

The background of the entire page is a photograph of an olive tree. On the left, a branch with green olives and leaves hangs down. On the right, a thick, textured tree trunk is visible. The background is softly blurred.

2023 ANNUAL CSR REPORT

**EXPRESSIONS
PARFUMÉES**
Creators of emotion

Edito

To mark the milestone of its 40th anniversary Expressions Parfumées is proud to announce an increase of over 25% in total sales for 2022.

With this exceptional progression the company has shown its capacity to restructure and reinvent itself, to reach the objective of 100 million euros in sales more rapidly than planned.

We are very proud of all our staff and the work they have accomplished. We are profoundly convinced that commitment, dialogue and excellence in performance are the levers of significant achievement. This focus has enabled us to develop and grow, while preserving our creativity, agility and capacity for innovation.

The goals of sustainable development are all the more important as the impacts of the company increase with the expansion of its activity. We must continually question and reinforce the process we have started to reduce our environmental footprint, to improve working conditions and to conduct our business in an ethical manner.

In an uncertain global situation, and in a world marked by geopolitical, economic and environmental upheaval of great magnitude, our capacity to adapt and to respond to the needs and expectations of our stakeholders will be key to our future development.

This report outlines our overall approach, our multiyear programs and our most significant achievements, as well as our day-to-day action. All of these elements are important and contribute to the singular achievements of our company.

Bolstered by the enthusiasm and energy of its employees and the transformation of the company, Expressions Parfumées continues to move forward and mark accomplishments that we hope will be durable and long-lasting.

Christophe MARIN
Executive President

Ysé GILLET
Human Resources & Sustainable Development Director

Christophe MARIN

Ysé GILLET

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*indicators

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Strategic Commitments & Policies

1

Our commitment to the United Nations Global Compact

Expressions Parfumées has a long-standing commitment to sustainable development and has specifically integrated the ten main principles of the United Nations Global Compact as a fundamental component of the company's policy.

Our corporate action under these principles is deployed as follows:

- Action to limit the environmental impact of our activities on the environment, steps to preserve biodiversity, to reduce our resource consumption and to move towards lower greenhouse gas emissions;
- Constant improvement of working conditions for all our employees and workers, to improve well-being at work and motivate our staff to contribute to our ongoing efforts to achieve social and environmental responsibility;
- Incentives to encourage our suppliers and partners to improve their practices and build a genuine partnership with us to work towards our goals for social and environmental responsibility across our entire value chain, in compliance with ethical and good-faith practices;
- Business solutions that continue to innovate and meet the requirements of our customers and consumers around the world, while fully respecting human rights and the environment.



2

A CSR strategy to pursue Sustainable Development Goals in 7 areas

In 2015 the United Nations Organization adopted 17 sustainable development goals (SDGs) to chart a path to equitable social and environmental progress and a prosperous and inclusive economy in 2030. Companies are explicitly asked to contribute to achieving these SDGs and to include them in their CSR strategies.

Our strategy and the specific measures outlined in this report make substantial contributions to seven of these SDGs:

- SDG 5 - Gender equality
- SDG 8 - Decent work and economic growth
- SDG 9 - Industry, innovation and infrastructure
- SDG 12 - Responsible consumption and production
- SDG 13 - Climate action
- SDG 15 - Life on land
- SDG 17 - Partnerships for the goals

The Sustainable Development Goals of the United Nations are the foundations of our CSR roadmap and an integral part of our corporate policy.



3

Our policy for Quality, Health and Safety, Environment and Ethical Practices: Our pathway to responsible growth

Expressions Parfumées has opted for an Integrated Management System that brings all its commitments into a coherent global framework. This approach is suited to our flexible structure and reflects our capacity to address the expectations of our stakeholders.

Our sustainable development action, at the core of our activity, nourishes our overall strategy goals.

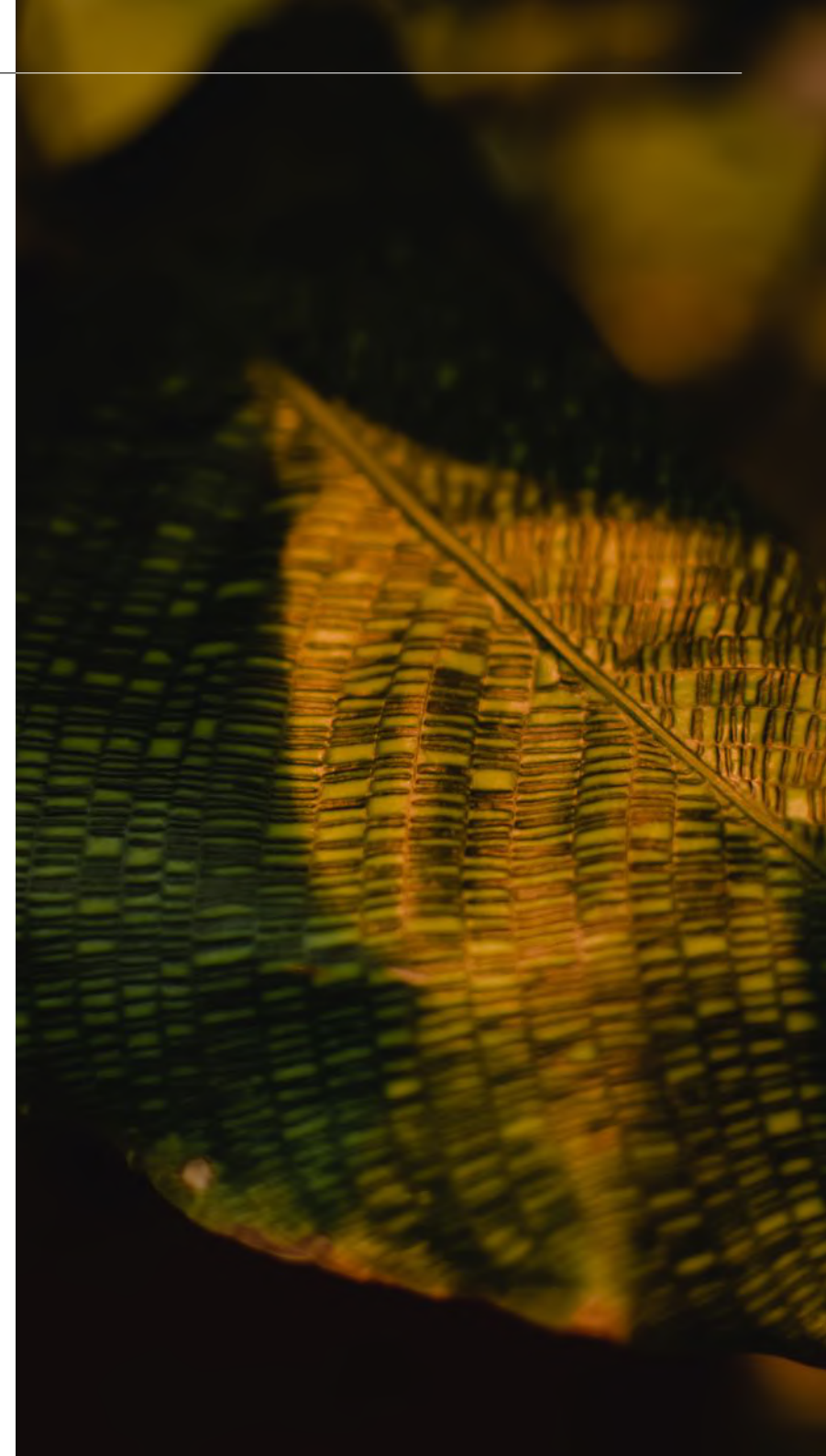
Our policy for Quality, Health and Safety, Environment and Ethical Practices aims to present relevant information to our stakeholders, and charts a development path that integrates all the action and measures taken within the company.

This policy includes:

- The key points of our Integrated Management System
- Our CSR roadmap based on the guidelines of ISO 26000
- Adherence to the principles of the Global Compact
- Givaudan Principles of Conduct
- The Givaudan Purpose:
«Creating for happier, healthier lives with love for nature. Let's imagine together» – our principles and the multiyear objectives they imply.

Through this integrated management system Expressions Parfumées seeks to guarantee customer satisfaction at all times and ensure that its perfume formulas comply with all applicable regulations, while also providing its employees with good working conditions and a suitable environment.

Social responsibility is at the heart of our strategy. We pledge to offer our customers high-quality products that are increasingly respectful of the environment, as we pursue our quest for innovation and environmentally friendly practices at every stage of the life cycle of our products.



The 15 principles of our policy for Quality, Health and Safety, Environment and Ethical Practices have been reviewed and adopted by the company's executive management, and constitute our pathway to responsible growth:

1. Ensure responsible governance that fully respects human rights.
2. Deploy the resources and measures that are needed to address internal and external issues that have been identified, and in this way respond to the needs and expectations of stakeholders.
3. Adapt to rapid market evolution, whether related to regulatory matters, economic conditions, material, human or financial resources, in order to pursue the objective of developing Expressions Parfumées and its activity globally. Integrate specific certifications, seals and quality labels to adapt to the cultural context, trends and requirements of our clients (ORIGINE FRANCE GARANTIE, HALAL, VEGAN, RSPO, COSMOS, Good Manufacturing Practices for cosmetic ingredients).
4. Faithfully follow at all times the regulations that apply to our activities and continually aim for compliance with regard to our products, the health and safety of our employees, and protection of the environment.
5. Lower our costs related to poor quality, environmental impacts, work accidents, reduce our risks and constantly improve our performance and our internal organization, by instituting Quality, Health and Safety, Environment, Ethical Practices and Sustainable Development as the criteria of progress for our company.
6. Ensure the health and safety of our employees and provide working conditions that are conducive to their personal development.
7. Ensure that the raw materials used have all the necessary characteristics and quality required to fulfil our clients' requirements and thereby guarantee the integrity, consistent quality and absence of contamination of our products, and secure our processes with appropriate record-keeping. Mettre en place un environnement de travail propice au dialogue social, à l'intégration et au respect de la diversité et de l'égalité.
8. Create a work environment that promotes social dialogue, inclusiveness and respect for diversity and equality.
9. Protect the environment and our employees by measures to reduce our impacts, adopt a policy to hold down resource consumption, anticipate all pollution risks and develop a risk prevention culture to attenuate the dangers that are inherent to our activity. Our method is to consult with our employees and their representatives and obtain their active participation.
10. Reduce our carbon footprint, compensate for our residual greenhouse gas emissions by investment in targeted projects, and augment our resilience and capacity to face climate change. spécifiques et développer notre résilience au changement climatique.

11. Work closely with outside suppliers and service providers to ensure the excellence of our products and full compliance with our environmental, social and ethical standards across our entire value chain, and to reinforce the traceability of our activity.
12. Continually innovate to give our customers dependable and sustainable «perfume solutions,» via ongoing investment in research and development, and in this way position Expressions Parfumées as a leading innovator in our sector of activity.
13. Maintain our track record in terms of product design and manufacture on which our reputation is built, supported by the know-how and expertise of our staff, as well as our equipment, premises and industrial investments.
14. Adhere to principles of good practice and the fundamental rules instituted to prevent corruption, regulate corporate gift-giving and entertainment perquisites, to prevent unfair competition, insider trading and conflicts of interest, and comply with standards pertaining to corporate donations, sponsorship and lobbying, and generally speaking all norms of ethical behavior.
15. Create value that is shared across the territories and the communities where we work.

The Quality, Health and Safety, Environment and Ethical Practices policy concerns all employees who work for the company and its subsidiaries. To follow and apply this policy all employees must be involved in a constant search for efficacy, continual improvement and satisfaction of partners, both in-house and outside the company.

On the basis of these principles a set of objectives and indicators has been drawn up to track the company's performance in terms of Quality, Health and Safety, Environment and Ethical Practices. The executive management of Expressions Parfumées pledges to publish these objectives and information on progress indicators annually, and to provide the means and resources needed to attain these objectives.

Each member of our staff has a role to play to help achieve these performance objectives, and to make Expressions Parfumées a responsible, stable and leading company in the world perfume industry.

Christophe MARIN - 13th February 2023
Executive President

Christophe MARIN



**Our identity,
our strengths &
our international
presence**

Our Story

*Start operating
in ITALY*

THAILAND
*Opening of our
office in Bangkok*

*Integration into the
GIVAUDAN group,
world leader in
Perfumery and
Flavours.*

POLAND
*Opening of our
office in Warsaw*

*Start operating
in the U.S.A.*

KENYA
*Opening of our
office in Nairobi*

1982

2002

2013

2014

2017

2018

2020

2021

2023

Expressions Parfumées
was founded in Grasse
by two perfumers.

1982 - 2002

*The company
focused on developing its
national market. A strategy
that has allowed us to
create strong links with our
historical clients.*

ITALY
*Opening of our
office in Milan*

UAE
*Opening of our 1st
affiliate in Dubai*

SPAIN
*Opening of our
office in Barcelona*

VIETNAM
*Opening of our office
in Ho Chi Minh City*

UKRAINE
*Opening of our
office in Lviv*

SWEDEN
*Opening of our
office in Stockholm*

Certifications & Seals of Quality



« Origine France Garantie »

We are the 1st Fragrance House to obtain this Certification.



**COSMOS
APPROVED**

COSMOS certified

Pioneer COSMOS certified company in the field of perfumery.



**Quality, Environment,
Health & Safety certified:**

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

Ensuring the quality of our products, their compliance with regulations and our commitment to the environment and employee health and safety.



EVE VEGAN

Our manufacturing site is EVE VEGAN certified. Expertise Végane Europe (EVE) is an independent French organisation dedicated to the evaluation of vegan products and services. Vegan certification is a voluntary process that enables the value of know-how to be recognised in accordance with vegan guarantees in a context where there are no regulations.



Halal

Our manufacturing site based in Grasse is able to produce references that comply with HALAL requirements.



RSPO

We are « Mass Balance » RSPO certified. This is a strong commitment to sustainable development. It implies the use of raw materials derived from «MB RSPO» certified palm oil only.
<https://rspo.org>



Good Manufacturing Practices

We are certified Good Manufacturing Practices for cosmetic ingredients (2017 version) for the creation and manufacturing of perfumed compositions for cosmetic use.

Facts and Figures

€ 108,6 millions

Expressions Parfumées' 2022 turnover

4 400 tons

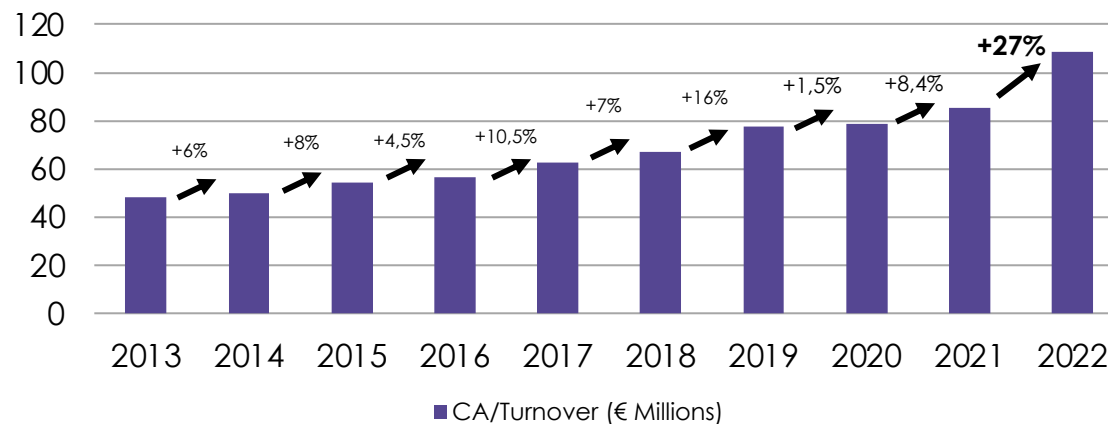
Production Volume 2022

Staff: **276** persons

*including International Affiliates
235 persons in Grasse & Paris*

CA / Turnover Evolution

Expressions Parfumées



€ 6,6 millions

NATCO - 2022 turnover

NATCO® = NATural COMpounds
100% natural origin perfumes

Geographic Locations



**EP OFFICES
& AFFILIATES**

- Grasse
- Barcelona
- Milan
- Warsaw
- Dubai
- Bangkok
- Lviv
- Ho Chi Minh City
- Nairobi
- Stockholm

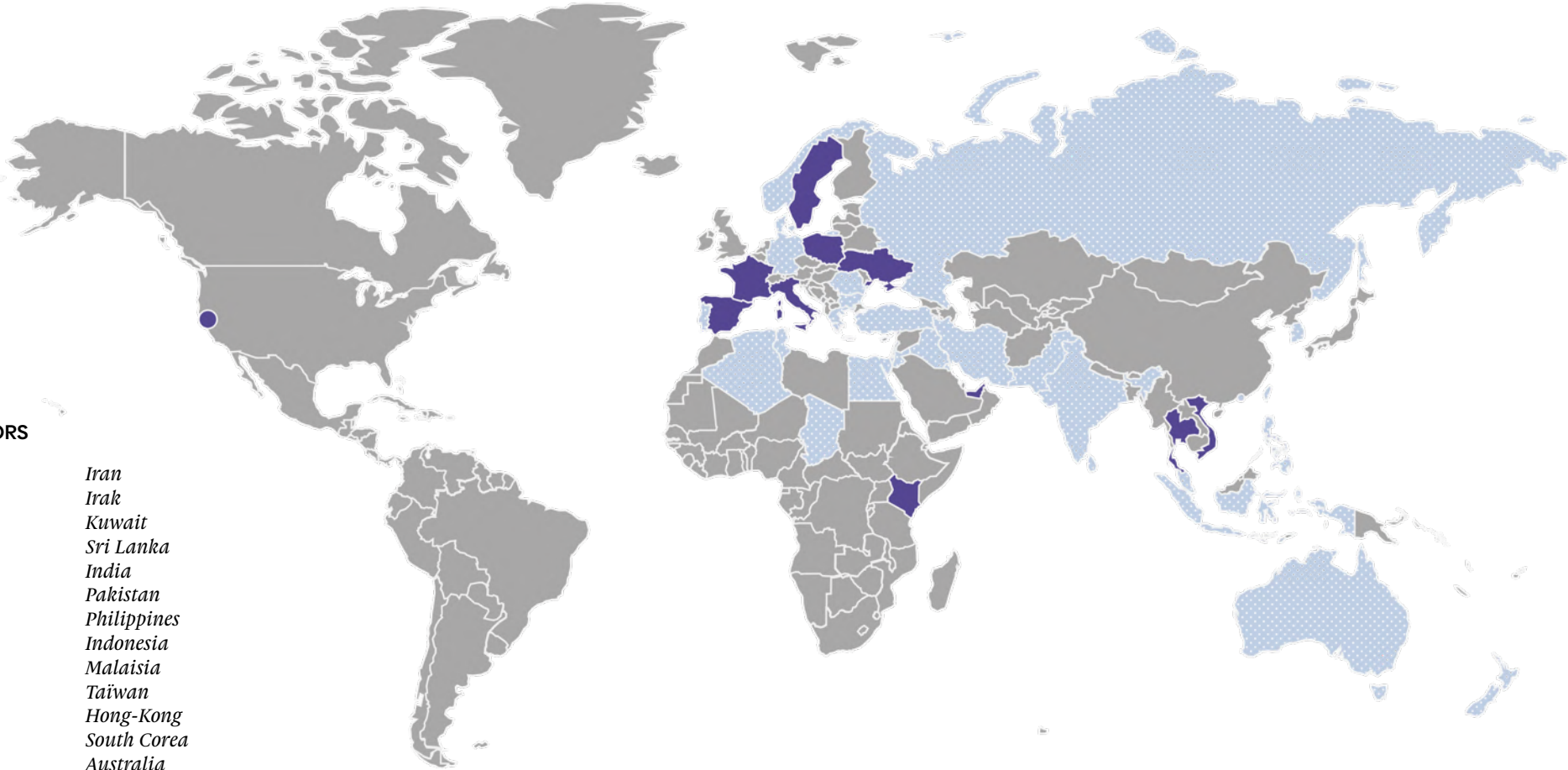


(Start operating
in USA)




















