



CSR REPORT

2022

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# Our sustainable commitments



GROUPE POCHET



# “ Editorial

2022

## Acceleration despite the disruptions

Groupe Pochet has been committed to CSR causes for many years now. This translates into several concrete actions that are backed by the long-term vision of our shareholding family.

The volatile context we're operating in sets Groupe Pochet the challenge of accelerating the CSR protocol, innovating sustainably and demonstrating a bold approach by always putting the people who are part of our Group at the heart of all our actions.

In order to respond to the challenges of climate change, Groupe Pochet has implemented an ambitious Carbon-Neutralization Plan for bottling, which is aiming for a 50% reduction in its CO2 emissions by 2033. This plan has been put together by a multi-disciplinary team and with the help of the Carbone 4 consultancy firm, and is composed of several actions within our industrial processes and in collaboration with our glass supply chain partners: One of the most emblematic of these actions is the construction of an electric kiln dedicated to Luxury bottling for 2024.



**Irène Gosset**  
President

To limit our products' impact on the planet and thanks to its unique multi-material expertise, Groupe Pochet is able to offer comprehensive, eco-designed solutions.

We're confident that all materials - glass, plastic, metal and decorative elements -

have their right place in the packaging universe of tomorrow, insofar as they're incorporated throughout the product's life cycle, into a circular economy, from the design phase right up until end-of-life.

We're therefore developing a multi-material eco-design methodology that enables us to reduce the environmental impact of our clients' products and to optimize their recyclability.



**Xavier Gagey**  
Managing Director

To this end, we've set ourselves the aim of proposing a reduced environmental impact or at least one sustainable alternative for all the products that we manufacture for our clients.

As we firmly believe that these transformation projects can only be achieved by collaborating with the entire value chain for our ecosystem, we have started to work on the certification of our Responsible Purchasing protocol, in order to promote responsible and virtuous partnerships.

It's through the sharing of good practices, data transparency and mutual trust that, together, we will succeed in acting to protect the planet and to sustain our wonderful industry for the beauty of the future.

**Irène Gosset & Xavier Gagey**

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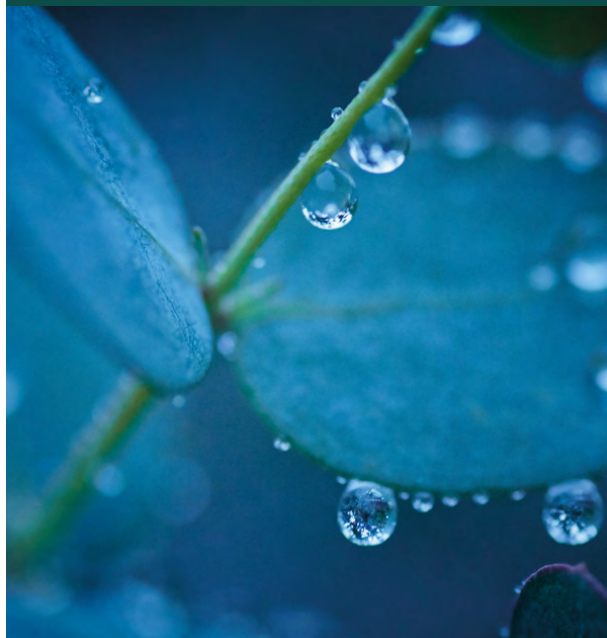


## OUR VISION

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# Groupe POCHET

A tradition of excellence  
focused on **a sustainable future.**





## Sustainability in our DNA

Founded in the 17<sup>th</sup> century, Groupe Pochet is now a global leader in premium packaging for fragrances and beauty products. A family-run medium-sized and 100% French company, our Maison offers industrial activities and unique expertise in the fields of glass, plastic, metal and decoration. We're collaborating with prestigious French and international Beauty brands across the Fragrance, Skincare and Cosmetics markets.

Pochet glass is the product of 400 years of honed experience. With its unique transparency and crystal shine, it is a global benchmark in the Luxury industry. Our prowess in complex plastic injections and press-forming aluminum, along with our expertise in metal-plating and electroplating are also renowned worldwide.

Operating across 3 continents, Groupe Pochet has 14 sites around the world with around 3,700 employees. Despite our international scale of operations, our industrial activities are essentially based in France: Our 9 sites employ almost 3,000 employees. In a broader sense, Groupe Pochet constitutes the industrial baseline for an excellent French network, defending the "Made in France" reputation. Showcasing French excellence, 6 sites have been labeled as *Entreprises du Patrimoine Vivant* [Living Heritage Enterprises], awarding and acknowledging their exceptional expertise.

Sustainable growth and, more generally, CSR are at the heart of both Groupe Pochet's DNA and its strategy. For example, all 3 of our divisions have been awarded Platinum level by EcoVadis. We're ranked among the top 1% of top-performing global companies in terms of CSR in these business sectors.



POCHET DU COURVAL



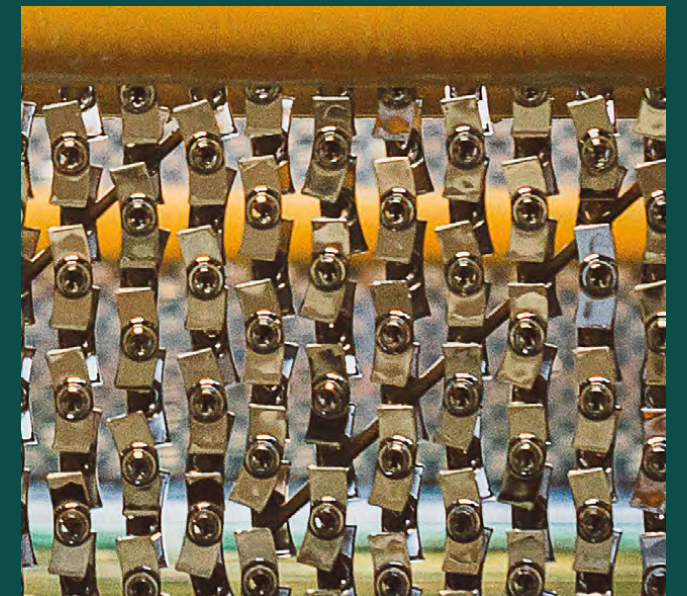
QUALIPAC



AURA



SOLEV





## Our expertise divisions

### POCHET DU COURVAL

Constantly renewed glassworking expertise passed down through generations

With unique expertise developed over four centuries, Pochet du Courval brings glasswork creations to life for the most demanding clients.

Our glass is renowned for its **high degree of transparency and shine**, making it the closest glass to crystal. Pioneers in countless processes, we offer our clients the option of making complex shapes, from the most sophisticated to the sleekest, responding to brands' CSR requirements. A rich palette of almost 30 finishing techniques supplements our glassworking expertise.

Aligned with a **responsible innovation approach**, we're putting this excellence into lightweighted and recycled glass solutions through the SEVA range, for luxury that is aware of its environmental impact.

### SOLEV

Pioneer in decorative elements with high added-value

Bolstered by 38 years of expertise, Solev is a pioneer in **complex, metal and colored** decorative elements for the beauty market. It's also renowned for the **extreme finesse of its laser work**, on glass, plastic and metal. Conscious of the environmental responsibility of the decoration industry, Solev is a unique player on the beauty market, showing its commitment with **a processing solution for 100% of its VOC emissions**.

### QUALIPAC

The Ennoblement of Plastics and Metal

Qualipac has renowned expertise in the **transformation and decoration of plastics, aluminum and zamak**. Expertise, creativity and sustainable duration are all pillars of Qualipac's activity, demonstrated through the execution quality and creativity of its eco-designed solutions.

Qualipac's integrator expertise mean that it can manage all project management, offering our clients complete packaging solutions with meticulous finishes and optimized uses. Its pioneering character is showcased in its innovative processes and products, such as the **Essentiel refillable compact, or the first line of sustainable electroplating**. Qualipac has demonstrated its commitment through its Virtuous Plastics program, opting for bio-sourced or recycled materials.

### AURA

Accessories are essential

Aura supports brands with the development and production of **creative accessories**. Expertise that translates the brand's DNA, showcasing it and driving impulse buying thanks to generated emotions.

**A wide range of materials** on offer, favoring responsible solutions, such as the B. Conscious collection, which offers promotional solutions made with locally-sourced and sustainable linen.

