



# Rapport d'activités non-financières

Exercice 2018



PROTECT +  
ENHANCE +  
SAVE LIVES

## GRI CONTENT INDEX - IBA: CORE

GRI 102 : General Disclosures		
GRI Standard	GRI Disclosure	Comment
<b>1. Organizational Profile</b>		
102-1	Name of the organization	Ion Beam Applications SA
102-2	Activities, brands products and/or services	Please refer to the "Review of IBA activity sectors" section of the 2018 Management Report and also to our website <a href="https://iba-worldwide.com/">https://iba-worldwide.com/</a>
102-3	Headquarters address	Ion Beam Applications SA Chemin du Cyclotron, 3 1348 Louvain-la-Neuve Belgique
102-4	Operational sites	IBA regional offices: <a href="https://iba-worldwide.com/contact">https://iba-worldwide.com/contact</a> IBA employees working for our Protontherapy clients: <a href="https://iba-worldwide.com/proton-therapy/proton-therapy-centers">https://iba-worldwide.com/proton-therapy/proton-therapy-centers</a>
102-5	Ownership and legal form	Please refer to the "General" section of the 2018 Management Report.
102-6	Markets served	We do business globally with manufacturing, engineering, and/or development in Europe, China and/or United States and with sales and service operations and customers throughout the world.
102-7	Scale of the organization	Total number of employees: details in GRI 102-8 appendix Total number of operations: <a href="https://iba-worldwide.com/proton-therapy/proton-therapy-centers">https://iba-worldwide.com/proton-therapy/proton-therapy-centers</a> NET revenues, total capitalization: Please refer to the section "highlights of the year" of the 2018 Management Report
102-8	Information on employees and other workers	See appendix GRI 102-8 for the employee details by employee contract type, gender and region. The Board and the Nomination Committee fully acknowledge the benefits of diversity within the Board of Directors and are committed to addressing the gender imbalance in line with legal requirements both in the board committee and within the company. Over the year 2018 initial efforts have been made, both with a direct and immediate impact, and with a view of progressing towards the required results in a structured and sustainable way.
102-9	Supply chain	IBA has approximately 100 main suppliers worldwide to support its design and manufacturing of products. The majority of IBA suppliers are located in Europe. IBA suppliers have been selected for their ability to best comply with requirements as requested by ISO13485:2016. The selection and qualification process of a supplier take into account the criticality of the supplied goods and services. IBA promotes technical collaboration and innovation with its partners in order to reduce risks, costs and improve the quality of its products and services. Strategic partnerships are developed whenever beneficial.
102-10	Significant changes to the organisation and its supply chain	No significant changes to the organization during the reporting period.
102-11	Precautionary approach or principle	IBA's mission is to Protect, Enhance and Save Lives. We adhere to the principle of precautionary management by following the philosophy in ISO14971. Therefore, IBA has adopted the precautionary approach that in instances where there may be threats of serious or irreversible impact without full scientific certainty, the lack of scientific certainty will not be a reason for postponing cost-effective measures that may prevent negative or harmful impact on the environment or society. IBA ensures all devices it markets are safe to all exposed to them and designed and manufactured to reduce residual exposure risks. You can find more information in the "principal risks and uncertainties faced by the company" outlined in IBA's 2018 Management Report.
102-12	External initiatives	We use a variety of information sources, including the "UN 2030 Agenda for Sustainable Development", the Intergovernmental Panel on Climate Change (IPCC), the World Health Organization. Our work also involves tracking issues or concerns of governments, nongovernmental organizations, government agencies, regulators, universities and publications in the media.
102-13	Memberships of associations	IBA is a member of ASTRO (corporate membership) and ESTRO (gold membership), two major associations in the field of radiotherapy, in the United States and Europe. IBA is also a member of the EANM, European Association of Nuclear Medicine and the IIA, an organization which aims to support the global irradiation industry and scientific community. IBA is a member of the Belgian association The Shift, leading the Belgian sustainable development network. IBA develops synergies in both Belgium and the United States and collaborates with numerous associations that aim to promote employment, education and awareness in relation to proton therapy.
<b>2. Strategy</b>		
102-14	President's word	Olivier Legrain, CEO and the sustainability committee have approved the whole report, which covers IBA's material issues. Please refer to CEO word in 2018 Annual Report. Within this report, IBA shares its policies and performances in terms of social (Affordability and accessibility of our solutions), environmental (GRI 302-1, GRI 302-2, GRI 306-2), employees (GRI 102-08, GRI 102-16, GRI 403-2), respect for human rights and the fight against corruption (GRI 205-3, GRI 412-2) issues.

