

CSR REPORT

2021



Our sustainable commitments



GROUPE POCHET

Editorial



Irène Gosset
CEO



Xavier Gagey
General manager

“

2020

Rising above the turmoil to pick up the pace

The COVID-19 crisis forced us to (re) act collectively, pick up the pace of our transformation, and strive to achieve competitive excellence in the service of our customers, while observing the need for sustainability. Customers, suppliers, stakeholders, shareholders, and employees make up a whole ecosystem that was mobilized to overcome the unprecedented crisis and that is now emerging stronger than ever.

In this utterly exceptional context, our first priority was to ensure the safety of the women and men who work every day to produce our high-quality, safe, and unique products. The Group took special care to preserve the expertise and technical skills that make us what we are.

Despite the economic uncertainties, we accelerated our efforts to provide training, pass on knowledge, and digitize our company. Similarly, we continued developing eco-designed products to meet the new needs of brands and their consumers. We continued to invest in an alternative approach to luxury by pursuing our “Virtuous Plastics” program, rolling out our SEVA premium recycled glass offer, using lightweight materials and implementing a carbon reduction plan.

These efforts were recognized by the award of the EcoVadis Platinum medal to Solev, an expert in the art of decoration. All three Pochet Group units – Pochet du Courval, Qualipac, and Solev – have now received recognition for their sustainable performances and improvements in terms of corporate social responsibility (CSR).

In this Progress Report, we share our CSR strategy, highlight our innovative and sustainable achievements, and reaffirm our ambition for the coming years: together, let us remain united and redouble our efforts to preserve our planet.

Irène Gosset & Xavier Gagey

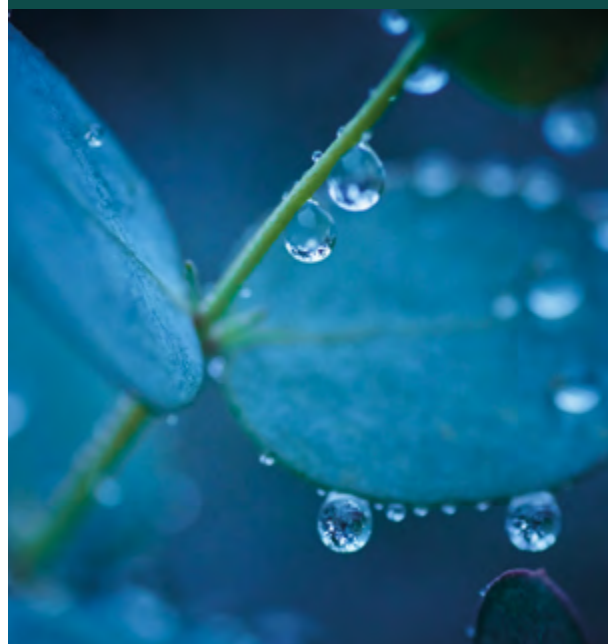
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OUR VISION

Groupe
POCHET
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STRATEGY
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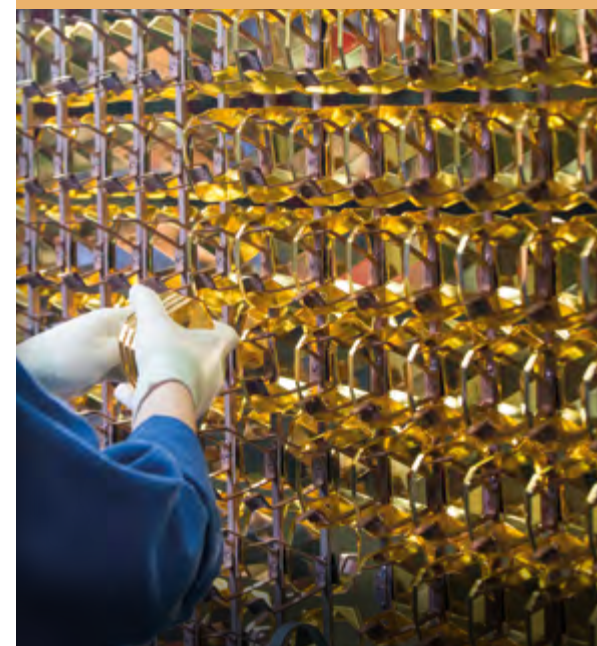


OUR CORE VALUES

Preserve
OUR PLANET
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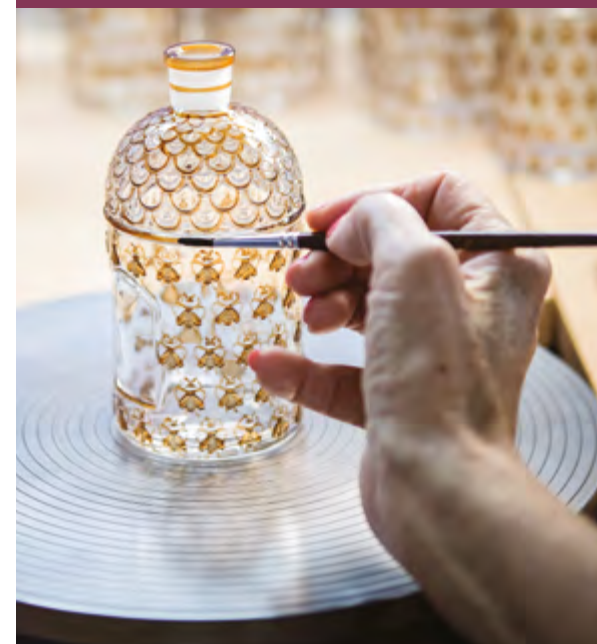
Consider
OUR PEOPLE
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Progress
TOGETHER
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Protect and pass on
OUR EXPERTISE
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Groupe POCHET



A tradition of Excellence focused
on building **a sustainable future**

Sustainability in our DNA

Founded in the 17th century, Groupe Pochet is now one of the world leaders in high-end packaging for the perfume and beauty markets. A 100% French family-owned mid-sized company, our Maison offers unique industrial activities and know-how in the fields of glass, plastic, metals, and decoration. We collaborate with prestigious French and international beauty brands in the Perfume, Skincare, and Make-up markets.

Pochet du Courval glass is the result of 400 years of experience. Its unique transparency and crystalline shine make it a global benchmark for the Luxury industry. Its expertise in metalizing, electroplating, and aluminum stamping, as well as its mastery of complex plastic injection, are also widely recognized.

With a presence on three continents, the Groupe Pochet has 14 sites worldwide, with nearly 3,700 talented employees. Despite our international reach, our industrial activities are mainly concentrated in France, where our nine

locations employ a total of around 3,000 employees. More broadly, the Group acts as the industrial base for a French sector of excellence and supports a "Made in France" approach. Promoting French excellence, six of our locations have been designated "Living Heritage Enterprises" (Entreprise du Patrimoine Vivant – EPV) for their exceptional know-how.

Sustainable growth and, more broadly, CSR are at the heart of Groupe Pochet's DNA and strategy. Illustrating this, EcoVadis has assessed our three units to be at a Platinum level. We are among the top 1% of the world's best-performing companies in terms of CSR in their sectors of activity.

In 2020, our Group generated revenues of €375 million. Despite a global health crisis, we maintained our investments, including €5 million in furnace upgrades, with the aim of reducing greenhouse gas emissions by 20%.



POCHET du COURVAL



QUALIPAC



AURA



SOLEV



Our areas of expertise

POCHET DU COURVAL

Timeless yet constantly updated glassmaking expertise

With unique expertise stretching back four centuries, Pochet du Courval breathes life into glass creations for even the most demanding of customers.

Our glass is known for its exceptional transparency and shine, which make it the glass that most closely resembles crystal. Having pioneered many innovative processes, we enable our customers to create complex shapes, from the most sophisticated to the exquisitely delicate, while meeting the standards of excellence of the most prestigious brands, including in terms of CSR, with our high-quality SEVA recycled glass, and lightweight glass.

As part of our responsible innovation policy, we add to this excellence with lightweight and recycled glass solutions for the environmentally-conscious Luxury market.



SOLEV

A pioneer in metal and colored decoration

Solev, a decoration expert, is renowned for its excellence of its metalizing performances and mastery of the discipline's effects, including opaque and gradient effects, and partial metallization. It is also known for its fine laser work with glass, plastic, and metal.



QUALIPAC

Taking plastics and metals to new levels

Qualipac has a recognized expertise in processing and decorating plastics, aluminum, and zamak. Qualipac's expertise, creativity, and sustainable innovation are illustrated by an exacting selection of primary materials, unparalleled quality of execution, and creative 100% eco-designed solutions.

Multi-material, multi-assembly, multi-finish, multi-accessory or all of the above: Qualipac harnesses its expertise as an integrator to manage every aspect, offering customers complete packaging solutions that are painstakingly finished and perfectly fit for purpose.

Qualipac's pioneering character is illustrated by innovative products and processes, notably in electroplating, with the Beauty industry's first sustainable electroplating line. But it also shines through in the diversity of materials used, with great advances made in the use of bio-based and recycled materials.