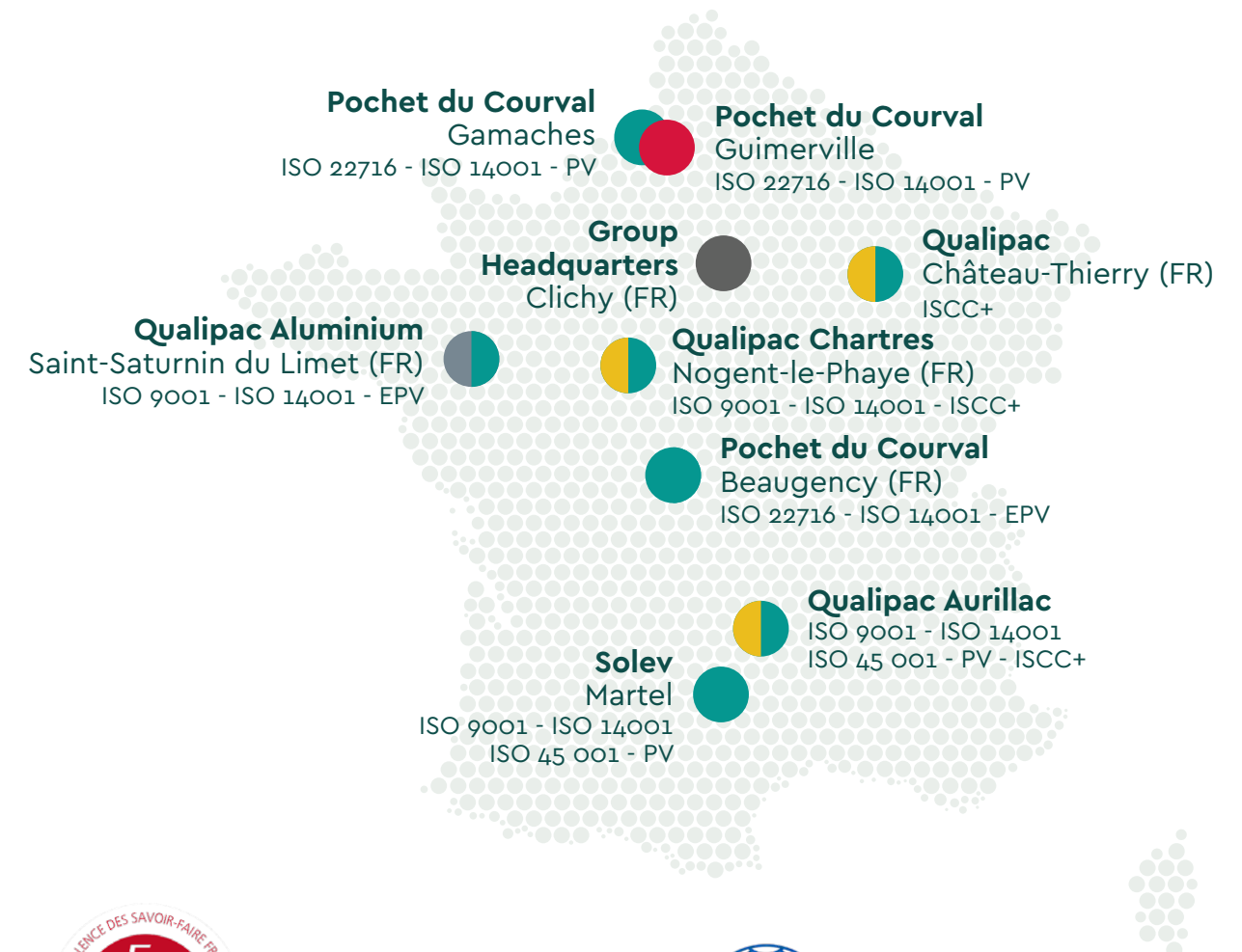
SITES AND CERTIFICATIONS

## Global locations



● Glass ● Metal ● Plastic ● Accessories ● Decoration ● Sales Office

## France locations that bring use closer to our clients




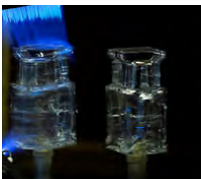
The **Label EPV** is a mark of recognition from the French government which sets apart French companies demonstrating artisan expertise and industrial excellence.





The **ISCC+ certification** shows that traceability is ensured, from the collection of raw materials right up to the manufacturing process. This way, our certified sites can sell recycled and bio-sourced raw materials with ISCC+ certification.

The **ISO standards** certify sites for their management of quality (ISO 9001), the environment (ISO 14001) and safety (ISO 45001). The **ISO 14021 certification** of the Guimerville site by an independent third party means that we can provide our clients with a guarantee of the recycled glass content in our SEVA Glass solution.



# CSR at the heart of our development

2000	2017	2018
 <p>CSR is part of the Group's DNA and is at the heart of the Pochet family values.</p>	<div></div> <p>First-line treatment of VOCs in order to capture and process 100% of emissions.</p> <p>Our approach to tackling global warming has been rewarded with a B score from the CDP.</p> <p>Our global CSR protocol was awarded the Luxe Pack in Green prize. Groupe Pochet signed the United Nations' Compact.</p>	 <p>Launch of the first circular economy loop in luxury bottling: Production of the SEVA glass.</p>

2019	2020	2021
<div></div> <p>Qualipac is making firm commitments by aligning with the "Nouvelle Economie du Plastique" [New Plastic Economy] of the Ellen MacArthur Foundation through its Virtuous Plastics program.</p> <p>New line of ECLAT sustainable electroplating.</p>	 <p>Triple gold EcoVadis medal for all Groupe Pochet divisions.</p>	 <p>Triple platinum medal for all Groupe Pochet divisions. Each division is now found in the TOP 1% of companies evaluated, the highest distinction from EcoVadis.</p>



## RESOURCES

### A Group committed to its stakeholders

#### TALENTS

**3,700**

employees around the world in 2021

#### INTELLECTUAL CAPITAL

A heritage of impeccable expertise:

**6**

sites classified as  
*Entreprises du Patrimoine Vivant*

Innovating to keep up with the world of tomorrow:

**More than 50**

families of filed patents

#### SOCIAL CAPITAL

**100%**

of our strategic and critical suppliers are committed to the 10 priorities of the Global Compact and have demonstrated it by signing our Responsible Purchasing guidelines

#### INDUSTRIAL CAPITAL

**11**

production sites across 3 continents

**100%**

of ISO 22716-certified bottling  
production sites

**86%**

of Qualipac and Solev production sites  
ISO 9001-certified

**91%**

of production sites ISO 14001-certified

#### RESOURCES

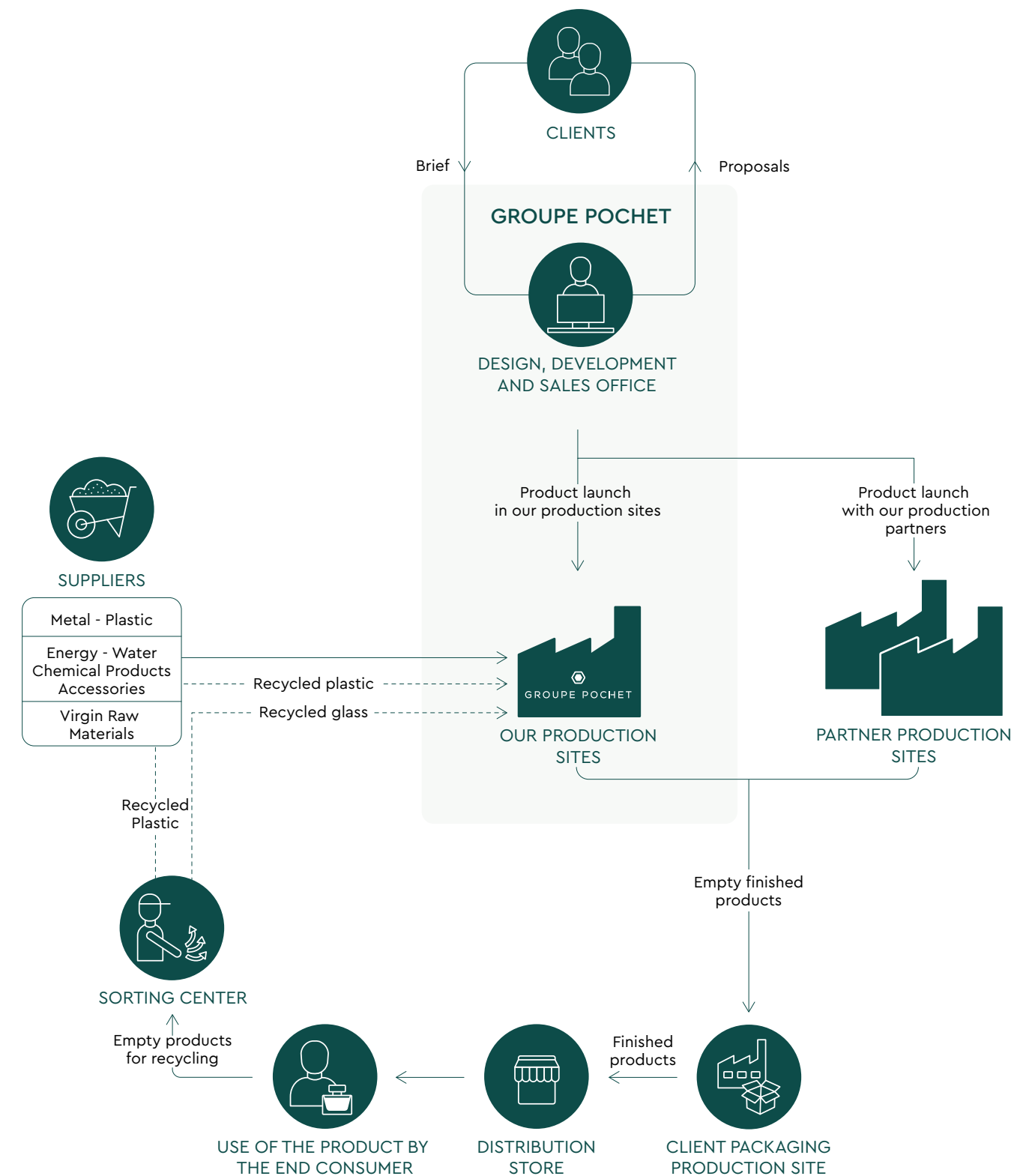
**15%**

of **recycled glass** put into our furnaces  
out of a total of 40,000 tonnes of raw  
materials

**over 5%**

of **virtuous plastics** put into our  
presses, out of a total of  
more than 5,000 tonnes of plastic

### A business model aligned with a circular economy approach





## Remarkable performances

### HUMAN IMPACT

- **24%**

of accidents over 3 years within the Group

more than **87,700 h**

of training in 2021

### FINANCIAL IMPACT

**€407M**

of turnover in 2021

### ENVIRONMENTAL IMPACT

almost

- **24%**

of **CO<sub>2</sub> emissions** issued in 2021  
or almost 69,000 tonnes less versus  
2014 in absolute

more than **1.4 M m<sup>3</sup>**

**of water saved** over a year versus 2014  
equal to 233,000 m<sup>3</sup> of water used

**86%**

of our waste is reused







# THE CSR STRATEGY of the Group

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As a family business, **CSR**  
**is naturally interwoven**  
into our DNA.