3. Ethics and Integrity		
102-15	Key impacts, risks, and opportunities	<p>You can find in the "principal risks and uncertainties faced by the company" outlined in IBA's 2018 Management Report the key impacts and risks of IBA and the associated risk management.</p> <p>You can also find below more information on risk and risk management associated to the personnel, environment and human rights</p> <p>Risks &amp; risk management "Personnel &amp; Environment" An internal procedure is in place to document the responsibilities and requirements for identifying environmental, health and safety hazards of the organization's activities, products or services, and for evaluating and controlling the associated risks and impacts. This management tool is used to assess environmental, health and safety risks and impacts. It also records the actions and control measures deployed by our various entities in the context of their continuous improvement process.</p> <p>Risks &amp; risk management "Human right" The nature of our activities and the origin of products entering our production chain are not considered to be risky in terms of respect for human rights. However, we recognize that our knowledge of our entire value chain is not optimal. We have a good view of our first level of supply, including rigorous vendor selection and validation processes. With regard to suppliers and subcontractors beyond the first level, we must acknowledge our ignorance. In this context, we have already initiated in 2018 a project to improve our purchasing management, inspired by the principles of ISO 20400. The work is still ongoing at present.</p>
102-16	Values, principles, standards and norms of behavior	All information available within IBA Code of Business Conduct, <a href="https://iba-worldwide.com/content/code-conduct">https://iba-worldwide.com/content/code-conduct</a> and also in IBA board statement : <a href="https://iba-worldwide.com/sites/protontherapy/files/ibal01_5048_charte_ca-nov2015_a4_v6_hr_nocrops.pdf">https://iba-worldwide.com/sites/protontherapy/files/ibal01_5048_charte_ca-nov2015_a4_v6_hr_nocrops.pdf</a>
4. Governance		
102-18	Governance Structure	Please refer to the "governing bodies and committees" section of the 2018 Management Report.
5. Stakeholders Engagement		
102-40	List of Stakeholder groups	Please refer to the "IBA at a glance" section in 2018 Annual Report.
102-41	Collective bargaining agreements	In all countries where we operate we are compliant with legislation and applicable industry collective agreement. In Belgium, where IBA's head office is located, we have several agreements applicable to 100% of our employees.
102-42	Identifying and selecting stakeholders	Stakeholders have been identified on the basis of who IBA as a business affects and engages the most with respect to financial, social and environmental matters.
102-43	Stakeholder engagement	<p>To succeed, any responsible approach requires the support of the company's ecosystem nurtured by its stakeholders. This is why IBA includes the challenges of its stakeholders in its reflection and actions on sustainable development. With one ambition: to generate value and a positive impact for each of them, in a respectful and sustainable way.</p> <p>The year 2018 has allowed us to strengthen relationships with our stakeholders and expand a dialogue based on trust.</p> <ul style="list-style-type: none"> <li>■ Clients and patients: we exchanged with our clients on their expectations in the use of our solutions to continue together to protect, enhance and save lives. We also nourished our approach by meeting patients. We hope to multiply these meetings and sharing moments in the future.</li> <li>■ Collaborators: the sustainable development issues are part of the topics discussed during our internal meetings, throughout the year.</li> <li>■ Society: meetings organized throughout the year encourage exchanges with local authorities, universities, schools, associations, etc.</li> <li>■ Planet: to identify the issues of this particular stakeholder, we rely on reliable sources, including the UN 2030 Agenda for Sustainable Development, IPCC reports, COP21 work, etc.</li> <li>■ Shareholders: IBA's key shareholders support the process and the Board of Directors has signed a charter that promotes the integration of the different stakeholders in our strategy. The presentation of the annual results in April 2018 and the general assembly allowed to deepen the discussion.</li> </ul>
102-44	Key topics and concerns raised	The 2018 Annual Report covers some of our key engagements with our stakeholders, showing how we listened and responded to varying needs.

