



# Communication on Progress 2022



Study & advice



Design & prototyping



Custom work

Cutting  
Sewing  
Perforation



Manufacturing



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# Our engagement



« Since the creation of SO BAG, I have chosen to articulate my company's strategy around the CSR criteria resulting from the ISO 26000 standard and the 10 principles adopted at the UN.

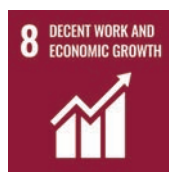
Convinced of the merits of the United Nations Global Compact, I committed myself in 2014 to this framework of universal actions and I reaffirm my commitment today.

The 17 Sustainable Development Goals give us the way to create a more virtuous world that responds to the global challenges we face such as those related to poverty, inequality, climate, environmental degradation, etc.

As the Global Compact France ambassador for the Bourgogne Franche-Comté region, we share our values and convictions on a daily basis in our sphere of influence. We aspire to create local momentum by supporting our stakeholders to participate with us in achieving the 2030 agenda...»



Nicolas CHEVALIER  
CEO





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

We welcome feedback on its contents.

## HUMAN RIGHTS

**Principle 1** : Businesses are encouraged to promote and respect the protection of international human rights law.

**Principle 2** : Companies are invited to ensure that they are not complicit in human rights violations.

## INTERNATIONAL LABOR STANDARDS

**Principle 3** : Businesses are encouraged to respect freedom of association and recognize the right to collective bargaining.

**Principle 4** : Companies are invited to contribute to the elimination of all forms of forced or compulsory labour.

**Principle 5** : Companies are invited to contribute to the effective abolition of child labour.

**Principle 6** : Companies are invited to contribute to the elimination of all discrimination in terms of employment and occupation.

## ENVIRONMENT

**Principle 7** : Companies are invited to apply the precautionary approach to problems affecting the environment.

**Principle 8** : Businesses are encouraged to take initiatives to promote greater environmental responsibility.

**Principle 9** : Businesses are invited to promote the development and dissemination of environmentally friendly technologies.

## ANTI CORRUPTION

**Principle 10** : Businesses are urged to act against corruption in all its forms, including extortion and bribery.

# SO BAG

SO BAG is a French SME in the sector of large capacity packaging of the big bag type (FIBC Large Flexible Bulk Container).

We design, produce and market these flexible packaging used for the storage and shipping of solid or powdered products for many industries (food, chemicals, pharmaceuticals, steel, construction, waste, etc.).



Our production unit (2900m<sup>2</sup>) is located in Burgundy and brings together around thirty employees.

SO BAG is ISO 9001 and FSSC 22000 certified (food safety).



Our geographical proximity combined with the size of our company bring undeniable advantages for big bag users in terms of responsiveness, flexibility, adaptability and technical assistance.

To better serve our customers and thanks to our multidisciplinary team, our offer goes beyond the simple supply of packaging. From technical expertise (safety of packaging (suitability for food contact and European pharmacopoeia), transport of hazardous materials, control of electrostatic risks, etc.) to support in setting up big bag filling and emptying stations, as well as through the manufacture of prototypes, the service offered by SO BAG is global and tailor-made.

Since our creation, we have been focusing on the development of innovative solutions to meet the needs of companies and 5 patents have been filed with our customers.

« Our team's expertise and spirit of innovation make it possible to develop tailor-made packaging solutions with high added value in order to improve the overall performance of our customers' industrial production chains, optimize the TCO (Total Cost of Ownership or Total Cost of Ownership) in particular by optimizing logistics and transport costs, improving productivity and reducing the environmental impact of our packaging. » explains Nicolas CHEVALIER.

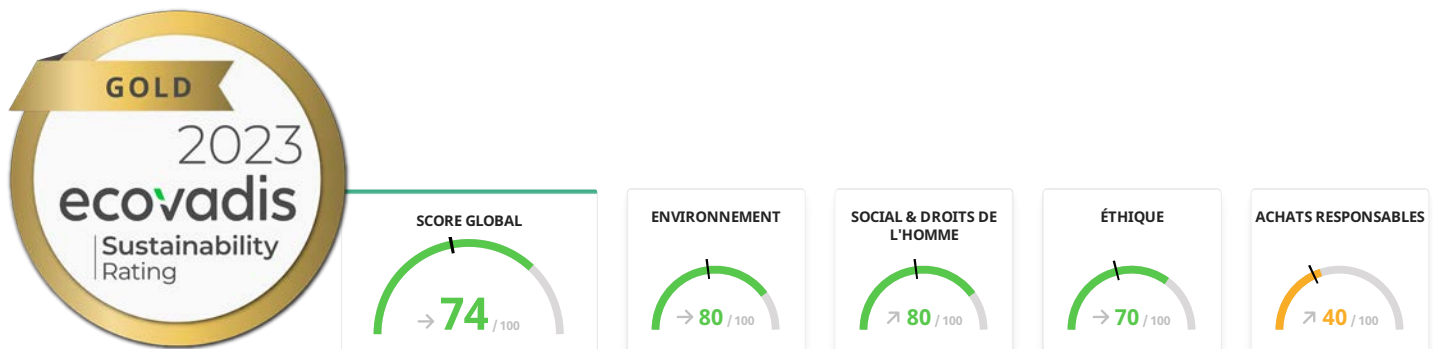


## → Giving a virtuous meaning to our activity

We are naturally committed to the framework of universal actions proposed by the Global Compact because the 17 Sustainable Development Goals provide the way forward to create a more virtuous world responding to the global challenges we face such as those related to poverty, inequalities, climate, environmental degradation etc.

**Eco-design, waste recycling, decarbonization, energy transition, prevention of professional risks, inclusion of disabled workers, employee well-being... are all actions that SO BAG carries out with conviction on a daily basis.**

We participate in the **ecovadis** CSR assessment program which tracks the social, environmental and ethical performance of global supply chains.



