



GATTEFOSSÉ

A responsible and civic-minded company



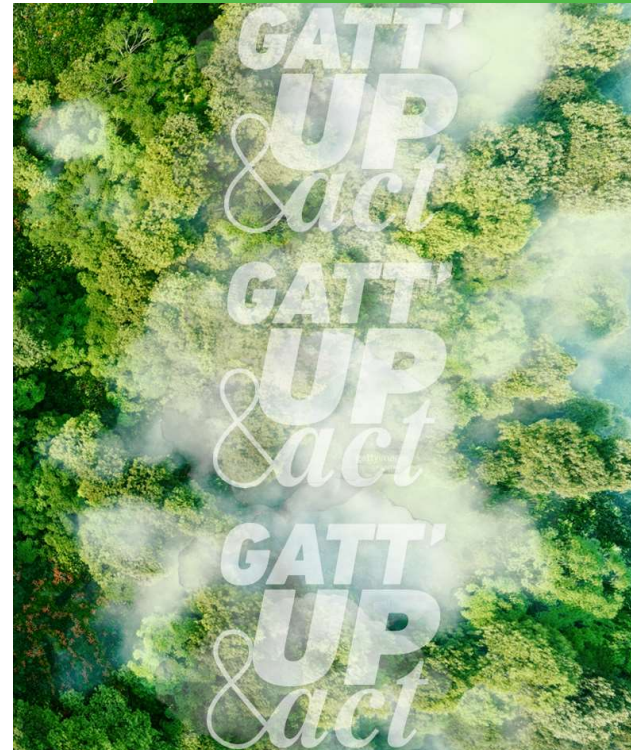
UP
& act
GATT'
UP
& act
GATT'
UP

People make our name



AGENDA

- What is CSR?
- Our vision of CSR
- Our tools to act
- Our recognitions





DEFINITION



Combine sustainable growth and general interest

Being profitable, committed and innovative while having a positive impact on the environment and civil society



AT GATTEFOSSÉ

Our vision of CSR

CSR IN OUR HISTORY



1910

**SUSTAINABLE
SOURCING**

Close relationship between René-Maurice Gattefossé and the French lavender growers in order to improve production quality, modernize equipment, train producers, and alleviate poverty amongs Haute Provence farmers.

1920

**INDUSTRIAL
SAFETY**

Conception of an industrial site organized into "pavilions", to prevent fire spreading and increase employee's safety.

1966

**SCIENTIFIC
CURIOSITY**

Henry- Marcel Gattefossé created the Journées Galénique de Saint-Remy-de-Provence. This scientific symposium is associated with several relationships with the academic world.



CSR TODAY

STRUCTURED & INNOVATIVE

Getting structured

- Governance engagement
- 2017: First EcoVadis assessment
- 2018: internal CSR team

Getting reinforced

Dedicated resources:

- Group CSR Leader
- Sustainable development engineer
- CSR communication officer
- Involvement of all our teams

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ALIGN & ACT TOGETHER

GATT

Because it is **our approach**, specific to our **culture** and our **activities**

UP

Because it reflects the **impulse** that we wish to give to our **responsible and citizen approach**

ACT

Because we **act together**

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3 KEY PILLARS

Preserving our
environment



Caring for
our people



Acting as a
world citizen



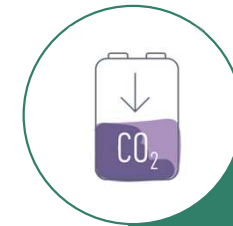
Preserving our environment



PRIORITY STAKES



Sustainability of raw materials



Energy transition



Impact on water resources



Waste reduction and valorisation

Caring for our people



PRIORITY STAKES



Well-being at work



Evolution of competencies



Health and safety of employees



Equal opportunities

PRIORITY STAKES

Acting as a world citizen



Business ethics



Civic engagement

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ALIGNED WITH THE SDGs*



© United Nations

*Sustainable Development Goals of the United Nations



GATT'UP&ACT

Our tools to act on every stakes



SUSTAINABILITY OF RAW MATERIAL

- The **core of our business**
- Real impact on the **environment, biodiversity and communities**



Our priorities to address this stake:

Ensuring responsible sourcing for all our raw materials



OUR TOOLS TO ACT



RESPONSIBLE PROCUREMENT POLICY

Version 1 – November 2018



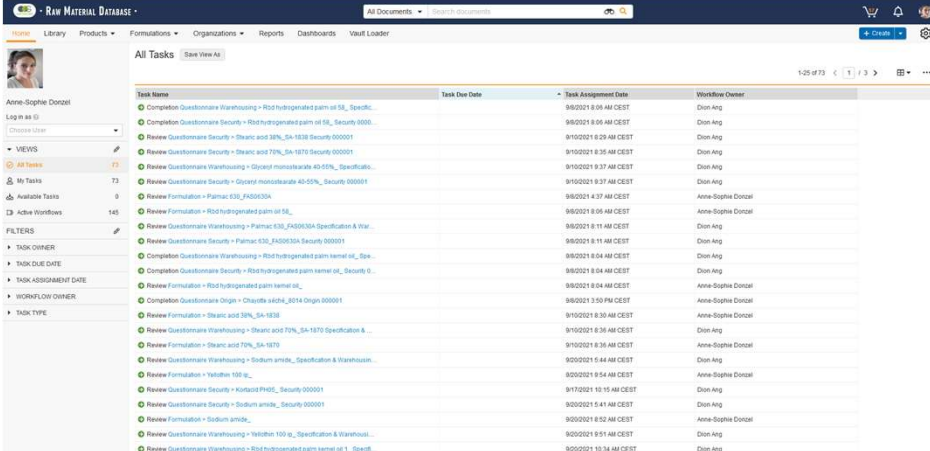
Respect for human rights, labor standards, environment, biodiversity, and business ethics

ENGAGEMENT OF OUR STAKEHOLDERS

95% of our raw material suppliers have signed this charter

OUR TOOLS TO ACT

- Guarantee **traceability** and **transparency**
- **Increase our knowledge** on raw materials
- Make information **more reliable, harmonize** and **centralize** it
- Integrate **production constraints, environmental** and **social impacts**



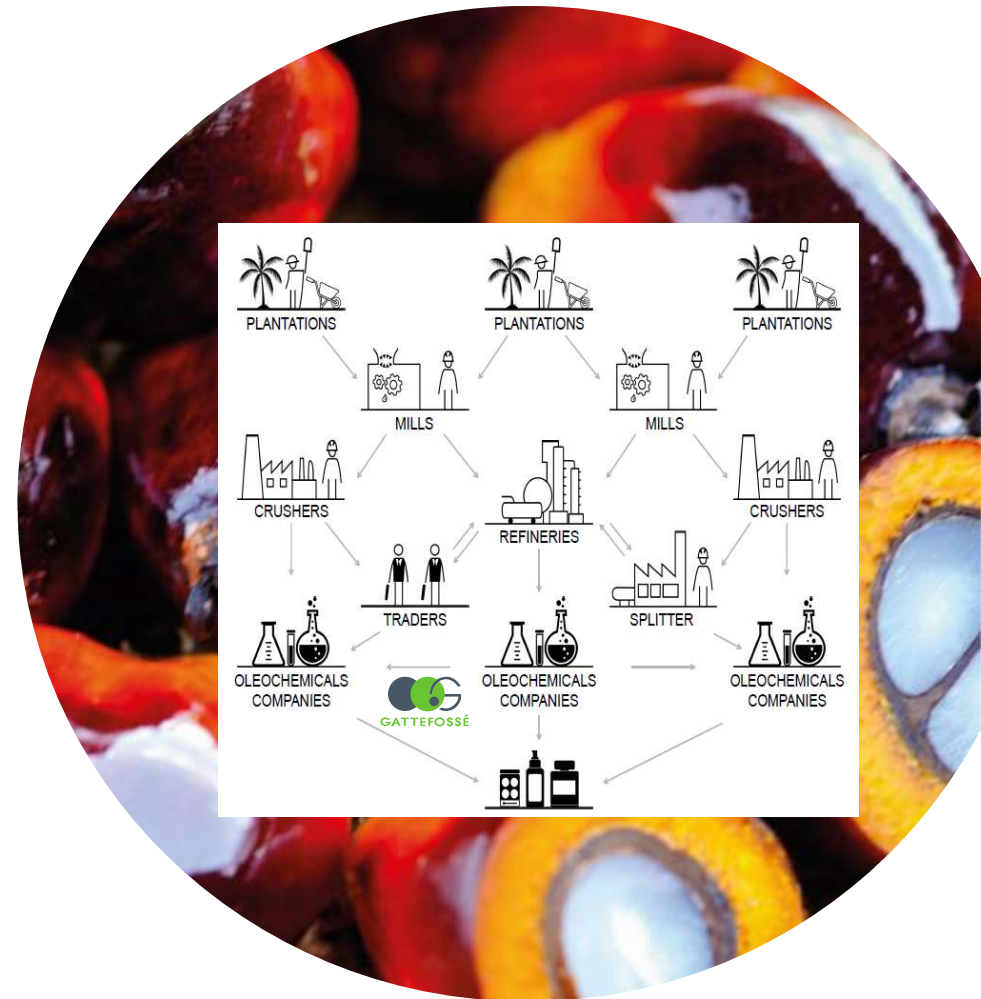
The screenshot displays a web interface for a 'Raw Material Database'. The main content area is titled 'All Tasks' and shows a table with the following columns: Task Name, Task Due Date, Task Assignment Date, and Workflow Owner. The table lists various tasks related to 'Review Questionnaire Warehouse' and 'Review Formulation' for different raw materials, with due dates ranging from 9/30/2021 to 10/30/2021. The workflow owners listed include 'Dion Ang' and 'Anne-Sophie Donzel'.