6. Reporting practice		
102-45	All entities included in the organisation's consolidated financial statements	This report covers the same entities as our 2018 Management Report.
102-46	Report content and standards boundaries	To clarify its priority issues, IBA has built a materiality matrix based on a dialogue with its stakeholders and the reference framework recommended by the Global Reporting Initiative (GRI). It is in this broad area that we lead our reflection. The hierarchy of our priorities is obtained by crossing the concerns of the company with the positions of its stakeholders. We focus on the rest of the report on topics of high importance for both our stakeholders and the management team. Please, find the materiality matrix in our appendix GRI 102-46.
102-47	List of material topics	Affordability and accessibility of our solutions Awareness of proton therapy and thought leadership Satisfaction of our customers Comfort, quality and safety of our medical and industrial solutions Employee health & safety Business ethics Research and development Profitability Greenhouse gas emissions Waste management
102-48	Restatements of information	There are no statements
102-49	Changes in reporting	There are no significant changes in the list of material topics or measurement method applied
102-50	Reporting period	From the 1st of January 2018 until the 31 <sup>st</sup> of December 2018
102-51	Date of most recent report	The previous report was published in April 2018: <a href="https://iba-worldwide.com/content/iba-non-financial-activities-report">https://iba-worldwide.com/content/iba-non-financial-activities-report</a>
102-52	Reporting cycle	sustainability@iba-group.com
102-53	Contact point for questions regarding the report	sustainability@iba-group.com
102-54	Claims of reporting in accordance with the GRI Standards	This report is written based on the essential conformity option
102-55	GRI content index	Please see our GRI index
102-56	External assurance	To date, IBA has no ambition to seek external assurance for its sustainability report. This decision will be re-evaluated each year as our maturity evolves in terms of sustainable development reporting.

GRI Specific Disclosures		
GRI Standard	GRI Disclosure	Comment
<b>Affordability and accessibility of our solutions [GRI 2016 – n/a]</b>		
	Disclosures of Management Approach (DMA)	Our goal: Ensuring the affordability and accessibility of our medical and industrial solutions and equipments to as many patients and end users as possible. Our strategy is described in each business line chapter of the Annual Report.
	2018 progress	Please refer to the section "highlights of the year" of the 2018 Management Report for the number of sold and installed machines. In 2018 more than 220000 fractions were delivered on an IBA machines, which represents 11000 patients. It is an increase of 10% compared to the previous year.
<b>Comfort, quality and safety of our medical and industrial solutions [GRI 2016: 416 - Customer health and safety]</b>		
	DAM	At IBA, we are constantly improving our products and quality management processes in order to offer the market complete, safe and efficient solutions. We train our clients and help the medical community to provide users and patients with reliable and safe treatments. In order to raise the quality of the product IBA delivers on the market, we changed in 2018 our notified body and successfully passed the ISO13485:2016, ISO9001:2015. We also took the opportunity to become MDSAP certified.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	There have been no material incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of IBA's products and services. IBA is complying to the ISO 13485:2016 regulation.
<b>Awareness of proton therapy and thought leadership [GRI 2016 – n/a]</b>		
	DAM	It is part of our mission to make proton therapy known and recognized by all. This includes increasing the awareness on the benefits of proton therapy in the medical and patient communities and sharing our expertise with authorities, institutions and/or health insurance companies to improve the quality and accessibility of healthcare.