Highlights from our latest review:

### **Social and Human Rights**

- > Specific certification on social issues or related to human rights [Label emploi]
- > Detailed employee health & safety risk assessment
- > Mesures préventives pour réduire les lésions attribuables au travail répétitif
- > Preventive measures to reduce repetitive strain injuries
- > Training of relevant employees on health and safety risks and good working practices
- > Actions to promote the inclusion of employees with disabilities
- > Actions to prevent discrimination in recruitment

### **Environment**

- > Energy and carbon audit
- > Use of renewable energies
- > Improved energy efficiency
- > Reduction of carbon emissions in the field of transport
- > Inventory of waste streams
- > Reduction of internal waste through the reuse or recycling of materials
- > FSSC 22000 Certification
- > Customer health and safety emergency alert and response procedure

### **Ethics**

- > Policy on Corruption, Conflicts of Interest, Fraud, Money Laundering
- > Information Security Policy
- > Measures to protect consumer/customer data from unauthorized access or disclosure

### **Responsible purchasing**

- > CSR code of conduct for suppliers
- > Actions to work with businesses run by vulnerable groups in the supply chain

# Governance

## → Quality management

Our business policy and strategy have been oriented since our creation around **quality, continuous improvement, innovation and sustainable development.**

SO BAG is certified

ISO 9001

FSSC 22000

Food Safety System Certification



Beyond good manufacturing practices and hygiene rules guaranteeing the non-contamination of our packaging, we respect the Food Defense and Food Fraud systems. These 2 elements of our quality management system make it possible to guard against intentional risks and malicious acts.

## → Code of ethics

Our ethical charter expresses our **societal, social and environmental commitment.**

Indeed, we want to work with employees and partners who share our values in order to build lasting and quality relationships with all of our stakeholders.

The purpose of our ethics charter is to set out the basic rules and guidelines in terms of corruption, influence peddling, conflicts of interest, money laundering, competition, fraud, confidentiality, protection of privacy and personal data, equal opportunities for all and non-discrimination, child labour, forced and concealed labour, moral and sexual harassment, health, hygiene, safety, responsibility with regard to the environment.

We have set up a **secure ethics alert line** in the form of a dedicated website which offers our employees, customers, partners and also external persons the possibility of reporting violations of the law  
--> <https://sobag.integrityline.com>

## → Code of conduct for our suppliers

A code of conduct is established for our suppliers. It defines the ethical, social and sustainable development principles to which SO BAG adheres and wishes its suppliers to comply.

By signing this **code of ethics**, our suppliers undertake to comply with:

- human rights and international labor standards,
- the safety and health of their employees,
- the environment,
- fair practices.

## → Responsible purchasing

In order to build long-term relationships, we encourage our suppliers to implement a Corporate Social Responsibility approach and we have included in their **annual assessment**, and in addition to our code of conduct, questions on their **ethical and environmental approach**.

## → SO BAG responsible supplier

Member of the National Federation of Trusted Third Parties and mandated by some of our clients, Provigis awarded us the Silver medal.

This distinction attests to the conformity of our legal file (Art. D8222-5 of the Labor Code) on the official company registration documents and the regularity of social security contributions as well as the completeness of the standard CSR questionnaire.



## → Transparency of annual accounts

According to the regulations in force, SO BAG has no obligation to appoint an auditor. However, in order to guarantee the transparency and sincerity of its data, SO BAG has chosen to entrust the verification of its accounting and financial documents to an auditor.

## → Data protection

In accordance with the General Data Protection Regulations, our personal data processing register is in place. Our employees have been informed as well as our customers and suppliers. To date we have not received any alerts.

# Social and human rights



In 2022, our team is made up of

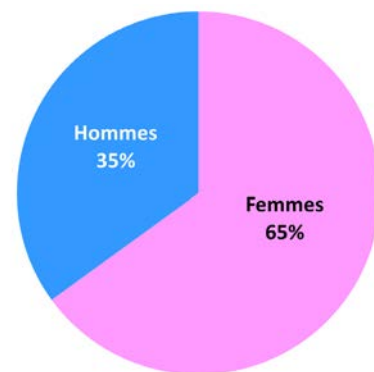
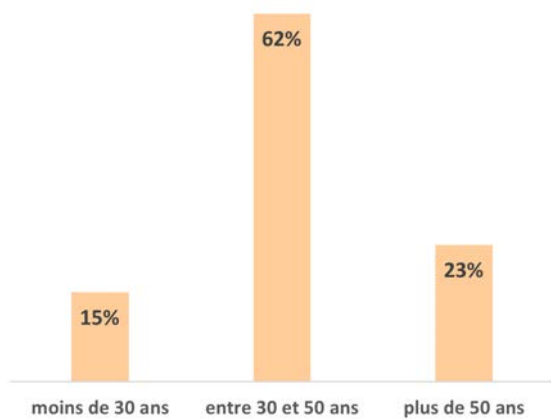
27 people

91%

permanent contract

3,9%

Recognition of the status of disabled worker



## → SO BAG labeled Empl'itude

Focused on employment and the sustainable contribution of companies to the economic development of their territory, Empl'itude is a territorial label promoting the **actions and good practices of companies in terms of employment, human resources and societal commitment.**

This label refers to the AFNOR AC X50-782 Agreement "actions carried out by organizations in a territory in favor of employment and integration". It is awarded for a period of 3 years.





SO BAG was naturally one of the first companies to be certified in 2019 and renewed its certification in 2022. Thirty companies have joined our ranks in the Le Creusot Montceau area.

12 ACTU MONTCEAU / LE CREUSOT / AUTUN

**LE JOURNAL**  
de Saône-et-Loire  
Mercredi 7 décembre 2022 13

COMMUNAUTÉ URBAINE CREUSOT MONTCEAU

# Six entreprises labellisées pour leurs bonnes pratiques



Les représentants des six entreprises qui ont obtenu le label Empl'itude, pour valoriser les entreprises citoyennes du territoire. Photo (SL), F.

