



Corporate Social Responsibility

**OUR COMMITMENTS
FOR SUSTAINABLE
DEVELOPMENT**

“ Our future is taking
shape today ”

Altair

VISION

To be the **European leader** for **responsible** and
high-quality **household products**

MISSION

To satisfy demanding consumers by providing them with the most
effective, innovative and environmental **solutions to enhance,**
sanitise, protect and renovate their home, while ensuring
profitable growth for our customers and ourselves.

VALUES

**Goodwill, collective success, humility, positive
stimulation, responsibility**

KEY FIGURES

Over 75 years of existence
8 brands
450 employees
4 production sites
3250 referenced products
Present in **45** countries

THE CSR PILLARS AND COMMITMENTS OF THE ALTAÏR GROUP

Because protecting the planet is essential for future generations...
 Because formulating safer products for everyone has been a part of our DNA since our Group was created... Because being responsible for and with our staff is our role as an employer... We have chosen to focus our social, societal and environmental commitments around these three axes

→ **Halving our environmental footprint**

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TAKING ACTION FOR OUR PLANET
THE BEST USE OF RESOURCES

- 1 → Promoting responsible purchasing and short supply chains
- 2 → Developing the circular economy
- 3 → Accelerating our energy transition
- 4 → Recovering all our manufacturing waste

→ **Doubling turnover from the sale of eco-certified products**

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TAKING ACTION FOR PEOPLE
DEVELOPING SAFER AND MORE NATURAL PRODUCTS

- 5 → Promoting the use of natural ingredients in our products
- 6 → Developing eco-certified products
- 7 → Banning controversial ingredients
- 8 → Encouraging the reduction and reuse of packaging

→ **Obtaining the Great Place To Work certification**

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TAKING ACTION FOR OUR EMPLOYEES
ENSURING OCCUPATIONAL WELLBEING

- 9 → Making our company accessible for all
- 10 → Enhancing the quality of work life
- 11 → Protecting our teams
- 12 → Developing the skills of our employees



Introduction

Every day, the impact of human activity on the environment brings us a day closer to breaking point. As our needs increase, available resources are becoming more and more rare and therefore must be preserved. There is an urgent need to take action for our planet, its inhabitants and in all areas in which we are leaving a footprint.

The Altaïr Group, just like any other economic player in the private sector, has an essential role to play in order to extend this deadline or even avoid it, perhaps even more so as it is a chemical company. We are convinced there exists a solution enabling economic performance and sustainable development to be reconciled, and we are working towards this goal every day.

Since it was created in 1946, the Group has endeavoured to satisfy consumers by providing them with solutions to enhance, sanitise, protect and renovate their home. We innovate on a daily basis to meet the challenge of making our products more effective and more respectful of people and

nature. This is not incompatible, quite the opposite in fact. Nature has a wealth of products that are often more effective than synthetic substitutes, and today we are able to use them in a reasoned and reasonable manner.

Our Group has begun its transformation. The ecological crisis, consumer expectations and our business growth have made it necessary for us to outline our approach to Corporate Social and Environmental Responsibility. The stakes are high, we must convey our commitment, assess the effectiveness of our actions and adjust our approach over time. We have established concrete and measurable objectives, where we are certain we are truly able to act, with the agreement of all our stakeholders.

Through these commitments, we aim to do our duty in contributing to the protection of our planet and its inhabitants. We do not claim to be perfect, but if we, at our own level, are able to inspire other economic stakeholders, then we will be proud.

Étienne SACILOTTO,
 Chairman of the Altaïr Group



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TAKING ACTION

for our planet

The best use
of resources

➔ **Halving our
environmental
footprint**

As a chemical company, we use significant amounts of natural resources; it is our duty therefore, to use them in a reasoned and reasonable manner. For years, we have been committed to the circular economy and short supply chains with our suppliers. We are speeding up our energy transition and the recycling of our manufacturing waste. We use recycled materials and reduce the quantity of packaging whenever possible. Our current goal is to optimise our processes even further in order to improve the management of our resources and those of the planet.

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Promoting responsible purchasing and **short supply chains**

Close relations are inscribed in our Group DNA. Each site, whether for administration or production, is geographically, culturally and economically rooted in its region. We work with partners and suppliers in Europe whenever possible, within a radius of less than 100km. Besides the not insignificant environmental impact due to transport, these partnerships enable us to work with businesses and people that share the same values and same local culture as us.



