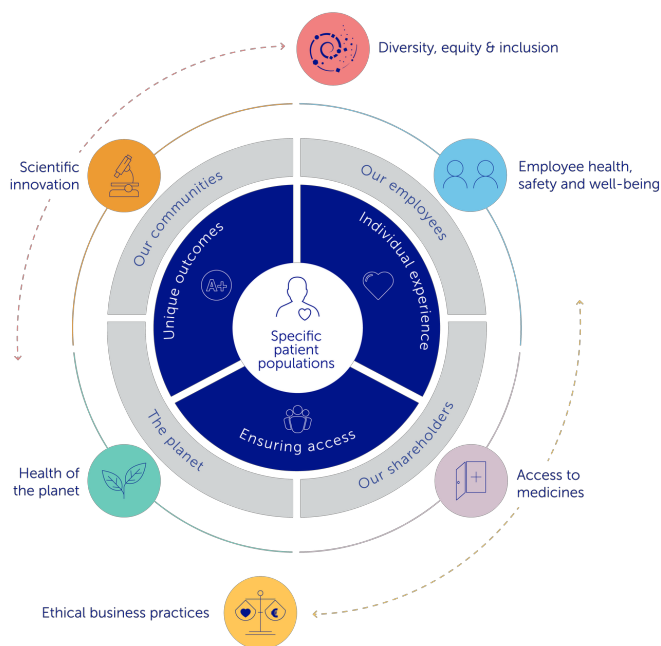
Adopted by all United Nations Members States in 2015, the 17 Sustainable Development Goals are the global plan to promote and achieve sustainable development for all. They aim to provide a roadmap for all actors to address global challenges. The SDGs are interconnected and propose a holistic approach to sustainable development. We focus on Good health and wellbeing (SDG #3), and Partnership for the goals (SDG #17) because we believe this is where we can have the biggest impact, while still contributing to other goals.



# Sustainability as our business approach

## Our Strategy

We aim to create value not only for patients but also for our employees, for our shareholders, for the communities around us and for the planet. We firmly believe that by maximizing the positive impact we have on society, with patients at the centre, we can ensure the success of UCB, now and into the future and contribute to a better world for generations to come. We acknowledge the complex social, economic, and environmental issues facing our world today; and we believe in deepening our societal impact by addressing global challenges at the intersection of our expertise and wider societal interests. We want to focus on areas where we have the most potential to deliver impact, given our specific skills, expertise, and heritage. UCB performs periodic materiality assessments to shape how we integrate sustainability into our strategy and drive sustainable performance.



A materiality assessment is a process to identify, refine and assess environmental, social and governance topics which matter most to a company's internal and external stakeholders, and which have an impact on the business performance



## UCB in Switzerland 2022 Sustainable Performance

At UCB, we know that the challenges facing the world, from climate change to rising inequalities, are inextricably linked, and that businesses have a key role to play to ensure a sustainable future for all. Our activities have an impact on the planet and the society and because we have our part of responsibility, we also have to be part of the solution.



### Value for Patients (To find out more: page 10)

**507 000** patients reached through the **Neurology** stream  
**200 000** patients reached through the **Immunology** stream  
**67 million** patients reached through the **Allergy** stream

**100%** Access Performance Index in Switzerland



### Value for People at UCB (To find out more: page 14)

**Equal Salary** Certified

**82.4%** for our health, safety & wellbeing index

**21** additional jobs created in 2022

**4** different Employee Resource Groups (ERGs)



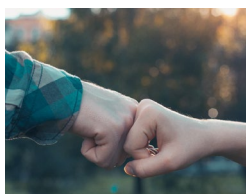
### Value the Planet (To find out more: page 23)

**850 tons** CO<sub>2</sub> saved\* in 2022

**7313 m<sup>3</sup>** of water saved\* in 2022

**42 tons** waste saved\* in 2022

\* Savings from reduction projects



### Value for our Communities (To find out more: page 29)

**>220** CHF million\* reinvested in local economy (2022)

\* Including salaries, social charges, taxes and duties

**3 projects** realized with local associations





# Value for Patients



Inspired by patients.  
Driven by science.

## Manufacturing our Medicines



### What is our main challenge ?

As a manufacturing site, producing part of UCB's global medicines portfolio is our main mission. However, if our raw materials do not arrive on time, it is impossible to satisfy our demand, which will directly impact the patients' needs. The global COVID-19

pandemic and the current European geopolitical context put pressure on supply chains in many areas, including for the pharmaceutical industry. Despite a positive development worldwide, the supply of our raw materials and consumables has not returned to a steady state and remains a challenge.