Agire (association qui agit sur les volets de l'emploi, de la formation, de la reconversion et de l'insertion sociale) organisait mercredi soir au Creusot une soirée pour la remise de son label territorial Empl'itude, qui valorise les bonnes pratiques des entreprises en matière d'emploi, d'insertion et de qualité de vie au travail.

Mardi soir, au petit théâtre du château de la Ver-

renie au Creusot, six entreprises du territoire de la Communauté urbaine Creusot Montceau (CUCM) ont reçu le label territorial Empl'itude, porté depuis trois ans par Agire, association qui agit sur les volets de l'emploi, de la formation, de la reconversion et de l'insertion sociale, avec une agence au Creusot et une à Montceau.

Les six entreprises, dont deux en reconduction du label, rejoignent désormais les 25 déjà la-

bellisées. Empl'itude valorise les bonnes pratiques des entreprises en matière d'emploi, d'insertion et de qualité de vie au travail, en lien avec les valeurs de la responsabilité sociale des entreprises (RSE).

### Un label et des valeurs qui intéressent

Une communauté Empl'itude réunit régulièrement les parties prenantes, que sont les en-

treprises labellisées, les élus, les partenaires de l'emploi, etc. « Les valeurs qu'incarne ce label, qui se méritent, intéressent de plus en plus les entreprises. La CUCM travaille aussi beaucoup sur ces sujets avec Agire », a mentionné le président de la CUCM, David Martil.

Quant au président d'Agire, Sébastien Gane, il a identifié la période du label comme charnière, avec des entreprises qui souhaitent renouveler son ob-

jection et qu'il qualifie de label d'action et non de complaisance.

« Alors que des publications sur les réseaux mentionnent les rencontres entre les entreprises de « parenthèses enchantées », la directrice d'Agire, Marie-Elise Cabria estime que le pari lancé il y a trois ans a été relevé. « Vous êtes aujourd'hui les ambassadrices du label », a-t-elle confié aux entreprises.

J. F. (CLP)

## So Bag : « Impulser une dynamique inclusive et durable »



À l'atelier de fabrication de So Bag, fabricant d'emballages souples de grande contenance. Photo fournie par S. VANNIER (CUCM)

Première entreprise labellisée en 2019, So Bag accompagne les entreprises dans le développement et l'optimisation de leurs emballages de grande contenance. Elle montre une forte implication sur les sujets environnementaux et sociaux. Au terme de ces trois années, l'entreprise blanzinois a déposé un nouveau dossier de labellisation, pour une implication encore plus forte. Ses actions innovantes bénéficient tant à l'entreprise qu'au territoire. So Bag est engagée dans la gestion prévisionnelle des emplois et des compétences (GPEC) portée par Agire, dans des partenariats avec l'écosystème territorial tel que le village apprenant de l'IUT, et avec l'Esat du Vernoy en mettant un terrain à leur disposition pour permettre aux salariés de se former en permaculture. Elle s'inscrit également dans des projets communautaires, avec les Assises de la relance économique. Et démontre un fort engagement en direction de ses salariés. Elle a pris en charge pendant le confinement la livraison de produits frais, et les déjeuners du personnel sous forme de plateaux-repas livrés quotidiennement.

« Les entreprises ont un rôle à jouer pour construire une société plus durable et solidaire, avec l'humain au centre de l'entreprise moderne », affirme le directeur, Nicolas Chevalier, qui anime avec la responsable de communication et marketing, Astrid Bolot, des clubs « les entreprises s'engagent », un dispositif lancé par le gouvernement. Ainsi, So Bag veut impulser au sein des TPE/PME du territoire une dynamique inclusive et durable.

J. F. (CLP)

## ➔ Companies are committed «Les entreprises s'engagent»

The «Les entreprises s'engagent» community currently brings together 70,000 companies in France that voluntarily commit to building a **more inclusive and sustainable society within their anchorage territories.**



The «Les entreprises s'engagent» club of Saône-et-Loire was set up in 2021 and Nicolas CHEVALIER has made a strong commitment by becoming leader of the club whose objectives are to:

- unite companies that act for inclusive employment and that invest more generally in CSR,
- meet, create links between companies, schools, communities, training organizations, associations acting for employment, disability and inclusion in general,
- exchange between club companies but also with other clubs.

The community provides tools to companies to promote and support their actions. The first works in Saône-et-Loire concerned

- middle school students and in particular those from Priority Districts of the City for their internship,
- disability and in particular inclusive purchases,
- newcomers and in particular hiring procedures.

The themes that will soon be addressed will concern mental health in the workplace and biodiversity.

## ➔ Health of our employees

### Occupational risk prevention

- In order to prevent Musculoskeletal Disorders (MSDs), SO BAG has chosen to set up a **daily muscle awakening session** during working time before employees take up their positions. Local sports educators came to analyze work postures and suggested suitable exercises. The animation continues today, 4 years after its establishment.



Mardi 28 mai 2019 **ACTU MONTCEAU ET RÉGION** 17

**BLANZY** Entreprises

## Chez So Bag, tout le monde pratique le réveil musculaire

Comme un rituel bien installé, chez So Bag, chaque journée de travail débute par une activité de réveil musculaire. L'idée est de favoriser le bien-être au travail, notamment en matière de préservation de la santé physique, mais également la cohésion de l'équipe.

So Bag revendique « un packaging autrement ». On pourrait rajouter que le management, lui aussi, se différencie de la plupart des entreprises, toutes tailles confondues. Depuis le 1<sup>er</sup> avril, « et ce n'est pas une blague », précise-t-on du côté de la société, tous les salariés, même le directeur général, se livrent à un tout nouveau rituel qu'ils semblent apprécier de plus en plus. « Chaque jour, à la prise de poste, à 8 heures, l'ensemble des collaborateurs de l'entreprise participent, en groupe, à une séance de réveil musculaire », explique Astrid Bolot, responsable marketing et communication.