**AGENTS
DISTRIBUTORS**

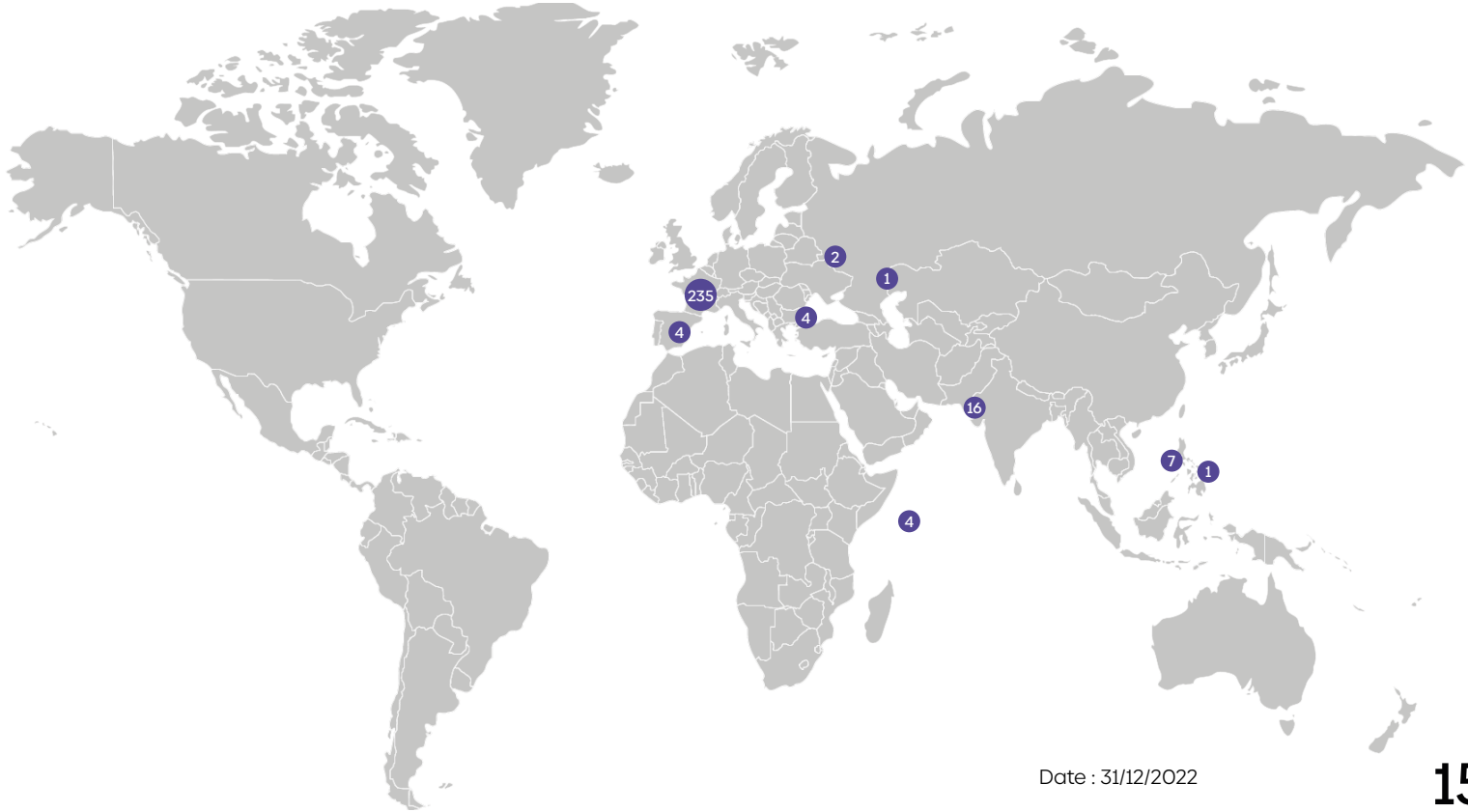
- | | |
|-------------|-------------|
| Portugal | Iran |
| Scandinavia | Irak |
| Germany | Kuwait |
| Bulgaria | Sri Lanka |
| Romania | India |
| Greece | Pakistan |
| Turkey | Philippines |
| Russia | Indonesia |
| Algeria | Malaisia |
| Tunisia | Taiwan |
| Egypt | Hong-Kong |
| Israel | South Korea |
| Lebanon | Australia |
| Jordan | New-Zealand |
| Tchad | |



Map of Sites and Activities

All Expressions Parfumées products are manufactured at our historic site in Grasse, where most of our creative and administrative support teams are also located. To ensure its presence in proximity to its customers Expressions Parfumées has established offices and subsidiaries in strategic development zones. These units work closely with the headquarters in Grasse. For the most part the information in this report refers to the Grasse site, where nearly all of our staff are located and which is the focus of our environmental concerns. We nonetheless pursue the objective of aligning all our employees and sites more closely with our CSR goals in the longer term, regardless of their geographic location.

	Production	Creation	Laboratory	Commercial
FRANCE Grasse				
EAU Dubai				
SPAIN Barcelona				
ITALY Milan				
POLAND Warsaw				
THAILAND Bangkok				
VIETNAM Ho Chi Minh City				
UKRAINE Lviv				
KENYA Nairobi				



Principal Structuring Action and Achievements in 2023

LAUNCH OF OUR SUSTAINABILITY INDICATOR, THE CONSCIOUS INDEX

In 2022 we consolidated the work undertaken over the last two years to build our sustainability index. The first quarter of 2023 marks the debut of the Conscious Index, our first tool to measure the environmental and societal impact of our perfume formulas. This tool enables us to add a social and environmental dimension to the creative aspects of perfume formulation. Our Conscious Index is designed to be a tool for continual improvement within our company, and will enable us to manage our purchases of raw materials, in addition to our conception of perfume formulas.

GMP CERTIFICATION GOOD MANUFACTURING PRACTICES FOR COSMETIC INGREDIENTS

For several years now Expressions Parfumées has followed the guidelines for Good Manufacturing Practices (GMP) for cosmetic ingredients drawn up by EFfCI. The company has started a voluntary certification process to attain ever higher quality in its perfume compositions, to meet its clients' expectations, and to highlight the merits of the system established to apply these guidelines. Expression Parfumées obtained this certification in 2022, consolidating recognition of our achievements and the quality of our work.

SOCIAL DIALOGUE TO SUPPORT GROWTH

Our total sales volume and activity saw exceptional growth in 2022. Thanks to its work to ensure social dialogue and managerial support, Expressions Parfumées has successfully adapted its work methods and organization to meet very high demand while maintaining the quality of the company's compositions and customer service.

ONGOING REDUCTION OF RESOURCE CONSUMPTION AND ENVIRONMENTAL IMPACTS

While our activity has increased, our energy consumption per unit of production has decreased. The energy savings measures pursued over the past few years have borne fruit, and will allow Expressions Parfumées to stay on course to reduce emissions. This plan is an integral part of our environmental policy, which includes waste recycling, use of green electricity, water management, and action to preserve biodiversity.

RECOGNITION OF OUR SOCIAL COMMITMENTS

For the third year in a row Expressions Parfumées has received the **Ecovadis Platinum award. This award reflects the commitment to sustainable development made by the company's management and all employees. With an overall score of 80/100 Expressions Parfumées retains its ranking among the top 1%**

of the companies evaluated.

Expressions Parfumées is also proud of the findings of the **SMETA 4 Pillars** audit conducted in March 2022. This audit confirmed that our practices comply with the requirements of this certification.

GENDER EQUALITY AT THE CORE OF OUR DRIVE FOR INCLUSIVENESS

Equal treatment of women and men is central to our sustainable development action at Expressions Parfumées. To go further in this respect we are partners in the EGALIPRO project launched by CIDFF. Our collaboration with this nationally recognized group reflects the depth of our commitment to gender equality. It is also a clear affirmation of our position in favor of equal treatment. The measures taken will help shape behaviors and practices and open up dialogue within the company.

A close-up photograph of a hand gently holding a branch of an olive tree. The branch is covered with several green olives and small, elongated leaves. The background is a soft, out-of-focus green, suggesting a natural outdoor setting. The lighting is warm and natural, highlighting the textures of the olives and the skin of the hand.

GOVERNANCE

*responsible governance
attuned to stakeholders'
concerns*

1

Strong territorial roots in Grasse, the cradle of perfumery

Expressions Parfumées is located in the town of Grasse in southern France, and these **territorial roots** have always been a strong marker of identity for the company. All our production takes place in France and the vast majority of our support and laboratory staff work in France. This committed presence has earned us the Origine France Garantie label, of which we are very proud.

The expansion our production site in Grasse, the cradle of perfumery, is a strong sign of our commitment. This expansion is a long-term reinforcement of our activity that contributes to the dynamic economy of the Grasse area. We have decided to **create and develop jobs in France** in a context of rigorous social and environmental regulations.

We also wish to work with local communities to build and promote the **reputation of the perfumery craft based in Grasse**, through financial support for the Aromatic FabLab and participation in the Grasse Expertise committee. We want to do more in partnership with local authorities and municipalities, as demonstrated in our support for the mobility plan advanced by the urban community.

Expressions Parfumées is a long-standing member of **PRODAROM**, a trade group that represents the national industry of manufacturers of ingredients and compounds for fragrances and perfumes. This group defends the interests of professionals nationally, at the European level and internationally as a member of the International Fragrance Association (IFRA). Expressions Parfumées participates actively in projects and working groups organized by PRODAROM.

2

IFRA-IOFI Charter signatory

Expressions Parfumées was one of the first ten companies in France to sign the **Sustainability Charter drawn up by the International Organization of the Flavor Industry (IOFI) and the International Fragrance Association (IFRA)**.

This Charter expresses the voluntary commitment of its signatories to adopt a **life cycle approach** in their activity, comprising five focus areas: responsible sourcing, reducing the environmental footprint, employee well-being, product safety, and transparency and partnerships.

This voluntary framework aims to foster greater achievement in CSR through collective efforts:

- Increase sustainability awareness in the sector
- Provide companies with a toolkit to help them steadily improve their performance
- Report on progress achieved in the sector as a whole
- Strengthen trust between the fragrance and perfume industries and their stakeholders
- Identify areas for collaboration to address shared challenges.



3

Convergence with Givaudan – specific goals supported by all employees

The **Purpose** statement drawn up by Givaudan is at the heart of the activity of Expressions Parfumées. This mission statement is founded on four pillars: creation and innovation, nature, human qualities and communities.

Creating for happier, healthier
lives with love for nature.

Let's imagine together.

All our employees are aware of this Purpose and adhere to its principles, and it is the guiding thread for interaction between the company's staff and its stakeholders. The structuring goals of Givaudan's Purpose are fully integrated into the Policy statement of Expressions Parfumées and underpin the objectives set for our sites.

The objectives of the Purpose statement and their operational consequences are presented to employees at least twice a year in dedicated information sessions. The objectives and roadmap are posted at the company site, but we feel it is important to inform our staff in person and orally exchange with employees in time set aside for this discussion. The objectives are presented and illustrated with concrete action taken at Expressions Parfumées. In this way employees are involved and their questions answered.

Expressions Parfumées deploys the Givaudan **IMAGINE** campaign to focus on the four pillars of the Group's Purpose via video presentations and discussion groups. Alongside this campaign we highlight the links between the Group's pledges and the action carried out at Expressions Parfumées. These illustrations provide concrete examples to enhance employees' understanding of these commitments and bolster their support for our action.

All our objectives are coherent and consistent with the objectives of the Group as a whole, so that Expressions Parfumées can make positive contributions to reach these overall goals.

4

Formal expression of ethical business practices

Expressions Parfumées has fully integrated the *Principles of Conduct* drawn up by our parent company Givaudan into our internal Company Rules and Policy. These principles are the **cornerstone of our business practices**. They apply to all staff.

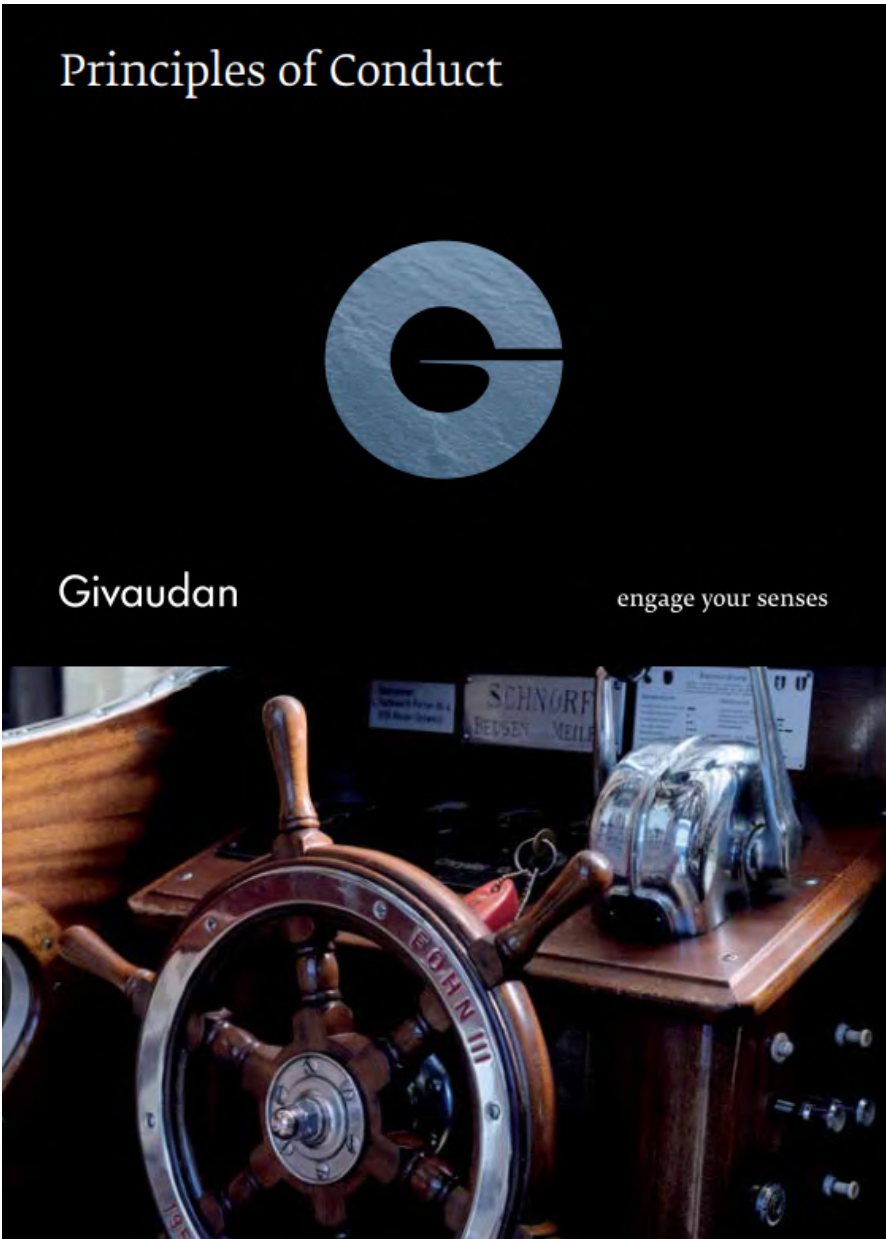
These principles cover the following areas: ethical trade practices (corruption prevention, rules governing lobbying, conflict of interest and competition); civic and social accountability (human rights, environmental protection, safety at work, fair hiring and employment practices); and protection of the group's property and assets.

All employees of Expressions Parfumées receive training* on the Principles of Conduct and related Policies. The Corporate Compliance Group conducts **regular audits** based on the expertise of an outside consultant.

Expressions Parfumées deploys an internal procedure to ensure **effective application** of the Ethical Practices rules in place. The policies monitored are the following:

- Givaudan Principles of Conduct
- Conflict of Interest Policy
- Global Charitable Donations, Philanthropy, Sponsorship and Lobbying Policy
- Global Anti-Bribery, Gifts, Entertainment and Hospitality Policy
- Helpline Procedure

A local Compliance team has been created, under the authority of the president of the company, to answer employees' questions and regularly **monitor the measures and action taken**.



5

Protection of personal data – a core concern

As recommended by ISO 26000 Guidance on Social Responsibility (section 6.7-5, Protection of consumer data and privacy) employees at Expressions Parfumées follow awareness sessions* on the **EU General Data Protection Regulation (GDPR)** and data protection measures enacted by Expressions Parfumées. This training is given to new employees in the context of their quality/health/safety/ environment (QEHS) and CSR training module, and then pursued in greater depth during the first semester of employment.

This training dispenses and summarizes the following information:

- The reasons behind the GDPR regulation, its objectives and scope of application;
- The main principles of the regulation;
- Responsibility of Expressions Parfumées under this regulation.

This introduction and awareness training is designed to enable all staff to actively protect personal data and reinforce our vigilance. It also aims to create a dialogue and elicit feedback that will help improve our practices.

We maintain our data processing operations register according to the recommendations of the CNIL oversight body, and strive to make it an operational part of our action plan for ongoing improvement.

Compliance with RGD rules is verified in both internal and external audits. The internal and external audit teams have been specifically informed of this issue.

The data from our processing operations register have been entirely integrated into the Givaudan Group tool. Our data processing benefits from the support and expertise of the Compliance/Data Protection team at Givaudan.

Expressions Parfumées deploys the measures that are necessary to protect its data. Our tools are regularly audited to improve our practices.

Large-scale tests are conducted under the auspices of the Givaudan IT department and independent service providers. These tests ensure the performance of our data protection and are tools for ongoing improvement.

One of the challenges for Expressions Parfumées has been to ensure this protection while adapting to distance working. Specific measures have been put into place to secure access for remote workers.

We have also reviewed and reinforced our policy concerning authorization for service providers.

To assess the performance of the measures taken Expressions Parfumées monitors the vulnerability of its IT systems via a dedicated tool. This tool enables us to test our IT protection and demonstrate that it is effective.

An **Information Systems Charter** that is an integral part of the company's internal Company Rules has been issued to inform all employees of applicable data security measures. Information notes are regularly addressed to staff to maintain a high level of awareness of IT security issues.

