

## GLOBAL COMPACT COMMUNICATION 2023

COMMUNICATION  
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



**April 25th 2023**

# CARES® by Cosfibel Premium

---



- Since 2012, Cosfibel has been reuniting all efforts and actions related to Ethics, Security, Social and Environment, into CARES®, **Cosfibel Actions for Responsible and Ethical Sustainability program.**
- From actions within Cosfibel Premium teams and offices to actions towards clients and suppliers, we want **CARES®** success to get higher and higher and reflect the Men and Women involvements and trust that tomorrow will always be made better.
- **CARES** is strictly following our clients commitments as well as the Global Compact SDG whenever we can apply those values.

# GLOBAL COMPACT Communication 2023

---

- **Letter of commitment** **Page 4**
- **Presentation of the company** **Page 5**
- **Human rights and labor law** **Page 6**
- **Environment** **Page 13**
- **Anti-corruption** **Page 20**
- **Sustainable development goals** **Page 21**





# Letter of Commitment

Levallois-Perret, France, April 25th 2023

António Guterres Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr Secretary-General,

I am pleased to reaffirm again that COSFIBEL PREMIUM supports the ten principle of the Global Compact with respect to human rights, labor, environment and anti-corruption. Our company has been actively promoting those actions and values since 2012 and we do commit to grow our business activities in alignment with those values.

2022 was a year of growth in term of supply chain compliant including an improve data collection for our Scope 3 CO2 emissions estimation and additional efforts to promote more eco friendly products.

We also received the Platinum medal – ECOVADIS, recognizing our efforts in alignment with the Environment, Ethics, sustainability and Social pillars.

We also put more efforts into promoting, calculating and decreasing our CO2 emissions including on our supply chain level and it was also well recognized efforts with better result in our Carbon Disclosure Project as well as recognition from L`Oreal for our decarbonization efforts.

We commit to regularly communicate the Communication of Progress (COP) to our stakeholders but also to our colleagues, customers, business partners and general public.

Today again we are glad to share our company actions and results through this 11th Communication of Progress.

Sincerely yours,

*Marie Sermadiras*

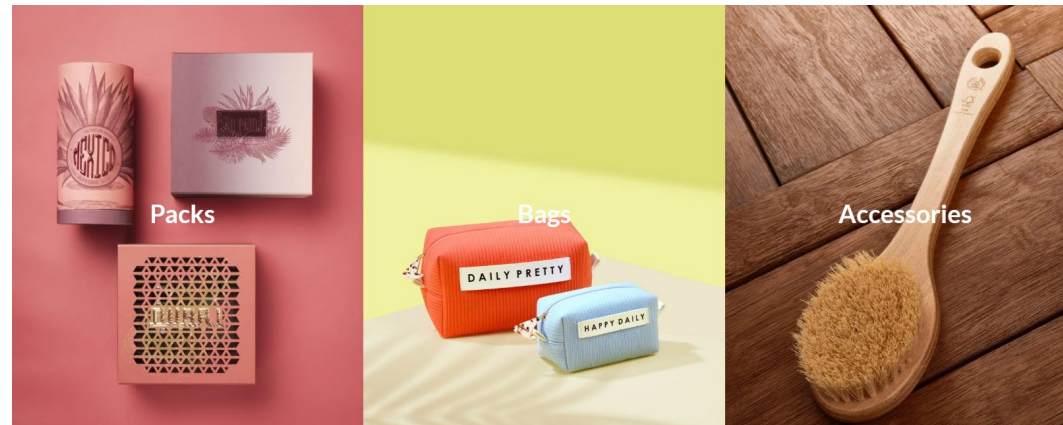
Marie Sermadiras,  
CEO of Cosfibel Group

# Presentation of the company

COSFIBEL PREMIUM, a member of the COSFIBEL GROUP, is a global provider of packaging and gifts solutions within the industries of beauty, wine & spirits and fine food. We offer International brands a global and innovative solution of personalized products and services in most of the developed or developing countries.