**L'humain au cœur de l'entreprise**

« Chez So Bag, nous sommes très attachés au bien-être au travail et à la santé des salariés. Il s'agit de composantes essentielles de la réussite des entreprises. Nous devons avoir à l'esprit que la principale richesse est leur potentiel humain, représenté par les salariés. D'autant qu'ici, la nature même des opérations nécessaires à la fabrication des produits demande de grandes amplitudes gestuelles. Il faut donc tendre vers une diminution des troubles musculosquelettiques », poursuit Astrid Bolot, elle-même en bonne place dans la file des gymnastes du quotidien.

**Favoriser la cohésion d'équipe**

Par ailleurs, ces séances de réveil musculaire ont deux autres vertus : « Développer l'esprit d'équipe ainsi que la solidarité entre les salariés à travers des activités collectives. Ces moments de partage entre toutes les composantes humaines de l'entreprise favorise la cohésion d'équipe. »

Dans son approche, So Bag fait appel aux compétences de Creusot Dèfi 2000, dont l'un des éducateurs, Mickaël Sarrazin, intervient chaque semaine sur le site de Blanzay. Il précise :

« Je propose au personnel un réveil musculaire d'une dizaine de minutes. Cet échauffement matinal est réalisé sous forme d'exercices ludiques, avec des accessoires ou non. Il s'agit d'une préparation de leur corps, articulaire et musculaire, mais aussi mentale, avec des exercices de concentration. »

Philippe GALLAND

Les exercices d'échauffement changent chaque jour. Photo JSJ/Philippe GALLAND

### Des sacs oui, mais dans les grandes tailles

« So Bag est une PME (petites et moyennes entreprises) française, implantée en Bourgogne depuis 2012, rappelle Nicolas Chevalier, directeur général de l'entreprise de Blanzay. Nous sommes fabricant et concepteur de grands récipients vrac souples (GRVS) ou "big bag" (grand sac). Notre choix stratégique se porte sur le développement de solutions innovantes, et sur mesure, pour répondre aux besoins spécifiques de nos clients. Quatre brevets ont déjà été déposés, depuis notre création. » So Bag emploie 25 salariés. « Nous avons mis en place un système de tutorat. Deux personnes, qui bénéficient de trente ans d'expérience, encadrent notre personnel, dans ce qui s'apparente à des métiers particuliers », explique Nicolas Chevalier, directeur général de So Bag. Photo Le JSJ/Philippe GALLAND

**150 000**  
C'est le nombre de "big bag" fabriqués par l'entreprise chaque année.

Blanzay sortent 150 000 "big bag" par an. « Nous sommes sur des produits innovants, insiste Astrid Bolot. Le dernier en date est un "big bag" destiné à l'éditruillage, d'une contenance de 1 500 kg. Nous développons par ailleurs une activité de rigole de produits moins techniques dont la production est délocalisée. »

### « Adapter le programme d'activités physiques à chaque entreprise »

Creusot Dèfi 2000 propose, outre ses activités de formations aux métiers d'animateur et d'éducateur sportif, un programme d'activités physiques à destination des entreprises. « Ce programme est adapté aux spécificités de chaque entreprise. » Ce nouveau marché ouvre de belles perspectives à la société.

« Jusque-là, les activités s'adressaient à des structures promouvant les activités physiques ou sportives : structures de vacances, bases de loisirs, villages vacances, accueils collectifs de mineurs, collectivités territoriales, comités d'entreprise, notamment », explique Thibaud Survivet, directeur de CD 2 000.

Mickaël Sarrazin est éducateur sportif chez Creusot Dèfi 2 000. Il intervient chaque semaine chez So Bag. Photo JSJ/Philippe GALLAND

**CONTACT** Thibaud Survivet au 03.85.89.15.56. Mail : tsurvivet.defi2000@wanadoo.fr.

- Each new employee receives **Personal Protective Equipment** on arrival and special attention is paid to noise-canceling earplugs, which are made to measure.
- An **occupational risk prevention contract** with the CARSAT Bourgogne Franche-Comté (Retirement and Occupational Health Insurance Fund), has enabled:
  - > to acquire automatic roll storers/unwinders, constant-height bins, tilting stackers, automatic stackers, etc. with the aim of limiting manual handling,
  - > installing motorized height adjustment systems for the supply tables in the sewing stations with the aim of improving the ergonomics of the workstations.

### Layout of workstations

The making of big bags requires repetitive movements, of great amplitude, requiring strength... over the years, the shoulders and the wrists suffer. In connection with occupational medicine, the **layout of workstations** has been set up, in particular for our oldest seamstresses.



## → Training of our employees



**15 h** of training / employee in 2022  
aimed at developing skills

**3 h** of training / employee in 2022  
on safety

### New arrivals

- SO BAG **trains** each new member of the team in QHSE Quality, Health, Safety and Environment best practices. This action is carried out orally during integration and the information is transcribed in the welcome booklet. In addition, time is devoted monthly to reminders of these best practices.
- Several tailoring **tutors** are appointed within SO BAG. With solid experience, these employees have the role of supporting new arrivals and training them. They support them until they take up an independent position; This involves precise explanations of the manufacturing process, technical advice and work tips.



### Tutorials

During special productions, we prepare **photo and/or video tutorials** with the aim of highlighting good practices and tips for subsequent productions. These tutorials are made at the request of the designers and the work is done as a team.

### Continuing education

**Skills development** is one of our missions. Thus and for employees who so wish, SO BAG studies the possibilities of training and supports them in their professional development: skills, employability, expectations and wishes for development. We are committed to helping them progress, helping them explore new experiences.