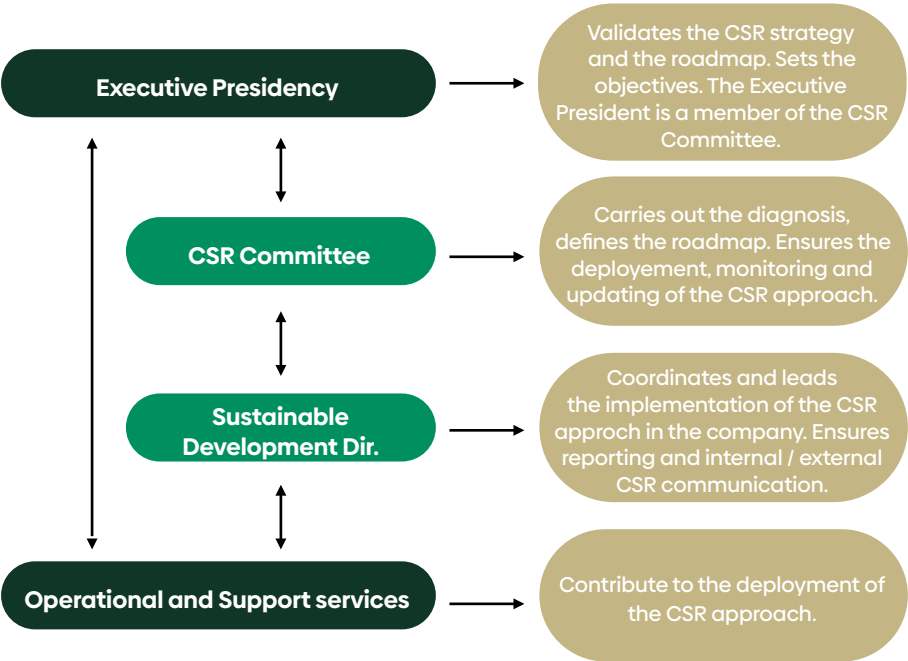


6

Constant attention to ensure stakeholder information and satisfaction

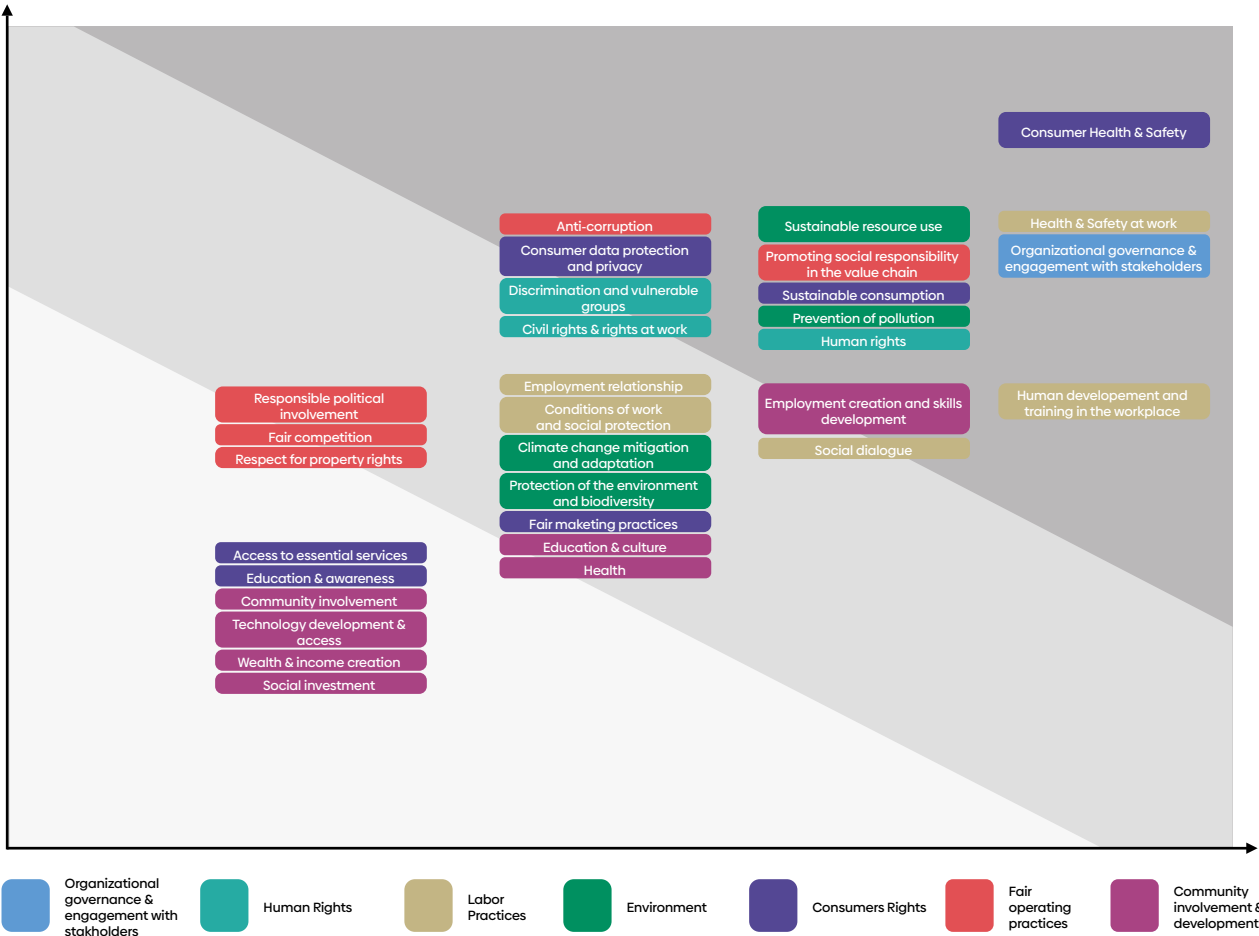
6.1. A CSR committee that is both strategic and operational

To structure the Expressions Parfumées CSR program within the company the CSR committee establishes and updates a corporate **roadmap**. This committee is made up of the heads of the departments most directly involved in this action and presided by the president of the company. This roadmap is designed to provide **structured, objective and ambitious goals** that follow the principles set forth in the ISO 26000 standard.



The CSR roadmap is designed in keeping with CSR goals that have been identified and ranked, on the basis of a materiality analysis carried out under the NF X30-029 standard.

The CSR committee meets* at least four times a year to discuss CSR objectives and progress, and to maintain links within this group that is meaningful for our company.



6.2. Awareness campaigns

To ensure that the CSR strategy is disseminated and understood by all staff, Expressions Parfumées conducts **awareness sessions* for discussion of key themes**. Our strategy is also subject to an annual reporting exercise included in our CSR report.

Expressions Parfumées communicates broadly with its staff and carries out awareness campaigns during **Sustainable Development Week each year**. These events bring employees together in the context of collective programs.

In 2022 we linked each activity and workshop to a Sustainable Development Goal, to heighten staff awareness of these international objectives.

Over a period of three weeks, from 19 September to 8 October, we rolled out a program on the themes of **social equality, health, and the environment**: fitness for all, visual illustration of climate issues, zero waste challenge, mobility forum, equality workshops, and a day dedicated to «giving and exchange.»

6.3. Structured internal audits

Internal audits* are carried out to assess the conformity, implementation and practical application of the company's **integrated management system** and verify that it is effective. Expressions Parfumées' in-house audit team relies on AFNOR standards for its work.

The audit team has built on the skills acquired in initial training in 2020; we continue to develop our team and in 2023 the auditors will receive a new round of training devoted to audit methodology and the four standards that apply to our company: ISO 9001:2015 – Quality management systems; ISO 14001:2015 – Environmental management systems; ISO 45001 – Occupational health and safety; ISO 26000:2010 – Social responsibility.

Semaines du Développement Durable chez Expressions Parfumées
du 19 septembre au 8 octobre 2022

Pendant 3 semaines, Expressions Parfumées s'engage sur 5 Objectifs de Développement Durable fixés par les Nations Unies

LOIS A GAGNER DURANT CES 3 SEMAINES !

3 SEMAINES DD : Challenge Les P'tits Bouchons collecte de bouchons plastiques pour les enfants malades

SEMAINE 1 - 19 AU 23 SEPTEMBRE

19.09 Journée **réveil musculaire** pour tous les services

21.09 Journée **Dons et Echanges** chez Expressions Parfumées (en faveur de l'association Emmaüs) et inauguration de la **Boîte à Livres** Expressions Parfumées

SEMAINE 2 - 26 AU 30 SEPTEMBRE

26.09 Inauguration du **Cendrier-sondage**

28.09 Challenge **Zéro Déchets**

30.09 Découverte du **composteur** avec notre maître-composteur (sur inscriptions)

SEMAINE 3 - 3 AU 7 OCTOBRE

03.10 Atelier **Fresque du Climat** (sur inscriptions)

04.10 Visite de l'**usine** pour les bénéficiaires du programme EGALIPRO du CIDFF

05.10 Lancement des **sensibilisations** **Egalité Femme-Homme** avec le CIDFF

06.10 **Podium mobilité** et lancement du **sondage mobilité et alimentation durable**

Expressions Parfumées | Creators of emotion

This 28-hour course of training will be followed up with internal information meetings throughout the year to ensure that the new auditors are autonomous and thoroughly familiar with our management system as it continues to evolve.

Ten or so audits are to be conducted each year, in a cycle that will cover all processes in three years. This assessment program has considerably improved our practices and boosted staff involvement. **All the internal audits scheduled for 2022 were carried out in the course of the year.**

7

Our practices and the SMETA standard

As part of its CSR action Expressions Parfumées joined Sedex in 2017. Sedex is a collaborative platform for data exchange on ethical questions in supply chains. This structure aims to minimize risks for its members, protect their reputation and improve supply chain practices.

Givaudan has been a member of Sedex since 2008 and has made the commitment to have all its sites audited under the **Sedex Members Ethical Trade Audits standard** (SMETA Four Pillars).


Our SMETA audit, postponed twice due to the Covid-19 pandemic, was conducted from **15 to 17 March 2022** at the Grasse site. It covered the following four areas:

- Environmental management
- Employee health and safety
- Labor regulations in force in the country
- Ethical business practices.

The audit methodology is based on cross-analysis of data including interviews with employees, supporting documentation and site visits. The auditor met with 25 employees on a confidential basis. We are proud of our overall score of **8.4/10 obtained on the basis of these interviews**. This result is supported by homogenous interview scores (all scored between 7 and 10), and highlights a strong sense of solidarity and belonging, attachment to the company, and work carried out with commitment, conviction and consistency.

In October 2022 we received an attestation of compliance, after starting the process to hire an occupational health nurse. This was the only issue pinpointed by the audit (see the section on working conditions in this report). The audit also highlighted implementation of social benefits in the company, e.g. conciergerie/food services and a supplementary retirement benefits contract that goes beyond the minimum legal requirement.





Expressions Parfumées SAS
136 chemin de saint Marc,
Grasse 06130, France

Weiningen, October 26th, 2022

Information letter about the responsible sourcing program audit

Dear Rachel Knoblach,

Herewith we confirm that the company:

Expressions Parfumées SAS
136 chemin de saint Marc,
Grasse 06130, France

which belongs to Client was audited against the responsible sourcing program 4 pillar protocol by Bureau Veritas Certification.

The audit took place on:


15-17 March 2022

The audit findings were assessed and recorded in line with the responsible sourcing program noncompliance guidance document. Non-conformities (if any) have been recorded and are already closed at the time of this confirmation letter.

This is an information letter. Compliance with the responsible sourcing program can be checked on the SEDEX portal under www.sedexglobal.com.

With best regards

Andrea STERL



Director Certification
Bureau Veritas Switzerland AG

Bureau Veritas Switzerland AG
Grossacherstrasse 25
8104 Weiningen/ZH
Tel: +41 44 752 11 55

8

EcoVadis Platinum status attests to the excellence of our practices

EcoVadis evaluates the quality of our CSR management system yearly, looking at the policies and measures implemented, and the results obtained. Its findings are published on the EcoVadis platform.

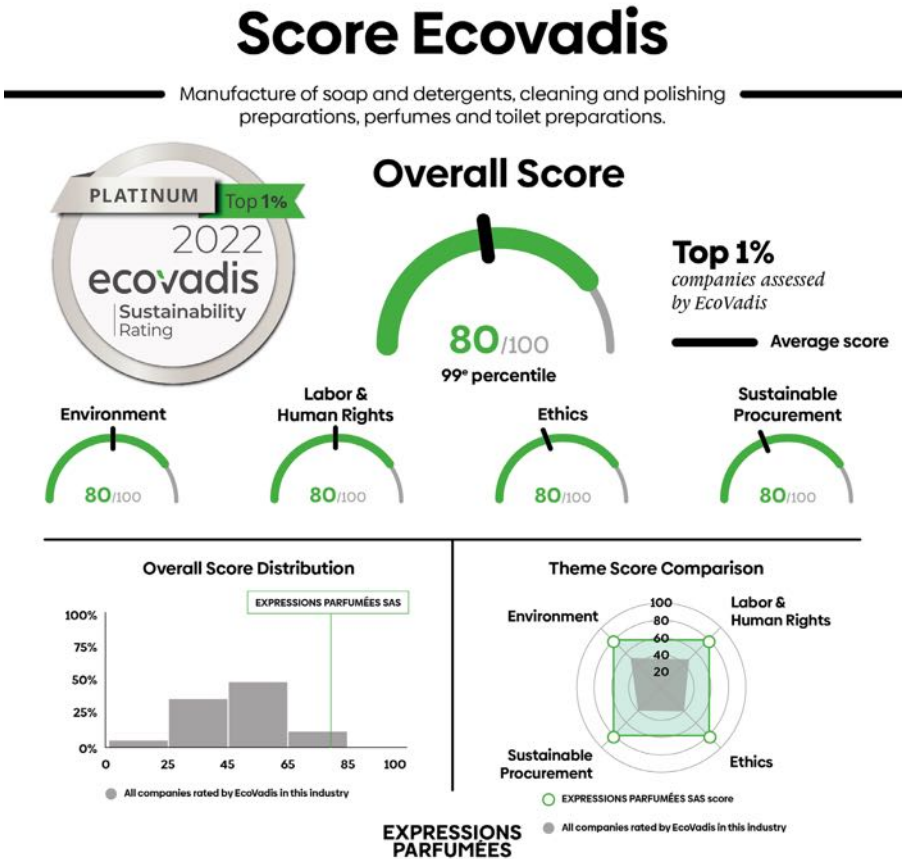
The four main areas assessed by EcoVadis are Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The assessment follows 21 criteria based on international sustainability standards embodied in the World Pact, International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI), ISO 26000 and the principles of the CERES nonprofit group.

For the third year in a row Expressions Parfumées has received the EcoVadis Platinum award. The global score attributed to the company is **80/100**, with an identical score for each of the four sectors evaluated.

While the requirements of the evaluation are increasingly stringent, particularly in the areas of employment conditions and the environment, Expressions Parfumées has been able to maintain its level of commitment and has shown continual improvement in its sustainable development practices.

This confirmation of EcoVadis Platinum status is truly a success for all staff and management at Expressions Parfumées. These results are the fruit of efforts on the part of all actors in the company, and reflect the commitment to CSR that is strongly rooted in the strategic orientation of Expressions Parfumées.

Expressions Parfumées has once again consolidated its rank among the Top 1% of companies audited by EcoVadis.



A photograph of a person floating in clear, blue water. The person's head is tilted back, eyes are closed, and their face is relaxed. The water is a vibrant blue with gentle ripples. A white rectangular box is overlaid on the left side of the image, containing the title text.

Human Rights & Labor Conditions

Inclusive and forward-looking human resources policy

1

Jobs and inclusiveness

Expressions Parfumées has built its development on the know-how of its employees. The sustained growth of the company is grounded in skilled jobs in France and abroad. In parallel, employees are integrated in all their diversity, in keeping with Givaudan's multiyear goals:

« Before 2030, we will be an even more balanced and inclusive Company ».

1.1. Gender equality

Equal treatment of women and men is a cornerstone of sustainable development action at Expressions Parfumées.

The Human Resources Division compiles a specific annual report on this aspect of equal opportunity; the report is submitted to the company's social partners.

In 2022 women made up 48% of the company's workforce, close to half of all employees currently on the payroll in France. At the level of the executive management committee (COMEX) **67%** of managers are women, and across all sites **47% of senior leaders are women**.

99/100

Equality Index at Expressions Parfumées

The overall Women/Men equality indicator (a national indicator drawn up by the French Labor Ministry) was **99/100** in 2022. This index is a score out of 100 points calculated yearly on the basis of four or five indicators, depending on the size of the company. It is mandatory under French law. Expressions Parfumées gained five points between 2021 and 2022 thanks to a higher ratio of women in the ten most highly paid positions in the company.

As part of its action for gender equality and greater well-being at work for all, women and men, Expressions Parfumées turned to the Centre d'Informations pour les Droits des Femmes et de la Famille (CIDFF) in Nice. This not-for-profit group has recently brought the EGALIPRO initiative to our region, proposing support and advice to companies on gender equality and on employment of women who have little access to the job market.

Expressions Parfumées is a **pioneer in this approach** and has chosen to evaluate and improve its practices in this domain.

The support mechanism comprises three stages: an **audit** followed by an **analysis** and an action plan covering gender equality in all its aspects in the company.

Our partnership with CIDFF started on Women's Rights Day, 8 March 2022. Three events were held on that day:

- a workshop on sexism in the workplace led by three CIDFF moderators;
- collection of personal hygiene products for women and children who have suffered from violence;
- interviews to contribute to the overall audit.

CIDFF interviewed (anonymously) 19 employees in all and established an **in-depth analysis of the functioning of our company**. The audit identified levers for improvement to be implemented under a detailed plan of action.

To pursue this action, starting in October 2022 two representatives of CIDFF hold regular sessions on company premises to **raise awareness of sexism at work**. These sessions are aimed at the workforce as a whole. A series of more in-depth workshops is designed for managers.

The gender equality unit at the company took part in a training session devoted to communication on the subject of sexist and sexual violence in the workplace. Working from this base the company is striving to give greater visibility and easier access to the CIDFF support action.

This partnership will continue through 2023, with sessions on related topics moderated by CIDFF. This focus will help shape behaviors and practices and open up dialogue within the company.

In addition to its action within our company, CIDFF is a valuable community resource to which we can refer people who encounter difficulties in their personal lives. The company is sometimes at a loss to help employees in distress, and it is its role to turn to reliable and solid partners.

Our collaboration with this nationally recognized group reflects the depth of our commitment to gender equality. It is also a clear signal of our **position in favor of gender equality** both within the company and among its partners and stakeholders.



1.2. Inclusiveness in our subsidiaries

Under our inclusiveness policy local managers will be put into place in our subsidiaries, in line with the multiyear goals of the Givaudan group. Our recently opened offices in Vietnam, Ukraine and Kenya follow through on this commitment.

1.3. Integration of workers with disabilities

Expressions Parfumées has in place an agreement on employment of workers with disabilities* that lists the following measures:

- Support to obtain or renew recognition of the status of employee with disability;
- Stable employment for persons with disabilities;
- Adaptation of jobs;
- Targeted hiring and recourse to partnerships dedicated to this end.

The company agreement has reassured our employees and opened the way to dialogue with them.

In-house awareness sessions are held to increase understanding of the notion of disability and to dispel certain taboos.

The agreement on workers with disabilities also **involves all company departments** in this process.

The department has signed several contracts for services and supplies with companies that employ people with disabilities. A key partnership for technical maintenance of all our air treatment equipment was established in 2022. This substantial contract will contribute to the employment of people with disabilities.

Also in 2022 Expressions Parfumées renewed its partnership agreement with the **Fédération des aveugles de France** (blind and visually impaired persons). These agreements prolong the charitable action of Givaudan which has contributed to family nutrition, support for the blind and aid to local communities. The company made a donation of €1,800 to this federation in 2022 for professional insertion of people with disabilities.



2

Support for employees throughout their careers

2.1. Welcoming new employees

The onboarding process includes **mandatory training sessions*** on the four components of our integrated business management system, namely occupational health and safety, quality management, environmental management and corporate social responsibility. Specific training modules are also required as appropriate for the incoming employees' job functions.

