



COLORIS®

N°2 - APRIL 2023

CSR REPORT

2023

Extra-financial performance statement

www.coloris-gcc.com



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A Word from the President



In 2022, for the first time, COLORIS® presented its CSR report, for which our Ariege site was in the spotlight. As a family business, we are committed to maintaining our independence, a guarantee of financial stability and responsibility to our customers and employees. It is with great pride that we publish the 2023 version of this CSR report. Conceived, developed and illustrated by the COLORIS® team, this time we travel to the French Riviera, where our head office is located. Acting responsibly for a safer, more sustainable and progressive world is what COLORIS® is all about. This is reflected in the health, safety and environmental actions we take on behalf of our employees and customers to protect human life and ecosystems. Our strategic plan confirms COLORIS®' determination to be a responsible and socially committed player. The year 2022 represents the award of the Platinum medal in the ECOVADIS rating and the renewal of our membership of the Global Compact. We keep on implementing our roadmap, aware of the need to constantly adapt to the accelerating changes in the world in which we

live and evolve.

To achieve this, COLORIS® relies on the principles of action at the heart of its responsible business model and its code of conduct, which apply to all its operations:

- reducing our impact on the environment throughout our value chain

- transparency, ethical practices in all areas and zero tolerance of corruption

- health and safety as fundamental priorities to protect our employees and operational excellence

- respect for others and human rights as cornerstone.

Taking care of the environment is one of the pillars of our sustainable development approach. This report details our requirements and new objectives in terms of biodiversity, water management and the circular economy.

Controlling our carbon footprint is one of the challenges we face this year. Still new to studying our carbon footprint, we calculated scope 1 and 2. Our ambition is to continue this work by including Scope 3. And because our climate ambition is linked to our sustainable development ambition, this report presents a panorama of positive-impact actions

undertaken with our stakeholders in a spirit of dialogue and transparency, and on a company-wide scale.


In it, we affirm our commitment to offering our employees a safe, inclusive and stimulating working environment, where they can capitalize on skills for the future. Developing our talents remains a priority for us. Because the economic world is changing rapidly and our employees' quest for meaning is becoming more pressing, we are investing in ambitious training plans.

Respect for others, and therefore for human rights, is an essential part of our approach. We describe how we ensure, in concrete terms, that respect for human rights is anchored in our operations, and how we involve communities to create value in the territories in which we operate.

With our values as a compass and strong in our talents, we are confident in our ability to move forward, to resolutely engage the transformation of our industrial model and to contribute, with our stakeholders, to shape the just transition to which our societies aspire.

Grégory Yadan

1 COLORIS®, - A COMMITTED PLAYER

A photograph of a circular stone tower, likely a lighthouse or observation point, situated in the middle of a calm blue sea. The tower is built from rough-hewn stones and has a rectangular opening in its center. A stone path leads from the foreground beach towards the tower. In the background, a small island with buildings and trees is visible on the left, and distant mountains are on the right under a clear blue sky.

**OUR
VISION
AND
VALUES**

1.1. Our Story

- 1989-1991** Creation of the Research Center laboratory in Marseille
- 1992** Prospecting abroad
- 1993** 1st sales in Spain
- 1995** Signing of the 1st major contract: CUB Technology Transfer with POLIFARB in Poland
- 1998** Creation of the COLORIS® brand
- 2001** Creation of COLORIS® GCC and Alliance with RHODIA for global development
- 2002** Official Launch of USF colorants
- 2003-2006** Increase in the number of customers worldwide and in turnover
- 2007** The alliance with Rhodia ends
- 2008-2010** Development race
- 2010** COLORIS® certified ISO 9001 for the 1st time
- 2011** Construction of a production unit in Pamiers
- 2012** Start of COLORIS® Production Tonnage activity: 1,000 tonnes manufactured in the first year
- 2015** COLORIS® Production produces 2,000 tonnes/year
- 2016** Construction of the 500 m² extension to the Pamiers plant, with a new laboratory for the installation of the R&D department (initially in Marseille)
- 2018** COLORIS® certified ECOVADIS for the 1st time
- 2019** COLORIS® certified ISO 14001 for the 1st time
- 2020** Construction of a building dedicated to the manufacture of cosmetic ingredients and the storage of finished products. Certification process according to the GMP of the EFfCI standard
- 2021** COLORIS® certified EFfCI GMP for the 1st time
- 2022** COLORIS® 1st CSR report printed and awarded the ECOVADIS Platinum Medal for the 1st time

1.2. Our key figures

25 years



19 million €
Turnover



2700 tons



2nd Rank
European producer



55
employees



42 Export
Countries



6500 m²

SURFACE OF THE SITE

**5500
Tonnes**

PRODUCTION CAPACITY

PRODUCTION IN 2020
2700 TONS

**3600
Pallets**

STORAGE CAPACITY



1.3 Our Businesses

**Site of Pamiers
Production plant and R&D Lab**



COLORIS® is a French family-owned industrial company that develops and manufactures colouring products for various industries, as well as ingredients for personal care cosmetics.

In a few words...

- French company, family-owned, human-sized, exporting all over the world
- Manufacturer of colorants and pigment dispersions for paints, plastics and leather
- Manufacturer of ingredients for cosmetic products for personal care
- Providing a wide range of colorimetric services

**Site of Villeneuve Loubet
Headquarter**



**Site of Marseille
Colorimetry lab**



With a production and logistics site of more than 6500 m², a Research & Development center and a technical assistance and digital development center.

Inventor of a unique dispersion technology, patented worldwide.

1.4. Our stakeholders

Each company, through its decisions and activities, has impacts on its employees, customers or suppliers but much more widely on the Society and the Environment. The CSR integrated in the heart of COLORIS® strategy is based on the will to fully assume the responsibility of its impacts and to transform them positively by taking into account the expectations of all the stakeholders.



Customers and Consumers

- Take advantage of our expertise to implement ready-to-use pigment or other preparations (hygiene, safety)
- Outsource the production of their colorants
- Avoid shortages despite the raw materials crisis
- Have certified service providers (ISO9001-ISO14001-EffCI-Ecovadis)
- Offer quality products, integrated into a CSR approach and at the right price
- Offer on-site visits
- To provide exhaustive and transparent information on products put on the market and ensure after-sales service

Authorities

- Comply with regulations
- Ensure regulatory monitoring
- Reduce emissions and environmental impact
- Communicate with authorities in the event of changes to sites



Employees

- Ensure the health and safety of people at workstations
- Check the availability of resources
- Ensure a good working environment, well-being, fulfilment
- Develop internal skills and promote talents

Suppliers

- Fair practices
- Be flexible, solvent and available
- Clarify the specifications including our environmental requirements



Insurance

- Reduce risks and more specifically control the risk of fire
- Draw up a business continuity plan

Banks

- Financial health of the whole Group
- Maintain privileged contact
- Promoting the relevance of projects
- Developing the CSR approach



Neighbours

- Controlling the impact of our activities on neighbours (noise, visual and olfactory pollution)
- Communicate transparently and proactively in case of incident (see IDP)

2. CSR STRATEGY



2.1. Risk and opportunity assessment



In order to integrate corporate social responsibility into its strategy, the COLORIS® Group has implemented a CSR approach that is accompanied by a strategic approach for defining its most relevant social commitments, in line with the interests of the Group and those of its stakeholders. These strategic commitments are translated into operational terms and monitored at the level of all activities.

The Group's CSR strategy is placed under the direct responsibility of Grégory Yadan, Chairman of the Group. It is the Chairman who validates the CSR Policy. This policy affirms the commitment of the members of the Executive Board and all COLORIS® employees to these issues.

The management of the resulting CSR approach

is entrusted to the QHSE and CSR Manager, whose mission is to coordinate and implement the CSR strategy within the Group's various functions and companies.

It also deploys internal and external communication, awareness-raising and employee training on CSR issues and the sharing of best practices within the Group.

The management system fully integrates the identification and management of risks and opportunities that have an impact on processes, product and service compliance, industrial hygiene, regulatory requirements and customer satisfaction. COLORIS® plans and implements proportionate actions to address risks and opportunities within the different processes. This risk analysis also takes into account the cosmetic activity.



SOCIAL AND HUMAN RIGHTS

RISKS

- Recruitment difficulties in certain professions
- Non-compliance with the principle of equal pay
- Breach of personal data (non-compliance with the GDPR)
- Violation of fundamental human rights by our employees and/or during the product life cycle

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Alert procedure for non-compliance with company policy
- Management of the Skills Development Plan
- Policy to promote the employment and integration of people with disabilities
- Anti-discrimination policy
- Calculation of the Gender Equality Index
- Social dialogue
- Code of Conduct Charter
- Implementation of a GDPR compliance program



HEALTH AND SECURITY AT WORK

RISKS

- Risks related to the working environment
- Company activities that may expose to hazardous chemical agents

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Work Health and Safety Policy
- Study of exposure risks at workstations
- Procedure for the elimination of hazardous substances
- Quality of Life at Work initiative



SAFETY AND SECURITY OF THE INDUSTRIAL SITE

RISKS

- Fires
- Spreading
- Intrusion and physical damage to facilities

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Fire defence plan drawn up with the SDIS and the DREAL
- Protocol for safeguarding the site in the event of spreading, environmental analysis with pollution prevention program
- Site entirely on retention
- Site under video surveillance



ENVIRONMENTAL IMPACTS OF OUR ACTIVITIES

RISKS

- Accidental chemical spills
- Neighbourhood complaints about noise pollution
- Pollution (effluents, waste, emissions)

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- ISO14001 environmental analysis with pollution control programme
- Noise study at the property boundary in compliance with regulations since the site was created
- Control of atmospheric discharges and groundwater monitoring
- Monitoring of the waste generated by our activity and constant search for recycling solutions



SUSTAINABLE USE OF NATURAL RESOURCES

RISKS

- Energy cost
- Carbon footprint
- Water consumption for washing processes

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Monitoring of energy consumption and study of ways to make savings
- Calculation of carbon impact
- Monitoring of water consumption and installation of a closed-circuit washing water station to ensure savings on this resource



RESPONSIBLE PURCHASING

RISKS

- Impacts of our suppliers' activities on CSR areas
- Supply disruptions in strategic raw materials (eg: supplier failures, single-source situations, natural disasters, etc.)

