

CSR REPORT

2022-2023

# Our Sustainable Commitments



GROUPE POCHET

# Editorial

Over the centuries, Groupe Pochet has demonstrated its capacity to innovate, to regenerate, to be daring, and to capitalize on the constraints of each era to develop and evolve its business.



**Irène Gosset**  
President



**Xavier Gagey**  
CEO

2022 was significantly marked by the post-COVID rebound period and the energy crisis, which pushed us to innovate within restrictions, to rethink some of our operating methods, and to demonstrate agility in our planning within an incredibly uncertain context.

Our bottling division, which was considerably impacted, had to adapt to this economic context and implemented several projects to monitor and decrease our energy consumptions, just like our other business entities.

The People who make Groupe Pochet once again had to show great Passion and a Bold approach in order to adapt to the situation, and to transform it into an opportunity for sustainable growth.

Groupe Pochet is an industrial company which sees itself in a resolutely technological, responsible and human-centric future, through digitalization and automation, but also through the preservation of the Planet and the passing on of our exceptional expertise. This is a fantastic connection between our past and our future for a Group which is celebrating its 400<sup>th</sup> anniversary in 2023.

Constant renewal with the ambition of being the reference partner for the Luxury and Beauty industries.

Through this 2022-2023 Report, Groupe Pochet wanted to share its sustainable and responsible business strategy for the Beauty industry of tomorrow.

OUR VISION

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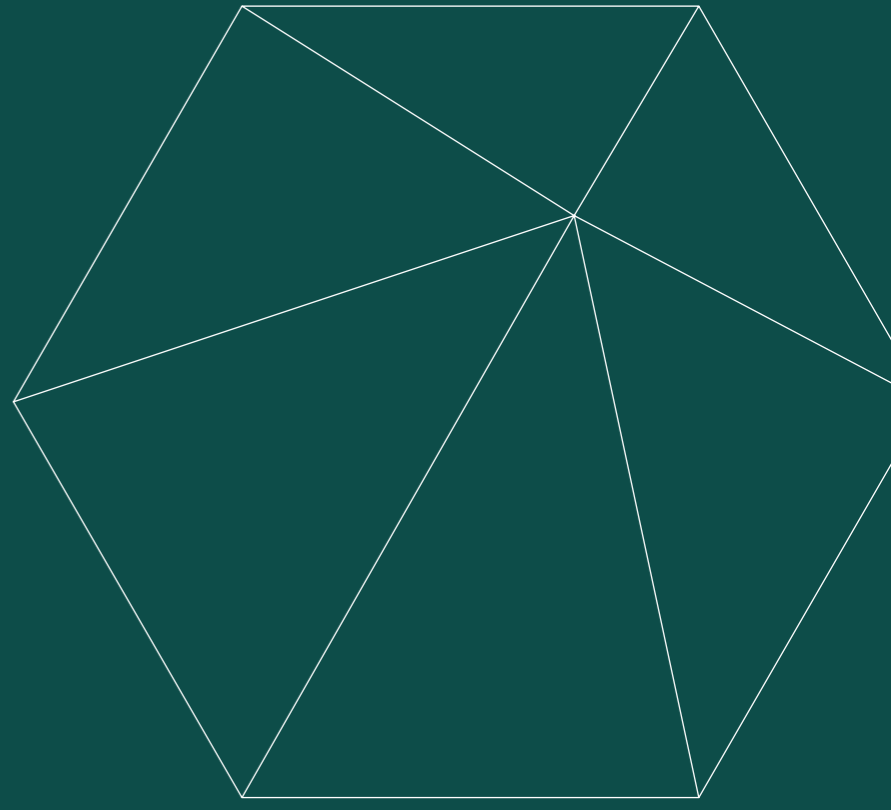


**Preserving and passing on**  
OUR EXPERTISE  
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# Groupe POCHET



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 and Zamak injections and press-forming aluminum, along with our expertise in metal-plating and galvanization, 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, our industrial activities are essentially focused in France: Our 9 sites have almost 2,800 employees between them. 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 EVOcadis. We're ranked among the top 1% of top-performing global companies in terms of CSR in these business sectors.



POCHET DU COURVAL



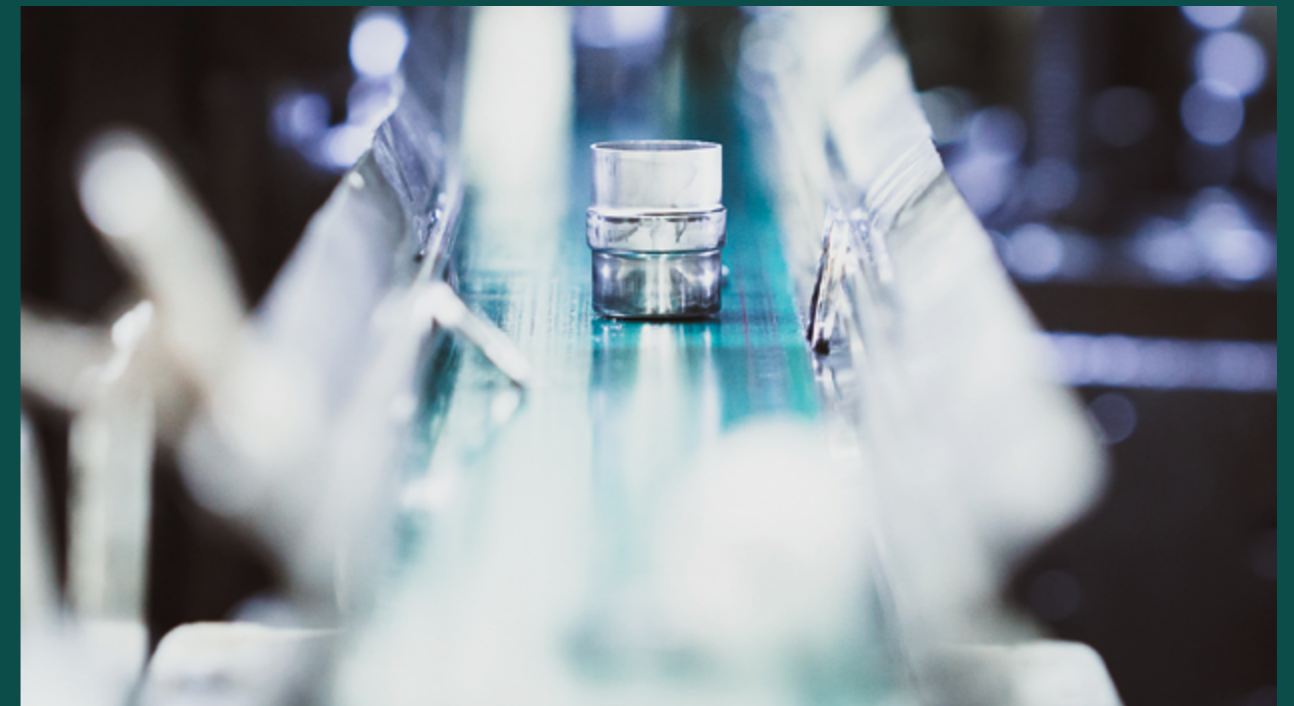
QUALIPAC



AURA



SOLEV



# Our expertise divisions



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 an **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.



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.



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.

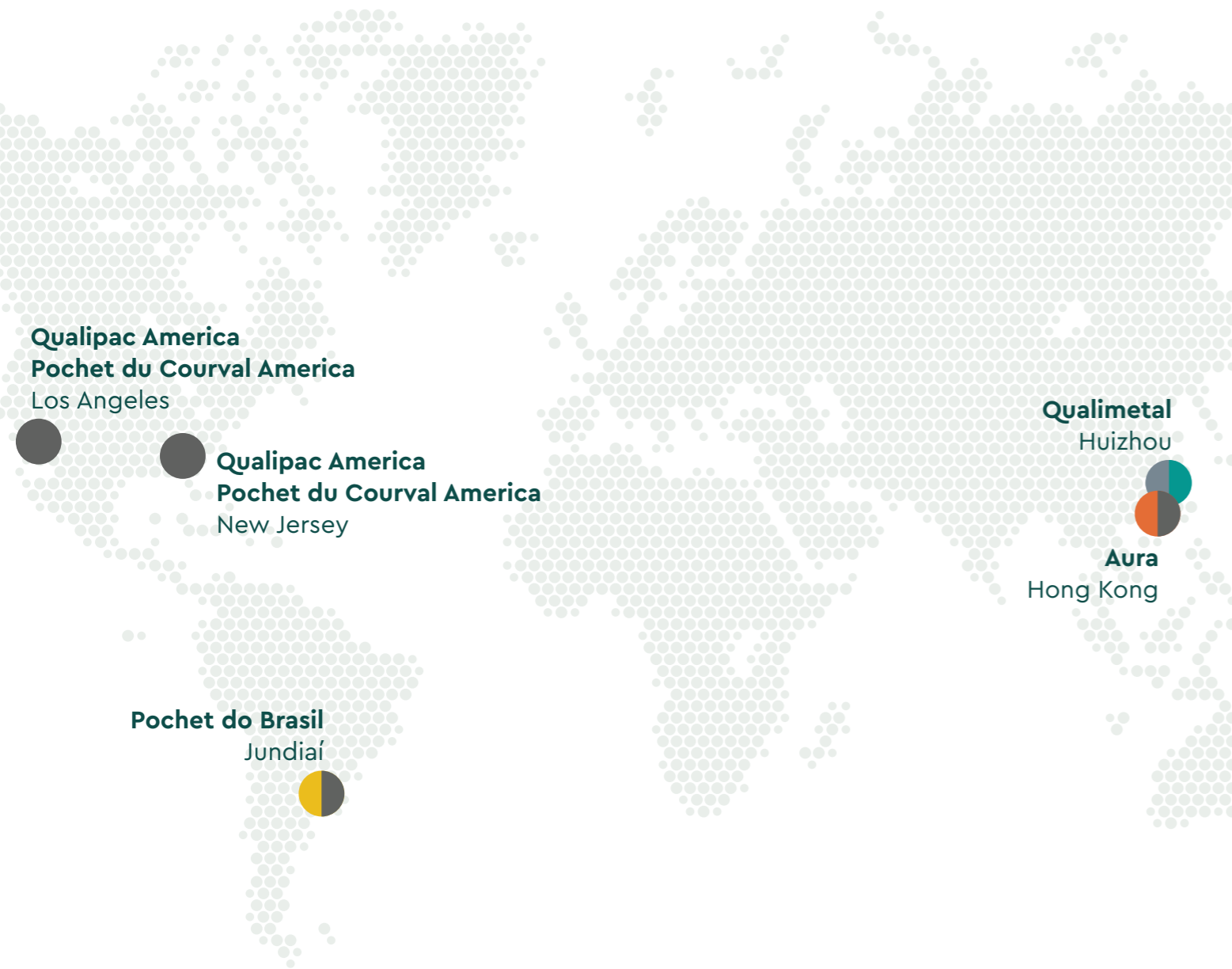
A **wide range of materials** is offered, favoring responsible solutions such as the B.Conscious collection, promotional solutions made using local and sustainable linen.