AURA

Essential accessories

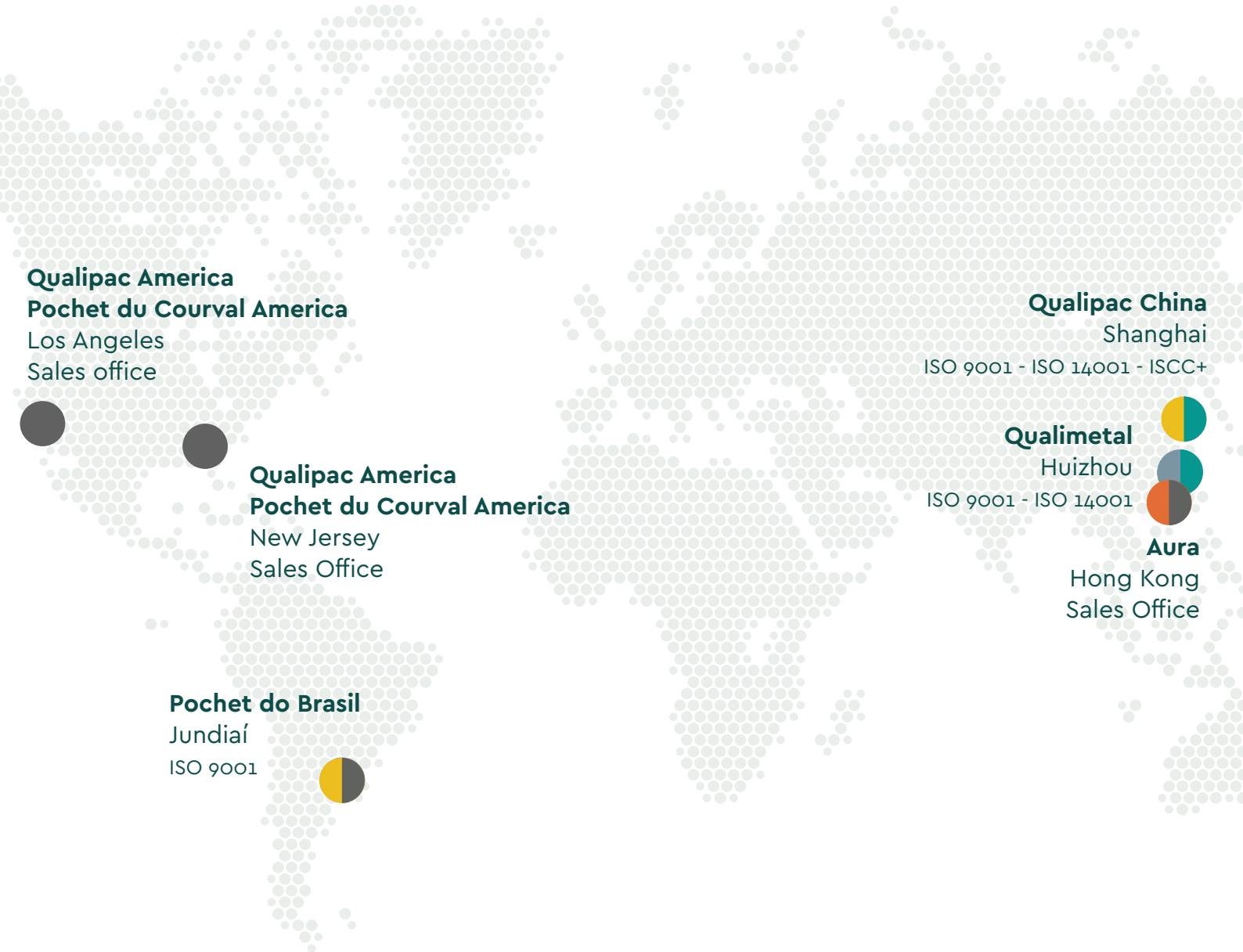
Aura supports brands in developing and producing creative and innovative accessories for decorative packaging and product launches.

A vast range of materials and know-how are used to convey the brand's DNA, promote the brand, and generate the emotions that will trigger an impulse to buy.



SITES AND CERTIFICATIONS

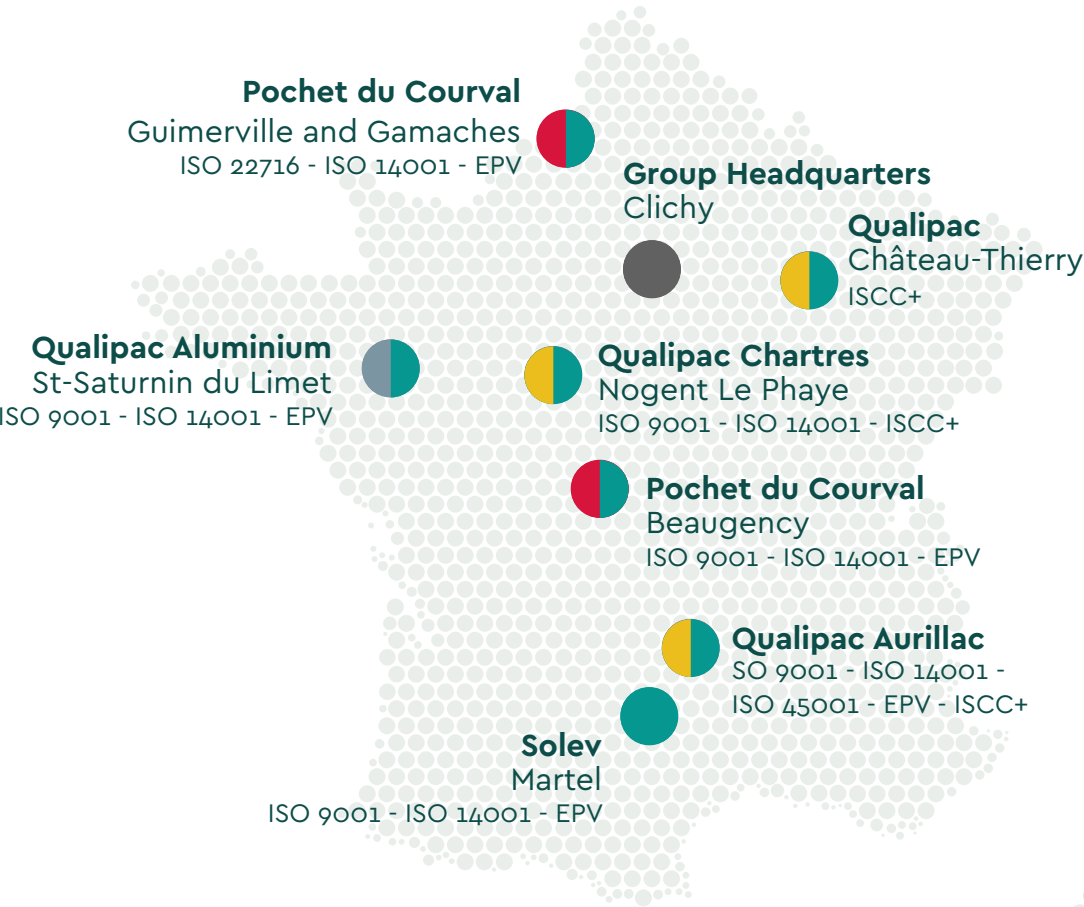
Worldwide Locations



● Glass ● Metal ● Plastic ● Accessories ● Solev ● Sales Offices

SITES AND CERTIFICATIONS

Locations in France



EPV certification is a government program that recognizes French companies that demonstrate excellence in craftsmanship and industrial expertise.

ISCC+ certification demonstrates that traceability is ensured from the collection of raw materials through to the manufacturing process. Our certified sites can therefore sell ISCC+ certified recycled and bio-sourced raw materials.



ISO standards certify sites on quality (ISO 9001), environmental (ISO 14001), and safety (ISO 45001) management.

The **ISO 14021 certification** awarded to the Guimerville site by an independent third party gives our customers a guarantee as to the percentage of recycled glass content in our SEVA glass solution.

CSR at the heart of
our development

2021



In 2021, Groupe Pochet received three EcoVadis Platinum medals. Each of the Group's units is now in the top 1% of companies assessed. With these medals, Groupe Pochet has achieved EcoVadis' highest distinction in terms of CSR performance.



CSR is part of the Group's DNA and at the heart of the values upheld by the family

Our global CSR approach received the Luxe Pack in Green award. Groupe Pochet signed the UN Global Compact

First-line treatment of VOCs to capture and process 100% of emissions at SOLEV

Launched of the first circular economy loop in luxury bottling: production of SEVA glass

CDP awarded us a B score for our approach to tackling climate change

Qualipac took a strong stance by signing up to the Ellen MacArthur Foundation's New Plastics Economy initiative

ECLAT: a new line for sustainable electroplating

Triple EcoVadis Gold medal winner for all Groupe Pochet units

2000

2017

2018

2019

2020

OUR ACTIVITIES

A Group committed to its stakeholders

TALENTS

3,797

employees worldwide in 2020

INDUSTRIAL CAPITAL

11

sites on three continents

91%

of sites certified ISO 9 001

73%

of sites certified ISO 14001

INTELLECTUAL CAPITAL

Long-standing excellence in know-how:

6

sites have been named by the French recognition «Entreprise du Patrimoine Vivant»

Innovating to build the world of tomorrow:

more than 50

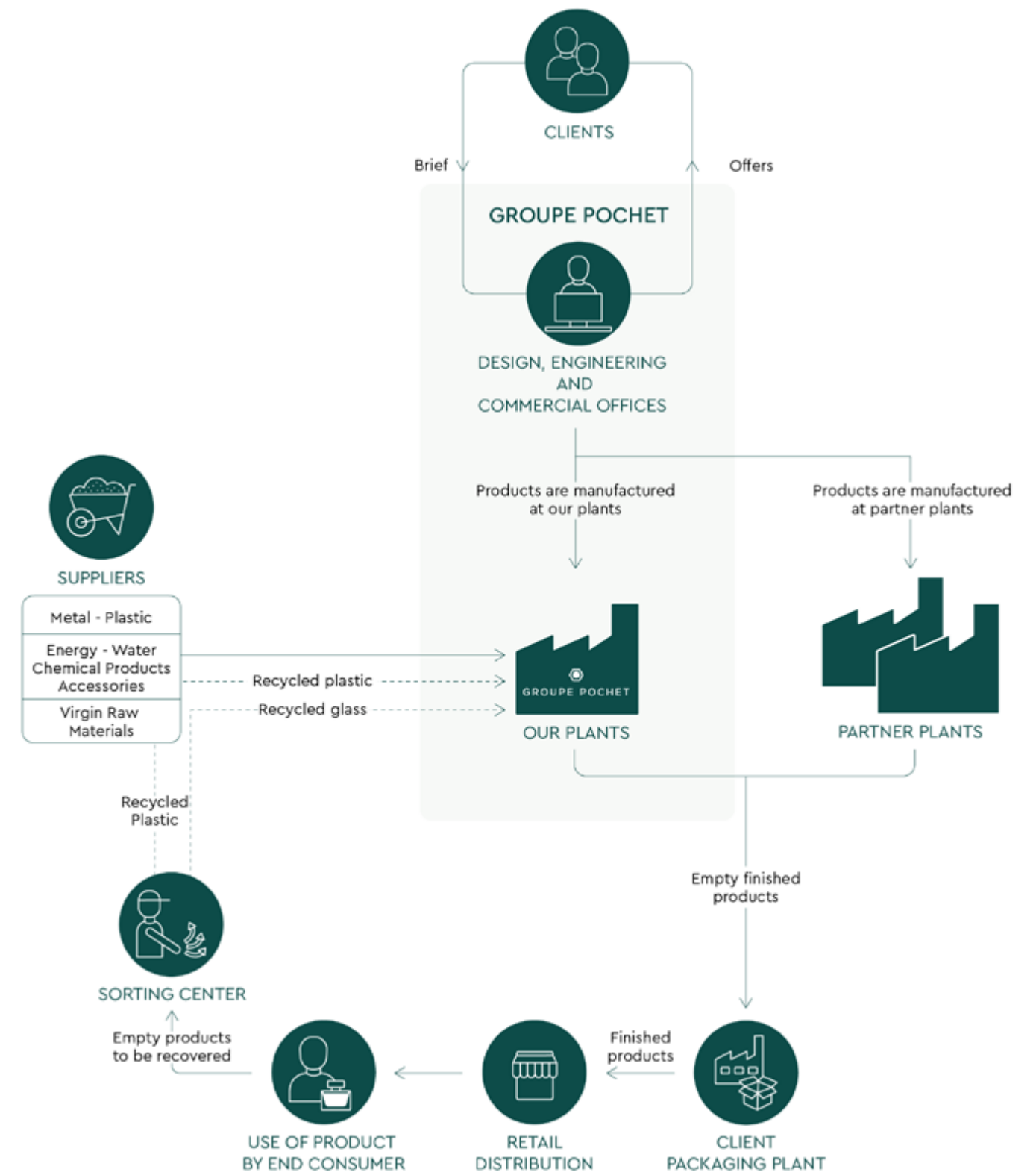
patent families filed

SOCIAL CAPITAL

100%

of our strategic and critical suppliers are committed to pursuing the ten priorities of the Global Compact as signatories to our Sustainable Procurement Charter