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Responsible purchasing policy, supplier evaluation
- Supplier Integrity Statement
- Implementation of alternative materials and double-sourcing solutions
- Development of an e-learning training and a quiz to raise awareness of corruption issues and risks
- Sheet dedicated to the creation of raw materials in compliance with REACH requirements



CONSUMER HEALTH AND SAFETY

RISKS

- Risks of microbiological contamination for cosmetic ingredients

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Strict health protocol and monitoring of the risk of microbiological contamination
- Raising awareness and training in hygiene measures
- Alert and recall procedure in the event of contamination



IT SECURITY

RISKS

- Physical risks that may affect equipment and the network: fire, intentional destruction, disruption of the external environment (air conditioning incident, power failure, lightning, etc.), machine breakdowns
- Risks that may affect programs and data: data overwriting, hacking, viruses, unauthorized access, data theft, misuse of systems, software error during tests, various malfunctions

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Data security charter according to General Data Protection Regulations (GDPR)
- IT security audits
- Privacy Policy



ANTI CORRUPTION

RISKS

- Risk of corruption, conflict of interest and fraud in commercial activities
- High level of exposure to the risk of corruption for certain professions (purchasers, site directors, financial directors)

OPPORTUNITIES AND ACTIONS IMPLEMENTED

- Implementation of an anti-corruption policy
- Development of an e-learning training and a quiz to raise awareness of the issues and risks of corruption
- Development of the code of ethics

2.2. Our challenges

COLORIS® lives in a constantly changing economic context, which is reflected in the rapid evolution of its environment, its customers and the competition.

The regulations are also undergoing drastic changes involving strong developments in the market, both in terms of safety and the environment.

Our company is therefore adapting its product range and structure accordingly to develop its market position.

These developments and challenges are regularly reviewed by the Management to adjust the strategy and adapt the Management System to operational needs.



2.3. Our CSR Policy

Placing the respect of Man, his safety and the environment at the heart of its concerns, the COLORIS® group has voluntarily undertaken a Corporate Social Responsibility (CSR) approach. We deploy our strategy in order to initiate the concepts of transparency, ethics and sustainable development reconciling economic and social progress and respect for the environment, by involving all the actors of the company.

Our objective is to mobilise the energies and skills of the team to provide innovative and sustainable solutions to energy challenges and issues.

We ensure that our business relationships are based on fair practices in order to establish a status of trust with all stakeholders. Governance is committed to working with respect for its customers, suppliers and all other parties involved in the economy.

Our aim is to enable the men and women of COLORIS® to flourish in their profession, while respecting their rights and maintaining local jobs.

This action is collective: it fully involves everyone in a sustainable way. CSR is not a fixed objective, but a behaviour that calls on the strength,

initiative and responsibility of everyone.

We are convinced of the essential vocation of this approach, and our commitment is to always fight for the protection of people and the environment.

COLORIS® thus ensures that actions are carried out around 4 pillars:

Ensuring the responsible management of our products

- Carrying out our activities while reducing inconvenience, nuisance and discharges that have an impact on the environment
- Preserve natural resources such as water
- Promote energy savings
- Reduce our carbon footprint to reduce air pollution, notably by controlling business travel

Acting ethically and responsibly

- Promote local employment of companies in the region
- Work hand in hand with suppliers and contractors by fostering a relationship of trust.

- Prevent and eradicate child and forced labour

- Guaranteeing the safety and integrity of customers and consumers through product transparency

Taking care of our employees

- Achieving our objectives while remaining attentive to the needs of our employees

- Ensure the right to safety and security for everyone in the exercise of our activities and the risk prevention approach for our customers, employees and service providers

- Fighting against discrimination and harassment

- Adapting work to people to ensure their well-being

- Enable employees to access training

- Promote professional integration to encourage access to sustainable employment.

Promoting sustainability throughout our value chain

- Protecting biodiversity with innovative solutions by investing in research and development

2.4. OUR COMMITMENTS AND CERTIFICATIONS



COLORIS® is certified ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), EFFCI Good Manufacturing Practices (Cosmetic Ingredients Good Manufacturing Practices Management System) and ECOVADIS platinum medal in 2022 (CSR Management System).

These certifications are managed as part of an integrated system with the principle of continuous improvement.





SUSTAINABLE DEVELOPMENT GOALS



Since 2020, COLORIS® also committed to supporting the United Nations Global Compact. To demonstrate our commitment, we publish an annual Communication on Progress (COP) to report on our progress. Our COPs are available on the Global Compact website. The 17 Sustainable Development

Goals (SDGs) have been defined by the member states of the United Nations (UN) to meet the 2030 Agenda for Sustainable Development. Each company, through its decisions and activities, has an impact on its employees, customers and suppliers, but also on society and the

environment. The CSR integrated in the heart of COLORIS® strategy is based on the will to fully assume responsibility for its impacts and to transform them positively by taking into account the expectations of all stakeholders.

Implementation of the SDGs

As part of our commitment to this process, we have set ourselves the objective of meeting several of the SDGs, in line with our CSR strategy.

ACT ETHICALLY AND RESPONSIBLY



16.2: Fight against child labour by asking our suppliers to commit ethically on this subject

16.5: Participate in the reduction of corruption and bribery in all its forms by raising awareness and training our employees

Monaco



2.3: COLORIS® has acquired a 2.5-hectare plot of land in the industrial zone where the factory is located, with a view to expanding its business. As building projects are not immediate, we contacted the local agricultural high school to offer the use of this land free of charge. Every year since 2021, the high school has come to sow the wheat and then harvest it. This action contributes to the training of young people in the department, to the use of unexploited soil and to the cultivation of foodstuffs.



10.2: Provide broken pallets free of charge to the AUTISM'PRO LES JARDINS BLEUS association. Members of the association, affected by autism and people with social integration difficulties, recover the wood from these pallets to make crates for local market gardeners. The association then offers baskets of vegetables.

Implementation of the SDGs

ENSURING RESPONSIBLE MANAGEMENT OF OUR PRODUCTS

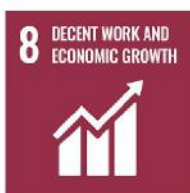


6.3 : Reduce waste production and ensure that our activities do not pollute groundwater.

6.4 : Reduce our consumption of drinking water in process water, in particular by studying the use of rainwater



7.3: Improve our energy efficiency by deploying more energy-efficient technologies (variable-speed motors, LED lighting, etc.).



8.2: Participate in economic development through the growth of our SME (diversification through the integration of our cosmetic ingredients range)

8.4: Optimize our inserting machine, which was operating with a glue system heated to over 100°C, which consumed glue and energy resources and created a fire hazard. This glue has now been replaced by a cold gluing system using moistened starch on a ribbon.



12.2: Vocation to reduce the use of water resources for cleaning processes, in particular by controlling our consumption with a cleaning machine operating in a closed circuit

12.2: Filming pallets of finished products for dispatch to our customers. This practice uses a lot of plastic waste. We decided to change from film to pre-stretched film, reducing the amount of plastic used by 50%.

12.4: Certified ISO 14001, we have fully studied the life cycle of our products and ensured that actions are implemented to mitigate pollution and reduce waste generated

12.5: Year after year, we aim to reduce the amount of waste generated by our activity and to recycle all our waste

12.8: To promote environmental and CSR actions, we carry out training and awareness-raising actions for our employees



13.3: Promote actions in favour of the climate and in the face of climate change through training and awareness-raising (regulation of heating and air-conditioning in offices, switch to LED lighting, gradual change of the car fleet to hybrid or electric vehicles, etc.)

Implementation of the SDGs

TAKING CARE OF OUR EMPLOYEES



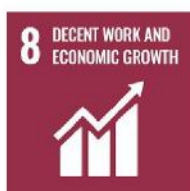
3.9: Reduce the risks of exposure to chemicals and hazardous materials by carrying out studies of alternative products and capture at source



4.3 : Remain attentive to all our employees and offer training to meet their development needs and enable them to progress. An induction sheet is created as soon as employees are hired, and follows them throughout their career so that we can measure their progress within the Group.



5.1: At company level, participate in the reduction of discrimination and inequality between men and women through equal pay and access to positions of responsibility



8.5: Ensure decent work and equal pay for work of equal value for all women and men, including young people and people with disabilities

8.8: Defend workers' rights, promote safety at work and ensure the protection of all workers



110.4: Our anti-discrimination, anti-bribery and pay policies aim to reduce all forms of inequality

PROMOTE SUSTAINABILITY THROUGHOUT OUR VALUE CHAIN



9.1: We provide quality, reliable and sustainable infrastructure to support the well-being of our workers

9.5 : With a dedicated Research & Development department, we support innovation and the improvement of our processes and technologies



12.5 : At the end of their useful life, keep the label rolls and return them to our supplier. In this way, the roll is rewound, avoiding the need to throw away rolls and make new ones. We reuse them as long as they can be used.