Each new hiree is given documentation **on the integrated business management system**: a welcome brochure, a QEHS and CSR memo, waste sorting guidelines and a questionnaire designed to elicit suggestions for improving the welcome process.

An **integration tour** and site visit are planned for each incoming employee. Our aim is that new hirees understand our business lines and identify the modes of interaction between departments. Employees who serve as reference persons are trained to lead the welcome tours and helped set up the itinerary of these visits. Guidelines have been drawn up for these reference persons, and volunteer staff from all company departments are involved in the presentation of their activity.



2.2. Transmission of our know-how

2.2.1. Support for work/study employees

Expressions Parfumées maintains its commitment to welcome and train work/study employees in its workforce. We are convinced that it is of prime importance to integrate, train and provide support to students in this first stage of their professional life. We are proud to be a part of their learning and we are grateful for the feedback they provide.

The number of work/study trainees at the company has been on the rise for several years. We feel that it is important to train talented young people as we look to the future of Expressions Parfumées.

For the second time Expressions Parfumées took part in the **HappyIndex® trainee survey**.

This survey identifies ways to improve our practices and measures the satisfaction of our interns and work/study employees. The company has raised their remuneration and is working on more suitable work schedules.

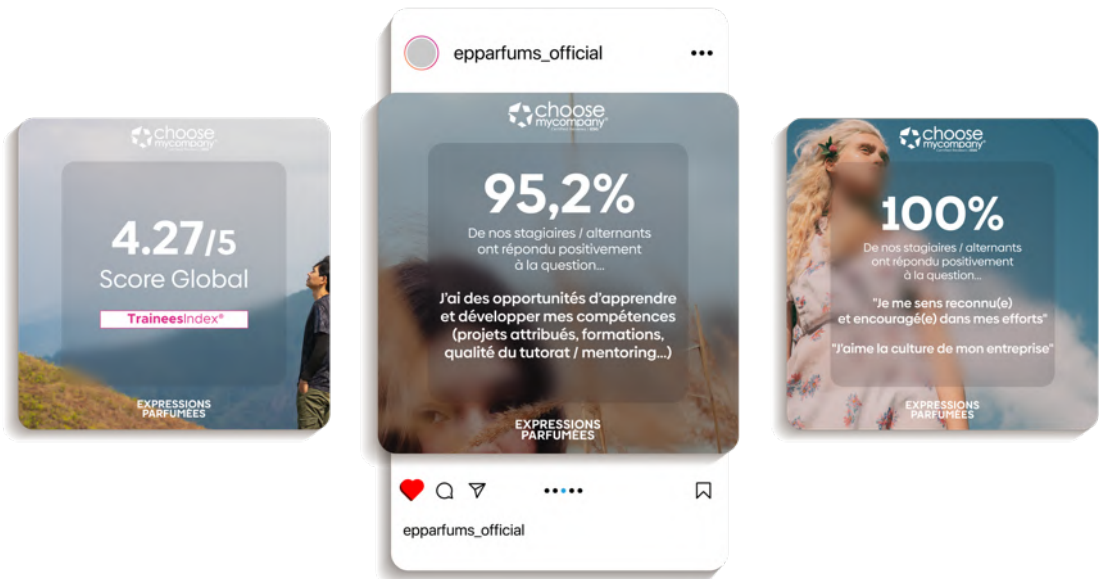
Expressions Parfumées scored **4,27/5** on the survey in 2022, with a shift in category because over 20 work/study employees participated in the survey.

We continue to hold to our high standards of support for our young talent. We are proud to rank **7th among companies that have between 20 and 99 work/study trainees**, ranking high among world-famous corporations

<https://choosemycompany.com/fr/classements/2023/trainees-apprentices?regionCode=FR&size=20-99>

Our work/study trainees show particular appreciation for the content of their tasks, the projects assigned to them, their working environment and the support they receive. The HappyIndex® label attests to company-wide implication and specifically to the involvement of the mentors who welcome and integrate the trainees.

To continue to improve our practices and support for employees we will set up tutorship training for tutors who do not have management experience.



2.2.2. Relations with schools and the educational community

We continue our work in schools to enrich the olfactory experience of pupils and students and their knowledge of the fragrance industry. Company staff take part in sessions with middle school and lycée students in Grasse. We regularly organize tours of our facility for students to enable them to see real conditions at a place of work and to compare them to their own learning conditions.

Expressions Parfumées and its partners have launched an **instructional project called «Discovering our chemical senses!»** under the regional APERLAC program. The objective of this project is to familiarize audiences with two chemical senses, smell and taste.

In the first sequences students from the Lycée Amiral in Grasse were introduced to olfactory mechanisms, to stimulate their interest in scientific careers and the trades of the fragrance and perfume industry. These discussion sessions were led by the ChEmoSim research team from the Université Côte d'Azur, specialists from the International Perfume Museum in Grasse and Expressions Parfumées staff members.

This program is **open to all secondary schools in the southern part of the region** that want to develop their students' curiosity and interest for disciplines such as marketing, chemistry and perfumes.

The PREAC (Pôle de Ressource d'Education Artistique et Culturelle) training platform was set up in 2021 to bring together primary and secondary school teachers, professionals in these sectors, and the general public. Under these auspices Expressions Parfumées took part in several events to highlight the synergy between olfactory culture, art, and the sciences. This project is supported by the urban community government (Communauté d'Agglomération du Pays de Grasse), the International Perfume Museum, and community figures linked to the Atelier Canopé in Nice.

On the theme of olfactory culture, art, and the sciences Expressions Parfumées conducted a discovery workshop entitled «AI in the service of perfume creation – myth or reality?» in partnership with the University of Nice.

Expressions Parfumées also works with the **École Supérieure du Parfum in Grasse**.

In 2022 we organized a tour of our factory for middle school students. Our Sustainable Perfume Development project manager visited the school to meet with students in their last year. In our visits to schools we emphasize thinking about the environmental and societal issues at stake in our industry so that students can pursue their reflection in their future activities.



Expressions Parfumées' visit by the QLIO program

2.3. Career support for our employees

Career counseling is central to our employees' concerns. This need, which is detected via individual requests, information meetings and internal audits, is defined as a core issue for the CSR assessment.

Expressions Parfumées is engaged in a **comprehensive strategy for skills and competence management** with four major objectives:

- **Clarity:** We feel that it is fundamental to ground our approach in detailed knowledge of job functions, scope of responsibility and expectations for each position.
- **Equity:** We aim for a global and transversal policy that ensures a common approach and methodology for all employees in the company.
- **Recognition of experience:** We wish to see employees progress in their jobs, in the same position, by recognizing the skills acquired in the course of their work.
- **Development of career paths:** our strategy is to improve support for our employees, to build bridges between departments and divisions and to encourage internal mobility.

In this way we hope to build **dialogue between managers and the workforce** regarding job functions and perspectives for advancement within the company. We want all employees to be active in determining their careers by giving them a better vision of the company's needs and expectations.

Our approach is built on three pillars to develop the human capital of the company.

- **Pillar 1 :** Definition of job functions
- **Pillar 2 :** Classifications
- **Pillar 3 :** Evaluation and career paths

Throughout 2022 information and discussion sessions were held in each of the company's departments. The overall approach has been presented to all staff, with explanations of the new forms and the job functions relevant to each employee and the requisite skills. These meetings fostered dialogue with employees on this fundamental topic. Over the course of two years all job functions have been reviewed and shared with employees.

Along with global modernization of our HR department, in 2022 we worked to thoroughly **revise our individual and work interviews** to make them operational tools for development and exchange.

The two interviews are scheduled once a year, a frequency superior to the legal minimum, so as to **improve dialogue**.

In the autumn of 2022 all our managers were given training to better their understanding of the managerial functions of the interviews, and ways to deploy constructive working relationships with their staff. Practical guidelines and support tools were distributed to launch the 2023 interview campaign.

This updating of our assessment tools was also the occasion to integrate our subsidiaries into the global career development outlook within Expressions Parfumées.

2.4. Accompanying managerial practices

The Covid-19 pandemic accelerated the transformation of society in general, and brought to light a number of specific issues raised by employees.

The underlying trends of earlier years are now in the forefront of social relations. The levers of nonfinancial motivation are rapidly changing, and have become preponderant. Strong demands are placed on management, for more and better communication; employees are acutely attentive to the quality of life at work; there is greater need for individualized support and consideration of the career evolution they desire.

Managers have an essential role in maintaining social equilibrium within the company.

Armed with these observations we feel that it is absolutely imperative to strengthen the competencies of our department heads and field managers so that they can **develop the company's performance while preserving social cohesion**.

A multiyear training program is in place to draw up **shared managerial guidelines across the company as a whole** and to pool the experience of our managers.

This training is followed by hands-on experience, individual support action and feedback so that the program will serve as a solid foundation for substantial **advances in competency**.

It is our conviction that our strength lies in the commitment of our employees and the quality of the work of our teams, and it is therefore imperative to work with them to address the challenges of the years to come.

Steady improvement in working conditions

3

Our risk prevention assessment and programs are regularly updated

Expressions Parfumées has drawn up a health and safety policy based on ISO 45001:2018 which has been in effect for several years. This policy is naturally part of our Integrated Management System.

ISO 45001 is the international standard for implementation of occupational health and safety management systems. It is used by organizations to improve security for their employees, reduce risks in the workplace and ensure better and safer working conditions, in compliance with regulatory requirements.

We aim for constant improvement of health and safety conditions, based on risk analysis.

Our occupational health and safety management system is certified under ISO 45001. This certification is proof of the commitment to risk prevention and better working conditions on the part of management and the entire workforce at Expressions Parfumées.



The **Single Document for Evaluation of Workstation Risks** is the central component of the company's occupational safety management system.

This document lists and ranks risks for each work unit, and is updated annually by the Health and Safety Coordinator, in coordination with the members of the company's Occupational Health and Safety Committee and a panel of employees from each department.

On the basis of this document an **annual prevention program** is established, covering the nine general principles of risk prevention:

1. Avoid risk
2. Assess risks that cannot be avoided
3. Tackle risk at the source
4. Adapt work tasks to humans
5. Take changing technology into account
6. Replace sources of danger with other less dangerous or fully safe alternatives
7. Plan preventive measures
8. Adopt collective and then individual protective measures
9. Give appropriate instructions to workers



4

Ongoing improvement of workstations

4.1. *A steadily improving production zone*

Our production space has been designed to ensure better working conditions for employees.

Employees are more comfortable in their work thanks to the building design and to equipment that also contributes to the environmental action of the company (see the section on Environmental and Climate Change Action).

Glazed surfaces in the workshops provide daylighting, with better visibility and operational security. Natural light and the exterior view also increase comfort for occupants and make the space more pleasant.

Building insulation and advanced air conditioning equipment provide greater thermal comfort to employees, a significant improvement in working conditions.

Production and storage areas have been rethought to integrate **principles of forward movement**, to make movement around in the workshop more fluid.

Five automatic mixing tanks have been designed to **reduce awkward posture and positions**.

In this work Expressions Parfumées has focused on more ergonomically designed installations as well as involvement of operators in equipment design and/or modification.

In 2021 the company took steps to improve working conditions in the packaging and shipping zone, with the acquisition of equipment to make handling easier, significantly reducing the need to move heavy items.

We pursued this policy of ongoing improvement and involvement of employees in 2022, with a study of the ergonomics of the preparation workstations carried out by the public occupational health authorities.

Consultation with a specialist in ergonomics enabled us to identify the measures required to prevent musculoskeletal disorders.

We have considerably reinforced our handling equipment. With feedback on the devices used in the packaging area we rapidly saw what investments should be made. We continue to assess and revise our work processes, and prototypes of custom equipment to limit postural constraints are being tested by employees.

Expressions Parfumées contracted in 2021 with an independent outside service provider to carry out a study of the acoustic environment and identify noise exposure for operators. This assessment is representative of actual working conditions for all workstations. Corrective measures have been taken, with input from workers. The findings confirmed that the noise levels in the vast majority of our work spaces are below regulatory limits. With an assessment of the noisiest areas we were able to bolster our campaigns to inform workers in these spaces and to verify the utility of individual protective devices.

To keep pace with increased activity while maintaining zones for circulation and the organization of storage areas, Expressions Parfumées has integrated into its production process a supplementary warehouse for storage of packaging materials and finished products, located immediately next to the production site. With this investment the company can develop its activity with confidence and pursue optimization of its work spaces.



©cindydupontphoto



©cindydupontphoto

4.2. *Infirmary and renovated office space in 2023*

Expression Parfumées has changed its property security measures. The former guardian's house was emptied out and renovation work started in 2022. The building will house offices and our future infirmary, a recommendation of the SEDEX audit carried out in March.

This work continues in 2023 to optimize the available space and set up our various departments in the building. A nurse will be recruited in the first quarter of 2023, a substantial improvement to our health and safety programs. We intend to conduct awareness campaigns among our employees and to provide onsite services, to the benefit of general working conditions.

As a member of the Givaudan Group, Expressions Parfumées also provides an Employee Assistance Program (EAP) that is available 24 hours a day and 7 days a week for employees and their families. This support to promote mental, physical, social and financial well-being is provided on a confidential basis in partnership with the LifeWorks organization. LifeWorks offers online help in more than 200 languages and contact with local consultants who provide advice by telephone.



5

Mental health awareness for employees

In October 2020 Expressions Parfumées took part in the Healthier Happier Habits campaign organized for employees to raise their awareness and understanding of mental health issues and ways to improve their own mental health.

On the occasion of World Mental Health Day in 2022 Givaudan suggested that we participate in a new series of online information and support sessions. Five sessions were held, devoted to themes such as mental hygiene, mental health at work, and how to talk about these subjects. To close this month of awareness an online discussion was organized and participants invited to share their experience and views on mental health.

6

Balance between professional activity and personal life

6.1. *Adjustment of working hours and schedules*

Under the terms of our company agreement on **flexibility of working hours**, employees (other than those in shift work) have the benefit of flexible start, lunch and quitting times. This flexibility has been granted while maintaining six days of legal work-week compensation time (RTT) per year and one afternoon off every other Friday, enabling employees to achieve a balance between their work and personal lives.

6.2. Distance working

Expressions Parfumées has set up a **simple, flexible and adjustable distance working arrangement**, in line with the wishes of employees and the economic criteria of the company. Implementation of distance working is a unique exercise for every company, according to its setting, history, challenges and appropriation of the issue.

Under the company agreement the signatories recognize that distance working is a favorable factor for:

- 1. **Enhanced quality of life at work** for employees of the company:
 - better balance between professional activity and personal life;
 - less time spent commuting to and from work, less fatigue;
 - opportunity to work from home, in conditions conducive to concentration, for set periods of time.
- 2. **Reinforced attractiveness of the company;**
- 3. Greater **organizational performance** within the company. The distance working scheme at Expressions Parfumées intends to show the trust and confidence placed in employees in a position to acquire greater autonomy in the management and organization of their work.
- 4. A contribution to **protection of the environment** will reinforce company policy, by reducing travel to and from work by employees.

These measures correspond to the social responsibility espoused by Expressions Parfumées in its policies regarding quality, health and safety, environment and ethics.

The agreement on distance working was initially concluded for one year, and renewed in late 2021 for a period of three more years. The extended agreement has been amended to include improvements suggested in the social dialogue process.

This agreement has enabled the company to preserve a strong and solid work collective, boosting cohesiveness, reactivity and creativity among employees. We place great faith in teamwork and in the emulation that stems from the confrontation and exchange of ideas. In this respect **the balance between onsite and distance working is a factor of stability for our organization.**



7

Convivial spaces at work

7.1. Conciergerie and food service

Expressions Parfumées has put into place measures to enhance the Quality of Life at Work. In 2018 the company contracted with a vendor for **enterprise concierge services**; employees have access to package handling (send and receive), shoe repair, clothing alterations and mending, laundry, local products and a **meal service on site**. Local partners have been selected with particular attention to social and environmental criteria.

The direct costs of the concierge service are covered entirely by Expressions Parfumées. Employees pay for the services they use at a cost price negotiated by the concierge.

The concierge is present in the dining room between noon and 2 p.m. every day, creating social ties and a **convivial atmosphere** at the site.

In addition to enhancing quality of life in the workplace, the meal service cuts down on travel by employees during their lunch break, and reduces the company's greenhouse gas emissions.

Working with the elected employee representatives of the Social and Economic Committee (CSE), several festive events were organized in 2022, as in preceding years. At our Christmas lottery gifts were presented to employees in a joyful atmosphere. At Expressions Parfumées maintaining social ties is vital. Throughout the year Three Kings' Day and Candlemas (Chandeleur), Women's Rights Day, Halloween, among others, were celebrated at the company.



7.2. Sports and leisure facilities

To enhance the quality of life in the workplace Expressions Parfumées provides its employees with an **outdoor sports and leisure space**.

Cardio and muscle strength training courses are dispensed by a licensed coach on a regular basis, in keeping with employees' wishes. The sessions are open to all employees twice a week during the lunch break.

This leisure space is designed to contribute to employees' **physical health and well-being**, and to provide a way to release tension and promote team spirit during group sessions.



7.3. *Employee participation in inter-company sports*

As part of its local action Expressions Parfumées is a member of the Club des Entrepreneurs du Pays de Grasse. Company employees support this involvement and take part in inter-company tournaments organized by the club.

Two company teams proudly wear the Expressions Parfumées colors, in paddleball and basketball. Their performance on the courts since the beginning of the 2022-2023 season has surpassed their hopes and dreams!

Bolstered by the exceptional growth in sales in 2022, Expressions Parfumées signed a company agreement providing for an **Added-Value Bonus of €1,000 for every employee.**



8

Social dialogue at the heart of our corporate model

8.1. *Employee representative bodies are partners in the company's development*

Expressions Parfumées has a **Social and Economic Committee (CSE)** and a **Commission on Health, Safety and Working Conditions (CSSCT)**.^{*} The members of these employee representation bodies are elected for terms of four years; the committees meet regularly and as often as necessary to ensure effective social dialogue.

At the time of the CSE elections in 2022 the company sought to deepen social dialogue and reinforce communication with employees. Sessions for discussion and exchange are frequently set up, in addition to programmed meetings, to maintain the quality of a social climate based on confidence.

Expressions Parfumées is proud of the social progress achieved in recent years via **balanced collective agreements** and regular consultation with employees.

ID BOX


Une idée ? Une suggestion ?

Où ? À la cantine et dans le SAS d'entrée du personnel

Comment ? Inscrivez vos idées sur une feuille et mettez la dans l'urne

Quoi écrire ? Apportez des améliorations à notre organisation, nos conditions de travail, notre système...
De manière anonyme ou non

Le service QHSE les traitera tous les mois afin d'analyser et de réaliser au mieux vos idées !
Merci à tous de votre implication dans l'amélioration continue de notre société



Feuilles à votre disposition

EXPRESSIONS
PARFUMÉES

8.2. Social dialogue for all

Expressions Parfumées has a suggestions drop box for employees, to encourage dialogue and collaboration.

This ID (idea) BOX provides an additional channel for communication within the company. Two such suggestion boxes are freely accessible for all employees who can express their ideas, wishes and advice on social and environmental issues and corporate governance. In two years of activity, a hundred or so questions have been communicated via this tool.

This question-and-answer system aims to build dialogue between staff and various Expressions Parfumées stakeholders. Thanks to this dialogue CSR and QEHS projects are continually improved by suggestions from employees. Responses to the suggestions deposited are communicated once a month, encouraging discussion on the worksite.