### How do we respond ?

UCB is continuously working to advance science and embrace new knowledge, bringing passion and leadership to solving the challenges that matter to people living with severe diseases. To mitigate the risks of raw materials delays, our Supply Chain department in collaboration with the risk management team initiated the Secure Inbound Supply (SIS) project.



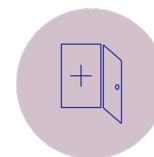
"The ambition of the SIS project is to manufacture and supply quality medicines to patients, despite the current global supply chain difficulties.

Based on the analysis of numerous factors such as the state of the market, the relationship with our suppliers and the reliability of delivery, this project aims to meet the needs of our raw materials that are necessary for the manufacturing activities. Different approaches are implemented, such as the creation of safety stocks or the diversification our supplier's portfolio.

This initiative is more than a short-term project, it is a long-term commitment by UCB to continue to provide to people living with severe diseases."

Sébastien Baehler – Site Development Partner Risk Management

## Access to medicines in Switzerland



### What is our main challenge ?

There are many challenges which may prevent the access to our medicines in Switzerland including the time taken for new medicines to be made available in Switzerland or the reimbursement practices approved by the health care system. Keeping every year an access rate at 100% for the Swiss population is a major challenge for us.

### How do we respond ?

Our access to medicines program aims to enhance awareness, availability, accessibility, and affordability of our medicines for patients. At UCB, we work to enable access to our solutions for patients, in a way which is viable for patients, society and UCB. The Swiss Affiliate works with two different stakeholders to improve the reimbursement of our solutions. Primarily with private health insurance (the payers), but also with the

Federal Office of Public Health. Our third-party payers want to understand the effectiveness, benefits, risks, and costs associated with the medicines. Their assessment methodology drives reimbursement decision. By working closely with payers to set the right reimbursement and the value of UCB's medicines for these patients, we can improve the outcomes and experience for patient. To achieve our access goal, it is important for us to know how we are performing.

Our **access performance index** considers three possible states of access to medicines in each of the countries where we operate. The three categories represent the state of access to our medicines in the countries where we operate, versus their regulatory label.

- **"Reimbursed for all"** includes for each medicine the countries with unrestricted access to the regulatory label at national level or with unrestricted access in at least 66% of subnational areas (provinces, landers, etc) when assessment at subnational level is relevant.
- **"Reimbursed for some"** includes for each medicine the countries with restricted access versus the regulatory label or with access in less than 66% of subnational areas when access is assessed at subnational level.
- **"No reimbursement"** includes all other reimbursement situations: rejected, pending, not planned.

## Our 2022 progress for Patients

### Manufacturing Medicines

Every year, we measure how many patients we reached in each of our portfolio stream through our production. In 2022, we did not have any out-of-stock meaning none of the patients experienced a shortage of our medicinal products.



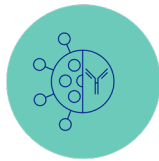
Neurology

**507'000**  
patients reached



Allergy

**67 million**  
patients reached



Immunology

**200'000**  
patients reached



### Access Performance Index in Switzerland

While, continuing to improve the national reimbursement for all, in 2022 we achieved **access for all\*** (100%) and the introduction of two new products in UCB portfolio on the Swiss market.

After the introduction of one of our new solutions in the Swiss market in October, the Swiss Federal Office of Public Health (FOPH) quickly approved its reimbursement in December.

\*Reimbursed for all or for some according to the indicated use by regulators





# Value for People at UCB



Inspired by patients.  
Driven by science.

# Health & Wellbeing

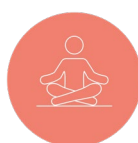


## What is our main challenge ?

Meeting employees' needs in a comprehensive way, while being mindful that there is no one-size-fits-all approach is part of our responsibility. The past two years have been challenging for everyone since our daily lives have changed considerably. First and foremost, looking after employees isn't just a nice-to-have, it is a must for all companies.

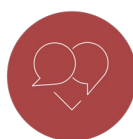
## How do we respond ?