15.a: We make donations to La Tanière refuge, which is the largest refuge in Europe, created to take in abandoned, mistreated and illegally acquired wild animals, with the aim of helping to protect Biodiversity

Regulatory monitoring

In addition to the standards to which we choose to refer, we apply the principle of legality. We carry out regulatory and legal monitoring throughout the year, using Ever HSE software.

This tool allows us to define our company's characteristics in advance and to receive alerts when we need to assess our level of compliance with a new text or a modification. Regulatory monitoring is the subject of a specific procedure that is reviewed regularly.



Number of texts

Total: 322

256
APPLICABLE

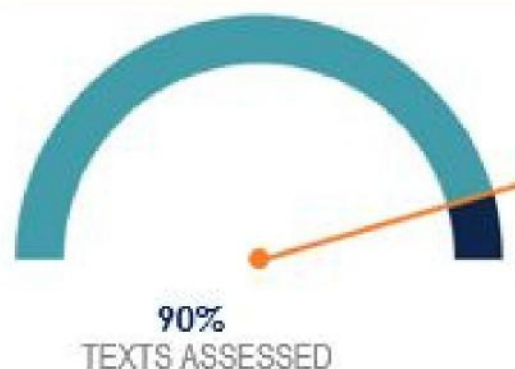
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66
FOR INFORMATION

Compliance rate

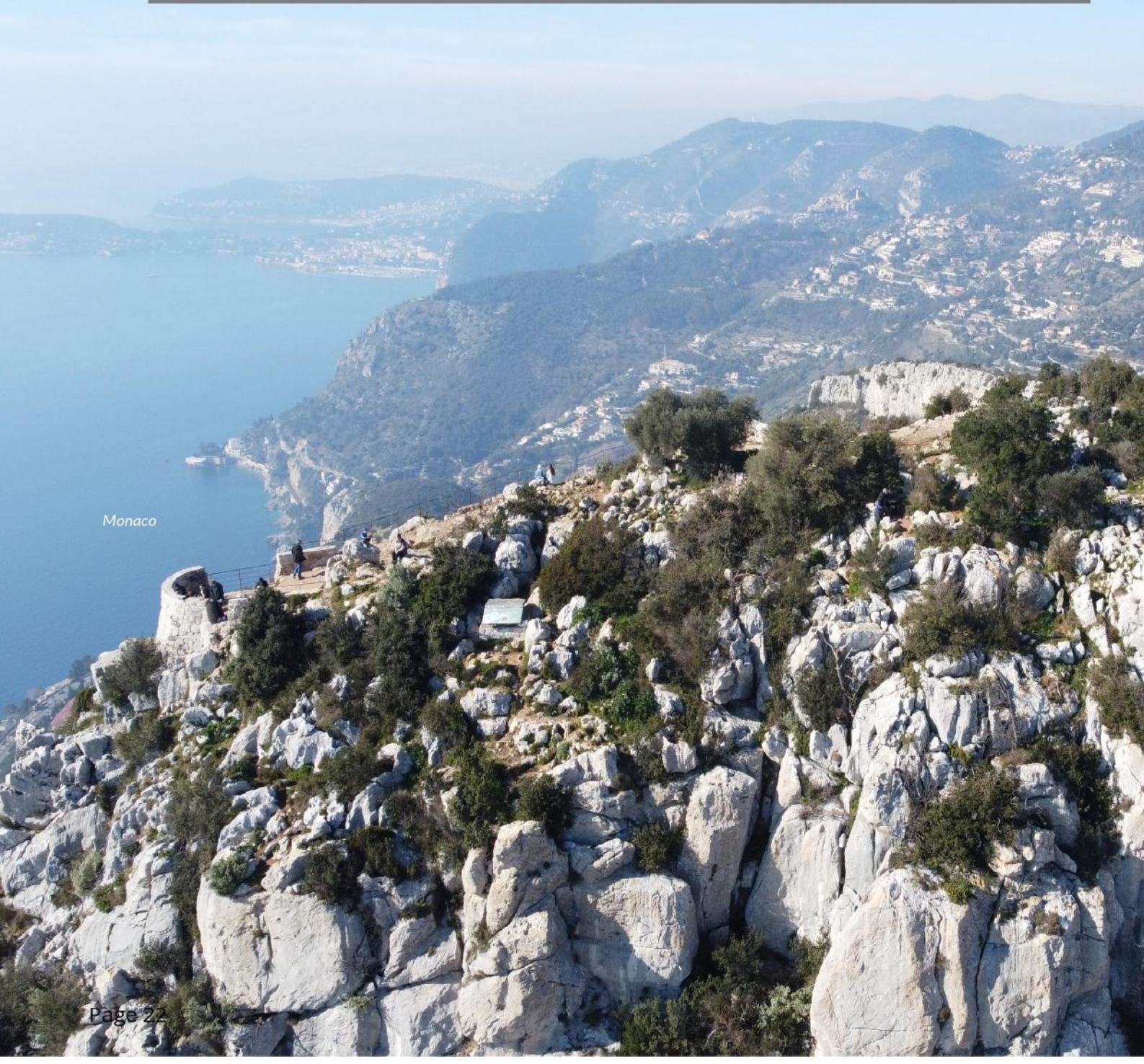


Rates of progress





3 IMPLEMENTATION -OF OUR COMMITMENTS



Monaco

ETHICS

**FIGHT AGAINST
CORRUPTION**

HUMAN RIGHTS

3.1. Making progress in the respect of ethical practices

The COLORIS® approach puts the human being at the heart of its concerns. Its expansion is in line with Human Rights and is accompanied by vigilance and a certain number of precautions and checks.

Hence the definition of charters and policies in line with its principles:

Code of conduct
Privacy policy
Data security policy
Anti-bribery policy
Anti-discrimination policy
Responsible purchasing policy



The Code of Conduct common to all the sites of the COLORIS® group, accessible to all on the company's network, formalises all the ethical, social and environmental commitments.

It contributes to the fairness of practices and we have set a framework in the partnership relations established at the company level and in particular in the commercial relations with our customers and suppliers. This has led us to formalise a responsible purchasing policy in order to raise awareness of these ethical principles among COLORIS® group employees. This policy defines the rules of conduct that must guide our actions and inspire our choices to live our values on a daily basis.

Mainly for its anti-corruption and anti-discrimination policies, referents are designated on numerous criteria such as harassment, disability, etc., so that no drift sets in. Since their implementation in 2018, no non-compliance has been reported. With the support of the Human Resources Department, indicators allow for annual monitoring.



Our Values



Privacy



Quality



Service



Innovation



Reactivity

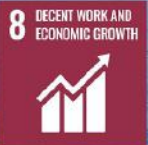
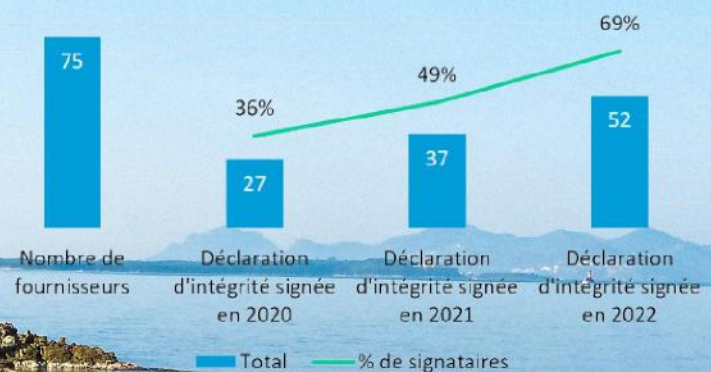


Flexibility

Responsible purchasing

Déclaration d'intégrité fournisseurs

69% of suppliers have signed our integrity declaration



COLORIS® activity is largely linked to the purchase of raw materials and packaging. The quality of Coloris' relationships with its suppliers contributes to the long-term sustainability of its supply chains. With its suppliers located around the world, the company strives to build lasting relationships based on a balance of interests, trust and mutual commitments in CSR matters. This desire aims to integrate CSR as a real criterion for selecting our suppliers, as well as quality, cost and time aspects. COLORIS® expects our suppliers to respect the group's ethical principles and CSR.

COLORIS® requires all its suppliers to sign a declaration of integrity in which they undertake to respect labor standards and human rights, and also to have a Health, Safety and Environment management system in place. In addition, the Purchasing department must comply with a "Responsible Purchasing" process concerning environmental issues, anti-corruption, labor practices and human rights.

COLORIS® determines and applies criteria for the evaluation, selection, performance control and re-evaluation of the service providers concerned. These criteria are based on the ability of service providers to deliver products and services in line with requirements.

Finally, because information security is a major issue, COLORIS® is extremely vigilant about data protection. A supervisory board has been set up by the Finance and IT Department.

INTEGRATING DIVERSITY INTO OUR TEAMS



Some figures

Seniority at 31/12/2022



10,7 years



**The COLORIS® group
is made up of 5
different nationalities.**

As part of the disability awareness campaign, a second video was distributed to all employees.

1 JOUR 1 TÉMOIGNAGE • DU 2 AU 6 MAI 2022

MERCREDI 4 MAI 2022

Jenna, Jean-Michel, Younes, comme des centaines d'autres salariés avaient beaucoup d'expérience et le statut de Travailleur Handicapé.

Placément, qu'en est-il réellement ?

[CLIQUEZ ICI POUR VOIR LA VÉDO](#)

Si vous vous sentez concerné(e) par les différents sujets évoqués cette semaine, notre cellule d'accompagnement est à votre disposition pour répondre à vos questions et vous aider dans vos démarches. N'hésitez pas à nous contacter !

