



**CSR**  
2023  
*Report*

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**François Fournier,**  
CEO of HTL Biotechnology

I am pleased to present our first CSR report, which reflects our commitment to a sustainable and responsible future. Here at HTL Biotechnology, environmental impact lies right at the heart of our mission to develop and manufacture biopolymers. Every day, we work with our customers, suppliers, and other partners to keep our environmental impact under control and preserve resources.

Water is one of our major challenges. It is a precious resource and our teams are committed to limiting consumption.

As well as reducing our environmental footprint, the well-being of our employees in the workplace is particularly important to us. The health, quality of life and well-being of our teams is our main priority. This means developing skills and sharing values of respect, inclusion, and transparency.

In short, a committed company today should respond to the expectations of civil society and fully embody the model of a socially responsible company that is transparent, supportive, and open to its ecosystem.

As a French company with an international reach, it is particularly important for us to take part in local life by getting involved in initiatives and associations that, like HTL Biotechnology, embody the values of team spirit, responsibility, a pioneering spirit, and excellence.

As CEO, I have been committed to this vision for two years now, and will continue to be committed to ensuring that CSR remains our priority and remains at the heart of our corporate strategy.

*Together,  
further, and sustainably  
in all honesty.*







Who  
*we*  
are

# A PIONEER IN THE DISCOVERY OF THE HYALURONIC ACID PRODUCTION PROCESS

HTL Biotechnology is an international biotech company and world leader in the development and responsible production of pharmaceutical-grade biopolymers.



**30 years'**

experience in the production of hyaluronic acid



**100 M**

turnover



**80%**

of our products are exported

## SOLID LOCAL TIES AND AN INTERNATIONAL PRESENCE







# 2024

Acquisition of a recombinant protein platform in the United States

# 300

employees in France and abroad

# 1

sales team in Europe, Asia and the USA



# 4

Production units at our historic site in Javené (Brittany), a production unit in the United States



**CHINE**

**CORÉE**

**SINGAPOUR**

**BEYOND TOGETHER**

# BIOPOLYMERS USED IN PATIENT CARE TODAY...

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## KNEE OSTEOARTHRITIS

Use of HA as viscosupplementation

## CATARACT SURGERY

Use of hyaluronic acid (HA) in ophthalmic viscosurgical devices (OVDs)







## DRY EYE SYNDROME

Use of HA in eye hydration



## AGEING OF THE SKIN

Use of HA in dermal filling products



# HTL, PRODUCTS THAT MAKE A DIFFERENCE



## *Our* VISION

We offer the world a platform of pharmaceutical-grade solutions built around biopolymers.

Going further together, we are striving for excellence to improve the health and well-being of patients.



## *Our* MISSION

Unleashing the potential of hyaluronic acid and biopolymers to be of use to all those who want to transform the health and well-being of patients around the world.



1992

HTL Biotechnology inception



2007

HTL produces injectable HA in the form of an API (Active Pharmaceutical Ingredient)



2009

Inspection of the site by the French and American health authorities



2017

1<sup>st</sup> Ecovadis medal



2018

Opening of HTL3, the R&D laboratory at the Javené site



# OVER 30 YEARS OF INNOVATION AND EXPANSION



## *Our* AMBITION

By 2030, our innovative biopolymer platform will be in use in products for more than 500 million patients suffering from diseases in various therapeutic areas all over the world.

## *Our* VALUES

A pioneering spirit  
 Excellence  
 Team spirit  
 Responsibility



2020

2021

2022

2023

2024

Opening of the Paris offices

Opening of the new production unit, HTL4

Joining the UN's global compact programme

Our CSR Charter  
 Diversity and inclusion  
 Donations and sponsorship policy  
 Code of ethics  
 whistle-blowing process

Construction of 2 new DNA and HA units

Opening of subsidiaries in the United States and Asia

Code of conduct and anti-corruption

Acquisition of a recombinant human protein platform

Construction of a production unit in the USA

ISO 14001 standard

Feel the *difference* with HTL inside



BEYOND TOGETHER



*Our*  
**CSR**  
**strategy**



# SETTING UP OUR METHODOLOGY



**CSR has been right at the heart of everything we do for many years now.**

In 2022, we undertook a profound rethinking of our approach to Corporate Social Responsibility (CSR), adopting a more robust methodology that links the expectations of our stakeholders with the impact of our activities. To develop this strategy, we conducted over 133 interviews, both internally and externally, in order to define a charter, 3 priorities, and 19 specific commitments with measurement indicators (KPIs). These commitments are monitored to ensure that we are making ongoing progress towards our sustainability goals.