UCB developed a wellbeing delivery model. It includes a combination of mental, social, and physical wellbeing, as well as the interaction with care and focus on our purpose and growth. We tailored our activities to tackle related challenges, such as fatigue, ergonomics and adapting to a hybrid working model. Here are some examples of what we do:



### Mental Wellbeing

Hybrid working model and flexible working hours



### Interacting with care

Empathic and caring company culture



### Social wellbeing

Different social events organized on site during the year. (Breakfast, Lunch & Learn, Sport competition)



### Purpose & Growth

70% of our employees have a personal development plan, to ensure their professional growth



### Physical wellbeing

Ergonomic workstation and sport classes inside our fitness centre

# Our 2022 progress for Health & Wellbeing

## Health & Wellbeing Week

In May 2022, we dedicated two weeks to the health and wellbeing of our employees. During these two weeks, different events took place to raise awareness about health and wellbeing at work. We focused on nutrition, green mobility, connectivity, and collective fitness classes.



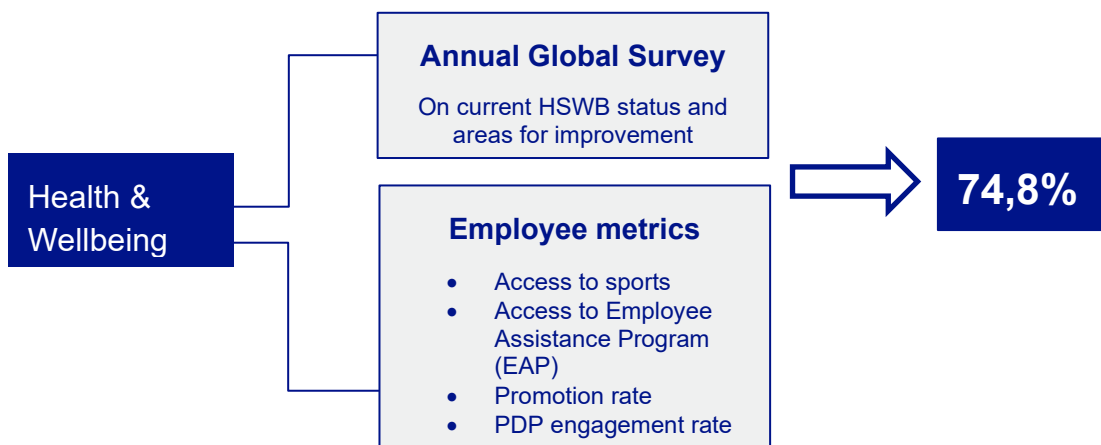
Nutrition workshop



Re-connexion breakfast

## Health & Wellbeing Indicator for UCB in Switzerland

The indicator allows us to identify focus areas to implement, for the health and wellbeing of our employees. The year 2022 ends with a positive result especially on the balance between private and professional life. For 2023, we will focus on the "purpose and growth" part by training managers to support the development of their teams. This includes identifying their professional development goals and setting up training plans to help them achieve their goals.



We asked, you answered:  
 "My **hybrid working model** contribute positively to my wellbeing?"  
 Average answer:  
**9/10**



## Safety Beyond Zero



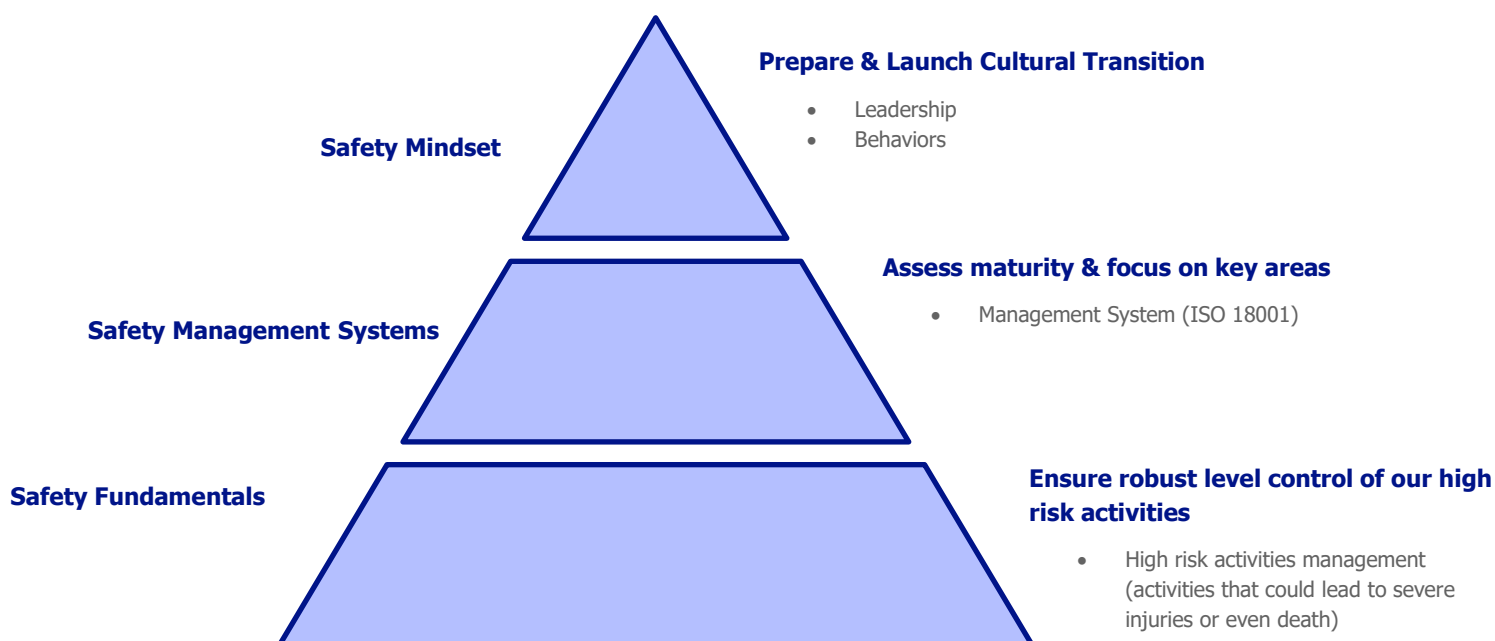
### What is our main challenge ?