### Awareness of the SDGs

- In addition to the QHSE animation, a monthly time is devoted to the **Sustainable Development Goals**. Each member of the team participates in small groups to encourage discussion.
- In 2022, **awareness of the carbon impact** was set up specifically for our employees:
  - > the energy and climate context,
  - > the carbon footprint methodology, the results of SO BAG's GHG emissions and of course our decarbonization action plan,
  - > finally, we discussed all together on the personal actions that we could put in place, sobriety being everyone's business.



## → Quality Education

### Welcoming trainees

Each year, SO BAG welcomes students on internship. In 2022, we had by our side

- Julia en Bac Professionnel métiers de la mode (Lycée Blum à Le Creusot 71)
- Mattéo et Lukas en Bac Professionnel Maintenance (Lycée Haigneré à Blanzay 71)
- Monika en DAQ 2.0 (APOR Formation à Montceau 71)
- Anatole en DUT Mesures Physiques (IUT à Le Creusot 71)
- Cherifa en BTS Support à l'action managériale (Lycée Blum à Le Creusot 71)
- Victor en DSP commerce éco responsable (IUT à Le Creusot 71)
- Alex en formation d'ingénieur (CESI à Arras 62)



### Skills sponsorship

- SO BAG intervened at the Lycée Blum (Le Creusot 71) in order to share with students in BTS Support for Managerial Action its experience in the field and more particularly the CSR actions carried out within the company.
- BUT students in Le Creusot (71) and BTS in Chalon-sur-Saône (71) visited our premises. In addition to the visit of the production of big bags, a long time of exchanges was devoted to the CSR actions that we carry out.

### Welcoming visitors

- We have welcomed young people and job seekers to our premises, followed by our partner AGIRE, who works daily for **professional integration**.
- We also took part in **Industry Week** organized by Pôle Emploi.

## → Fight against discrimination

The fight against discrimination is integrated into SO BAG's HR policy. We pay particular attention to the principle of equal opportunity.

### Partnership with an Adapted Company

Since 2013, SO BAG has annually subcontracted work to the teams of the **Adapted Company** of Vernoy (71). These missions are carried out in their clothing workshop. In addition and since 2019, the laundry and maintenance of our premises are carried out by an EA employee made available on our premises.

## Partnership with an Establishment and Help Service through Work (ESAT)

Our green spaces are maintained by a team from the **ESAT du Vernoy (71)** and in addition to this “traditional” mission, it has been agreed to set up a collaborative educational project.

Coordinated by a passionate permaculture instructor, the objective of this school site is to allow the ESAT team to train and develop skills to offer new services to individuals and companies.

SO BAG provides the land and makes the necessary purchases.

The ESAT team started the school site in 2021. It prepared the soil for the future greenhouse in permaculture, carried out a soil study and planted fruit trees in the surroundings.

In 2022, they learned how to set up a greenhouse and started the first plantations.

Note that the vegetables harvested are offered to SO BAG employees.

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**BLANZY**

# Après les “big bags”, So Bag fera pousser des légumes

Sur ses espaces verts, à Blanzay, So Bag, entreprise de la Fiolle, va implanter une parcelle de 150 m<sup>2</sup> en permaculture. La culture sera effectuée par les salariés de l'Esat (Établissement et service d'aide par le travail) du Vernoy. Un projet assez insolite en pleine zone industrielle.

Des hommes en train de travailler avec des fourches, une parcelle retournée, du bois à broyer... L'association de tous ces termes pour évoquer des jardins semble logique. Mais pas pour évoquer la zone industrielle de la Fiolle à Blanzay. Et pourtant... Ici, une entreprise, So Bag, porte un projet de permaculture (*lire par ailleurs*), afin de cultiver courgettes, tomates, laitue, plantes aromatiques. Et ce de manière biologique.

**Une serre de culture**  
Lundi, en fin de matinée, sur les espaces verts de l'entreprise So Bag (fabricants de big bags, *lire par ailleurs*), huit personnels de l'Esat (Établissement et service d'aide par le travail) du Vernoy travaillaient la terre sur une zone de 150 m<sup>2</sup>. « On devrait être prêts au mois de mai pour les premières cultures. L'année dernière, nous avons préparé le sol, en amenant de la matière organique », indique Yves Kapamadjian, chef d'équipe espaces verts. Ils ont amené entre 120 et 150 m<sup>3</sup> de déchets verts pour le sol. Une serre devrait être installée à partir de septembre.

Mais pourquoi So Bag fait-il une action pareille ? « Nicolas Chevallier (le patron) est membre du conseil d'administration de l'établissement public social et médico-social, indique la direction. Nous avons embauché un ancien salarié de l'Esat en CDI. L'entretien des locaux est fait par un membre de l'Esat. Nous sommes très inclusifs. Ici, nous avons du terrain libre, alors pourquoi pas ? »

Cette installation permettra aux salariés de l'entreprise d'avoir gratuitement des fruits, des légumes, des plantes aromatiques, etc. « Nous travaillons depuis plusieurs années avec So Bag, confie Rosine Semmesal-Bosset, la directrice adjointe. Le projet aurait dû commencer dès 2020, mais avec le Covid-19, il a pris un peu de retard.

« **Ça va nous permettre d'apprendre** »

« C'est un chantier école pour l'Esat. Ça va nous permettre d'apprendre et de proposer ce type de prestations par la suite chez les particuliers et les entreprises », reprend Yves Kapamadjian.

« C'est innovant et motivant », assure Fabien Vinter, salarié de l'Esat. So Bag réfléchit à utiliser une autre partie du terrain pour faire pousser des arbres fruitiers par la suite.