A new governance structure with a multidisciplinary committee meets on a quarterly basis, reviews the KPIs, measures progress and decides on any corrective action to be taken.

Our employees, at all levels of the organisation, are committed every day to making our company a player with a positive and lasting impact. Their commitment and unstinting efforts are essential if we are to realise our vision, integrating sustainability as a fundamental component of our identity and activities.

Christophe COYARD, Chief industrial performance officer

## PERIOD

The information published in this report covers the period from 1 January 2023 to 31 December 2023.

## SCOPE

The information presented in this report concerns the HTL group site based in Javené. It excludes sales offices (Paris, Singapore, China, USA) and a production site under construction (Boston). These sites did not have a significant impact on the Group's data in the period under review.

## *5 phases* to develop a CSR strategy

### Maturity diagnosis

- Analysis of existing documentation
- Interviews with stakeholders

### Updating the strategy

- Defining the 3 strategic lines
- Overhaul of the CSR Commitment Charter

### Stakeholder survey

- Customers
- Suppliers
- Employees

# THE STAKEHOLDERS INTERVIEWED



## Materiality matrix

- Simulation/modelling
- Identifying stakeholder expectations
- Internal workshop to identify HTL priority issues

## Strategy strengthening

- Identification of KPIs by strategic area
- Guidelines for the action plan









*Charter*  
**and lines  
of the CSR  
strategy**

# OUR CSR CHARTER

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*Going further, together,  
sustainably*

As the market leader in pharmaceutical grade biopolymers for medical use, HTL Biotechnology strives on a daily basis to supply its customers with products of impeccable quality, to guarantee the health, safety and well-being of its employees, control the environmental impact of its activities and innovate ethically and responsibly with its customers, suppliers and other partners.

**Our CSR strategy is deployed in 3 main lines:**

**ACTING RESPONSIBLY  
TOGETHER WITH OUR  
PARTNERS TO PRESERVE  
OUR ENVIRONMENT**

**SETTING AN  
EXAMPLE FOR OUR  
EMPLOYEES**

**CITIZENS IN CIVIL  
SOCIETY**

We are convinced that the CSR, as an approach to ongoing improvement, constitutes a formidable lever for performance, operational excellence, attractiveness, and motivation for talent.

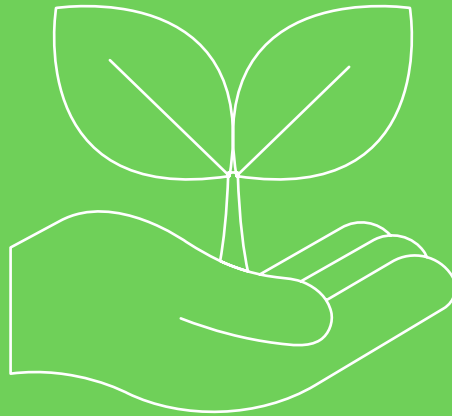
HTL Biotechnology designs proactive and ambitious programmes through an inspiring action plan and robust governance.

We assess and control our risks, and measure and report our non-financial performance in a transparent way in accordance with the most demanding standards and certifications.

We are therefore committed to integrating the principles of social responsibility at the highest level of decision-making and at the heart of all our activities.







# Line 1

## **ACTING RESPONSIBLY TOGETHER WITH OUR CUSTOMERS AND PARTNERS TO PRESERVE OUR ENVIRONMENT**

### **Our commitment to a sustainable future**

At HTL Biotechnology, we are firmly committed to tackling the environmental challenges facing our society.