Pour plus d'informations, une cellule d'accompagnement, externe et confidentielle, est à votre disposition : Téléphone : 01 80 57 68 11 - WhatsApp : 07 50 96 12 05 Email : accompagnement.rgh@vossau-rse.com

1 JOUR 1 TÉMOIGNAGE • DU 2 AU 6 MAI 2022

LUNDI 9 MAI 2022

Merci à tous pour votre participation à notre semaine de sensibilisation aux enjeux du Handicap.

Nous espérons que vous avez apprécié de découvrir le parcours de Jenna, Younes, Naima, Jean-Philippe et Basil.

Le bien-être de nos salariés est une priorité pour notre entreprise.

Si vous vous sentez concerné(e) par les différents sujets évoqués durant cette semaine, n'hésitez pas à prendre contact avec notre cellule d'accompagnement au 01 80 57 68 11 ou par mail à accompagnement.rgh@vossau-rse.com. Des conseillers sont à votre écoute pour vous renseigner et vous accompagner dans vos démarches en toute confidentialité.

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1 JOUR 1 TÉMOIGNAGE • DU 2 AU 6 MAI 2022

VENDREDI 6 MAI 2022

Si vous souhaitez un conseil à l'emploi, cliquez ici pour voir la vidéo.

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Gender analysis Men Women since 2018

59 %

Of employees are Men



41 %

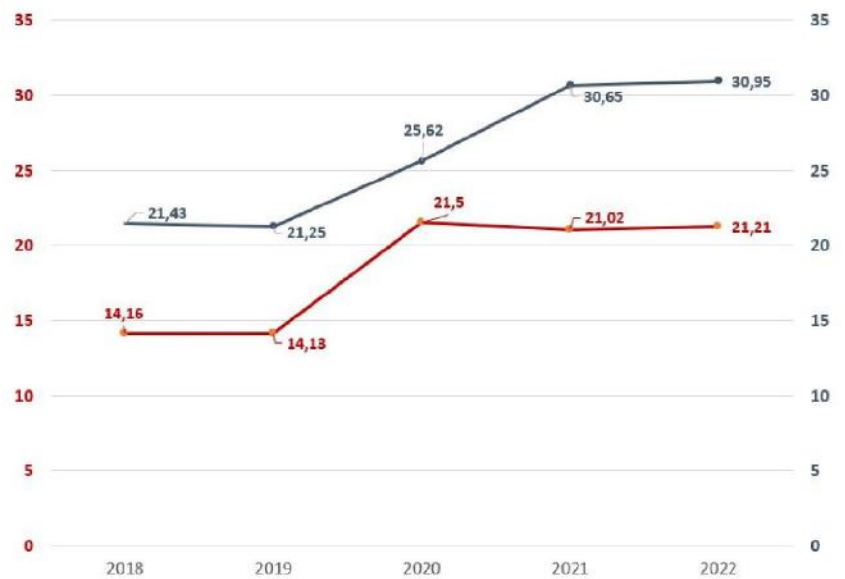
Of employees are Women



In 5 years :

+ 9 Men

+ 7 Women



Intergenerational balance, professional equality between men and women and respect for parity are key elements, and we are proud to participate concretely in this process.



16 PAIX, JUSTICE
ET INSTITUTIONS
EFFICACES



The global compact calls on organizations around the world to voluntarily align their operations and strategies with universally accepted principles in key areas:

- Human rights
- International labour standards
- the environment
- the fight against corruption



WE SUPPORT

COLORIS® has been a signatory of the United Nations Global Compact since 2020 and is committed to its 10 principles.

3.2. Leading the ecological and responsible transition of our products

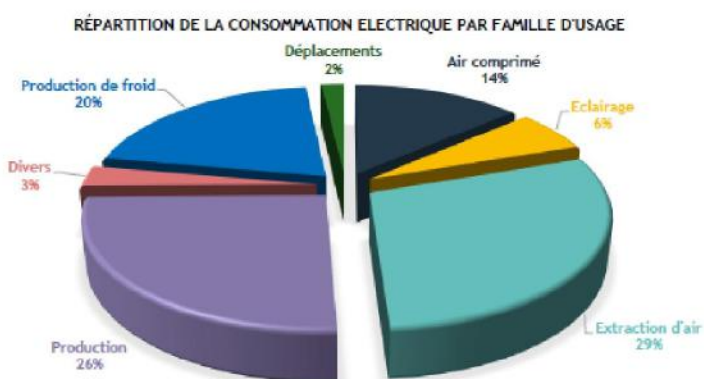


Environmental management

COLORIS® is strongly committed to reducing its environmental impact throughout its value chain. Based in particular on identified environmental risks, COLORIS® is implementing a continuous improvement approach in line with its priority challenges in the field of environmental protection. This approach has been ISO 14001 certified since 2019, and is fully in line with SDG 12 "Responsible Consumption and Production". Thanks to robust reporting, we are able to account for the major impacts of our activities: waste, water, energy and emissions. These indicators are reviewed each year at the Management Review. Based on the results, areas for improvement are identified and communicated. Each year, we revise our environmental analysis, which lists significant environmental impacts, objectives and associated resources. The prevention of

environmental risks and pollution is linked to the following priorities: -

- Waste treatment and recovery
- Certification of management systems
- Environmental awareness and training
- Reducing water consumption (closed circuits, automatic cleaning systems, collection and use of rainwater)
- Maintain internal effluent treatment systems in good working order (emission controls, preventive maintenance, etc.).
- Reducing air emissions (VOC emission control, dust collector maintenance, etc.)
- Monitoring energy consumption (computerized tracking, metering, energy diagnostics)
- Improving energy performance (renovation or replacement of production equipment, refrigeration units, lighting)
- Noise reduction (installation of silencers on air extractors, soundproofing, etc.)
- Industrial site security (video surveillance, fire detection systems, site access control).



Extrait du Diagnostic énergétique réalisé par GreenFlex pour COLORIS® en 2019

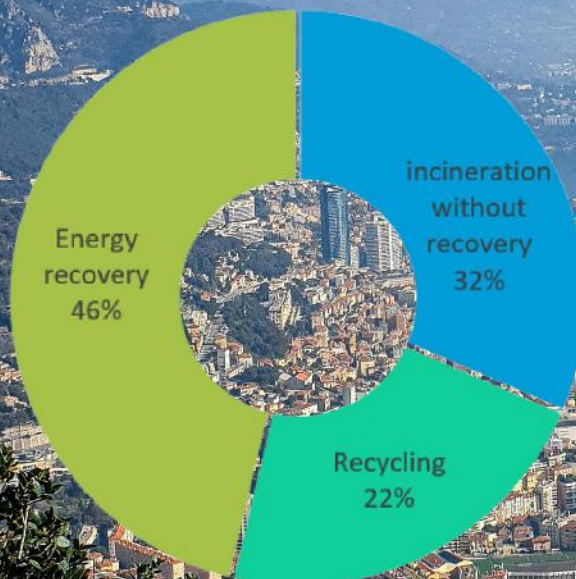
COLORIS® invests in environmental training and awareness-raising for employees. The newcomer's manual also makes it possible to provide environmental instructions to all employees as soon as they join the company. As regulatory pressure intensifies, particularly in the area of the ICPE nomenclature, we are implementing training and information actions concerning the CLP regulation for the classification, labelling and packaging of substances and mixtures. Poster campaigns, communication and dedicated IT systems are also being developed internally to inform employees about energy-saving actions, labelling rules, chemical risks, policies, indicators, etc.

Focus on waste

COLORIS® generates different types of waste during the manufacture of its products, such as chemical water, cleaning solvents, outdated pasty dyes in aqueous and solvent phases, soiled packaging (cardboard, metal, plastic), etc. Our waste management policy aims to:

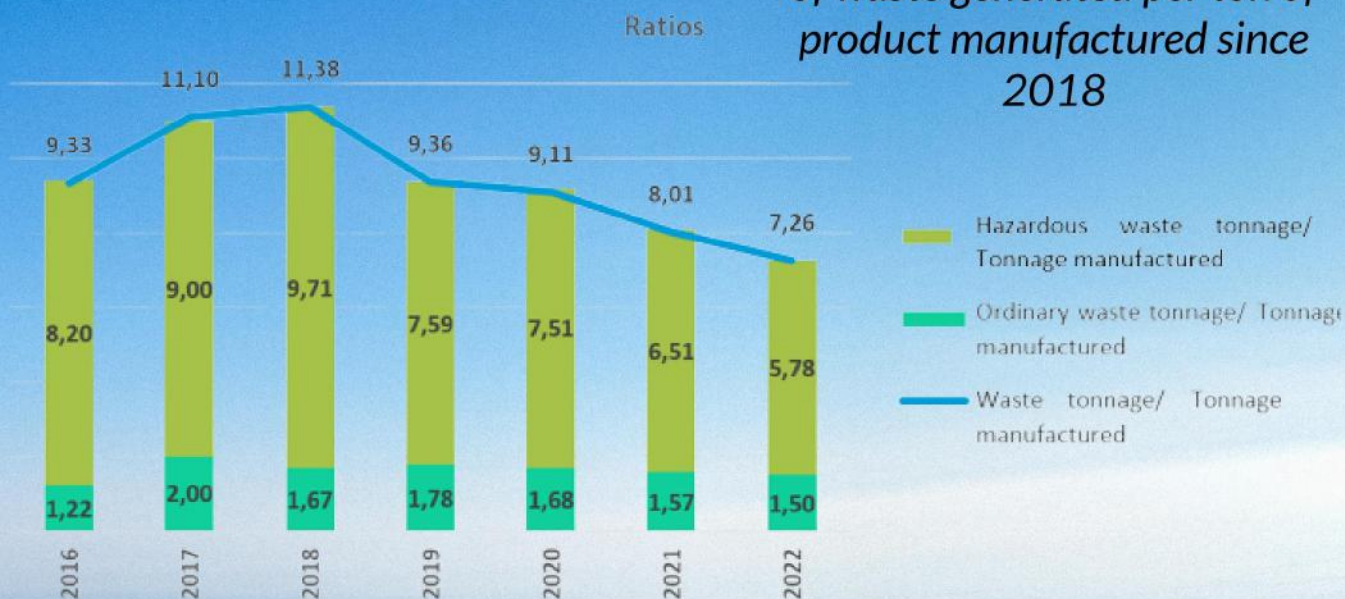
1. The reduction of the quantities of hazardous waste generated by our activities;
2. The recovery of an increasing proportion of the waste generated (burying being excluded in our policy);
3. Raising employee awareness of selective sorting.