A business model that is part of a circular economy approach



VALUE CREATION

Outstanding performances

HUMAN IMPACT

-57%

less accidents over the past three years

over
29,300 h

of training in 2020

FINANCIAL IMPACT

€327

millions in revenue for 2020

ENVIRONMENTAL IMPACT

Almost
35,000

tons of CO2 saved over six years

more than
1 million m³

of water saved over six years

85%

of our wastes are recycled





Our CSR STRATEGY



As a family-owned,
CSR is naturally part of
our identity.

In 2015, as part of our commitment to sustainability, we set objectives for progress in four areas: Preserve our planet, Consider our People, Progress together, and Protect & Pass on our expertise.

Our commitments for 2023

Preserve OUR PLANET



Reducing
the environmental footprint of our sites

-70%
in water
consumption

-20%
in CO2
emissions

-50%
in VOCs
(volatile organic
compounds)

Contributing to the circular economy



More recycled
and bio-based
materials



Zero landfill waste

Progress TOGETHER



Improving the environmental benefits
of our packaging

Carbon impact
studies for

100%

**of our product
launches**

**Reducing the
environmental impact**
of our existing
high-volume products

Share with our stakeholders

100%

of our strategic suppliers
**signed a Sustainable
Procurement Charter**



**Holding one dialogue
session per year** with our
suppliers, customers, and
NGOs

Consider OUR PEOPLE



Making
the work environment
safer



Zero accidents on all
our production sites

Promoting
an inclusive culture



More than 40% women
in our management
teams



Zero
CMR components



More diversity
in our workforce

Protecting our growth



Ensuring that all our employees worldwide have
access to a high-quality social protection system

Protect and pass on OUR EXPERTISE



Producing in our regions
and helping them nurture



Continuous investment
for high-performance
industrial facilities

100%

of our sites involved
in local partnerships

Sharing our expertise
and pride in our work



**In-house
training centers**
for our businesses

50%

**of our French sites
labelled "Entreprise du
Patrimoine Vivant"**

Over **80%** pride in our professions

OUR PRIORITY PROJECTS

A new phase of acceleration

Groupe Pochet has been playing a pioneering role in CSR for several years. In 2020 we decided to take a new step. Determined to set ambitions commensurate with the challenges facing our societies, we decided to focus our action on several key areas.

Our priorities to achieve our 2023 objectives

As part of this acceleration, and following the COVID crisis, we asked our stakeholders about our maturity and the priority areas to target, based on 20 key CSR issues. By considering the priorities of our Group against those of our customers, we were able to identify several essential issues on which to focus our efforts.



Clear guidelines to accelerate our sustainability approach

The first observation was that product-related themes, such as **eco-design, new virtuous materials, and regulatory compliance**, will definitely represent priority issues for the years to come. Stakeholders feedback provided validation for our cross-cutting projects, such as **our sustainable procurement approach** and **efforts to strengthen our CSR governance arrangements**. Moreover, the approval of our approach by our partners has strengthened our will to expand our actions through new projects, which are described in this report.

GLASS DECARBONISATION PLAN

-50%

in carbon emissions for
Pochet du Courval by 2030

SUSTAINABLE ELECTROPLATING

Offering less impactful
electroplating on PP by 2022

DEPLOYMENT OF HS LACQUERS 90%

of items to use high-solid lacquers at
our Qualipac sites by 2023

RECYCLED GLASS

offer a solution with

30%

recycled glass content by 2022

RECYCLED PLASTIC

25%

virtuous plastics in our products
by 2025

SAFETY

ISO 45001

Ensure our sites are ISO 45001 certified
by 2023

ECO-DESIGN

Drafting a guide to eco-design

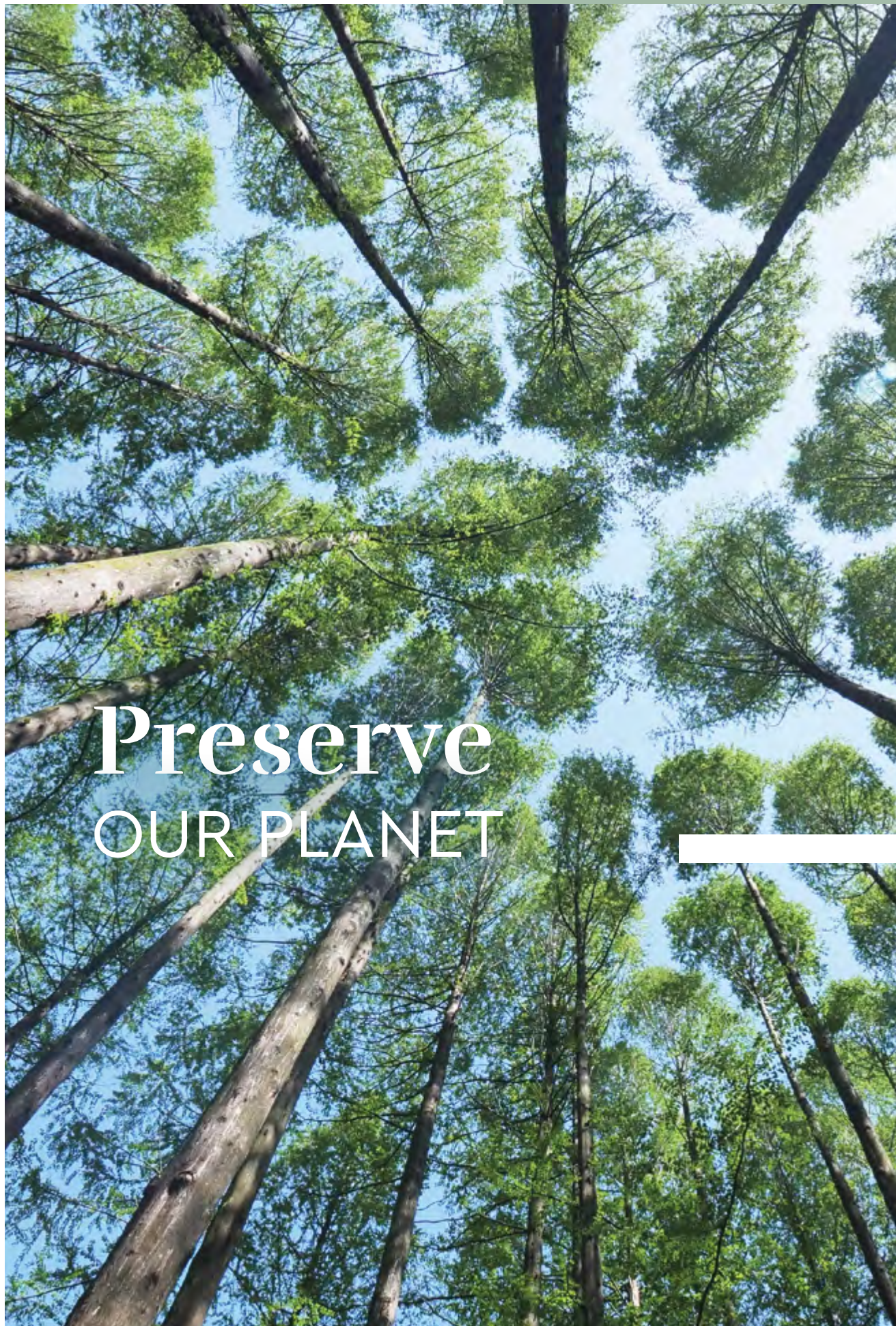
To combine all the group's expertise,
coupled with a training program

SUSTAINABLE PROCUREMENT

Ensure our approach is

ISO 20400

certified by 2023



Preserve OUR PLANET



For us,
“Preserving our planet”,

means taking action to improve the environmental performances of our sites, develop new materials and new processes that have less impact on the environment, while contributing to the circular economy.

REDUCING OUR ENVIRONMENTAL FOOTPRINT

Decreasing our impact on global warming

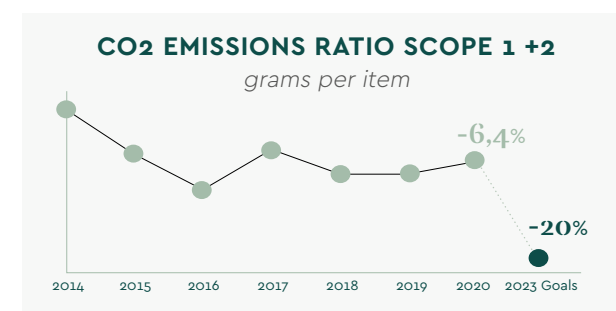
An ambitious strategy

Groupe Pochet aims to reduce its carbon footprint by 20% by 2023. To achieve this objective, we are working in three key areas:

- Reducing the energy consumption of our processes
- Using eco-design for the parts we produce ("Progress Together")
- Reducing our use of fossil fuels, replacing them with more renewable energy sources

Rebuilding Furnace No. 5 for a significantly reduced energy impact

Despite the COVID crisis, our shareholders stuck by the strategic decision to invest in rebuilding Furnace No. 5 at the Pochet du Courval site in Guimerville. The aim was to improve performance and lessen our environmental impact through new technologies and a new design. The upgraded furnace enables us to significantly reduce energy consumption, with a 20% decrease in its CO₂ emissions. Other benefits include a more efficient system of burners (reducing our nitrogen oxide emissions by 25%) and an optimized ventilation system (saving 10% in electricity). In addition, the cooling water for the furnace will be 100% recycled.