	2018 progress	Our progresses in 2018 (see our PT chapter in the Annual Report): IBA continues to promote interest in proton therapy through meetings, publications and collaborations. IBA organizes its 7 <sup>th</sup> annual Proteus® User Meeting in Stockholm, Sweden in March 2018 ( <a href="https://iba-worldwide.com/content/largest-proton-therapy-users-community-meeting-achieve-excellence">https://iba-worldwide.com/content/largest-proton-therapy-users-community-meeting-achieve-excellence</a> ) IBA continues to work hard with its clinical partners to push back the boundaries of cancer treatment and provide information for patients to make the right decisions about their treatment ( <a href="https://iba-worldwide.com/proton-therapy-for-patients">https://iba-worldwide.com/proton-therapy-for-patients</a> ). IBA continues to be engaged with "Alliance for Proton Therapy access" to increase patient access to protontherapy in North America. By engaging patient and caregiver advocates, physicians, and other allies to educate and influence insurance providers and policymakers, the Alliance will advocate to ensure that proton therapy is recognized by private and public insurance providers as a long-term cost effective and medically necessary treatment for certain cancer types.
<b>Employee health and safety [GRI 2016: 403 - Occupational health and safety]</b>		
	DAM	As a responsible employer, we wish to provide our employees with safe working conditions and a friendly environment conducive to their professional and personal development. Please, see the employee's section of our Annual Report for the 2018 update. About our Global and Regional EHS Strategy, we continue our journey to build a responsible and sustainable culture. Each department is accountable for its continuous EHS improvement with the support of our EHS experts. We are happy to publish positive evolution in the number of recordable incidents (see GRI 403-2 section). In 2018 we completed an extensive training program in the US on radiation safety as part of a refresher. Installations of new sites benefited from closer EHS coaching for the management and mitigation of risks specific to the project phase and EHS has continued bringing expertise to SOP improvements.
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	Numbers are available in the GRI 403-2 appendix. The number of TRCs (Total Recordable Cases) has shown a healthy evolution compared to 2017. The number of work accidents resulting in personal injuries beyond first aid has fallen sharply (-30%). TRCs numbers illustrate a decrease of the three categories of recordable cases while the number of employees increases. The TRCs numbers of 2018 obviously had a positive impact on the Lost Time Accident Frequency Rate (LTAFR), which marks a clear decrease. The Total Recordable Incident Rate (TRIR) obviously follows the same trend.
<b>Satisfaction of our customers [GRI 2016 – n/a]</b>		
	DAM	Our vision: Please refer to the CEO word in the Annual Report 2018. Our three levers: <ul style="list-style-type: none"> <li>■ Accessible solutions: innovation must serve to develop solutions at the cutting edge of medical and technological progress, sustainable and accessible to the greatest possible number.</li> <li>■ Quality of our products and services: we are constantly improving our products and quality management processes in order to offer the market complete, safe and efficient solutions. We offer our customers the opportunity to upgrade their systems with the latest technologies available on the market. We train our clients and help the medical community to provide users and patients with reliable and safe treatments.</li> <li>■ Effective partnerships: we consider the dialogue with our clients, universities and many other partners as an important source of inspiration and progress. We pay particular attention to involving the scientific and medical communities in the development of our products and services.</li> </ul>
	Customer's voice	Please, see the business unit's section of our Annual Report for the 2018 update.