Environmental & Climate Change Action

Reducing our environmental footprint

Expressions Parfumées’ Significant Environmental Aspects

Aspect Type	Mode	Environmental Aspect	Significant impact on the environment	Area
Direct	Normal	Gaz consumption	Degradation of biodiversity	Energy
Direct	Normal	Water consumption	Depletion of natural resources	Water
Direct	Normal	Electricity consumption with renewable energy option	Degradation of biodiversity related to hydropower production	Energy
Indirect	Normal	GHG emissions related to the transportation of supplies, shipments & commuting	Air pollution	Air
Indirect	Normal	Production, transport and treatment of hazardous waste	Air pollution	Air / Ground
Direct	Normal	Production, transport and tratment of liquid non-hazardous waste : Industrial wastewater from tank washing	Air pollution Depletion of natural resources	Air / Ground / Water
Direct	Accidental	Accidental spill	Ground and/ water pollution	Water / Ground
Direct	Accidental	Fire / Explosion	Air pollution Ground and/or water pollution	Air / Ground / Water

AES last update : 12/2022

Aspect Type	
Direct	Environmental aspect which the company can directly control
Indirect	Environmental aspect which the company can indirectly control through its influence

Mode	
Normal	Process without dysfunction
Accidentel	Technical or organizational failure leading to an emergency situation

1

Monitoring environmental impacts

Expressions Parfumées updates its **environmental assessment** yearly, in order to focus on the most significant **impacts of our activity**. On the basis of this impact study we can identify and quantify risks, specify existing risk management measures and ways to improve them, across a range of over 200 internal measures and business line procedures. The impact study provides details on the effects of all our activities on biodiversity, air, water and soil quality, on amounts of waste generated and energy consumed. In 2021 we added noise as new and significant environmental impact. To reduce the impact of noise we have taken constructive steps for adjustment, in collaboration with a specialized company. When this work was completed an acoustic analysis confirmed that conditions complied with regulations. The noise impact was hence withdrawn from the list of our environmental impacts in 2022.

From transport and storage of raw materials to manipulation of vats and tanks, from creation of perfume formulas to visits to customers, each and every business line activity and process is assessed to determine its direct and indirect impacts on the environment. This analysis is a **central part of our Environmental Management System, certified under the ISO 14001 standard**.

2

The greenhouse gas reduction trajectory

Our company is actively pursuing efforts to reduce its carbon footprint, as part of action to mitigate climate change, and carries out an annual **greenhouse gas emissions** (GHG) inventory.*

To date employees have been exposed to this principle thanks to awareness campaigns, notably during Sustainable Development Week, when a workshop was devoted to creating a Climate Overview, during CSE meetings, and in the framework of the CSR committee. Our overall footprint has been reduced by broad collective action such as the sustainable mobility plan and the energy savings action plan, regularly relayed by information on ways to economize energy.

In a rapidly expanding company the notion of carbon sustainability is at the core of our strategic thinking to support growth and innovation while limiting the impact of our activity.

Our annual greenhouse gas emissions assessment reinforces the company's action for environmental certification.

All the measures taken are aligned with the reduction trajectory set by the Givaudan Group in keeping with scientific data established by the SBTi Corporate net-zero standard.

As the French subsidiary of an international group, Expressions Parfumées tracks its emissions using two methods, **Bilan Carbone®** and the **GHG Protocol**. These assessments are validated annually by a certified independent consultant.

They enable us to identify the most relevant ways to reduce our emissions and ensure that our sites apply and comply with the **trajectory** set at the group level:

- *Before 2030, our operations' carbon emissions will be cut by 70% and our supply chain emissions by 20%*
- *Before 2040, our operations' will be climate positive and our supply chain emissions will be cut by 50%*
- *Before 2050, our supply chain will be climate positive*

In 2021 Expressions Parfumées started an in-depth review of calculation methods to improve the collection of carbon data. As a result the competence of our in-house teams has been upgraded. The Group contracted with an independent audit firm in the autumn of 2022 to verify our consumption and emission data. This review validated our work methods and confirmed that they meet the Givaudan requirements, thus validating our **contribution to the group-level emissions reduction trajectory**.

Via energy measures initiated in 2021 and 2022 we aim to reduce Scope 1 and 2 emissions **in our 2022 carbon footprint, while sustaining our growth. Our production space doubled in area in 2021, and our energy consumption rose, but our energy efficiency has improved.**

Scope 3 emissions have **fallen by 14%** compared to 2018 levels. To consolidate our reduction trajectory we have developed an in-house tool, the Conscious Index, to analyze the areas that account for the most emissions, such as raw materials. This tool is designed to help perfumers and our clients develop more sustainable formulations, focusing on logistics and the provenance of raw materials.

Givaudan's Emissions Reduction Pathway

Givaudan's impact on climate change

Our roadmap to becoming climate positive

Our actions to reach our ambitions

Our supply chain (scope 3)

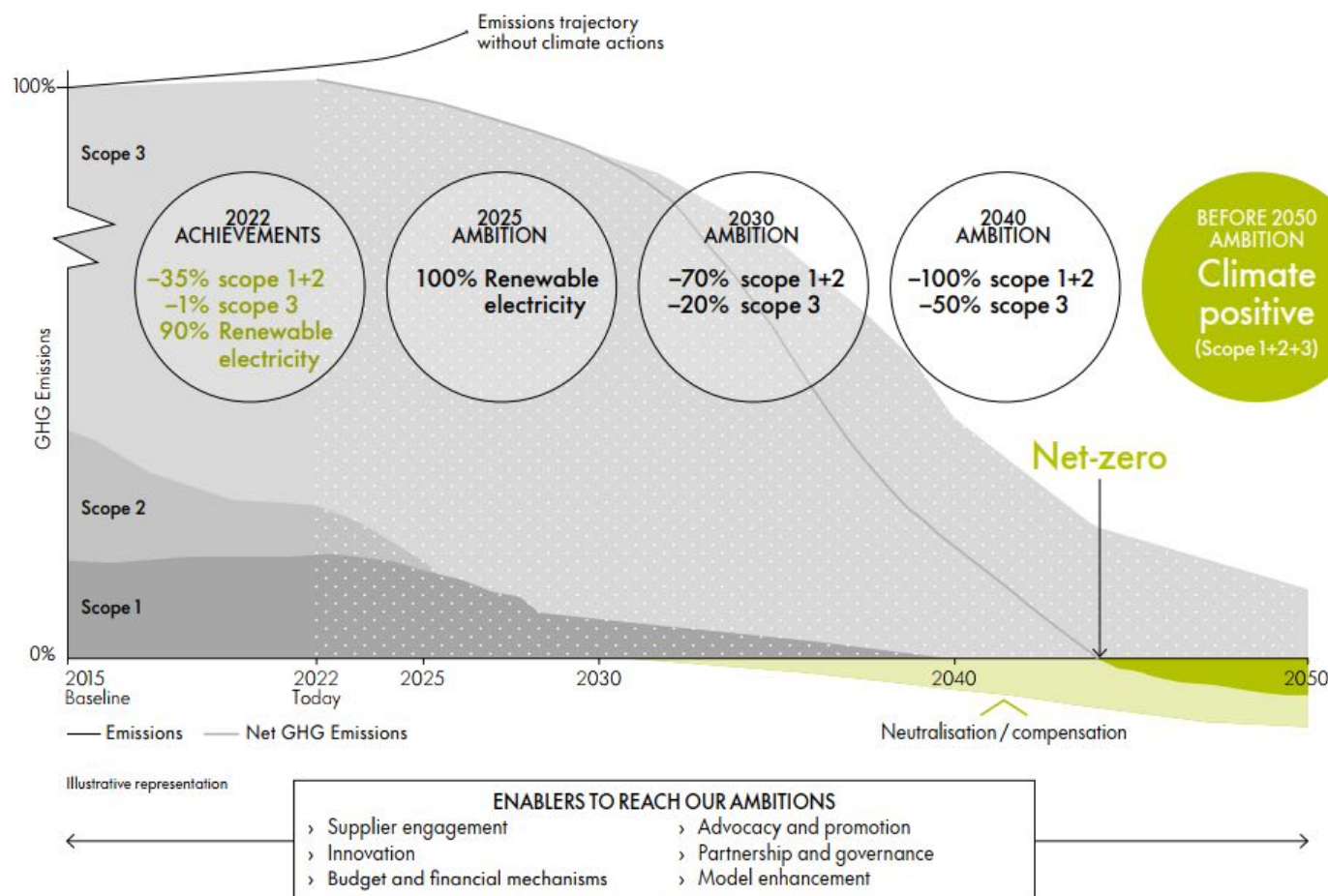
- › Sustainable procurement of ingredients
- › Low-carbon creations
- › Driving circularity and upcycling
- › Optimising packaging, logistics and transport of goods
- › Optimising business travel and employee commuting

Our operation (scope 1+2)

- › Energy efficiency
- › Renewable energy sources

Neutralisation / compensation

- › Natural Climate Solutions (NCS)
- › Carbon capture technology



Extrait : Givaudan Sustainability report 2022

(<https://integratedreport.givaudan.com/2022/year-review/sustainable-performance>).

3

Carbon emission offsets (scopes 1 and 2) 2022: A new project in France

Expressions Parfumées pursues a policy to reduce its overall GHG emissions. Nonetheless, there are unavoidable or «incompressible» emissions that cannot be eliminated.

To supplement reduction measures Expressions Parfumées has pursued a **voluntary carbon compensation plan since 2018.***

From 2018 to 2021 the company made contributions to the Madre de Dios program for the conservation of 100,000 hectares of forest in Peru.

This scheme is certified by the Verified Carbon Standard label and is pertinent to four of the United Nations Sustainable Development Goals (goals 8, 11, 13 and 15).

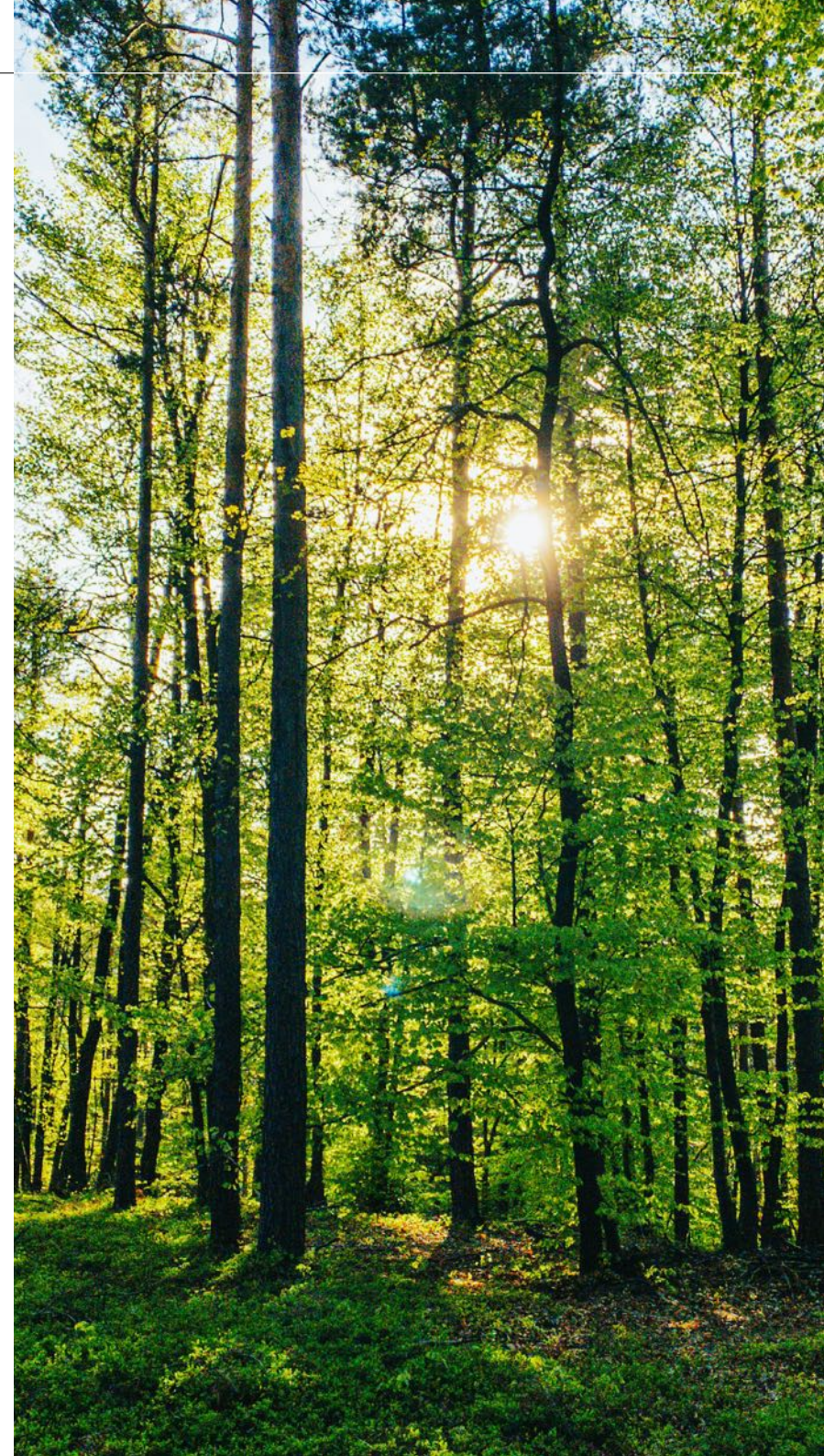
In 2022 we joined the EcoTree **project for carbon compensation in France.**

EcoTree is a certified **B Corp** company. Its prime objective is to open the funding of nature preservation projects to the widest audience possible, encompassing all aspects of sustainable forest management – carbon storage, wood for carpentry, **biodiversity and social uses**. The EcoTree team is passionately devoted to nature preservation, and to **sustainable management and renewal of forests**; adaptation to climate change, preservation of biodiversity and its value, recognition of the multiple purposes of forests, including carbon storage. EcoTree works hand in hand and on a daily basis with forestry operators, biodiversity specialists, beekeepers and scientists of ecology, along with companies that employ people with disabilities and people who have confronted barriers to employment. EcoTree and its work are recognized by governmental bodies and Bureau Véritas.

Expressions Parfumées has joined with EcoTree to reforest 29 hectares of farm land. By planting trees of different types and ages and managing them sustainably, this conversion will absorb 260 metric tons of CO₂ over the life of the project.

The company has subscribed to this project located in the Langonnet forest in Brittany (Morbihan), a forest comprising prairie land, wet zones and wooded areas. Several types of work are underway, including plantings, restoration of a wet zone and installation of a wild orchard and beehives to support pollination.

With this project we make our contribution to global carbon neutrality. The EcoTree project will compensate for some of the Scope 1 emissions released by Expressions Parfumées, albeit at a slightly lower level than in previous years. Our decision was to choose a targeted project located in France, and our **budget has doubled compared to previous years.**



4

Carbon reduction tools to reduce the carbon footprint of commuting travel

Expressions Parfumées signed a **partnership agreement with the Pays de Grasse Urban Community (CAPG)** in the spring of 2021, to address sustainable mobility in the territory and consolidate in-house the company's mobility plan.

The Expressions Parfumées/CAPG agreement focus areas are:

- Publicize the Mobility Plan via communication, workshops and events
- Create incentives to encourage employees to use alternatives to commuting in their personal vehicle
- Limit travel
- Promote use of vehicles with low GHG emissions.



4.1. Regular awareness campaigns

Each year events are held to present good practices for sustainable mobility to employees.

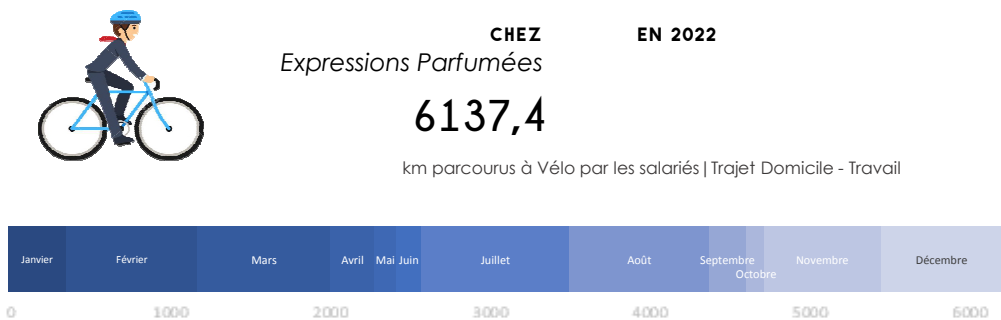
Among these are presentation of electric bicycles by the Pays de Grasse urban community, carpooling and ride sharing with KLAXIT, and the activities organized during Sustainable Development Week. These events bolster ties between users of these alternatives and attract new commuters. Communication packets to promote alternatives and sustainable mobility are distributed to new hirees and regularly given out to all employees.

A mobility survey of all employees is conducted annually to collect information on their practices, and to assess the effectiveness of our action and support new projects and awareness campaigns.

4.2. Low-impact mobility

According to the Pays de Grasse mobility assessment, 12% of employees at Expressions Parfumées could potentially use a standard bicycle to commute to work, and 39% an electric bicycle. This leaves room for improvement and is an incentive to renew and confirm our mobility plan.

Our 2022 internal mobility survey showed that 8.6% of employees use means other than cars to commute to work. Six employees are regular bicycle commuters (12,400 km travelled since March 2021), 2 employees use foot-propelled scooters and two others walk to work. Our company agreement provides a fixed-sum financial indemnity for the use of alternative means of transport. It is also worth noting that 7.5% of employees use a hybrid or fully electric vehicle to commute to work.



4.3. The transition to electric vehicles

In 2022 Expression Parfumées installed 21kw charging stations for electric bicycles and cars. Expressions Parfumées has opted for charging stations equipped with payment options and dynamic energy management. The company also has four charging stations for its company fleet of hybrid and electric vehicles. As contracts for fleet vehicles are renewed combustion-powered vehicles are replaced with hybrid or electric drive vehicles. At this point combustion vehicles make up 69% of the fleet, hybrid vehicles 25% and fully electric vehicles 6%.



4.4. The success of carpooling

Our mobility plan includes incentives for carpooling and ride sharing. We integrated the Klaxit ride-sharing application in 2021, with support from the Pays de Grasse authorities; to date **61 employees are registered and 39 are regular carpoolers.**

The KLAXIT application offers many advantages to users:

- Financial assistance from the Pays de Grasse authorities to cover the cost of commuting travel for the driver, and no-cost travel for riders;
- Price discount with automobile mechanics who are KLAXIT partners;
- Rebate checks or financial bonus.

This program has been highly successful, thanks to targeted communication and ongoing financial support from the Pays de Grasse authorities.

This mobility plan is a major feature of our **greenhouse gas emissions reduction policy.**



5

Buildings designed for energy performance

The most recent building construction and improvements at Expression Parfumées have been designed to **give the best energy performance possible** and to **minimize our overall environmental impact.**

Natural daylighting is used as much as possible thanks to a glass roof on the outer circulation corridor and a wide bay window to the west. The preparation area is naturally lit by shed-type roof windows. This design limits the use of artificial lighting, and lowers electricity consumption.

As recommended by the energy audit, all lighting fixtures in the production area are to be replaced by LED fixtures. This replacement process began in 2021, leading to lower electricity consumption. Replacement of fixtures in the administrative offices located in the old building started in 2022. In all 75% of lighting fixtures had been renewed at the end of the year. This process will continue in 2023.

A earth-air heat exchanger supplies incoming air to the air treatment equipment at the preparation area. With this heat exchanger less energy is consumed for air treatment.

What is an earth-air or ground-coupled heat exchanger?