In January 2023, Cosfibel Group was acquired by GPA Group, expanding the supply chain to additional countries, and reach out to an extended number of retail industries. Cosfibel Premium is therefore now starting to beneficiate from all the experience and knowledge of GPA Group in term of Environment, Ethics, Sustainability and Social compliance.

In Cosfibel Premium we do study and develop packaging and merchandising solutions ranging from functional and aesthetic packaging to point-of-sale presentations, as well as promotional items such as bags, jewelry, towels and other gifts.



Cosfibel premium is a medium sized enterprise with a main office based in Levallois-Perret in France. In order to strengthen our proximity with our suppliers and customers, half of our employees are based in Asia and our sales teams are located in 10 countries in America, Europe, Middle East and Asia.

# Human Rights and Labor law

COSFIBEL PREMIUM, The Group has a **BOOK VALUES/ETHICAL CHART** document which is regularly updated by our main shareholder and signed by our board of direction. Here is the last version`s sample :

## 1- Human rights and respect for the environment

COSFIBEL is a citizen led Group that adheres to the Declaration of Human Rights and to the Global Compact Program of the United Nations. It respects the laws and the ethical and civic principles of the states in which it is located.

Created in 2012, the **CARES®** program (Cosfibel Actions for Responsible & Ethical Sourcing) implement the Group's commitment to CSR (Corporate Social Responsibility). This program is based on the present ethical charter, which constitutes the group's DNA and it commits to any collaboration. It carries its values in its priority dimensions of sustainable development, social policy and business ethics.

## 5- The individual at the heart of CARES

### Men and women are the essential value of the Group

COSFIBEL places the respect of the people as an essential value of the company, so that everyone takes part in the common project, without discrimination of any kind. Safety, health, working time, remuneration, social protection, freedom of expression ... the Group is particularly committed in the fight against slavery, non-regulatory working conditions, child labor, and all forms of discrimination.

As part of its CARES INCLUSIVE program and in partnership with certain clients, COSFIBEL conducts projects integrating people with disabilities and promotes the working conditions of populations in vulnerable situations.

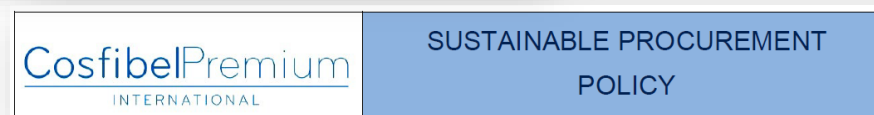
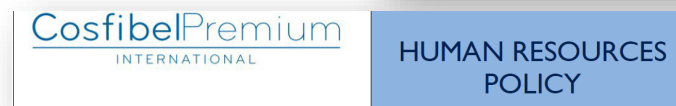
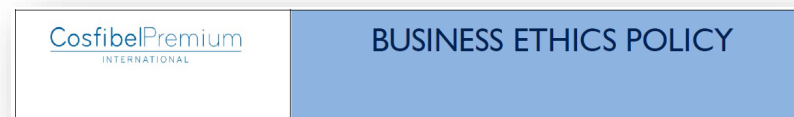
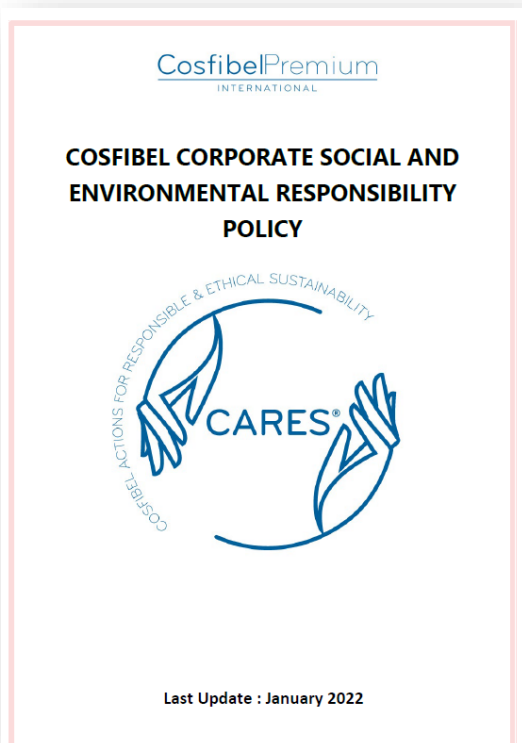
For example, LANCÔME and COSFIBEL have been entrusting the packaging of the "Beauty Box" to disabled people in Asia and Spain for more than 4 years. This program has also helped single or women suffering hardship in Shanghai.