Encouraging progress

In 2020, the COVID-19 crisis caused a significant drop in our production. The ratio of CO₂ emissions per article was impacted by our fixed emissions linked, for example, to the monitoring of the furnaces at the Guimerville glassmaking site while its production was shut down. This drop in activity also resulted in a 25% decrease in our carbon emissions in absolute terms between 2019 and 2020. Overall, the ratio fell by more than 6%.

Noteworthy INITIATIVES

Despite the crisis, one-off and local initiatives allowed us to continue working towards a lasting reduction in our carbon emissions.

- Connection of the **Qualipac Aurillac** plant to the city's **wood-fired heating network**: the plant was able to heat itself with an energy source that is 100 times less carbon-intensive than natural gas during the last quarter
- Purchase of 39% renewable energy in addition to the French energy mix for Pochet du Courval
- **Purchase of 100% renewable energy** at Pochet do Brasil
- **Reduction of more than 20% in Qualipac China's CO₂ emissions** compared with 2014 thanks to energy efficiency measures
- Energy saving projects implemented by the technical teams at the Guimerville site, including burners optimization to heat up the conveyor belts (3,726 MWh of gas) and improvement of bottle cooling ramps (723,751 kWh of electricity)

PRIORITY PROJECT

In the face of climate change and in order to support our customers' objectives, Pochet du Courval is **committed to a glass decarbonization strategy**.

Over the last five years, various initiatives have enabled Pochet du Courval to save more than 8,400 tons of CO₂ per year (Scopes 1 and 2). We now want to go further to comply with the Paris Agreement.

Today, 58% of Pochet du Courval's carbon footprint is Scope 1, i.e. direct emissions such as natural gas consumption.

On the basis of this observation, Pochet du Courval's teams are actively working to draw up **an overall plan to reduce greenhouse gas emissions at the sites**. Improvement measures are envisaged for production as well as post-production aspects. We are exploring every possible option, including gradually switching from fired to electric furnaces, stepping up the use of recycled glass, using new types of energies, such as green hydrogen and biogas, and taking action to recover energy.

GLASS DECARBONISATION PLAN

-50%

in carbon emissions for Pochet du Courval by 2030

Furthermore, **we are participating in the Assessing low Carbon Transition (ACT) program** launched by the French Environment and Energy Management Agency (ADEME) in partnership with the Carbon Disclosure Project (CDP), an NGO, for the glass sector. This initiative allows companies to evaluate their strategy and the means they are using to reduce their carbon impact in line with the Paris Agreement. Pochet is one of 15 companies on the program's decision-making committee.

ACT | ASSESSING LOW CARBON TRANSITION



REDUCING OUR ENVIRONMENTAL FOOTPRINT

Decreasing water consumption

Our water consumption is mainly used to manufacture glass at the Guimerville site and for surface treatments at the Qualipac Aurillac and Qualipac Aluminium sites.

Guimerville: Significant investments that are paying off

Historically, the site that consumes the most water has been Pochet du Courval's Guimerville plant, where glass bottles are manufactured. Between 2014 and 2019, investments aimed particularly at improving the closed loops of our furnaces reduced water consumption by more than 800,000 m³ per year.

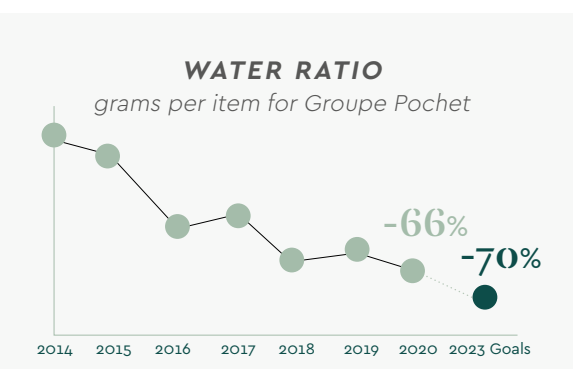
Continuous improvement for surface treatment at Qualipac sites

At Qualipac Aluminium, the site where we manufacture aluminum products, water consumption has always been closely monitored. Since 2016, we have invested in an innovative water treatment system that allows us to cut our consumption by 10% annually.

In 2018, Qualipac Aurillac, a site of excellence in electroplating, invested in a new electroplating line that reduced water use per unit of decorated surface area by 20%.

Positive results despite the crisis

In 2020, despite the sharp decline in production, the Group's water consumption per item continued to fall significantly, in line with our objectives.



Noteworthy INITIATIVES

in 2020 at the Guimerville site:

- Excellent results following the installation of a cooling tower that allows water to be used in a closed loop: **58% less water consumption in absolute terms compared with 2019**
- Introduction of real-time consumption monitoring, so that any leaks can be detected as soon as possible

REDUCING OUR ENVIRONMENTAL FOOTPRINT

Decreasing the impact of our processes

Innovative and sustainable electroplating

In 2018, Qualipac Aurillac launched an innovative new electroplating line. The decorative process, which deposits a metallic layer on plastic parts, has been optimized to reduce the environmental impact of the process and improve its energy efficiency.

This system, which is the only one of its kind on the market, means that we can offer electroplating with a much lower impact on people and the environment:

- No more chromium VI, a substance that is harmful to humans and the environment
- No more nickel-phosphorous in the preparation stages
- Reduction in water consumption of 20% per unit of decorated surface area
- Reduction in gas consumption of 50%
- 10% reduction in waste



Jérôme Lemoine,
Electroplating Technical Manager
at Qualipac Aurillac

The new electroplating line, that removed chromium VI and chemical nickel-phosphorous, fits into a system that few manufacturers currently use. It was designed to meet our CSR objectives by reducing our discharges into water with the volume of sludge generated by the treatment plant and the water and electricity consumption.

Noteworthy INITIATIVES

The carbon footprint of electroplating done on the new line is reduced by:

20%

Vs traditional electroplating processes

PRIORITY PROJECT

SUSTAINABLE ELECTROPLATING

Offering less impactful electroplating on PP by 2022

We currently perform our less-impactful sustainable electroplating process on acrylonitrile butadiene styrene (ABS). Our objective is to perform it on polypropylene (PP), a material that has a 50% smaller carbon footprint when manufactured and that is available in virtuous forms. This will make it possible to produce electroplated plastic parts with an even smaller environmental impact. Promising trials are currently being conducted and should enable us to offer this alternative at the beginning of 2022.

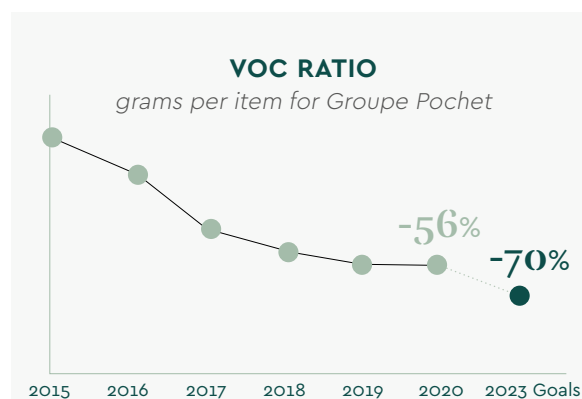
REDUCING OUR ENVIRONMENTAL FOOTPRINT

Decreasing our VOC emissions

Consistent results

Our decorating activity generates significant emissions of Volatile Organic Compounds (VOCs) due to the evaporation of solvents during lacquering activities.

In 2020, we reached a plateau: COVID-19 forced us to slow down our improvement activities, but local initiatives enabled us to continue reducing our emissions in a sustainable way.



Reduction at source: long-standing and innovative solutions

The Gamaches and Beaugency sites, Pochet du Courval's decoration facilities, have been working with water-soluble lacquers for several years. With these lacquers, the solvent portion is replaced by water, so avoiding VOC emissions. Today, more than 98% of the items made at Pochet du Courval sites use water-based lacquers. For plastic items, high-solids lacquers are being used to drive the reduction at source. The lacquers

have a lower percentage of solvent and a higher percentage of solids, which reduces the VOCs released into the atmosphere. We thus avoid emitting VOCs when lacquering or metalizing plastic parts.



Michaël Lorio,
Coating and Metallization Manager
at Qualipac Château Thierry

Switching to HS lacquers represents a major challenge for our Group. First, from an ecological point of view, as our future will depend on our ability to have a less significant impact on our environment. Secondly, from a business point of view, most of our customers are increasingly demanding reduced carbon footprints for their products. In order to meet these challenges, a working group was created to share the expertise of our various sites and accelerate our transition.



VOC emissions treatment at Solev and Qualipac China sites

The last solution we have chosen to reduce our VOC emissions consists of a unit that treats emissions during venting. Thus, emissions are captured and treated on exiting the lacquering booth so as not to discharge the pollutants into the atmosphere.

After setting up this type of innovative VOC treatment system, the Solev site was able to reduce its emissions to well below the regulatory threshold in 2020. Measurement campaigns are carried out regularly in order to check our emissions for conformity with standards.

PRIORITY PROJECT

DEPLOYMENT OF HS LACQUERS 90%

of items to use high-solid lacquers at
our Qualipac sites by 2023

Noteworthy INITIATIVES

- Deployment of high-solid (HS) lacquers at the Qualipac and Solev sites: **81% of the lacquered items produced at Qualipac Aurillac use HS lacquers**
- VOC treatment unit running at full capacity at the Solev site, which in 2020 **lowered its VOC emissions by 91% compared with 2015**

CONTRIBUTING TO THE CIRCULAR ECONOMY

Using recycled glass in our products

Pochet du Courval recycled glass: SEVA glass has the particularity of maintaining the aesthetic and technical qualities of Pochet du Courval's signature glass while also introducing recycled glass into the mix.