Business ethics [GRI 2016: 205 - Anti-corruption and GRI 2016: 412 - Human rights assessment]		
	DAM	IBA strives to apply the highest ethical standards, in particular those concerning respect for working conditions and human rights, the fair treatment of every human being and the fight against corruption. This position is detailed in IBA Code of Business Conduct <a href="https://iba-worldwide.com/content/code-conduct">https://iba-worldwide.com/content/code-conduct</a> . Our concern for integrity applies to all levels of the organization and to every action. IBA ensures that its principles are known and shared by all employees: in the context of their training plan, employees are invited to attend specific courses followed by an examination on corporate ethics.
205-3	Confirmed incidents of corruptions and actions taken	No known corruption incidents within IBA Group.
412-2	Employees training on human rights policies and procedures	So far, no case of human rights violations has been identified in IBA's value chain. The nature of our activities and the origin of products entering our production chain are not considered to be risky in terms of respect for human rights.
	2018 progress	Our Code of Business Conduct is signed by each employee.
Research and development [GRI 2016: 201 - n/a]		
	DAM	As Yves Jongen, the founder of IBA, likes to remind, IBA's employees are like craftsmen. Men and women experts in their field and animated by an amazing passion and enthusiasm. With a strong culture, IBA employees are collectively engaged to play an active role in achieving our mission.
	2018 progress	Please find in the different sections of our 2018 Annual Report, our progress in research and development by type of solutions.
Profitability [GRI 2016: 201 - Economic performance]		
	DAM	Please refer to the section "highlights of the year" of the 2018 Management Report.
	2018 progress	The company's financial results can be found in the 2018 Financial Annual Report.
Greenhouse gas emissions [GRI 2016: 305 - Emissions]		
	DAM	Our ambition is described in our 2018 Annual Report (CEO word, safe work environment) CDP Climate Change submission: IBA received a C score in the CDP 2018 report, <a href="https://www.cdp.net/en/responses/31428">https://www.cdp.net/en/responses/31428</a>
	2018 progress	<p><b>GRI 302-1 : Energy consumption within the organization</b></p> <p>Our 2018 energy consumption numbers for IBA SA are available in GRI Index Appendix 302-01.</p> <p>We extended our consumption inventory to waste management and made a correction for the 2017 computation. Transport remains our main energy consumption impact on the environment.</p> <ul style="list-style-type: none"> <li>■ The impact due to air transport is down sharply (25% less emissions compared to 2017)</li> <li>■ The fuel impact of our company car fleet decreased by 3.9% compared to 2017. When this indicator is related to the number of Full Time Equivalents (FTE), a 13% increase is observed. This increase is due to an exceptional measure of reduction of working hours in 2018.</li> </ul> <p>In 2018, IBA continued its policy of encouraging cleaner mobility alternatives:</p> <ul style="list-style-type: none"> <li>■ Discount for company cars with lower direct emissions (&lt;60gCO<sub>2</sub>/km) [26 cars on a fleet of 500 on 31<sup>st</sup> December 2018]</li> <li>■ 100% reimbursement of public transportation</li> <li>■ electric bike leasing with 0.2€/km reimbursement. (170 bikes leasing on 31<sup>st</sup> December 2018)</li> </ul> <p>As you can read in our annual report "safe work environment section", we opened our new green factory in November 2018. Our contracts with our electricity suppliers are 100% green energy contracts, but we have included electricity consumption in our calculation of environmental impact in order to reduce our consumption. We expect to see a positive impact on our electricity consumption from 2019.</p> <p><b>GRI 302-2: Energy consumption outside the organization</b></p> <p>The data in the appendix GRI 302-2 below comes from an analysis based only on the aspects of the most important products from a climate impact point of view.</p> <p>In the last few years, IBA's offer has been considerably improved, especially with the ProteusOne Protontherapy concept. This system is equipped with a particle accelerator (S2C2) whose energy performance is greatly improved through the use of superconductivity.</p> <p>In 2018, the Radiopharma Solutions division completed the technological transition from Cyclone 18/9 to Cyclone Kiube. This new accelerator offers a higher energy efficiency compared to the old machine (see our chapter RPS BU), Cyclone C18 / 9.</p> <p>Finally, the industrial division is also transitioning with an explosion in sales of Rhodotron New Generation, whose energy performance has been greatly improved (see our chapter Indus BU). In addition, IBA is continuing its efforts as part of a research program to find a substitute for SF6, which is still a very important part of our company's installed base.</p>
Waste management [GRI 2016: 306 - Waste by type and disposal method]		
	DAM	In 2019, IBA publishes for the first time the data related to the production of waste at the Belgian sites.