Waste recovery and recycling account for 68% of our waste treatment, an increase of 16 points on last year.



68%
of wastes are
recycled

36% reduction in the amount of waste generated per ton of product manufactured since 2018



EXAMPLES OF PROJECTS

- Our ordinary industrial waste is collected by an approved organization, which recovers both electrical energy and calorific energy through incineration. This heat is redirected to tomato plantation greenhouses in the Toulouse region.

- All our paper, cardboard, metal and plastic waste is sorted, compressed and recycled. Our wooden pallets are all reused when in good condition, otherwise they are recycled.

- We provide broken pallets free of charge to the AUTISM'PRO LES JARDINS BLEUS association. Members of the association, who have autism and social integration difficulties, salvage the wood from these pallets to make crates for local market gardeners. The association then offers baskets of

vegetables.

- At the end of their useful life, keep the label rolls and return them to our supplier. In this way, the roll is rewound, avoiding the need to throw away rolls and make new ones. We reuse them as long as they can be used.

- We shrink-wrap pallets of finished products for shipment to our customers. This practice uses up a lot of plastic waste. We have decided to change from film to pre-stretched film, reducing the amount of plastic consumed by 50%.

- Our cartoning machine used to operate with a glue system heated to over 100°C, which consumed glue and energy resources and created a fire hazard. This glue has now been replaced by a cold gluing system using moistened starch on a ribbon.

- We have invested in an ordinary industrial waste compactor which has enabled us to reduce the number of tipper rotations by 40%, and consequently reduce the CO2 emitted by our waste transporter's trucks.

- At the end of our manufacturing process, the washing phase is essential for the quality of our products. Although essential, this stage also generates waste and consumes natural resources, since the large quantities of water used are contaminated and therefore considered as waste. COLORIS®'s thinking was therefore twofold. This is how the washing station was set up in our workshop. Operating in a closed circuit, water consumption and waste have been reduced by 30%. The wash water is treated and then returned to the cleaning circuit for reuse.

Pollution prevention

It is essential to ensure a high level of customer satisfaction, with the aim of reducing our environmental impact by limiting our emissions, preventing pollution and complying with regulations. COLORIS® carries out an environmental analysis to identify and assess the environmental impact of all its activities and services covered by the Quality and Environmental Management System (QEMS), under all operating conditions (explained in procedure PE 4.3.01). This involves the identification of environmental aspects in the form of a list for the various operating phases, and the quantification of impact factors by the QSE department based on field measurements, staff interviews, company data sources and regulatory data.

The Pamiers site is equipped with the necessary fire-fighting equipment (extinguishers, RIAs, PIAs, pressure boosters, BAESs, smoke vents, etc.), checked annually by an APSAD-certified service provider. Since 2021, COLORIS® has been equipped with an

automatic high-expansion foam extinguishing system to constantly protect the storage cell from flammable products. This investment has been essential to the company's development, and is proof of its commitment to protecting people, the site and the environment. In addition, every year we provide training in "fire extinguisher and PIA/RIA handling", as well as a fire evacuation scenario with the fire department for all staff, which can lead to an action plan.

Chemical spills are also kept under control by the provision of absorbents in the workshops, as well as the guillotine valve to prevent discharges into the environment. Spill drills are carried out every year to ensure that personnel react appropriately in the event of an emergency.

The New Entrant Manual provides these instructions in the event of evacuation or accidental spillage.

Finally, pollution can also be caused by noise. We monitor noise levels in the vicinity of our site to ensure that our activity does not generate any nuisance in terms of noise. These checks are carried out by approved organizations.



Automatic foam extinguishing test



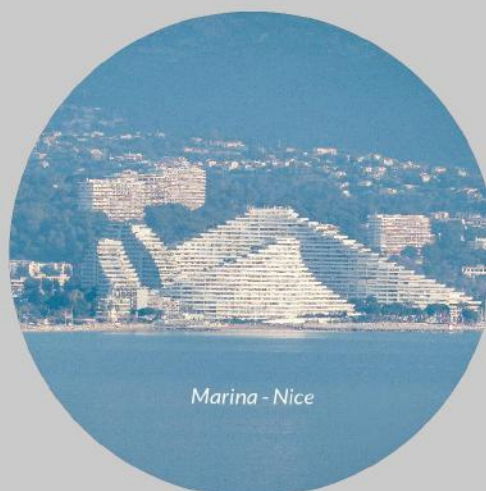
Deep water protection knife gate valve



Treatment of VOC emissions

The control of VOC emissions due to the use of organic solvents is one of the priorities of COLORIS® environmental policy. To effectively reduce our VOC emissions, we act at different levels. We capture emissions at source and monitor them annually by approved organisations.

The R&D department is constantly working on finding substitutes for products that generate VOCs. Our Pamiers site is subject to a prefectural decree which sets the VLEP.



Marina - Nice



Product life cycle

The raw materials are selected by the Research and Development laboratory according to the desired performance and their CLP labelling.

The origin of the supply and the manufacturing process are also taken into account whenever possible, the aim being to select raw materials with the least impact on the environment (energy, resources, pollution) and on health.

Manufacturing is done by a simple cold mix. Close monitoring of indicators such as the RFT (Right at First Time), the site's energy consumption, and waste production makes it possible to limit the environmental impact during the manufacturing phase.

Efforts to optimise flows between the production site and the logistics platform, as well as the choice of transporters, make it possible to control transport costs and at the same time reduce emissions into the air.

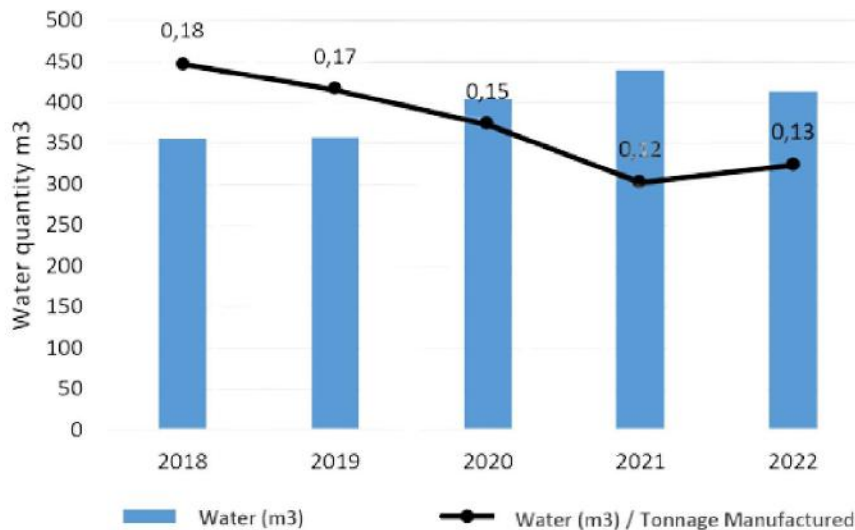
The labelling on the packaging, the information contained in the safety data sheet and the product description sheet allow the applicator to use the product in optimal conditions of performance and safety. The life cycle is analysed annually in the environmental analysis.

As part of our efforts to improve the product life cycle, we are taking action to reduce waste at our customers' sites. Wrapping pallets of finished products for dispatch to customers uses up a lot of plastic waste. We have decided to change from film to pre-stretched film, reducing the amount of plastic used by 50%. As a result, our customers will see their amount of plastic waste reduced.

SUSTAINABLE USE OF NATURAL RESOURCES



WATER CONSUMPTION



**-28% water
consumption per ton
produced since 2018**

WATER MANAGEMENT

Water is at the heart of COLORIS®'s business. It is involved in many phases of production. We use it in the composition of our products and in the cleaning of production tools. As with all our CSR indicators, COLORIS® has set itself the target of reducing water consumption per ton of product by 15% by 2022 compared with 2018. This target has been achieved, with a reduced rate of 28%. Each year, the rate of achievement of this target is calculated for the certification perimeter, based on water consumption recorded on the industrial site, and then analyzed at the Management Review. Based on the results measured, areas for improvement are identified and

then passed on to the operational level.

Our water policy is integrated into the ISO 14001 Environmental Management System (EMS). Improvement actions identified to reduce water consumption are included in the environmental analysis and associated action program.

To reduce its water consumption, COLORIS® works along the following lines:

- Optimizing water consumption by implementing specific measures and raising staff awareness to reduce water consumption (closed circuit, automated cleaning system in place), and monitoring equipment consumption with remote meter reading to detect leaks and unusual consumption in real time.

- Recycling and reuse of cleaning water on the production site.

- Collecting and using rainwater for industrial purposes. To date, we have a 360 m³ rainwater reservoir that collects all the water from the roofs of our buildings. This system enables us to maintain a permanent reserve dedicated to fire-fighting. As rainfall is significant, this reserve has an overflow, so that the overflow of water is returned to the groundwater. With a view to optimising these volumes, COLORIS® is working on a project to reuse all or part of this rainwater for the process

This continuous improvement approach is fully in line with Sustainable Development Objective 6 "Clean water and sanitation".