Our two circular economy offers:

- SEVA1 glass, which contains 14% recycled glass, is the product of the first closed-loop circuit in the beauty industry
- SEVA3 glass, which contains 15% recycled glass collected from households

SEVA1 glass: continuous production mode

In 2020, SEVA1 glass was produced on a continuous basis in Furnace No. 4. This reduced the environmental impact of our glass over the year:

- By saving 2,400 tons of raw materials
- By avoiding direct emissions totaling 1,200 tCO₂



SEVA3 glass: an initial test in 2020 and a successful launch in 2021

As pioneers of the circular economy, we wanted to offer our customers recycled glass from household waste, without compromising on quality, color, or the ability to produce complex shapes with Pochet du Courval glass. We kept our promise to pair luxury with an improved environmental impact by working with a single sorting partner to ensure the highest quality post-consumer recycled glass and sustainable supply.

SEVA3 glass was launched in April 2021 thanks to the hard work of Pochet du Courval teams, and resulted in the launch of Chanel No. 5 in recycled glass bottles at the end of the summer.



PRIORITY PROJECT

RECYCLED GLASS

offer a solution with

30%

recycled glass content by 2022

We want to offer our customers glass that contains an increasingly high percentage of recycled material. To achieve this goal, Pochet du Courval will offer a new SEVA glass solution containing 30% recycled glass, while preserving the qualities of Pochet du Courval signature glass.



Patrick Ravel,
EHS Manager
at Pochet du Courval

Environmental protection is a priority for us at all levels. The use of recycled glass to replace raw materials limits the depletion of natural resources. For the past 400 years, we have produced glass whose quality and transparency are recognized and which makes it possible to create the most daring shapes.

CONTRIBUTING TO THE CIRCULAR ECONOMY

Using recycled and bio-based plastics in our products

Since 2019, Qualipac's teams have been engaged in a drive to **replace the oil-based plastics used until now with new virtuous materials, such as recycled and bio-based plastics.**

Qualipac has signed up to the Ellen MacArthur Foundation's New Plastics Economy initiative, which seeks to develop a circular economy for plastics by 2025.

Specifically, by that date, we have made a commitment to:

- Offer our customers alternatives to certain plastics, particularly styrene and polyoxymethylene (POM) materials
- Promote the reuse of our secondary production packaging within our supply chain and with our customers
- Develop, in collaboration with our customers, eco-designed products that allow for recycling or reuse of plastic components
- Include 10% recycled plastic in our products

With our "Virtuous Plastics" program, we can now offer our customers:

- Credible technical alternatives to POM and styrene materials
- A materials catalogue including more than 27 virtuous plastics, ranging from post-consumer R-PET to PP derived from agro-forestry waste
- Awareness-raising and inspiring recyclable and refillable designs, including Essentiel, a recyclable and refillable eco-designed compact, and the Modulo skin range of refillable, modular skincare jars made from virtuous materials

In addition, some 20 environmentally responsible projects are under development, involving nearly 800 tons of virtuous plastic, which would represent more than 13% of our consumption.



Noteworthy INITIATIVES

- At the beginning of 2021, our client Givenchy was able to announce a landmark initiative involving virtuous plastic as it launched **the new cap for Givenchy Prisme Libre Foundation, which is made from R-PET**
- Given the regulatory complexity associated with virtuous plastics, and particularly recycled plastics, Qualipac appointed a regulatory affairs officer to handle the compliance and rapid approval of these new materials



PRIORITY PROJECT

RECYCLED PLASTIC

25%

virtuous plastics in our products
by 2025

Buoyed by these initial successes, Qualipac is committed to accelerating this approach, by systematically offering a virtuous-plastic alternative where possible when responding to our clients' briefs.

To this end, numerous tests are now being carried out on a daily basis at our plastic injection sites to test and certify these new materials. In 2020, we carried out 175 injection tests, which took over 1,000 hours.



Manuel Cheron,
Engineering Manager
at Qualipac

The objective of the Virtuous Plastics program is to replace oil-based plastics with recycled or bio-based plastics. In 2021, we are offering 27 virtuous plastics that include recycled and bio-based materials. Efforts to identify new materials will enable us to replace 75% of existing materials.



CONTRIBUTING TO THE CIRCULAR ECONOMY

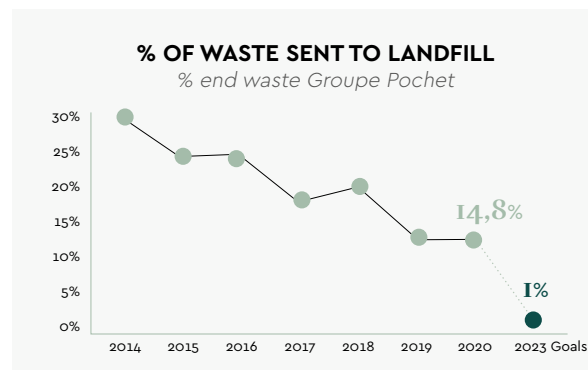
Reducing end waste at our factories

Continuous improvement in recycling our waste

Across all our sites, we are working to gradually increase our waste recycling rate and reduce the percentage of waste sent to landfill to below 1%. Measures include:

- Installing simple sorting solutions at our sites: separate containers, simple graphics and clear identification
- Reduction at source of non-recyclable waste
- Seeking more efficient service providers

The unchanged rate of non-recycled waste between 2019 and 2020 reflected varied results across different sites. Projects were slowed by the COVID-19 crisis.

Noteworthy
INITIATIVE

Pochet de Courval has increased the recycling of waste despite the rebuilding of furnace No. 5 in 2020, thanks to a refractory activity that has recycled more than 460 metric tons of waste.

Pilot waste management sites

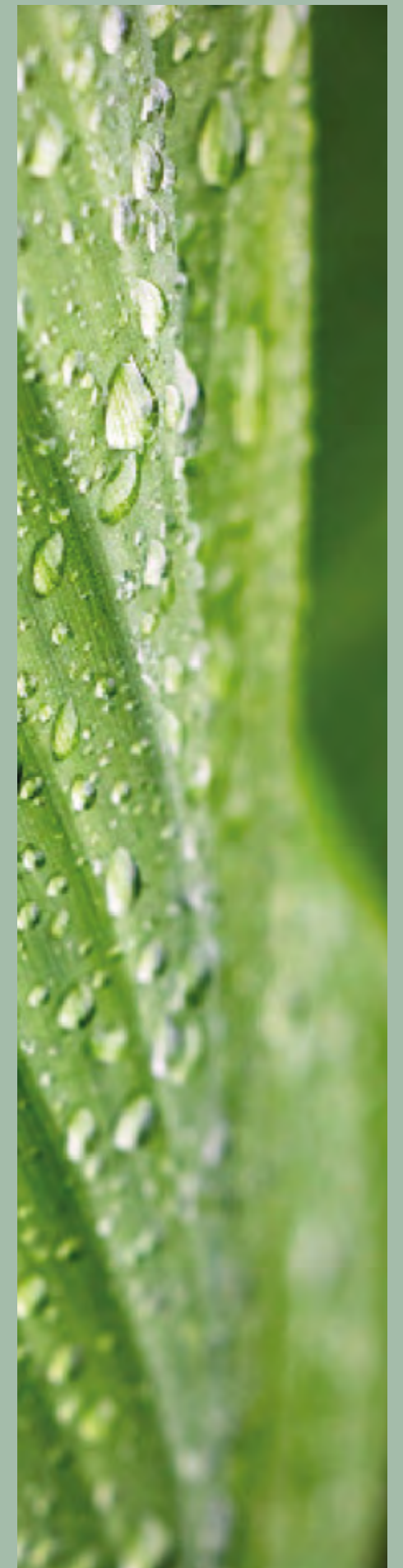
Solev's teams are committed to reducing the main waste items generated at source and to developing programs to recycle the waste produced on-site. The 2020 results were impressive and featured a nearly-30% reduction in waste water at source and partnerships covering four new waste recycling programs. By the end of the year, more than 87% of the site's waste was being directed into recycling programs.

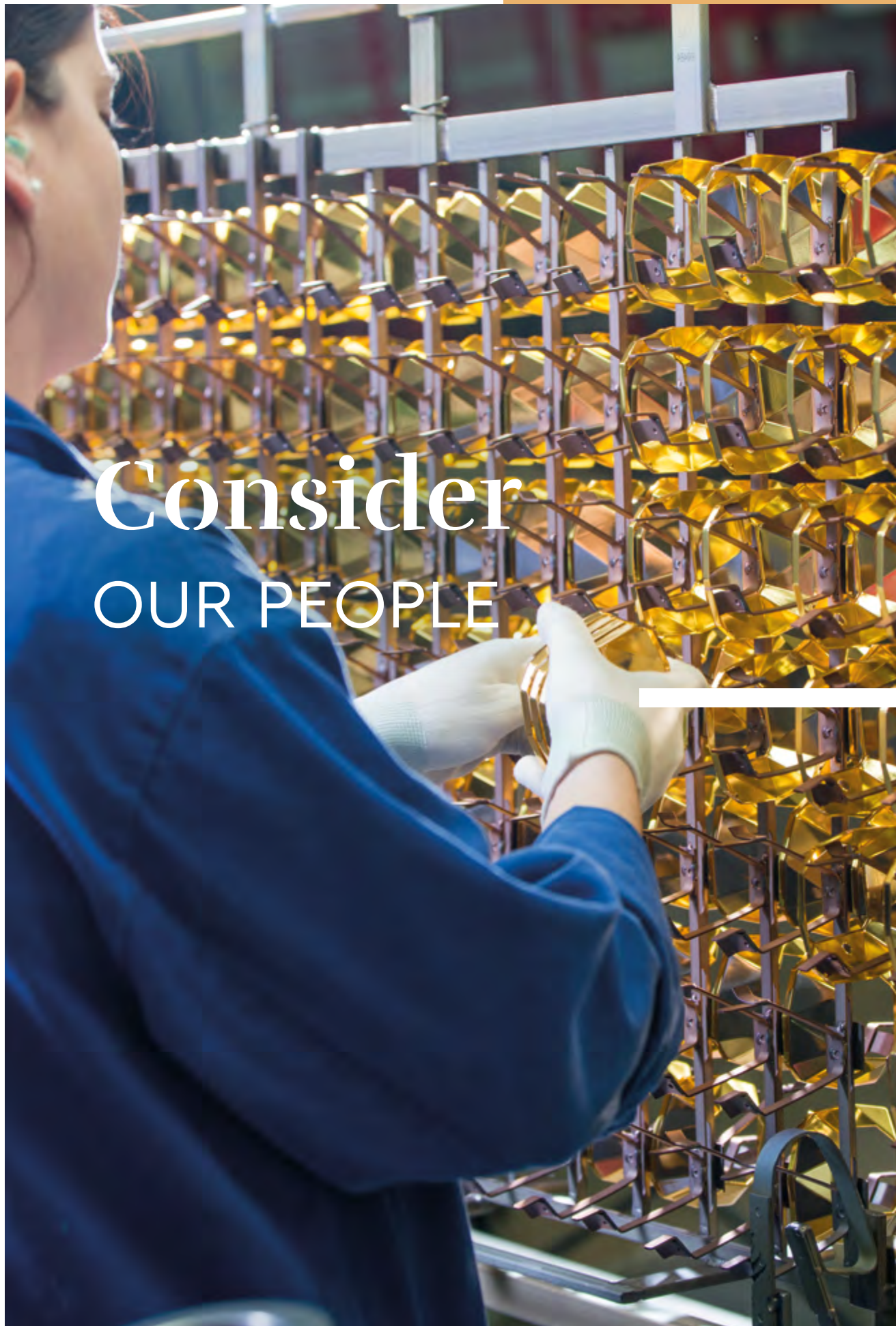
Qualipac Aluminium has a very low rate of non-recycled waste (less than 5%). Since 2017, research into new uses for the sludge from the treatment plant has made it possible to recycle 70% of the waste through composting or energy recovery, which is used to supply social housing in Le Mans with electricity and heating. The Qualipac Aluminium site has reported strong results for several years.