A family business where **CSR**  
**is naturally interwoven** into  
our DNA.

In accordance with a sustainable development approach, in 2015 we made a commitment to develop our company's impact across 4 pillars: preserving the planet, considering, opening dialogue with our stakeholders, preserving and passing on our expertise.



OUR CSR PROTOCOL

# The commitments of our 2016-2023 plan

## Preserve THE PLANET



### Reducing our sites' carbon footprint

-70%

of water  
consumption


-20%

of CO2  
emissions  
per article


-50%

of VOC  
(volatile  
organic compounds)

### Contributing to circular economy



+ recycled and  
bio-sourced  
materials



aiming for **zero waste**  
landfilling

## Progress TOGETHER



### Improving the environmental benefit of our packaging

an environmental  
impact review on

**100%**

of our product  
launches

**Reducing the  
environmental impact**  
of our products  
produced in high  
volumes

### Opening up dialogue with our stakeholders

**100%**

of our strategic  
suppliers **committed to  
Responsible Purchasing  
guidelines**



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

## Consider OUR PEOPLE



### Securing the working environment



aiming for **zero  
accidents** across all our  
production sites



aiming for the  
**elimination**  
of CMR products

### Promoting an inclusive culture



**more than 40% women**  
in management teams



**diversity**  
in our business lines

### Protecting growth



Guaranteeing high-quality social security  
for all our employees around the world

## Preserve and pass on OUR EXPERTISE



### Producing in regions and contributing to their development



**continuous investment**  
for a high-performance  
industrial tool

**100%**

of our sites committed  
to a local partnership

### Passing on our expertise and pride in our business lines



internal  
**training divisions**  
within our business lines

**50%**

of our French sites  
awarded EPV  
(Entreprise du Patrimoine Vivant)

A level of company pride topping **80%**

- 22 -

- 23 -



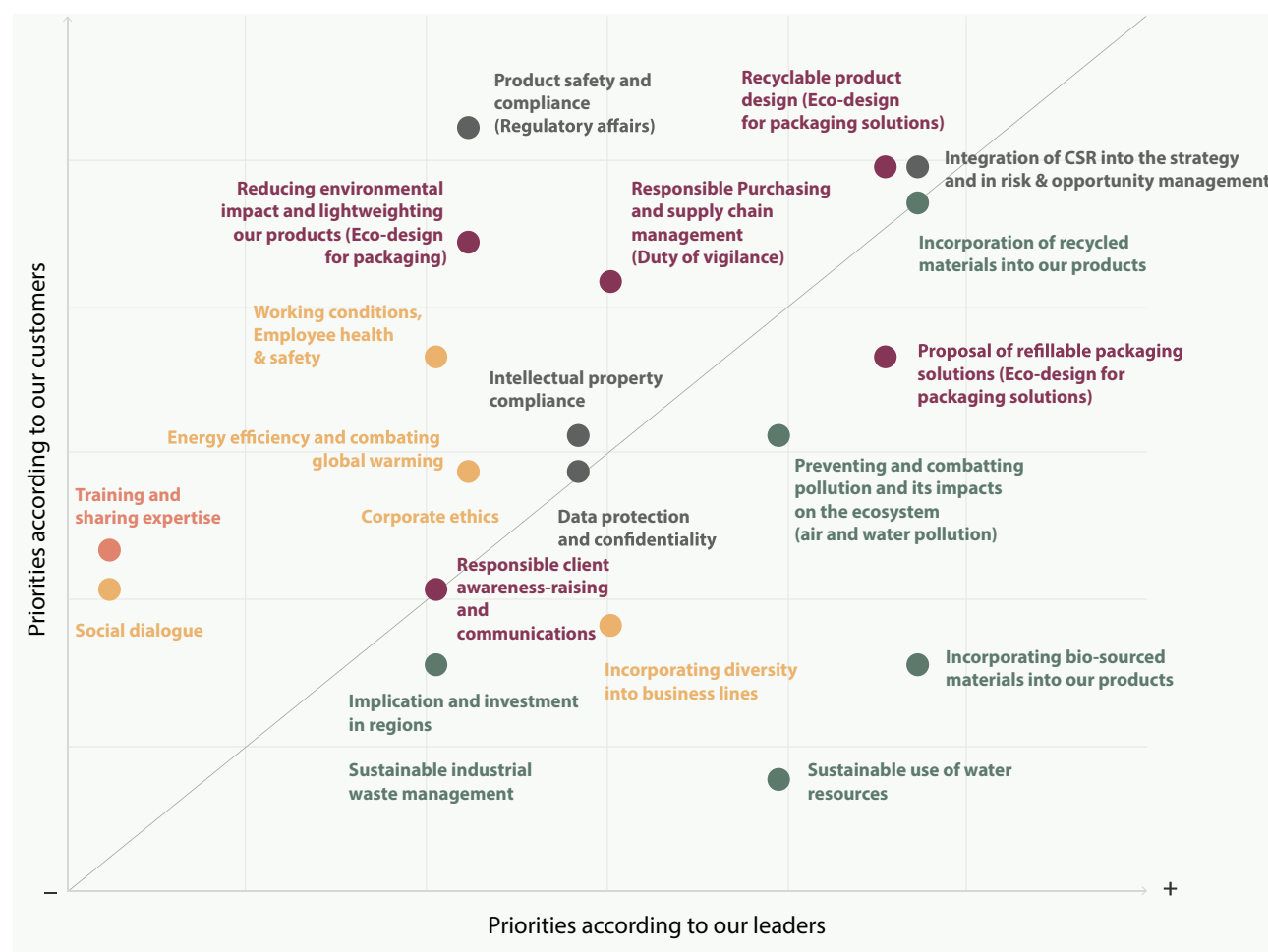
## OUR CSR APPROACH

# A new acceleration phase

## A coherent approach within our ecosystem

Driven by our 2023 commitments, our CSR protocol is celebrating 7 years of actions, with remarkable results working to improve the Group's social impact.

As part of the acceleration of our protocol, we've consulted our stakeholders on our maturity and the priority focuses to target, based on over 20 key CSR challenges. By comparing our Group's priorities with those of our clients, we've been able to identify several key challenge on which we need to focus our efforts.



## Momentum to guide the future of our approach

This communication with our stakeholders has allowed us to identify the top-priority projects for the year and to reflect on a vision for 2030 regarding our CSR approach, which will be fully implemented from 2023, marking the 400-year anniversary of Groupe Pochet. We want to commit to an approach that aligns with our DNA, our clients and our ecosystem, build our eco-design, combating global warming and preserving our ecosystem and expertise.

## OUR CSR APPROACH

# Acceleration projects to align us with our responsible development aims

## Our 2022 projects

- Rolling out the Pochet du Courval carbon-neutral plan to achieve a 50% reduction in carbon emissions by 2033
- Measuring the carbon footprint across the 3 scopes of our Qualipac and Solev production sites
- Reaching 25% virtuous plastics by 2025
- Working towards electroplating on PP without Chrome VI
- Initiating the ISO 45 001 certification for all our sites
- Deploying eco-design within the Groupe Pochet through a pedagogical tool
- Labeling our Responsible Purchasing

## Contributing to the UN's Sustainable Development Goals

Incorporating the SDGs into the benefits of our approach







# Preserve THE PLANET



For us,  
**"Preserve the planet",**

means working on the environmental performance of our production sites, developing new materials and new processes with reduced impacts on the environment, all while contributing to a circular economy.



## REDUCING OUR ENVIRONMENTAL IMPACT

## Reducing our impact on climate change

### An ambitious strategy

Groupe Pochet is aiming for **a 20% reduction in its carbon footprint as part of its 2016 - 2023 plan**. To achieve this goal, we're working on three leverage points:

- Reducing the energy consumption of our processes
- Eco-designing the parts that we manufacture
- Reducing our fossil fuel consumption, favoring renewable energies instead

### Heat recovery at Qualipac Aluminium and Solev

Significant responsible and innovative investments have been made on our Solev and Qualipac Aluminium sites to change our Cooling Units. Conscious of our impact, we've combined this equipment with a heat recovery system which allows us to make energy savings (gas and electricity). This new installation has meant that Solev was able to save 130 CO<sub>2</sub> tonnes/year and enabled Qualipac Aluminium to save 260 CO<sub>2</sub> tonnes/year.

### A goal completed for Pochet du Courval

In 2021, Pochet du Courval achieved **a 21% reduction in its direct carbon emissions per item, i.e. production-related emissions**.

These results can be put down to continuous actions, such as the incorporation of recycled glass and investments in fusion technologies for our lower-energy consumption kilns.

Pochet du Courval isn't stopping there, and we've drawn up a carbon-neutralization plan for our glass with a 2033 target, which you'll find detailed on the next page.

### Remarkable ACTIONS

The connection to the Aurillac city Wood Heat Network has enabled the Qualipac production site to save more than 550 CO<sub>2</sub> tonnes

Purchase of 33% renewable electricity at Pochet du Courval

### CO<sub>2</sub> emissions per article Group

RESULTS  
2021

**-11%**  
vs 2014

OBJECTIVES  
2016 - 2023

**-20%**

## 2022 PROJECTS

### The Pochet du Courval decarbonization plan

Decarbonization is a major challenge for the planet, our clients and our industry, which we're already contributing to by having **reduced our carbon emissions by 32% in total since 2014**.