As an industrial site, one of our primary goals is to contribute to a safe workplace for our employees. Workplace injuries are part of the challenge that we must face and be prepared for every day. This is why the safety of our employees is at the top of our priority.

### How do we respond ?

The safety beyond zero program aims to make sure that we all think and act to avoid any accident at UCB because we do not all have the same perception of safety. It is our role as an employer to make sure that everyone at

UCB gets no injuries at work. We focus on three main pillars: safety mindset, safety fundamentals and safety management systems. These three pillars guide us towards a safer workplace for all our employees.



## Our 2022 progress for Safety Beyond Zero

### High risk activities gap assessment realized

The safety fundamentals specifically target twelve activities that could lead to severe injuries or even death. The first gap assessment on “Chemicals handling & storage activities” was conducted this year in Bulle. By assessing the design of our infrastructures, machinery, and tools, we were able to identify key design gaps and confirm that our associated risks are mitigated.



### High near-miss engagement

A near-miss is an unplanned event that does not result in injury, illness or damage, but had the potential to do so. Severe accidents are often the result of overlooking near-miss warnings that preceded the event. High near-miss reporting shows a high safety culture on site. In 2022, a total of 852 near-miss were reported.



### ISO 45001 certified

ISO 45001 is an ISO standard for management systems of occupational health and safety (OHS). The goal of ISO 45001 is the reduction of occupational injuries and diseases, including promoting and protecting physical and mental health.



## Diversity, Equity & Inclusion



### What is our main challenge ?

Diversity is a reality at UCB, but we can go further in representing the unique characteristics of individuals within UCB. The challenge lies in our ability to create and maintain an inclusive environment that allows people to express their individual differences, to respect those of others, and above all to grasp the multiple collective benefits.

### How do we respond ?

Contributing to this challenge means having a positive impact at all levels, that of the individual, the team, the company, and society in general. It is not just an opportunity; it is a responsibility. We are constructing an equitable culture that strives for fair representation, and opportunity for advancement at all levels of the company. We value all people, regardless of their gender

identity, race, ethnicity, age, disability, sexual orientation, or other characteristics. In 2022, UCB Switzerland grew additional capabilities through Employees Resource Groups (ERGs). ERGs are voluntary, employee-led groups whose aim to foster a diverse, inclusive workplace aligned with the organizations they serve. Having different ERGs ensure that all our colleagues have a voice that celebrate our employees and challenge.

We instill a culture of inclusion by providing equitable opportunities for all employees, welcoming diverse talent, and leveraging the diversity of ideas and experiences to create value for patients now and into the future.

## Our 2022 progress for Diversity, Equity & Inclusion

### Equal Salary Certified

In 2022, we successfully passed the yearly Equal Salary Certification overwatch audit. This certification allows companies to verify that they pay all their employees equally for the same job or job of the same value. It also verifies that companies provide the same chance to its employees for promotion and professional development. For 2023, we have taken the decision to enter the RE-certification process by the Equal Salary Foundation.