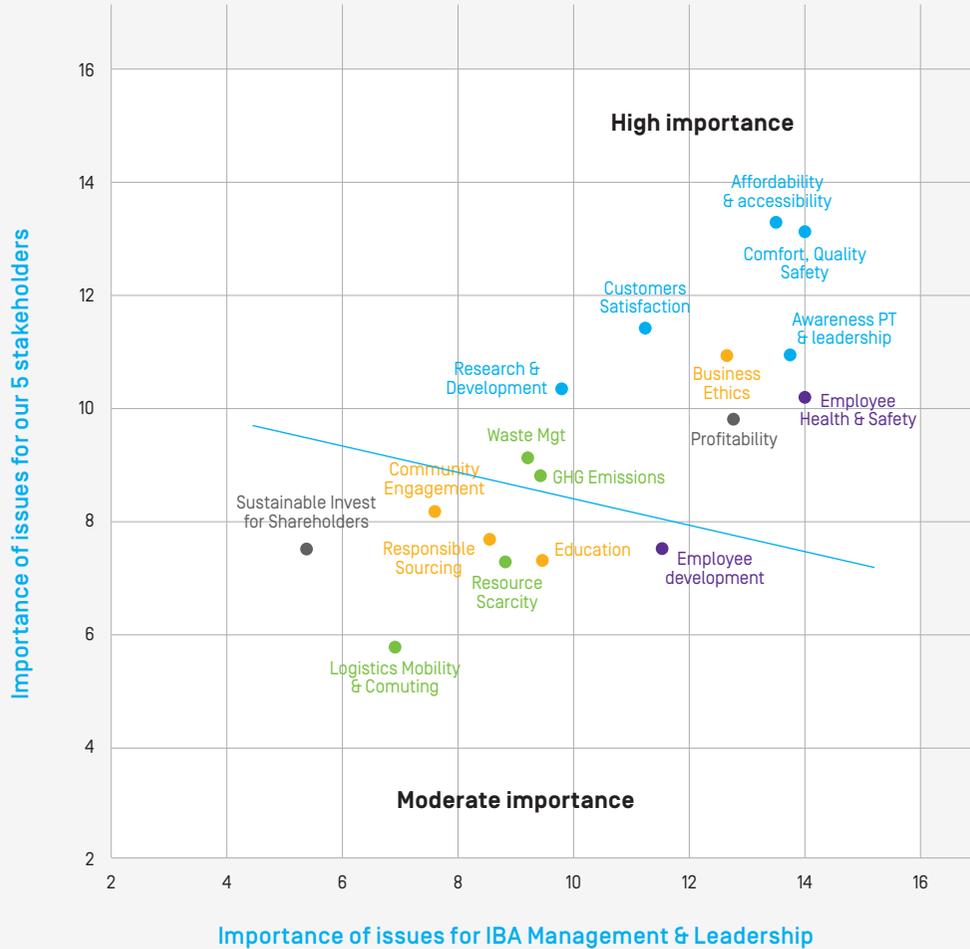
2018 progress

The graph GRI306-2 shows an increase in waste production in 2017 an unusual increase in the volume of purchases explains the 2017 pic. In addition, since 2017, IBA has strengthened the on-site sorting of recoverable waste. This allowed us to sort close to 11 tons of wood in 2017 and close to 20 tons in 2018. The proportion of unsorted waste has remained stable since 2016 and still represents around 35% of the total.

**GRI Specific appendix**

<b>GRI 102-46</b>	Materiality matrix
<b>GRI 102-8</b>	Information on employees and other workers
<b>GRI 403-2</b>	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.
<b>GRI 302-1</b>	Energy consumption within the organization
<b>GRI 306-2</b>	Waste by type and disposal method

## GRI 102-46 MATERIALITY MATRIX



## GRI 102-8

As of December 31, 2018				
Employee type by region	ASIA	EMEA	North America	Total
full time	115	912	270	1297
part time	1	148	5	154
<b>Total</b>	<b>116</b>	<b>1060</b>	<b>275</b>	<b>1451</b>

Working contract by region	ASIA	EMEA	North America	Total
permanent	97	996	265	1358
temporary	19	64	10	93
<b>Total</b>	<b>116</b>	<b>1060</b>	<b>275</b>	<b>1451</b>

Employee gender by region	ASIA	EMEA	North America	Total
Female	28	291	44	363
Male	88	769	231	1088
<b>Total</b>	<b>116</b>	<b>1060</b>	<b>275</b>	<b>1451</b>

Working contract per gender type	Female	Male	Total
full time	271	1026	1297
part time	92	62	154
<b>Total</b>	<b>363</b>	<b>1088</b>	<b>1451</b>

## GRI 403-2

Number of employee	Column1	2017	2018
number of employee		1518	1451

Total recordable cases	Column1	2017	2018
# Lost time accident cases		9	6
# Restricted work cases		4	2
# Medical treatment cases		17	12
Lost Time accident frequency rate		3,54	2,62
Total recordable incident rate		11,8	8,72