Tristan AUBRY



**Yves Kapamadjian et de personnels de l'Esat (Établissement et service d'aide par le travail) du Vernoy devant (et sur) la parcelle de So Bag, qui va être cultivée en permaculture. Prochainement, le bois va être broyé afin d'apporter de la matière au sol.** Photo JSL/Tristan AUBRY

**REPÈRE**  
■ C'est quoi la permaculture ?  
La permaculture n'est pas nouvelle. Elle se traduit littéralement par la volonté de rendre possible une culture permanente. Les permaculteurs créent des écosystèmes durables, presque autonomes. On dit souvent que ces écosystèmes sont « désignés » en fonction du lieu où ils s'implantent (nature du sol, présence d'eau, ensoleillement, vent, interaction entre les espèces végétales, animales, etc.). La permaculture n'est pas seulement un mode de culture mais aussi un état d'esprit basé sur le soin apporté à la terre et aux espèces vivantes.

## So Bag, entreprise distinguée par la Région

Fondée en 2013, So Bag emploie une trentaine de personnes et fabrique des “big bags”. Ils s'agit de sacs faits en toile de polypropylène avec en plus une doublure en polyéthylène et une sangle. L'assemblage des sacs se fait grâce à des machines à coudre. Plus de 80 % de la production est destinée à l'agroalimentaire et à l'industrie pharmaceutique. L'entreprise produit entre 10 000 et 14 000 big bags par mois, selon leur volume.

Judi 4 février, l'entreprise a été distinguée lors de la cérémonie de remise des Trophées RSE (responsabilité sociale des entreprises) à l'échelle de la Bourgogne-Franche-Comté, dans la catégorie droits de l'homme.

« Vos démarches de progrès permettent de dynamiser le territoire et d'œuvrer au développement social et sociétal et au respect de l'environnement mais aussi de contribuer aux objectifs de développement durable », indiquait Jean-Claude Lagrange, vice-président à l'industrie à la Région, lors de la remise des trophées, aux récipiendaires.

Pour les trois prochaines années, So Bag compte réduire son empreinte environnementale, utilisant des matières recyclées, ainsi que du lin et du chanvre pour une partie de sa production.

## ➔ SO BAG committed company...

### ... with the France Network Global Compact

• Since 2019, SO BAG has been more strongly committed to the France network of the Global Compact by becoming an **ambassador company for the Bourgogne Franche-Comté region**.

For example, in 2022, SO BAG participated in a specific consultation on sustainable food and CSR organized by the Bourgogne Franche-Comté region as part of its regional plan for economic development, innovation and internationalization SRDEII.

• The United Nations Global Compact offers 6-month acceleration programs to help its member companies structure their approach to integrating the SDGs and implementing the 2030 Agenda. SO BAG has chosen to follow the program in 2022 **SDG Ambition** as well as the **Climate Accelerator**.





... on its territory



ÉCOLOGIE  
INDUSTRIELLE  
& TERRITORIALE

- The Le Creusot Montceau Urban Community has associated around twenty companies in its territory with the implementation of an **Industrial and Territorial Ecology approach**.

To initiate it, a fresco of the circular economy was organized in 2022 in which SO BAG obviously participated. Subsequently, working groups were formed to study the **resources that could be pooled** with the aim of creating a local ecosystem on the scale of our territory.



**Objectif territoire durable**

**Jeudi 6 octobre 2022**  
**Le Creusot 9h → 20h**

- climat • économie circulaire • biodiversité
- économie de la fonctionnalité • mobilité
- hydrogène • résilience des territoires

L'Alto  
5 avenue F. Mitterrand  
71 Le Creusot

*Partons à la découverte des*

YouTube

[View here the 16 conferences of the day](#)



• SO BAG piloted the organization of a major event as part of the European Sustainable Development Week 2022.

Called «**Objectif territoire durable**» Sustainable Territory Objective, this event brought together more than 400 people: companies and economic players, associations, communities, citizens, students and high school students.

**Our wish was to share concrete and committed approaches for a very wide audience because the SDGs, which constituted the red thread of our event, are everyone's business in our professional and personal lives.**

With 16 inspiring conferences and 10 stands in the form of fun activities accessible to all ages, the day was rich in sharing experiences and solutions aimed at a sustainable future.

Like SDG No. 17 partnership for the achievement of the goals, this day could only see the light of day thanks to the involvement of our partners and in particular la Communauté Urbaine Creusot Montceau, Agire, le Campus des Métiers et des Qualifications, le lycée Haigneré, le Lycée Blum, FQP FBC, le Pacte mondial de l'ONU - réseau France, la Région Bourgogne Franche-Comté et la Ville du Creusot.



## ➔ Partnerships and associative sponsorships

- SO BAG and its employees support the **Tulips Against Cancer** operation each year by offering bags for the collection of 35,000 tulips planted by volunteers from the Lions Clubs of Montceau-les-mines and Val-Mont. The material is provided by SO BAG and the employees mobilize to make the bags in their free time... thanks to them. The funds raised by the sale of tulips and bags are intended to support research, the sick and allow the acquisition of medical equipment for hospitals in the region.



- For several years, we have been making a donation to the League Against Cancer as part of **Pink October**. It is calculated based on orders placed in October on our website [www.bagutil.fr](http://www.bagutil.fr). In 2022, we thus offered €400 to the association and we once again thank our customers for their orders placed during this period.

- Each year, SO BAG responds favorably to around ten associative initiatives. In 2022, material or financial support was provided to sports clubs (football, tennis, swimming), cultural (radio), educational (schools) and health (friendly blood donation, telethon) associations.

# Environment



## → Decarbonization & Energy Transition

### Climate has found militant boss

SO BAG joined the Coq Vert community in 2021, proof of our commitment to the climate.

This community, created on the initiative of the Ministry of Ecological Transition in partnership with ADEME and Bpifrance, has the watchword “Climat seeks activist bosses”. Its ambition is to create a collective emulation in favor of the ecological and energy transition.