This geothermal system is based on the principle of heat differential to supply either heating or cooling. The air circulates through underground ducts and exchanges calories with the soil. Depending on the season the pretreated air is either heated, cooled or used for ventilation, and its quality improved, at a very low cost.économique et en améliorant sa qualité.

An energy recovery system is also installed to extract calories from heat released by air treatment equipment and preheat incoming air for the production area. This double-flow technology will reduce energy consumption by using waste heat from air treatment.

Our buildings are also equipped with **advanced boiler technology** with electronic controls so that parameters and gas consumption can be adjusted remotely. In 2022 one old energy-guzzling boiler was eliminated and our network connected to more recent equipment.

Adiabatic cooling is used to cool storage areas for raw materials. This technique lowers the ambient temperature without consuming energy, by evaporation of water sprayed in air treatment equipment.

The entire production area is equipped with a **centralized technical management system** to control air conditioning according to the time of day or period of the week. The workshops are also fitted with air mixing devices to obtain a uniform floor-to-roof indoor temperature.

Exterior insulation for office spaces and for central air conditioning equipment eliminates losses across thermal bridges and contributes to lower energy consumption overall.

6


A 100% green power supply

Expressions Parfumées is voluntarily engaged in the energy transition and the development of renewable energy. The company has contracted for «green electricity» with its historic electricity provider,* to support the development and conservation of renewable energy in France. This commitment is valorized via guaranteed renewable power certificates, in particular for hydropower, a resource that is strongly present in our region, accounting for 84.2% of certified renewable electricity. **This commitment is aligned with the greenhouse gas emissions reduction trajectory** in force in the Givaudan group of companies, and with the target of 100% renewable power for the group.


7


Closely monitored consumption and reduction measures

Expressions Parfumées pays close attention to its consumption of water, gas and electricity, to continually improve its performance. Resource consumption is registered monthly in an Environmental Reporting sheet and trends analyzed to determine further action to reduce our consumption.



EXPRESSIONS PARFUMÉES
CONTRIBUE À LA
TRANSITION ÉNERGÉTIQUE

avec  EDF Entreprises

 EDF injecte de l'électricité d'origine renouvelable*
à hauteur de 100%
de notre consommation d'électricité

*A ce jour, les garanties d'origine sont émises à partir de centrales hydrauliques

L'énergie est notre avenir, économisons-la !

7.1. Energy use,

After an initial energy survey in 2018, Expressions Parfumées undertook a full **energy audit** in 2019. This audit identified the uses that consume the most energy. The document was filed with the French Agency for Ecological Transition (ADEME) in 2020. The audit also suggests many ways to improve energy efficiency. These proposals were studied and integrated into a **multiyear performance improvement program to reduce resource consumption**.

Eight projects have been retained in all. Two have been completed, one is nearing completion, four are underway, and one is in the preliminary study phase. The resource consumption program was extended in 2021 to include our new facilities, with greater building surface area, new production equipment and air treatment installations, to achieve more efficient operations. In addition to calculating resource consumption per quantity of product manufactured, we are now tracking consumption per square meter of building space to assess our building energy efficiency for heating use.

In October 2022, in the wake of the energy crisis and the governmental energy saving plan, we ran a new risk analysis and studied a new action plan (applicable outside of the scope of the energy audit) to anticipate possible power outages and prepare consumption reduction measures. Training on «Energy Reference» indicators was deployed in August 2022. This exercise enabled us to review our energy strategy and management, develop new energy indicators and deploy energy-saving measures.

Among other measures, specific points of the steam heating system have been insulated. An overall power consumption monitoring system continuously records the outside temperature, the circuit breaker temperature and the general power supply (3 amperages, 3 voltages) for the entire site, including the new facilities. This system is an effective tool for consumption management. Electronic speed controls have been installed on mixing equipment, a step recommended after the energy audit of 2021.

Other action taken in 2022:

- Thermometers placed in office spaces to track the thermal performance of buildings in relation to exterior temperatures and adjust indoor thermostat temperature settings;
- Heating programs modified to set maximum temperatures in relation to outside temperature;
- Lower temperatures for working fluid in the heat pump system;
- Old inefficient gas-fire boiler replaced with an electric water heater for hot water in office spaces;
- Campaign to inform employees of the government energy-saving plan issued in the autumn of 2022.

Among projects underway in 2022:

- Submetering for process equipment to improve device management and reduce energy consumption (Metering plan);
- Consumption management software to monitor system meters and submeters in real time;
- Thermometers placed in production areas and outdoors, to track the thermal performance of buildings in relation to exterior temperatures and adjust indoor thermostat temperature settings.

Thanks to the measures taken in 2022 energy consumption for the last quarter of the year was down compared to the same period in 2021:

- gas consumption -37%
- electricity consumption -14%.

7.2. Water consumption,

Under a three-year program to reduce water consumption from 2018 to 2020 Expression Parfumées reduced its water consumption by 20%. The program included meters with a leak warning function to allow rapid intervention for repairs and to launch awareness campaigns.

The multiyear monitoring objectives were maintained for the period 2020-2022, in order to assess the hydraulic system and consumption in the new building. In 2024 targets will be set for specific building areas according to the consumption levels measured and possibilities to improve performance. To date we have recorded savings of 38% compared to 2018.

Other measures taken between 2018 and 2023:

- Presence detectors have been installed on washroom faucets, and the old push-button faucets in the production area have been replaced with the latest generation of automatic detection faucets.
- We continue to install sub-meters equipped with a real-time warning system. These improvements allow us to monitor and analyze consumption in specific zones and for processing equipment in order to detect malfunction as quickly as possible.
- Submeters were installed on the water system in the old buildings in 2019. In the new building connected submeters will be linked to the general consumption monitoring platform. Submeters to monitor water consumption for various pieces of process equipment have recently been installed and will be operational in the first quarter of 2023.
- We are working on a plan to hold down water consumption for the watering of our green spaces in summer. As a first step, in late 2022 we adopted soil mulching to preserve moisture in the ground.

Along with these measures, information is regularly communicated to staff to raise and maintain their awareness of environmental issues and environmentally friendly behavior. All employees were informed of a national government campaign to reduce water use in the summer of 2022.

The steps taken are in line with Givaudan's goal:

« By 2030, continuously improve water efficiency on all sites: Reduce water use by 25% per tonne of product for priority sites (exposed to water stress) meet or exceed regulatory and industry wastewater standards. ».

All these measures will reduce our consumption of water, gas and electricity over time. Despite energy savings achieved between 2018 and 2020, resource consumption increased mechanically in 2020 when operations began in our expanded facility. This observation drives us to implement new projects to economize energy and water in the coming years, and closely monitor the effectiveness of action taken to improve performance.



8

Raise awareness of waste issues and test new practices

8.1. More robust waste sorting

Action to improve recycling is one way we have identified to make progress on waste treatment at the company. The effectiveness of recycling depends on the quality of waste sorting practices. Following the criteria of ISO 14001 certification, industrial waste is sorted on site so that all waste arisings can be traced from source to final disposal and recycled, recovered or processed by service providers.

We visited the sites of waste treatment service providers, enabling us to communicate on our waste treatment circuits and exchange information with the vendors to improve waste sorting. With help from these vendors we are working to develop sorting of PET, PP AND PEHD plastics.

Thanks to the PRODAROM initiative, recycling of kraft drums has become a natural reflex at Expressions Parfumées. The drums are recovered and recycled by La Drisse, a nonprofit group based in Grasse that works to protect the environment and to help people get back into employment. This supports the **local circular economy** and creates jobs.

A sorting system is in place in our office spaces to recycle paper and packaging waste, working with local partners to handle waste in short treatment chains. During Sustainable Development Week an awareness campaign was conducted to familiarize our employees with waste issues and the steps to be taken, for instance to limit waste production at the source. Waste sorting instructions are revised annually to achieve better results.

Containers to separate paper cups, tin cans and glass have been placed in meeting rooms and shared spaces. A waste separation station for lightbulbs, neon tubes, electrical and electronic waste items and batteries is also in place.



We continue to look for new partners or new recycling chains to treat certain specific kinds of waste. The most recent partnership is with La Drisse, for collection of plastic bottle caps. The benefits of this operation are donated to the nonprofit group Les P'tits Doudous to purchase stuffed animals for children who undergo surgery at the Grasse hospital.



Expressions Parfumées has improved its waste sorting and recycling practices, to achieve a 96.2% recycling rate in 2022. Above and beyond regulatory requirements, the management of Expressions Parfumées supports a number of voluntary initiatives, with the aim of including all employees and nourishing collective awareness of the goals of re-use, reduction and recycling.

96,2%

Recycling rate at Expressions Parfumées

8.2. Recycling perfume tester strips

Thanks to an initiative of Prodarom, we are working with an outside company to set up a recycling plan for perfume tester strips. GREEN Touch' collects the paper testers from perfumers throughout the Grasse area, and recycles them to be used to make notebook paper for the Clairefontaine company in France. The recycling company is studying the possibility of opening a production unit in Grasse to create a local recycling loop.

8.3. Our policy to replace single-use plastics

Givaudan has announced its intention to entirely eliminate single-use plastics from the group by 2030: « *Before 2030, we will replace single-use plastics with eco-friendly alternatives across our sites and operations.* » In keeping with this policy Expressions Parfumées reviewed plastics use at its sites very closely in the autumn of 2019. This detailed review is updated yearly.

Among the first measures to eliminate plastics, we have shifted to padded mailing envelopes made of environmentally friendly paper, and to brown-paper (Kraft paper) adhesive tape. We have tested several options to replace plastic gloves, but we have not been able to find items that are suitable for our purposes and meet our health and safety standards.

There are few other alternatives on the market, and they are not suited to our sector of activity. We continue to study ways to use fewer plastic pipettes and droppers in our laboratory. Meanwhile laboratory workers use paper strips for small dosages, to limit the use of plastic.

Drinking fountains in office spaces have been directly linked to the water supply, reducing the use of plastic kegs, and the company has distributed eco-friendly flasks to employees to replace plastic water bottles. Plastic cups have been eliminated. Zero-waste campaigns are conducted several times a year to raise awareness and reduce use of plastic items.



8.4. Onsite composting

Expressions Parfumées observed that the new meal service increased the amount of biowaste generated at our site. The company's environment coordinator organized an «autopsy» of our waste bin and found that 26% of onsite waste was made up of recoverable foodstuffs. This demonstrated the utility of an onsite composter.

Working with the nonprofit group Les Jardins du Loup we built a compost bin of larch wood harvested locally from sustainably managed forests in the Mercantour national park.

The compost bin was installed in February 2021. This project is supervised by the QEHS department and carried out with the active involvement of a group of **employee volunteers**. These employees served as ambassadors for the initial launch and are contact/reference persons for the ongoing activity. Along with the environment coordinator they received training from Les Jardins du Loup. All employees are welcome to participate, and this has contributed to increased environmental awareness via a hands-on project.

An establishment in La Bastide de Châteauneuf de Grasse that employs persons with disabilities made the aprons that the compost team wears for their demonstrations, another example of support for local employment that is very important to Expressions Parfumées. All staff were informed of this action during Sustainable Development Week.

Employees have shown their interest for this collective and socially conscious project. Upon request they can follow training with the compost reference persons. Participants in these sessions learn about the organisms present in the composter and their role in the ecosystem and biodiversity.

We recycled an estimated 538 kg of biowaste in 2022 (calculated from the average daily weight data collected over a month, multiplied by the number of working days in 2022). Composting has many benefits for our company and its gardens. The amount of organic waste is reduced, and this resource is transformed into a natural fertilizer for plants and trees, improving soil quality and supporting biodiversity. Regular workshops are held to sustain the composting activity and show employees how it works. These sessions help identify employees who want to get involved as compost reference persons.



9

A local biodiversity program

Expressions Parfumées is ready to act to preserve biodiversity in its garden areas and in the surrounding ecosystems.

9.1. *Biodiversity in our gardens*

As part of our action we have chosen a new gardening service provider and modified our approach to include more ecological and sustainable gardening practices. Working with this new service provider we are drawing up a green space management plan that is supportive of biodiversity. We plan to install bird houses and plant melliferous vegetation, to create natural nesting spaces and habitats, and preserve the existing ecosystems. We are also adopting mulching to preserve moisture in the soil and prevent excessive drying during intense summer drought periods. The compost amendment from our compost bin is spread around trees and on talus slopes as a natural fertilizer.

9.2. *Protect and nourish bees*

A bee colony was rescued in the Expressions Parfumées gardens in the summer of 2022. This event struck a chord within the company and we decided to work actively to protect this precious species of insect. We proudly announce our partnership with the beekeepers of BeeRiviera.

The company will sponsor beehives in the Alpes-Maritimes area, and thus provide support for bees and local beekeepers.

We hope that through this program our employees will learn about the environment, and take this opportunity to participate in educational events in the field.



A photograph of a field of lavender flowers. The focus is on a single flower stalk in the foreground, with many other stalks visible in the background. The background is blurred, creating a bokeh effect with warm, golden light spots. The overall color palette is dominated by the purple of the lavender and the warm tones of the background light.

Territory & Value Chain:

*strategy and processes
for a sustainable
business*

1

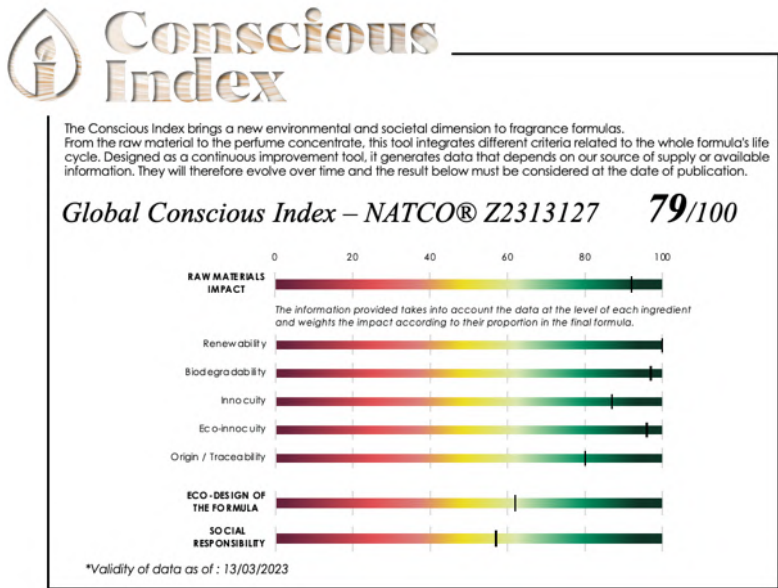
Sustainability is a core aspect of our creative process

1.1. *Conscious Index: a new environmental and societal dimension to serve creative activity*

Expressions Parfumées is a perfume composition company that has a significant role to play in the creation of perfumes today and in the future. To achieve this goal we have set up our **Conscious Index program**. Our approach is founded on transparency, responsible innovation and a balance between chemistry and natural qualities, to create sustainable perfumes that reflect a sensitivity to emotion and feelings, and meet the demand for clean and natural products. In our view perfume creation must be a bridge connecting nature, culture and people.

Our collaborative approach enables us to develop a more responsible global approach to purchasing and sourcing, to continually improve our creative processes and constantly evaluate our practices. This approach takes the form of the **Conscious Index**, the result of two years of work.

This tool brings a new environmental and societal consciousness to perfume formulation. **From raw materials to perfume concentrate**, the index integrates a number of criteria across the entire formula **life cycle**. It is designed to be a tool for **continuous improvement**, and generates data based on our knowledge of ingredient provenance and other information, as available. These data will be refined over time, and the indices for our formulas will evolve.





The output generated by this tool provides information on the key impacts of a given perfume formula.

The tool analyzes the direct impact of raw materials according to a set of criteria including resource sustainability, biodegradability, innocuousness for human and environmental health, transport impacts and source traceability. These elements are scaled to the proportion of each material in the composition and the final impact is weighted accordingly.

Social responsibility is also scrutinized and assessed for the entire fragrance manufacturing chain, from raw materials to the perfume concentrate produced in our factory. We give our preference to certified fair trade raw materials, and we work with organizations that promote biodiversity.

Lastly, an **ecodesign** criterion is taken into account. This criterion assesses the number of ingredients and the quantity of solvent used, and the energy impact of the raw materials in a given formulation.

On the basis of the above criteria the Conscious Index yields an overall score for each perfume formula created by our company.

This tool for continual improvement has an impact in two areas – **sourcing of raw materials** and **perfume formulation** – that constitute levers for high-priority measures.

1.2. Evolution in our array of raw materials

In the course of this work we have also considerably enriched our database on the provenance and manufacture of our raw materials. We have expanded our selection of components with high olfactive qualities drawn from sustainable production chains.

1.2.1. Sustainable selection

Our **EP Sustainable Selection** project has compiled a list of raw materials sourced from **production chains committed to socially and environmentally responsible practices**.

Our team of perfumers gives final approval to this list to ensure creation of the highest quality.

This guiding framework enables us to better inform our clients on the sourcing of our materials and the pledges of our suppliers.

Our Sustainable Selection now includes over 40 natural raw materials selected to meet our criteria in terms of sustainability, olfactory qualities and stability of the supply chain.

Selection criteria:

- Provenance of each raw material
- Cultivation, harvesting and extraction methods
- Biodiversity and resource conservation
- Environmental policy
- Protection and transmission of know-how
- Social commitments
- Good practices

1.2.2. Upcycling selection

Reflecting our awareness of the importance of using coproducts and/or waste products to support virtuous purchasing and sourcing, we have also compiled an **Upcycling Selection**. This selection now lists 15 products from various productions chains, such as the food processing industry.



1.3. **Structured documentation requirements for contractual commitments from our suppliers**

Expressions Parfumées strongly feels that **social and environmental responsibility** should be emphasized across its entire **value chain**. A common thread of the company's procurement policy is to structure a responsible sourcing process that integrates selection and evaluation of suppliers.

This process covers raw materials, primary packaging and road transport. The structured approach will be extended to all our purchasing, in keeping with the Givaudan goal: *«By 2030, we will source all materials and services in a way that protects people and the environment.»*

Three documents underpin our purchasing process for all suppliers.

- We have compiled formal **Terms of Reference** that list our requirements in terms of quality, safety and environmental performance. These specifications must be implemented and documented by our suppliers.
- We have incorporated Givaudan's **Responsible procurement policy** into our expectations.
- We have drafted a **CSR questionnaire based on ISO 26000 principles** and on our commitments under the IFRA-IOFI CSR Charter that we adopted in 2020. This questionnaire is addressed to suppliers of all types; it comprises a common core set of questions, plus questions specific to each supply sector. A CSR note drawn up on the basis of replies to this questionnaire is also included in the **annual evaluation** of our suppliers.

This fundamental documentation **supports our requirements and the monitoring of supplier compliance, making our processes more transparent overall.***

Along the lines of the internal audits we apply to all our processes and procedures, our **supplier audit benchmarking** integrates four reference standards in our Management System (ISO 9001, ISO 14001, ISO 45001 and ISO 26000). In 2023 our reinforced team of auditors has been trained in the use of these standards and the audit method. These audits are an integral part of our responsible sourcing policy.



These documents may be supplemented by other more detailed documentation, according to specific needs or regulatory requirements.

This is notably the case for all **raw materials**, with information gathered via **detailed questionnaires** that we submit to all our suppliers. This information is used to calculate the Conscious Index and to identify the most sustainable production chains.

1.4. The map of our suppliers

To expand our knowledge of raw materials acquired with the Conscious Index and the concrete steps we can take to improve our sourcing, we have set up a working group with representatives of various business lines in the perfume industry.