Another example: in cooperation with the Chinese government, COSFIBEL forged partnerships with industrial sites in the provinces of Hunan and Anhui where poor people live. This approach results in employing local employees without any family uprooting and to offer them better living conditions.



# Human Rights and Labor law

COSFIBEL PREMIUM, do promote Human Rights and Labor law through various policies guidelines.



# Human Rights and Labor law

COSFIBEL PREMIUM, do promote Human Rights and Labor law through various policies guidelines.

In 2017, Cosfibel Premium has decided to widen the scope of its social program CARES® (“Cosfibel Actions for Responsible and Ethical Sustainability”) related to social and environment aspects.

CARES® is now including all our social and environmental actions and its name and/or logo is included in all our communication tools.

Thanks to this communication tool and because CARES® was already well known in Cosfibel Group as well as among Cosfibel customers and suppliers, Cosfibel emphasizes the importance of its social actions and involves all departments.

In 2017, in its Social and Responsible Policy, Mr Stanislas Peronnet, COO of Cosfibel Group insists that :

**We promote concrete actions for social inclusion throughout our supply chain. In our CARES program, the INCLUSION section constantly engage our suppliers to promote social inclusion in their own business activities.**



# Human Rights and Labor law

COSFIBEL PREMIUM, again fully subscribes to the Declaration of the Human Rights and is in our daily mission to ensure that both Cosfibel Premium company and our suppliers do not infringe those pillars .



## A dedicated CSR core team

- ✓ Mrs Marie Sermadiras CEO Cosfibel GROUP, based in Europe
- ✓ Laurence Diet, CSR Director and based in Hong Kong,
- ✓ One social and environment projects coordinator, based in Europe,
- ✓ One social and environment auditor based in China mainland
- ✓ One textile engineer fully dedicated to environment matters, and based in Europe
- ✓ One CSR coordinator trainee based in Europe

## All Cosfibel teams to vehiculate social values

In 2022 again we conducted trainings and committee, meetings about human right and labor law to well control along our supply chain . We do pay our best efforts to make sure that those values are well known and well followed in our daily actions.

Therefore, the Cosfibel teams are able to ensure socially compliant chain in the countries where we have suppliers (South America, Europe, Middle East and Asia).

Since 2022, Cosfibel is also officially committing to have all employees paid over living wage in the same manner as Cosfibel is committed to only work with suppliers which offer wages over the living wage for all their employees.



# Human Rights and Labor law

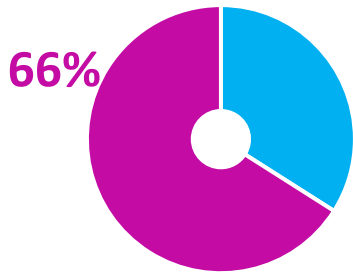
Women empowerment and recognition.



