

2021  
2022

# Activity

and Social and  
Environmental  
Performance Report



STÉARINERIE DUBOIS



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[www.stearinerie-dubois.com](http://www.stearinerie-dubois.com)



**Hervé Gondrand**  
Chief Executive Officer





“ For Stéarinerie Dubois, CSR is an approach that allows us to put our experience and achievements on a formal footing and to get them working in a manner compatible with the major global challenges, in a tense geopolitical and socio-economic environment.

Stéarinerie Dubois is a company driven by strong values and has been committed for 200 years to long-term investment in its industrial facilities, with a focus on its carbon footprint.

Our efforts are tangibly recognised by our certifications, our Ecovadis rating and our CDP rankings. But there's still a long way to go to ensure that our entire value chain is part of this improvement process. We have therefore decided to set up a collective action fund with other ASD stakeholders, to boost our efforts in the palm oil derivatives sector.

Thanks to the teams at Stéarinerie Dubois and their commitment to ensuring that their daily work is conducted in line with the Sustainable Development Goals we can all move towards a more sustainable world.

We still need to improve our results in terms of health and safety in the workplace, energy efficiency and control of our water footprint, and we need to achieve this collectively as part of the deployment of our CSR plan "*Stéarinerie Dubois 7 + Generations for 2050*". I know that everyone's efforts will help contribute to this.

”

# STÉARINERIE DUBOIS

## A French expert in ester production

### Trends in the ingredient chemistry sector

Increased consumer expectation in terms of quality, traceability, sustainability

An increasingly responsible supply chain

### Our resources

#### Finance

- Family shareholding
- Independence

#### Infrastructure

- An international presence
- An expanding plant
- An application laboratory near Poitiers
- A sales department that is present and responsive
- ISO 14001:2015 certification



#### Human

- An effective Health and Safety policy
- A dynamic training plan
- Promoting diversity

#### Immaterial

- A team in charge of R&D
- Acceleration of the R&D application
- A regulatory & REACH team at the service of product safety
- Some digitised processes

#### Relational Ecosystem

- Responsible Purchasing
- Products designed with customers
- An ethical charter governing professional practices

Across its different business sectors, Stéarinerie Dubois is a global reference in technological fats and oils



#### For the cosmetics industry



#### For the agri-food industry



(1) Scope 1 and 2, in accordance with regulations.

Climate change  
and its impact  
on the sectors

Dynamism  
of chemistry  
of plant-based products

Digitalisation  
of the company



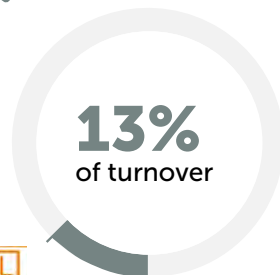
**For the pharmaceutical  
industry**



**ansm**  
Agence nationale de sécurité du médicament  
et des produits de santé



**For functional  
specialties**



## Our sustainable value creation

### Finance

- Turnover €73 million
- 66% of turnover through export sales



### Organisation/Means/Resources

- Ecovadis 74/100
- To manufacture 1 kg of finished product:  
3.12 litres of mains water  
2.39 kWh of energy
- With emissions of 386 g of CO<sub>2</sub><sup>(1)</sup> equivalent  
and 170 g of waste produced
- Waste recovery rate: 85% in 2021
- Performance of a Scope 3 Bilan Carbone®  
carbon inventory



### Human

- 2 workplace accidents in 2021



### Immaterial

- DUB ESTOLINE®
- PAN OIL LEADER RS 9000 WAG
- STELLIESTERS DES®
- STELLIESTERS ISIP®
- DUB GREEN WAX in the candle range
- DUB GREEN WRHT in the candle range



### Relational Ecosystem

- Partners including the CDP
- Authorized Economic Operator (AEO) status,  
enabling us to facilitate deployment in the  
Export market.





# Profile



**Hervé Plessix**  
Executive General Manager

“A manufacturer of esters for over 200 years, Stéarinerie Dubois is a family business with an international dimension. As an expert in fats, the company designs, manufactures and markets emulsifiers, solubilisers and emollients for pharmaceutical, cosmetic, industrial and food use.

Thanks to its industrial know-how, its ongoing innovation and its respectful approach to people and the environment, it aims to be one of the world leaders in technological fats in its business sectors. The production site is located in the département of Indre, in the heart of the Brenne Natural Park in France. Since 2020, the company also has a Fablab located near the Futuroscope in Poitiers. This new facility allows all stakeholders to innovate and develop together: a concrete way of working to meet customer expectations as precisely as possible.

The Boulogne-Billancourt site, near Paris, houses tertiary activities such as sales, purchasing and regulatory affairs, etc. Finally, Stéarinerie Dubois has a subsidiary in Shanghai and an office in Tunis to expand in Asia and Africa. Indeed, exports are a key factor for our development.

The family-based shareholding and governance model keeps our corporate values alive on a daily basis and helps ensure the company's long term future.”

# 2021/22 in a nutshell

The data presented in this document are consolidated at the level of the legal entity Stéarinerie Dubois.



## Ecovadis 2022 score

# 74/100

This performance is two points better than last year and places Stéarinerie Dubois among the best performers in terms of CSR. The Ecovadis rating is a worldwide benchmark. Stéarinerie Dubois has been voluntarily participating in this evaluation process since 2015. ■



## CDP Discloser

In 2021, we achieved a C rating on the CDP Climate score, a performance that has encouraged us to take further steps forward to a sustainable future and to refine our low carbon strategy. For the CDP Forest, the B grade constitutes recognition of the progress made in this area between 2021 and 2022.

By adopting the CDP approach, we are committed to disclosing our environmental ambitions, actions and results. We also work closely with our suppliers to encourage them to do the same. ■

## Stéarinerie Dubois on the board of directors of the Chimie du Végétal Association

As an expert in the design and production of lipids for sustainable formulations, Stéarinerie Dubois is delighted to have joined the board of directors of the Chimie du Végétal association in June 2022. We are pleased to be contributing to the development of the French bio-based ingredients, materials and products sector.

Bio-based chemistry refers to industrial activities for the production of ingredients, products and materials in which plants (biomass) replace or supplement fossil resources (oil, gas, coal). The association has 60 members, including start-ups, SMEs, large groups, competitive clusters and professional organisations. ■



# FABLAB

This new application laboratory provides a fantastic boost for our formulation projects. It offers many benefits:

- > revealing the innovative potential of our products for our partners' and customers' applications;
- > co-developing innovative and efficient technological solutions with our suppliers and customers;
- > assisting our customers in the implementation of our products.
- > training our customers and distributors in the use of the technological solutions we manufacture.

Our Application Research team has modern and spacious premises, equipped with the latest technology, as well as vast space for seminars, marketplaces and training courses, etc. This new equipment places Stéarinerie Dubois at the forefront of innovation and customer service. ■

## Stéarinerie Dubois receives an A-grade for the CDP Supplier Engagement Rating (SER)

This outstanding score places the company's procurement policy among the best performing - far ahead of the average grade of B - for both the European region and the chemical sector. We are honoured to share this score with major groups such as Air Liquide, Beiersdorf AG or Colgate Palmolive.