OUR ACTIONS

- Our buyers aim to choose suppliers that are **as local as possible**
- We have drawn up a **procurement charter** and a **rating system** for our suppliers that includes **CSR** criteria and indicators.
- Our buyers have a supplier **sourcing objective** for **bio-based products**



OUR GOALS FOR 2025

- For our procurement charter to be signed by

40%

of our suppliers

- Achieve

40%

of insecticide sales from ranges that use natural active ingredients

- Attain

50%

of national suppliers

- Whenever possible, buy within a radius of less than

100km

Developing the **circular economy**



Ever since our Group was created, we have striven to include recycled materials as much as possible in our packaging and look for **recyclable alternatives** to virgin plastic. We work together with industrialists to develop and test new and more responsible packaging solutions.

OUR ACTIONS

- We use **recycled plastic** in our packaging
- We have replaced most of our virgin PET packaging with **PET made from 100% recycled materials**
- We are reducing the **weight** of our plastic packaging
- We are innovating to replace the plastic blisters of our packaging with **recycled cardboard**
- We favor the use of **sustainable materials** in our merchandising tools
- We make our **development teams** aware of eco-design.

OUR GOALS FOR 2025

- At least

50%

of packaging made with recycled plastic

- Save

79 tonnes

of virgin plastic by selling **LOOSE** products and refills for our current packaging (Doypack)



Accelerating our energy transition

As our business is industrial, we use energy. Our aim from the beginning of the Group's existence is to consume better and less. On both our administrative and production sites, we are setting up processes and looking for innovative solutions to speed up our energy transition.



OUR ACTIONS

- We substitute petroleum-derived materials with materials of natural origin
- Whenever possible, we sign procurement contracts for green electricity in the countries where we are physically present
- We are installing photovoltaic panels on the entire roof of our Valence site to produce more than a third of our energy requirements on site
- We plan production to avoid any unnecessary rinsing of production lines, and we are optimising our procedures
- We plan to install a presence detector system to provide lighting only when necessary
- When renewing our industrial equipment, we look carefully at the environmental impact in terms of materials and energy consumption

OUR GOALS FOR 2025

→ **Halve**

our carbon footprint

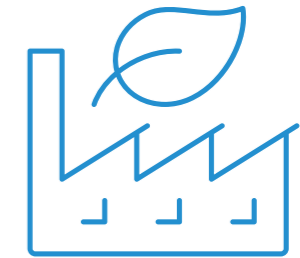
→ Use

100%

green electricity in the countries where this is possible

- Reduce our water requirements by 15% per kg of manufactured formula
- Modernise our demineralised water facility to optimise our consumption
- Optimise our electricity consumption per unit produced

Recovering all our manufacturing waste



Admittedly, our industrial activities generate a significant amount of waste and emissions. We struggle daily against wastage and pollution of all kinds.

OUR ACTIONS

- We have always sorted the waste on all our sites
- We recycle 100% of our waste through reuse or thermal recovery
- We filter and measure VOC from gas emissions in strict compliance with statutory requirements
- We have saved 2.8 kg of CO2 per tonne transported in 2 years as part of our commitment to the Fret 21 programme and are continuing our work
- We reprocess and reuse defective products in the production cycle
- We reduce our consumption like that of water by increasing the concentration of our detergents.

OUR GOALS FOR 2025

- Reduce our water consumption by

15%

- Recover

50%
of our waste



Our brands are committed for the environment

In France

THE SEACLEANERS: REDUCING PLASTIC POLLUTION IN OUR OCEANS

Since 2020, we have supported **The SeaCleaners**, a French association whose mission is to **protect the oceans by reducing plastic pollution**. As a patron, we contribute to the **Manta project**, which aims to construct a catamaran capable of collecting and recovering large quantities of marine plastic waste by 2025. Our commitment extends to our distribution partners with whom we jointly organise additional awareness and fundraising events to fight **marine pollution**.