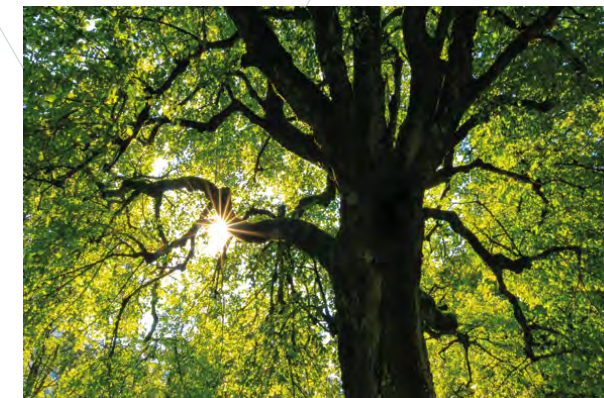
In order to further develop this action, we've put together a decarbonization Plan for reducing our carbon emissions up until 2033.

### Reducing our carbon footprint: A challenge for Pochet du Courval over past years

Since we started measuring our whole carbon footprint across the 3 scopes, which means accounting for both our direct and indirect (issued from our value chain) emissions, we've saved more than 20,000 tonnes of CO<sub>2</sub> each year.

At the root of this reduction, we led dozens of projects aimed at improving the energy efficiency of our machinery, working on the composition of our glass and, more particularly at the origin, two high-impact projects:

The launch of continuous **SEVA glass production** in our furnaces has allowed us to save more than 2,000 tonnes of CO<sub>2</sub> each year. Introducing recycled glass into our furnaces meant that we've consumed less energy during the fusion phase, and we've also saved on virgin raw materials.



The highest-impact projects have been our investments in kilns with new, more efficient fusion technologies. For example, in 2020, our investment in Furnace 5 allowing us to save 7,000 CO<sub>2</sub> tonnes/year.



**Benoit MARZSALEK**  
Director of Operations  
POCHET DU COURVAL

We've crafted this Decarbonization Plan over several workshops, involving more than a hundred employees from all Pochet du Courval business line units. Each person and each sector has an active role in this major transformation, and they participate in the carbon-neutralization of our glass through ambitious, measurable and achievable actions.



## REDUCING OUR ENVIRONMENTAL IMPACT

# Reducing our impact on climate change

### Our ambition: Accelerating the decarbonization of Pochet glass

In 2022, Pochet du Courval drafted a road map to position itself in line with the Paris Treaties.

Our "Decarbonization Plan" is:

- **Ambitious:** We're aiming to reduce our direct carbon emissions by at least 50% by 2033.
- **Collective:** The road map will entail commitments from over a hundred employees within all of our business lines.
- **Achievable:** Based on proven technologies, this plan required the launch of over 40 projects. Each of these projects has been financially quantified in terms of impact and has been incorporated into a global investment plan of over 90 million euros by 2033.



**André Frezel**  
Technical Director  
POCHET DU COURVAL

The launch of the project for the first French electric bottling furnace is the result of preparatory work carried out over a year, with close collaboration between the FIVES\* teams and the Pochet Du Courval teams.

The 100% electric cooler-vault furnace will allow us to, on the one hand, use largely carbon-neutralized energy and, on the other hand, to halve our energy consumption per tonne of glass drawn in comparison with our current furnace.

### A precise and ambitious road map

We can summarize the decarbonization plan through examples split into three aspects:

- **Reducing fossil fuel use:** We will optimize our energy consumption and install electric panels to convert to consuming carbon-neutral energy. We'll also build the **first electric bottling furnace in France in 2024**: This

major investment will allow us to take a huge step forward in reducing our carbon footprint.

- **Optimizing the use of raw materials:** To do this, we'll accelerate the incorporation of recycled glass, and we'll carry out tests with new raw materials.

- **Projects committed to acting on our indirect emissions:**

Conscious of the fact that our impact isn't just limited to our direct carbon emissions, our decarbonization plan also involves reducing our emissions across 91% of our carbon footprint. This way, we'll be working in particular on rationing the packaging for our bottles, and on improving the impact of our transport in collaboration with our value chain.

### A solid and recognized ambition

**In total, 45,000 CO2e tonnes will be saved each year through this decarbonization plan.**

Pochet du Courval is aligning with the guiding principles of the Paris Treatments.

We participated in the decarbonization plan evaluation, carried out by the ADEME, through the ACT program. Pochet du Courval was awarded the top score in the sector for its ambitious yet achievable plan.

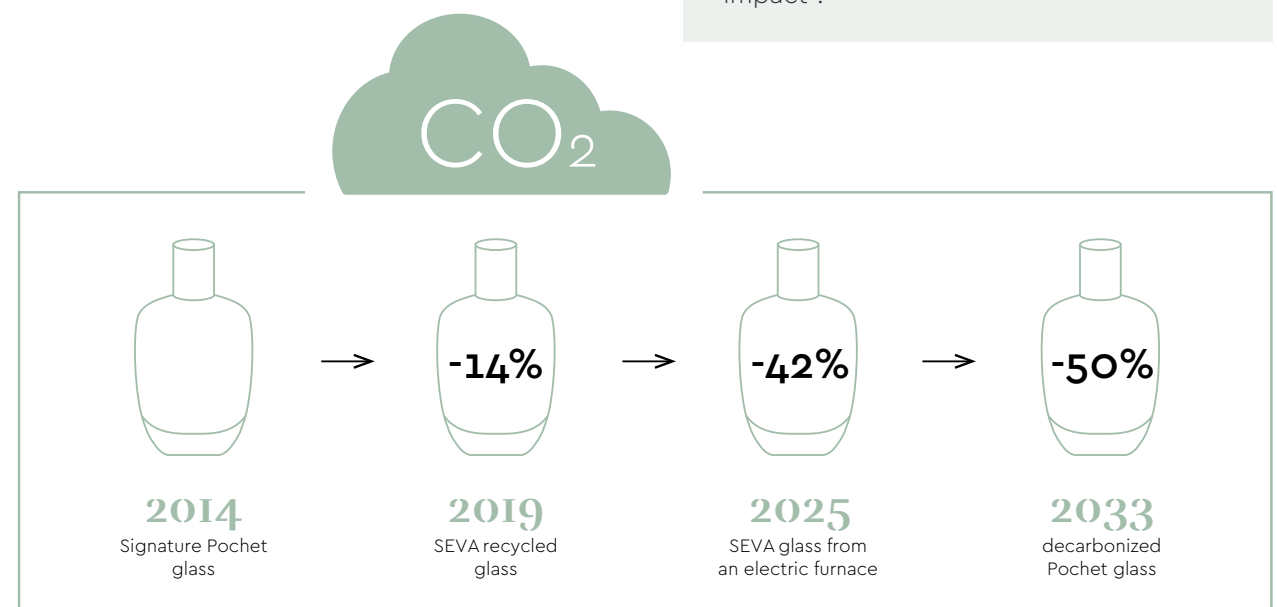


**Sébastien CAILLIÉ**  
Packaging Project Manager  
POCHET DU COURVAL

In the Pochet du Courval packaging department, we're all working hard to measure and act on our carbon emissions for the coming years.

It's a sincere commitment that we're implementing in line with various review focuses, such as the lightweighting of components and the incorporation of recycled materials, while combining these notions with compliance with component technical specifications.

Our approach: "Packaging with a reduced impact".



\*FIVES is the Industrial Engineer Group chosen by Pochet du Courval to engineer the electric kiln.



REDUCING OUR ENVIRONMENTAL IMPACT

Reducing our water consumption

Our water consumption is mostly used in glass manufacturing on the Guimerville site and for surface treatments on the Qualipac Aurillac and Qualipac Aluminum sites.

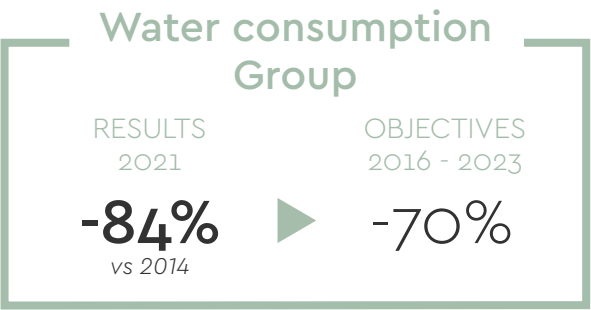
Considerable reductions in water consumption on our glassmaking site over the past 8 years

On the Guimerville site, we've reduced our water consumptions by 96% since 2014. These results are the outcome of significant investments, the implementation of good practices and daily monitoring. Certain elements of our furnace need to be cooled to ensure its proper functions, in order to limit the water flow and make the cooling action more efficient. To do this, for 8 years we've been investing in adiabatic cooling towers, which have enabled us to save a total of more than 530,000m<sup>3</sup> of water each year. The teams have also implemented good practices and effective continuous improvement actions, which have enabled us to **save 25,000 m<sup>3</sup> of water each year**. Lastly, in order to limit any occasional excessive consumption, an alert system has

been implemented to notify teams in the event of excessive consumption by localizing this consumption, so that responses can be actioned quicker. Finally, almost 1,000,000 m<sup>3</sup> of water has been saved each year by the Guimerville site, equating to 96% of the site's water consumption.

Qualipac sites: continuous improvement for surface treatment

At Qualipac Aluminium, which is our site for producing aluminum items, our water consumption has always constituted a vigilance point. That's why, since 2016, we've **invested in an innovative water treatment station which has allowed us to save 10% of our annual consumption**. An excellent site, in 2018, Qualipac Aurillac invested in a new electroplating line.





## REDUCING OUR ENVIRONMENTAL IMPACT

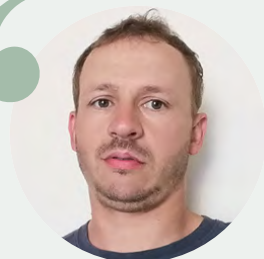
### Reducing our VOC emissions

Our decoration business line generates Volatile Organic Compound (VOC) emissions, created by solvent evaporation during our varnishing activities. In 2021, we maintained good results thanks to collective actions, allowing us to exceed our 2023 target.