The SER score assesses a company's commitment to bringing about meaningful environmental change in its supply chain. By assessing supplier engagement practices, the CDP aims to increase buyers' commitments to accelerating action on emissions in global supply chains. ■

*"For a European intermediate-sized enterprise, the challenges of ecological transition and adaptation to CSR regulations are immense.*

*It requires the transformation of processes, combined with operational reality and the economic use of resources. This can only be achieved through technological innovation at all industrial levels.*

*As standard-bearers for the emerging trends of the new society, the younger generation are calling us to action. We are taking up this challenge with confidence and boldness.*

*CSR is a human adventure and one of the greatest sources of satisfaction for a CSR manager is to see the teams' daily working methods transformed, and to see 'CSR trailblazers' in action".*

**Ghislaine Auméras-Broch**  
Head of Sustainability

## 2021 Prize from the Société Chimique de France's Industrial Chemistry Division

Hervé Plessix, Managing Director of Stéarinerie Dubois, was honoured to receive this award for his career and for his innovative work within the company to promote sustainable chemistry. This award recognises the commitment of all employees to achieving this objective.

Firmly convinced that our future success depends on protecting and restoring nature, we have taken up the Business for Nature Coalition's call for action and are calling for collective action and ever-more ambitious policies in order that we may all do more. ■



 **BUSINESS  
FOR NATURE**



Ivan Pestretzoff  
Commercial Director

“In a context of strong and volatile growth, we are gradually incorporating corporate social responsibility issues within our business model, always with a view to fostering co-development and long-term relationships with our partners.

*The economic uncertainty and tension within the supply chains linked to the pandemic have led to extreme situations, in some cases requiring the use of international express transport to avoid disruption.*

*Our teams are particularly attentive, aiming to provide our business partners with an optimal and suitably adapted response.*

*As such, our commitment to reducing our carbon footprint means that we favour alternative, more sustainable means of transport wherever possible.*

*The use of air freight is now becoming a reasoned exception within our ecosystem.*

*We therefore encourage our partners to focus upstream on product availability times and optimised delivery volumes in order to reduce the impact of our supply chains on the climate.*

*As we are pursuing sustainable and ethical growth, one of the main commitments in 2022 was also to accelerate the roll-out of our anti-corruption policy. Consequently, we are raising awareness among our French and foreign distributors during CSR training sessions which include the issues of ethics and compliance.*”

## An international player firmly rooted in its region



**Stéarinerie Dubois has joined the 'green rooster' (coq vert) community, emphasizing its commitment to ecological transition. It will therefore benefit from the training programme proposed by BPI France.**

Although Stéarinerie Dubois' markets are global, the company is proud of its "made in France" products - a position that earned us a place at the Great "Made in France" Exhibition in July 2021 at the Elysée Palace. Our deep local roots in the heart of a rural region is part of our corporate lifeblood, and we are regularly involved in various regional events. Recently, we had the pleasure of participating in the Village des Entreprises du Territoire 2022 (Regional Companies Show) in the small town of Le Blanc: a great opportunity to interact with local residents and get our activities better known.

In November 2022, we also joined the ETI club for middle-sized firms of the Centre-Val-de-Loire region<sup>(1)</sup>, in order to strengthen our links with Indre's industrial fabric.

In recognition of our economic and social role in the **département**, we were honoured to welcome the Prefect of Indre to our production and logistics site in the spring of 2022. It was an opportunity for fruitful dialogue on the challenges facing local industry.

(1) <https://www.clubeti-cvl.fr>





# Leading

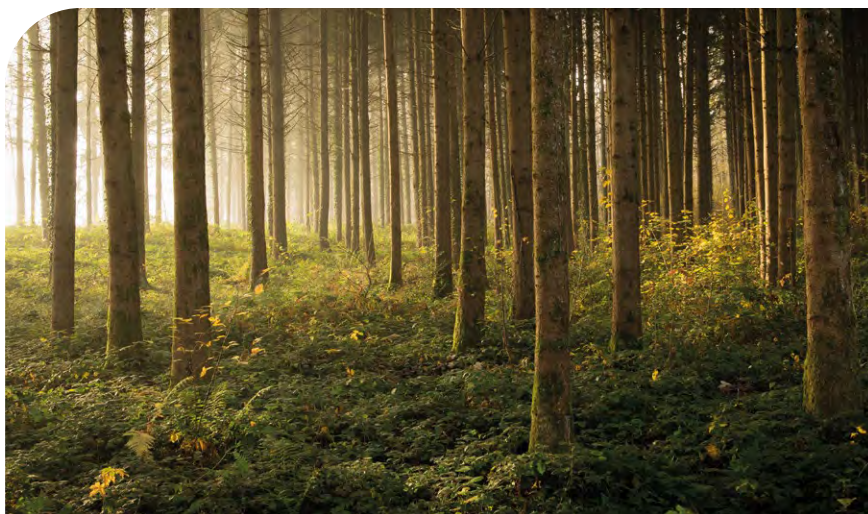
## a responsible value chain

With the dramatic fires of the summer of 2022 and the increase in natural disasters, global warming is becoming an increasingly tangible reality. For an industrial company such as ours, this means that we must become more involved in environmental action and take account of climate change within our activities.



## Working with all stakeholders in the supply chain to protect the climate and the forests

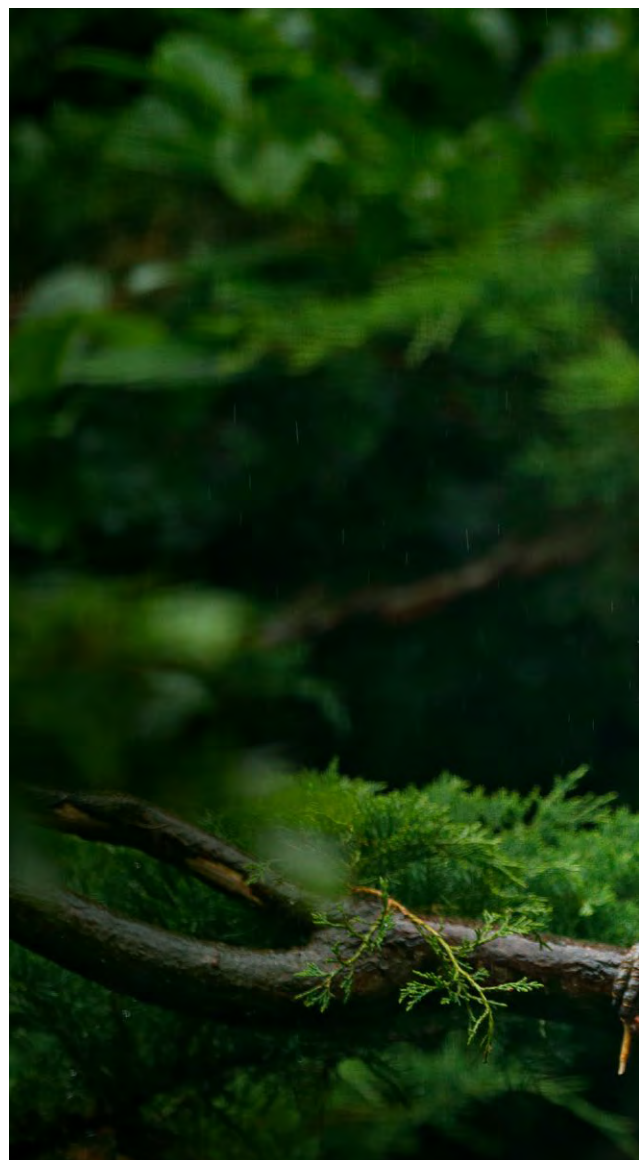
With the climate policy it launched in 2020, Stéarinerie Dubois is demonstrating its wish to have a positive impact on people and the environment. As part of its CSR strategy, in line with the United Nations' Sustainable Development Objectives the company is deploying targeted actions in favour of the climate, at both a production level and throughout the supply chain in conjunction with our suppliers.