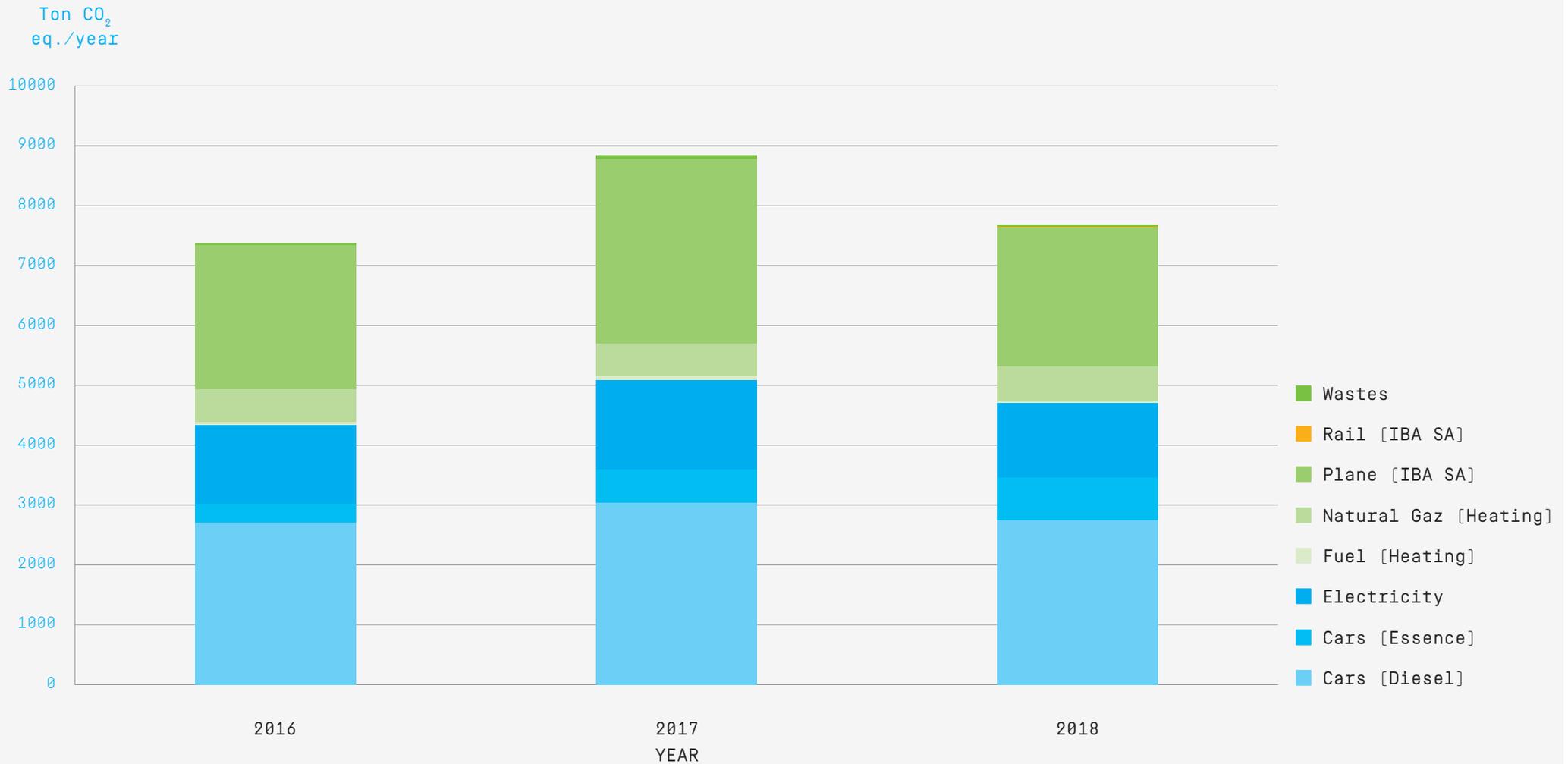
Accident rate	Column1	2017	2018
Lost Time accident frequency rate		3,54	2,62
Total recordable incident rate		11,8	8,72