Climate change, the loss of biodiversity, the depletion of natural resources and the risks of pollution are all major challenges we have to face up to.

We are determined to be proactive.

### **Becoming a model of excellence**

Our ambition is to become a benchmark in the preservation of resources and ecosystems.

We want to set an example for local, national and global authorities, and we strive to earn the acknowledgement of our customers as a responsible company.

### **Transparency and responsibility**

We take responsibility for our actions.

This is why we are committed to reporting our environmental impacts to all our stakeholders.

Our commitments are backed up by acknowledged certifications.



## OUR AMBITIONS

25%

WATER REDUCTION  
FROM 2020 TO 2025

25%

LESS FOSSIL FUELS PER KG  
OF HA PRODUCED

>50%

WASTE RECOVERY RATE  
BY 2026

---

HTL is committed to working together with its customers and stakeholders to reduce its environmental footprint in order to combat climate change and act to preserve resources.

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1

Reduce and control our water consumption.

2

Control water and atmospheric discharges and prevent risks of air, water, and soil pollution.

3

Reduce our fossil fuel consumption.

4

Set up a management system to reduce our environmental footprint.

5

Sort, recycle, and recover our waste.

6

Optimise our supply chain with our suppliers and service providers.

OUR COMMITMENT

# REDUCE AND CONTROL OUR WATER CONSUMPTION

Water is one of the most widely used resources in our business. We use it mainly in our manufacturing and equipment cleaning processes, in order to comply with pharmaceutical manufacturing standards for our products (GMP standard). It is also used to a lesser extent in our cooling processes. As water is a common good and a limited resource, its use must be controlled. We are committed to reducing our water consumption.



## OUR ACTIONS UNDERWAY

The water reduction programme began in 2019, saving over 25,000 m<sup>3</sup> of water in 4 years. Up to 2022 it focused on “eliminating waste and optimising our processes through 3 actions”:

- Setting up a closed-circuit cooling system;
- Optimising the pharmaceutical water production process to improve efficiency;
- Setting up a closed-circuit cooling loop for our fermenters.

Alongside these investments, a diagnostic study was carried out to help us understand the consumption of our manufacturing and cleaning processes and to define a 5-year plan to reduce our consumption.

### IN 2023:

- Optimising cleaning parameters on our production lines;
- Feasibility study for recycling our production water.





OPTIMISING OUR PRODUCTION PROCESSES

ELIMINATION OF WASTE WATER COOLING SYSTEMS

- 2024 • Recycling rinse water
- 2023 • Optimising our cleaning processes
- 2022 • Creation of a cooling loop for our fermenters
- 2021 • Installation of a closed-circuit cooling tower to replace an open-circuit tower
- 2020 • Optimising the pharmaceutical water production process

OUR GOAL



REDUCTION OF CONSUMPTION PER KG OF HA PRODUCED IN 2022 AND 2023:

8%

REDUCTION IN THE CONSUMPTION PER KG OF HA PRODUCED AFTER 2020:

30%



OUR COMMITMENT

# CONTROL WATER AND ATMOSPHERIC DISCHARGES AND PREVENT RISKS OF AIR, WATER, AND SOIL POLLUTION

Our manufacturing, storage and transport activities can generate various types of pollution, mainly water and atmospheric.



## OUR ACTIONS UNDERWAY

**A neutralisation and filtration plant for our effluent will be installed in 2021.** It allows us to regulate our water discharges.

### IN 2023

- Define an emergency procedure for collecting water from the retention basin in case of heavy rain and adapting the containment basin;
- Implementing a plan to reduce the use of detergent products (CIP process).



“In order to limit risks and take preventive action, an environmental incident management procedure has been created. Everyone can and must report an event that may be harmful to the environment. Each report will be dealt with according to its seriousness, and remedial and preventive action will be taken”.

Nolwenn LORIN, Programme Manager



OUR COMMITMENT

# REDUCE OUR FOSSIL FUEL CONSUMPTION

We use natural gas to produce steam, which is mainly used to power our distillation columns and produce hot water.



## OUR ACTIONS UNDERWAY



### IN 2023

- Start-up of a new distillation column 40% more energy efficient than the old one.