#### Pochet du Courval, use of water-based varnishes

At Pochet du Courval, on the Beaugency and Gamaches sites, we're using water-based varnish on 98% of our bottles. In water-based varnishes, the solvent part is replaced with water which evaporates after application. This avoids VOC emissions and massively reduces the process' environmental impact.

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**Gaël Devaluez**  
Varnish Manager  
QUALIPAC AURILLAC

We use HSE varnishes on the Qualipac Aurillac site, containing 3 to 11% solvent upon application, as compared with a classic varnish which contains 40 to 70% solvent upon application. The difference between the two varnishes is 3 to 20 times smaller solvent concentration. [...] It's the use of these varnishes which has lead to a reduction in VOC emissions for our production site.

#### Qualipac sites, deployment of HS varnishes

For plastic items, we're working on **solutions using lower-impact varnishes** with a reduced solvent part: High Solid Extract (HSE) varnishes. In 2021, Qualipac Aurillac produced 82% of varnished parts using more responsible varnishes that emit lesser quantities of solvents.



#### The art of responsible decoration

Controlling and reducing our environmental impact constitute major focuses for our development strategy. **Thanks to the atmospheric pollutant (VOC) emission processing system, Solev is reducing its activities' impact:** Over a whole year, Solev has emitted what it once expelled in 10 days. This is one of the standout elements of our commercial offering. Any product decorated on our Solve site in Martel has a reduced environmental impact thanks to the VOC processing system.

#### Group VOC emissions

RESULTS  
2021

**-55%**  
vs 2015

OBJECTIVES  
2016 - 2023

**-50%**



## REDUCING OUR ENVIRONMENTAL IMPACT

### Reducing the impact of our processes

#### Innovative and sustainable electroplating

Electroplating is an **extremely long-lasting an sustainable decoration** for pieces that will be used in a refillable product, for example.

Our unique ECLAT electroplating line offers several benefits:

It works without Chrome VI and has a lower impact in terms of water consumption and waste. It's also powered by locally-sourced renewable energy.

#### Closed-loop varnish recycling at Pochet do Brasil

In 2022, the Pochet Do Brasil site embarked on an ambitious project: recycling varnishes from their various workshops. Pochet Do Brasil varnishes parts to guarantee the aesthetic and quality requirements of our clients. During the varnish application phase, some of the material is recovered via a filter system and is then stored. **These used varnishes are collected by the supplier, who processes them before returning them to the production site.** Our positions use up to 70% recycled varnish. This virtuous loop boasts numerous advantages:

- 100% of the varnish collected is recycled
- 70% of virgin materials saved



**Rachel Chaty**  
Electroplating Manager  
QUALIPAC AURILLAC

#### What is electroplating?

Here at Qualipac Aurillac, electroplating is the process used to coat a piece of plastic with metal to protect it, improve its resistance and durability, and to add a decorative character.

#### What about the new line?

The real revolution with this new line is that it reduces the water consumption used for each treated surface and the bath technology - we've installed a Chrome VI-free etching bath.

#### What are the advantages?

The lack of Chrome VI means that health can be preserved, along with the water quality. Plus, we've chosen to use locally-sourced renewable energy to heat our baths, directly connecting our equipment with the Aurillac city wood heating network.

## CONTRIBUTING TO CIRCULAR ECONOMY

### Reducing final waste in production sites

#### Reusing our waste at Pochet du Courval

There's a duality to our objective:

- Reducing the waste produced
- Reusing it as much and as best as possible

To reduce waste, we're working on the varnish process with the aim of as little sludge as possible.

For recycling and reuse, **the challenge lies in reducing final waste**, so we're looking for the best networks for recycling our waste. In particular, we've increased the number of recycling bins, so that operators have more tools for better recycling our waste.

On the Beaugency site, final waste was reduced from 50% in 2017 to 2% in 2021 thanks to solvent recovery and incineration with energy reuse.



**Marianne Smati**  
Site Environment Manager  
POCHET DU COURVAL

Waste reduction also involves an effort from all staff to adopt the right habits, and we've incited this through initiatives such as the use of washable cloths or reducing single-use cups.

#### Remarkable ACTION

Pochet du Courval is improving the recycling of its waste, despite the reconstruction of Furnace 5 in 2020, thanks to a refractory waste recycling network resulting in 460 tonnes of waste being recycled.

#### Recycled waste Group

RESULTS  
2021

85%

OBJECTIVES  
2016 - 2023



100%



## CONTRIBUTING TO CIRCULAR ECONOMY

# Incorporating recycled glass into our products

## Pioneer in solutions combining Luxury with a circular economy

Since 2018, we've been developing a recycled glass solution, which we've christened as SEVA glass. **SEVA glass boasts the particularity of retaining all of the features of Pochet du Courval's Signature glass** in terms of transparency, shine and capacity to create complex shapes.

## Reducing the impact of our glass

In 2021, in the aim of reducing the environmental impact of our glass and in light of the commercial success of our solutions, we operated continual production across 2 furnaces for: SEVA 1 glass and SEVA 3 glass. Hence, in 2021, the continuous production of these two recycled glasses enabled us to save more than:

- 2,800 tonnes of CO2
- 4,000 tonnes of virgin raw materials

Through these two "SEVA" solutions, Pochet du Courval has shown that collaboration and partnerships between all of the stakeholders in the value chain are essential for developing innovative solutions for a circular economy.

## Our responsible solutions made with SEVA glass

The SEVA 1 glass, our first solution, contains **14% recycled glass sourced exclusively from the fragrance sector**, thanks to a closed circuit between all of the stakeholders in the value chain - a bottle metamorphoses into a new bottle.

The SEVA 3 glass is the result of a collaboration with Chanel, marking 100 years of Chanel N°5. In 2021, Chanel and Groupe Pochet combined their expertise

to create the first premium recycled glass from collected household waste materials. This solution contains **15% post-consumer recycled glass** and is virtuous in more ways than one: it encourages end users to contribute to the circular economy, reduces the use of natural resources and shrinks the carbon impact while preserving the iconic aesthetic of this legendary fragrance.



**Hélène VILLECROZE**  
Eco-design Manager  
CHANEL

OUR CLIENTS TESTIFY

This was an extremely ambitious project. The Chanel N°5 bottle dates back 100 years, yet is still resolutely modern. This project was a chance for us to evolve it while also retaining the Maison's standards, which led us on an extraordinary adventure, incorporating 15% PCR glass into this iconic bottle.

The whole venture was built on mutual communication, a desire to achieve our joint goals and the trust shared between Maison Pochet and Maison Chanel. Once the desire was sparked and spread amongst everyone involved, we were able to take on all of the challenges that this project threw at us.

The combination of demanding standards and a positive approach made this a wonderful collaboration, resulting in a significantly reduced environmental impact for the bottle and adherence to a circular economy protocol.

## 2022 PROJECTS

## A new solution made with recycled glass: SEVA 30

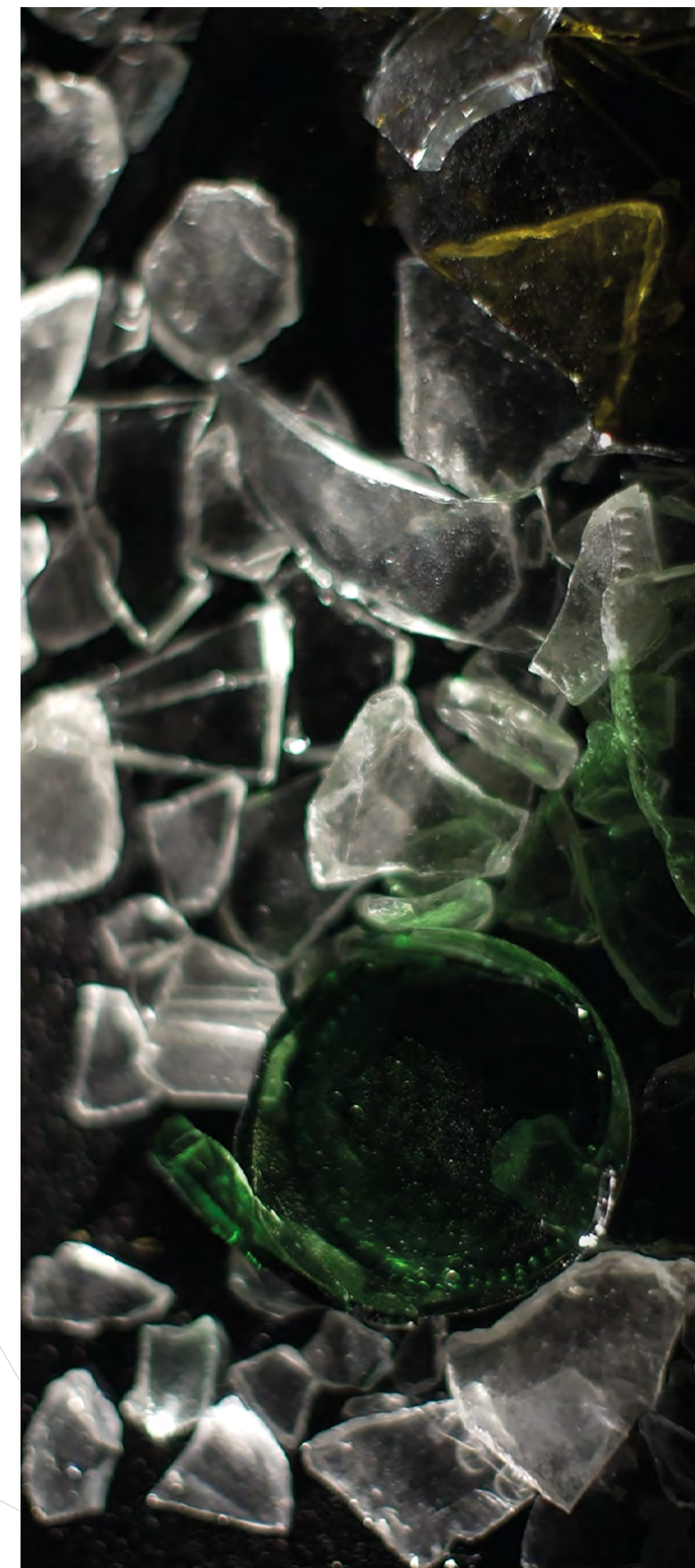
In 2022, we want to add to the SEVA range with the continuous kiln production of the **SEVA 30** solution which contains **30% recycled glass**.