↓ - 30.80%

12,666 tonnes of CO<sub>2</sub> in 2021

876 tonnes in 2023  
Scope 3 waste



### Excerpts from Stéarinerie Dubois' climate policy:

"Enjoying a central position within a world-class chemical industry and generating 70% of its turnover from exports, Stéarinerie Dubois has underlined its determination to be a producer having a positive impact on people and the environment.

The Paris Agreement on Climate and Global Warming of 12 December 2015 provided a universal framework for further action by the international community. The National Low Carbon Strategy and the Multi-Year Energy Programme of 23 April 2020 sets the French trajectory for achieving carbon neutrality by 2050.

As part of our CSR strategy, in line with the United Nations' Sustainable Development Objectives, we have developed targeted actions in favour of the climate, at both a production level as well as along the supply chain in conjunction with our suppliers.



# Our commitments for the forests

Our involvement in forest protection dates back more than a decade. Thanks to support from our most committed customers and suppliers, we are moving towards a "zero deforestation" approach. One of the main aspects of our action is our RSPO MASS BALANCE SCCS <sup>(1)</sup> certification, which commits us to various themes: zero deforestation, the protection of peat bogs, action for a positive socio-economic impact on communities, traceability and the reduction of environmental impacts. Our participation in the CDP Supply Chain programme, with an SER rating of "A-", is another important factor when it comes to addressing the issue across the whole supply chain.

In many cases, deforestation is inextricably linked to corruption and human rights abuses, which we are also committed to fighting. Only joint action between the consumer and producer countries can bring about significant progress on these crucial issues.



Check our progress



*Today we are resolutely turned towards an eco-responsible future because environmental and biodiversity issues have become more crucial than ever and affirm our desire to accelerate our ecological transition.*

*It is thanks to the continued deployment of a bold climate policy launched in 2020 on the occasion of our bicentenary, that we will align ourselves with France's greenhouse gas emissions reduction plan. We are proud to bring the values of the Paris Agreement to our stakeholders."*

By strengthening our environmental policy, not only do we reduce our own footprint, we also encourage our suppliers to play their part. Indeed, it is with our participation that our major customers will be able to achieve all their climate objectives and achieve carbon neutrality by 2030, as some of them have committed to do.

We take a pragmatic approach to each item in our Scope 3 carbon footprint. Thus, the discontinuation of a product range planned for 2023 will result in a reduction of 390 tonnes of CO<sub>2</sub> equivalent (calculation based on the gain in terms of industrial water treatment, transport and the incineration of sludge and lime intrinsically linked to the production of this product range). Additionally, the waste recycling level will increase from 85% to 100%.

The switch from air freight transport to alternative transport methods beyond the major constraints facing the sectors will result in a 13.6% gain for freight over the period 2022-2030, i.e. a reduction of 1.51% per annum.

Concerning waste, the expected gain is 30.80% in terms of the carbon footprint.



↓ 1,422 tonnes in 2021

0 tonnes in 2030

Scope 3 freight

(1) [www.rspo.org](http://www.rspo.org).

## A responsible partnership approach



To formally confirm our ethical requirements for our suppliers, we ask them to commit to our Responsible Purchasing Charter. We also encourage them to become involved in internationally recognised schemes, such as the RSPO for palm oil.

Since 2019, we have been a member of the CDP "Supply Chain Member" programme to target risks and identify opportunities, to reduce our energy consumption and to ensure sustainable supply. Our goal is to be a catalyst for action across our supply chain to conserve water resources and tackle climate change and deforestation. Our efforts in sustainable sourcing have earned us an "A-" rating in the CDP Supplier Engagement Rating (SER).

To keep improving, in 2020 we invited our suppliers to share their initiatives through the CDP on Climate Change, Forestry and Water, with these three themes being directly interdependent. In 2021 only the themes of climate change and forestry were covered.

The compilation of the data collected enabled us to identify the actors who have defined a low-carbon trajectory on which we can rely.



## Responsibility and good practice in the castor sector

With almost 90%<sup>(1)</sup> of the world's castor oil produced in India, this sector is a source of major social, economic and environmental challenges for this country.

In order to participate in the development of sustainable castor, we joined the Sustainable Castor Association in 2020. Groups of farmers wishing to participate can join the Sustainable Castor Association to be audited by a third party certifier for compliance with the SuCCES Code. This code comprises a set basic standards based on 11 principles that support the vision of sustainable castor. Farmers are trained in good agricultural practices on topics such as irrigation, crop rotation and soil treatment. The approach also encompasses the protection of farmers and workers' rights. In 2022, the association increased its efforts to promote the rational use of plant protection products to protect farmers, workers, the environment and water from their harmful effects.

Stéarinerie Dubois is a proud member of the Sustainable Castor Association and supports sustainability in the castor crop and industry.



Proud Member   
Sustainable Castor  
Association

STÉARINERIE DUBOIS IS A MEMBER  
OF THE SUSTAINABLE CASTOR  
ASSOCIATION

(1) Source: <https://www.tridge.com/fr/intelligences/castor-bean-castor-seed/production>



# Our sustainable sourcing policy

## ENVIRONMENT

### BIODIVERSITY

Comply with Access to Benefit Sharing obligations under the Nagoya Protocol, the applicable rules regarding the country of origin of raw materials and the applicable rules under Regulation (EU) No 511/2014.

### REACH

Promote products that are safe for people and the environment and comply with REACH regulations.

### ZERO DEFORESTATION

Implement measures to reduce the environmental impact of manufactured products throughout their life cycle and ensure that none of them contribute to deforestation.

### GOOD AGRO-ECOLOGICAL PRACTICES

Develop good crop management practices, including a zero burning and fire prevention policy.

### GHG REDUCTION

Reduce the carbon footprint by adopting GHG reduction targets.

### TRACEABILITY

Develop sustainable industries.

## HUMAN RIGHTS

### UNITED NATIONS PRINCIPLES AND RIGHTS

Respect and promote the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, and the ILO core conventions on basic labour rights and principles.

### LABOUR RIGHTS

Exclude all forms of forced labour and modern slavery from its operations. Maintain a legal and decent hourly rate, guarantee the payment of a minimum income and a decent standard of living, a fair, equitable wage and benefits for all workers.

### CHILDREN'S RIGHTS

Guarantee and commit to the exclusion of the worst forms of child labour from its operations in accordance with the United Nations Convention on the Rights of the Child in its Article 32 (Protection from Economic Exploitation) and Convention 182 of the International Labour Organization.