## RESULT



REDUCTION IN FOSSIL FUELS PER KG OF HA PRODUCED IN 2022 AND 2023

# 13%



OUR COMMITMENT

# SET UP AN EFFICIENT MANAGEMENT SYSTEM TO REDUCE OUR ENVIRONMENTAL FOOTPRINT

By adopting the ISO 14001 standard, we are committed not only to complying with regulations, but also to improving our impact on the environment on an ongoing basis.



“At HTL Biotechnology, we are committed to providing high-quality products while applying a responsible purchasing policy. Our suppliers are selected according to rigorous criteria of quality, performance and ethics, in line with our values. By integrating environmental and social criteria into our purchasing processes, we are prioritising a more ethical and sustainable supply chain”.

Alizé JAOUEN, Purchasing Manager



## OUR ACTIONS UNDERWAY

In 2021, HTL Biotechnology obtained **ISO 14001 CERTIFICATION**.



### IN 2023

- Training all employees in the environmental management system;
- Implementation of a Responsible Purchasing Policy.



## RESULT



# 80%

OF OUR EMPLOYEES TRAINED IN OUR ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)





OUR COMMITMENT

# SORT, RECYCLE AND RECOVER OUR WASTE

Our production activities generate waste throughout the process, particularly non-hazardous industrial waste (NHW) and hazardous waste (HW).



## OUR ACTIONS UNDERWAY

### IN 2023

- Setting up a plastic recycling procedure;
- Setting up a recycling loop for the ethanol used to produce DNA.

## RESULT



RECYCLING/REUSE  
RATE FOR WASTE:

**55%**  
IN 2023



OUR COMMITMENT

# OPTIMISE OUR LOGISTICS WITH OUR SUPPLIERS AND SERVICE PROVIDERS

We are convinced that CSR is everyone's business. This is why we have initiated discussions with our suppliers and service providers to encourage them to commit to an environmental policy.



## OUR ACTIONS UNDERWAY

### IN 2023

Responsible supplier management lies at the heart of our recent initiatives.

- Reduce the number of deliveries to the site by grouping orders to streamline our logistics operations;
- **91%** of our suppliers are based in Europe, **85%** in France.

These initiatives aim to minimise our carbon footprint while optimising the purchasing and goods in processes.



## RESULT



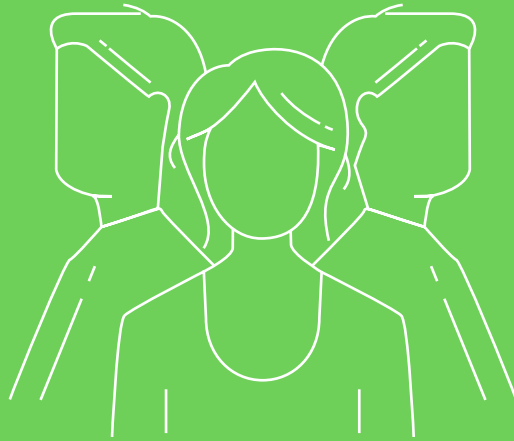
# 69%

OF OUR SUPPLIERS SIGNED THE RESPONSIBLE PURCHASING CHARTER









# Line 2

## **SETTING AN EXAMPLE FOR OUR EMPLOYEES**

### **OUR COMMITMENT TO A SUSTAINABLE FUTURE**

People are right at the heart of our concerns.

**At HTL Biotechnology, we highlight:**

**Our commitment to ensuring health and safety at work**

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**Our commitment to improving the quality of life of our employees**

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**Our commitment to developing skills**

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**Our commitment to respecting and promoting professional ethics.**

HTL wishes to be an exemplary and attractive company, which retains its talents, and a bearer of a winning dynamic and creativity.



## OUR AMBITIONS

>65%

NUMBER OF RESPONDENTS TO THE INTERNAL SURVEY

>44

NUMBER OF EMPLOYEES WHO TOOK PART IN THE CLIMATE FRESCO WORKSHOP

>82

M/F EQUALITY INDEX

<5

NUMBER OF ACCIDENTS INVOLVING STOPPAGE TIME 2023

22

NUMBER OF ACCIDENTS PER MILLION HOURS WORKED

HTL is committed to making the health, quality of life and well-being of its teams a priority by supporting the development of skills and sharing values of respect, inclusion, and transparency.