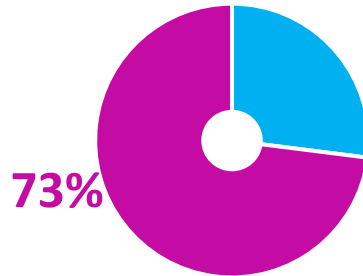
In 2022, added 4 more certified woman owned suppliers



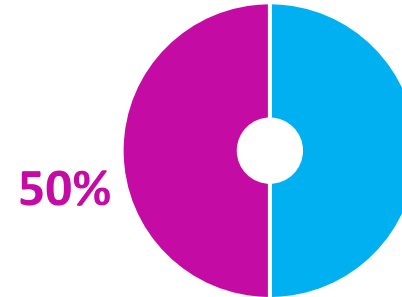
Women in Cosfibel  
 Since 2020, Cosfibel Premium and Cosfibel Group are signatory of the UN Women and UN Global compact Women



Women in Cosfibel Premium total employees



Women in Cosfibel Premium Steering committee



Women in Cosfibel Premium Board of Directors



# Human Rights and Labor law

**Our monitoring of human rights and labor conditions strictly following international standards.**

As traders, we have a strong responsibility and commitment to ensure that our supply is well controlled and fulfill all human rights and labor principals.

For this we have our CSR team, all Cosfibel department support , but also 3<sup>rd</sup> party SAAS certified audit companies. All purchase and business is done with approved factories only and this wherever their country location.

Since over 16 years, Cosfibel has been working as per various standards such as L`Oreal, SA8000, Flocert, WRAP, BSCI, Wethica or SMETA 4 pillars mainly.

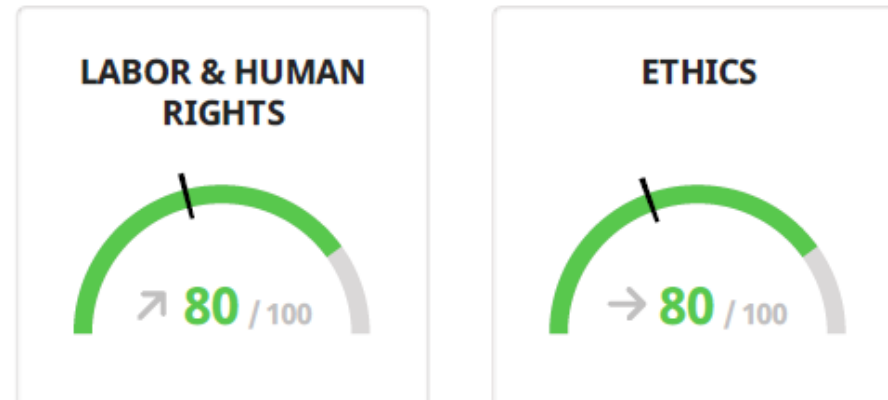
Since 2016, as a wish to harmonize our requests along the supply chain, we decided to enforce SMETA 4 pillars audits and systematically suggest such audit to customers before considering going for other standards.

Cosfibel itself as trader and as an operating company is audited on regular basis by recognized companies through FSC®, GRS®, GOTS® Max Havelaar FAIRTRADE standards, Ecovadis and local government governance.



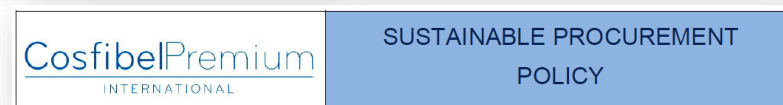
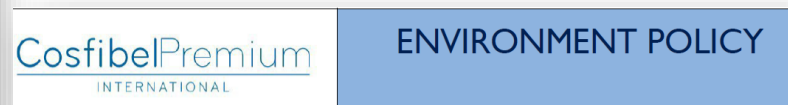
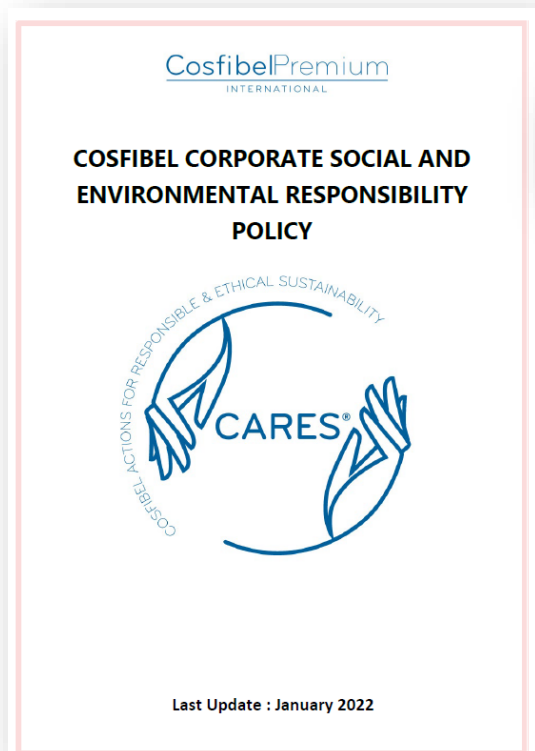
# Human Rights and Labor law