Always keeping this aim of preserving the Signature glass' color and capacity to create complex shapes, the idea of SEVA 30 is to combine closed-circuit recycled glass sourced from the fragrance sector with glass recycled with our specific partner, sourced from households. As this solution contains both pre-consumer and post-consumer recycled glass, it will enable the glassmaking production site to **further reduce the impact of its glass**, and will allow our clients to meet consumers' demand for lower-impact products.

## PCR recycled glass in our products

2021 RESULTS

15%





## CONTRIBUTING TO CIRCULAR ECONOMY

# Incorporating recycled and bio-sourced plastics into our products

## Our petro-sourced plastic substitution program, Virtuous Plastics

Within Qualipac, the teams are working hard to **substitute the petro-sourced plastics traditionally used, with virtuous materials** such as recycled or bio-sourced plastics.

Despite the current tensions on the supply chain for some of our materials, an initial step was taken in 2021:

We've reached 5.4% of virtuous materials consumed by our 5 plastic injection production sites around the world (including 87% recycled materials)

We're thus keeping in line with our Ellen MacArthur goals:

- Approval of 29 virtuous materials
- 73 injection tests conducted, equating to 580 hours in 2021
- 16 projects under development at the end of 2021
- 145 tonnes of virtuous materials anticipated for projects in France

This means it's 5.1% of the 2022 annual consumption, which will be added onto the 5.4% for 2021.



## ISCC+ certification of our sites

Qualipac China obtained the ISCC+ certification in 2021. This certification enables us to supply new virtuous materials (recycled or bio-sourced), such as those from chemical recycles. It also allows us to provide our clients with total traceability for material batches throughout our supply chain, and to **provide proof of origin for a recycled or bio-sourced material**.

Qualipac China is hence joining our French injection production sites, Qualipac Chartres, Qualipac Aurillac and Qualipac Château-Thierry, which have all maintained this certification in 2021. Our clients can thus claim and promote the use of these materials, if they so wish.

## Progress resulting in ambitious client successes



This is how, in 2021, our client Make Up Forever was able to **launch a product made with virtuous materials without altering the quality** and to claim and promote the use of 2<sup>nd</sup> generation ISCC+ Bio-sourced Polypropylene in its cap, decorated using a high solid varnish, reducing VOC emissions and therefore the environmental impact of the finished product.

## Virtuous plastics in our products

2021 RESULTS

5.4%

OUR  
CLIENTS  
TESTIFY



**Armel YVER**  
CSR Director  
LVMH Fragrance Brands

### - How does the aim of incorporating virtuous plastics support your strategy?

Here at Givenchy Parfums, we've set ourselves the aim of a 30% reduction in the use of virgin petro-sourced plastic by 2025. To achieve this ambitious objective, we have two points of leverage: reducing the weight of our product, which in turn reduces the virgin plastic content; and integrating recycled or bio-sourced plastics. This is the challenge that Qualipac has helped us overcome.

### - What were the technical challenges?

The constraint was the need to create packaging in recycled plastic which had the same properties and qualities as virgin plastic packaging.

### How did the Qualipac teams overcome this challenge?

The collaboration between the Givenchy Parfums teams and the Qualipac teams was key. The strong proximity between the teams meant we could boost our agility with quick production for testing, which proved to be positively conclusive.

The Qualipac teams are experts in plastic injection and they were able to maintain the requirements and quality level needed, even with recycled plastic. It's also why the first Givenchy product made with recycled plastic was released onto the market - the cap of the Prisme Libre Foundation was developed with Qualipac.

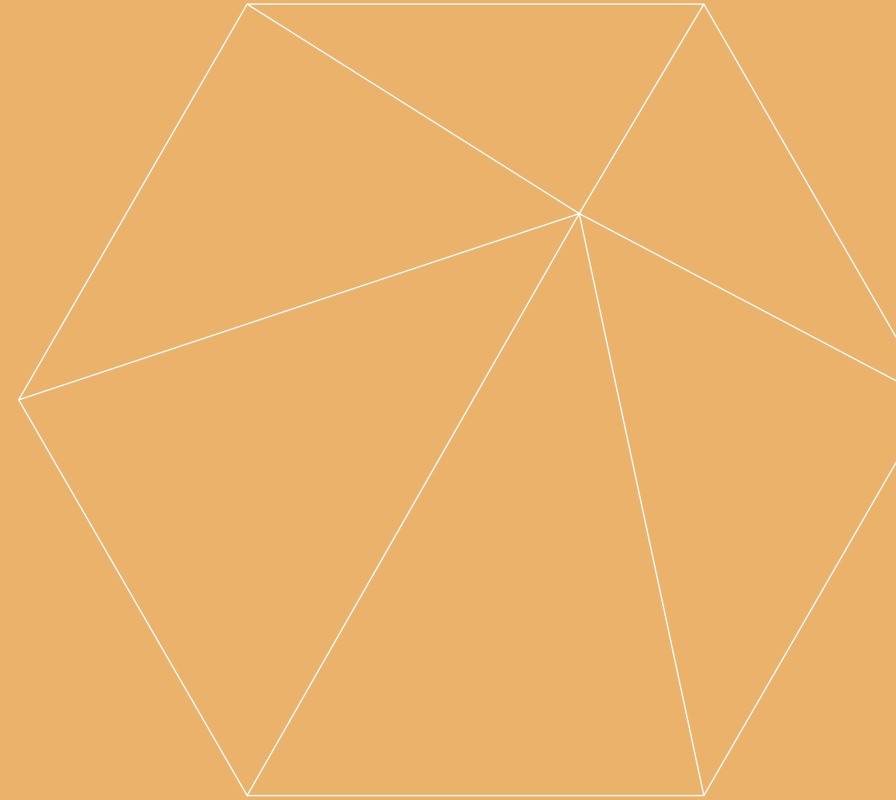




# Consider OUR PEOPLE

For us,  
**"Consider our people",**

consists of undertaking to secure the working environment, sharing the growth of our business with our employees, and also promoting an inclusive culture.





## Securing the working environment

### Aiming for ISO 45001 certification for all our production sites

To achieve our shared aim, with the objective ensuring that "each of our employees goes home in same physical and moral condition as when they arrived at work that morning", the Groupe Pochet is committed to making safety and security priorities.

Two years ago, we made the decision to initiate the process for acquiring ISO 45001 certification for all our operating sites. This certification started with the certification in 2021 for two Qualipac sites: Qualipac Aurillac and Pochet do Brasil. Through this certification, our sites have been able to demonstrate that the question of safety is a key matter in our management system, and we're working to eliminate hazards and minimize risks.

This year, the Solev site is joining the list of ISO 45001-certified sites, presenting yet another demonstration of its commitment to the matter.

Our **aim is to obtain ISO 45001 certification for all our sites by 2025** in order to anchor good practices in all our management systems.

“



**Laetitia Baldy**  
Safety Supervisor  
SOLEV

Having acquired the ISO 45001 certification, there's some important work to be done to acculturate our teams with safety and security. This will be achieved through the reinforced implication of the management team. We also have the duty to report an accident or near-accident, so that we can work together to ensure safety for all.

### Remarkable ACTIONS

Leading and awareness-raising specifically focused on workplace safety and the responsibilities of each individual in ensuring safety through the implementation of "Safety Behavior Visits" to Pochet du Courval sites

Solev has recorded a full year with no accidents between 2021 and 2022

## Ethics within our Group

### Deployment of an ethical culture within our Group

In keeping with the Group's values, **we're committed to respecting the 10 priorities of the United Nations' Global Compact regarding human rights, labor and environmental law, and anti-corruption measures**. To do this, we drafted the Group's Ethical Guidelines in 2018. These guidelines provide a behavioral framework for managers and all employees, for their relationships with one another and also those with clients, suppliers and partners, giving examples of good practices. These guidelines also supplement the Compliance Guide regarding competition law, which was created within the Group in 2016.

### Data protection at the center of our focus

For several years now, we've been paying **particular attention to the protection of all our corporate and personal data**. As part of our GDPR compliance, both in France and internationally, we've trained more than 200 individuals, based on their work and their use of personal data. We've also advanced in the matter by implementing key tools, such as the digitization of GDPR compliance, data processing records which are regularly updated, and GDPR training. These tools

have been backed by the recruitment of a cybersecurity and system urbanization expert.

These commitments extend beyond the French borders with the implementation of an equivalent LGPD system in Brazil, alongside the alignment of our practices and the recruitment of local reference points on data security.

### Remarkable ACTIONS

Formalization of ethical risk mapping on a Group-wide scale

Training of 115 employees, including all management teams, on the purchasing role in particular, and on business ethics and competition law

Raising awareness around the Ethical Guidelines in all our industrial and commercial sites for all employees

EcoVadis evaluation on compliance with results exceeding the average of evaluated companies



## Promoting an inclusive culture

### Gender equality in the workplace - a pillar of our success

Conscious of the challenges faced by women in the industry is not only a social challenge, but also a competitive challenge for our company, so **we launched the "Gender Diversity Program" in 2021**. This program reinforces our Quality of Working Life and Professional Equality Agreement, which has been signed Group-wide.