### COMMUNITY RIGHTS

Respect the rights of workers, indigenous, vulnerable and local communities throughout the value chain.

### HEALTH/SAFETY

Implement a health and safety policy designed to ensure a safe and healthy working environment for all employees.

### GENDER EQUALITY

Promote a policy of diversity and gender equality.

**GENERATE A POSITIVE SOCIO-ECONOMIC IMPACT FOR THE LOCAL POPULATION AND COMMUNITIES, SUPPORTING SMALLHOLDERS THROUGH THEIR INCLUSION IN VALUE CHAINS**

## COMPLIANCE

### CONFLICT MINERALS

Commit to documented due diligence for tin, tungsten, tantalum and gold ("3TG") and to conflict-free sourcing.

### ANTI-CORRUPTION

Fight against corruption, money laundering in all its forms and the financing of terrorism.

### COMPETITION LAW

Comply with competition law.

### PRIVACY

Respect the confidentiality of any information received, and never use it for personal gain.

### CUSTOMS REGULATIONS

Comply with applicable customs regulations.

### TRANSPARENCY

Promote transparency and ethical behaviour in relations with stakeholders.



# Our palm oil strategy and the monitoring of our progress



We do not sell palm oil, but we do use palm oil derivatives to produce synthetized raw materials.

We are therefore a link in the supply chain between our suppliers located mainly in Indonesia and Malaysia and our customers in the food, cosmetics, pharmaceutical and industrial sectors. In keeping with our aim to be one of the most responsible ingredients suppliers, we have implemented various initiatives over several years.

Our commitment to sustainable palm oil goes back more than 10 years, when we joined the Roundtable on Sustainable Palm Oil (RSPO<sup>(1)</sup>). Since then, we have encouraged all partners in the supply chain to do the same. We also expect a commitment from our distributors that is consistent with our policies. The distributors play a crucial role in maintaining the integrity of the certified chain.

Driven by consumer pressure and their own convictions, our customers are increasingly demanding traceability in the palm oil supply chain.

The announced adoption of the European regulation on imported deforestation in 2023 will make transparency, the management of deforestation issues and the recognition of indigenous land rights essential.

We keep our customers regularly informed of our actions and progress. Sharing our knowledge of the sector with our stakeholders is an integral part of our commitment.

(1) The Round table on Sustainable Palm Oil (RSPO) is an international organisation established in 2004 to promote the production and use of sustainable palm oil through the establishment and enforcement of global standards that engage the various stakeholders in the sector and lead to the placing on the market of certified sustainable palm oil.





Our aim is to procure 100% of our palm derivatives with RSPO MASS BALANCE, depending on the availability of certified derivatives on the market. Additionally, our entire palm-derived product portfolio has been available in MASS BALANCE since January 2021, for all our business sectors.

Our approach revolves around **5** key areas

**1** ZERO DEFORESTATION

In accordance with the RSPO & Accountability Framework initiative guidelines:

- > absence of development in areas with a high carbon concentration,
- > absence of development in areas of High Conservation Value, as defined by the High Carbon Stock Approach.

**2** PROTECTION OF PEAT BOGS

- > no exploitation of peat bogs regardless of depth,
- > management of good practices on existing plantations in peat bogs.

**3** ACTION FOR A POSITIVE SOCIO-ECONOMIC IMPACT ON COMMUNITIES

In accordance with the United Nations Guiding Principles for Business and Human Rights, including respect for:

- > workers' rights including those on temporary contracts, and immigrant workers,
- > land tenure rights, the rights of local and indigenous communities, including free, prior and informed consent to transactions on land to which they have legal, community or customary rights,
- > the rights of vulnerable and marginalized groups.

By **supporting small-scale farmers through their inclusion** in the global palm oil derivatives chain.

**4** TRACEABILITY

Act to develop a transparent industry.

**5** REDUCED ENVIRONMENTAL FOOTPRINT

Adoption and implementation of local and international logistics processes that contribute to the reduction of their environmental footprint, in particular their carbon footprint.





## The ASD initiative: acting together

**Stéarinerie Dubois is proud to have joined the ASD collaborative initiative (Action for Sustainable Derivatives) in early 2020, a few months after its creation, underlining its commitment to the transformation of the derivatives industry.**

ASD makes it possible to pool efforts in order to improve transparency, a fundamental element in the fight against deforestation. The group also aims to proactively manage risks, secure the supply chain and make a positive impact on the production territories.

### ASD ACTIVITY IN 2022

#### Shared transparency of the source of supply

The mapping of **1.03 million tonnes of palm oil derivatives** resulting from the activities of **26 members** has been completed. This is 11% of the global market. As a result, 38% of the plantations, **92% of the mills and 94% of the refineries** in the value chain are being tracked as part of this process.

#### Supply and market transformations

Establish a roadmap to drive market transformation and align the supply chain with the NDPE principles (*see page 15 for our 5-point approach*).

#### A positive impact

Having a positive impact in the field at priority production sites.



ASD's third year of operation saw significant expansion. The group has grown from 18 members in 2020 to 26 members in 2022. The mapped volume exceeded one million tonnes and transparency results for all ASD members improved significantly, reaching 94% transparency for refineries and mills.

At the same time, work on the methodology has continued. ASD has improved the common understanding and the prioritisation of environmental and social risks. The approach is further complicated by the fact that the supply chain is fragmented and that users of derivatives are often involved at several product processing stages. ASD helps companies align their approach, creating a unified voice.

ASD has increased the maturity of the supply chain, which has led to greater cooperation between suppliers in the surveying process.

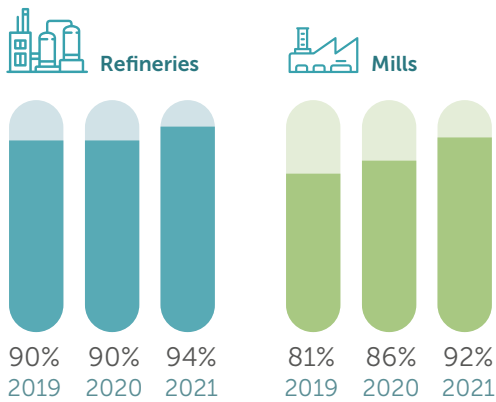
Suppliers are increasingly recognising the benefits of ASD's harmonised and centralised approach to transparency, which minimises redundant effort and increases efficiency over previously fragmented and variable demands.

The improvement in the transparency results in Year 3 stems from a more focused engagement strategy with key suppliers and markets, building on the lessons learned from past transparency surveys. ASD works closely with supply chain stakeholders to clarify and align transparency requirements through various awareness building methods, including webinars and one-on-one meetings. As the transparency exercise continues to expand, ASD plans to implement a similar engagement strategy in other key markets, such as China and North America.

### ASD'S RESULTS

2019	2020	2021	2022
The initial approach	18 members 460,000 tonnes of palm derivatives	23 members 825,000 tonnes of palm derivatives	More than 27 members 1,200,000 tonnes

### ASD'S LEVEL OF TRANSPARENCY



In July 2022, ASD's members had the pleasure of holding their third Annual General Meeting in Paris, in person for the first time. These two days of productive dialogue will help ASD to deliver actionable results and help companies to get actively involved in the transformation of the derivatives industry.