### DE&I Index

In 2022, we launched a DE&I index to identify key areas of improvement. We calculate this index based on a survey that is sent to all our Swiss employees. The survey evaluates different factors that each employee score such as, sense of belonging, diversity, equitable opportunity, fair treatment, and inclusive leaders. 81% is a promising score which will help us



### Employee Resource Groups (ERG)

In 2022, we officially launched four Employee Resource Groups (ERG). Employee Resource Groups are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve. This demonstrates the important role these play in engaging and supporting employees of different backgrounds.

These are the four ERGs in Switzerland:

- **Avid:** Group of colleagues representing UCB colleagues living with a health condition, a disability or who are a caregiver
- **EMERGE:** Group of colleagues representing early Talent through networking and mentoring
- **UCB+:** Group of colleagues representing the LGBTQ+ community
- **WiL:** Group of colleagues representing Women in Leadership

## Early Careers



### What is our main challenge ?

The Gen Z population (1997 - 2010) is the newest generation entering in the workplace. Their population will soon surpass the previous generations in the office. This current generation has new views on their future careers path. They also have new expectations about workplace, environment, culture, and support. Attracting this new age group in our workplace and finding the right candidates with the appropriate skills is part of our challenge in a competitive labour market.

### How do we respond ?

Enhancing knowledge and skills for young talents, regardless of their educational background, is one of the best ways to attract them. We offer job information days, apprenticeships, internships and more recently, graduate programs. Graduate

program offers to young graduates 2 or 3 rotations of 6 months each, in different roles and departments in UCB Switzerland. Graduates receive trainings, mentoring and hands-on experience to improve their employability and accelerate their careers.

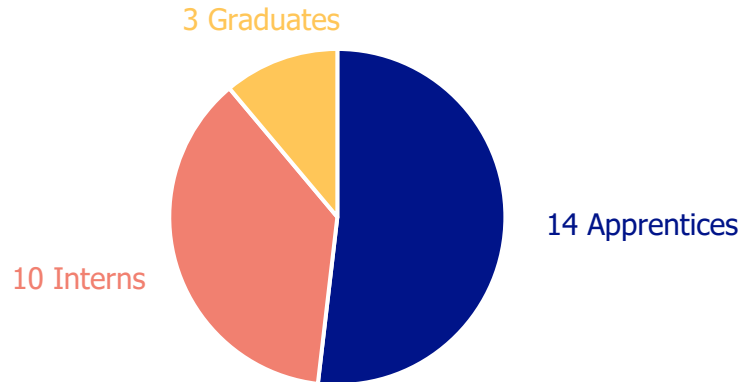


Participating on the Graduate Program at UCB in the Business Acceleration department allows me to gain a first practical experience after my Master's degree and is a first step in a pharmaceutical production environment. I have the opportunity to work on the realization of several diverse continuous improvement projects which offer me the possibility to develop my professional skills and knowledge in both chemical and biotechnological production.

Pauline Terrier – Business Acceleration Graduate Program

## Our 2022 progress for Early Careers

### 2022 Early Careers Population



### Collaboration with six Swiss universities to attract newly regional talents



- HEIA-FR : Haute Ecole d'Ingénierie et d'Architecture de Fribourg
- UNI FR : Université de Fribourg
- HEG-FR : Haute Ecole de Gestion Fribourg
- HEIG-VD : Haute Ecole d'Ingénierie et de Gestion du Canton de Vaud
- HES-SO : Haute Ecole Spécialisé – Valais
- EPFL : Ecole Polytechnique Fédérale de Lausanne

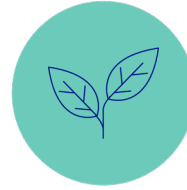


# Value for the Planet



Inspired by **patients.**  
Driven by **science.**

## Health of the Planet



### What is our main challenge ?

To manufacture our medicines, we have identified three key areas which have an impact on the planet. In 2022, we emitted 4606 tons CO<sub>2</sub> (fuel and gas), consumed

163'201 m<sup>3</sup> of water and generated 1651 tons of waste. Our challenge lies in the reduction of consumption of fossil fuels energy, water and the reduction of our waste generation.

### How do we respond ?

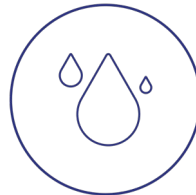
To respond to this challenge, we added quantitative targets in absolute value to materialise our ambition compared to our 2015 baseline. With our health of the planet program, we are contributing to the reduction effort of the UCB global targets.