Creation, purchasing, regulatory issues – these departments are working the Sustainable Development department to create an overall map of our supply chains, the geographic provenance of ingredients and the risks associated with these factors, for the full range of our natural raw materials. This mapping exercise will give us an overview of our supply chains and highlight those where we need to achieve better traceability.

We aim to increase the quantity of raw materials from certified supply chains, regarding fair trade, better agricultural practices, or preservation of biodiversity.

1.5. Sustainable supply chains

To further reinforce our responsible selection of raw materials we are working to develop closer partnerships with producers of natural raw materials.

Our purchasing, perfume creation and marketing/innovation departments are working together to **establish durable ties with producers who are strongly committed to social and environmental action.**

As part of this action Expressions Parfumées concluded a five-year **contractual partnership** with **lavender growers in Quercy**, covering the harvests from 2020 to 2025.

Lavender crops have been reintroduced in the Quercy region, after several decades of absence, and the new production is for the most part **organically grown**. Expressions Parfumées is working with the Quercy PPAM growers association to structure this supply chain.

We provide the growers with access to our technical and financial resources, to in-house equipment and staff, and to the research and experimentation needed to study Quercy Lavender (analyses, micro-distillations, chromatography, etc). In parallel Expressions Parfumées contributes financial aid to help meet the costs of genotyping for Quercy Lavender.



LAVANDER QUERCY

EO

ORIGIN : France, Quercy
BOTANIC : *Lavandula angustifolia delphinensis*
HARVEST : July to August
100% Renewable Carbon
Readily biodegradable
Directly sourced from producer


COSMOS
APPROVED

Organic agriculture
according to the EC
regulation 834/2007

EXPRESSIONS PARFUMÉES EXCLUSIVITY

Sustainable Development Project

ABOUT

The first plantation of Lavender in the Quercy region was in the 1920s with the Delphinensis, a variety of Lavender that produces an essential oil rich in esters, which gives it a rare and exceptional fragrance. After its disappearance, the production of Quercy Lavender has experienced a new development since 2006 thanks to the farmers who have reintroduced it into the territory.

PERFUMER'S NOTE

Lavender has an aromatic, fresh floral and hay smell. It is a basic element of the fougere accord. Its great molecular diversity allows it to be used with many raw materials.

PROCESS

The Essential Oil of Lavender is obtained by hydrodistillation. The flowers are placed in boiling water, producing a fragrant vapor. This vapor is then refrigerated to become a liquid, the distillate. It produces two fragrant mixtures: the hydrosol and the essential oil of Lavender.

SUSTAINABLE DEVELOPMENT

To produce this essential oil, Expressions Parfumées works in close collaboration with Jean-Marc, Rachel and Elisabeth SOULAYRES, 3 partners in GAEC. They are members of the Quercy PPAM association, whose aim is to develop and promote aromatic and medicinal plants from Quercy. Together, we have initiated a research project with the goal of launching a 4-year study based on 5 "spots" of wild Lavender from the Quercy. The project consists of the cultivation and then micro-distillations in order to carry out chromatographic and olfactory tests. This study phase will allow us to identify the qualities of this Lavender that has returned to its wild state. A second project is already planned over a longer period (10 years) based on the first cultivars of the first phase, it should lead to a selected variety of Quercy Lavender, adapted to the demand.

N10269

EXPRESSIONS PARFUMÉES

2

Quality labels and seals, certification and information for stakeholders

2.1. Stringent regulatory requirements

Expressions Parfumées is subject to the **European Union REACH regulations** that came into effect in 2007 and which cover safe manufacturing and use of chemicals in European industry.

All our customers are given detailed information on the raw materials used in the manufacture of our products and receive all the documentation required under their terms of reference. Our regulatory affairs department strives to respond to information requests within two days on average, an objective that has been achieved for several years in a row. Our **capacity to react quickly** and the **exhaustive information** supplied actively contribute to the health of end consumers.

2.2. Quality Management System certified since 2016

Our quality assurance system is certified under **ISO 9001:2015** and ensures **rigorous traceability** of the raw materials we use and of our manufacturing processes. For several years now Expressions Parfumées has had in place an advanced system to continually improve performance that integrates management and analysis of internal nonconformities and treatment of customer claims and requests. Quality is a component of our Integrated Management System and significantly contributes to customer satisfaction.



2.3. GMP Certification obtained in 2022

In 2022 Expression Parfumées received certification under the EFfCI Good Manufacturing Practices (GMP) scheme.

Expressions Parfumées has followed EFfCI guidelines for many years. In 2022 we decided to give a new impetus to this approach and boost the credibility of our system by seeking outside certification.

EFfCI is the European trade organization of manufacturers of synthetic and natural ingredients for the cosmetics and personal care industry. This association was created in 2000 to represent the interests of manufacturers of cosmetic ingredients in the European Union. EFfCI has published its GMP guidelines for cosmetic ingredients to enhance the safety and quality of cosmetic products. These guidelines reflect the increasingly exacting standards of clients and end users, in addition to EU regulatory requirements. These guidelines are based on criteria and a structure similar to those of the ISO 9001 quality management system.



Expressions Parfumées obtained ISO 9001:2015 certification in 2016 for its quality control system, ensuring a solid basis for integration of GMP criteria for cosmetic ingredients in our business lines.

The GMP guidelines cover analysis of manufacturing risks, product control and quality assurance, storage, shipping and waste management.

Our expanded manufacturing facility has been designed to favor **forward movement** in circulation to **limit the risk of contamination by crossing paths**.

GMP criteria also require that staff be trained and informed of the procedures relevant to tasks and of procedures to adopt in case of problems with quality.

Our in-house documentation has already been revised to ensure **traceability** at every stage in the life cycle of our products. Our goal is to involve all the people at our sites and increase their awareness of these issues.

We have revised our rules regarding hygiene and appropriate clothing and modified management of flows to reduce cross-contamination. These rules and movements have been mapped, identified and explained to all employees in dedicated training sessions.

After a test run to help us identify areas for progress, the company attained **certification in June 2022**.

We were proud to see Expressions Parfumées among the certified companies listed on the EFfCI website.

<https://effci.com/docs/List%20of%20Certified%20Companies.pdf>

The GMP guidelines are now part of our overall program for ongoing improvement and included in our schedule of in-house audits.

2.4. Eve Vegan certification

The Grasse production site of Expressions Parfumées is certified under the **Eve Vegan** scheme. This certification is one of the most stringent certifications in the industry, and requires a site audit.

The Eve Vegan certification complies with the principles of veganism according to internationally accepted criteria. It is an **indicator of transparency** based on product analysis by a legitimate independent body, establishing durable relationships between producers and distributors.



2.5. RSPO certification

Expressions Parfumées has joined in the work of the Roundtable on Sustainable Palm Oil (RSPO), a nonprofit group dedicated to promoting sustainable production of palm oil, to reduce forestation, preserve biodiversity and protect the livelihoods of rural communities. RSPO certification attests that in the supply chain no new primary forest growth or other natural space with high conservation value has been sacrificed to extend palm oil plantations, that the plantations follow best practices, and that the fundamental rights of stakeholders have been respected.



3

Innovation guided by our CSR commitments

Expressions Parfumées conducts its R&D responsibly, through the work of its Research and Innovation department and its creative teams.

3.1. Our collections, technology and patents

Attentive to clients' needs and concerns, Expressions Parfumées has developed products that comply with environmental, sanitary, ethical and social exigencies.

As a pioneering company in natural products, Expressions Parfumées created the **NATCO® (NATural COMpounds)** line in anticipation of the developing market for organic products. This perfume line was developed in compliance with **COSMOS guidelines** and is subject to verification by the ECOCERT organization. It is designed to fit into any certified organic production line, in keeping with regulatory requirements.

COSMOS specifications apply to cosmetic products labeled as «natural» or «organic.» These criteria certify **practices that protect biodiversity, the environment and human health**, through use of organically grown products or 100% natural ingredients that are transformed in a responsible manner according to the principles of green chemistry.

In 2018 the company filed two patents for its **AQUACO®** line of highly concentrated perfumes micro-emulsified in water, without alcohol. After three years of research our teams finalized and patented a new 100% natural version of **AQUA NATCO®** that can be used to make water-based toilet water formulas with high perfume concentrations and without alcohol.

Expressions Parfumées has also developed and patented a technology to mask unpleasant smells, **ODOURCO®** and its organic version **ODOURCO NATCO®**.

At the end of 2019 a patent application was submitted for **TOUCH NATCO®**, a highly concentrated semi-solid perfume that complies with COSMOS specifications.

Other research continues to develop innovative solutions in keeping with our fundamental outlook and turned toward natural formulations.

In 2021 Expressions Parfumées created **AQUABOOST NATCO®**, the first COSMOS-approved perfume with an innovative solubility system that makes it possible to compose transparent water-based solutions with a high perfume concentrations. This ready-to-use ingredient can be easily employed to formulate non-alcohol toilet waters in any olfactory category. A patent is pending for this technology which relies on a highly effective association between COSMOS solvents and solubilizing agents. It enables solvation of perfume raw materials and solubilization of high concentrations of 100% natural fragrances in water.

This turnkey innovation for perfume creation has unique advantages:

- perfectly limpid non-alcohol solutions
- high concentration of any fragrance
- COSMOS-approved perfume.

As a member company of a leading international group, Expressions Parfumées has access to technological platforms that enable us to develop innovative offers and to further integrate CSR practices into our creation of fragrances.

We have created the **WELLNESS** platform that encompasses various fragrance design technologies. Formulation software enables our perfumers to assemble compositions that enhance well-being or contain ingredients with scientifically proven benefits for consumers.

We propose **CLEANSCENT** perfumes to our customers, a line with hygiene benefits, **SLEEPWELL** perfumes that improve the quality of sleep, and **GOODMOODS** perfumes that have a positive effect on the emotions. These include **HAPPY** for a good mood, **ZEN** for relaxation, and **VITALITY** for renewed vigor.



AQUACO® PATENTED

A new scented base, a real fragranced WATER. Aqueous base obtained by microemulsion Alcohol-free perfumes. Available in a BOOST version (ready to be diluted)



TOUCHCO®

is all about TEXTURE in fine fragrances. An innovative way to apply a perfume on skin.



ODOURCO® PATENTED

A highly efficient active technology to reduce the perception of malodours. Adapted to Home, Personal care & Car air fresheners.



TIMECO®

Highly substantive Time-released fragrances thanks to microencapsulation technology. Adapted to Laundry care, Air care, Household products and Personal Care.



SCENTFRESH

Biodegradable spray-dried micro-encapsulation technology for laundry powder detergent. The fragrance is released in wet stage for an immediate sensation of freshness.



OVERTIME

Perfumes containing precursors that can release fragrant molecules when exposed to external triggers (oxygen, light and water).



MELTSCENT

Vegetal wax formula with a high dosage of fragrance that melts easily with a warmer, to create the best LONG-LASTING atmosphere.



NATCO®
We are pioneers in Natural Perfumery.
To always improve our competitive advantage & match consumer expectations, most of our innovations are also developed in NATCO®, 100% natural origin perfumes.
They are designed to match any «organic» abelled production in compliance with the regulatory requirements.



AQUA NATCO® PATENT-PENDING
First COSMOS approved innovative solubilizing system to formulate perfectly clear alcohol-free solution with a high dosage of any perfume.
Available in a BOOST version (ready to be diluted)



ODOUR NATCO®
A highly efficient COSMOS active technology to reduce the perception of malodours.
Adapted to Home, Personal care & Car air fresheners.



TOUCH NATCO® PATENT-PENDING
Innovative COSMOS solid perfume for an easier way to carry Fine Fragrances with an improved skin feeling.



WELLNESS
Technologies dedicated to perfumes influencing our Wellbeing with proven scientific & consumer benefits.



GOODMOODS
Scents with mood benefits (Happy, Zen, Vitality)
Designed with Patented Creation Guidelines.



BIOMSCENT
Fragrance design technology to help taking care of skin microflora.
Based on scientific microbiology research.



SLEEPWELL
Scents based on a combination of ingredients improving sleep quality.
Designed with Patented Creation Guidelines.



CLEANSCENT
Natural complementary solution to help substantiate the cleanliness/hygiene highlighting specific essential oils

3.2. *New 100% natural formulas*

Our team of perfumers is conducting research for a **100% natural NATCO® formulation** aimed at developing **innovative fragrances** that correspond to our orientation towards naturalness.

This research, which is eligible for research tax credits, pursues work towards two goals:

- Obtain musk and wood/amber notes from natural raw materials; This innovative formulation of musk effects is also expected to make this particular scent more perceptible to people who do not readily smell it (total or partial anosmia is relatively common for musk).
- Restitution of the scents of flowers, fruits, leaves in a 100% natural perfume formulation, after a head-space extraction and GC/MS analysis.
- Develop natural formulas that stimulate mental activity and act on moods, to strengthen concentration, memory, well-being and mental performance.

This research is conducted in close collaboration with the sensorial analysis teams at Expression Parfumées. Specific tests have been designed to characterize the scents that are developed.

3.3. *Innovative and proactive collections*

Expressions Parfumées also demonstrates its commitment to sustainable development in the **proactive collections** proposed to clients. These collections espouse **ecodesign** concepts to obtain more responsible formulations and are packaged in more sustainable materials.

- Innovative approaches have been followed to address our clients and to promote finished products such as hand sanitizer, hand creams and liquid soaps that comply with **transparency and safety criteria**, all the more important in the current health situation. We offer a line of products made with 100% natural ingredients to encourage the use of more sustainable raw materials: alcohols, butters, emollients, oils, emulsifiers, preservatives and surfactants of natural origin.
- Expressions Parfumées is working to develop proactive collections inspired by **clean beauty**. In this work the creative staff devise formulations that integrate the **precaution principle**. The aim is to eliminate controversial ingredients (endocrine disruptors, toxic substances, allergens) and focus on short formulas.

These proactive collections enable our clients to make cosmetics that are healthy for people and the planet, while remaining pleasant and effective.

3.4. *Formulation of eco-friendly detergents*

Our applications laboratory works every day to ensure that our fragrance compositions are stable and compatible with the base substances in products (creams, shower gels, detergents, candles, etc).

Working with the Innovations department the laboratory **has developed detergent bases that meet the criteria of eco-friendly detergent formulation**.

Eco-detergents are based on two criteria that match our work to attain naturalness and our environmental commitments, i.e. use of **raw materials certified by ECOCERT** and **absence of environmental risk phrases** in the final formula.

This initial groundwork furnishes the bases for development of NATCO® fragrance compositions that are compatible with this type of media. We will be able to provide our clients with environmentally responsible base formulas to shift their product lines towards products that are better for the environment. This research and development work is a direct contribution to sustainable development in our value chain.

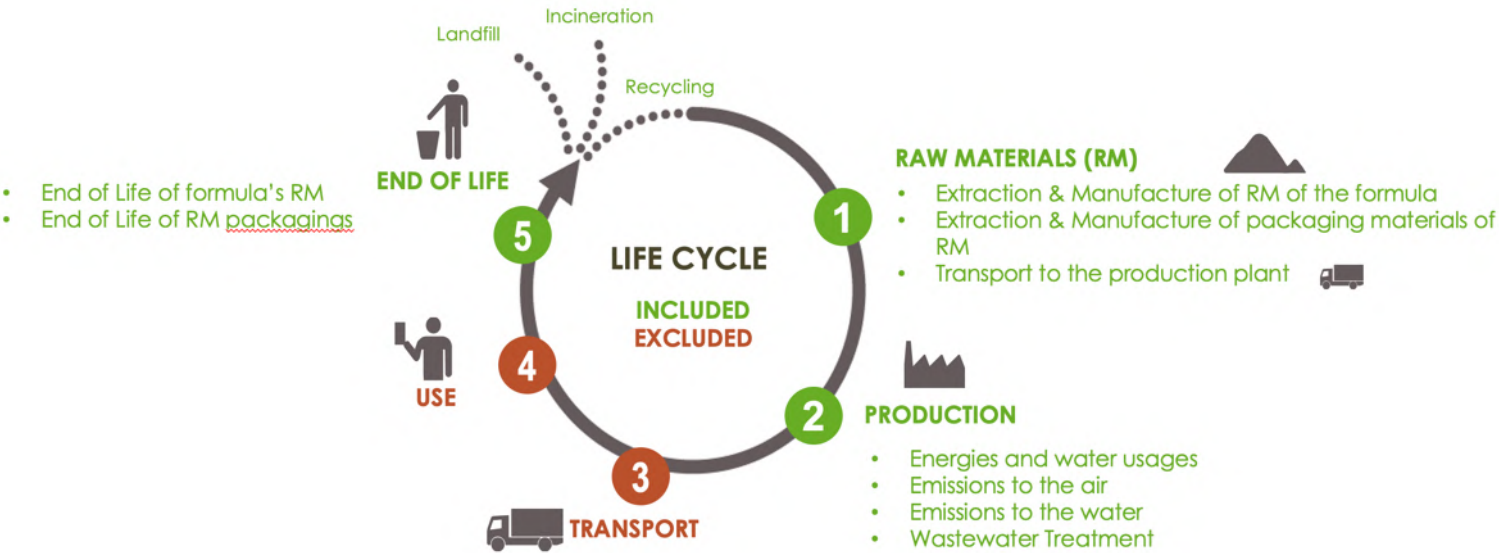
3.5. Life cycle analysis of our innovation

Expressions Parfumées conducts life cycle assessment (LCA) studies to obtain a global overview of the impacts generated by its new products. LCA methodology is codified under the ISO standard 14040:2006 for Environmental Management.

A LCA study has been carried out for AQUACO® products, which are highly concentrated non-alcohol micro-emulsions in water. This comparative analysis demonstrated that this innovative product line has a lower environmental impact than classic products formulated with an alcohol base. A similar study was carried out to assess the NATCO® product line.

In 2021 we created AQUA NATCO®, the first 100% natural transparent water-based perfume. This brand-new product has a high fragrance concentration and exploits a highly effective solubilization technique; it has been approved by COSMOS. An LCA assessment was conducted to compare AQUA NATCO® and an alcohol-based toilet water with the same fragrance concentration. This analysis showed that the environmental impact of the water-based formulation was 6% lower than for the alcohol-based product. The impact of AQUA NATCO® is lower for five of the eight principal indicators used in the Product Environmental Footprint (PEF) method. The study also demonstrated 5% lower levels of GHG emissions compared to a conventional toilet water.

These studies are of great use when making decisions that are intended to improve products, processes or value chains. They reveal the ecodesign options that can be leveraged in formulating our perfumes and innovative techniques.



3.6. Operational links with the research community

In addition to the work of its researchers, Expressions Parfumées works with the **Université Côte d'Azur** on innovative products with actors in the territorial research community.

The Université Côte d'Azur is officially recognized as an experimental university. This new status fosters bold and independent strategies, based on:

- Cross-organization initiatives in education, training, research and innovation across the territory
- Developing a nimble and responsive institution
- Capacity to exploit the potential and diversity of its 17 academic members.