The new governance model chosen at this meeting allows for further improvements in the management of complaints in relation to the various intermediaries connected to

the members. Understanding and acting on warnings of human rights and environmental issues is a priority. In order to be proactive when dealing with warnings of stakeholders non-compliant with the Zero Deforestation policy, Stearinerie Dubois will use the platform selected by ASD in 2022.

This system, NUSANTARA Atlas, will provide Stearinerie Dubois with better individual oversight of its sector in 2023.



Stéarinerie Dubois' traceability incorporates 96.2% of the mills that supply it. Our mill listing is also available on our website, and can be accessed from the RSPO website.

## ASD IMPACT FUND CREATED TO RESTORE ECOSYSTEMS AND STIMULATE ECONOMIC GROWTH IN INDONESIA

# 93/100

IN THE SUSTAINABLE  
PALM INDEX

We are assessed annually against the Sustainable Palm Index, which is part of the SHARING BEAUTY WITH ALL programme. This analysis, adopted by companies in the sector, is carried out by Transitions<sup>(1)</sup>, an independent body. It makes it possible to assess public commitment upstream as well as transformation into action plans in the field and progress indicators. It also includes criteria on respect for human rights and the protection of children's rights, notably through the analysis of whistleblowing systems.

In March 2022, Stéarinerie Dubois and 5 other ASD members created the "ASD Impact" fund to support grassroots initiatives.

ASD Impact aims to deploy 1.5 million euros over the next five years to support the project. This support is expected to result in the certification of more than 2,200 smallholder farmers covering up to 4,400 hectares of land, the implementation of regenerative agriculture on 650 hectares of land, and the encouragement of local communities to protect approximately 6,500 hectares of natural forest in their villages.

As Silvia Irawan, Executive Director of the Kaleka Mosaik initiative points out, *"the Indonesian government has made significant progress in reducing deforestation, particularly regarding oil palms and other commodities. But support is needed to maintain this trend while encouraging more producers, both large and small, to join these efforts. ASD's commitment is an important step in this direction, recognising the work done by local governments while helping local communities to farm sustainably and restore depleted landscapes. It also shows that global manufacturers in the cosmetics and pharmaceutical industries care about what happens in the tropical regions where agricultural products, such as palm oil, are produced"*.

### The objectives to be achieved by April 2023 are:

- >> development of a master plan for a group of agribusinesses to achieve regional economic development based on community agroforestry products in Seruyan District;
- >> social acceptance of the project by most villages in Kotawaringin Barat district;
- >> the preservation of 500 hectares;
- >> certification of 600 RSPO smallholders;
- >> the restoration of 90 hectares;
- >> the training of 2 associations concerning the SVLK audit<sup>(2)</sup>;
- >> establishment of a no-burn demonstration farm in a village.

These activities are being carried out by different villages in the two districts of Central Kalimantan-Indonesia (Seruyan & Kotawaringin Barat) with technical and financial support from Kaleka in the field.

The Kaleka initiative was selected from over 100 projects analysed in depth in Indonesia and Malaysia. The selection criteria included location, relevance to ASD members' supply chains, impact and the potential for scaling up.

The founding members of ASD Impact are Stéarinerie Dubois, CRODA International, The Estée Lauder Companies Charitable Foundation, GSK Consumer Healthcare, Natura & Co and Seppic.



## Products and services that are more respectful of users and the environment

Consumers are increasingly aware of the impact of cosmetic products on health and the environment. The substitution of petroleum-derived components by plant-based ingredients is becoming a key issue. Biodegradability is also one of the main areas of focus for the future.

A keen interest in the environment forms part of the corporate DNA of Stéarinerie Dubois, which has always been inspired by the observation of nature. From the outset and long before the

concept became fashionable, our fatty acid and fatty alcohol esters have been bio-inspired by natural oils. They use their chemical structure while optimising or improving their properties.

The development and fine-tuning of DUB G-SMART, the latest ester to be launched and aligned with our sustainability policy, has been carried out in accordance with these criteria.

## New products



Launched at In-cosmetics Global 2022, **DUB G-SMART** is a new green and versatile ester for personal care products. 100% plant-based, sustainable and multifunctional, this green emollient enhances the creativity and sensory quality of environmentally friendly formulations. It can be used in water-based or oil-only formulas, and for skin and hair care products, hygiene products and perfumes. In fragrance mists, it limits the creation of excessive foam. It also reduces soaping in emulsions.

DUB G-SMART is Cosmos certified.



### Biobased products are on the rise

The 3<sup>rd</sup> edition of the study<sup>(3)</sup> on French consumers' perception of biobased products confirms the positive image enjoyed by these products. The added value of products produced from plant-based materials is well recognised. The French public see these innovative products as solutions favourable to ecological transition and industrial relocation.



### "Smile Protect" suncare formula.

Smile Protect is a single-dose SPF30 sunscreen emulsion. Its self-emulsifying base of natural origin is combined with an organic sunscreen solubiliser to reduce the concentration of filters while maintaining the SPF.

(1) Transitions, a sustainable development strategy consulting agency

(2) SVLK is the Indonesian certification for the verification of the origin of Indonesian wood and wood products

(3) Study carried out by Ifop for the Association Chimie du Végétal among a sample of 1,002 people, representative of the French population aged 18 and over (quota method), by self-administered online questionnaire from 24 to 28 January 2022.



## A global approach to business ethics

On 9 December 2022, for World Anti-Corruption Day a workshop focusing on third-party evaluation was attended by senior management and staff involved in commercial and purchasing processes. It provided an opportunity to remind everyone of some best practices in the use of the third party evaluation procedure launched in 2021.



We value listening and dialogue and have an internal process in place with easy access for enquiries from external stakeholders, including those relating to human rights. They can now contact us by e-mail. The HSE and CSR teams are responsible for providing a rapid response.

With the Sapin 2 Law and the Wasserman Law of September 2022, France has strengthened its legislative arsenal in the fight against corruption. It now has a French Anti-Corruption Agency and requires companies with more than 500 employees and a turnover of more than €100 million to have anti-corruption programmes.

Corruption in all its forms contributes to the development of inequalities and breaks down innovation. It is therefore an obstacle to achieving sustainable growth which is respectful of human rights and nature, and can destroy the bond of trust between a company and its stakeholders. Our commitment to the United Nations Global Compact in 2017 commits us to fighting corruption.

As of 2019, we have implemented a corruption prevention policy in this area, integrated within our CSR strategy.

Our Management Committee has been briefed by experts on the prevention of corruption.

Additionally, two staff members have undergone training in and risk mapping exercise making it possible to analyse processes and identify exposed services and personnel. The majority of the latter received training in the subject in 2021 and 2022. As of January 2022, our Head of Sustainability is also certified as an ISO 37001<sup>(1)</sup> Audit Manager.

In 2022, we deployed the various tools for preventing corruption as set out in our action plan, such as the gifts and invitations procedure and the sponsorship procedure.

Finally, the new code of conduct due to come into force on 1 January 2023 was announced during the Social & Economic Committee meeting on 1 December 2022.