1

Improving health and quality of life at work.

2

Ensuring safety.

3

Ensuring a high-quality social climate through open, respectful and ethical dialogue.

4

Implementing a Diversity and Inclusion policy to combat all forms of discrimination.

5

Engaging teams in our ongoing improvement approach.

6

Implementing a skills management policy.

OUR COMMITMENT

# IMPROVE HEALTH AND QUALITY OF LIFE AT WORK

The success of our company is based on the know-how and expertise of our employees. To retain its talent, HTL Biotechnology is committed to improving the working environment and quality of life for its employees.



## OUR ACTIONS UNDERWAY

### IN 2023

- Launch of an employee survey;
- New changing rooms and a new office building;
- Establishment of partnerships with local nursery schools.

## RESULT



RATE OF RESPONDENTS  
TO THE SURVEY

90%





OUR COMMITMENT

# ENSURE SAFETY

In a world where employee health and safety is paramount, HTL Biotechnology is committed to making it a priority by adopting safe practices, providing regular training, and taking preventive action.



## OUR ACTIONS UNDERWAY

### IN 2023

- Availability of the single document. This document lists potential hazards in the workplace (physical, chemical, biological, organisational, etc.) and the preventive actions required to avoid them. This document is reviewed annually by the HSE team.
- Creation of risk sheets for workstations.
- Launch of a chemical risk reduction plan.

## RESULT



NUMBER OF ACCIDENTS PER MILLION HOURS WORKED

22



OUR COMMITMENT

# ENSURE A HIGH-QUALITY SOCIAL CLIMATE THROUGH OPEN, RESPECTFUL AND ETHICAL DIALOGUE

Social dialogue is important at HTL Biotechnology, which is why the management, directors and employee representatives meet regularly to discuss the company's affairs. HTL Biotechnology is therefore committed to ensuring a quality social climate for everyone.



## OUR ACTIONS UNDERWAY

### IN 2023

- Deployment of the new Human Resources strategy;
- Widespread application of the provident fund agreement to all employees in France;
- Holding a quarterly general information meeting;
- Deployment of the teleworking charter and the recruitment charter.



“Social dialogue is a fundamental pillar of our corporate values. Through open, respectful and responsible dialogue with staff representatives and employees, we are supporting HTL Biotechnology’s transformation and development”.

**Katia REMOND**, Head of Human Resources France









OUR COMMITMENT

# IMPLEMENT A DIVERSITY AND INCLUSION POLICY TO COMBAT ALL FORMS OF DISCRIMINATION

We are very much aware that diversity is a strength. HTL Biotechnology is committed to fostering an inclusive and equitable environment.



## OUR ACTIONS UNDERWAY

### IN 2023

- Organising Diversity and inclusion training (e-learning).

The HTL Group is fair and equitable, and undertakes to foster a working environment and culture that values difference.



## RESULT



M/F EQUALITY INDEX

96



OUR COMMITMENT

# ENGAGE TEAMS IN OUR ONGOING IMPROVEMENT PROCESS

At HTL, we are committed to the ongoing improvement of our Corporate Social Responsibility (CSR). Aware of our impact, we are mobilising our teams to innovate, raise awareness, and optimise our practices, thereby guaranteeing more sustainable operations.



## OUR ACTIONS UNDERWAY

### IN 2023

- Successful organisation of Environment Day on 6 June, bringing together over 100 employees to raise awareness and exchange ideas on the company's ethical and social challenges;
- Organisation of "Climate Fresco" workshops to provide a visual and educational representation of the challenges of climate change, helping to raise awareness, and educate decision-makers.

## RESULT



44

NUMBER OF EMPLOYEES WHO TOOK PART IN THE CLIMATE FRESCO WORKSHOP

OUR COMMITMENT

# IMPLEMENT A SKILLS MANAGEMENT POLICY (DEVELOPMENT AND ONGOING TRAINING)

Developing the skills of our employees lies at the heart of our HR strategy.