It all started with the drafting of a manifesting calling for gender diversity, consisting of the 3 driving concepts of our ambition:

**1. Promoting women:** With the aim of improving female representation in upper management with two firm measurement methods:

- Increasing the number of Female Leaders in particular, aiming for at least 40% representation in the Leadership Team
- Having at least 3 women in each Executive Committee in our production sites

**2. Giving women opportunities:** This involves enabling women, in the same way as men, to progress on all levels, to climb the career ladder, and to develop their leadership. In this view, the Groupe Pochet undertakes to:

- Put forward female employees through profiles
- Include women in the mobility and recruitment processes
- Promote paternity leave

**3. Changing attitudes:** The industrial sector is still seen too much as a masculine, male-dominated environment. We therefore need to reflect on the stereotypes that have been created, most likely unconsciously, and then create positions within the company



### Women in management teams

RESULTS  
2021

33%

OBJECTIVES  
2016 -2023

40%

and guide the recruitment process. To achieve this, the Groupe Pochet is taking the following actions:

- Feminizing careers and, in turn, job titles;
- Raising awareness and supporting managers in leading mixed teams, particularly via training sessions, communication campaigns and conferences

### Duodays, presenting our careers to disabled individuals

For the second time in 2021, the Groupe Pochet partnered with DuoDay, a national campaign aiming to eradicate prejudice around disabilities and to encourage and incite the professional integration of individuals affected by disabilities. Pochet du Courval and Qualipac Aluminium employees took part in this event, allowing four disabled individuals to discover our careers, including roles such as Quality Controller. A rich moment of sharing and exchange, involving our engaged employees. In 2022, the partnership will be extended across all of the Group's sites.



**Mahalakshmi SAMBAMURTHY**

Financial Director

POCHET DU COURVAL & QUALIPAC AMERICA

For me, being a woman in the industry means being able to assert my natural ability as a women to add value and take care of others. These feminine personality traits become real assets, because, in some ways, they contribute to the company's success and its enrichment.







# Progress TOGETHER



For us,  
**"Progress together"**,

means co-constructing alongside  
our stakeholders, so that we can  
improve the environmental benefit  
of our packaging and control the  
risks of our supply chain.



IMPROVING THE ENVIRONMENTAL BENEFITS OF OUR PACKAGING

## Our 5R eco-design methodology through a product

### ECO-DESIGN, A GLOBAL LIFE-CYCLE APPROACH

To eco-design our products, we've deployed a 5R eco-design methodology within our Group. This methodology helps the design and development offices to integrate several aspects of the product life cycle and to reduce their environmental impact.



#### Odyssée, our skincare jar through the eco-design filter of Groupe Pochet

Discover the 5R through Odyssée, the first glass solution designed for 2-in-1 use, refilling and travel, with optimized use.

Odyssée is a glass jar for skincare products with a lightweight and airtight travel-friendly refill, also made in glass, with its own lid. This is a lightweighted jar, with a travel-friendly refill featuring an intuitive gesture. This solution is entirely customizable in terms of volume and decorative elements.



**Odyssée,  
WINNER OF  
THE LUXE  
PACK  
IN GREEN**

In 2021, Odyssée won the public Luxe Pack in Green prize thanks to its innovative functionality and optimized impact throughout its life cycle.

### RETHINK

#### A jar rethought through its functionality

When designing Odyssée, we conducted consumer tests to reflect on the uses that users make of our skincare jars. The tests highlighted an issue with waste, and a desire for travel-friendly options.

Odyssée thus responds to these needs:

The concept is composed of an aesthetic, statutory and refillable jar for conserving the object that was appreciated and to avoid waste. It also presents a refill designed for traveling: Stable and airtight once covered with its own lid, with a volume and weight suited to traveling.

Lastly, the initial Odyssée design allows for a 35% reduction in CO<sub>2</sub> impact versus the use of 3 premium jars.

### REDUCE

#### A design in lightweighted glass

Conscious of the impact of glass weight, Odyssée has been designed entirely with lightweighted glass for its initial version. This way, by adding the additional use of traveling, Odyssée presents 2 glass products with a weight that is 5% lower than that of a classic premium glass jar.

### REPLACE

#### Materials selected in alignment with the use and life cycle

After lightweighting the glass, to reduce the jar's impact as much as possible, Odyssée has been designed in SEVA glass, which contains 15% recycled glass.

The plastic elements which are essential to the waterproofing and security of the jar are designed in recycled plastic, which is compatible with the PET recycling network. Furthermore, these elements have been designed to be kept between uses.

### REFILL

#### The option of refills with an intuitive gesture

Odyssée is the first glass jar with an optimized refill gesture for a glass refill in a glass jar. Consumer tests have shown that the refilling process was easy and intuitive. This way, the user can keep the aesthetic statutory jar which represents the brand during use.

### RECYCLE

#### A recyclable jar designed with recycled materials

Odyssée entirely aligned with a virtuous circular economy loop: on top of being refillable and designed with recycled materials, Odyssée is also recyclable.

The two glass elements represent more than 80% of the total weight and are recyclable in the glass sector, in the most commonly-used and most-developed recycling network in the world.



## IMPROVING THE ENVIRONMENTAL BENEFITS OF OUR PACKAGING

## Our eco-designed solutions

### L'Essentiel, a virtuous compact

Winner of the 2018 Luxe Pack in Green, L'Essentiel is an eco-designed compact. Ultra-thin, modular and refillable, **it's composed of recycled plastic elements made with R-PET**. Designed without glue or magnets, each element can be completely taken apart, making it a recyclable compact.



### Modulo Skin, the refillable skincare jar

Modulo Skin proposes two refillable and modular skincare jars, offering the **widest range of customization** on the market. The products present various environmental advantages:

- Refillability thanks to the removable cupule
- A design optimized to reduce environmental impact
- A glue-free assembly, guaranteeing separability and recyclability for the components
- A selection of virtuous materials



### Several Lightweighted Glass solutions for fragrance and skincare

Our expertise in lightweighted glass allows us to offer bottles and jars with thinner glass walls whilst also guaranteeing strong resistance. The liquid or formula are magnified, while also making a positive contribution to the environment.

For fragrance and skincare alike, Pochet du Courval offers references which **reduce the glass weight by up to 69%** for a premium standard bottle or jar without compromising on quality.



### Light Nuance, a heat-based decoration technology with several advantages

Iridescent heat-polishing is an expertise of Pochet du Courval, recognized by our clients and which offers supply and environmental advantages.

Through Light Nuance, an innovation in heat-polishing, we're offering our clients a decorated bottle which is still recyclable, and a substitution for the product used previously for decoration with a lower impact. The product is **CMR-free, free from nanoparticles and emits 6 times fewer VOCs than classic heat-polishing**.



**Antoine Deldin**  
Innovation Project Manager  
POCHET DU COURVAL

What needs to be kept in mind is, above all, the aim of always being at the leading edge, both in terms of technologies and products. We need to listen to what our clients, who are precursors and proactive, want and expect!

There are real environmental challenges ahead, and we want to support our clients in adapting their products accordingly.



**Sébastien Perret**  
Development Project Manager  
POCHET DU COURVAL

Pochet du Courval is the only glassmaker that uses heat-polishing in such an environmentally-friendly way. Beyond the environmental advantages presented by this new heat-polishing, there are also logistical benefits. As soon as the bottles come out of the machine, they're ready to be delivered to clients, without any need for further operations on another Groupe Pochet site.

### Minimal, a recyclable jar for make-up and skincare

Through Minimal, we've combined our multi-material expertise in glass and aluminum to create a product with an **optimized impact throughout its life cycle**.

Minimal is an eco-designed product composed of a lightweighted glass jar with an aluminum lid: the 2 materials with the most developed recycling networks.

This jar has a minimalist design with a fine ring and rectangular walls, not to mention that it's entirely recyclable. It namely responds to the issue faced by brands in terms of make-up product recyclability by offering an alternative made with glass and aluminum, featuring sleek lines.





IMPROVING THE ENVIRONMENTAL BENEFITS OF OUR PACKAGING

## Supporting clients with eco-design

### A "Product Carbon Audit", supporting our client eco-design

Several years ago, we created the "Product Carbon Audit" tool for our clients. The aim is to provide them with the carbon footprint of the products we design. This tool was built by our teams using carbon audits from all our sites. It is specific to our optimized decoration processes, to the materials that we offer, and to the design developed by our teams and our clients.

Quotes accompanied by  
a carbon audit  
at Pochet du Courval

RESULTS  
2021

100%

OBJECTIVES  
2016 - 2023

100%



## 2022 PROJECTS

### Accelerating eco-design

A major challenge this year is to increasingly incorporate more eco-design into the development of our products, so that we can step up to the social challenges faced and the growing demand from our clients. This year, we've thus set ourselves the

ambition of grouping together our eco-design knowledge into a tool that is accessible, easy to use, comprehensive and constantly evolving in line with the reality of what we can offer.

## Supporting our clients with "regulatory affairs"



**Manon Mieczka**  
Regulatory Affairs Manager QUALIPAC

### As you see it, what is the Groupe Pochet's vision for the health & safety of its products?

Groupe Pochet's excellence in the products designed is one and the same as product health & safety. As a consumer, when I buy a luxury make-up compact, it seems to be a given that I'm not exposed to any risks, which is what we constantly guarantee for our clients and, in turn, for consumers.

### How does it work at Qualipac?

Here at Qualipac, regulatory affairs implicate a huge number of our employees. We have a demanding process, we've trained teams around the world in our regulatory affairs procedure, and we've developed and deployed tools accessible to everyone. The aim of this work is to continually reflect on the compliance of the manufacturing processes and materials in order to be sure of guaranteeing product compliance for our clients.