### 2030 Priority areas



**Reduce CO<sub>2</sub> emissions** and become **carbon neutral** for the operation we control directly by 2030

Have 60% of the emissions created by our suppliers covered by Science Based Targets-like objectives by 2025



**Reduce water withdrawal by 20%** by 2030



**Reduce waste production by 25%** by 2030

### We are applying the 80-20 principle

**80%**

of our time, effort and money will be invested in reducing our greenhouse gas (GHG) emissions.



**20%**

will be dedicated to offsetting the short-term impact we cannot avoid via compensation programs.

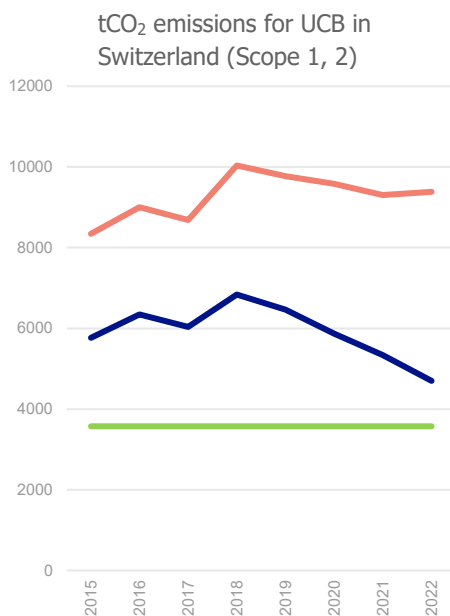


## Our 2022 progress for the Planet

\*The following numbers for CO<sub>2</sub>, water and waste are for UCB Switzerland only. To learn more about our global impact, please refer to our Integrated Report which can be accessed here: [reports.ucb.com](https://reports.ucb.com)

### Reducing our emissions

In 2022, we completed three main CO<sub>2</sub> projects which saved a total of 850 tCO<sub>2</sub> annually. The emission graph includes CO<sub>2</sub> reduction only.



**1 ton**



=

A flight from Geneva to New York or 3300 kilometers with a petrol car

**14 tons**



=

An average Swiss citizen CO<sub>2</sub> emissions per year

**4606 tons**



=

The CO<sub>2</sub> emissions of 328 Swiss citizen per year

Source: MyClimate



## Taking concrete actions to decrease the emissions we control in Switzerland

Our CO<sub>2</sub> emissions reduction initiative are approved by the Science Based Targets initiatives. In February 2022, UCB was named by global not-for-profit disclosure system, CDP, as one of their "Supplier Engagement Leaders", in recognition of our efforts to measure and reduce climate risks throughout our supply chain.



**Jean-Claude Simon**

Engineering Lead – CO<sub>2</sub>

Jean-Claude Simon has been working on the CO<sub>2</sub> program since 2008, here is his testimonial:

My work on the CO<sub>2</sub> program responds to a deep personal conviction acquired during my adolescence in the 1980s when the European and Swiss forests were depleting at a high rate. Shortly afterwards, in 1990, a friend of mine told me for the first time about global warming linked to the increase in greenhouse gases of human origin. These two problems had the same origin: the use of fossil fuels: oil, gas, coal.

When I joined UCB Switzerland in 2008, the management was in the process of engaging with local authorities to reduce our direct CO<sub>2</sub> emissions. It was the perfect opportunity to get to work.

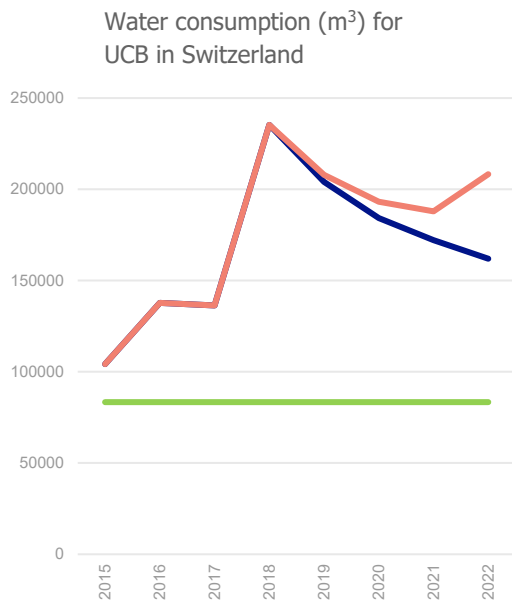
Between 2009 and 2011, the site's CO<sub>2</sub> emissions were reduced from 6,300 to 4,500 tons/year. The switch from oil to gas and the clean-up of the steam network made this good result possible. In 2013, the situation became more complex with the arrival of the biotech building. The goal was to integrate energy efficiency ideas into this new building as much as possible, which was largely accomplished. Numerous energy meters were put in place and different projects were initiated by observing the overconsumption of certain equipment.