As a member of the Coq vert community, we are committed to:

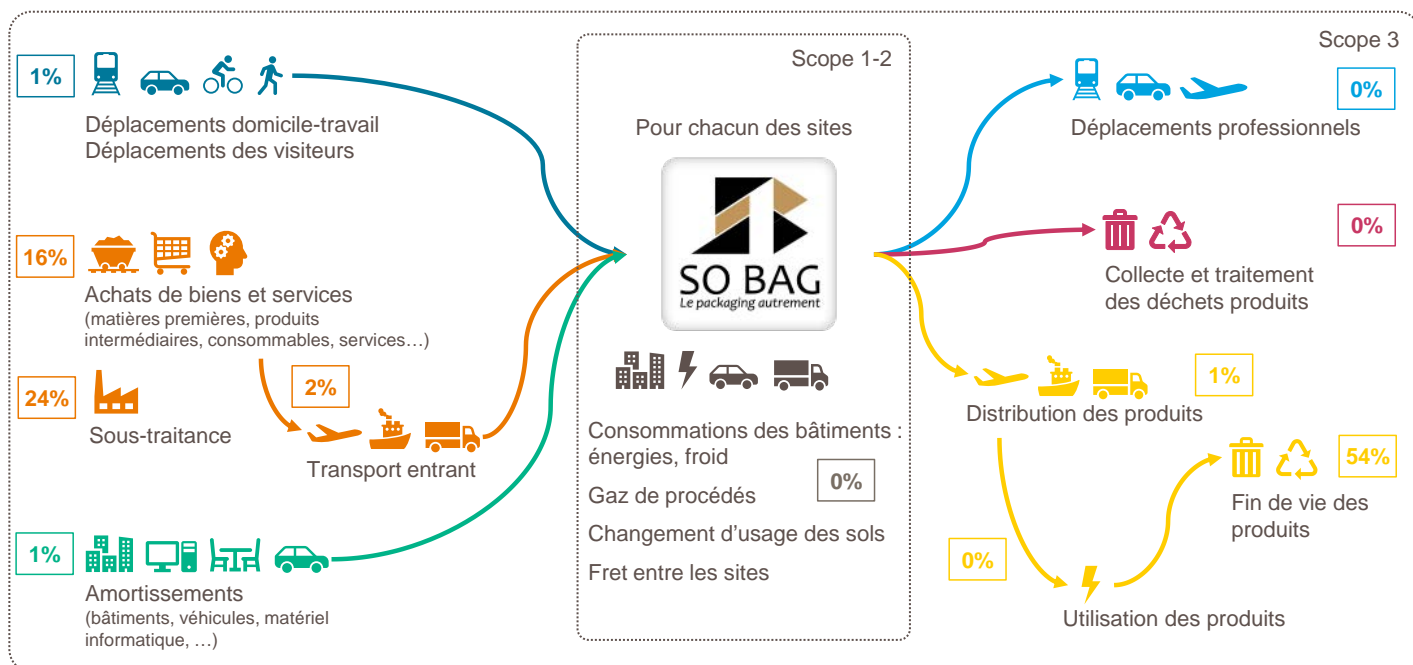
- limit climate change and restore biodiversity,
- make the ecological transition a necessity for the sustainability of our company,
- federate and mobilize communities of entrepreneurs and thus trigger/increase their commitment to ecological transition,
- implement a strategy contributing significantly to the issues of protection and preservation of biodiversity and ecosystems, transition to a circular economy, adaptation to climate change, prevention of pollution and sustainable use of natural resources.

### Carbon footprint

Our company size does not require us to carry out a carbon footprint, however, as a responsible and committed company, we have collected data to measure the **greenhouse gas emissions** generated by all of our activities.

Aware of the climate emergency, we have chosen to carry out a **complete carbon assessment (scopes 1+2+3)** which takes into account the transport of goods and the end of life of products.





# 6200 t CO<sub>2</sub>e

this is SO BAG's greenhouse gas balance for the calendar year 2020

which is equivalent to flying around the Earth 1,550 times

4 items represent 95% of total emissions: end of life, inputs, energy and freight.

## Decarbonization action plan

We have set ourselves a target of **reducing our greenhouse gas emissions by 50%** by 2025. To do this, we will act on:

### • ecodesign

An integral part of our company's strategy since its creation, eco-design is at the heart of our action levers to reduce our emissions. Our team is therefore working on the end of life + inputs and in particular:

- > the recycling of big bags and the introduction of recycled material,
- > optimization of the quantities of plastics per big bag,
- > the development of alternatives to plastic,
- > the deployment of the functional and cooperation economy.



### • energy efficiency

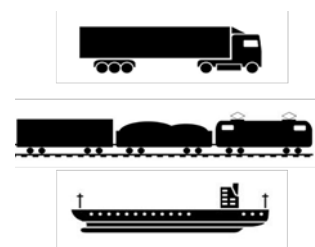
During 2023, our production unit in Burgundy will be equipped with photovoltaic panels that will produce part of our energy. The estimates made let us foresee an energy self-consumption of more than 30%.



### • optimization of the carbon footprint induced by transport

Acting on road transport is a key factor in limiting greenhouse gas emissions. To this end, since 2020 we have been using multimodal logistics combining rail, river and road transport modes.

In addition, we are increasingly favoring carriers committed to CO<sub>2</sub>.



Finally, in 2022, we started an action in favor of the **mobility of our employees**.

For this and with the support of Medef 71, we conducted a study of home-work journeys with 3 other companies in our industrial zone (Michelin, EPSMS du Vernoy and Isovo).

The results showing that 93% of employees come by car, we have chosen as the first lever the development of carpooling; for this, the 4 companies have chosen the same platform (Karos) and we have made our employees aware of using it.

In addition, we work with our local authority. Indeed, by securing bicycle access, we could succeed in getting our employees who live less than 6 km away back in the saddle and for those furthest away, we have asked for the study of 2 dedicated bus lines.

This example of action is a good illustration of SDG 17 “Partnership for the achievement of the goals”.