Loïc Chauvreau,
EHS Manager
at Qualipac Aluminium

With waste, there is always a balance to be found between environmental goals, duration, and cost. Today, although the cost is sometimes higher, Qualipac Aluminium's goal is, and remains, to recycle 100% of our waste.





Consider OUR PEOPLE



For us,
“Considering our people”,

means being committed to having a safe working environment, sharing the growth of our business with our employees, and encouraging an inclusive culture.

Making the work environment safe

Occupational health and safety, two essential issues

Our employees' **health and safety are at the very core** of our industrial activity. We are committed to **reaching our goal of zero accidents** in the workplace.

Good results in 2020

Safety results were significantly better in 2020, with a **45% improvement in the frequency rate of accidents involving work stoppages** and a **43% improvement in the accident severity rate** compared with 2019.

These results are due to the many initiatives on the ground to get staff involved, with the aim of reducing risky situations and shifting mindsets from "I protect myself" to "I also protect my neighbor".

Solev, working together for zero accidents

In 2020, the Solev site implemented its Health and Safety policy through **events, training sessions, and measures to strengthen workstation integration**. The activities conducted for all employees

involved safety steps for dealing with hazardous product spills, the ergonomics of manual goods handling, safety aspects of mechanical lifting equipment and the use of forklifts. Business-specific training was provided regarding the risks associated with hazardous chemicals and explosive atmospheres. Finally, the induction program was strengthened as regards Safety, Quality, and Environment issues, while specific training modules for new employees were created for operational positions.

This policy has demonstrated its effectiveness, as the site has **reduced the frequency rate of accidents involving work stoppages by a factor of seven over three years**.

Finally, Solev has been working on hazardous substances for several years and **aims to have zero CMR products on its site**. Numerous replacements were found this year. Thanks to the teams' hard work, **the number of CMR products was reduced by 55% between 2017 and 2020**.

Noteworthy INITIATIVES

- **ISO 45001 certification maintained** for the Qualipac Aurillac site
- **Installation of new selector tables** to improve ergonomics at our Guimerville bottling site, after consultations and tests with employees
- **The "Safety is a value and a Priority" initiative by Pochet do Brasil** resulted in 228 accident-free days. Between 2015 and 2020, the number of annual accidents fell by a factor of ten

Qualipac China and Qualimétal record zero accidents in 2020

Qualipac China's safety results are a perfect illustration of **managerial engagement** and the way in which a well executed policy approach can create fundamental change and reach **a zero accident rate**.

The objectives of this policy were to **improve awareness of the safety culture** in the two Chinese factories through the promotion and development of a "Safety First" culture, along with the implementation of the rules and regulations necessary to maintain this culture.

375 days without workplace accidents were recorded at Qualipac China and 283 at Qualimétal.



Philippe Rayou,
General Manager
at Qualipac Asia

We made safety our number-one priority at our two Chinese sites. Each employee is rewarded according to their compliance with the safety measures in place. In addition, the sites were divided up into zones, with a **"security ambassador"** appointed in each. These are volunteers who undertake to uphold safety values in their respective zones, to be the point of contact for EHS management, but also to **report any risk or slippage**. The Management Committee carries out field visits at regular intervals to report any anomalies. We also set up a platform for reporting and dealing with accidents that were avoided.

PRIORITY PROJECT

SAFETY

ISO 45001

Ensure our sites are ISO 45001 certified by 2023

In order to standardize and certify our safety procedures, we are committed to ensuring that all our sites have ISO 45001 certification – a standard that attests to the effectiveness of management systems for occupational health and safety.



Promoting an inclusive culture

Workplace equality between men and women, a cornerstone of our success

Groupe Pochet is working to **improve gender equity**. The 2018 agreement on quality of life in the workplace and professional equality, supplemented by the company agreement signed in July 2020, has enabled us to pursue tangible initiatives to support gender equality in areas such as compensation, recruitment, professional training, and promotion. As a result of these efforts, in 2020, Pochet du Courval recorded **a score of 85 for its gender equality index**.

Committed to integrating people with disabilities

Groupe Pochet is committed to employing people with disabilities and working with specialized organizations for subcontracting work. In 2021, through our Procurement Department in France, **we committed to significantly increasing the proportion of investments made with sheltered workshops or suppliers employing people with disabilities**. This commitment goes beyond borders. For example, Pochet do Brasil participates in "Alliance" with several players in the perfumery value chain. **This proactive project for the Natura Humor brand was developed in collaboration with people with disabilities**.

PRIORITY PROJECT

In the years to come, we want to focus on **diversity activities as well as social and solidarity initiatives**. Two projects highlight this commitment:

- Drive to **promote equality through the creation of a gender equality committee**, whose work will be structured around three key areas: "Promoting Women," "Empowering Women," and "Changing Mindsets." Initial results are expected by the end of 2021 and will be presented in our next report
- **Work on integration and disability awareness**

Noteworthy INITIATIVE

Pochet do Brasil's active partnership in the "End Violence Against Women" program with our client Avon

Dealing with COVID

A coordinated response across all our sites

One of our priorities in 2020 was to address the risks and consequences of COVID. Our management of the health crisis made it **possible to protect the health of employees, while minimizing operational impacts and site closures**. Constantly adjusting in line with government guidelines in France, and acting in partnership with employee representatives, we worked together to demonstrate great agility and efficiency. In Brazil, a similar action plan was put in place with the main objectives of developing, implementing, and managing an effective plan of preventive measures to minimize the risk of infection for employees. Among the many actions implemented were **the distribution of masks and a specific health and safety communication and advice program**. In the end, our factories were closed for just a short time, and only at the height of the crisis. This was **thanks to the confidence of our employees in our handling of the crisis**, the provision of appropriate equipment, and strict and effective protocols to ensure compliance with protective measures.

A competitiveness plan for Pochet du Courval

The challenge for Pochet du Courval during this difficult period was to **preserve our employees' jobs as well as our skills**, which will be our strengths in the months and years to come.

To this end, **our stakeholder community**

stepped up, including:

- Our shareholder family, which showed its confidence by continuing to invest
- Several clients who supported us in our investments
- Central and regional governments, which provided subsidies

Against this backdrop, Pochet du Courval went ahead with the 1-Pacte project. The 1-Pacte agreement, which was signed by management and employee representatives, seeks to help the company to negotiate the crisis by preserving skills over the long term, while continuing to modernize. It includes commitments from each stakeholder that will enable us to get through the crisis collectively.

The aim of this agreement is to return to a positive financial situation by 2021. Under the agreement, we are committed to sharing a portion of earnings with employees.



Romain Fichaux,
Labor Relations Manager
at Pochet du Courval

The negotiations around the 1-Pacte project were tough but necessary. Together, in the end, we reached a good agreement.

Ethics within our Group

Promoting an ethical culture within Groupe Pochet

Groupe Pochet has been a **signatory to the United Nations Global Compact since 2017**. Through this charter, we are committed to upholding **ten priorities relating to human rights, labor rights, the environment, and the fight against corruption**. To this end, in the same year we created a Group Ethics Charter. It provides a framework for managers and all employees to follow in their dealings with each other, but also with customers, suppliers, and partners, by providing examples of good practices. This charter is also a complement to the **competition law compliance guide that has been in place within the Group since 2016**.

A new step forward was taken in 2020 as employees were offered the opportunity to **self-assess through an online questionnaire presenting problematic situations involving issues of confidentiality of customer information, discrimination, and anti-competitive practices**. A full **67% of our employees around the world filled in the questionnaire**, a response rate that bodes well for the future. The exercise will be repeated next year, as it is crucial for identifying themes around which to structure our future awareness-raising activities.



Protecting our data and GDPR compliance

As part of ensuring the privacy of our employees' data, **Groupe Pochet was assessed by an independent third party** and found to be in compliance with the EU General Data Protection Regulation (GDPR) and its Brazilian equivalent. **Alert procedures** are also available to stakeholders to report any information security problems.

PRIORITY PROJECTS

Three ethics-related projects are being run concurrently:

- **Conduct an ethical-risk mapping exercise** to strengthen our processes and awareness-raising and training for affected positions
- **Organize specific training** on strategic topics for senior executives
- **Conduct another self-assessment questionnaire exercise** relating to our ethics charter

Ensuring that all our employees worldwide have access to a high-quality social protection system

Pochet do Brasil, popular initiatives to support employees

At Pochet do Brasil, our site producing plastic parts for the local market, **many initiatives to improve the quality of life at work have been set up**. These have been very well received by employees and include:

- A mental health program
- Incentives to engage in physical activities following a medical assessment, with issuance of a health certificate
- Medical assessments for employees with the more days off work
- The "Pochet Mothers" assistance program for pregnant employees, which is coordinated by the Pochet do Brasil occupational physician, with the support of the Human Resources department
- An annual medical checkup offered to employees (metabolic, pulmonary, and cardiac)
- A healthy eating program in partnership with the company canteen for specific diseases (diabetes, hypertension, and dyslipidemia).