## OUR ACTIONS UNDERWAY

### IN 2023

Five key priorities to strengthening the professional development of teams:

- Project management;
- Technical training;
- Fluency in English;
- Safety culture;
- Management leadership training programme with a focus on Good Manufacturing Practices (GMP).

## RESULT



HOURS OF TRAINING PER  
EMPLOYEE OVER

19







# SKILLS DEVELOPMENT PLAN 2023-2026

## MAJOR GUIDELINES

### Managerial skills

Project management  
Trek management

### Tools and methodologies

Digitisation

### Health and Safety

## TO GET THERE

### Professionalisation of training

Launch of skills management  
Training support

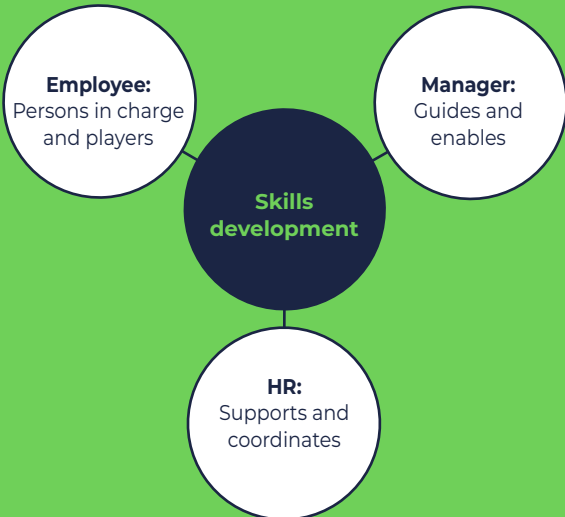
### Digitisation of training

Acceleration of e-learning  
Efficient use of the classroom

### Key role of the manager

Skills development  
Building training pathways

## A SHARED CHALLENGE



## WITH AGILITY

**70%**  
Experience and Practice

“On the job”\*

**20%**  
Interactions

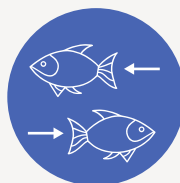
Informal learning  
Sharing skills among colleagues

**10%**  
Formal training

Structured learning for traditional ongoing training

\* at the workstation

Strengthen the ability of our teams to evolve flexibly in a changing environment.



Horizontal



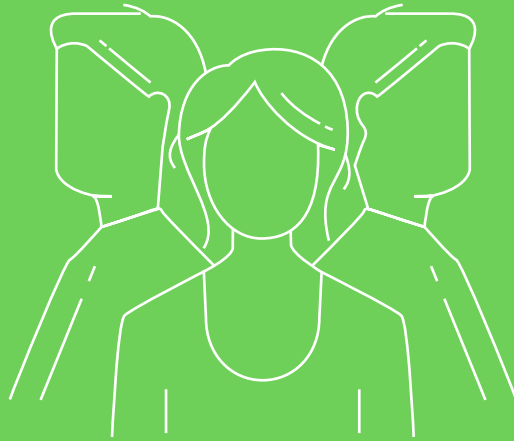
Career development



New missions



Vertical



# Line 3

## CITIZENS IN CIVIL SOCIETY

### OUR COMMITMENT

We are aware that the company has a responsibility towards society and its stakeholders.

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We are committed to being a good corporate citizen by investing in responsible and transparent relationships with all the stakeholders in our ecosystem.

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The company's commitment to society must fully meet or even exceed applicable legal obligations, particularly with regard to corruption, both in France and internationally.

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By acting in this way, our CSR approach also aims to improve the reputation and recognition of the company.



## OUR AMBITIONS

> 99%

NUMBER OF EMPLOYEES TRAINED IN THE ANTI-CORRUPTION CODE

> 2

NUMBER OF PARTNERSHIPS

> 8

NUMBER OF BLOCK RELEASE TRAINING PROGRAMMES

HTL is committed to meeting the expectations of civil society and aims to fully embody the model of a citizen, transparent, and supportive company, open to its ecosystem.