PIONEER IN DECORATION WITH HIGH  
ADDED-VALUE

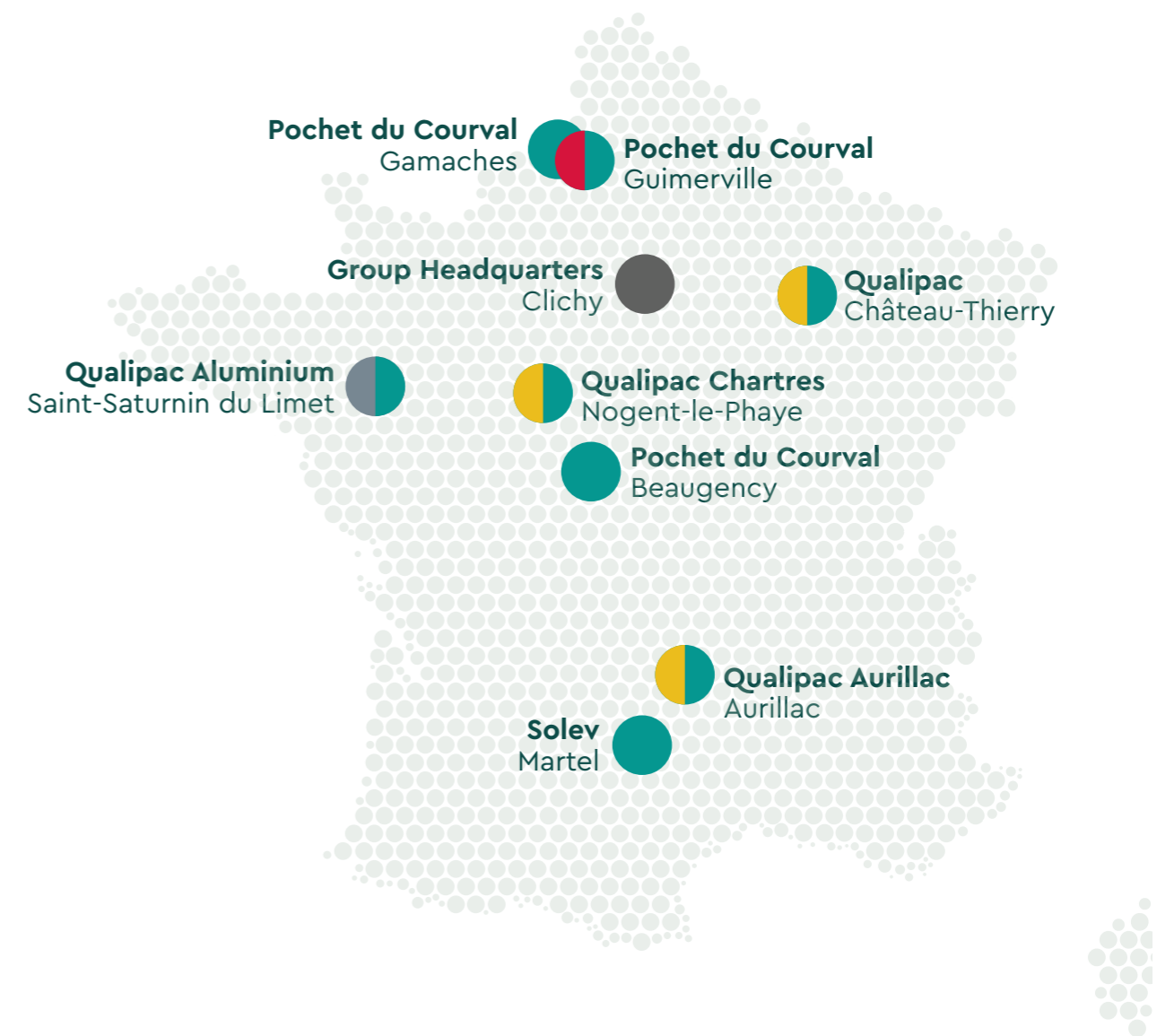
Bolstered by 38 years of expertise, Solev is a pioneer in **complex, metal and colored decorative elements** for the beauty market. It's also renowned for the extreme finesse of its laser work, on glass, plastic and metal. Conscious of the environmental responsibility of the decorative element industry, Solev is a unique figure, showing its commitment with **a processing solution for 100% of its atmospheric emissions** (such as VOC - Volatile Organic Compounds).

# Global locations



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

# France locations that bring use closer to our clients



## Certifications and recognitions



NGO assessing our performances and our capacity to respond to risks.

**For Pochet du Courval:**

**Score A** for our supplier commitments

**Score B** for global warming

**Score B** for water consumption

**For Qualipac:**

**Score C** for global warming



**All our injection sites are certified in line with ISCC+** which shows that traceability is ensured, from the collection of raw materials right up to the production process. This way, our certified sites can sell recycled and bio-sourced raw materials with ISCC+ certification.



**The EPV Label** is a mark of recognition from the French government which sets apart French companies demonstrating artisan expertise and industrial excellence : 6 Groupe Pochet sites have been awarded the "Entreprise du Patrimoine Vivant" label.



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.

## NEW AWARDS 2023



**Recognition of our CSR approach:**

**EcoVadis Triple Platinum medal** for several years in a row, placing Pochet du Courval, Qualipac and Solev in the Top 1%.



**Recognition of our Responsible Purchasing approach:**

**Awarding of the RFAR label and the ISO 20400 assessment** of our approach by means of an audit conducted by a third party. This recognition is based on the assessment of five 5 aspects, including our supplier relations and the incorporation of CSR challenges into our purchasing. Groupe Pochet is one of just 79 companies to have obtained this distinction, and is the first company from the Beauty industry.



Special mention - Formes de Luxe 2022 Award  
**Fame - Paco Rabanne**



Cosmetiquemag Award d'Or 2022 - Fragrance Design  
Category  
**Hypnôse 8 - Lancôme**





RESOURCES

## A Group committed to its stakeholders

### TALENTS

**3,700**

employees around the world in 2022

### INTELLECTUAL CAPITAL

Heritage of impeccable expertise:

**6**

sites classified as  
Entreprise du Patrimoine Vivant [Living Heritage Enterprise]

Innovating to keep up with the world of tomorrow:

**50+**

patent families filed

### 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

**10**

production sites across 3 continents

**100%**

of bottling sites certified in line with ISO 22716

**100%**

of Qualipac and Solev plants are certified in line with ISO 9001

**100%**

of Groupe Pochet plants are certified in line with ISO 14001

### RESOURCES

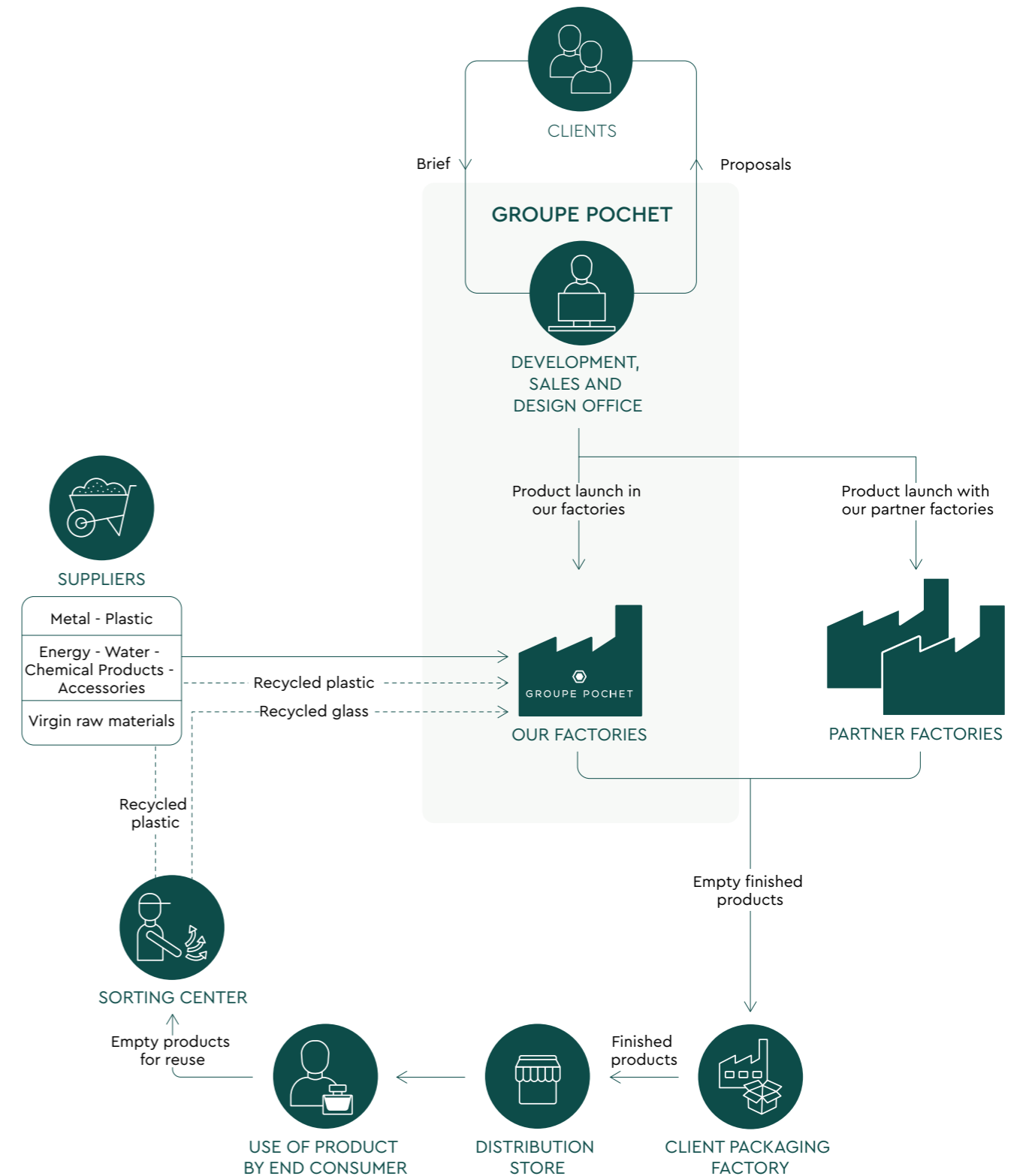
**15%**

of recycled glass contained in our solutions out of a total of more than 67,000 tonnes of raw material put into our kilns

**almost 7%**

of virtuous plastics injected into our presses, out of a total of more than 4,000 tonnes of plastic

## A business model aligned with a circular economy approach



## Remarkable performances

### HUMAN IMPACT

**FR1: 8.2** in 2022 versus 10.4 in 2018  
**SL: 0.38** in 2022 versus 0.47 in 2018

More than  
**43,800 hours**  
of training in 2022

### FINANCIAL IMPACT

**€536 M**  
of turnover in 2022

### ENVIRONMENTAL IMPACT

**- 16%**  
of **CO2 emissions** generated in 2022 equivalent to less than 69,000 tonnes/month compared with 2014 in terms of absolute value

**- 83%**  
of **water consumed** in 2022, equivalent to more than 1.46 million m<sup>3</sup> of water saved in comparison with 2014

**90%**  
of our waste is reused





# The CSR Strategy OF THE GROUP

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As a family business,  
**CSR is naturally a key  
element** in our DNA

In the aim of responsible development, in 2015 we made a commitment to develop our company's impact across 4 pillars: Preserving the planet, Considering our people, Opening dialogue with our stakeholders, Preserving and passing on our expertise.