In 2022, we reached a great level in 2022 ECOVADIS assessment with Platinum Medal and 80 for Labor and Human Rights as well as Ethics performance.



# Environment

COSFIBEL PREMIUM, do promote environment protection through various policies guidelines.



# Environment

COSFIBEL PREMIUM, do promote environment protection through various policies guidelines.

**COSFIBEL has been involved for several years in an active approach to sustainable development**, one of the three pillars of which is respect for the environment. In 2018, the creation of a Sustainable Development Department intensified this approach.

In 2017, on our **BOOK VALUES/ETHICAL CHART** we now declare :

## 6- Sustainable development: deployment and achievement of objectives

For many years, COSFIBEL has been actively strengthening its CARES policy (Eco design, energy savings, waste reduction and management, choice of recycled and recyclable materials, management of supply and distribution flows ...)

Each year, the Group manages over fifty internal and external audits to improve its standards in terms of social, safety and environmental policy. COSFIBEL engages in major international programs (REACH, EcoVadis, SMETA-SEDEX four pillars, FSC approval FSC® (Licence number: FSC-C100313) ...).

The CARES goals are part of the entire organization`s in order to promote and ensure the proper deployment of the Group's CSR policy. This involvement also concerns every partners, for the good of the Group and the satisfaction of its customers.

In 2017, Cosfibel states in its Quality manual :

*" ENVIRONMENTAL SOLUTIONS: We are turned towards sustainable development always more efficient for an optimized environment protection and can propose to our customer environmental friendly packing and recycled materials. FSC® certification: Cosfibel is FSC® certified (French and Hong Kong offices) and is able to sell and develop FSC® certified items. Environmental"*

# Environment

Our “**General Terms of Purchase**” also include environmental commitments, and in particular recommendations on the materials used:

The deliberate addition of chemicals that may be hazardous to health or to the environment is strictly forbidden. We prefer to use recycled materials, provided that these materials are of the requisite quality and that sufficient quantities are available. We also wish to be notified in the event that recycled materials may potentially be used, so that we can offer this option to our customers.

The minimum possible volume of packaging must be used.  
All paper and cardboard must be ECF (Elementary Chloride Free).

Compliance with the chemicals regulations and the protection of the natural resources of each country and region is our priority. We have a strict program for the European Reach regulations and the RBUE regulations for example.

We are also cautious to all developments outside Europe (USA and Japan Textile Standards, California Proposition 65, etc.) and we must respect higher standards either on our own initiative or from our customers.

We carry out regular laboratory tests to ensure the absence of prohibited substances and carry out strict follow-up of traceability and original research of materials.

We involve our suppliers and we also ask them to confirm in writing the compliance of the goods to our local countries regulations or customer own requirements.

**In 2022, we have been intensively working on more eco friendly solutions.  
We aim as increasing the eco material in our products again in 2023.**

# Environment

**Our monitoring of human rights and labor conditions strictly following international standards.**

In addition to regular international standard environment audit of the actors along the supply chain, Cosfibel Premium was again following 15 suppliers in 2022 with a specific focus on environmental management of the production site, industrial waste management and energy matters.