1

Continue to make ethics a priority and a reputational asset for the whole of civil society.

2

Give meaning to our ambition of corporate citizenship by establishing local and national partnerships.

3

Contribute to local economic development and jobs.

4

Report on our commitments and actions through transparent communication.



OUR COMMITMENT

# CONTINUE TO MAKE ETHICS A PRIORITY AND A REPUTATIONAL ASSET FOR CIVIL SOCIETY

We are committed to conducting our business in compliance with laws and regulations.



“Faced with the rapid growth and internationalisation of the HTL Group and the diversity of local legislation, we have established a common set of rules and fundamental principles for all employees through our Code of Ethics. The Code also includes examples of situations and the right reflexes to adopt to help employees in their day-to-day decisions. A good understanding of the Code is essential for application; to this end, we organise regular training sessions for all our employees. The Legal and Compliance Department also provides support and answers questions from employees”.

Evgeniya EME, Legal Manager



## OUR ACTIONS UNDERWAY

### IN 2023

- Drawing up the Code of Ethics, the Anti-Corruption Code and the whistleblowing system;
- Online module for validating all internal policies;
- Global Compact membership.

These initiatives aim to promote ethical and responsible practices within the company.

As a further demonstration of our commitment to responsible business practices, HTL has taken a significant step by joining the UN Global Compact. This membership confirms our

commitment to respecting and promoting principles relating to human rights, labour standards, the environment, and the fight against corruption. This approach underlines our commitment to sustainable and ethical practices, making our company part of a global drive towards social and environmental responsibility.



## RESULT



71%

OF OUR EMPLOYEES  
TRAINED IN THE  
ANTI-CORRUPTION  
CODE



WE SUPPORT  
THE GLOBAL COMPACT



OUR COMMITMENT

# GIVE MEANING TO OUR AMBITION OF CORPORATE CITIZENSHIP BY ESTABLISHING LOCAL AND NATIONAL PARTNERSHIPS

We are a good corporate citizen and we are committed to playing an active role in our community through donations and partnerships with local and national associations.



## OUR ACTIONS UNDERWAY

The company adopted a procedure in 2022 which defines its policy on donations and sponsorship, and aims to support projects of general interest in line with its values of excellence, responsibility, team spirit, and pioneering spirit.

### IN 2023

After an internal call for applications, 3 associations were chosen:

- **Dessine-moi la High-Tech** whose aim is to fight paediatric cancer using new technologies. Its main missions are to support patients and research, and to train carers;
- **À pas de chenille:** The aim of this association is to provide rehabilitation and support solutions for disabled children aged 0 to 18. This transdisciplinary rehabilitation centre is based in Fougères;
- **INCR (Clinical Neuroscience Institute of Rennes):** NI-PI-GLIO project - Supporting research into new drugs to treat brain cancer.



Other associations and initiatives are supported locally:

- **Pays de Fougères Basketball:** The slogan "Growing Together" expresses Pays de Fougères Basketball's desire to be a real player in social cohesion and a national standard-bearer for the town of Fougères;
- **The Fougères urban trail with a team of committed employees;**
- **Support for the Fougères music festival.**



"At HTL Biotechnology, we believe in the importance of getting involved in a vibrant local community by forging solid partnerships with associations that share our values. These partnerships, both local and national, not only enable us to strengthen our local roots, but also to give greater meaning to our corporate citizenship ambitions".

**Nathalie CHEVALLON,**  
Chief public affairs and communication officer

## RESULT



SUPPORT FOR

6

ASSOCIATIONS

OUR COMMITMENT

# CONTRIBUTE TO LOCAL ECONOMIC DEVELOPMENT AND JOBS

In a world where businesses play a crucial role in the economic and social fabric, it is essential for us to make an active commitment to supporting local development and promoting employment in the Fougères area, thereby contributing to a sustainable future.



## OUR ACTIONS UNDERWAY

### IN 2023

- 100 recruitments in the region;
- Attendance at school forums to present the company;
- Encouraging the recruitment of students to work part-time.