At the same time, we also ask our co-contractors to commit themselves by signing our ethical charter.



[grievance@stearineriedubois.com](mailto:grievance@stearineriedubois.com)

(1) Anti-corruption management system.





# Count

on committed  
expertise

From the outset, the success of Stéarinerie Dubois has been based above all else on the commitment of its employees. Our human resources policy focuses on health and safety at work, employee development, diversity, training and the integration of young people through work-study programmes.



## Safety first

**The physical and mental well-being of employees is a priority. To achieve this, we rely on prevention, training, and individual and collective protection equipment and methods.**

The health and safety policy is based on two fundamental principles:

- everyone must be a committed player in occupational health and safety.
- Compliance with safety regulations is a non-negotiable requirement.

To ensure a safe working environment, the facilities are inspected by approved bodies. Fire protection measures are also in place: sprinklers, CO<sub>2</sub> extinguishers, multi-gas detectors (O<sub>2</sub>, CO, H<sub>2</sub>S and explosimeter), etc. The employees concerned are equipped with protective glasses adapted to their eyesight. Specific preventive equipment is currently being deployed, such as anti-slip features on the stairs. Thanks to regular investment in workplace equipment with a view to modernising it, the arduousness of certain jobs is being reduced thanks to the automation of tasks. Since January 2022, a robotic palletising system has been lifting 20 kg packages instead of the operators. A reorganisation of traffic flows has also resulted in a redefined pedestrian traffic plan and limited the number of trucks on site. Finally, the Boulogne site has been equipped with its own defibrillator since May 2022.

Since July 2021, we have been assisted by a firm specialising in corporate security.

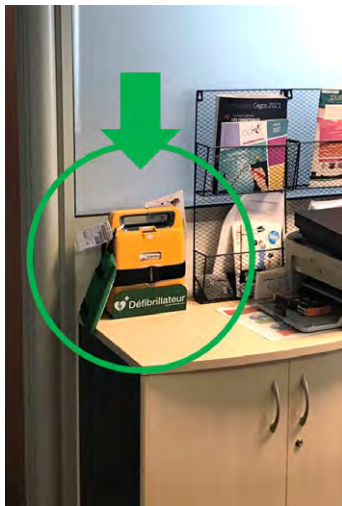
The process began with a training session for the Management Committee in July 2021 ahead of sessions for the Scoury teams and some Boulogne employees. It will include the

implementation of software that will centralise the information after each safety visit for a more detailed management of the actions. At the beginning of 2022, a Safety Steering Committee was set up, consisting of the Senior Management, the site management team and the people in charge of the site's processes as well as the EHS team.

Since June 2021, field safety visits have been carried out in pairs. They involve observing a workstation in operation and then talking to the operator, looking for potentially hazardous conditions and actions, before proposing preventive actions over the longer or shorter term.

In the last quarter of 2022, 7 people were trained in accident investigation and occupational risk assessment. The Continuous Improvement Committee, which has existed for three years, has been split into two committees, one with responsibility for continuous quality improvement and the other for continuous EHS improvement. They now meet on a weekly basis.

The indicators presented opposite correspond to all of the company's sites. Each accident is analysed and action plans are drawn up.



The Boulogne site is equipped with a defibrillator.

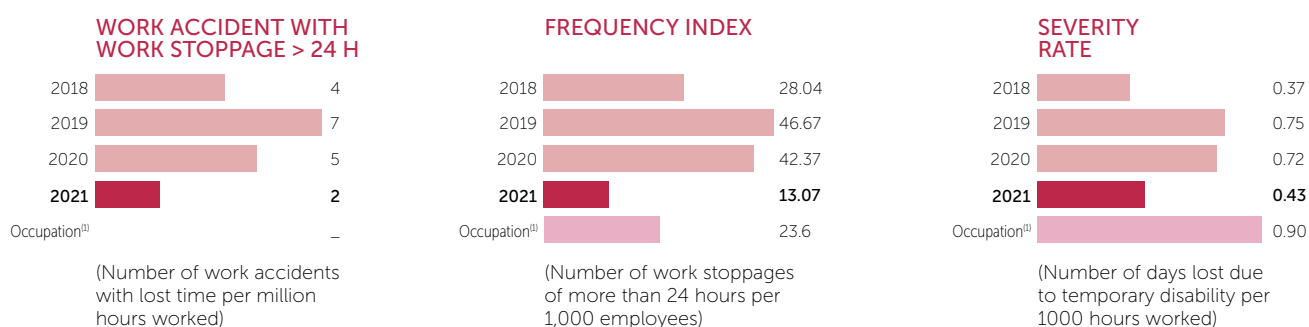




The psycho-social risks (PSR) component was improved with PSR assessment training for the EHS manager and the human resources manager. Groups of 6 people within a homogeneous population subject to the same constraints (e.g. within the same process) were formed in 2021 with 4 groups. In 2022, three groups were able to submit their suggestions for areas requiring attention to the PSR steering committee created in June 2022 with the senior management and two staff representatives. An action plan

is currently being developed. For example, a mental load workshop (Boulogne & Scoury) run by an outside organisation was organised in September 2022. Available vacancies are advertised more widely to increase employees' career development opportunities. On-site cross-visits concerning processes that work together but do not interact on a daily basis have been set up, such as between sales assistants in Boulogne and the logistics department in Scoury.

## OUR TRACK RECORD IN OCCUPATIONAL HEALTH AND SAFETY



(1) CTN E- Chemistry, Plastics 2019

## Facilitating teleworking

**Teleworking has been implemented since 2018 following the signature of an agreement with the elected staff representatives.**

In 2022, a new teleworking agreement was signed, increasing teleworking to 2 days per week for those jobs for which this is possible.

Additionally, a charter on the "right to disconnect" was drawn up in mid-2021, after consultation with the social partners. The aim is to reaffirm

the importance of the proper use of professional digital communication tools to ensure respect for rest periods and holidays, as well as a good balance between private and professional life. This approach forms part of our focus on the well-being of our employees.

These two agreements have taken on particular importance given the exceptional circumstances of the pandemic.







## Developing skills



In 2021,  
employee  
training  
represented:

**261**  
working days  
**€55,178**  
spent.

**15**  
recruitments  
in 2021 including  
2 apprentices and 3  
fixed-term contracts,  
all departments  
combined.

**2**  
internal  
promotions  
in 2021.

**In a constantly changing environment, training is crucial to ensuring that our employees possess the necessary skills and to facilitate their career development.**

There are many training methods: courses, on-the-job training, sponsorship, etc. The annual training plan sets out the planning of actions for all employees. Every year, the employees of the production site undergo training in the fields of accident prevention, health and safety.

In addition, to help students and young people experiencing difficulties owing to Covid, we significantly increased our recruitment of apprentices. On the 3 sites, there were 6 of them in 2021 and 5 in 2022 to learn from our professionals and gain confidence in their future. In June 2021, two children of employees were welcomed for a fifth form (tenth grade) discovery course.

### Professional development

The annual progress interviews with the line manager and the career interviews provide us with an opportunity to listen to our employees and work together on their professional development. We recruit in-house wherever possible, by announcing most of our job

vacancies to our employees for example. We also encourage all forms of mobility: functional, cross-functional and geographical. Finally, we encourage employee autonomy, for rich and rewarding professional careers.