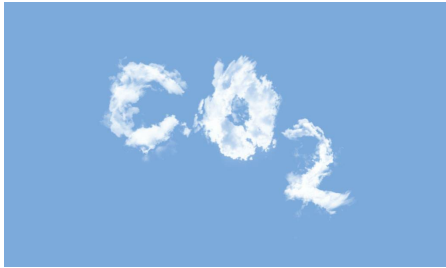
In 2022 again 15 suppliers were followed despite the travelling constraints and the pool was extended with additional dialogue with new suppliers, sharing good practice and ideas.

We also supported an additional number of factories (+3) to better calculate their CO2 emissions.





# Environment



- ✓ Calculation of Cosfibel Scope 1, 2 and 3
- ✓ Compensation of Cosfibel Scope 1 emissions
- ✓ Work on supply chain emissions estimation and understanding of emissions
- ✓ Specific products LCA calculations

## Eco material R&D

- Our material engineer, purchase and creative teams are on continued research and work on new eco materials to avoid fossil plastics, high environmental impact material (water, CO2 and other GHG emissions...)

## Products environmental impact estimation

- We are working on Life Cycle Analysis-estimations through EIME software from Bureau Veritas.



### 1. Re-duce

Mono-material box including patented cardboard hinge, patented cardboard closure and cardboard tray.



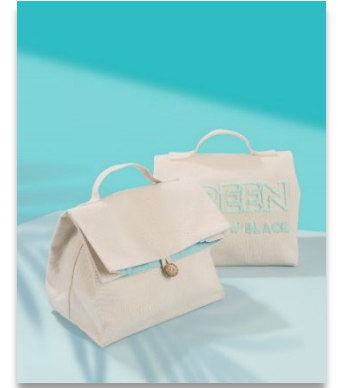
### 2. Re-cycle

Playing with versatility of RPET as these embroidered patches, recycled polycotton pouch.



### 3. Re-use

Reusable set of hand towels to replace single use item.



### 4. Re-think

New closure systems, zip free. Sustainability as a refined style.



# Environment

COSFIBEL PREMIUM, again in 2022 renewed Eco labels certifications, Licence and commitments :



The mark of responsible forestry



Climate Change : B-  
Water : C  
Forest : C



# Environment

COSFIBEL PREMIUM, gets top mark result in Ecovadis certification and the prize of decarbonization from L`Oreal



ECOVADIS 2022



PRIZE OF DECARBONIZATION FROM L`OREAL TO COSFIBEL PREMIUM

# Anti Corruption

In Cosfibel, the anti corruption guidelines and principles are expressed on a direct and clear manner towards both Cosfibel team and its suppliers through :

-Our "General Terms of Purchase"

-Anti bribery Policy

Our control policy is defined in a very strict and constant awareness of our teams to prevent corruption such as:  
The selection of suppliers is done on the basis of competitiveness and quality performance criteria calibrated by quantitative and qualitative indicators. (Same guideline applies to all suppliers)  
In order also to limit the corruption risk, we have group decisions on the suppliers choice and attribution of big orders.

Cosfibel employees including sales and purchasing operations are aware of such risk among customers and suppliers and ensure the transparency of the markets on which they are working.

Regular trainings of the team but also regular reminder to suppliers about none bribery is conducted from top management to middle management and this from every offices of Cosfibel Group.

In 2022, Additional actions were conducted on the ethical aspects such as Cosfibel worldwide team and China based suppliers mandatory anti corruption trainings and we reached a great level in 2022 Ecovadis assessment.



# Sustainable Development Goals

Cosfibel contributes to the broader objectives and issues of the UN:



We contribute, directly or indirectly, through our business and competence to the following broader United Nations development goals.

With its own CARES program (Cosfibel Actions for Responsible and Ethical Sustainability), Cosfibel main targets for 2023 are:

Increase the number of FTE (L`Oreal program) by 10%

Increase the use of more eco friendly material and eco construction for our final products

Get more reliable Data in the collection of Scope 3 CO2 emissions calculations

Integrate more social and transparency programs within our supply chain

Maintain our Ecovadis to the Platinum level