Task Name	Task Due Date	Task Assignment Date	Workflow Owner
Completion Questionnaire Warehouse - Rhd hydrogenated palm oil 5L_Specifi...		9/30/2021 8:06 AM CEST	Dion Ang
Completion Questionnaire Security - Rhd hydrogenated palm oil 5L_Security 0000...		9/30/2021 8:06 AM CEST	Dion Ang
Review Questionnaire Security - Stearic acid 38%, 5A-1838 Security 000001		9/30/2021 8:29 AM CEST	Dion Ang
Review Questionnaire Security - Stearic acid 70%, 5A-1870 Security 000001		9/30/2021 8:35 AM CEST	Dion Ang
Review Questionnaire Warehouse - Glycol monostearate 40-55%, Specificati...		9/30/2021 9:37 AM CEST	Dion Ang
Review Questionnaire Security - Glycol monostearate 40-55%, Security 000001		9/30/2021 9:37 AM CEST	Dion Ang
Review Formulation - Palmac 030_FAS030A		9/30/2021 4:37 AM CEST	Anne-Sophie Donzel
Review Formulation - Rhd hydrogenated palm oil 5L...		9/30/2021 4:36 AM CEST	Anne-Sophie Donzel
Review Questionnaire Warehouse - Palmac 030_FAS030A Specification & War...		9/30/2021 8:11 AM CEST	Dion Ang
Review Questionnaire Security - Palmac 030_FAS030A Security 000001		9/30/2021 8:11 AM CEST	Dion Ang
Completion Questionnaire Warehouse - Rhd hydrogenated palm kernel oil_Spe...		9/30/2021 8:14 AM CEST	Dion Ang
Completion Questionnaire Security - Rhd hydrogenated palm kernel oil_Security 0...		9/30/2021 8:14 AM CEST	Dion Ang
Review Formulation - Rhd hydrogenated palm kernel oil...		9/30/2021 8:14 AM CEST	Anne-Sophie Donzel
Completion Questionnaire Origin - Charita 4124_0174 Origin 000001		9/30/2021 5:50 PM CEST	Anne-Sophie Donzel
Review Formulation - Stearic acid 38%, 5A-1838		9/30/2021 8:30 AM CEST	Anne-Sophie Donzel
Review Questionnaire Warehouse - Stearic acid 70%, 5A-1870 Specification &...		9/30/2021 8:36 AM CEST	Dion Ang
Review Formulation - Stearic acid 70%, 5A-1870		9/30/2021 8:36 AM CEST	Anne-Sophie Donzel
Review Questionnaire Warehouse - Sodium amide_Specification & Warehouse...		9/30/2021 5:44 AM CEST	Dion Ang
Review Formulation - Yalobin 100_0...		9/30/2021 5:54 AM CEST	Anne-Sophie Donzel
Review Questionnaire Security - Korfocel PH05_Security 000001		9/17/2021 10:15 AM CEST	Dion Ang
Review Questionnaire Security - Sodium amide_Security 000001		9/30/2021 5:41 AM CEST	Dion Ang
Review Formulation - Sodium amide...		9/30/2021 8:52 AM CEST	Anne-Sophie Donzel
Review Questionnaire Warehouse - Yalobin 100_0_Specification & Warehouse...		9/30/2021 8:51 AM CEST	Dion Ang
Review Questionnaire Warehouse - Rhd hydrogenated palm kernel oil_1_Specifi...		9/30/2021 10:34 AM CEST	Dion Ang



FOCUS ON PALM OIL

- + Oil palm cultivation: environmental and social impacts
- + Lack of transparency
- + Complexity of these supply chains



Sources : transitions-dd.com

OUR TOOLS TO ACT

Promote and increase the use of palm oil and palm kernel derivatives that meet **specific sustainable and transparent criteria**:

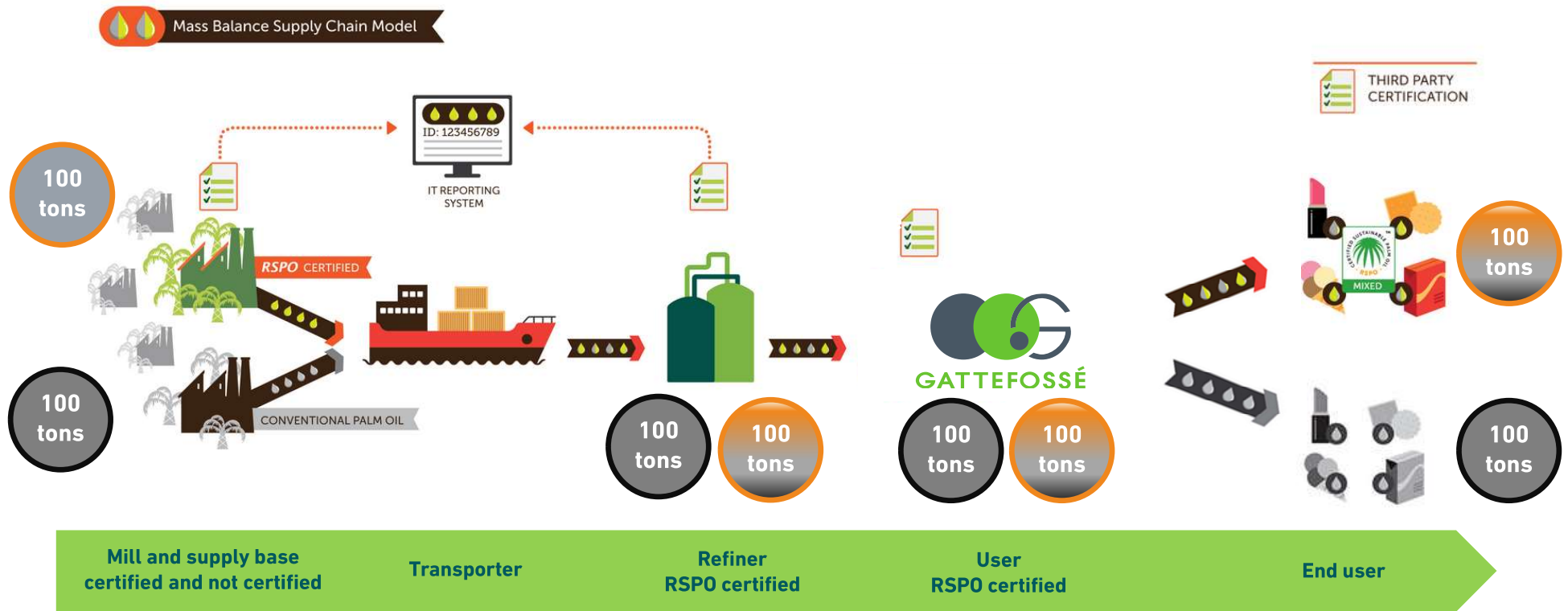
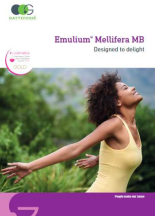
- RSP0* member (2010)
- Saint-Priest production site certified RSP0 in 2013, Singapore in 2019
- Since 2018, any new ingredient using palm oil or derivatives in its manufacturing processes must meet the MB model
- By 2023, 100% of our personal care ingredients will be RSP0 MB certified



©RSP0

*RSP0 : Roundtable for Sustainable palm oil

WE USE 2 SUPPLY CHAIN MODELS



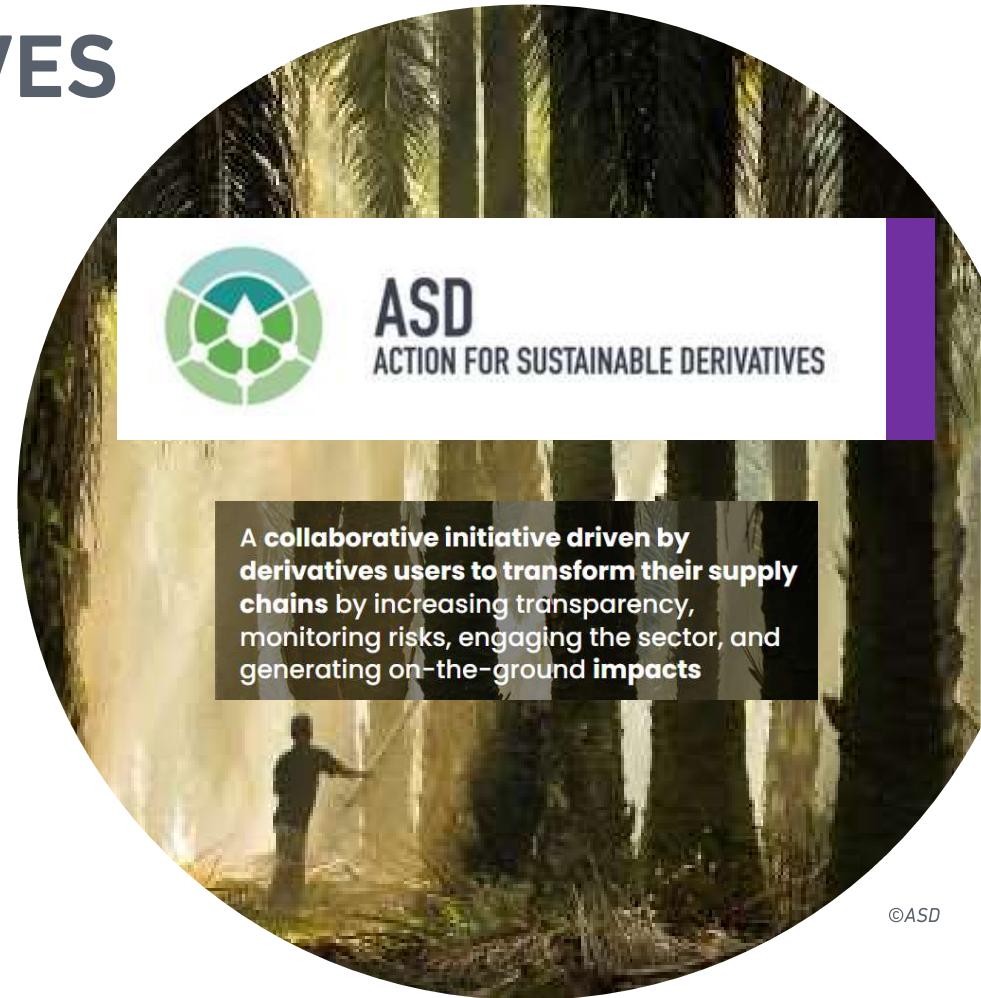
WE USE 2 SUPPLY CHAIN MODELS



Segregated Supply Chain Model



TRACING BACK DERIVATIVES



©ASD

TRACING BACK DERIVATIVES



Transparency and monitoring

Increasing transparency and establishing a common framework to **focus efforts** and **proactively monitor risks** along the global derivatives supply chain