# The commitments of our 2016-2023 plan

Preserving  
THE PLANET



**Reducing**  
our sites' carbon footprint

<p><b>-70%</b> of water consumption</p>	<p><b>-20%</b> of CO2 emissions per item</p>	<p><b>-50%</b> of VOC (volatile organic compounds)</p>
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**Contributing** to circular economy

 <p>+ <b>recycled</b> and bio-sourced materials</p>	 <p>aiming for <b>zero waste</b> landfilling</p>
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Progressing  
TOGETHER



**Improving** the environmental benefit of our packaging

<p>an environmental impact review on</p> <p><b>100%</b> of our product launches</p>	<p><b>Reducing the environmental impact</b> of our products produced in high volumes</p>
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**Opening up dialogue** with our stakeholders

<p><b>100%</b> of our strategic suppliers <b>committed to Responsible Purchasing guidelines</b></p>	 <p><b>one dialogue session per year</b> with our suppliers, clients and NGOs</p>
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Considering  
OUR PEOPLE



<p><b>Securing</b> the working environment</p>  <p>aiming for <b>zero accidents</b> across all our production sites</p> <hr style="border: 1px solid #d35400; margin: 10px 0;"/>  <p>aiming for the <b>elimination</b> of CMR products</p>	<p><b>Promoting</b> an inclusive culture</p>  <p><b>more than 40% women</b> in management teams</p> <hr style="border: 1px solid #d35400; margin: 10px 0;"/>  <p><b>diversity</b> in our business lines</p>
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**Protecting** growth

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

Preserving and passing on  
OUR EXPERTISE



**Producing** in regions and contributing to their development

 <p><b>continuous investment</b> for a high-performance industrial tool</p>	<p><b>100%</b> of our sites committed to a local partnership</p>
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**Passing on** our expertise and pride in our business lines

 <p>internal <b>training divisions</b> within our trades</p>	<p><b>50%</b> of our French sites awarded EPV <small>(Entreprise du Patrimoine Vivant)</small></p>
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A level of company pride topping **80%**

## Our protocols are evolving for the Beauty industry of tomorrow

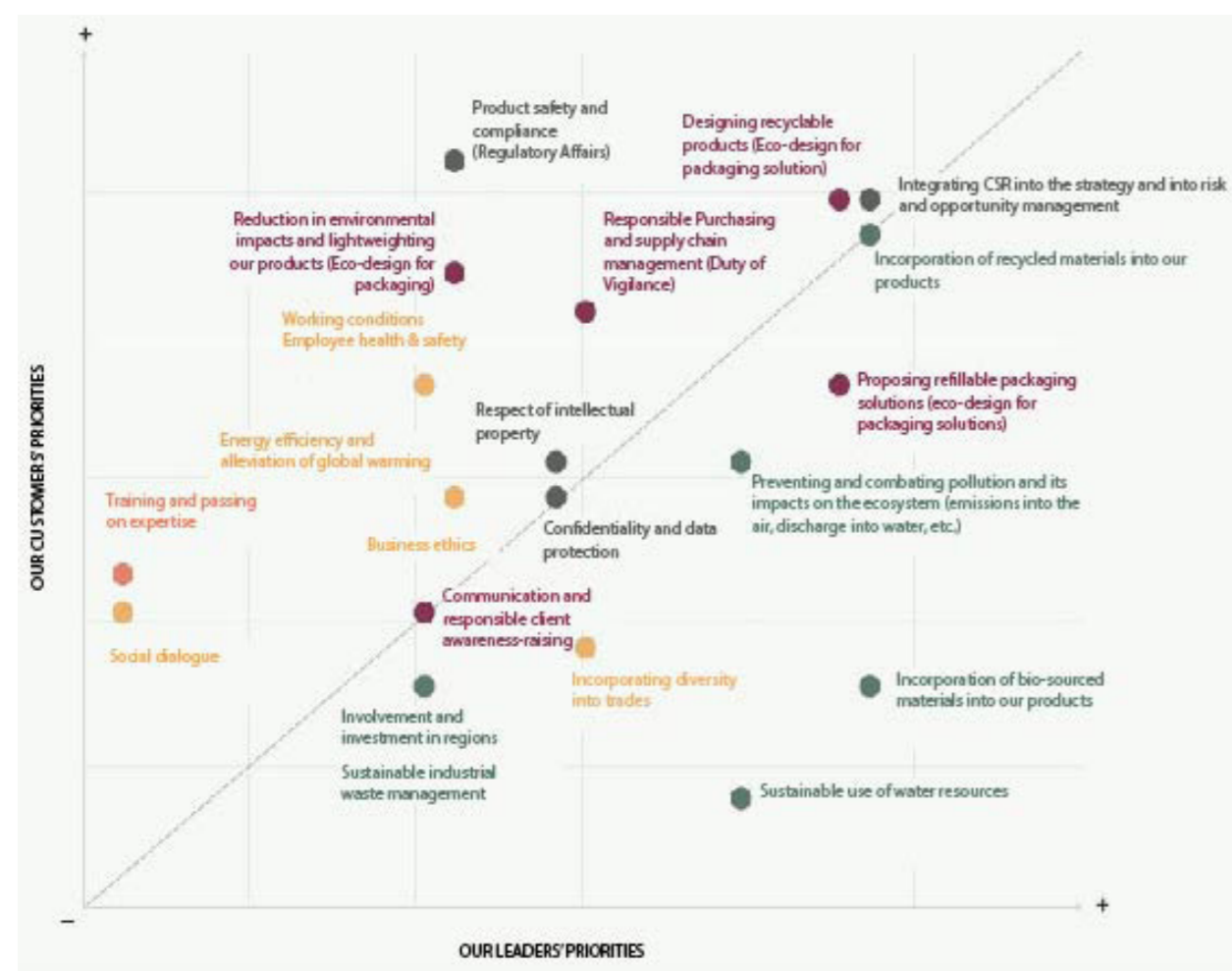
### The results of our work from 2016 - 2023

Already pioneering with its social commitments, since 2016, Groupe Pochet has had a formalized its first CSR approach: "Our 2023 commitments". Strong commitments on environmental, social and corporate themes which earned us recognition from the 2017 Luxe Pack in Green for our responsible approach.

### Remarkable results and collective commitment

Ever since, remarkable actions have been initiated throughout the entire Group, recognized in particular by our triple Platinum award delivered by EcoVadis.

Each and every trade has worked hard to take action for the environment, our teams and society as a whole, particularly demonstrated through a remarkable decrease in our water requirements and our atmospheric pollutant emissions, systematic consideration of our products' carbon footprint, the incorporation of diversity and disabilities into our employment opportunities, and our vigilance over the supply chain - all of which has been recognized by EcoVadis.



### 400 years, the starting point of our ambitions for 2030

To develop the new approach, we've consulted our stakeholders on our maturity and the priority focus points to be targeted, 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 challenges on which we need to focus our efforts.

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, which we will start making a reality this year, in 2023. We want to commit to an approach that aligns with our DNA, our clients and our ecosystem, built our eco-design, combating global warming and preserving our ecosystem and expertise.



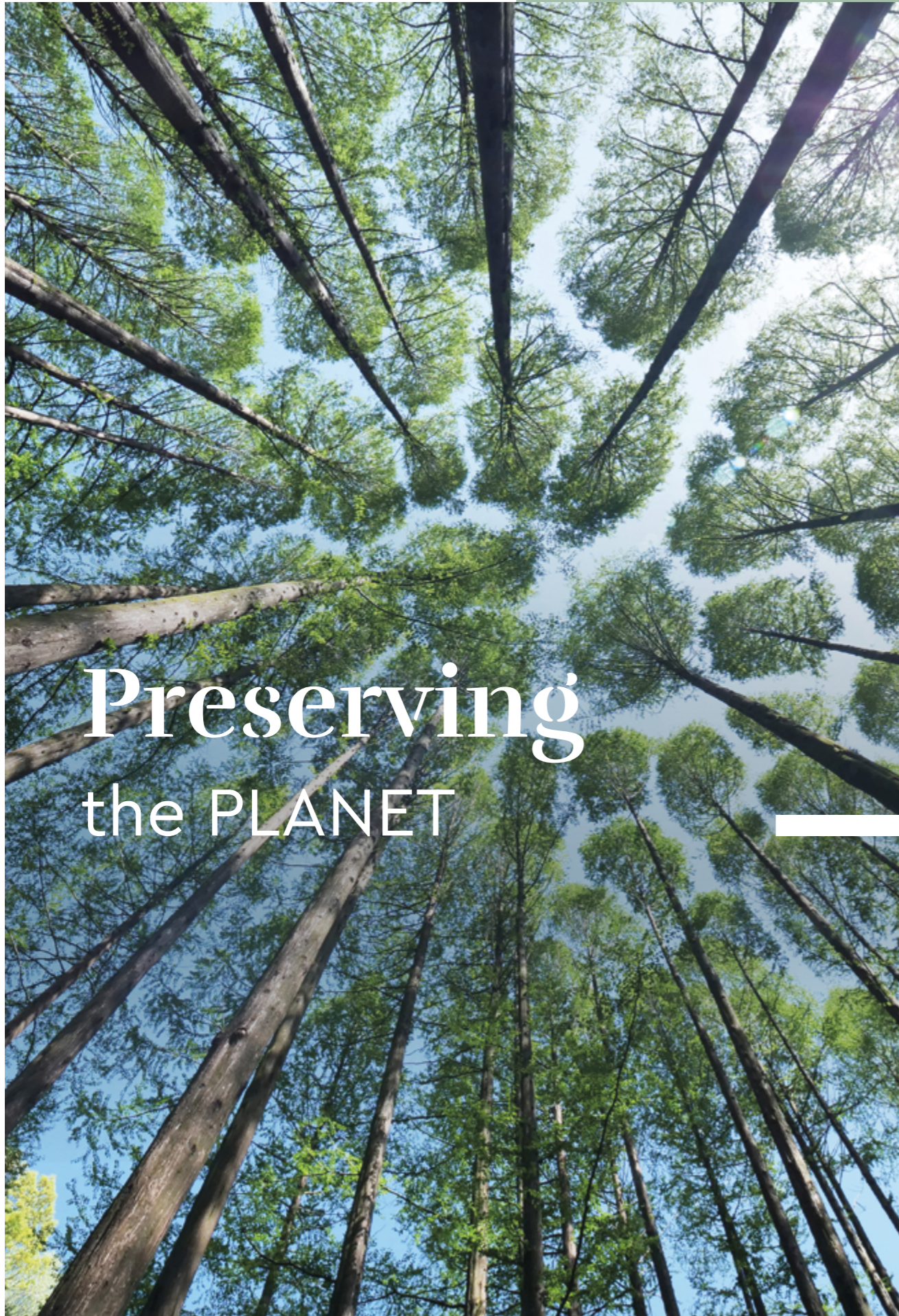
### A new approach closely linked to our stakeholders' expectations and the challenges faced by our trades

In 2022, we confronted these expectations with the key challenges and issues encountered by our trades in order to develop our key focus points.

This year, we have set ourselves the objective of sharing our new social ambition, based around strong themes and ambitious objectives, finding the overlaps in our trades' challenges and the expectations of our stakeholders.

These focus points included:

- **Preserving the planet:** A pillar focusing on the consideration of environmental challenges in the governing of our organization, combating climate change, and the overall environmental impact of our production sites.
- **Progressing together:** This pillar is summarized by working in partnership with our stakeholders, which adds to our protocol committing to transparency and responsible purchasing, supporting local networks and the beauty ecosystem, as well as passing on our expertise
- **Committing to our teams:** This people-centric pillar has been developed with strong commitments around health and safety, diversity, and the ethics of our practices
- **Virtuous designs:** This new pillar constitutes our commitment to eco-design through the development of virtuous solutions for our materials and processes, in line with current challenges and in compliance with the regulatory requirements



# Preserving the PLANET



For us,  
**"Preserving 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

### A measure that guides us in our projects

Thanks to the measurement of this impact through a Carbon Footprint calculated across the three regular scopes, we've been aware of our impact on global warming for several years now.

**Today, we've achieved a 16% reduction for the entire Group's carbon footprint, compared with the figures from 2014.**

The nature of our carbon footprint changes from entity to entity within the Group, but our focus points remain the same throughout:

- **Rationalizing energy:** We are reducing our direct emissions associated with energy through energy cognizance in our activities, and by opting for carbon-neutral energy such as the local wood-fueled heating system in Aurillac as a replacement for gas. This was a key focus point for 2022.
- **Working on our materials:** From sand to plastics, not forgetting some of the ingredients used in our decorative elements, we're working to reduce the impact of our materials, as seen in our project using virtuous plastics instead of fuel-sourced plastics.
- **Optimizing the packaging and transport of our products:** We're demonstrating our commitment through rotation programs for our product transport platforms, or reflective exercises regarding their size and material.

Through these projects and this program, our ambition is to **achieve a 50% decrease in our carbon footprint for the entire Group by 2033.**

Given the nature of the carbon footprints of our two divisions, Pochet du Courval and Qualipac, we have chosen to put together two carbon-neutralization plans in order to focus on the actual impacts of our operations.

For Pochet du Courval, the carbon-neutralization plan was drafted in 2021 and the first concrete results have already been reported.

As for Qualipac and Solev, we have improved the reliability of our impact measurements, and the teams are currently in the process of putting together a robust carbon-neutralization plan for our activities, namely through paying particular attention to our raw material purchasing, such as opting for virtuous plastics, recycled aluminum and energy cognizance across our sites. This also involves improvement and enhancement reviews for production equipment and buildings.

