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UPSA is one of the pioneers of the French pharmaceutical industry to join the global network of B Corp certified companies.

You can be nearly a century old and still be at the forefront of social commitment. Well known to patients and pharmacists for providing relief from everyday ailments for nearly 90 years, UPSA is proud to announce its recent B Corp certification in France, as well as for all its subsidiaries and operations worldwide.

Internationally recognized, the B Corp label is awarded to companies that meet high standards of social and environmental performance, transparency, and accountability.

The B Corp certification process fits naturally into UPSA's mission: "Well-being, living well, acting well."

While expanding internationally, UPSA has always chosen to manufacture in France, in its home region of Lot-et-Garonne, helping it grow while preserving its natural resources as much as possible. It is this concrete, day-to-day approach to social and environmental responsibility that the B Corp label recognizes—encouraging the company to go even further.

According to Isabelle Van Rycke – President and CEO of UPSA:

"When I discovered B Corp a few years ago, I was immediately convinced by this initiative, which aims to transform businesses in service of the common good. I wanted to engage with it alongside the company I lead," says Isabelle Van Rycke, CEO of UPSA.

"The B Corp label has the merit of making the invisible visible—our constant commitment to conducting our business responsibly and sustainably. Achieving it is not an end in itself, but an incentive to ensure our business benefits everyone over the long term.

In a system that too often favors short-term financial gain, B Corp-certified companies are convinced that economic profit, social progress for all stakeholders, and environmental protection are not mutually exclusive. These three dimensions are at the heart of our growth plan: 'Conquête UPSA 2027'."

To obtain the international B Corp certification, UPSA was audited against a series of rigorous criteria covering five key areas: governance, workers, customers, community, and the environment. Conducted by B Lab, the nonprofit behind the B Corp label, this in-depth evaluation process highlighted UPSA's strong CSR practices, such as:

- **Its commitment to local recruitment:** UPSA is the leading private employer in the department, with 1,400 employees in Agen, more than 200 recent hires in France, and business activities that generate 3,500 indirect jobs nationwide.
- **Its choice to invest locally:** Each year, UPSA invests more than €15 million in its production and distribution facilities located in Agen.
- **Its commitment to sharing the company's value** by constantly improving compensation and social protection policies for its employees. During a period of high inflation, the average salary level was increased by 15% and maintained 4 points above the cumulative inflation rate. Other examples include: UPSA covers 67% of healthcare costs (well above the legal minimum) and maintains 100% of salary during maternity and paternity leave, while providing a daycare spot for every employee's baby.
- **Its commitment to short supply chains:** 8 out of 10 suppliers are based in France, and 1 out of 2 is located in the Nouvelle-Aquitaine region.



• **its efforts to produce more sustainably**, including a 30% reduction in greenhouse gas emissions since 2015 and the objective to reduce:

- by 70% its greenhouse gas emissions at its industrial sites, thanks to an energy mix favoring renewable energy
- by 25% its waste production by 2030
- by 20% its water consumption, while ensuring the quality of its effluents

• **its commitments to supporting local and national nonprofit networks**: €500K in 2023 to sports, cultural, and professional associations such as the SU Agen Lot-et-Garonne rugby club, the “Health and Territories” events, and the eNable France association, whose prosthetics for people with agenesis are partly produced in UPSA’s 3D workshop

• **its contribution to a more inclusive society**, through partnerships with local protected and adapted work sectors (ESATs – Establishments and Services for Assistance through Work – and Adapted Companies) as part of its production processes

The B Corp assessment process also revealed **areas for improvement**, which UPSA is committed to addressing by continuing to innovate, particularly in order to further enhance its positive impact on the health and well-being of its patients and consumers.

Worldwide, around 9,000 companies are currently certified B Corp; fewer than 500 of them are in France, and UPSA is among the first three in the French healthcare industry.

True to its tradition of innovation, UPSA is not simply following the trend — it is helping to lead the way and inspire its peers by fully embracing this global movement to positively transform businesses so that their activities benefit everyone in the long term.

To learn more about UPSA’s “Well-being, Good Living, Good Action” Pact, download the UPSA CSR Report



**BEHIND THIS CLOVERLEAF,
ALL UPSA EMPLOYEES
ARE PROUD TO BE BCorp.**





About UPSA:

The UPSA laboratory places people at the heart of its actions to support all stages of life.

Founded in 1935, UPSA is today both a mid-sized company (ETI) with one of the largest pharmaceutical industrial sites in France located in Agen, and a committed brand, present with patients and pharmacists for nearly 90 years.

With its range of self-medication products and medical devices, UPSA enables patients to treat common everyday ailments. Its expertise covers five therapeutic areas: pain and fever (its historic specialty), ENT and respiratory tract, digestion, sleep disorders, and vitality.

UPSA embodies territorial roots and defends a "Made in France" know-how that shines internationally. As the largest private employer in the Lot-et-Garonne region, the company employs 1,700 people, including 1,600 in France, and generates 3,500 indirect jobs. Present in more than 60 countries, mainly in Europe, Francophone Africa, China, and Vietnam, UPSA—winner in 2023 of the BFM Business Award for Best ETI in the "Made in France" category—achieves nearly €500 million in revenue and exports more than 55% of its volumes internationally each year from Agen.

Since 2021, UPSA has been committed to a strategic plan—**Conquête 2027**—aimed at sustainably supporting the company's growth and development.

Also find UPSA on [LinkedIn](#) and at www.UPSA.com

Press contact :

Laetitia VENTROUX

Kookaburra Communication

+ 33 (6) 88 58 44 90

laetitia.ventroux@kookaburra.fr