Supply and market transformation

Building a roadmap towards change through **joint efforts** to drive **market transformation** and **supply chain alignment on NDPE principles**



Positive impact

Generating positive **impact on the ground** in priority production landscapes



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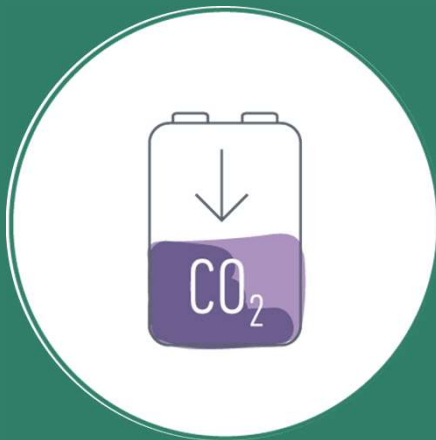
ENERGY TRANSITION

Common emergency to put in place actions to fight against **climate change**



Our priorities to address this stake:

Reduce our greenhouse gas emissions from our industrial activities

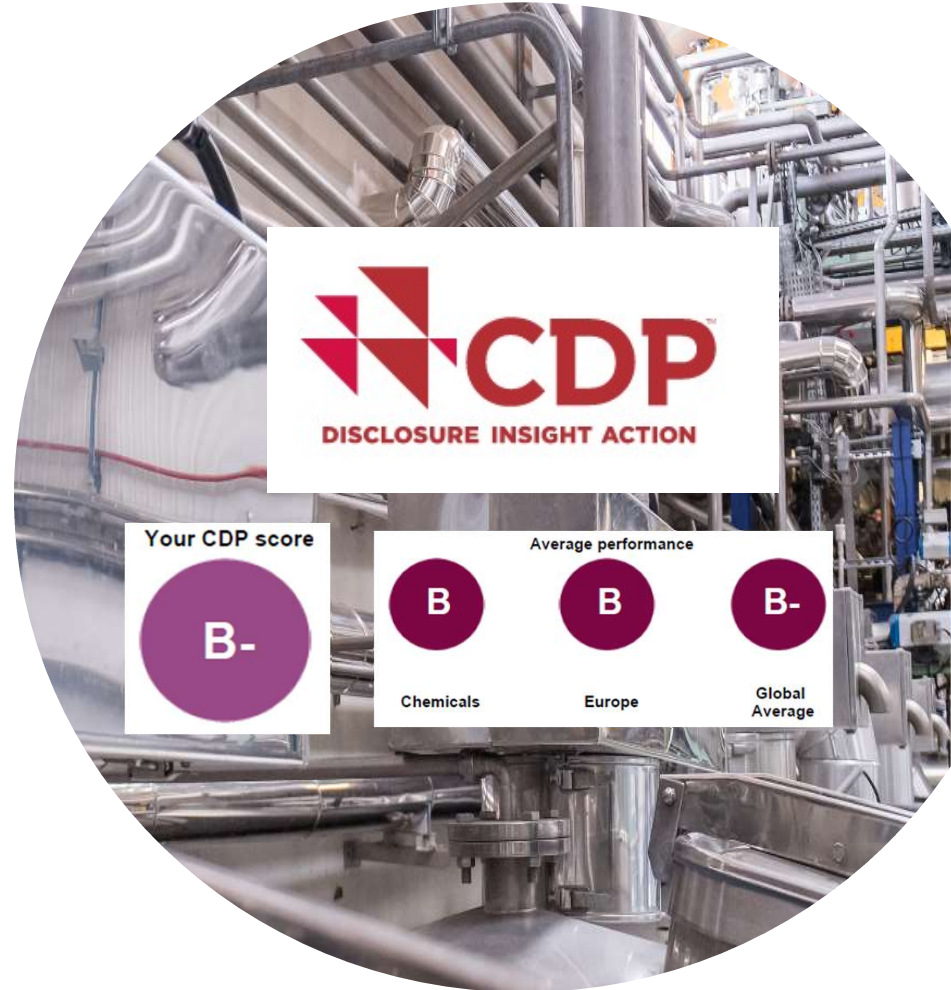


OUR TOOLS TO ACT

Mapping of all our direct and indirect **carbon emissions** and assessment of our **emissions management** by via the CDP*

Next steps:

- Identify our improvement areas and propose technical solutions
- Define reduction targets
- Set up action over the long term



OUR TOOLS TO ACT

Scope 1

Direct GHG emissions
from fixed or mobile facilities
located within the
organizational perimeter

Scope 2

Indirect energy emissions
associated with the production
of electricity, heat or steam
imported for the organization's
activities

Scope 3

Other indirect emissions
indirectly produced by the
organization's activities that
are linked to the entire value
chain (travel, raw materials...)