## A "Sobriety" Plan, a big ambition for the Group in 2022

### A plan based on robust past experience

For several years now, our energy control strategy has already enabled us to make notable reductions.

For example, by recovering the heat from its compressors and cooler to heat its premises, Qualipac Aluminium has reduced its heating consumption by more than 50%. On top of this, by redesigning its Kiln 5 during its last reconstruction, Pochet du Courval generated savings of more than 15% in energy consumption.

### Remarkable ACTIONS

- 30% of gas consumption at Qualipac Aluminium thanks to the new cooler and the "Sobriety" Plan actions

The redesign project for cold production on the Solev site started in 2021, with its heat recovery capacity allowing for a 57% decrease in propane consumption by the concerned boiler following its first year of operation. This represents 109 tons of CO2 equivalent that were not emitted thanks to this new equipment.





REDUCING OUR ENVIRONMENTAL IMPACT

## A "Sobriety" Plan, a big ambition for the Group in 2022

### In 2022, a "Sobriety" Plan was put together for the Group

Driven by one of the biggest Group-wide ambitions, we have drafted an energy "Sobriety" plan which has been developed around three key focus points:

- **Identification of our energy consumption** (electricity, natural gas, propane, heat) site by site, including the Clichy headquarters

A detailed analysis of daily gas readings and of the 10-minute points for electricity have enabled us to identify actions for improvement in terms of behaviors or investments.

This way, after the successful project undertaken by Qualipac Aluminium, we have extended the heat recovery study to all sites, focusing on compressors and coolers.

**The aim is to recover energy for heating premises and process water.** In parallel, we've also conducted studies on improving building insulation, improving the efficiency of the heating network, and switching from fluorescent lighting to LED lights. For example, across all sites, the installation of LED lighting has create 40% savings in energy consumption for lighting.

- **Involving each site with monitoring** thanks to a specific quarterly Steering Committee

At Qualipac Château-Thierry, **works carried out on the buildings have enabled a great reduction in energy loss** thanks to double glazing and new insulation for the offices.

Qualipac Aluminium has done the same for its office renovations.

The Qualipac Aurillac site has connected to the local city's wood-fueled boiler system for heating the baths of the new surface treatment chain, instead of using electric heating. Also, this wood-fueled boiler system gives us an alternative heating method to replace the traditional gas boiler system.

**We've therefore substituted fossil energy for renewable energy.**

The Guimerville site has initiated a substantive action with huge involvement from staff to ensure better daily settings for the arches. These settings began on one arch and were then extended to the other arches of the same unit, eventually spanning out to the other production units. The first results showed an approximate energy saving of 20%. In addition, the generalization of introducing external cullet, which is recycled glass sourced from recycled household waste after single sorting and a precise selection process, has enabled a further 2.5% saving in energy.

Lastly, the headquarters has played their part by reducing the number of fluorescent lights switched on in the car park by 50% and by using presence-detection or brightness-detection lighting systems in each office. Of course, **the temperature in the premises was set to 19 °C on working days with a decrease to 17 °C on weekends** and the heating systems were entirely switched off in the summer season. Air-conditioning units are only switched on if the internal temperature exceeds 26 °C, and with a maximum variation of 6 °C compared with the external temperature.

- **Real-time consumption monitoring** to improve our control over energy use thanks to the Métron supervision system
- After an experimental phase with the Metron Factory system on the Guimerville site, we're now rolling out the Métron system in multi-site mode on a Group-wide scale. Each subscriber will have direct access to the real-time consumption data for each energy type, as an absolute value or in relation to production. In the event of consumption exceeding a preset threshold, an alert will

be sent to inform those able to take action and to avoid any deviations.

This system also allows for a comparison between actual savings and expected savings following energy performance investments.

This project is steered on a Group-wide level with input from the Information Systems Department, the CSR Department and Energy Managers from each division.



**PATRICE MOREL**  
Technical Services Manager  
QUALIPAC AURILLAC



**LOUIS AURADOU**  
Finance Manager  
QUALIPAC AURILLAC

For more than 20 years, we've been implementing technical decisions aimed at improving our energy consumption. Our objective is therefore to make better use of energies while responding to production demand, without increasing our costs. With the support of energy specialists from our long-term energy supplier and benchmarking, we're constantly looking for new optimization opportunities and action plans. The new galvanization line is a good example of this, thanks to the savings in water consumption of the baths, both on the site and locally. This chain was also reviewed with the baths being heated by the collective heat network (wood-fueled boiler) of the city of Aurillac. These actions reduce the environmental impact and improve the safety of both employees and the site (eliminating fire risks through the use of LED lightning (more light), thanks to heating the water of the Chain 3 baths, thanks to the installation of "anti-fire" reactive compensation batteries, validated by our insurers). The recovery of fatal energies with the installation of a thermal fridge pump, an electric press, energy recovery for the compressor hot water, etc.



REDUCING OUR ENVIRONMENTAL IMPACT

# A Carbon Neutralization Plan in place

Between 2014 and 2021, carbon emissions were reduced across Scope 1 by more than 16% at Pochet du Courval, and by almost 13% across Scopes 1, 2 and 3.

**In 2021, an ambitious Carbon Neutralization Plan was formalized** with the support of more than 70 employees and the Carbone 4 consultancy firm, setting the following objectives:

- Halving carbon emissions between 2014 and 2033
- Addressing 91% of current emissions, across all scopes (1, 2, 3) through more than 40 projects based on financing requirements amounting to over €90 million over the 2021-2033 period

**Among these 40 projects, a major initiative has emerged from this carbon neutralization plan: The construction of an electric kiln.**

This electric kiln will be the very first French kiln dedicated to Luxury bottling. It will allow for a drastic reduction in our CO2 emissions by producing glass that is mostly carbon-neutral, aligning ourselves with the Beauty industry of tomorrow. Electric fusion technologies will play a huge role in enabling us to achieve this objective while retaining the quality of Pochet glass, which is known for its transparency and shine. This represents a saving of more than 5,500 tons of CO2 per year, and also presents an increase in capacity of more than 25 million units per year.

This project also presents multiple environmental benefits:

- "Sobriety": Halving energy consumption, falling from 2,500 kWh per ton of glass to 1,000 kWh
- 75% reduction in the dust emitted by the glass production process
- Elimination of NOx emissions
- Reduction of the quantity of waste associated with refractory elements



This project represents a real transformation process for the Pochet du Courval teams: A technological shift, both to electrification for melting process and advanced automation for the sorting processes.

This is a major transformation project for Groupe Pochet, both on a human scale and on a technological scale, as well as in terms of investments. It also reinforces the notion of Made in France.

**Groupe Pochet will be the first glassmaker to use electric furnace technology in France for the Beauty industry.**

In terms of electrification, other initiatives have been undertaken to reduce carbon emissions around glass recycling with the creation of the ecosystem for the premium glass circular economy, or initiatives around kiln and feeder regulations.



**Régine KOSLOWSKI**  
Director of Quality and Operational Excellence  
POCHET DU COURVAL

The 100% electric cooler-vault kiln 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 kiln.



REDUCING OUR ENVIRONMENTAL IMPACT

## Reducing our VOC emissions

### Results exceeding our ambitions for VOC reductions

Our decorating activity generates Volatile Organic Compound (VOC) emissions. These emissions are created by the evaporation of solvents during our varnishing activities. Our objective in this aspect, as part of our approach, was to reduce VOC emissions by 50% across all our sites. In 2022, we achieved a 70% reduction in VOC emissions compared with 2015. This result is the outcome of great efforts across all decorating sites through the substitution of solvent-based varnishes and the treatment of process output emissions on the Solev site, **a significant investment made in 2018, for which we're now reaping the rewards: 100% of emissions are treated on the Solev site.**



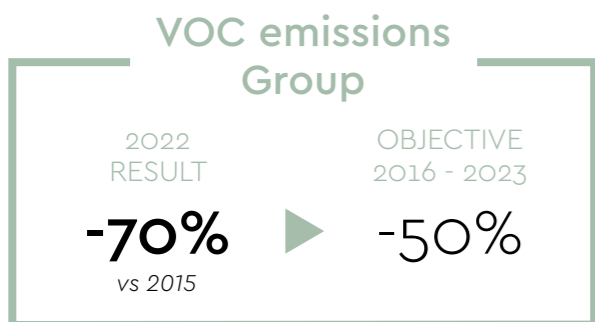
### 100% of varnishes used by Pochet du Courval are water-based

For several months now, at Pochet du Courval on the **Beaugency and Gamaches sites, 100% of bottles and lacquered jars are varnished with water-based varnishes.** The use of varnish guarantees the environmental benefit of products. 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.



### Ambitious roll-out of High Solid varnishes at Qualipac

For plastic items, we're working on solutions using lower-impact varnishes with a reduced solvent part: High Solid (HS) varnishes. Since 2017, Qualipac Aurillac has been substituting its conventional solvent-based varnishes with varnishes containing High Solids (HS varnishes). These varnishes contain 10 times fewer VOC than a conventional varnish. **In 2022, 76.5% of varnished part formatting used HS varnishes** on our Qualipac Aurillac site. The Qualipac Château-Thierry et Chartes and Solev sites are following in its footsteps, with encouraging results.



## Reducing our water consumption

### Far-reaching past outcomes for surface treatment at Qualipac

Within the Qualipac factories, surface treatment is the activity consuming the most water across the Qualipac Aurillac and Qualipac Aluminium sites. On these sites, **several actions have been undertaken over recent years to progressively reduce our water consumption.**

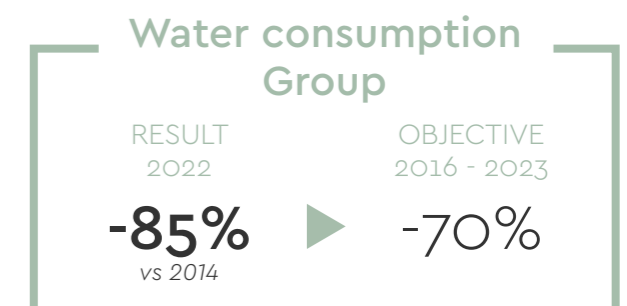
At Qualipac Aluminium, two major actions have led to the savings made over these past few years: The automation and optimization of water additions throughout our anodization chains and the installation of filters for partial closed-loop operation.

At Qualipac Aurillac, the reduction in our water consumption was also achieved through the automation of the filling system for the rinsing baths to adapt to the number of parts galvanized. In addition to this, we installed triple-cascade rinsing, which enabled us to divide the water consumption in this part of the process by five. Lastly, the most innovative undertaking was the installation of an innovative galvanization line, the ECLAT line, which had a lower energy impact and was free of Chrome VI, along with the switch to a "short chain", which requires a reduced rinsing bath and therefore consumes less water.

### Successful investments at Pochet du Courval

on the Pochet du Courval - Guimerville site, we've reduced our water consumption by 96% since 2014. These results are the outcome of significant investments, the implementation of good practices and daily monitoring. Certain elements of our kiln 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 530,000 m<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 have been saved each year by the Guimerville site,** equating to 96% of the site's water consumption.



# Incorporating recycled and bio-sourced plastics into our products

## Our petrol-sourced plastic substitution program

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

In 2022, we particularly focused on the substitution of styrene plastics (such as the ABS used for galvanization) and POM, which is a highly technical plastic that can pose issues regarding human health. Solutions have now been identified and we're working with our clients to replace these materials.

Furthermore, we're leading an ambitious research & development program to give us the capability of galvanizing polypropylene instead of ABS on our ECLAT galvanization line. This innovation will enable us to galvanize a lower-impact material with a responsible chain.

## Integration with excellent growth perspectives

In 2022, 7% of the plastic we used was composed of virtuous plastics. Among the solutions identified, we're now injecting post-consumer recycled PET, chemically recycled resins and biomass-based plastics that don't compete with food waste. We remain aligned with our objectives regarding the integration of virtuous materials, aiming for:

- 10% in 2023
- 25% in 2025



**In 2022, over 30% of our projects under development (after allocation) integrated virtuous materials** which should enable us to double our virtuous material consumption in 2023.