(# LTA/working hours) x 1.000.000

(# TRC/working hours) x 1.000.000

## GRI 302-1 IMPACT OF THE IBA S.A. ORGANIZATION ON CLIMATE (ABSOLUTE VALUE)

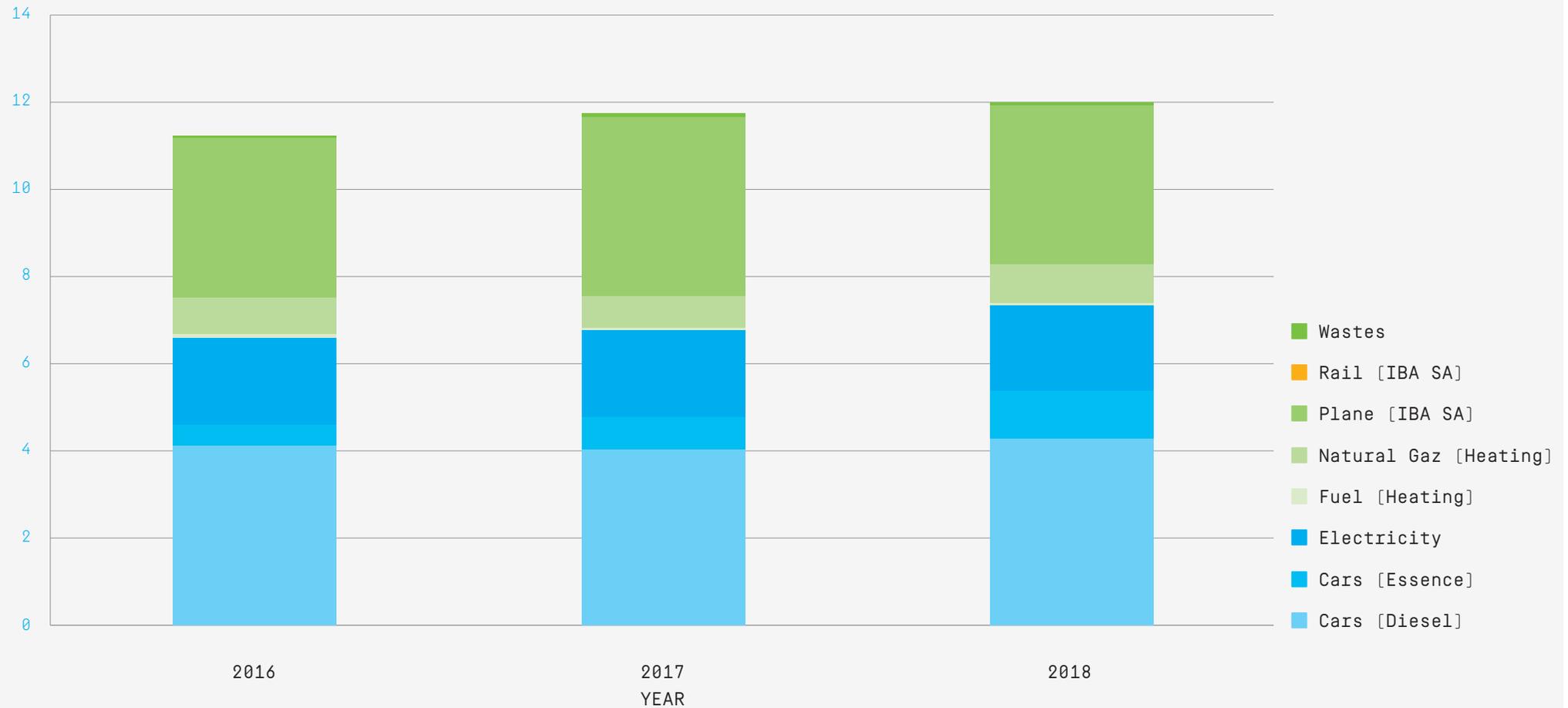
Somme de Climate Change (Total Scopes 1,2,3) Value Ton	CATEGORY								
	Entry year	Cars [Diesel]	Cars [Essence]	Electricity	Fuel [Heating]	Natural Gaz [Heating]	Plane [IBA SA]	Rail [IBA SA]	Wastes
2016	2708	308	1315	58	544	2409		37	7380
2017	3034	555	1500	53	549	3083		66	8841
2018	2739	712	1250	33	579	2326	4	40	7682
<b>Grand Total</b>	<b>8482</b>	<b>1575</b>	<b>4065</b>	<b>144</b>	<b>1672</b>	<b>7818</b>	<b>4</b>	<b>143</b>	<b>23903</b>



## GRI 302-1 IMPACT OF THE IBA S.A. ORGANIZATION ON CLIMATE (AVERAGE PER FULL-TIME EQUIVALENT)

Sum of Climate Change [Total Scopes 1,2,3] - Rel. Value Ton2	CATEGORY								
Entry year	Cars [Diesel]	Cars [Essence]	Electricity	Fuel [Heating]	Natural Gaz [Heating]	Plane [IBA SA]	Rail [IBA SA]	Wastes	Grand Total
2016	4,123388182	0,469268234	2,001907736	0,088702585	0,828024054	3,667123102		0,057090891	11,23550478
2017	4,030750246	0,737451805	1,992698468	0,07081356	0,728842441	4,095338654		0,088148476	11,74404365
2018	4,273604731	1,110483258	1,950082618	0,051327491	0,903615677	3,629998268	0,006111073	0,061765198	11,98698831
<b>Grand Total</b>	<b>12,42774316</b>	<b>2,317203296</b>	<b>5,944688822</b>	<b>0,210843636</b>	<b>2,460482172</b>	<b>11,39246002</b>	<b>0,006111073</b>	<b>0,207004565</b>	<b>34,96653675</b>

Ton CO<sub>2</sub>  
eq./year/  
employee



## GRI 306-1 AMOUNT OF WASTES IN BELGIAN SITES

Amount of Waste [kg]									
Entry year	Waste production [glass]	Waste production [metal]	Waste production [mixed]	Waste production [paper/cardboard]	Waste production [plastics]	Waste production [wood]	Waste WEEE (Waste of Electrical and Electronic Equipments) [kg]	Wastes [Hazardous]	Total général
2016	159,78	951,8	56213	96587,16	734,83				154646,57
2017	360	1368	100023	171080	2263	11440	49,13	9,8	286592,93
2018	240,66	585,41	60377,66	90740,54	1737,03	19993,68	57,52	21,41	173753,91

Amount of Wastes in Belgian sites [kg]