OUR TOOLS TO ACT

 *Unique label to evaluate ingredient's responsibility*

 **Eco Responsible Ingredient**



Evaluate the level of eco-responsibility of our ingredients at 360°



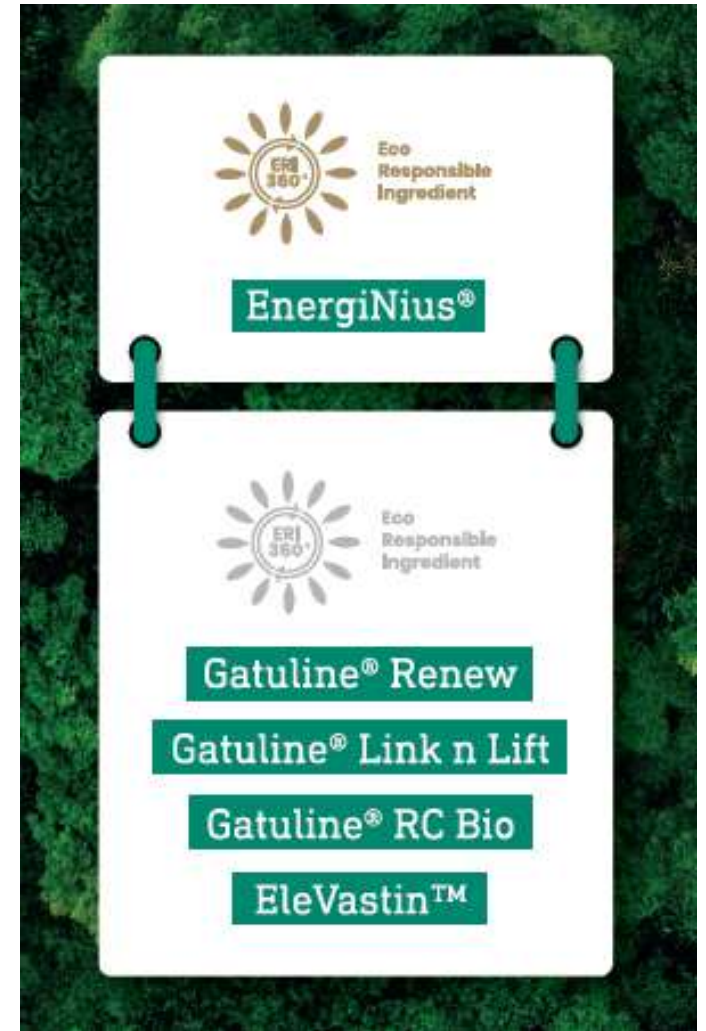
“Eco-conception”, a new approach in the development of our products



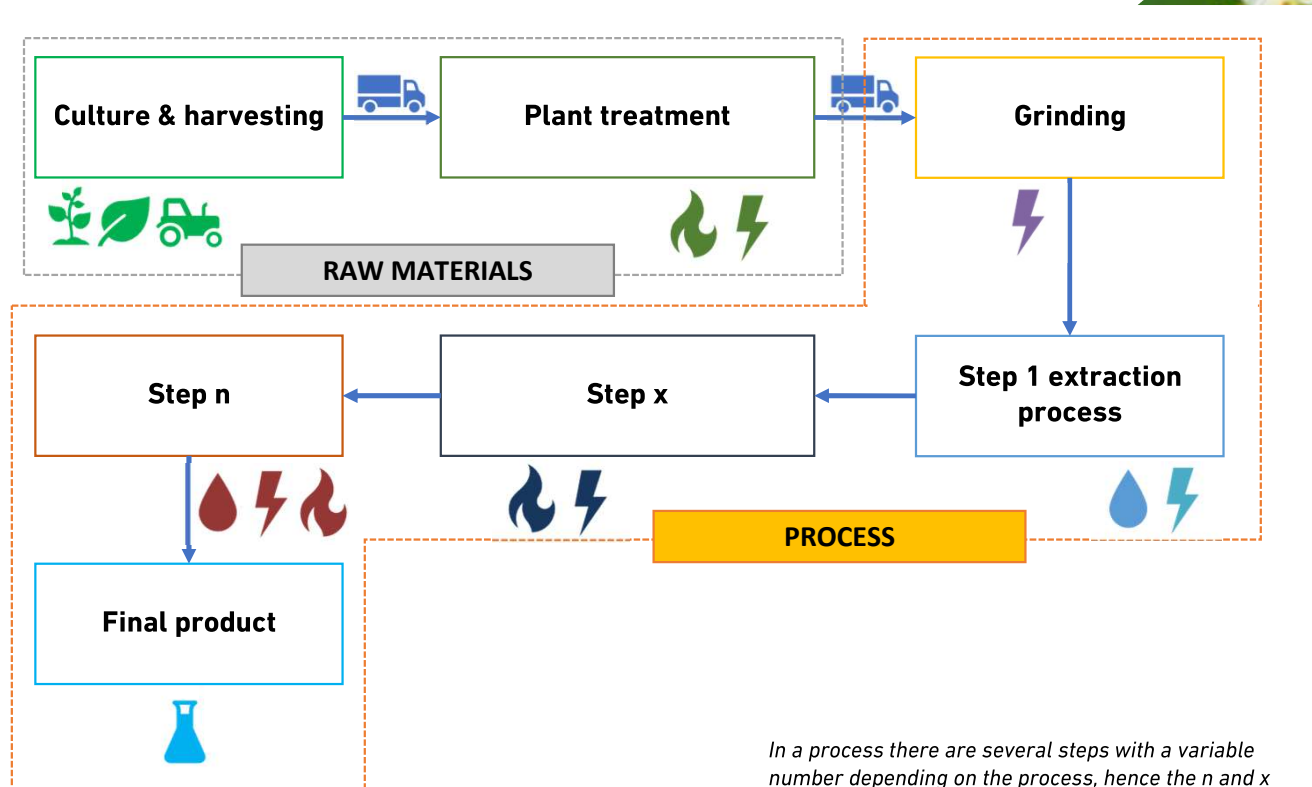
Find the balance between environmental, social, technical and economic requirements