In addition, all new projects that we take on account consider the use of responsible solutions to offer our clients in order to systematically offer recycled or bio-sourced plastics. This should further accelerate the deployment of virtuous materials in our product portfolio.

### Virtuous materials in our products

2022 RESULT

7%

## Spotlight on our Brazilian injection site, Pochet do Brasil

We've been using virtuous plastics in our Brazilian factory since 2020. Today, we produce all kinds of products for perfume, such as bottle caps, weights, collars and inserts. For make-up products, we inject bottles and bottle caps. Most virtuous materials are sourced from recycled origins and contain between 20% and 100% virtuous materials according to the project and our clients' requirements.

In addition to custom creations, **Pochet do Brasil develops a range of Responsible Collection product range using virtuous plastics**, such as the Joker cap, which is made with 100% recycled plastic sourced from Brazilian household waste.

This highest-impact client project for Pochet do Brasil has been the eco-designed cap for the Kaiak men's fragrance by Natura. The cap is entirely designed in 100% recycled plastic collected from the Brazilian coastline. The development teams were able to successfully take on this challenge thanks to their expertise. We've contributed to the development from the selection of the virtuous material, which was a challenge as we didn't have 100% recycled materials on the shelves at the time, right up to the stability of the material's production batches.

The innovation, creativity and environmental consciousness of the Kaiak fragrance were praised by Brazilian packaging professionals in 2022. It was rewarded with the Association of Brazilian Packaging Prize (ABRE) and the "Grandes Cases de Embalagem" Award.



**Anderson ALAN LIBA**  
Packaging Development Manager  
NATURA

OUR CLIENTS CONFIRM

The Kaiak by Natura project was developed in line with the CSR commitments set out in "Natura Vision 2030". The objective was to relaunch the Kaiak brand and to rejuvenate its original version by highlighting the brand's commitment to nature and the underwater world. In this aim, the plastic section of the product uses 20% less material than the previous version, 50% of the plastic being recycled after collection from the Brazilian coastline. All of the Kaiak bottles contain up to 30% recycled glass in their composition. The fragrance is also refillable, making this product completely eco-designed.



**Eduardo ZATTA SIMONATO**  
Engineering Manager  
POCHET DO BRASIL

Partnerships with clients are essential throughout these new development projects using virtuous materials, and our relations are strengthened by the constant open dialogue.

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 shape complexity.

### Our Responsible Solution: SEVA 3 glass

The result of a collaboration celebrating 100 years of the legendary Chanel N°5 bottle, the SEVA 3 Glass is the **first premium recycled glass made from household waste**. This solution contains **15% post-consumer recycled glass** and is virtuous in more than one regard: It encourages end users to contribute to the circular economy, reduces the use of natural resources, and decreases the carbon impact while preserving the product's aesthetics.

### Reducing the impact of our Glass

In 2022, in the aim of continuing to reduce the environmental impact of our glass and following the commercial success of our "SEVA" solution, we produced the SEVA 3 Glass **continuously across our three kilns**. Hence, in 2022, the continuous production of this recycled glass enabled us to save more than:

- 3,600 tonnes of CO2
- 7,500 tonnes of virgin raw materials

Through this solution, 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.

### The 8 Hypnôse, a mascara with a reduced environmental impact



In 2022, Lancôme joined forces with Pochet du Courval to reinvent its 8 Hypnôse mascara using SEVA 3 recycled glass, inspired by the original design. The precision of the glass represents a technical challenge mastered by Pochet du Courval, which was able to take all of the complex and luxurious details of the bottle and combine them with a recyclable design, all with **a light glass weight at just 47 grams**.

The 8 Hypnôse bottle incorporates **15% recycled glass sourced from household waste**. Thanks to specific sorting of the extra-white glass, **the glass retains its transparency and shin, with no compromise on quality**.

The glass bottle is also coated with a delicate gradient black lacquering finish, which means it can be incorporated into glass recycling networks.

The 8 Hypnôse is Lancôme's lowest-environmental impact mascara.

CONTRIBUTING TO CIRCULAR ECONOMY

## Making better reuse of our waste in factories

### Improving sorting at Qualipac Château-Thierry

Each year, we improve our sorting to ensure that we make better reuse of our waste. This year, the Qualipac Château-Thierry factory took another big step forward thanks to two key actions:

- **Internally reusing tertiary packaging**, such as cardboard boxes, presented two advantages: It reduced the quantity of packaging required for each product delivered to clients and it also decreased the overall waste across our Qualipac Château-Thierry site.
- **Also, after sharing good practices across all our sites, we have improved the sorting of certain polymers** at machine outputs, which has enabled us to send polypropylene resins and Surlyn on to recycling networks.

### Limitation of our pellets losses at Qualipac Aurillac

In regard to its plastic injection activity, Qualipac Aurillac has been working for several years now to **limit the loss of plastic granules into the environment** (in 2013 it adhered to the Clean Sweep scheme set up by Plastics Europe).



Actions have been taken regarding waste management, with important awareness-raising for all employees and emergency scenario tests to confirm that everyone reacts properly and in good time in the event of a plastic granule spill.

In parallel, 4 plastic pellets traps were installed to eliminate any risk of plastic granules finding their way to the river. The custom design of these traps was developed in partnership with a local tradesman. Each quarter, an internal control is conducted on all preventative measures in place, and the audit at the end of 2022, carried out by an external certified organization, confirmed the compliance of Qualipac Aurillac.

### An innovative closed-loop varnish recycling network in Brazil

**Pochet do Brasil has implemented a circular economy for the reuse of varnish waste thanks to a partnership formed with our supplier**. Our site collects and separates varnish sprays which have missed the product, which we call "over-spray", which can represent up to 55% of varnish loss in the process. Our supplier collects this material, filters and treats it, and then reintegrates this "new" varnish created from the waste into new formulas for the metallic varnish base and for the high-shine protective varnish. The formulas can contain up to 85% recycled materials, depending on the use. These varnishes are now used in all our available lines.



# Considering OUR PEOPLE



For us,  
**"Considering our People"**

Consists of securing the work environment, sharing the growth of our business with our employees, while promoting an inclusive culture.

## Securing the work environment



**Julien NOBLESSE**  
Safety Manager  
Cold Glass and Support  
POCHET DU COURVAL



**Jérôme CAUCHOUX**  
Safety Manager  
Hot Glass  
POCHET DU COURVAL

Our daily objective is to guarantee the health and safety of all our colleagues. For this, several initiatives and programs have been deployed.

The establishment of the ISO 45001 certification in 2022 allowed for a framework to reinforce our approach, which will help us to make improvements to reduce the number of Workplace Accidents and Occupational Illnesses.

Working on safety is not a quick process, and can even seem long-winded at times, but we are already seeing positive signs that show how our actions are starting to generate great results. For example, the implication of field managers in behavioral safety visits, along with the rate of "almost accident" reports, which allow us to identify potentially hazardous situations and to proactively correct them. These signs, combined with the ambition of our management teams, give us good reason to be optimistic about the coming years.

Moreover, in order to place safety at the center of our work and to guarantee the safety of all our employees, with the support of COBEL (a consultancy firm specializing in developing a safety-focused culture) we have undertaken a vast training program called "Essentiel".

### Preventing MSDs

Our various production sites implement **several action to ensure the health and safety of their employees**, particularly in regard to Musculoskeletal Disorders (MSDs). In order to prevent these MSDs due to work stations, the Solev site has had physiotherapists lead 3 training days, enabling employees to better understand the challenges faced and how to combat them.

This initiative was also taken up by several sites, such as the Clichy headquarters, which welcomed occupational therapists for a day to show teams good posture and the proper movements to use.

Solev also renovated and secured its laser fleet. The investment in laser sources had a dual objective of improving team safety and boosting industrial performance. The **installation of ergonomic conveyor systems and the renovation of the machine fleet enabled significant reductions in risks of MSD** and falls, and also allowed for progress in terms of productivity.

### Major investments in key work stations to further increase our employees' safety

Pochet du Courval is also continuing with its efforts in the field of staff safety with its project "T3E" (Tri, Ergonomie, Emballage, Encaissage in French or Sorting, Ergonomics, Packaging and Packing in English). This major investment is enabling us to **protect employees thanks to a new sorting system** which improves the ergonomics of the sorter's station, enhances packaging management, streamlines flows, and allows for automatic packing as well as a reduction in the weights to be lifted. This new, innovative process protects employees from the risks of repetitive movements that may be hazardous to their health, and it also improves the productivity of these processes.



### Severity Level (SL)

2022 RESULT

0.38

### Remarkable ACTIONS

Pochet du Courval sites (Guimerville, Gamaches and Beaugency) have organized a Safety Day. These Safety Days are an opportunity to raise employee awareness of various themes associated with safety, such as chemical risks, movements and posture, cardiac risks, fire risks, etc. These days involved half of Pochet du Courval's employees.

Qualipac CT-C purchased over 20 height-adjustable forklifts in 2022 to improve the ergonomics of the work station and to reduce the MSD risks

### Remarkable ACTION

Like the rest of the Group, Qualipac Aluminium is aiming to eliminate hazardous products, referred to as "CMR". As part of this aim, a machine has been replaced with a more responsible machine which eliminates entirely the use of dichloromethane.

### POCHET DU COURVAL OBTAINS ISO 45001

FOLLOWING IN THE FOOTSTEPS OF QUALIPAC AURILLAC, SOLEV AND POCHET DO BRASIL

### Frequency Rate (FR1)

2022 RESULT

8.2

## Ethics within our Group

### Deployment of an ethical culture within our Group

In keeping with the Group's values, we are 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.

### Reinforcing the protocol in line with the Sapin II Law

In 2022, we undertook and reinforcement of our protocol with particular emphasis on risk assessments and training for the concerned employees. The ethical risk mapping has been finalized and it enables us to visualize and control all risks, and to act to further reinforce this degree of control. In order to raise awareness among the concerned employees, **115 individuals, including the management, purchasing and sales teams, were given training on matters associated with business ethics and competition law.**



### 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 have trained more than 50 individuals, based on their work and their use of personal data.** We have also advanced in the matter by implementing key tools, such as the digitalization 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 ACTION

In order to reinforce the control, monitoring and compliance of our actions, we have implemented several tools:

- Implementation of an accounting control automation software
- Audit of the supplier compliance automation tool
- Update of the GDPR records and flow digitalization

## Promoting an inclusive culture

### Inclusion - a challenge at the heart of our values

Inclusion covers all initiatives aiming to ensure that everyone is able to achieve autonomy and participate in the company, regardless of their background or personality.

**The Group is showing its commitment through inclusion projects, and several sites have already led initiatives to tackle this challenge.**

Demonstrating this, within the Qualipac Château-Thierry factory, a partnership was created with Humando. By partnering up with this temp worker agency, the site promoted and supported the notion of inclusion, enabling access to all types of profiles and combating CV inequalities.



**Anna HEINRY**  
Director of Group Human Resources

The professional world and, more specifically, companies need a healthy and secure environment that is conducive to well-being.

Groupe Pochet, in line with its Progressing Together and Consideration values, puts the people within the Group at the heart of its projects and plans.

It is our duty to encourage and promote inclusion in order to change mindsets. The company of the future needs to be built on a strong collective composed of a wealth of different profiles.

### Women in management teams

RESULT 2022	OBJECTIVE 2016 -2023
28%	40%

### Implementation of a Diversity committee within Pochet do Brasil

At Pochet do Brasil, the desire to promote inclusion was manifested through the organization of committees called the "Diversity Committee", which were aimed at promoting inclusive culture, changing mindsets and ensuring gender equality. The committee is also represented by women. As part of this approach, the "Coalisão Empresarial Program" was developed by Pochet do Brasil to address violence against women. The objective was set to implement at least 80% of the actions voted for by the Diversity Committee.