WE HAVEN'T YET INVENTED A PRODUCT THAT WILL CLEAN UP THE OCEANS. BUT THE SEACLEANERS HAVE

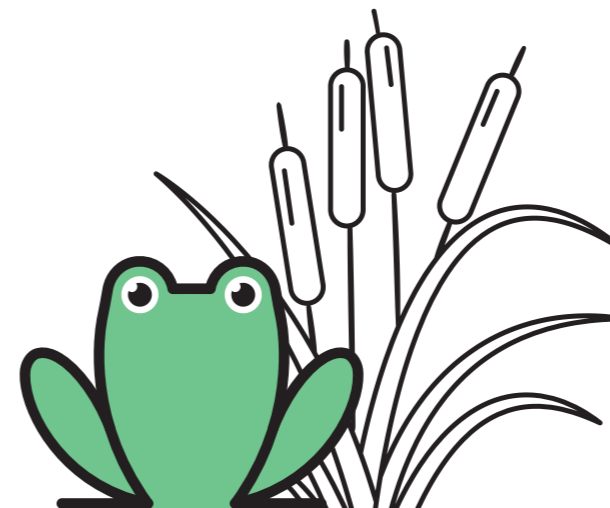


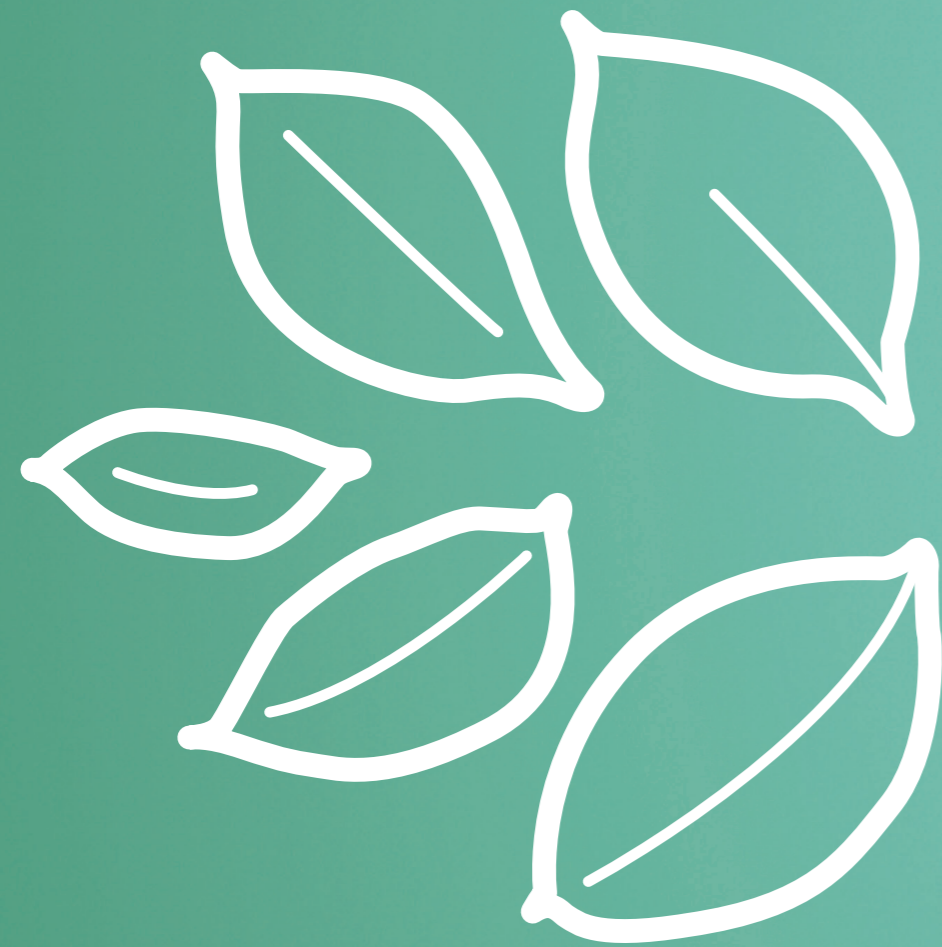
ECOTREE: TAKING ACTION FOR REFORESTATION

We support the **Ecotree** association, whose aim is to **offset corporate CO2 emissions by planting trees**. In this way, we contributed to **replanting 2,000 trees in a forest in the Creuse region** in 2020. Through photosynthesis, these trees will **capture about 60 tonnes of CO2 over the next 35 to 40 years**, which is equivalent to the annual consumption of electricity on the sites of the **Altair Group in France**.