In 2021, in order to reward our employees' commitment, we distributed a "purchasing power bonus" (PPB). This was repeated in 2022 as part of the Value Sharing Bonus (VSB).

## Remuneration and social dialogue

Our remuneration policy is based on the recognition of performance. We are highly attentive to internal equity and the consistency of our remuneration policy with market practices. We have set up a profit-sharing agreement to involve our employees in the development and success of the company. Employees also have a time savings account.

Our human resources policy also includes adapted social protection schemes in terms of health costs, continued salary and provident

schemes. A collective retirement savings plan (PERCO +) has been in place since 2018, enabling all employees who wish to do so to build up savings with the help of the company.

The Social and Economic Committee (CSE) was set up in 2019 and in our exchanges we promote a respectful, frank, sincere and constructive social dialogue for the company and its employees.



# 86/100

Gender Equality  
Index 2021  
**improved  
significantly.**

## Promoting diversity in our teams

As diversity is a fundamental principle at Stéarinerie Dubois, we are implementing concrete actions in favour of the employment of seniors or people with disabilities and professional equality between women and men. As far as possible, we adapt workstations and

seek solutions for employees with disabilities in order to encourage them to remain in employment. We guarantee non-discrimination in hiring.

The upkeep of the green spaces at our Scoury sites is carried out by an organisation promoting integration through work in order to contribute to the activity of people not currently in employment.



# Integrating

our activities within  
their ecosystem

The Stéarinerie Dubois production unit and its logistics site are located in a conservation area of the Indre department, in the heart of the Brenne Regional Nature Park. ISO 14001 certification: 2015 of its environmental management system complements those related to its supply chain.





# Product certification

15

NATRUE  
certified  
products

48

COSMOS  
certified  
products

2

Ecocert  
Detergence  
certified  
products



## ISO 16128

This standard, specific to the cosmetics industry, lays down guidelines for definitions and criteria for natural and organic cosmetic ingredients and products. Its aim is to encourage the use of a more extensive selection of natural and organic ingredients in the formulation of cosmetic products, in order to encourage innovation.

## Certifications to fulfil our customers' expectations

The development of applications scoring cosmetic and food products is encouraging our customers in these two sectors to change their ingredient lists. In particular, consumers are looking for more natural and more organic products, more traceability and less controversial raw materials. These expectations correspond perfectly to the strategy we have been developing for several years. Thanks to our certifications and our product innovations, we are therefore very well placed to respond to these emerging needs.

To meet the different requirements of our customers, we have chosen the following standards.

NaTrue proposes three levels of certification that meet a rigorous definition of natural and organic cosmetics. NaTrue joined the Round table on Sustainable Palm Oil (RSPO) in 2020.

**The aim is to define common minimum requirements, to harmonize certification rules for organic and natural cosmetics and to influence institutions in order to defend the sector.**

**The COSMOS standard is based on four principles:**

- Promoting the use of organic farming products and respecting biodiversity.
- Using natural resources responsibly and with respect for the environment.
- Using processes that are clean and respectful of human health and the environment.
- Integrating and developing the concept of "Green Chemistry".



## A new certification for the development of the candle market:

The RAL label is a reference label for candle quality created by the German Institute for Quality Assurance and Labelling (Gütegemeinschaft Kerzen e.V under the supervision of Dekra) which manages it. Scented candles bearing this quality mark burn properly, consistently and do not drip. The consumer can be certain that the candle will burn as long as stated on the packaging. The

certification also guarantees that the sizes will be as specified and that the properties of the wick will be consistent and reliable. A RAL certified candle is guaranteed to be non-toxic and environmentally friendly, which corresponds to our 100% natural based wax and ester offering.



Discover our products for candle manufacturers



**COSMOS** (COSMetic Organic Standard) is an international private standard that was developed by five founding members (BDIH (Germany), Cosmebio (France), ECOCERT (France), ICEA (Italy) and Soil Association (UK)). Version 4.0 of the standard was published on 1 January 2023.



The RAL<sup>(1)</sup> certification is an international private standard created in Germany in 1997 for suppliers to candle manufacturers, etc.

### THE CANDLE QUALITY LABEL

is currently held by 38 European manufacturers (including 19 German manufacturers). Together they account for more than 50% of total European production, or about 650,000 tonnes per year. The standard associated with the label is widely recognised by the sector. It served as a model for the European standard EN 15426.



(1) <https://ral-c.com/fr>



## OUR PRIORITIES

### Reducing our impact on the environment

- By continuously improving our environmental performance with the help of local players.
- By monitoring and meeting the various requirements of our stakeholders.

### Managing operational risks

- By taking into account identified environmental risks, by overseeing their control, both under normal operational circumstances and in emergency situations.
- Through communication and awareness-building with our relevant stakeholders.



## Leading an integrated environmental management system

In 2021, our ISO 14001:2015 certification was renewed. The first part of the audit was held remotely on 6 and 7 April; the second part was held on site from 6 to 8 September.

The scope of the ISO 14001:2015 certification covers all our sites so that everyone feels they are part of our environmental policy. The annual management review provides an opportunity

to decide on the major actions for the coming year and to plan for the investments and training needed to achieve our objectives.

In 2021, we set up QHSE news, an internal newsletter to inform employees about the actions carried out in the environmental and safety fields.

### ENERGY CONSUMPTION AND EMISSIONS PER 1 KG OF PRODUCT MANUFACTURED (2021)



(2) Scopes 1 and 2, in accordance with the regulations.

(2) Organic recycling, energy recovery, regeneration, agricultural spreading, material recycling.



In order to assess our environmental performance in relative rather than absolute terms, we have continued to use indicators related to our production volume (by weight). The latter is set to grow, but with a view to using water and energy more efficiently and emitting fewer greenhouse gas emissions per quantity of product produced.

In 2021, we made significant progress with water consumption and waste generation.

The "Improver" shared management chart is accessible by all employees, providing full transparency concerning the action plans and

their progress. Each employee can report an event occurring in his or her area of activity and associate corrective/curative/preventive actions with it. This data is then discussed in the Improvement Committee in order for actions to be taken. This innovative resource lets everyone get involved in their working environment.

In addition, a major regulatory monitoring effort is carried out to follow the publication of new texts and monitor any compliance.



#### KEY FIGURES FOR OUR WASTEWATER TREATMENT PLANT IN 2021



**66,000 m<sup>3</sup>  
of effluent  
treated**



**31.5% of  
effluent  
reused**



**389 tonnes  
of sludge**  
spread in the vicinity  
allowing the fertilisation  
of 79.59 hectares

#### BEING AWARE OF OUR CONSUMPTION ITEMS TO BETTER MANAGE THEM

Our scope 3 carbon assessment has been updated by integrating as many of our suppliers' emissions as possible, thanks to our membership of the CDP Supply Chain Member programme since 2019.