## RESULT



9

STUDENTS RECRUITED





OUR COMMITMENT

# REPORT ON OUR CSR COMMITMENTS AND ACTIONS THROUGH TRANSPARENT COMMUNICATION

In a context where the trust of stakeholders is paramount, we wish to be held accountable for our CSR commitments and actions, thereby guaranteeing an authentic and responsible relationship with our communities.



## OUR ACTIONS UNDERWAY

As part of our transparent and open external communications policy, we regularly publish information about our progress in CSR on our LinkedIn account and on our website.

### IN 2023

- A new page was added to the website;
- Press release on our new CSR strategy;
- Launch of the company life page on LinkedIn.



## RESULT



25%

OF POSTS ON THE SOCIAL MEDIA



BEYOND TOGETHER



# *Summary* of **commitments**

# Our environmental performance

ACTING RESPONSIBLY TOGETHER WITH OUR CUSTOMERS AND PARTNERS TO PRESERVE OUR ENVIRONMENT

REDUCE AND CONTROL OUR WATER CONSUMPTION



**8% LESS**  
(PER KG OF HA PRODUCED)

CONTROL WATER AND ATMOSPHERIC DISCHARGES AND PREVENT THE RISKS OF AIR, WATER, AND SOIL POLLUTION



REDUCE OUR FOSSIL FUEL CONSUMPTION



**13% LESS**  
(PER KG OF HA PRODUCED)

SET UP AN EFFICIENT MANAGEMENT SYSTEM TO REDUCE OUR ENVIRONMENTAL FOOTPRINT



**80%**  
OF OUR EMPLOYEES TRAINED IN OUR ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

SORT, RECYCLE, RECOVER OUR WASTE



**55%**  
RECYCLING/REUSE OF WASTE

OPTIMISE OUR SUPPLY CHAIN WITH OUR SUPPLIERS AND SERVICE PROVIDERS



**69%**  
OF OUR SUPPLIERS SIGNED THE RESPONSIBLE PURCHASING CHARTER



# Our social performance

## SETTING AN EXAMPLE FOR OUR EMPLOYEES

IMPROVE HEALTH AND QUALITY OF LIFE  
AT WORK



**90%**  
OF EMPLOYEES  
RESPONDED TO  
THE SURVEY

ENSURE SAFETY



**22**  
NUMBER OF ACCIDENTS  
PER MILLION HOURS

ENSURE A HIGH-QUALITY SOCIAL  
CLIMATE THROUGH OPEN, RESPECTFUL  
AND ETHICAL DIALOGUE



DRAW UP A DIVERSITY AND INCLUSION  
POLICY TO COMBAT ALL FORMS OF  
DISCRIMINATION



**96**  
M/F EQUALITY INDEX

ENGAGE TEAMS IN OUR ONGOING  
IMPROVEMENT APPROACH

**44**  
EMPLOYEES TOOK PART  
IN THE CLIMATE FRESCO  
WORKSHOP

IMPLEMENT A SKILLS MANAGEMENT  
POLICY (DEVELOPMENT AND ONGOING  
TRAINING)



**19HOURS**  
TRAINING PER EMPLOYEE

# Our company *performance*

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## CITIZENS IN CIVIL SOCIETY

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CONTINUE TO MAKE ETHICS A PRIORITY AND A REPUTATIONAL ASSET FOR CIVIL SOCIETY



**71%**  
OF OUR EMPLOYEES WERE TRAINED IN THE ANTI-CORRUPTION CODE

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GIVE MEANING TO OUR AMBITION OF CORPORATE CITIZENSHIP BY ESTABLISHING LOCAL AND NATIONAL PARTNERSHIPS

**6**  
ASSOCIATIONS SUPPORTED

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CONTRIBUTE TO LOCAL ECONOMIC DEVELOPMENT AND JOBS



**9**  
STUDENTS RECRUITED TO WORK PART-TIME

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REPORT ON OUR COMMITMENTS AND ACTIONS THROUGH TRANSPARENT COMMUNICATION



**25%**  
OF POSTS ON THE SOCIAL MEDIA

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