### Pochet du Courval has continued to show its commitment with the Duo Days

Pochet Du Courval struck up a partnership with **Duo Days, which offer a company the opportunity to host a disabled individual** paired with a volunteer professional in order to introduce them to their job and to offer them immersion during one day at the company. Pochet du Courval welcomed disabled individuals onto the Guimerville site, giving them the opportunity to discover the role of a sorter in the re-sorting workshop.

### A well-being program at Pochet do Brasil

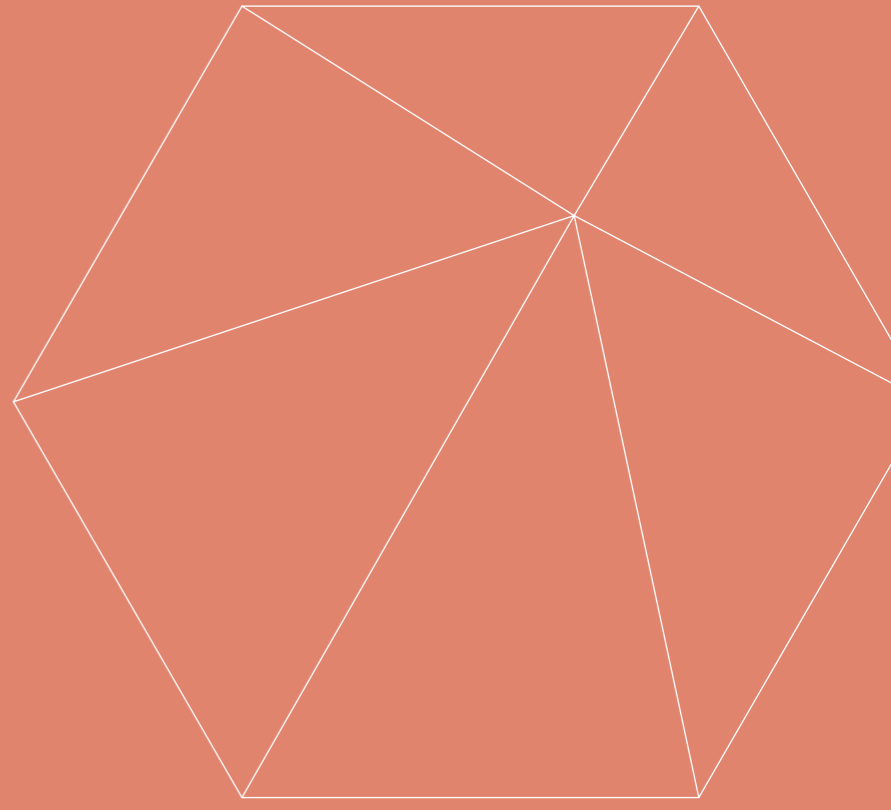
Pochet do Brasil has implemented a quality-of-life program for its employees, including several initiatives such as the "Pochet Mothers' Program", an annual health check, support in the event of absence due to accident or illness, a mental health support program, regular population analysis to identify potential high-risk groups and to allow for preventative measures to be implemented.

The effects have been confirmed by employees: A drop in the absence rate from 2.5% to 2%, a positive working environment, motivation and **an employee satisfaction level of at least 80% following an employee well-being survey.**





# Progressing TOGETHER



For us,  
**"Progressing 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 BENEFIT OF OUR PACKAGING

## Our refillable solutions for Skincare

WE OFFER A WIDE RANGE OF ECO-DESIGNED SKINCARE JARS, RESULTING FROM SEVERAL YEARS OF CAREFUL REFLECTION, ALL REFILLABLE, WITH UNIQUE GESTURE FEATURES AND VARIED MATERIALS.

### MALTI, a refillable design with a range of unlimited materials

Malti is a patented concept for an eco-designed refillable jar offering a great level of customizing options through the choice of materials for the jar and all its components, combining:

- **Easy use** thanks to an intuitive inner cup design that unclips from the bottom
- **A virtuous design** thanks to its refillable inner cup, which can be made from recyclable materials, and its outer jar, made with noble materials that are eco-responsibly sourced: Wood sourced from FSC-certified forests, ceramics, materials sourced from waste upcycling, and it's also eco-responsible in its optimized and lightweight design, with no excess material.



### MARVELOUS, precious refillability

Marvelous is a skincare jar offering a removable glass refill inside a glass jar, with no technical elements visible, which can be adapted to other noble and sustainable materials.

This eco-designed and optimized jar is made of recycled and lightweight SEVA 3 glass. The total weight of outer jar and its glass refill is 5% lower than a classic non-refillable glass jar.



### MODULO SKIN, a refillable design and simplified modularity

Modulo Skin is a modular and customizable skincare jar designed with virtuous plastics which aligns with our sustainable approach thanks to its numerous benefits:

- **Refillable** thanks to its inner cup that can be removed with a simple gesture
- **Recyclable**, thanks to its glue-free assembly which guarantees the separability of all components and enables integration into recycling networks
- **Modular**, with two jar design options that can be paired with the same lid



### ODYSSÉE, the 1<sup>st</sup> glass solution for 2-in-1 use:

#### Refillable and travel-friendly

Odyssee is a skincare jar made of lightweight SEVA 3 glass and a travel friendly and airtight refill, also made of glass. In addition, with its own lid made with recycled plastic, making it compatible with the PET recycling network, this solution is entirely customizable in terms of volume and decoration.

The initial Odyssee design allows for a 35% reduction in CO2 impact after two refills, versus the use of three premium jars. Odyssee thus presents 2 glass products with a total weight which is 5% lower than that of a classic premium jar.

Odyssee is recyclable and the two glass elements, which represent more than 80% of the total weight, can be reclaimed in the glass recycling network which is the most commonly-used and most-developed recycling network in the world.

IMPROVING THE ENVIRONMENTAL BENEFIT OF OUR PACKAGING

## Our recyclable solutions

### MINIMAL, a recyclable jar for skincare and makeup

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

This jar has a minimalist design with a fine ring and rectangular walls, and it's entirely recyclable. The Minimal jar is also available with fine shoulders for an aluminum lid that stays within the continuity of the design. The addition of shoulders was created while maintaining a light weight for the glass, perfect execution of the minimalist ring and even distribution both vertically and horizontally.



### LIGHT NUANCE, a wonderfully virtuous decorative element

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.

In order to offer a wider range of colors, we developed a new one: An iridescent gold which also has holographic reflects, offering a subtle golden finish to the glass product.



### THE COIFFE ÉTERNELLE, the first eco-designed cap with a magnetic closure mechanism

It was through drawing on the recovery and recycling network for SEVA fragrance bottles, set up by Groupe Pochet, that the ambition of designing an entirely separable magnetic bottle cap came about: The Coiffe Éternelle, the first entirely separable magnetic bottle cap on the market.

A stunning combination of luxury and eco-design, the Coiffe Eternelle is:

- **Separable and recyclable:** Using a simple tool, designed specifically for the Coiffe Eternelle, you can separate each component. Each material can thus be recycled and the costly, non-recyclable components with high environmental impacts (weight and magnets) are recovered and reused for other caps.
- **Designed with virtuous materials:** We have sought to reduce the Coiffe Eternelle's environmental impact by selecting recycled aluminum and bio-sourced plastic.
- **Created with the 1<sup>st</sup> network with a circular economy** for fragrance caps and toppers. The combination of two glass and recycling networks enables a reduction in the environmental impact of a full product: The bottle and its cap



IMPROVING THE ENVIRONMENTAL BENEFIT OF OUR PACKAGING

## Our clients support for responsible designs

### Morphoz: Augmented modeling tool to reduce our emissions and to support our clients with eco-design

**Morphoz is a unique solution, resulting from 15 years of research, which supports our clients as they create new volumes and decorative elements.**

The power of this tools lies in its capacity to anticipate distribution trends thanks to the incorporation of the parameters associated with the Pochet du Courval glassmaking process. Before moving onto the industrial trial phase, Morphoz determines the distribution of the glass across the shoulders, columns and the base. This allows an early visualization of the glass volume before launching the sampling process, consequently reducing the number of trial sections which hence a reduction of the carbon footprint for the development of a new glass bottle.



### Regulatory affairs, a key concern for our group

Groupe Pochet excellence in the products it develops is synonymous with product health & safety.

Here at Qualipac, there is a demanding process in place, and teams across the world have been trained in this process so that they can guarantee our clients their concerns throughout the product life cycle, from development to delivery.

Tools accessible to all have been developed and deployed. The aim of this work is to continually reflect on the compliance of the manufacturing processes and materials in order to guarantee the product compliance to our clients. **Currently, one of the major topics is the need for compliance when we're developing new virtuous materials, such as recycled or bio-sourced materials.** These materials are therefore approved to guarantee the product's compliance with our clients' requirements. 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.).



**Clémence Droit**  
 BE Development Project Manager  
 QUALIPAC CHÂTEAU-THIERRY

The project managers at Qualipac CT-C and Aurillac completed training so that they are all up to date with all the applicable regulations on the market, necessary for creating compliant products. This concerns all components of each product, such as dyes and materials, etc., which must comply with both general standards and those more specific to cosmetics. This 2-day training course enabled us to do substantial work on existing products, ensuring that their components still meet the legal standards that are updated each year. This also ensured compliance with the Group's standards and the specific requests of certain clients. We now have a clearer vision of the regulations that we need to account for when developing our future projects, so that we are able to secure the various certifications required.

IMPROVING THE ENVIRONMENTAL BENEFIT OF OUR PACKAGING

## Our eco-designed client launches

### SHISEIDO GROUP

Shiseido put its trust in Aura to make its eco-design ambitions a reality.

Shiseido Group put its trust in Aura to make its eco-design ambitions a reality.

The Shiseido teams wanted to develop a consumer gift for the launch of the Ginza Murasaki Eau de Parfum. This product is part of Shiseido Group's CSR strategy, namely the "5R" strategy which aims to reduce its environmental impact.

The Shiseido and Aura teams worked together to develop a toiletry bag which can be reused by the consumer. The design was sleek and simplified.

The choice of materials landed on recycled cotton for the exterior and a RPET for the interior. All materials were GRS-certified. The bag reinforcement was removed to reduce its carbon footprint, both in terms of transport and material consumption.

Lastly, the individual plastic polybag was replaced by a sheath made of FSC-certified cardboard, soberly printed with a single color. A more sustainable choice of packaging and a first for the collaboration between Shiseido Group and Aura.



### SUBLIMAGE BY CHANEL

A simply yet luxurious refillable design for luxury travel

Groupe Pochet supported Chanel in its quest to eco-design the jar for its Sublimage skincare, using SEVA 3 recycled glass, 15% of which is sourced from household waste, with no compromise on quality. The iconic glass jar then becomes refillable. The cap and inner cup in gold-colored anodized aluminum which compose the refill are entirely recyclable, combining luxury with sustainability. This new jar also combines the need for sustainability with the freedom of traveling.

### GUERLAIN

has materialized its sustainable innovation approach by reinventing the iconic Aqua Allegoria fragrance collection

Committed to preserving the planet, Guerlain partnered up with Groupe Pochet to create a lightweight, refillable bottle made with SEVA 3 glass, composed of 15% recycled glass sourced from household waste, without altering the quality of the transparency and shine that is so appreciated in Pochet du Courval's signature glass.





OPENING UP DIALOGUE WITH OUR STAKEHOLDERS

## Our Responsible Purchasing

**Groupe Pochet, leading actor in the Beauty industry, certified RFA and ISO 20400**

For many years now, Groupe Pochet has been implementing a **Responsible Purchasing protocol in order to maintain good relations with its suppliers and to encourage virtuous practices.**

This approach has been rewarded with the RFA label and has also been audited by a third-party organization according to ISO 20400. This recognition is awarded on the grounds of 5 key aspects around relations with our suppliers:

- **Our commitment and governance for purchasing:**

Groupe Pochet has been able to demonstrate that the Purchasing strategy aligns with its CSR commitments, in order for us to achieve our ambitious objectives. One of the Group's assets is the commitment of its executive management to be proactive on this subject.

- **The quality of our relations with our suppliers:**

This label showcases the professional approach of our buyers in regard to social challenges: 100% of our buyers are given training on these challenges and are set targets for them. We've also implemented a mediation line with our suppliers, in order to maintain long-lasting relations.

