

PRESS RELEASE

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Laboratoires Expanscience honoured at the Participative Innovation awards

On 26 November 2010, at the Participative Innovation Awards organised by *Innov'Acteurs*, an association made up of most of the major French groups involved in the area (Air France Industrie, BNP, Orange Veolia, La Poste, Société Générale and others), Laboratoires Expanscience was awarded the **integrated innovation prize** for its "Graine d' ID" ideas management system.

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The judges paid tribute to the innovative and comprehensive nature of Expanscience's initiative - run by Philippe MSIKA, head of Innovation, Research and Development - as well as the involvement of staff who "send out" ideas and the managers who assess them. The judges also highlighted the high numbers of ideas that had been implemented.

"Graine d'ID" is now:

- An initiative that was launched in **2007** at the instigation of General Management, the fruits of original work that a group of enthusiastic transdisciplinary managers had been carrying out since 2004.
- An initiative that brings together **all** staff at the Courbevoie head office and the Epernon site (the centre for Research and Development and the manufacturing site), a total of **510 employees**
- A special area on the intranet, together with an application allowing everybody to put forward ideas - transparently and in complete freedom - relating to all aspects of the business. They can do so spontaneously or in response to any specific challenges issued by management, and then track their ideas as they are analysed and put into practice.
- A means of recognising and rewarding new creative talent through a number of different events.
- All new staff are given training on how to use Graine d'ID as soon as they join the company
- **1,500 new ideas** put forward since it was launched
- **42%** of these ideas were put forward in response to challenges issued by management, while the rest were spontaneous
- **25%** of all ideas were put into practice

For more information about the Innov'Acteurs association, visit:
www.innovacteurs.asso.fr



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Examples of ideas put into practice:

- The double-check on the tube soldering and filling line has been eliminated, pushing productivity up by 25% - simply by modifying an automatic unit.

- Increases in production capacity have been generated for filling capsules - currently at saturation point - by reducing the frequency with which the banderolling device (used to seal the capsules) is cleaned. Over a 12-month period, the changes made to the system have enabled an extra six million capsules to be produced, generating savings of €35,000 over one year.

- Within the framework of a "citizen" challenge implementing initiatives to help children, one employee got together with the charity Emmaüs to offer underprivileged mothers and children their first-ever holiday. The project was financed by the Mustela Foundation.

- Integrating sustainable development into the practices of our service providers. Since 2010, Expanscience has been working with a new courier company, which offers options for using bicycle couriers or vehicles with engines that are specially adapted for the journeys they make. This company has a corporate responsibility policy.

To find out more about "Graine d'ID":

In April 2007 Laboratoires Expanscience launched the "Graine d'ID" scheme for all office-based staff in France. This participative innovation scheme means that product developers in the Research & Development and marketing teams no longer have the monopoly on creativity. The aim of the scheme is to give all staff a platform for engaging in a positive critical analysis of their working environment, with a view to improving company performance through specific new solutions. This collaborative process, together with the product innovation process, enables Laboratoires Expanscience to tackle innovation in a comprehensive fashion and on all fronts.

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For more information about Laboratoires Expanscience:

Since it was set up in 1950, Laboratoires Expanscience has been providing patients and consumers with innovative products on the healthcare and well-being markets, and has been furthering its expertise in the fields of Dermo-Cosmetics, Rheumatology, Dental Care, Dermatology, Nutraceuticals and Active Cosmetic Ingredients. Thanks to the commitment of its 964 staff and a strong international presence in the form of eight subsidiaries and 59 distributing countries, Laboratoires Expanscience achieved sales of €233 million in 2009. Laboratoires Expanscience also has a great asset in its R&D Centre.

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