## BREAKDOWN OF STÉARINERIE DUBOIS' GREENHOUSE GAS EMISSIONS ACROSS ITS ENTIRE VALUE CHAIN

Total estimated quantity = 90,501 tonnes of CO<sub>2</sub> equivalent

	2019	2020	2021
Scopes 1 and 2	11%	6%	6%
Scope 3	89%	94%	94%
Of which purchases of raw materials	74.3%	84%	82%
Of which purchases of packaging	5.5%	4%	3%
Of which purchases of other goods and services			
Of which upstream transport (raw materials and packaging)	3.6%	2.5%	3.5%
Of which downstream transport (products sold)	4%	2.6%	2%
Of which waste	2%	1.4%	1.4%

## DISTRIBUTION AND QUANTITY OF GREENHOUSE GASES SCOPES 1 AND 2

As a %				Tonnes of CO <sub>2</sub> equivalent		
Scope 1	2019	2020	2021	2019	2020	2021
Caused by fuel and gas consumption	94.3%	95.1%	94.8%	5,128	4,108	5,180
Caused by the fuel consumption of the company's vehicle fleet	2.1%	1.7%	1.7%	116	73	91
Scope 2						
Caused by the production of electricity purchased in the company	3.6%	3.2%	3.6%	197	149	195

Greenhouse gas emissions scopes 1 and 2	2019	2020	2021	Change 2019-2021
Tonnes of CO <sub>2</sub> equivalent	5,441	4,330	5,466	+ 0.4%
g of CO <sub>2</sub> equivalent / kg produced	370	440	386	+ 4.3%





# The Stéarinerie Dubois decarbonisation action plan

## IMPLEMENTED INITIATIVES

### SCOPE 1

**Reduction of steam losses  
(fugitive emission reduction):**

**210 T of CO<sub>2</sub> eq. saved**

## INITIATIVES STARTED

### SCOPE 1

**Pipe insulation**

## REDUCTION TARGETS FOR 2022 - 2025

### SCOPES 1 & 2

**Process optimisation**

**13.5 T of CO<sub>2</sub> eq.**

*i.e. 0.25% over 1 year = 0.08% over 3 years*

**Control of ejectors and vacuum pumps**

### SCOPE 2

**Reduction targets for 2022-2024**

**Boulogne**

10% reduction in electricity consumption over 3 years with actions focusing on lighting efficiency (removal of obsolete halogen lighting, gradual switch to LEDs, removal of unused equipment, awareness-building actions, etc.)

**Scoury**

Objectives to achieve a 50% reduction in electricity consumption for lighting on sites 1 and 2

## OVERALL REDUCTION TARGETS

### SCOPE 2

**Scoury + Boulogne over 3 years:**

**- 0.84% greenhouse gas emissions**

### SCOPE 3

Our objective is to introduce actions for each of our scope 3 items, relying primarily on our strategic raw material suppliers.

**Scope 3 reduction target 2023-2030: - 10%**

## Dematerialisation, an additional aspect of our carbon strategy

Although digital technology has a significant carbon footprint, we believe that our efforts in terms of dematerialisation contribute to our environmental performance. Pay slips have therefore been paperless since September 2020, with a saving of 877 kg of paper after two years.

In 2022, we also migrated to a computerised system for leave requests and their administration, avoiding the use of 84 kg of paper.

Similar efforts are being made with regard to customer relations, which, in addition to the resource savings achieved, allow for better traceability of prices associated with quantities and a better interface with the customers' IT systems.

## CSR 2021 PERFORMANCE INDICATORS

DOMAIN	INDICATORS	2019
SOCIAL		
EMPLOYMENT	Total headcount (fixed-term and open-ended contracts) at December 31	150
	Hirings during the year	18
	Turnover rate	10%
	Breakdown of employees by age	17% less than 30 years old 25% between 30 and 39 years of age 29% between 40 and 49 years of age 29% age 50 and over
HEALTH & SAFETY AT WORK	Work accidents with work stoppage > 24 hours	7
	Frequency index TF1 (Number of work stoppages of more than 24 hours per 1000 employees)	46.67
	Severity rate SR (Number of days of accident-related absence per thousand hours worked)	0.75
	Work accidents/work-related illness contribution rate	3.06
	Absenteeism rate (excluding maternity leave and long-term illness)	5.26%
TRAINING AND EDUCATION	Total number of training hours granted to employees	3,038
	Number of employees trained	119
	Number of apprentices	3
DIVERSITY AND EQUALITY OPPORTUNITIES	Parity (M/F) over complete workforce	66% / 34%
	Number of employees recognized as disabled workers	7 or an employment rate of 4.7%
ENVIRONMENT		
EMISSIONS, EFFLUENTS, WASTE (Scoury sites)	Energy consumption per kg of product manufactured	1.71 kWh of gas 0.48 kWh of electricity
	Mains water consumption per kg of product	3.18 litres
	Carbon footprint (perimeter 1 and 2) per kg of product	348 grams of CO <sub>2</sub> equivalent
	Quantity of sludge produced	600 tons
	Waste generation per kg of product	202 grams

\* Absenteeism in France increased by 8% between 2017 and 2018 to reach 5.10% (source: 11<sup>th</sup> Ayming barometer).



2020	2021	REFERENTIAL	
		*	**
152	156	Art. 1-1°-a	SDG 8
12	15	Art. 1-1°-a	SDG 8
6.66%	8.88%	Art. 1-1°-a	SDG 8
18% less than 30 years old 24% between 30 and 39 years of age 28% between 40 and 49 years of age 29% age 50 and over	18.25% less than 30 years old 22.25% between 30 and 39 years of age 29% between 40 and 49 years of age 30.5% age 50 and over	—	SDG 10
5	2	Art. 1-1°-d	SDG 3
42.37	13.07	Art. 1-1°-d	SDG 3
0.72	0.43	Art. 1-1°-d	SDG 3
2.59	1.33	Art. 1-1°-d	SDG 3
2.70%	4%	Art. 1-1°-a	SDG 8
479	3,276	Art. 1-1°-e	SDG 4
32	126	Art. 1-1°-e	SDG 4
7	6	Art. 1-1°-e	SDG 4
66% / 34%	67% / 33%	Art. 1-1°-f	SDG 5
7 or an employment rate of 4.92%	7	Art. 1-1°-f	SDG 10
1.93 kWh of gas 0.49 kWh of electricity	1.90 kWh of gas 0.49 kWh of electricity	Art. 1-2°-c	SDG 7
3.34 litres	3.12 litres	—	SDG 6
440 grams of CO <sub>2</sub> equivalent	386 grams of CO <sub>2</sub> equivalent	Art. 1-2°-c	SDG 13
436 tonnes	405 tonnes	Art. 1-2°-d	SDG 6 and 15
216 grams	170 grams	Art. 1-2°-b	SDG 12

\* Article 225

\*\* Sustainable Development Objectives (SDOs)

The CSR indicators presented in this document concern the activities of the legal entity Stéarinerie Dubois in France. The CSR policy applies to the company as a whole. These indicators are monitored on a monthly basis and are consolidated at December 31 of the reporting year (i.e. 2021).



### **Commercial site**

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92658 Boulogne-Billancourt cedex - France  
Tel: +33 (0)1 46 10 07 30  
Mail: [accueil@duboisexpert.com](mailto:accueil@duboisexpert.com)

### **Production site**

1, route de Creuse  
36300 Ciron - France



[www.stearinerie-dubois.com](http://www.stearinerie-dubois.com)