The data recorded allowed us to carry out two studies in 2015 and 2020, which highlighted a series of projects that would make it possible to make the most of waste heat. The integration of renewable energy for our steam production and electricity consumption will complement our energy efficiency program and lead us towards significant decarbonization of our business.

One of the "elegant" projects recently implemented in the biotech building was to detect that the city water used to be transformed into purified water consumed a large amount of steam. This water enters the building at a temperature between 5 and 10°C and must be heated to 17°C to be integrated into the production process. The idea was to replace the used heating water by a cooling circuit with a temperature of 20°C. The small temperature difference (20°C vs. 17°C) requires the installation of a large exchanger. The technical choice of this exchanger also considered the risk of contamination between the cooling water and the city water. This installation works perfectly and not only avoids the use of steam but also brings "cold" into a system that maintains its temperature by evacuating its heat through cooling towers that consume electricity and water. The annual savings measured are around 1100 MWh of gas, which represents > 200 tons of CO<sub>2</sub> per year.

## Reducing our water withdrawal

In 2022, we completed six water projects which saved 7313 m<sup>3</sup> of water annually. The past seven years have been challenging to meet our water target based on the company's switch to biopharmaceutical business activities which is a water intense process. Nonetheless, we have been on a reduction curve since 2018.



208'335 m<sup>3</sup> of water consumption if nothing was done

163'201 m<sup>3</sup> of water consumption for 2022

Our 2030 target: 83367 m<sup>3</sup> of water consumption

170 m<sup>3</sup>



= Water consumption of 1 household per year

163201 m<sup>3</sup>

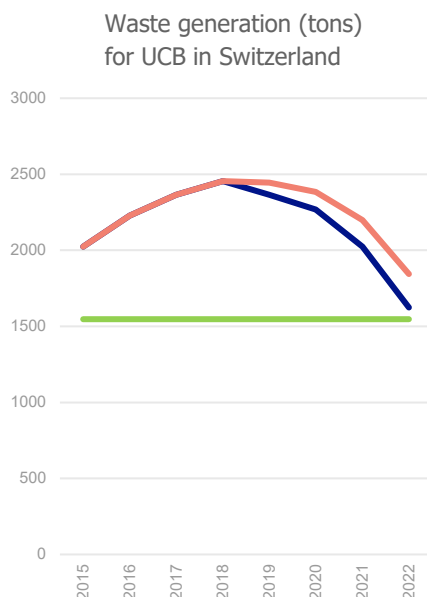


= Water consumption of 960 households per year

Source: Gruyère Energie

## Reducing our waste

In 2022, we completed four waste projects which saved 42 tons of waste annually.



1844 tons of waste generation if nothing was done

1651 tons of waste generation in 2022

Our 2030 target: 1547 tons of waste generation

0.7 ton



= Average waste production per year for a Swiss citizen

1651 tons



= Average waste production per year for 2358 Swiss citizen

Source: bafu.admin



## Value for Communities

## Social Implication in our Communities



### What is our main challenge ?

People are at the heart of everything we do. This goes for the patients we serve, our people, but also our communities. As a company, we have the duty to integrate and support our communities in Bulle, Fribourg

and Switzerland. The challenge lies in the impact we have as a company that goes beyond what we create through our business approach.

### How do we respond ?

We aim to support people living in the communities where we operate, deepening our local connection in Switzerland. To engage employees in our communities, UCB offers one paid working day a year for volunteering work. We encourage everyone to form dynamic teams and invest time together in a local association of choice. In 2022, we organized three social events with local associations.



28<sup>th</sup> of March 2022 – Red Cross Blood Donation



2<sup>nd</sup> of September 2022 – Swim4Hope



20<sup>th</sup> of May 2022 – Food Distribution for the "Organization for Refugee Services"



## Entering the Swiss Triple Impact Directory

In 2022, UCB Switzerland officially entered the directory of the Swiss Triple Impact (STI). The Swiss Triple Impact program is implemented by B Lab Switzerland in collaboration with many partners including the Swiss Government. It allows companies to measure their contribution to the SDGs and thus improve their sustainability performance. We worked on five different commitments for the 2030 agenda. The work that has been done with the STI is also part of our strategy to bring sustainability in a consolidated approach throughout the organization.