Karla Poltronieri,
HR and EHS Director
at Pochet do Brasil

Since 2012, Pochet do Brasil has been investing in projects related to quality of life at work. One of the most recent examples was the organization of an **awareness-raising campaign on personal finances and household budgeting in 2019-2020**. Recognizing that financial difficulties are one of the biggest causes of stress and depression, we set up a program with a specialized professional to provide **budgeting tools and financial coaching for employees and their families**. Another example is the "Pochet Mothers" program to help pregnant employees, which has reduced both absenteeism and the cost of the medical plan provided by the company. In addition to a well-structured action plan with many initiatives and programs, Pochet do Brasil has focused on factors that contribute to a better quality of work life, such as **recognition and reward programs, work-life balance, diversity, and positive relationships in the work environment**.



For us,
“Progressing together”,

means co-developing with our stakeholders to improve the environmental benefits of our packaging and to keep any risks in our supply chain under control.

IMPROVING THE ENVIRONMENTAL BENEFITS OF OUR PACKAGING

Our 5R eco-design methodology

5R eco-design: a methodology adapted to our activity

To design our products in an eco-friendly manner, we introduced a **5R eco-design methodology** within our Group. It helps the design and development offices to take into account many aspects of the product life cycle and to **reduce their environmental impact**. By the end of 2021, we will train **100% of these teams** in order to ensure that we continue to offer our customers even more eco-designed solutions.



RETHINK

We think outside the box by reimagining how products might be used and challenging fixed notions. The Essentiel, with its **eco-designed, thin, modular, and reusable case**, is a good example.



REDUCE

A luxury product is also a minimalist and streamlined product. The impact of a product is proportional to its quantities: by **reducing the weight of the materials** and the number of processes used to manufacture the product, we reduce the environmental footprint. Groupe Pochet offers its customers solutions featuring **lightweight glass** or aimed at **reducing plastic weight**.



REUSE

Packaging is a beautiful object. We design it to be **reusable or refillable** so that it can last and be used in **multiple ways**. Groupe Pochet offers many reusable perfume, skincare, and make-up solutions with sustainable decorations. In perfume, Pochet du Courval offers solutions with **a screw finish or with the new CETI finish** (SNI 15). These are refillable and do not require any adjustments during packaging. In skincare, Groupe Pochet harnesses its multi-material expertise to offer jars with **replaceable refills**.



RECYCLE

We make our **products recyclable** using appropriate materials and products that can be taken apart. We also use recycled materials such as **R-PET plastics** or **SEVA glass**. Through our solutions, Groupe Pochet proves that using recycled materials can be synonymous with maintaining aesthetic and technical quality.



REPLACE

We replace our materials with other less impactful ones. Groupe Pochet offers its customers a selection of **recycled and non-recycled glass, virtuous plastics, metals, and other materials**.

IMPROVING THE ENVIRONMENTAL BENEFITS OF OUR PACKAGING

Our eco-designed collections

Groupe Pochet offers eco-designed products for skincare, perfume, and make-up. They are available in our Collections.

Essentiel, the virtuous compact

Winner of the Luxe Pack in Green award in 2018, the Essentiel is an eco-designed compact ultra-thin, modular, and refillable, it is made of R-PET, recycled plastic components. Glue and magnet free, each part can be completely disassemble, making it fully recyclable.

The Essentiel is:

- Highly modular: with the refillable pans, customers can compose their own color combinations or individually refill their favorite shades
- Simple and intuitive to use
- Light, thin, and built from virtuous plastic, reducing the compact's environmental impact

Modulo Skin, the refillable jar

Modulo Skin offers two refillable and modular skincare jars made of virtuous plastics and providing the largest customization on the market. Modulo Skin comes in two streamlined and timeless shapes: cylindrical and organic. These products offer various environmental benefits:

- Refillable and removable capsule
- Optimized design to reduce its environmental impact
- Glue-free assembly ensuring that all components can be disassembled and recycled
- A choice of virtuous materials



<https://collectionsbymaisonpochet.com>

Odyssée, the first-ever refillable and nomadic glass solution, award-winner of the 2021 Luxe Pack in Green

Odyssée harnesses Groupe Pochet's multi-material expertise to create a refillable and nomadic glass jar.

Odyssée has many outstanding qualities:

- It is eco-designed. In addition to being refillable, Odyssée is composed of a lightweight refill and jar and jar, both designed to limit its weight. The total weight of these two glass components is less than the one of a premium glass jar. In addition, Odyssée uses virtuous materials, including recycled glass and plastics, and has separable components for better recyclability.

- Designed for travel, the refill can be closed with its own lid and turned into a lightweight, sealed jar that can be taken anywhere.
- This jar is a product that can be adapted to meet branding requirements: Odyssée is available in our Collections, and its patented functionality can also be tailored to the DNA of any brand.

Our eco-design approach has led us to imagine the simplest possible use so that each component is optimized to reduce its environmental impact at all stages of its life cycle.



Renan Hermier,

Product development project manager
at Pochet du Courval

In terms of glass, the objective was to be able to maintain thinness with a very specific finish. Our experience in lightweight glass enabled us to offer a jar that is lighter than the average for the luxury market and that comes with additional new features. These challenges were addressed through multi-material synergies specific to Groupe Pochet, with smooth collaboration and the shared goal of offering our customers an environmentally-responsible product.



Ho-Xung Nguyen,

Product development project manager
at Qualipac

The real technical challenge for the plastic part was the interface between the two glass components: the idea was to compensate the tolerance of the glass without increasing the environmental impact of the product. The solution uses an environmentally-responsible material and represents less than 2% of the total impact of the product.

Lightweight glass solutions for perfume and skincare

Our expertise in high-quality glass allows us to offer bottles and jars that have **thinner glass walls**, while guaranteeing **great resistance**. They enhance the fragrance or formula, but also contribute positively to the environment. For the perfume market, Pochet du Courval is now offering new lightweight glass products:

- **The Bamboo bottle** offers **reduced glass weight** with a slim and elegant design.
- **The Olympe bottle** is a new collection bottle offering the rounded, timeless lines popular in the world of perfume and hand care. It is **lightweight (glass weight has been reduced by 35%)** and includes recycled glass, to fit with our environmentally responsible approach.

For the skincare market, we offer the Epure jar, which is **the smallest and lightest care jar on the market**. Its design is the result of a global approach to reduce the environmental footprint without compromising on quality.



IMPROVING THE ENVIRONMENTAL BENEFITS OF OUR PACKAGING

Supporting our customers in eco-design

A "Product Carbon Footprint" tool to support our eco-design approach with customers

Several years ago, we created a "Product Carbon Footprint" tool for our customers. The aim is to show them the carbon footprint of their proposed products. This tool was built by our teams based on the carbon footprints of all our sites. It is specific to our optimized decoration processes, the materials we offer, and the design imagined by our teams and our customers.

Tailor-made responses to our customers' eco-design needs


The objective set out in our CSR approach since 2015 is to "reduce the environmental impact of our products". To do this, we now offer our customers many eco-design solutions such as lightweight glass, refillable products, virtuous materials (including recycled glass and virtuous plastics), and sustainable decorations.

Today, we use our 5R methodology to tailor each response to the specific characteristics of the proposed product and to the needs of our customers.

100%

of our quotations include a product carbon footprint

“



Tristan Mollet,
VP Engineering
at Qualipac

Most West Coast customers are focused on "Clean Beauty," a term that includes the concept of eco-design. This means that they are looking for innovation, reduced packaging weight and, in many cases, efforts to identify plastic-free solutions. We offer standard concepts such as the Essentiel, Slim compact, and Modulo Skin, as well as bespoke single-material solutions. Our next challenges include the design and manufacture of "made in America" packaging to meet the demand for regional sourcing expressed by 90% of our customers.



PRIORITY PROJECTS

Eco-design is a priority for all our stakeholders. By leveraging our Collections products and building on positive experiences with our customers, we intend to step up our efforts in this area through two projects for 2022:

ECO-DESIGN

Drafting a guide to eco-design

To combine all the group's expertise, coupled with a training program

ECO-CONCEPTION

Updating our measurement tool

We want to capitalize on the know-how acquired in recent years. To do this, we have begun drafting an eco-design guide, which brings together all of our knowledge in the field. It will be used to support future training courses in our design, development, and innovation offices to enable everyone to acquire the knowledge needed to offer our customers even more eco-designed solutions. To keep up with technological developments (in materials and recycling programs for example) and consumer uses, this guide will be updated regularly.

For the last two years, we have included a carbon footprint report with the quotations that we provide to our customers. For 2022, we intend to update this information in order to provide our customers with the carbon footprint that most closely captures the current situation and our processes.

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DIALOGUE WITH OUR STAKEHOLDERS

Our Sustainable Procurement approach

A Sustainable Procurement approach initiated in 2017

Since 2017, we have been working with our suppliers on a sustainable procurement approach to **reduce risks in our supply chain**. The starting point for this initiative was the drafting of a **Sustainable Procurement Charter signed by our suppliers**. We took things to the next level in 2019 by incorporating the recommendations of the **ISO 20400 standard**. Specifically, we started to train our buyers in sustainable procurement and implemented measures related to supplier management performance through recognized tools:

- AFNOR risk mapping
- PROVIGIS regulatory compliance
- ECOVADIS assessment of our strategic and critical suppliers

Initial tangible results in 2020

This approach process is now producing remarkable results, illustrated by the following key figures:

- Skill development within the procurement team: **100% of buyers trained in or made aware of sustainable procurement**
- Results oriented towards CSR risk management: **100% of buyers given targets** in relation to their sustainable procurement approach
- Supplier commitment: **100% of strategic and critical suppliers have signed the Sustainable Procurement Charter**
- Supplier monitoring and skill building through improvement action plans: CSR performances of **152 suppliers assessed using the EcoVadis platform**. In 2021, we signed the **Sustainable Supplier Relations Charter**. This commitment officially demonstrates our willingness to engage in a positive partnership relationship with our suppliers.

“



Serge Lehenaff,
Procurement Director
at Groupe Pochet

Initially tasked with building stronger economic performances, Procurement continues to evolve and contribute to the company's digital transformation. We are now expected to play a part in managing risk in the supply chain and addressing sustainable development issues. Looking ahead, Procurement's contributions in these areas will continue to be at the heart of the company's work, making us a true partner in creating value in all its forms.