A positive approach, source of innovation and added value



CRADLE TO GATE





IMPACT ON WATER RESSOURC



- **Precious resource** at the heart of **our activities**
- Duty to **manage and conserve resources** in a sustainable way



OUR TOOLS TO ACT

- **Characterise and rationalise** our water consumption according to operations
- Refine our knowledge and analysis of the **biodegradability** of our ingredients





WASTE REDUCTION & VALORISATION



- Production de **multiple wastes**
- **Environmental impact**

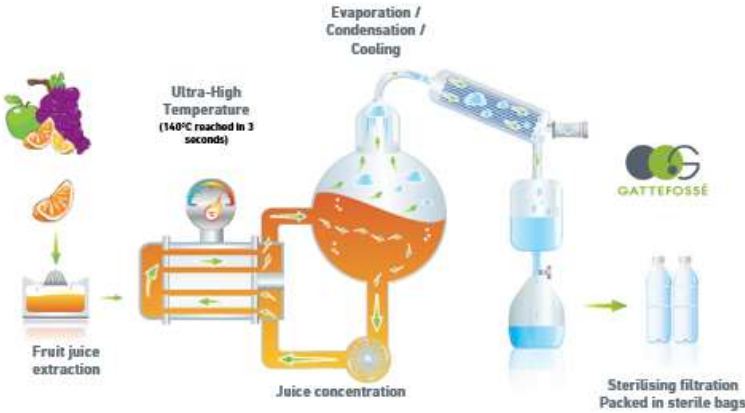
OUR TOOLS TO ACT

- **Waste management** system reviewed
- Search for more **environmentally friendly packaging**
- **Upcycling**: An in-depth approach for 20 years with the Original Extracts™