More information on: [www.swistripleimpact.ch/companies/ucb-farchim-sa](http://www.swistripleimpact.ch/companies/ucb-farchim-sa)



17<sup>th</sup> of May - Swiss Triple Impact conference on the UCB Bulle site



15<sup>th</sup> of September - Swiss Impact Forum



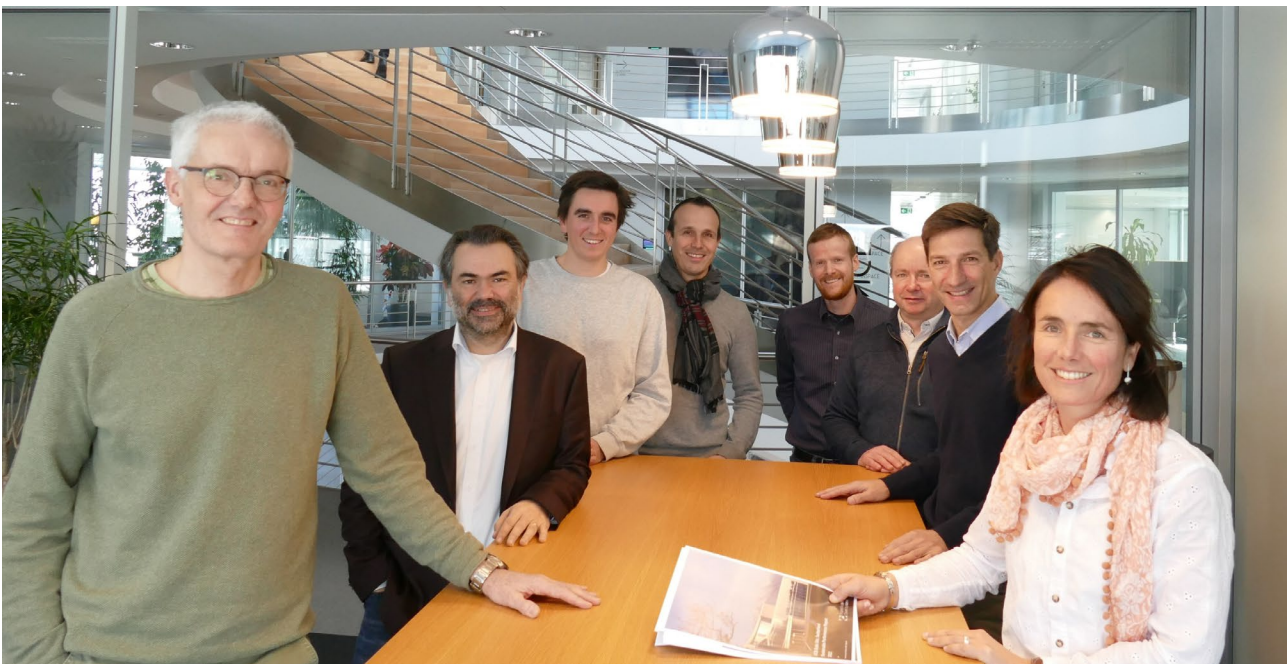
12<sup>th</sup> of October – Social and traditional enterprises workshop

## Closing note



Taking the plunge to write a sustainable performance report was a demanding exercise for our team. Nonetheless, we can only see benefits from doing such exercise and encourage any company to take the time to do it. The initial goal was to raise awareness internally on our sustainability approach and promote it throughout the organization. It was also the opportunity to put the spotlight on our efforts and publish our challenges and achievements. However, now that we are touching the end of our first sustainable

performance report, we see this also as a gap assessment. Seeing a detailed snapshot of our way of doing business in a sustainable way, helped us glimpse different improvements paths for the years to come. We hope that this report will create new connections with our external stakeholders and inspire other companies on sustainability. But more importantly, we also want to get inspired by you. So please, feel free to contact us, we will be happy to listen to any comments or questions.



From left to right: Nicolas Tièche, Fabrice Vericel, Bénédicte Lauener, Benoît Romanens, Stéphane Crausaz, Guillaume Wambst, Patrice Scherly, Florentine Audema

## **Reporting Language**

This document has been made available in English and French

## **Availability of the Sustainable Performance Report**

This Sustainable Performance Report can be found on our website: [ucbsuisse.ch](https://ucbsuisse.ch)

## **Calendar Year**

January 01, 2022 - December 31, 2022

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Inspired by **patients.**  
Driven by **science.**