PRIORITY PROJECT

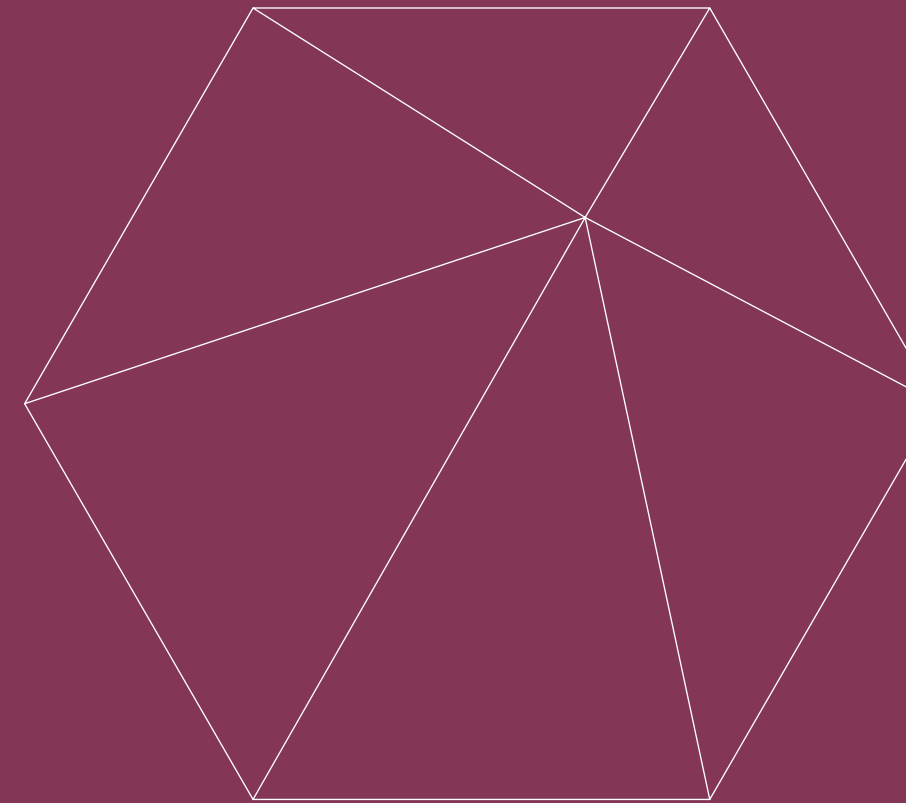
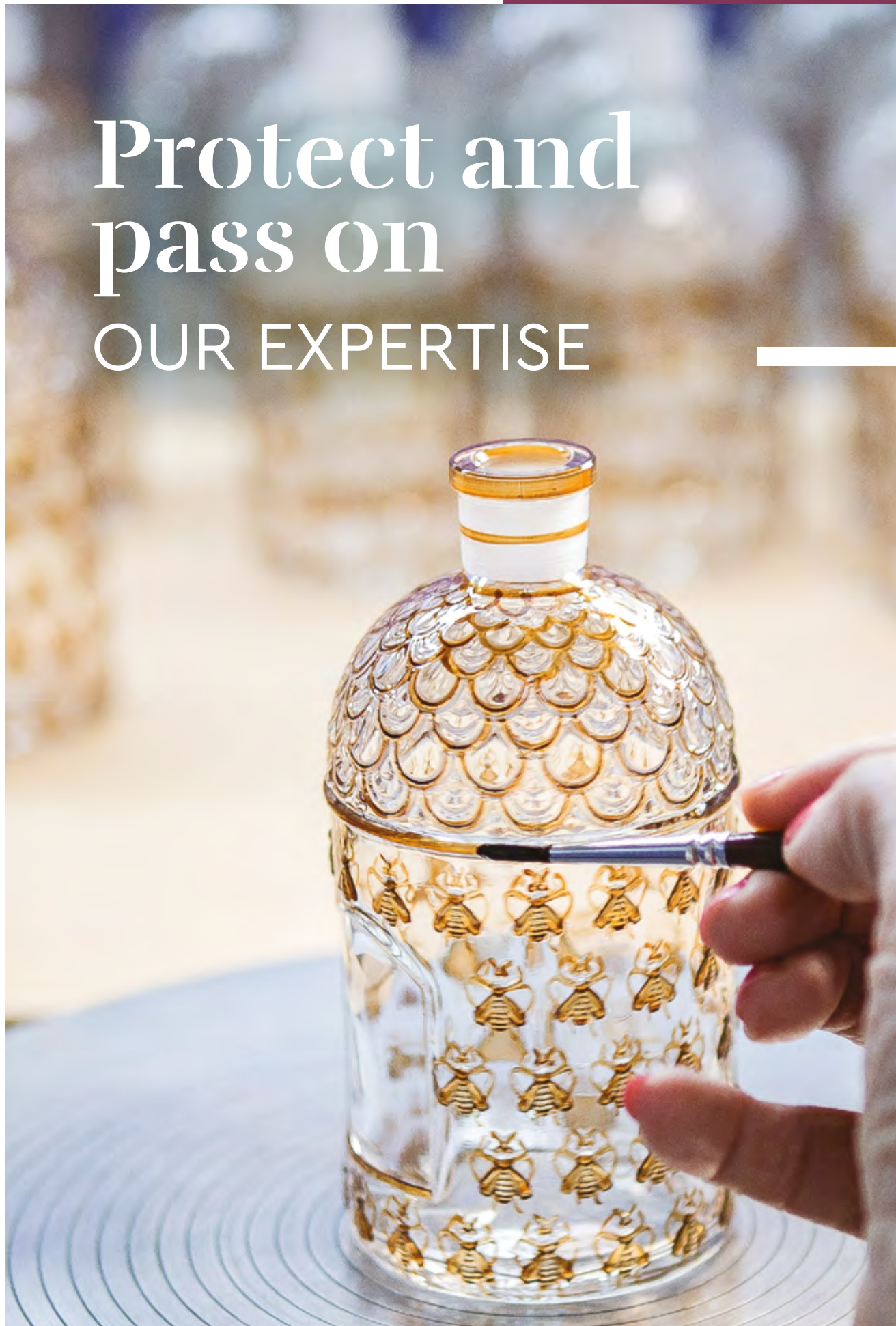
SUSTAINABLE PROCUREMENT

Ensure our approach is
ISO 20400
certified by 2023

Under our sustainable procurement approach, we will keep up efforts aimed at ensuring comprehensive control and reduction of CSR risks in our supply chain. We aim to obtain the 20400 sustainable procurement certification in 2022



Protect and pass on OUR EXPERTISE



As we approach our 400th anniversary, we have a duty
**to protect and
pass on our expertise,**

to be committed to producing in our regions,
participating in their development and passing
on our expertise and pride in our work.

Passing on Expertise and Pride

Handing on our know-how

The Group's commitment takes shape through **Académie Pochet**, an environment designed to foster a culture of learning. It is here that knowledge and skills are acquired and updated. This creates a virtuous circle in which everyone in the company is involved in a continuous learning process. The Pochet Academy revolves around four areas of learning: **core culture, customer orientation, technical expertise, and managerial culture**. These enable individual and collective skills to be developed, while also supporting transmission of the know-how held by different age groups. Despite the COVID crisis, our employees received more than **29,500 hours of training**.

In the past, Pochet du Courval built up a comprehensive glass training program with many experienced employees. These training courses were taught by people coming to the end of their careers, who were happy to pass on their know-how to enthusiastic younger learners. This program yielded remarkable results, with a strong increase in skills acquisition over the last few years.

Recognition of our exceptional expertise

Today, Groupe Pochet has six production sites that have been designated "**Living Heritage Enterprises**":

- The three **Pochet du Courval** sites: Guimerville for its expertise in melting and forming glass bottles, Gamaches for its expertise in decoration, including its famed gold decoration by hand, and Beaugency for its expertise in glass decoration, including bottle lacquering
- The **Qualipac Aurillac** site, which handles plastic injection of complex parts such as spray caps or make-up boxes, as well as electroplating of plastic parts
- The **Qualipac Aluminium** site at Saint Saturnin du Limet, which specializes in aluminum deep-drawn stamping for the production of perfume caps or specific plates as well as in anodizing (surface treatment of aluminum parts)
- The **Solev** site, which specializes in high value-added decoration on plastic and glass such as lacquering, metallization, and laser engraving 2022.



Régis Binet,
Knowledge Transfer Manager and
Deputy Director
at the Pochet du Courval
Hot Glass factory

Passing on our unique know-how is a defining aspect of what we do. There is a strong demand at Pochet du Courval, both among young learners and also among seniors, who are eager to share, to train and thus to have the feeling of a wholly fulfilled career. Knowledge is not passed on automatically. Rather, the transfer of knowledge is something that brings people together and breaks down walls. It is part of how passionate people fulfil their career.

Producing in our regions and participating in their development

Commitment to our regions

As our nearly 400-year history shows, Groupe Pochet remains **strongly rooted in France**. Eight of our 11 production sites are located in France. We are committed to manufacturing regionally, promoting local ecosystems and participating in their development. Several of our sites are located in designated **rural revitalization zones**. These include Pochet du Courval Guimerville, Qualipac Aluminium, and Qualipac Château-Thierry. These areas, which are defined by ministerial decree, are socially and economically fragile zones. Qualipac Aurillac is the largest private employer in the Cantal region.

Locally rooted and engaged

Groupe Pochet is committed to maintaining a share of its purchases at the local level, in order to preserve our

sector's economic ecosystems. Pochet du Courval's Guimerville and Gamaches sites are located in the heart of "Glass Vallée," the world's leading hub for luxury bottling, situated in the Bresle valley. The cluster includes many companies involved in bottling for the luxury market such as glassmakers, decorators, and sorters. Our Qualipac Chartres and Pochet du Courval Beaugency sites are based in "Cosmetic Valley," a long-standing hub for cosmetics. A key employment area around the Eure-et-Loir region, it includes our customers' packaging plants, as well as many manufacturers from the cosmetics industry.

These two anchor points allow us to participate fully in the ecosystems that support what we do.





Global Compact's Correspondence Table



HUMAN RIGHTS

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- 2 Make sure not to be complicit in human rights abuses p. 28



INTERNATIONAL LABOR STANDARDS

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- 4 Contribute to the elimination of all forms of forced and compulsory labor p. 28
- 5 Contribute to the effective abolition of child labor p. 28
- 6 Contributing to the elimination of all forms of discrimination in employment p. 27



ENVIRONMENT

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- 8 Undertake initiatives to promote greater environmental responsibility p. 16-22
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ANTI-CORRUPTION

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Another idea of Luxury





GROUPE POCHET

groupe-pochet.fr/en