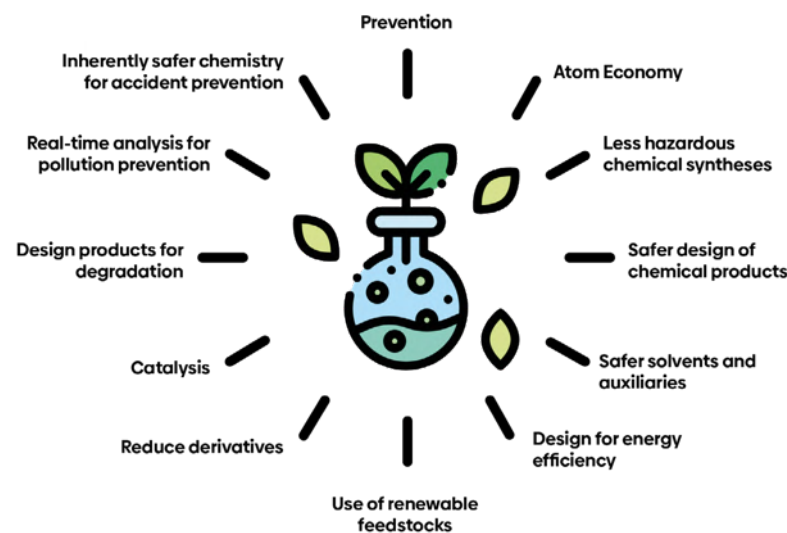
3.7. A research project founded on the 12 principles of green chemistry

Since 2017 Expressions Parfumées has worked in partnership with the Université Côte d'Azur to develop new captive molecules that present novel odors linked to chemical reactions with gold-based catalysts.

This research project complies with the 12 principles of green chemistry, and has produced scientific publications (see the article «When Gold Meets Perfumes: Synthesis of Olfactive Compounds via Gold-Catalyzed Cycloisomerization Reactions» published in 2020). The doctoral student who carried out this research presented his thesis on 17 December 2020.

In light of these positive achievements Expressions Parfumées has welcomed another doctoral candidate to pursue this project. In 2022 50 new molecules were synthesized at the University of Nice; some 30 of these were deemed to have interesting olfactive qualities and were evaluated by the creative team in charge of this project. On the basis of this in-depth study ten or so molecules have been selected for further study, with a view to eventually including them in the range of compounds available to our perfumers.

The 12 principles of Green Chemistry



3.8. *A collaborative enterprise research project*

Expressions Parfumées is also a partner in a multidisciplinary project with academic specialists from the Université Côte d'Azur, the Lyon Neuroscience Research Centre and the Centre for Taste and Feeding Behaviour in Dijon.

This corporate/university collaborative research project is devoted to «Rational design of chemosensory compounds targeting smell, taste and emotion.»

The project called ChEmoSim is among the 16% of applicants selected for financing by the French National Research Agency (<https://anr.fr/fr/1er-resultats-aapq-2019>).

Expressions Parfumées teams work actively with specialists in the various domains that are central to the research project. The Sensory Analysis department is a major participant, and measures physiological, sensory and emotional reactions. Perfume creators have expertise that contributes to rational structuring of the project and creates a bridge between chemistry and the olfactory domain of perfume making. Chemical molecules are described using the terminology that is specific to our enterprise.

Expressions Parfumées makes its premises, equipment and raw materials available to the university, and has set up a voluntary test panel of employees that is crucial to the research project.

Expressions Parfumées has been working with these partners since March 2018. This partnership has produced over 200 raw materials that have been analyzed for their sensorial, emotional and physiological qualities. Some one hundred employees have volunteered to test these materials, and over 4,500 chemical compounds have been introduced into the olfactive universe.

With this database we have developed a predictive model with researchers at the University of Nice, and established the chemical and olfactive profile of our molecules, as well as correlations between physiological features, emotional and sensorial qualities. As this database is enriched we will better understand the interaction between chemical structure, olfactory profile and the emotional reaction to a molecule.



4

Territorial implication aligned with our social responsibility

4.1. *A commitment to enhance the reputation and attractiveness of the Pays de Grasse area*

Expressions Parfumées is a member of the **Grasse Expertise™** association dedicated to making the Pays de Grasse attractive and to reinforcing its sustainable economic influence. The nonprofit Grasse Expertise™ network brings together perfume and fragrance professionals in the Grasse area who are committed to expanding local production of aromatic plants.

In joining this group Expressions Parfumées pledges to adhere to and share the following principles and values:

- Highlight the unique ecosystem of expertise found in and around Grasse;
- Make known and obtain recognition for the group's commitment to preserve and extend local farming of the exceptional fragrance plants grown in the Pays de Grasse district;
- Contribute to the dynamic energy and international attractiveness of the territory;

- Contribute to the dynamic energy and international attractiveness of the territory;
- Bring positive attention to enterprises devoted to creating and maintaining stable jobs in the territory;
- Participate in a professional community with emblematic expertise.



4.2. *Our long-term support for the Aromatic FabLab and for the MIP gardens*

Expressions Parfumées pledged support of €45,000 over three years (2018-2020) to the nonprofit Les Fleurs d'Exception du Pays de Grasse and its Aromatic FabLab.

This aid from Expressions Parfumées represents over 45% of local business support for this project collected by Grasse Expertise.

Expressions Parfumées is renewing its support for this project that helps structure the sector devoted to the cultivation of perfume plants, and has increased its three-year donation to €60,000 for 2021-2023.

This project aims to consolidate territorial excellence in the field of aromatic fragrance and medicinal plants (Plantes à Parfums Aromatiques et Médicinales, PPAM) through facilities for R&D, plant production, transmission and exchange of traditional know-how and practices.

With this FabLab the territory takes up the recommendations made by UNESCO, in the framework of an application for World Human Heritage status to recognize the perfume know-how and tradition of the Pays de Grasse region.

The FabLab is among the top 20 candidates to receive the **Manufactures de Proximité** label awarded by France Relance. This label is given to collective «third places,» spaces created by co-founding partners to pool skills and competences of the participants and showcase the valuable know-how of actors in our territory. This label underscores the key values of the FabLab: «enable existing producers to obtain supplies and renew their plots, to make seedlings available to new producers and facilitate the installation of nascent projects.» The Aromatic FabLab has further increased its staff and planted land area this year, and continues to advance its research and development projects.

Expressions Parfumées also provides financial support **to the Jardins du Musée International de la Parfumerie (MIP)**. These gardens are a component of work by the Pays de Grasse urban community to develop of a territorial identity; they constitute a conservatory of aromatic plants attached the museum, and a natural space that is typical of the olfactory landscape of local agriculture.

The ongoing financial support provided by Expressions Parfumées consolidates our work to protect **biodiversity** and promote **naturalness**, and highlights and enhances the value of the **know-how** that is part of the Pays de Grasse heritage.



4.3. *Endowment support for the Smart City Chair*

Expressions Parfumées is a financial supporter of the academic chair **Smart City: philosophy and ethics**. The company takes part in workshops that create a space for thinking and discussion where businesses and social partners in the economy can meet and exchange views.

The chair brings new thinking and topics to training in initial and ongoing education that will enable professionals to respond to the challenges and issues at stake in the coming years. It also facilitates contacts between the businesses that support the chair and members of local laboratories, encourages meetings involving students and companies, and helps teaching content evolve. Expressions Parfumées has pledged funding to this innovative partnership for a period of five years (2018-2023), in support of the development strategy of the Université Côte d'Azur.



4.4. *The Cercle Azuréen du Global Compact France*

Signatory to the United Nations Global Compact, Expressions Parfumées quite naturally joined the Cercle Azuréen du Global Compact France founded in 2019.

This body came into being to foster dialogue between its member companies, to exchange best CSR practices and to encourage more responsible economic practices in the region. The circle brings together companies located in the Alpes-Maritimes and Var departments in France, both signatories to the Global Compact.



Réseau France

4.5. *Sponsorship of the CEW Beauty Center at the Grasse hospital*

Expressions Parfumées is a member of the «Une Rose, Une Caresse» organization created by the Pays de Grasse Entrepreneurs Club, and through this connection provides support to the CEW Beauty Center at the Centre Hospitalier in Grasse. The center offers beauty and well-being sessions to comfort patients at the hospital and restore their self-esteem. Expressions Parfumées has been a Gold Sponsor of this work for several years.

Cosmetic Executive Women (CEW) runs over 30 such Beauty Centers in hospitals in France. The CEW motto: «Beauty is not futile, it helps us to live a better life, it reconciles us with our bodies and puts us on the path to health.»

In 2021 the CEW Beauty Center dispensed over 2,500 sessions to close to 1,900 patients at the Grasse hospital, which has become a pilot hospital.

Our support of the Beauty Center enabled the hospital to ensure sessions seven days a week all year round in 2022.

4.6. *Expressions Parfumées employees and solidarity*

4.6.1. *Solidarity with homeless people*

Expressions Parfumées decided to take part in the «Christmas Solidarity Boxes» operation organized in December 2022 to bring useful items to the least privileged members of society.

Our staff joined in work to create gift boxes containing a selection of hygiene and beauty products, warm clothing and accessories, sweets, small gift items, letters and drawings.

In all we donated 27 gift boxes to the nonprofit group «Une soupe, un sourire» (Soup with a smile) based in Mouans-Sartoux that distributes hot meals and clothing to people without housing.



A close-up photograph of several white flowers with yellow centers, likely daisies or similar. The petals are layered and have a soft, slightly ruffled texture. The centers are bright yellow with visible stamens. The background is a soft, out-of-focus yellow, creating a warm and delicate atmosphere.

Indicators

Governance :

Responsible governance attuned to stakeholders' concerns

	GRI Correlation	2019	2020	2021	2022
Sales (Millions €)	EC1	77.7M€	78,9M€	85,6M€	108,6M€
Breakdown of sales by product category					
Fine Fragrance		41%	37%	42%	48%
Consumer product		59%	63%	58%	52%
Share of NATCO® products in total sales		8.2%	9.1%	7,80%	6%

	GRI Correlation	2019	2020	2021	2022	Objective
Ecovadis Score		68	79	80	80	
Number of CSR committee meetings		4	4	4	4	4
% employees receiving data protection and privacy training (France)		100%	100%	100%	100%	100%
% employees receiving "Principles of Conduct" training (World)	G4-SO4	100%	100%	100%	100%	100%
% new hires receiving occupational health and safety, quality, environnement and CSR training (France)		100%	100%	100%	100%	100%
Confirmed instances of corruption and measures taken (World)	G4-SO5	0	0	0	0	

Human Rights & Labor Conditions :

Inclusive and forward-looking human resources policy

Steady improvement in working conditions

	GRI Correlation	2018	2019	2020	2021	2022	Objective
Total workforce (France and subsidiaries) - FTE	G4-LA1	222.72	241.72	253.04	277.75	275,8	
Total workforce - Grasse site - FTE	G4-LA1	197.37	208.37	213.69	231.75	234,8	
Number of new hires (France)	G4-LA1	37	49	38	61	39	
Turnover rate (France)	G4-LA1	17%	21%	32%	24%	16%	
% employees covered by company secondary health insurance (France)		167	183	195	208	212	
FRANCE							
Rate of employment of workers with disabilities		4.76%	4.03%	3.51%	4.10%	4,72%	6%
Return ton work and continuation in same job after parental leave, by gender	G4-LA3						
Men		NA	NA	NA	0	0	
Women		2/2	NA	NA	5	3	
% of employees who had periodic individual interviews on their work performance and career prospects	G4-LA11	100%	81%	94.87%	56%	78%	100%
% women in the company		50%	47%	49%	49%	48%	
% women on Executive Committee	G4-LA12	60%	50%	67%	57%	67%	
% women among senior leaders (Givaudan Purpose Objective)	G4-LA12	N/A	43%	44%	47%	47%	50% (2030)
Gender equality ratio (men/women) according to national indicator issued by the French Labor Ministry	G4-LA13	N/A	94/100	93/100	94/100	99/100	
% employees paid above the branch minimum wage (Chemical Industries collective agreement)						100%	100%
Number of employees involved in training sessions (conducted by an accredited organism)		92	94	28	139	165	
% of employees who received training at least once in the year (conducted by an accredited organism)		64%	45%	13%	59%	71%	

	GRI Correlation	2018	2019	2020	2021	2022	Objective
Training payment (thousand €)		133.2K€	128.03K€	123.49K€	107.8K€	121.2K€	
Number of employees trained per year, by gender and by professional category							
Workers and office staff - Women		14	10	4	16	17	
Workers and office staff - Men		41	33	6	60	62	
Technicians and supervisors - Women		5	15	7	14	18	
Technicians and supervisors - Men		12	6	0	18	19	
Managers - Women		9	13	5	19	29	
Managers - Men		11	17	6	12	20	
Number of training hours per employee		NC	NC	5.54	10.68	14,43	
Number of work/study employees per year		7	9	9	17	22	
Number of internships per year		20	19	10	18	17	
Apprenticeship tax (thousand €)		62K€	72K€	70K€	64K€	80.5K€	
Negotiated and signed agreements (number per year)		2	2	5	3	6	
% of total workforce represented in occupational health and safety committees	G4-LA5	18	17	14	10	17	
Frequency of rate of work accidents (Excluding commuting accident)	G4-LA6	22.3	13.59	10.71	17.49	12,53	< 12
Severity of work accidents (Excluding commuting accident)	G4-LA6	0.29	0.41	0.23	0.21	0,11	< 0.2
Number of work accidents with medical leave of absence (other than commuting accidents Givaudan Purpose Objective)	G4-LA6	8	5	3	7	5	-50% (2018-2025)
Absenteeism rate		4.43%	4.37%	6.01%	6.49%	5.74%	<4%
OFFICES & SUBSIDIARIES							
% of employees who had periodic individual interviews on their work performance and career prospects	G4-LA11					New KPI	100%
Number of employees with a medical follow-up						New KPI	100%
Number of employees covered by company health insurance						New KPI	100%
% employees paid above the local living wage						New KPI	100%

Environmental & Climate Change Action :

Reducing our environmental footprint by improving our practices

	GRI Correlation	2018	2019	2020	2021	2022	Objective
UTILITY CONSUMPTION - GRASSE SITE							
Water (m³) - (watering and domestic water)		5217	5375	5550	2932	3239	
Gas (Gwh) - Grasse site	G4-EN3	1.321	1.281	1.318	1.996	1.685	
Ratio gas / Kg of product	G4-EN5	0.43	0.38	0.35	0.51	0.37	"-10% reduction in the ration of consumption per quantity of product manufactured 2021 (2022-2024)"
Electricity (Gwh)	G4-EN3	0.809	0.918	1.066	1.954	2.138	
Ratio electricity Kg of product	G4-EN5	0.263	0.269	0.286	0.508	0.477	"-10% reduction in the ratio of consumption per quantity of product manufactured 2021 (2022-2024)"
% renewable electricity (production site)		100%	100%	100%	100%	100%	100%
GES EMISSIONS - GRASSE SITE GHG Protocol							
Total GHG emissions scopes 1-2-3 (tCo2eq)		25 623	33366	18876	28172	IP*	Objectif Purpose Givaudan : <ul style="list-style-type: none">Before 2030, our operations' carbon emissions will be cut by 70% and our supply chain emissions by 20%Before 2040, our operations' will be climate positive and our supply chain emissions will be cut by 50%Before 2050, our supply chain will be climate positive
Direct GHG emissions scope 1 (tCo2eq)	G4-EN15	359	429	263	385	IP	
Indirect GHG emissions scope 2 (tCo2eq)	G4-EN16	38	37	42	77	IP	
Other Indirect GHG emissions scope 3 (tCo2eq)	G4-EN17	25 226	32900	18571	27710	IP	

*IP = in progress

	GRI Correlation	2018	2019	2020	2021	2022	Objective
Bilan Carbone®							
Energy		385	357	342	533	IP	
Excluding energy		81	178	31	37	IP	
Carbon offset							
Carbon offset Grasse site (tCo2eq)		771	962	1008	260	IP	Offset project in France - Budget at least equal to 2021
WASTE - GRASSE SITE							
Total waste (tons)	G4-EN23	2164	2319	2390	2525	3143	
Hazardous waste (tons)	G4-EN25		108	147	134	85	
Non hazardous waste (tons)			2211	2243	2391	3058	
Total waste other than effluent discharge (tons)		294	332	364	309	311	
Ration kg non-effluent waste / kg of product		0.096	0.097	0.098	0.08	0.07	
Industrial effluent discharge (tons)		1870	1987	2026	2215	2832	
Ratio Industrial effluent / kg of product		0.607	0.582	0.544	0.575	0,632	-2% of the ration of industrial effluent consumption per quantity of product manufactured (N-1)
Landfill	G4-EN23		0%	0.03%	0%	0%	
Kg (includind effluents)					0	0	
Incineration	G4-EN23		2.5%	1.3%	0.2%	0,90%	
Kg (includind effluents)					5741	27656	
Energy recovery by incineration	G4-EN23		2.2%	2.9%	4,00%	2,90%	
Kg (includind effluents)					100922	91643	
Material recovery (recycling)	G4-EN23		95.3%	95.6%	95.8%	96,2%	95%
Kg (includind effluents)					2418774	3024487	
Total recovery (energy + recycling)	G4-EN23		97.5%	98.6%	99.8%	99,1%	

Value Chain & Territory :

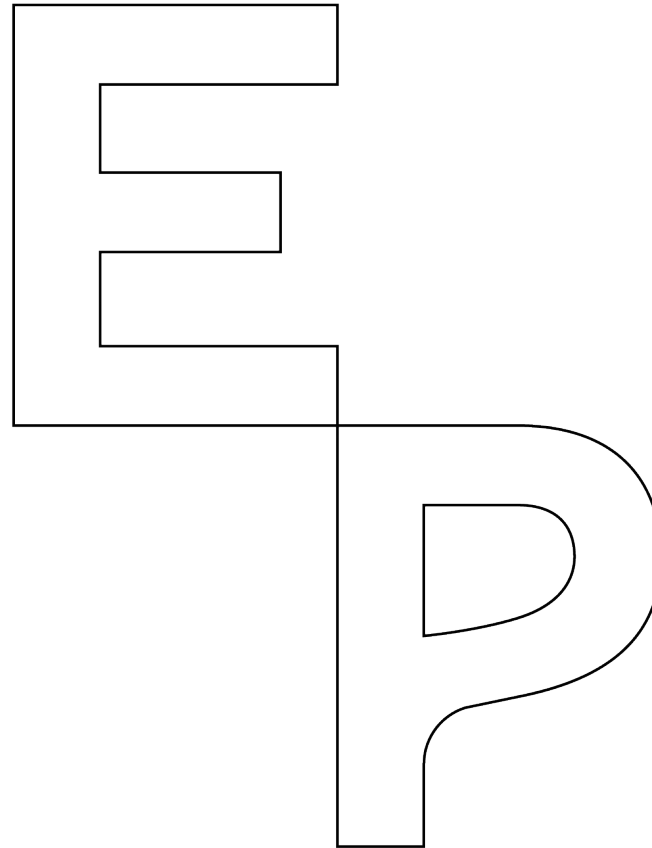
A strategy for a responsible production chain and new processes

	2019	2020	2021	2022	Objective
Raw Material Suppliers : Rate of Compliance with Documentary Requirements	Change of KPIs : global redesign of the process and documentation requirements				
Strategic		100%	100%	100%	100%
Non strategic		73%	74%	83%	80%
Primary Packaging Suppliers : Rate of Compliance with Documentary Requirements		71%	71%	81%	100%
Transporters : rate of Compliance with Documentary Requirements		100%	100%	100%	100%

	2019	2020	2021	2022	Objective
% of replies within 2 days (average) to customer inquiries by the regulatory affaires department	100%	100%	100%	100%	100%
Results of customer satisfaction survey (% of satisfied or very satisfied respondent)	N/A	N/A	88%	N/A	80%
Number of innovation per year	1	2	3	5	Create 2 breakthrough innovations every 2 years
Number of patent applications for innovations created	1	0	1	1	



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