



# CORPORATE SOCIAL RESPONSIBILITY CHARTER



**SynTech**<sup>™</sup>  
Research Group

SynTech Research Group (SRG) wishes to respond to the ethical, social, and environmental challenges which affect our planet as it is our purpose – as a Global company – to bring value to the society.

As Directors and Managers, we can see that the trust of our customers and investors, as well as the “pride of belonging” of our employees and stakeholders, reinforces the need for promoting and measuring such ‘extra-financial’ performance.

### What define us

improvement actions  
 international company business  
 learn **great working challenges**  
 independence **atmosphere** good colleagues  
 intercultural exchange **global company diversity**  
 respectful **good living and family spirit** mutual support  
**develop career** power of the group  
**and grow flexibility reward** freedom  
 opportunities **effort**

### Our global operations



-  SynTech Group HQ
-  Field Services
-  Regulatory Services
-  Laboratory Services

- North America** USA, Canada, Mexico
- Latin America** Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Ecuador, Guatemala, Panama, Paraguay, Peru, Uruguay
- Europe, Africa and Middle East** Bulgaria, Cyprus, Czech Republic, France, Germany, Greece, Hungary, Italy, Morocco, Poland, Portugal, Romania, Slovakia, Slovenia, South Africa, Spain, Ukraine, United Kingdom
- Asia Pacific** China, India, Indonesia, Japan, Malaysia, Philippines, Thailand, Vietnam

**C**orporate Social Responsibility (CSR) and Environmental, Social and Governance (ESG) both relate to the social responsibilities of businesses. The CSR initiative, launched by the United Nations, holds businesses accountable for their social commitments in a qualitative manner. ESG helps measure CSR performance by providing a corporate “social credit score”. It has been adopted particularly by the US financial industry to evaluate business value.

**We believe that SRGs CSR/ESG actions and measurement are important, not just to our staff's well-being and a respect for the wider society and environment, but to the overall value of the business.**

The Global Executive Committee therefore wants to implement a comprehensive CSR /ESG approach, which recognises:

- Our responsibility to increase positive impacts and minimize negative impacts of our activity on society as a whole and on the environment,
- The need to foster the well-being of our employees, develop good dialogue within the organisation and stakeholders and strengthen team spirit.

- A CSR/ESG approach is a real performance lever that creates value; our partners and customers attach more and more importance to our CSR commitments

As well as compliance with Regulatory requirements, our approach will reflect appropriate guidance from the International Charter of Human Rights, the principles issued by the UN, the OECD and the ILO, the ISO 26000 guidelines, the Global Compact and the United Nations Sustainable Development Goals.

Our charter and performance will be available to all; we will produce and publish an annual CSR report including ESG measures of our progress and status.

#### SEGREGATION OF ACCOUNTABILITIES BETWEEN THE BOARD AND THE EXECUTIVE COMMITTEE

The strategy of the company is set up at the Board and Operations are conducted by the CEO with an Executive committee. Board Members are chosen to avoid any conflict of interest. In addition, the CEO and the Board Chair are two different individuals with distinct accountabilities.



## SYNTECH RESEARCH GROUP APPROACH TO CSR

Our value to society is to help our customers to comply with local/regional and global regulations and commitment to a 'better world' through our field experiments/ecotox, e.Fate and analytical labs/study management.

Our approach is based on 3 main commitments articulated through 5 of the UN goals as follows:



### OFFER SUSTAINABLE AND INNOVATION-DRIVEN SOLUTIONS

Investments in bio-solutions testing capacities

Accompany our customers to achieve sustainable use of pesticides by reducing the risks and effects of their use