### What are our clients' current requirements in this regard?

Currently, one of the major subjects is the need for compliance when we're developing new virtuous materials, such as recycled or bio-sourced materials. We approve them by ensuring that they're compliant with regulations and that they meet client and consumer expectations.

Our clients can also send use requests for confirmation of compliance for the product we're supplying to them. This can relate to several regulations, (heavy metals, absence of SVHC (Substances of Very High Concern) under the terms of the REACH regulation, substances prohibited in technical specifications, etc.).



OPENING UP DIALOGUE WITH OUR STAKEHOLDERS

# Our Responsible Purchasing protocol

## Our Responsible Purchasing protocol with conclusive results

Responsible Purchasing was deployed in the Group several years ago: It **aims to promote a long-lasting relationship of trust with suppliers, and to reduce CSR risks across our supply chain.**

In 2021, the Groupe Pochet signed the Supplier Relations and Responsible Purchasing Guidelines, the objective of this being to eventually enable the labeling of our protocol.

This year was also the occasion to make progress with its deployment:

- 100% of purchases trained in or made aware of responsible purchasing - skill development within the purchasing team;
- 100% of strategic and critical suppliers have signed the Responsible Purchasing guidelines - commitment from our suppliers;
- 100% of strategic and critical suppliers evaluated in terms of CSR aspects through the EcoVadis platform - monitoring and skill development for our suppliers through improvement action plans.
- 71% of suppliers evaluated on EcoVadis with a silver medal or higher
- Our suppliers have an average EcoVadis scoring of 52.9/100 vs. 44/100 for all companies evaluated by the platform

## Launch of the "Pochet for Solidarity Sourcing" project

Aware of our local and social impact generated through our purchasing, we're committed to reinforcing solidarity sourcing with the disability sector through two key focuses:

- Improving knowledge of this ecosystem to change solidarity purchasing behaviors
- Implementing a high added-value and lasting purchasing system with this service provider ecosystem

This approach, at the heart of our Responsible Purchasing, has already enabled the production of two tools:

- A selection of protected establishments offering services which meet the various needs expressed
- A "Solidarity Purchasing" memo which recalls the good purchasing practices and context for these establishments.

Today, approximately 1.5% of our expenses go to the disability sector, the aim being to direct more purchasing towards this sector.

**Furthermore, Brazil has locally implicated its efforts through compliance with local regulations, including 6% of employees living with disability.**

Strategic suppliers that have signed the Responsible Purchasing guidelines

RESULTS  
2021

100%



OBJECTIVES  
2016 - 2023

100%

## Our aim: To work in partnership with the stakeholders in our value chain.

Without compromising between aesthetics, quality and durability, the SEVA 3 is a technical challenge overcome thanks to the close collaboration between Groupe Pochet, Chanel and Sibelco Group.

Alongside our supplier of recycled glass sourced from household waste collection, Sibelco, we've built a solid partnership through a joint investment aiming to overcome the challenges faced and to sort extra-white cullet which is compatible with the premium glass produced by Pochet du Courval.

Our ambition for the coming years is to renew this type of partnership between stakeholders in the same value chain in order to accelerate the development of innovative and virtuous solutions.



OUR  
PARTNERS  
CONFIRM

**Sylvain HOURQUEBIE**  
VP Commercial Glass Recycling  
SIBELCO

We've established a new technique to respond to the demand for extra-white cullet, which makes high-shine and transparent glass, just like Pochet du Courval wanted.

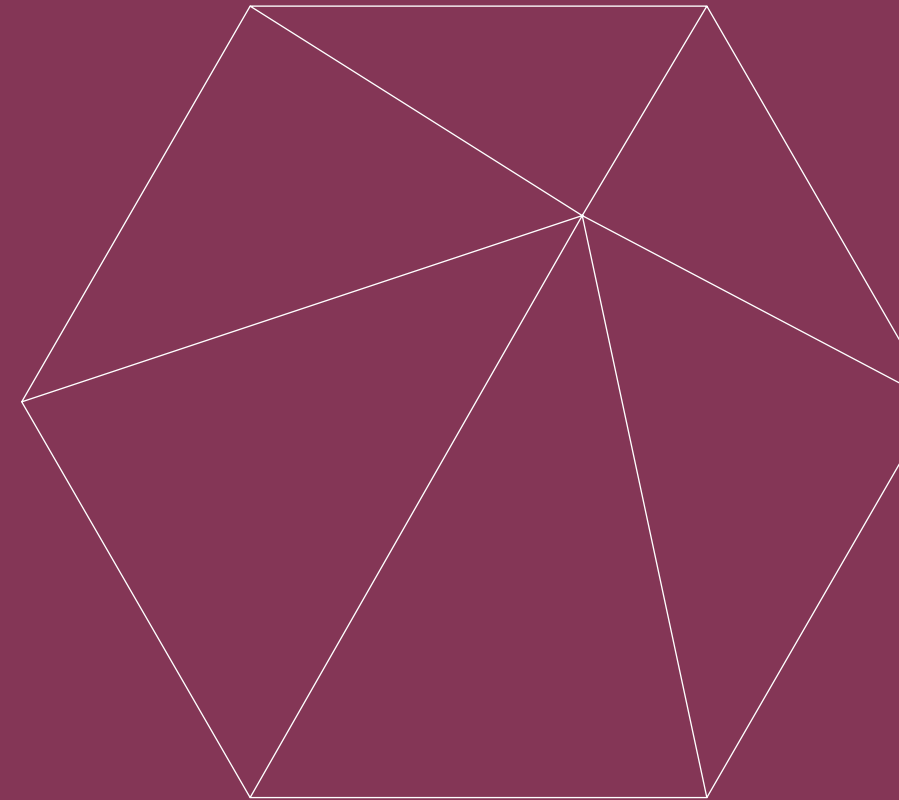
This project to create a premium recycled glass completely aligns with a circular economy approach with contributions from a recycling partner - Sibelco - and a packaging supplier - Groupe Pochet.

Part of the reason why this project could come to light was the pooling of expertise, a transparent approach and mutual trust. There's no economy circular without collaboration between the various stakeholders in the ecosystem in question.





# Preserve and pass on OUR EXPERTISE



With the 400<sup>th</sup> anniversary of the Group approaching, we're aiming to  
**"Preserve and pass on our Expertise",**

showing our commitment to produce in our operating regions, to contribute to their development and to pass on our expertise and pride in our business lines.



## Transmission and Pride

### Passing on the expertise of our business lines

The Group's commitment is brought to life through the Pochet Academy, which is a structured environment for developing a learning-focused culture. It's within this structure that the knowledge and skills of each individual are taught, honed and renewed. This dynamic creates a virtuous circle, where all of the company's stakeholders work towards this aim of continuous learning. The Pochet Academy is structured around 4 learning blocks: fundamental culture, client orientation, technical expertise and managerial culture. These blocks enable the development of both individual and collective skills, as well as allowing us to pass on the expertise of various age groups. **In 2021, our employees took more than 87,700 hours of training.**

### Recognition of our exceptional expertise

Today, the Groupe Pochet is proud to have 6 production sites with "Entreprise du Patrimoine Vivant" [Living Heritage Enterprise] (EPV) labeling: The Pochet du Courval, Qualipac Aurillac, Qualipac Aluminium and Solev sites.

#### Sites with EPV labeling through 3 labels

2021 RESULTS

6



### Pochet & ICAM, a long-standing partnership built to last

We've established a 3-year partnership with ICAM. ICAM is a higher-education school of engineering, based in several cities in France and around the world. This partnership aims to **create visibility on our industry's work for a new generation of engineers.** In keeping with this partnership, we're committed to welcoming interns/apprentices, with whom we'll share our respective expertise and knowledge while also benefiting from their expertise and knowledge on certain projects. In parallel, the company has put itself forward as a research location for students working on "work transformation and team cohesion".

### Remarkable ACTION

Guidelines signature  
Business destination with the  
Normandy region for Pochet  
du Courval: Promoting and  
presenting our careers





## Producing in the regions we operate in and contributing to their development

### Engaging in regions

As we approach our 400-year anniversary, this considerable history stands testament to Groupe Pochet's firm French anchoring: **8 of our 11 production sites are based in France.**

We're committed to producing in local regions, to opting for local ecosystems and contributing to their development. In this sense, multiple of our sites are located in Rural Rejuvenation Zones: Pochet du Courval Guimerville, Qualipac Aluminium and Qualipac Château- Thierry. This way, the Group takes part in work to restore dynamics to these zones, which are defined by the French government as being fragile in social and economic terms. Qualipac Aurillac was thus the first private employer in the Cantal region.

### Local and engaged anchoring

Groupe Pochet endeavors to **maintain at least part of its purchasing on a local scale**, in order to preserve the economic ecosystems of our sector.

First of all, the Pochet du Courval sites: Guimerville and Gamaches are located at the heart of the Glass Valley. This is the first global hub for Luxury bottle, nestled in the Bresle Valley. It's composed of several companies involved in Luxury bottling, including glassmakers, decorators, retrievers, etc.

### Remarkable ACTION

Investment in the local economy through our choices and supporting our suppliers: In 2021, more than 82% of purchases for our French sites were made in France

As for our Qualipac Chartres and Pochet du Courval Beaugency sites, they're based in the historic Cosmetic Valley. A real hotbed for employment around Eure-et-Loir, this hub brings together our clients' packaging sites, as well as countless manufacturers from the cosmetics & fragrance sector.


These two anchoring points mean that we are able to fully participate in our business lines' ecosystems.





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# Another Idea of Luxury



POCHET du COURVAL



QUALIPAC



AURA



SOLEV