ENERGY MANAGEMENT

The industrial activities of COLORIS® use electrical energy.

Our energy management is based on the following axes:

- The development of an energy policy for a more efficient use of energy;
- Conducting energy diagnostics to better identify significant energy uses and make targeted decisions;
- Careful monitoring and continuous control of energy consumption.

Investments are made every year on our industrial sites to acquire equipment that consumes less energy (replacement of refrigeration units with more recent models, installation of LED lighting, replacement of compressors with less energy-consuming models, automation of heating systems, replacement of motors with variable speed drives).

The reduction efforts we have been making for several years now have enabled us to significantly improve the energy efficiency of our industrial site. In 2021, the Group has reduced its total energy consumption per ton of product by 21% compared to 2016.

-19% energy
consumption per ton
produced since 2016



ENERGY CONSUMPTION



CLIMATE CHANGE

Global CO₂ emissions continue to rise, and have more than doubled since 1990. Taking action to fight against climate change is therefore a key issue for COLORIS®.

The Group Chairman is responsible for the company's climate and energy policy and its strategy for adapting to the consequences of climate change. To achieve this, he chairs the CSR Committee, which is responsible for deploying COLORIS®'s commitment to climate and energy. Through its analysis, the CSR Committee defines strategic orientations and monitors their implementation and progress. At the annual management review, we examine in detail the progress made and the resources required to achieve our new objectives. During these reviews, we address quality, environmental and energy issues. The Group's governance mechanisms also contribute to the operational implementation of COLORIS®'s climate and energy policy within the company's various entities. 6 times a year, the Executive Committee (EXCO) checks that objectives have been met, and that they are in line with the challenges, against the dashboard supplied monthly by the QHSE-CSR department.

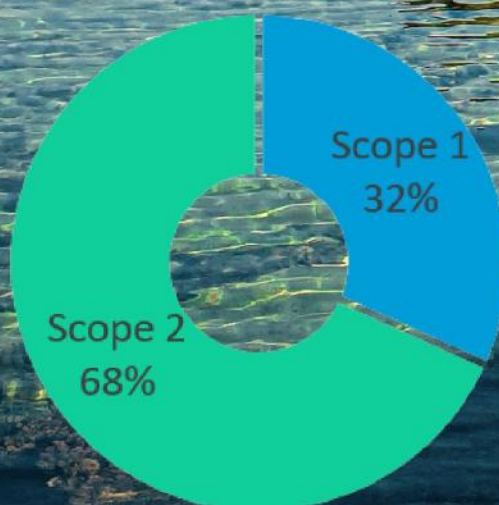
Based on this information, the EXCO has global monitoring of climate-related issues, enabling its members to:

- Review and guide strategy
- Guide key action plans
- Review and guide annual budgets accordingly
- Control and supervise progress towards climate-related objectives
- Review and guide risk management policies

Responsible for the implementation of these action plans and the achievement of set objectives, the QHSE-RSE department contributes to the assessment and management of risks and opportunities.

Each year, the Chairman reviews and approves the CSR report, which deals with the company's achievements, strategy and objectives over the past year. This includes a review of program implementation and progress towards climate targets.

68% of CO₂e emissions (scopes 1 and 2) are linked to energy consumption



Zero refrigerant leaks by 2022

SCOPE 1&2

Since 2021, as part of our Sustainable Development Policy, we have been committed to reducing CO2e emissions (Scopes 1 & 2) by 15% per ton of product manufactured.

For our energy consumption, we use exclusively decarbonated energy. Despite this, our manufacturing processes still consume energy. Every year, we carry out checks on refrigerant leaks, compressed air leaks and energy consumption. We also carefully control the use of company cars. 10% of our company cars are hybrids. Our goal is to have half our fleet in hybrid or electric cars within 5 years.

At our production factory, 100% of our forklift truck fleet is electric. Thermal forklifts are excluded from our choice, firstly to avoid the risk of fire that they can generate, and secondly to eliminate the use of combustion engines.

SCOPE 3

Still new to the assessment process, COLORIS® has set itself the target of calculating Scope 3 emissions by 2023. This approach will enable us to present a global carbon footprint of our activities, in order to identify the significant greenhouse gas (GHG) emissions across the entire value chain. Among the indicators we can collect, Scope 3 will focus in particular on commuting and business waste.

3.3 Ensuring the development and safety of our teams

Developing talent

The objective of the COLORIS® Group is to attract and inspire talent by guaranteeing the well-being of all its employees. We do everything possible to give them the desire to continue with us.

Caring and well-being are essential for the development and productivity of each individual. We encourage inclusion, team spirit and diversity.

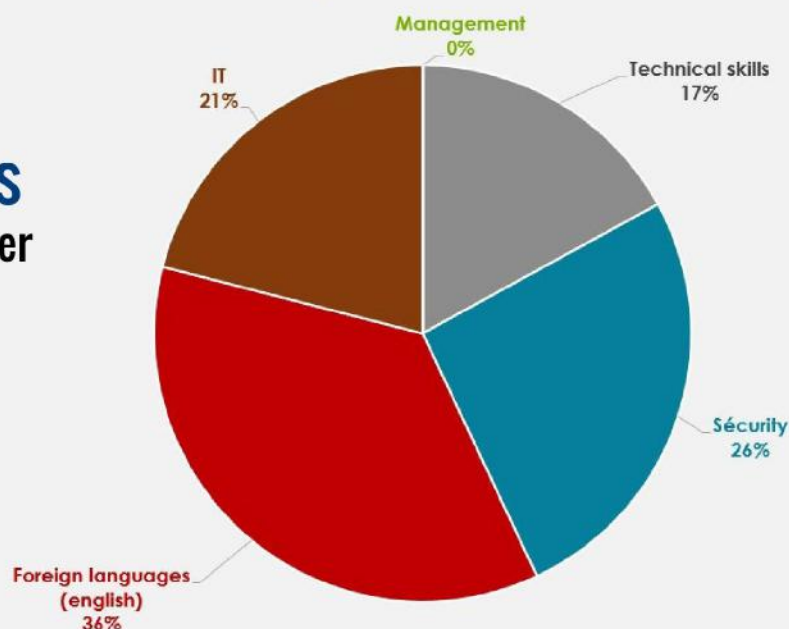
Training to develop business skills

We listen to all our employees and offer them training to meet their development needs and enable them to progress. An induction sheet is created on recruitment and follows the employee throughout his or her career so that we can measure his or her development within the group.

TRAINING 2022

Breakdown of hours worked by theme

22 hours
of training per
employee



Cohesion: one of our core values



With staff spread over 3 geographical locations, internal communication is sometimes difficult, which is why we created the magazine COLORIS® LIFE, the first edition of which was published in 2021. This magazine is participative, all employees can propose articles.

Each year we schedule meetings of the entire team. Learning to work together and getting to know each other allows us to better manage all the situations we may face and to be more efficient.

Team building is one of the fun ways that our employees really appreciate.

2022 edition : Karting and bowling !





The talents and passions of our employees are highlighted.

Just one example: one of our procurement staff has photographic skills. These are being used in our new marketing campaign.



KISS TIME

KEEP IT SMARTY SIMPLE. Directly derived from LEAN Management, this time for exchange is called short-interval animation. Every week, the manager of each department brings his or her team together to review indicators and the achievement of objectives. Beyond that, it's a privileged moment with employees, to give them the

floor, so that they can share their difficulties, the dangerous situations they've encountered, and their ideas. After 1 year of deployment in the departments, the success is clear to see. Thanks to this approach, employees have seen significant improvements in their workspaces and communal living areas (development of 5S, optimization of traffic flows, development of Quality of Life at work).



GONG COLORIS®

A new ritual set up to communicate with the team about new customers and new ranges purchased by existing customers on the WhatsApp group with a stroke of the Gong! A method for federating teams around success!



Preserving people

PREVENTION PROCEDURE

In order to prevent occupational risks in the company, including those linked to the factors of arduousness, COLORIS® is organised to work with all the players concerned. Management and supervisors are responsible for the prevention process and the resulting actions. The Social and Economic Committee (CSE) and occupational medicine are also involved in this process. Finally, all employees have an essential role to play from the identification of risks to the development and implementation of a prevention action plan.

COLORIS® bases its health and safety management on risk analysis through the following axes

- The assessment of professional risks through the Single Document to identify, analyse and classify risks in order to implement relevant prevention actions;
- Analysis and treatment of accidents and "near misses" to identify the causes of the incident and implement appropriate corrective or preventive measures;
- Field visits to identify hazardous

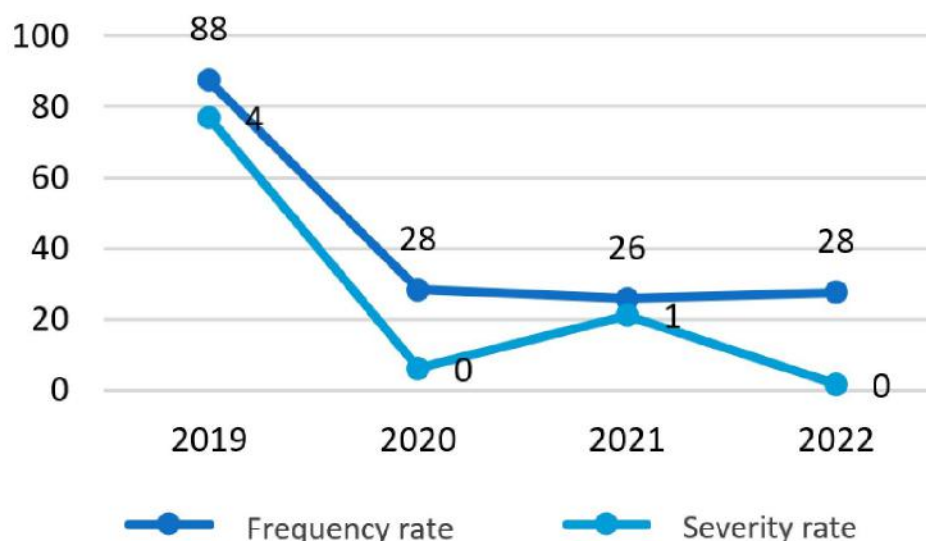
areas and situations in the workshops and laboratories (equivalent to an internal field audit);

- The mandatory induction of all new entrants (employees, temporary workers, subcontractors) with the support of the "New Entrant Manual", ensuring a presentation of the company's risks and instructions. During this induction, general safety training and reinforced training are provided;

- The posting of job descriptions in each work area, detailing the risks involved and the instructions to be applied.