## → Waste

SO BAG’s goal is to strive for zero landfill. To this end, we are aiming for maximum **material recovery** for our waste:

# 18,4 t

of waste was sent for recycling in 2022

polypropylene • polyethylene • paper • cardboard • glassine • strapping ties



The glassine and strapping ties are upgraded by Les Valoristes Bourguignons who employ people in situations of exclusion. Also, not only do we act to reduce our waste going to landfill, but we also contribute to job creation for this **inclusive association**.

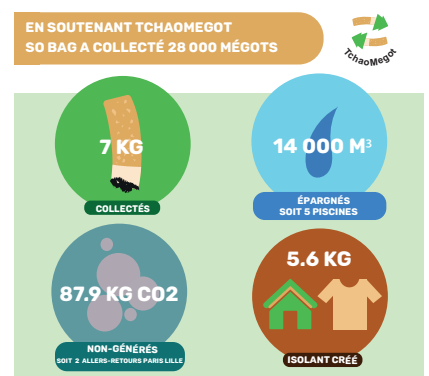


SO BAG supports the association A collected cork = a useful gesture. Thus we offer the caps of the canvas cores and the thread reel cores which are sent to the **recycling** sector. The amount collected by this collection is used to finance the purchase of medical equipment to help families affected by disabilities.

**Eco-gestures** also concern our employees. In addition to the waste that we collect in production, it seems important to us to include our employees in our convictions.

Also, various bins are installed in the refectory to sort paper, plastic, cardboard, batteries... We also have a composter for organic waste from meals taken on site.

Finally, we collect cigarette butts. Indeed, 1 cigarette butt thrown on the ground and washed away by the waters will have every chance of reaching the seas and oceans; it alone pollutes up to 500 L of water!





## → Biodiversity

A plot of land located near our company has been developed in permaculture and the vegetables harvested are made available to SO BAG employees.

This project began in 2020 in the form of a school project with our partner ESAT du Vernoy (71). It was during a clearing site that an ESAT instructor passionate about permaculture offered to train and build the skills of his teams on this plot. Nicolas CHEVALIER immediately gave his agreement, made the land available and made the necessary purchases.

The first step consisted in preparing the ground: first an earthwork on the site of the future greenhouse in the spring of 2020, then a contribution of green waste from the ESAT (clippings, crushed wood, large wood, dead leaves) in the purpose of promoting them.



In 2021, the ground was worked and new green waste was brought. The first plantations made it possible to offer employees 82 kgs of pumpkin and butternut squash.



In the spring of 2022, the school site continued. The ESAT team learned how to set up a greenhouse, planted fruit trees and landscaped the surroundings. The plantations for this year 2022 were tomatoes, zucchini, cucumbers and aromatics. Mulching and a watering system using oayas have been put in place.



In 2023, seedlings are prepared in the spring to diversify the harvest: lettuces, radishes, potatoes, courgettes, cucumbers, tomatoes, peppers, eggplants, melons...





## → Thanks to our products & developments



We take our environmental responsibility very seriously and we act to reduce the environmental impact caused by packaging. We are therefore committed to offering new products whose design provides an answer to the environment.

### • Modified Atmosphere

Population growth, global warming, scarcity of resources... so many factors that lead SOBAG to propose the modified atmosphere of big bags.

Indeed, an infestation by pests can cause heavy losses on agricultural crops and storage under modified atmosphere in hermetically sealed big bags has the potential to **considerably extend the shelf life**. It kills insects, reduces the formation of mold and auto-oxidation phenomena.

Used as an organic means of natural fumigation, the modified atmosphere combines extremely low levels of oxygen with nitrogen or carbon dioxide.



SO BAG is the exclusive Somsix distributor for the French market, its process is

- > practical = 1 mobile machine all in 1, from vacuum packing to gas rinsing and pressure control
- > fast = 1 very short processing time
- > effective = 1 extremely low oxygen level = less than 1%
- > secure = 1 continuous and non-invasive oxygen level monitoring



[learn more  
in video](#)  

### • Sea container bag

The solution patented jointly by SO BAG and Transports Godefroy makes it possible to store and transport **up to 25% more products by maritime container**, whether food powders, pharmaceutical components, minerals, powdery materials for the industry in general. It also prevents containers from traveling empty on their return trip when no granular content is to be transported.

In more detail, this innovative solution combines a 40 or 20 foot metal shipping container with a very resistant flexible bag fixed inside.

The stuffing and unstuffing systems have been positioned to provide more security than the systems currently on the market. For example, during unloading, the container doors remain closed. On the other hand, there is no need for a metal frame to hold the bag, which avoids obstructing the access opening and also encroaches on the interior volume of the container.



- **QVinci** and **QVinci liner** were developed in particular with the aim of optimizing truck loading. These big bags do not deform like standard big bags. They tend towards a cubic rather than a cylindrical shape and therefore allow for a better footprint on their pallets. In addition to improved safety, our customers can better load their trucks, transport more big bags, therefore limit the number of transports, which has a strong impact on reducing the carbon footprint.



=> Up to 25% more product in trucks



- The **BL3 type big bag** was developed for packaging powders with a Minimum Ignition Energy greater than 3 mJ and in an ATEX 21-22 environment. It is a simple and economical alternative to conductive or dissipative big bags (type C or D) commonly used to ensure the safety of factories against the explosive risks associated with the handling of powders.

A patent has been filed jointly with the Roquette group.



[learn more in vidéo](#)



- **HELINNGO** is a big bag specially adapted to helicopter operations since it is approved 8/1.

Unfortunately, we still see too often traditional single-use construction big bags used during aerial work, but we must not play with safety. Our approach led us to design this big bag with its users (notably helicopter transport companies) so that it meets standards, allows its reuse and thus limits waste.



- **Clic'BAG** and **Clic'BAG Asbestos** are 2 big bags patented in partnership with Véolia. They provide an all-in-one, simple and fast solution to improve source sorting, collection and disposal of construction waste.



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