Helping our customers in improving their own practices



### ACT AS A RESPONSIBLE CRO COMPANY

Safety of people and processes

Health

Reduction of the environmental footprint








### PROMOTE AN OPEN AND CLOSE DIALOGUE WITH OUR STAKEHOLDERS

Ethics

Professional excellence, integrity, quality. Trust is critical to our customers

Great and safe place to work. Treat people with dignity and fairness

- Strategic contribution
- Direct contribution
- Indirect contribution

	Sustainable Innovation	Responsible Company	Open Dialogue
 <b>Good Health and Wellbeing - UN goal n°3</b>	<span style="color: green;">●</span>	<span style="color: purple;">●</span>	<span style="color: orange;">●</span>
 <b>Gender Equality - UN goal n°5</b>			<span style="color: green;">●</span>
 <b>Decent work and Economic growth - UN goal n°8</b>	<span style="color: purple;">●</span>	<span style="color: green;">●</span>	<span style="color: purple;">●</span>
 <b>Industry Innovation and Infrastructure - UN goal n°9</b>	<span style="color: green;">●</span>	<span style="color: orange;">●</span>	
 <b>Climate Actions - UN goal n°13</b>		<span style="color: green;">●</span>	

# 01

## GOOD HEALTH AND WELLBEING - UN GOAL N°3



Syntech Research Group is a company that invests in human resources and tools to build a sustainable, professional environment.

SynTech Research Group is committed to:

- Promoting of a permanent, quality social dialogue with our employees,
- Supporting the development of all employees, strengthening their employability,
- Guaranteeing a healthy and secure working environment,

- Deploying a fair and motivating wage policy, consistent with the results of our business and the local economic context.

Staff quality, expertise, career advancement and commitment will determine Syntech Group performance. We want to position the Company as a leading employer, attracting and retaining talented staff who share our values.



SynTech Research Group is committed to:

- Implementing recruitment and development processes which result in equal treatment, opportunities, diversity, and integration,
- Professional equity between men and women.

# 03

## DECENT WORK AND ECONOMIC GROWTH - UN GOAL N°8



Adherence to Business ethics is one of the fundamental values of our Company and is embodied in our respect for good business practices.

SRG should build relationships with staff, customers and suppliers based on trust, resulting in long-term partnerships. Integrity is at the heart of the business and operations of SRG.

Our employees are the most important asset of our company and are the drivers of integrity, by implementing of our existing Global Code of Business Ethics and Integrity (see Appendix).

Loyalty and honouring commitments made to our customers, suppliers and employees including following the rules governing our commercial relations



Involvement and showing initiative in team and individual achievements

Leading by example and building team spirit



Our Code of Conduct means adhering to the ethical principles that we want to see applied by all employees in relationships with customers and suppliers. This is reflected in our commitments detailed in SRG's business Code of Ethics.



- 01 - Responsibility of all employees
- 02 - Integrity in the workplace
- 03 - Fair competition
- 04 - Fair communication
- 05 - Business relationship (financial interests, corruption)
- 06 - Inappropriate benefits
- 07 - Relationship with employees (safe, healthy, and respectful workplace and fair working conditions)
- 08 - Personal, Confidential, Competitively Sensitive and Customer's Information
- 09 - Information Technology
- 10 - Integrity of financial and corporate records
- 11 - Reporting

## INDUSTRY INNOVATION AND INFRASTRUCTURE - UN GOAL N°9



SRG is committed to play a leadership role in making the 3rd agricultural revolution more reliable. Our core business is to participate in agronomic tests for the registration of plant protection products. We are strongly committed to the development of consulting capacities and specific technical services to support the transition from conventional agriculture to biosolutions.

The means and tools implemented are multiple and complementary, such as:

- investment in biosolutions related trainings for personnel,

- investment in crop image analysis solutions,
- offer high quality regulatory support for biosolutions to customers,
- participation in the development of biotest methods.

Our staff are high-level professionals trained to support our customers to comply with local/regional and global regulations and commitment to a 'better world' through our field experiments/ecotox, efate and analytical labs/study management.

In addition to the scientific benefits (accuracy and quality of data), the use of the most recent digital technologies allows to secure and improve the quality of the data generated as well as reduce the risks of operator exposure.



05

CLIMATE ACTIONS  
- UN GOAL N°13



To anticipate and align with major changes in society and to make necessary adaptations for sustainable development, such as green energy transition and reducing impact of human activities on the environment (including climate change), SynTech Research Group is committed to:

- monitoring our environmental impact by measuring consumption of natural resources and discharges in order to implement strategies to limit negative impacts,
- favouring “clean” delivery companies adhering to its CSR principle
- deploying mitigation measures and investing to minimize our carbon footprint.

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