- **Respecting our suppliers' interests:**

We're committed to treating our suppliers fairly and to closely monitoring our payment times in order to make sure that we pay them on time.

- **Incorporating CSR into the purchasing process:**

Our CSR commitments are shared with our suppliers, and we work alongside them: From integrating environmental or social criteria into the specifications to evaluating their CSR practices.

- **The impact of purchasing on the competitiveness of the ecosystem:**

Our operating plants in key rural areas and our local investment have been recognized as a highly positive point in Groupe Pochet responsible purchasing.

### Inclusive Purchasing, an asset in Groupe Pochet purchasing

For several years now, we've been promoting partnerships with those living with disabilities. In order to take this commitment further, we've formalized it through our project, "Pochet for Inclusive Sourcing".

The commitment demonstrated through this project has enabled us to get to know our local ecosystems better, and to create long-term partnerships with the suppliers identified.

**In 2022, this project has allowed us to increase our purchasing within the protected sector by 75%,**

and it involved giving full-time jobs to 69 individuals within this sector. This considerable increase was made for local ESAT centers (centers providing care through employment) for the outsourcing of activities associated with our products, or protected establishments for tertiary activities such as translation or printing.

### Direct jobs generated by our Inclusive Purchasing

2022 RESULT

69

### Success Story of Qualipac Aurillac with the protected establishments of the Cantal region

For more than 20 years, the Qualipac Aurillac site has been showing its commitment to its region by working with the Cantal ADAPEI (Departmental Association for Parents and Friends of Individuals with Mental Disabilities). This organization has strong values and organizes events and services for disabled individuals. The association, which has a Board of Directors composed entirely of friends and relatives of individuals with disabilities, namely organizes employment for these individuals. Today, in Aurillac, it provides employment for more than 200 beneficiaries through several establishments, such as the ESAT of Conthe and Pont de Julien, as well as an adapted company, aiming to become a significant economic actor in the region and providing support to the local economic network.

Through the association, Qualipac Aurillac entrusted work including press assembly and the shelf-stocking of parts, enabling 35 disabled individuals to integrate the workforce. These tasks are chosen and adapted in line with each person's skills, and the organization is aiming to further develop them.

Recently, we wanted to take things a step further by integrating disabled individuals directly into our Qualipac Aurillac site, in partnership with the association. As a result, **8 disabled individuals who were familiar with our industry joined our workshops**

and progressively adapted to the factory's working conditions with great success. This long-standing partnership enables the development of common interests, contributing to the local economic network by provided work for disabled individuals.

OUR PARTNERS CONFIRM



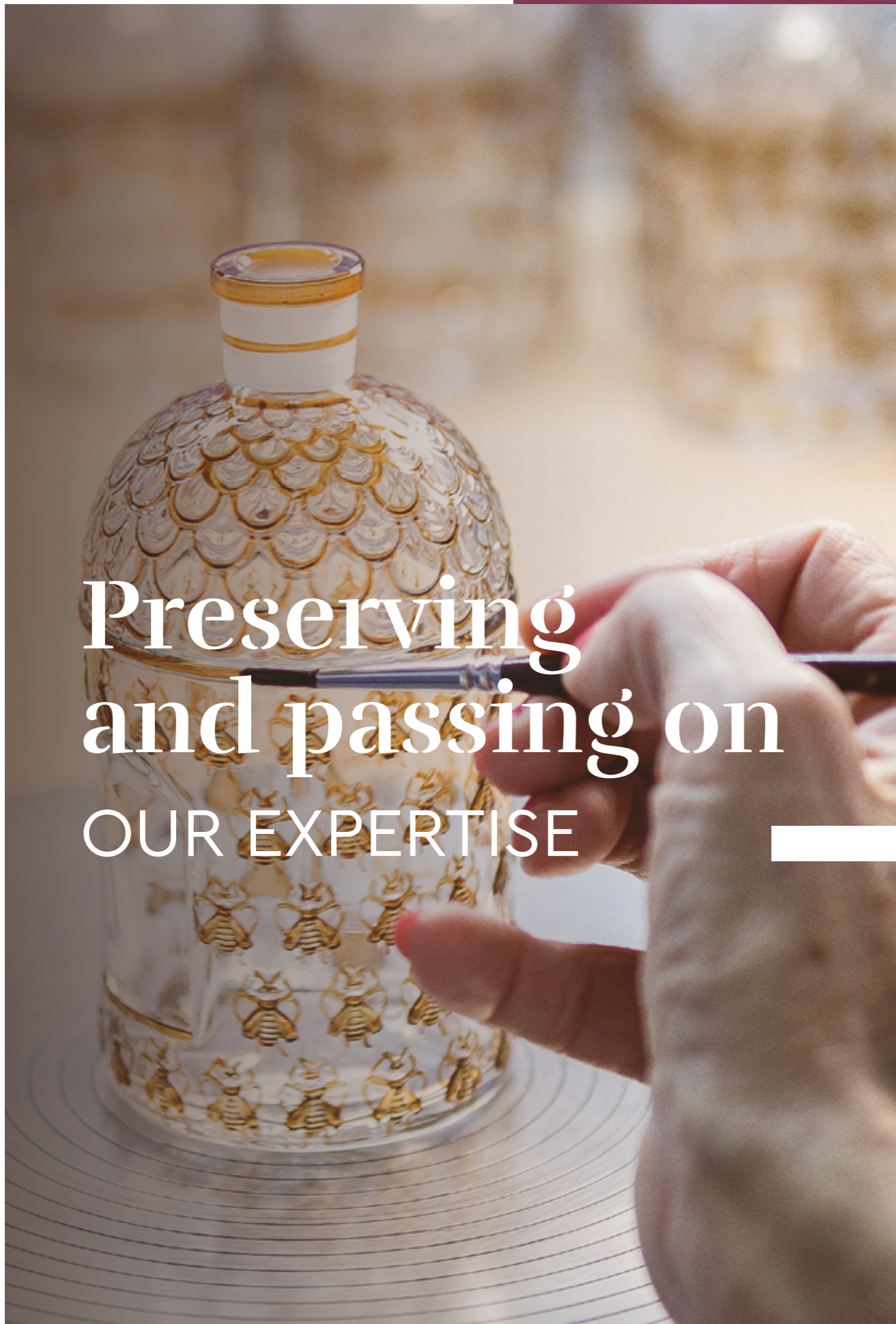
**Alexandre MALLET**  
Director of the Employment Division  
ADAPEI D'AURILLAC

The relation with Qualipac now stretches further than the typical client/supplier relationship. We consider Qualipac Aurillac to be our partner, enabling us to offer high-quality support to workers with disabilities while also offering opportunities for progression. Discussions are constructive with a shared objective of improving working conditions for individuals with disabilities.

### Portion of industrial outsourcing service purchases in inclusive purchasing

2022 RESULT

80%



# Preserving and passing on OUR EXPERTISE



For almost 400 years,  
we've undertaken the duty of  
**"Preserving and passing 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 trades.



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

## Our engagement with educational establishments

Each of the Group's entities is committed to passing on the Group's expertise and also sharing an insight into the industry, in a broader sense. Several initiatives have been implemented to promote the Group, to recruit, and to preserve our expertise.

For Pochet du Courval, almost 356 recruits were taken on with temporary or fixed-term contracts in 2022. **Several open days have been organized to give people a chance to discover the Technical trades on the Guimerville site**, and on the third day in particular, the site welcomed 450 people, including 150 employees, giving them a chance to tour the factory and to discover the world of glass from production to decoration. Thanks to the help of 40 volunteers, the open day was a resounding success.

## Remarkable ACTION

To mark the Year of Glass, Pochet du Courval has partnered up with the crystal and glass federation to introduce glass industry to the students from Normandie and Hauts-de-Seine.

These visits to schools have given students a chance to take a peek behind the scenes of fragrance production, careers in glass, and more generally, the world of industry. This has raised awareness amongst children of the excellent glassmaking expertise that can be found just miles from their homes. An educational kit was given to each class so that teachers could continue teaching on the topic of glass.

**Qualipac CT-C, in this same line of approach, took part in the "Osez l'Industrie" fair** which was aimed at giving the employment pool an opportunity to discover the company. This event enabled team members to meet students (elementary schools, high schools, etc.) as well as, more generally, any members of the public interested, giving them the chance to present the Group and recruit new employees.

Students represent a major challenge in recruitment for our trades and in passing on our expertise, and that is why Pochet do Brasil has incorporated an "Educational Partner Program", which aims to incorporate at least one group of young people per year, training them in our expertise and technical trades. We have thus measured a replacement rate of at least 50% on the employment market for students who have completed the program within 12 months following the end of the training course.



**Nathan GUERINEAU**  
Multi-Site HR Manager  
QUALIPAC CHÂTEAU-THIERRY

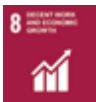
We are partners of the creation of the Prod'Factory at Qualipac Château-Thierry. As part of this initiative, I am a member of the Administration Committee and, as part of our commitment, we have indicated our intention to take on young people undergoing training as part of internship schemes, and to contribute to skill sponsoring in line with the needs expressed by the school. Depending on capacities, we will be able to outsource work to them.

## Remarkable ACTION

Qualipac Aurillac took part in the Internship Fair organized by UCA (Université Clermont Auvergne), at the IUT in Aurillac, where team members met students from the BUT Biology/Environment course to offer them an internship within the Environment Department. The students met were keen on applying for this internship opportunity. Following a full tour of the site and an interview, a female student was selected and she will be spending 11 weeks at Qualipac Aurillac, particularly working on improvement actions for the ISO 14001 system







# Passing on our expertise and pride in our trades

## Rewards for employees' hard work

Employee awards reward the long-term service of Groupe Pochet employees and, more specifically, they showcase journeys and pay tribute to the commitment and loyalty of Groupe Pochet employees.

The employee awards are part of Groupe Pochet family work culture and they resonate with our values – excellence, consideration, commitment to our clients, progressing together and a bold approach.

**More than 200 employees from the Pochet du Courval sites – Guimerville and Gamaches – have been awarded an Employee Award** by Irène Gosset, President of Groupe Pochet. A sincere and touching moment for employees who, having spent 20, 30, 35 and even 40 years of their working lives within the company, contribute to the Group's development and reputation on a daily basis.

Through this scheme, we reward the excellent expertise for which Groupe Pochet has itself been awarded the certification of **Entreprise du Patrimoine Vivant** [Living Heritage Enterprise].



**Hélène FRICOU**  
Director of Human Resources  
POCHET DU COURVAL

Groupe Pochet is one of the oldest French industrial companies, with ancestral *savoir-faire*, in some cases passed down from generation to generation, and unique expertise. It is essential for us to preserve and to pass on this exceptional expertise: Thousands of trade techniques that give our employees such a wonderful sense of pride.

**Hours of training**  
2022 RESULT

almost  
**44,000**

including almost 20,000 hours in internal training on our expertise



## Passing on our expertise and pride in our trades

AT A TIME WHEN THE INDUSTRY SECTOR IS EXPERIENCING TENSIONS IN CERTAIN TRADES, IT IS ESSENTIAL THAT WE SHOW NEW GENERATIONS THE CAREER OPPORTUNITIES IN TECHNICAL TRADES, AT THE LEADING EDGE BETWEEN CRAFTSMANSHIP AND ART.

### Practical training for our trades on the Pochet du Courval sites

The AFEST (Action de Formation en Situation de Travail - Workplace Training Action) allows to reconcile work and training, merging theory with practical aspects to crystallize unique expertise.

**For a company like Pochet du Courval, the need to pass on expertise and know-how is evident.**

The company is faced with an aging workforce and is encountering difficulties in recruiting operational professionals in its specific trades: there's a lack of initial training enabling for future employees to be trained in existing roles at Pochet du Courval.

This is linked to the fact that glassmaking techniques are very specific, as attested by the Group's recognition as an **Entreprise du Patrimoine Vivant** [Living Heritage Enterprise], granted by the French government.

We therefore need to train new talents, using high-quality tools.