With regard to the prevention of hardship at work, we analyse the criteria (noise, vibration, etc.) every year. To date, no hardness factors have been identified in the company. Despite this, moulded earplugs have been provided to all exposed employees to provide hearing comfort. Also, when purchasing machines, we take into account the noise factor by limiting the number of decibels generated and/or by supplying additional soundproofing kits.

Accident frequency and severity rate evolution



-68%
reduction in the
frequency rate
of workplace
accident by
2019



Porquerolles

PREVENTION OF CHEMICAL RISKS

In view of our company's activities, the prevention of chemical risks is an integral part of our prevention approach. Chemical risks are the result of exposure to dangerous chemical products or their use, which can have harmful effects on health. At COLORIS®, the prevention of chemical risks is based on

- The identification of the dangerous products present in our activity,
- The exhaustive and rigorous risk assessment taking into account the seriousness of the risk, in particular on carcinogenic, mutagenic or toxic products for

reproduction (CMR). To do this, we use SEIRICH software



The results of this assessment are made available to the occupational health service and to staff representative bodies. Generally speaking, the actions implemented give priority to the elimination or substitution of dangerous products and processes by other less dangerous products or processes and to collective protection measures.

Our prevention approach is also accompanied by the following additional measures:

- Information, awareness-raising and training of employees in relation to chemical risks as soon as they join the company and

whatever their position.

- Application of hygiene measures (individual and collective): provision of specific PPE on request (powder-free nitrile gloves, cartridge mask, disposable suit, etc.).

- Implementation of emergency procedures in the event of exposure to products with personnel trained as first aiders at work.

- Monitoring of the health of exposed employees in collaboration with the Occupational Medicine Department.

Finally, COLORIS® is committed to a relationship of trust with its customers. A dedicated department ensures the REACH compliance of our products right from the design phase.



COLORIS®





CONTROL OF INDUSTRIAL RISKS

Industrial risk is defined as an accidental event that may occur on an industrial site involving dangerous products and/or processes and leading to immediate serious consequences for employees and the environment. In order to limit the occurrence and consequences of such an event, our Pamiers site is classified as an ICPE and subject to authorisation. In collaboration with the DREAL and the SDIS, we have drawn up our Fire Defence Plan (PDI), which defines our roadmap for the prevention and management of industrial risks. This involves raising awareness, training and empowering employees, integrating industrial safety as far upstream as possible in the design of facilities, planning regular drills to better understand emergency situations and through regular internal audits.

Last but not least, we strive to communicate as transparently as possible in the field of industrial safety, both internally and externally, to maintain a climate of trust with employees, local authorities and neighbouring companies.

Similarly, a specific instruction indicates the procedure to follow in the event of a spill in order to limit pollution. Here again, right from the design of our production site, we have provided for the retention of all possible pollution (fire water, products, etc.):

- Our buildings are buried 50cm below ground, acting as a 5500m³ retention basin.
- A barrage valve lowers in case of emergency and retains polluted water collected outside, in the sewer system.
- 4 hydrocarbon separators are used to treat run-off water, before it is collected in a 360m³ buffer tank reserved for fire-fighting use.
- Semi-annual groundwater checks upstream and downstream of the water table are carried out by an accredited body to verify the absence of soil pollution.
- More generally, a preventive maintenance plan is tracked on a CMMS to keep installations in good condition and prevent any problems from arising.



PROMOTING QUALITY OF LIFE AT WORK

The quality of life at work (QWL) is a challenge for developing the attractiveness of the company, improving creativity, commitment, motivation and employee loyalty, as well as preventing psychosocial risks and reducing absenteeism. Numerous actions are carried out within the company to improve the working environment and conditions.

COLORIS® is committed to a process of risk prevention, working conditions and, more generally, the Quality of Life at Work. This is done through an investment in risk assessment (Single Document), welcoming new arrivals, communicating instructions (job description, posting), team training, etc.

All of these actions are carried out in partnership with the members of the staff representatives (CSE), in order to promote social dialogue within the company. Among our commitments in favour of QWL, and to enable everyone to reconcile their professional and private lives as well as possible, we have notably

- Reinforcing the right to disconnect through concrete actions such as the impossibility of connecting to the company network on Sundays and alert messages if

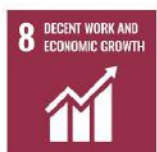
an email is sent outside working hours:

- Strengthening managerial capacity in order to make managers even more involved in the management of their teams (with the provision of HRIS software to conduct professional interviews, manage training, AIC deployment... etc.).

In addition to these areas, we have opted to improve the living environment in the company. The objective is to make the workplace pleasant and attractive. We are carrying out the following actions:

- Hot drinks (coffee, chocolate, tea) and cold drinks (syrops) are offered to all employees on all sites (approximately 50 people), as well as to all external parties (subcontractors, transporters)
- An outdoor picnic area is available for employees who wish to have lunch or hold meetings there
- Modern art paintings and frescoes brighten up the premises of our administrative and production sites
- A table soccer was installed in the break area.
- A special family open day was organized
- A Christmas tree was celebrated with the children and families of the COLORIS® Team.

By placing well-being at the forefront, we aim to make work a place for sharing and living well, to convey the company's values.



3.4. FOSTERING FAIR PRACTICES

LOCAL LIFE AND BUSINESSES

COLORIS® contributes to the sustainable socio-economic development of the territory in which it operates, through the creation of direct and indirect jobs and the development of skills (recruitment and training of local personnel, transfer of skills, purchase of local goods and services, revitalisation of local industrial fabrics).

The services provided on our sites (work, checks, etc.) are ordered with local companies in the region. Long-lasting partnerships are created: we strive to create and build trusting relationships with our partners.

Our ambition is to ensure that our activities and our commitment to society create value.

A few examples of local and sustainable practices:

- COLORIS® acquired a 2.5-hectare plot of land in the business park where the factory is located. As there were no immediate building plans, we contacted the local agricultural high school to offer the use of this land free of charge. Every year since 2021, the high school has come to sow the wheat and then harvest it. This action contributes to the training of young people in the department, the use of unexploited soil and the cultivation of foodstuffs.

- We provide broken pallets free of charge to the AUTISM'PRO LES JARDINS BLEUS association. Members of the association, affected by autism and people with social integration difficulties, recover the wood from these pallets to make crates for local market gardeners. The association then offers baskets of vegetables.

- To maintain the production site's green spaces, we call on the ADAPEI association in Ariège, which employs disabled workers. In this way, COLORIS® contributes to the fight against exclusion and discrimination of disabled people.



TRANSPARENCY FROM SUPPLIER TO CONSUMER



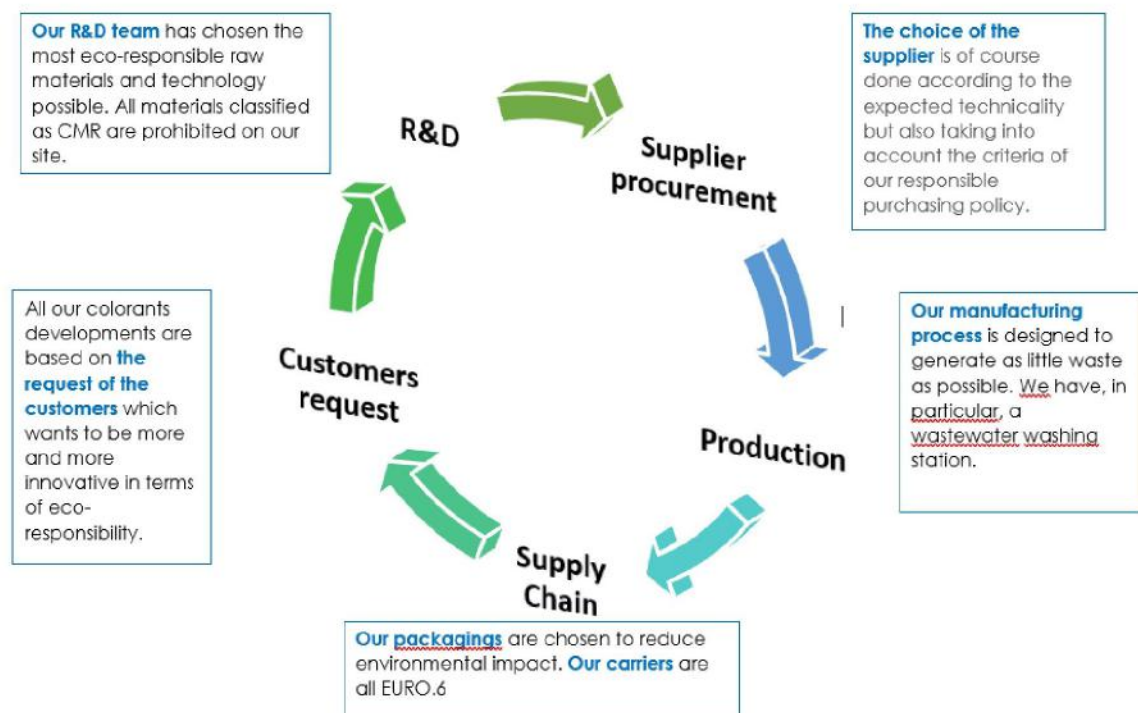
We practice transparency
throughout the supply chain

Our transparency, founded on ethics and based on :

- Quality control inspection reports
- Corrective and preventive actions
- Annual audits of our sites
- Information on the supply of our raw materials
- Assurance of compliance and certification

Traceability, an effective method in the framework of transparency.