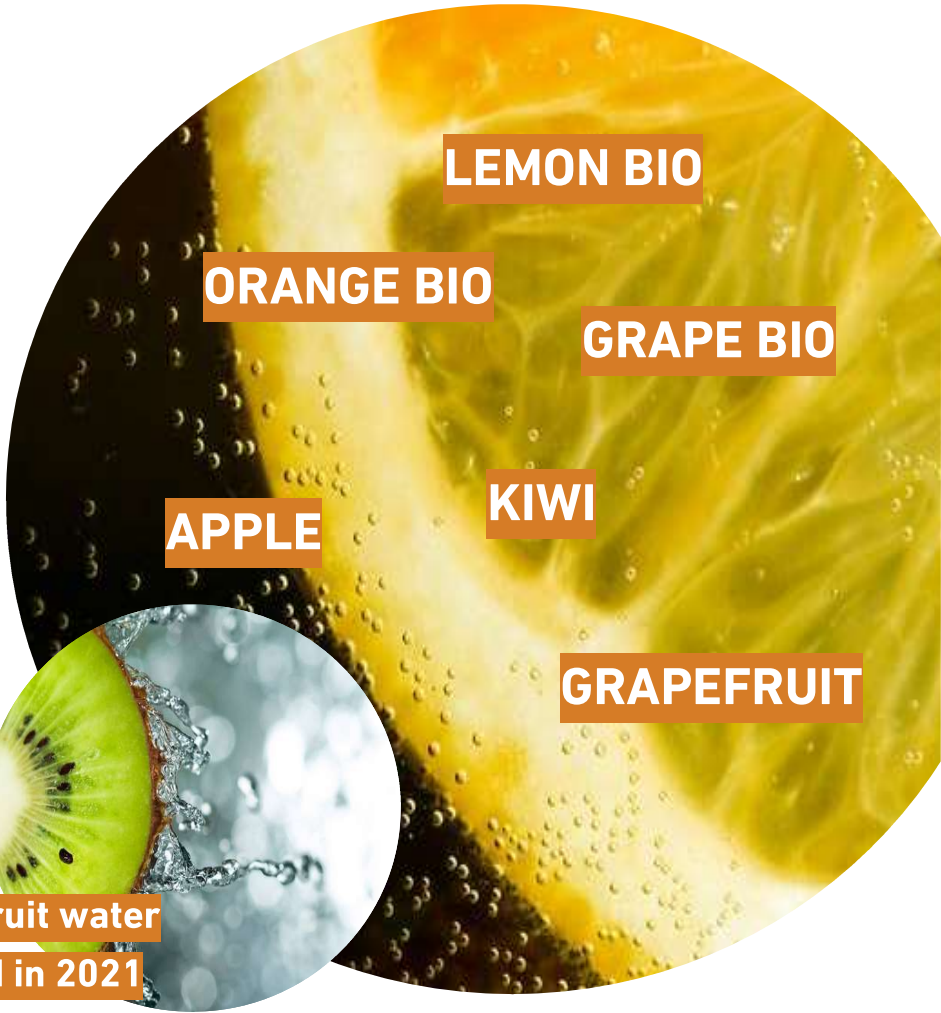
ORIGINAL EXTRACTS™

ISSUED FROM UPCYCLING



Our subcontractor takes care of this part with the juice concentrate for the food industry on the one hand and the recovery of the vegetable water on the other hand.

We upcycle the vegetable water with our know-how



LEMON BIO

ORANGE BIO

GRAPE BIO

APPLE

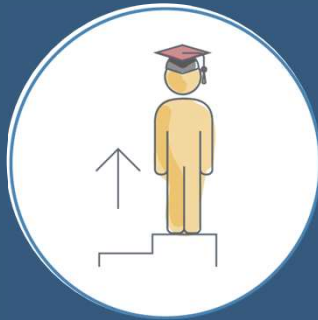
KIWI

GRAPEFRUIT

107 tons of fruit water
Upcycled in 2021



WELL-BEING & PERSONAL FULFILMENT



**“People make
our Name”**



Our priorities to address this stake:

- Guarantee a real quality of life at work
- Attract, train, cultivate and retain our talent
- Supporting professional development
- Ensure the employability of our employees

OUR TOOLS TO ACT

- **Social policy** adopted for the whole group
- **Measurement of the social climate** via a social barometer and implementation of actions
- **Social and environmental criteria** in all extension or renovation projects
- **Integration program** for new employees
- **Manager Gattefossé** project
- Significant investment for **professional training**





HEALTH & SAFETY



At the heart of all our concerns:

- Prevention and health promotion
- Development of an integrated safety culture
- Team training



OUR TOOLS TO ACT

- Development of an integrated safety culture through a **health and safety management system**
- Continuous improvement programme for **training in incident and accident management**
- **Incident sheets** to prevent any potential risk of accident regarding safety and the environment
- **Physical training** for employees





EQUALITY & INCLUSIVITY



- **12 affiliates around the world**
- **Promote equal treatment** regardless of gender, social or ethnic origin and physical ability



OUR TOOLS TO ACT

- Pursue our efforts on the different criteria of the French **Gender Equality Index**

89/100



- Raising awareness on **non-discrimination**: setting up a diversity committee and training on "Diversity, equity and inclusion at work"



BUSINESS ETHICS



- Interacting with stakeholders from **all over the world**
- **Transparency and fairness** in our practices towards all our communities

OUR TOOLS TO ACT

- **Gattefossé Ethics Charter** supported by a confidential alert system ethics@gattefosse.com
- Raising awareness of employees exposed to sensitive **anti-corruption** situations
- Raising awareness of Gattefossé ethics **among all our external stakeholders**
- Public commitment to **“Human Rights”**





CIVIC ENGAGEMENT



Contribute to the common good and support the development of **all our local communities**



OUR TOOLS TO ACT

+ Committed together to the common good

■ For the environnement:

- Ecological reforestation program on the French Reunion Island
- Sustainable support for our growers & farmers

■ For the solidarity:

- Local solidarity initiatives in our affiliates
- Donation of paid leave and participation in voluntary work with the "Entreprise des possibles"
- Financial support from the company for associations



OUR TOOLS TO ACT

+ A corporate sponsorship approach linked to the company's history

- **For health:**
Encourage clinical aromatherapy in France and abroad to improve patient care
- **For science:**
 - Journées Galéniques of Saint-Rémy-de-Provence
 - Skills sponsorship program: the Student Academy





AT GATTEFOSSÉ

Recognition of our approach

PLATINUM Top 1%

2021
ecoVadis
Sustainability
Rating

74/100

« Platinum* » in 2021,
ranking Gattefossé in
the TOP 1% of EcoVadis
evaluations!

A RECOGNIZED CSR PERFORMANCE

- More than 30% of our cosmetic portfolio is **COSMOS** approved and/or certified



- In 2021, our main production site in Saint-Priest (France) obtained the **ISO 14001:2015 certification**





People make our name