On top of training, Groupe Pochet is also faced with a need to promote its technical and, in particular, glassmaking trades. With this in mind, Pochet du Courval opened the doors of its production site to the general public for a "Glassmaking Technical Trade Discovery Day".

This was a way for Pochet du Courval to showcase industrial trades, combining high technicality and excellence in execution, which remain little-known, as well as to attract future employees.

### An industrial & family-run history highlighted to our teams

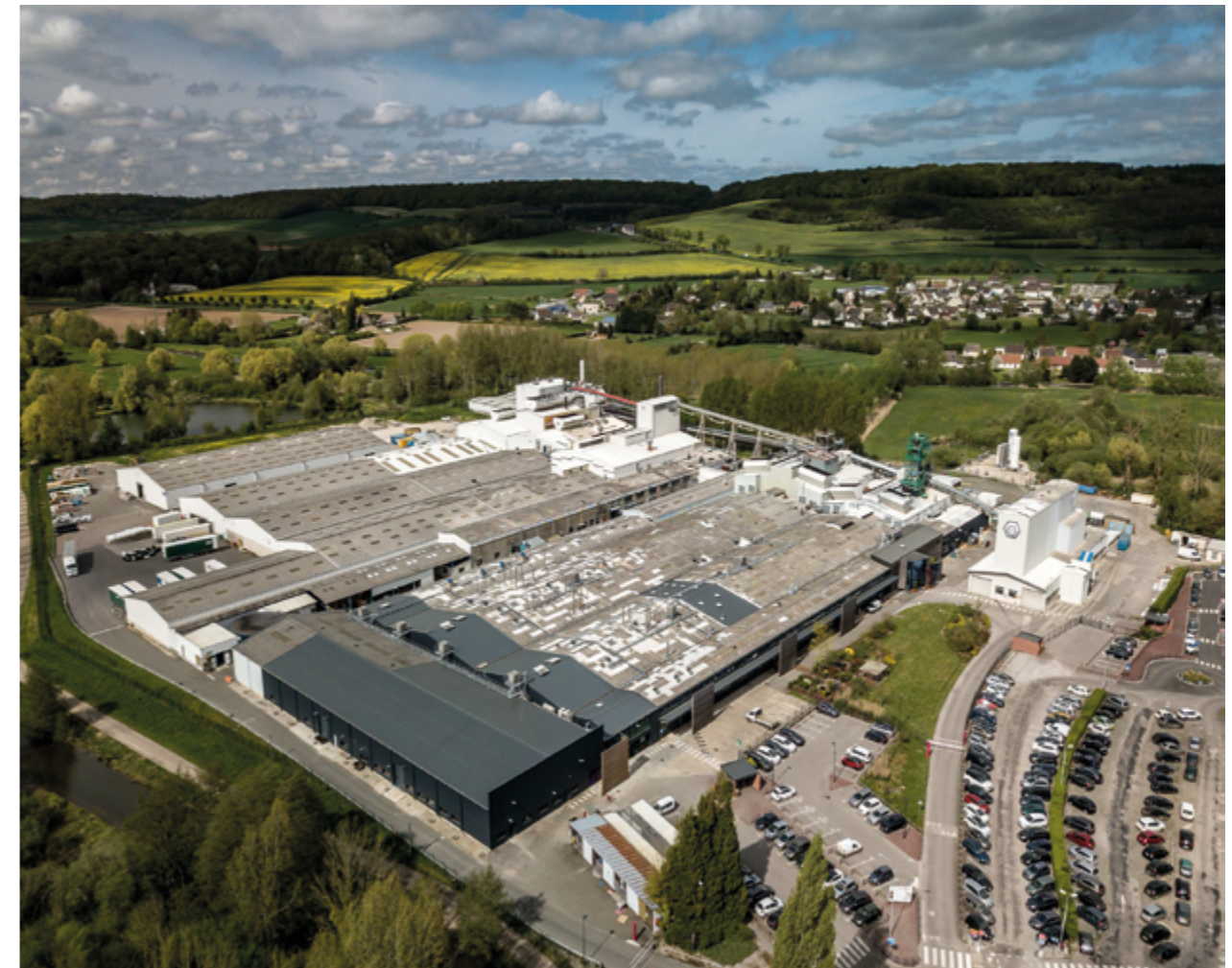
In 2023, Groupe Pochet is celebrating its 400<sup>th</sup> anniversary.

Founded in 1623 by the letters patent granted by Catherine of Cleves, Countess of Eu and Dowager Duchess of Guise, authorizing François Le Vaillant, Sieur of Courval, to establish a glassworks on her land. History was thus made, with glassworks producing flat glass before diversifying its activities into fragrance bottles and, over the centuries, becoming a multi-material Group.

**This exceptional longevity - which makes Groupe Pochet one of the oldest companies in France** - has been upheld through its

constant capacity to regenerate, applying a winning, triple-threat approach: Exceptional expertise, eco-design challenges, and passion.

Sharing this history with employees through various events and anniversaries is a cause close to the hearts of the Group and the members of the shareholder family.



In addition to this Group-wide anniversary, the Qualipac Aurillac site, specializing in plastic injection, celebrated its 40<sup>th</sup> anniversary, while the Pochet du Courval - Guimerville bottling factory celebrated its 50<sup>th</sup> anniversary.

**Moments of celebration that are virtuous in more ways than one. They enable the teams to learn more about the history of their site** and thus allow them to better understand certain functional and relational aspects that have resulted from this history;

meanwhile, it also engages employees, reinforce their sense of pride in belonging to a Group driven by 400 years of history and contributing to shaping the future.

## Non-financial data

THIS REPORT WAS PREPARED IN COMPLIANCE WITH THE GRI STANDARDS: ESSENTIAL COMPLIANCE OPTION. THE SCOPE IS ALL OPERATIONAL ACTIVITY OF GROUPE POCHET FROM 1<sup>ST</sup> JANUARY THROUGH 31<sup>ST</sup> DECEMBER 2022, AS IT IS MENTIONNED IN THE PAGES 12-13 OF THIS REPORT.

Reference years	GRI	2021	▲	2022
Number of items delivered (in thousands of units)		607,532	+19%	721,161
<b>ENVIRONMENT</b>				
Tonnage of recycled glass used	301.2	4720	+33%	6260
Tonnage of recycled plastic used	301.2	46	+407%	233
Percentage of recycled glass contained in our products	301.2	15%		15%
Percentage of virtuous plastics (recycled and bio-sourced) used	301.2	2%	+5 pts	7%
Total energy consumption in Mwh	302.1	343,554	+16%	397,606
Total renewable energy consumption in Mwh	302.1	25,446	-38%	15,880
% of renewable electricity in the electricity mix	302.1	17%	-8 pts	9%
% of renewable heat in the energy mix	302.1	100%		100%
Energy intensity ratio (in kWh/item)	302.3	0.86	-2%	0.84

Reference years	GRI	2021	▲	2022
Total greenhouse gas emissions (Scope 1 and 2) tons of CO2 equivalent (ADEME methodology)	/	57,095	+17%	66,979
CO2 emissions - Scope 1	305.1	50,750	+18%	59,980
CO2 emissions - Scope 2	305.2	6,349	+10%	6,998
CO2 emissions - Scope 3 [FR scope]	305.3	94,960	+12%	106,650
Variation in VOC consumption per item vs. 2015	305.7	-48%	-16 pts	-64%
Variation in quantity of water used per item vs. 2014	303.3	-82%	-1 pts	-83%
Total weight of waste in tons	306.2	10,320	+20%	12,377
Percentage of waste recycled	306.2	85%	+1 pts	86%
<b>ENVIRONMENTAL MANAGEMENT</b>				
% of industrial sites with an environment management system certified in line with ISO14001	103.3	86%	+14 pts	100%
% of plasturgist sites with a system certified in line with ISCC+	103.3	75%		75%

## Non-financial data

THIS REPORT WAS PREPARED IN COMPLIANCE WITH THE GRI STANDARDS: ESSENTIAL COMPLIANCE OPTION. THE SCOPE IS ALL OPERATIONAL ACTIVITY OF GROUPE POCHET FROM 1<sup>ST</sup> JANUARY THROUGH 31<sup>ST</sup> DECEMBER 2022, AS IT IS MENTIONNED IN THE PAGES 12-13 OF THIS REPORT.

Reference years	GRI	2021	▲	2022
<b>SOCIAL</b>				
% of women employed in comparison with the entire organization	401.1	47.5%	-1.2 pts	46.3%
% of women sitting on the various Factory Management Committees	405.1	33%	+4 pts	37%
% of women on the leadership team	405.1	27.5%	+0.7 pts	28.2%
% of disabled workers	405.1	2.3%	+0.3 pts	2.6%
<b>TRAINING AND PROFESSIONAL DEVELOPMENT</b>				
Total hours of training per employee	404.1	26.87	-32%	18.25
% of the total workforce which has received regular evaluation and career progression reviews (professional review)	404.3	25%	+21 pts	46%
% of the total workforce which has received performance reviews (Annual review)	404.3	18%	+2 pts	20%
<b>ETHICS</b>				
Percentage of all operational sites for an ethics risk assessment has been completed		100%		100%
Total number of sites assessed in terms of risks associated with corruption	205.1	100%		100%

Reference years	GRI	2021	▲	2022
<b>SAFETY</b>				
Frequency of workplace accidents entailing sick leave – (total number of workplace accidents with leave x 1,000,000 / total number of hours worked within the entire company) - FR1	403.9	8.3	+8%	9
Severity level of workplace accidents entailing sick leave for employees – (total number of days lost due to workplace accidents) x 1,000 / total number of hours worked	403.9	0.24	+79%	0.43
Frequency of workplace accidents with or without sick leave for employees – (total number of workplace accidents with or without sick leave) x 1,000,000 / total number of hours worked within the entire company (FR2)	403.9	18.8	-27%	13.8
<b>SAFETY MANAGEMENT</b>				
% of industrial sites with a safety management system certified in line with ISO45001	403.1	29%	+14 pts	43%
% of the total workforce across all sites which has received safety training	403.5	51%	+49 pts	100%
<b>RESPONSIBLE PURCHASING</b>				
% of critical suppliers that have signed the Responsible Purchasing Guidelines		100%		100%
% of strategic suppliers that have signed the Responsible Purchasing Guidelines		100%		100%
% of strategic and critical suppliers assessed in regard to CSR through EcoVadis	308.2 / 414.2	100%	-19 pts	81%
Average EcoVadis results for Groupe Pochet suppliers	308.2 / 414.2	53	3%	54
% of strategic or critical suppliers subject to an on-site CSR audit	308.2 / 414.2	3%	+8 pts	11%
% of buyers from all sites that have received training in responsible purchasing		100%		100%
% of buyers set targets regarding their responsible purchasing approach		100%		100%
Ecovadis Responsible Purchasing Score		70	+10 pts	80
% of local purchasing	204.1	77%	+6 pts	83%
Number of FTE concerned by direct jobs issued from the insertion sector		41	+68%	69

# Correspondence table Global Compact



## HUMAN RIGHTS

- 1** Promoting and respecting the protection of international law relating to Human Rights p. **40-47**
- 2** Making sure we are not complicit in any breaches of Human Rights p. **40-47**

## INTERNATIONAL LABOR STANDARDS

- 3** Respecting freedom of association and recognizing the right to collective negotiations p. **40-47**
- 4** Contributing to the elimination of all forms of forced or mandatory labor p. **40-47**
- 5** Contributing to the abolition of child labor p. **44-45**
- 6** Contributing to the elimination of any discrimination in employment p. **46-47**

## ENVIRONMENT

- 7** Applying the precautionary approach to issues regarding the environment p. **26-39**
- 8** Taking initiatives to promote greater responsibility towards the environment p. **26-39**
- 9** Promoting the development and distribution of environmentally-friendly technologies p. **26-39**

## COMBATING CORRUPTION

- 10** Acting against corruption in any form, including extortion and bribery p. **44-45**

# Another Idea of Luxury



POCHET DU COURVAL



QUALIPAC



AURA



SOLEV