It allows us to ensure the quality of our products. From the raw material to the packaging, via the manufacturing process and logistics, everything is scanned. Thus, any anomaly can be quickly identified and our actions are implemented immediately.



We provide our customers with :

- Clear and legible labelling
- Our ISO 9001, ISO 14001, EFFCI certificates and our ECOVADIS scorecard
- The possibility to audit us on site
- Secure access to MSDSs
- Traceability of batches by barcode.

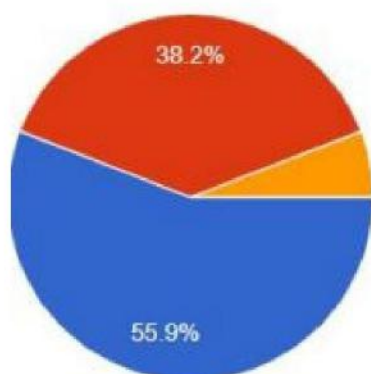


THE CUSTOMER AT THE CENTRE OF ALL OUR DECISIONS

Every year we carry out a survey on several criteria in order to be able to implement actions that will allow us to progress and above all satisfy our customers.

CUSTOMER SATISFACTION IS OUR PRIORITY

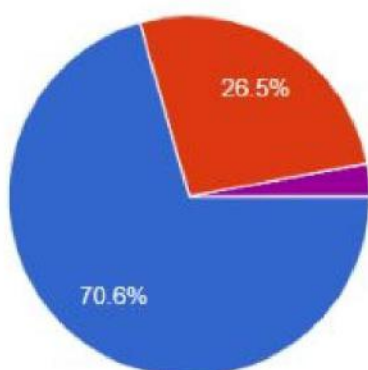
Product quality



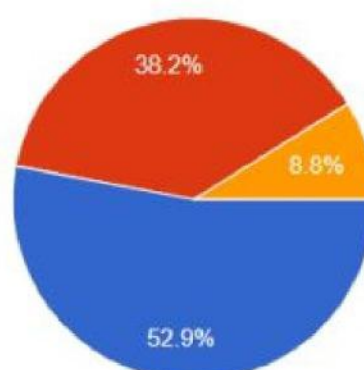
Quality-price ratio of our products



Order processing



Technical and commercial support



4. CSR PERFORMANCE



4.1. Our indicators



DASHBOARD - CSR INDICATORS

ACTIVITY		TARGETS	Results 2022	Unit
Tonnage Manufactured		3000	3201	Tons
ENVIRONMENT			2022	
CARBON FOOTPRINT				
Carbon footprint Total - ton of CO2e SCOPE1	-Reduce SCOPE 1 and SCOPE 2 CO2 emissions by 5% in 2030 compared to 2020 -Carry out a SCOPE3 carbon footprint in 2024 -Reduce SCOPE 1 and SCOPE 2 CO2 emissions by 20% in 2050 compared to 2020	45	TCO2e	
Carbon footprint Total - ton of CO2e SCOPE2		96	TCO2e	
Carbon footprint Total - ton of CO2e		140	TCO2e	
Emission scope 1 rate (T of CO2e/ ton sold)		1,41%	TCO2e/T	
Emission scope 1 rate (T of CO2e/ ton sold)		3,00%	TCO2e/T	
Rate T CO2e/ tonnage produced		4,37%	TCO2e/T	
ENERGY			2022	
ELECTRICITY				
Total electricity consumption	Reduce electricity consumption by 10% in 2025 compared to 2019	1 117 646	KWH	
Overall electricity consumption / tonnage manufactured rate		349,2	KWH/T	
BUSINESS TRIP				
Business trips by car - Road diesel - Total	Reduce business travel by 10% in 2025 compared to 2019	199 881	km	
Quantity of road diesel consumed - Total		13 992	Liters	
WATER			2022	
Overall water consumption in m3	Reduce water consumption by 10% in 2025 compared to 2019	414,43	M3	
Overall water consumption / tonnage manufactured rate		0,13	M3/T	
WASTE			2022	
TOTAL waste / manufactured tonnage rate	Obtain Ton of waste / Ton manufactured rate less than 7%	7,2%	%	
Dangerous waste / manufactured tonnage rate		5,7%	%	
Ordinary waste / tonnage delivered rate		0,7%	%	
CARDBOARD waste/tonnage delivered rate		0,7%	%	
RECYCLAGE				
Quantity of plastic sent for recycling	Increase by 10% in 2025 compared to 2020	24	Tons	
Number of pallets reused		35,85	Tons	
ENVIRONMENTAL INCIDENTS AND ACCIDENTS				
Number of refrigerant leaks (air conditioning)	Zero environmental incident and accident	0		
Number of environmental incidents		0		
Number of environmental accidents		0		
PRODUCT LIFE CYCLE			2022	
COMMITMENT				
Percentage of employees trained on the environment theme	25%	14,81%	%	
Regulatory compliance rate	>90%	97%	%	
Percentage of ISO14001 certified sites	33%	33%	%	
Number of major non-conformities following ISO 14001 External Audit	0	0		
Number of minor non-conformities following ISO 14001 External Audit	0	0		



SOCIAL AND HUMAN RIGHTS

2022

ACCIDENT			
Number of accidents at work (with and without lost time)	0	3	
Number of days off work following an accident at work	0	3	
Severity rate	0,8	0,08	
Frequency rate	13,1	27,62	
DIVERSITY AND INCLUSION			
Number of employees present at December 31st	-	53	
Interim FTE	-	1,76	
Number of hours worked	-	36 204	
Average seniority	-	10,41	years
Rate of Working children under 18	0	0	%
Disabled workers rate		1,98%	%
Share of female employees	50/50	41%	%
Share of male employees		59%	
Staff benefiting from mutual provident cover rate	100%	100%	%
Number of hours of training attended		622	
Number of hours of training provided/employees rate	x >10 hours	12	
Turnover rate	5%> x < 20%	1,92%	%
Absenteeism rate		6,84%	%
INCIDENT			
Number of forced labor alerts	Zero incident	0	
Number of harassment alerts		0	
Number of discrimination alerts		0	
COMMITMENT			
Percentage of staff trained in social and human rights (fight against child labor, diversity and inclusion)	25%	18,52%	
Percentage of staff trained in safety (eco-driving, fire, etc.)	>60%	75%	
Percentage of sites certified ISO45001	33%	0%	%



ETHICS

2022

AUDIT			
Percentage of sites with an anti-corruption system and IT audit in place	100%	100%	%
Internal IT security audits	At least 1 audit /year	1	
Number of external IT security audits	At least 1 audit /year	1	
INCIDENT			
Number of confirmed ethics incidents	Zero incident	0	
Number of corruption alerts		0	
Number of Reported Cases of IT Security Problems		0	
COMMITMENT			
Percentage of staff trained in ethics and the fight against corruption	20%	11,11%	%
Percentage of employees trained in IT security	20%	11,11%	%



RESPONSIBLE PURCHASING

2022

Number of charter signatory suppliers etc.	100 suppliers by 2024 signatories of the declaration of integrity and the anti-corruption policy	58	
Share of ISO 14001 certified suppliers		25%	%
Proportion of suppliers assessed ECOVADIS		22%	%
Percentage of staff trained in responsible purchasing	20%	5,56%	%

4.2. Internal and external audits

INTERNAL AUDITS

Procedure P08.02 specifies the rules for initiating, preparing, conducting and monitoring internal audits concerning the QMS/E. The QSE Director establishes an annual audit programme to cover the entire system and ensures the qualification and independence of the auditors in relation to the audited departments. Each audit gives rise to a report. The results are examined during the management review.

The internal audit includes compliance with the GMP criteria of the EFfCI standard.

EXTERNAL AUDITS

All external audits are carried out by accredited organisations.

We are audited every year on the whole domain of ISO 9001 v2015, ISO 14001 v2015, EFfCI, and the CSR approach by the ECOVADIS scoring.

The audit reports are analysed and processed by creating improvement actions. Once they have been implemented, the effectiveness of the actions is evaluated. All of these elements are reviewed each year during the Management Review.

4.3. Continuous improvement

The effectiveness of our various processes is monitored by means of indicators. All the indicators are regularly examined by the department managers and during management reviews. Improvement actions can be derived from the analysis of the indicator results.

The risk analysis leads to an action plan for improvement associated with the processes. Risk analysis is triggered to enable continuous improvement of processes.

An improvement action plan is associated with the management's objectives. The actions to be implemented include ensuring the effectiveness of the QMS/E, preventing or reducing adverse events and ensuring continuous improvement.

Based on the principle of PDCA (Plan Do Check Act) according to the ISO 9001 standard, our organisation is constantly improving. Whatever the experience, positive or negative, we evaluate the consequences and draw up an analysis.



Rocher de la tête de chien.



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