IN 2022

we participated in the financing of a project to restore and enhance 350,000m2 of wetlands in the Brittany region. Wetlands are high places of life. Indeed, 40% of animal and plant species live in these areas and yet more than half of these spaces have disappeared in France since the beginning of the century.





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TAKING ACTION

for people

Developing safer and more natural product

→ **Doubling turnover from the sale of eco-certified products**

It is our role as a chemical company to protect people by providing solutions to maintain a clean and healthy environment, and to combat insect pests. Nature is full of ingredients with exceptional properties that are just as effective as synthetic ingredients, if not more so. For years, we have been working to create more natural formulas, ban controversial ingredients and develop eco-certified products. Our commitment even extends to consumer awareness campaigns and promoting more natural products.

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Promoting the use of natural ingredients in our products

Our Group's mission is to create products that are as natural and effective as possible, to protect people and preserve their home. This promise guides our R&D teams daily in their search for effective formulas that preserve the environment at the same time.



OUR ACTIONS

- We are **broadening** our ranges with **solutions that use natural ingredients**
- Whenever possible, we choose to **develop greener solutions** (for ingredients and packaging)
- We constantly **invest in R&D**, both **internally** and together with specialised partners
- We highlight consumer awareness in the **use of our eco-friendly products** by proving their **effectiveness**
- We provide **more concentrated products** in order to **reduce packaging**
- We make our customers **aware** of recycling and **waste sorting**



OUR GOALS FOR 2025

→ Generate

20%

of our turnover from the sale of products made with 95% ingredients of natural origin

→ Have

40%

of insecticide sales from ranges using natural active ingredients



Developing eco-certified products

Our consumers are very demanding, just like we are. We have therefore chosen to obtain **certification from the most rigorous label in the market** in terms of the composition of our **products** and consumer transparency: **the Ecocert label.**



OUR ACTIONS

- We **select our ingredients** from the **Ecocert standards** whenever possible
- We carry out **performance tests** on our solutions
- We are regularly **audited by external certifying bodies**
- We work with **expert partners** to develop **certified solutions**
- We **inform consumers** about the various labels

OUR GOALS FOR 2025

→

DOUBLE

our turnover from the sale of eco-certified products

→ Offer more than

250

for eco-certified products in our catalogue



→ Attain

100%

FSC® wood for the manufacture of our household accessories and wood firelighters



La marque de la gestion forestière responsable

→ We use FSC® certified wood for our household accessories and fireplace range.



Banning controversial ingredients

Every day, research studies identify new substances that may have a negative effect on people's health. The Altaïr Group maintains close relations with its partners in order to identify these substances and remove them from its formulas, even before this is imposed through regulations.

100%
INGREDIENTS
of natural
origin



OUR ACTIONS

- We seek to eliminate all **carcinogenic, mutagenic or reprotoxic substances** from our formulas, even if they are present in only the smallest amount
- We **revise our formulas** and **replace ingredients** if there is the slightest reason for concern
- We **work alongside expert consultants** and **professional organisations** on a **list of potentially dangerous substances** to research **substitute products**, even before new regulations
- We make **consumers aware** of how to use our products correctly (**accurate dosage and application time**)

OUR GOALS FOR 2025

→ Achieve

100%

of our turnover through the sale of products formulated without any CMR (carcinogenic and/or mutagenic and/or reprotoxic) substances



Encouraging the reduction and reuse of packaging



As a chemical company, we use a lot of plastic in our packaging. We strive daily to use less virgin plastic and reduce our plastic consumption. And we have a committed approach to heighten consumer awareness.



OUR ACTIONS

- We are **developing** a range **where the products are sold loose**
- Our **storage solutions for loose products** are designed with a **low-tech partner** (using local beechwood and as little energy as possible)
- We **design our packaging with as little plastic as possible** and modify it as soon as a new and efficient solution is available
- We carry out **awareness actions on using loose products** for our customers and consumer
- We offer **powder doses for our ready-to-use and detergents** to reduce unnecessary water transport

OUR GOALS FOR 2025

→ Achieve

50%

of packaging from recycled plastic

Our brands are committed for families

In Poland

CAPE OF HOPE: OFFERING SICK CHILDREN MORE TIME AT HOME

Since 2019, we have supported the 'Na Ratunek Dzieciom z Chorobą Nowotworową' foundation, which works to finance equipment so that children suffering from cancer can be treated at home. In this way, the young patients are spared long stays in hospital without their parents. We donate a zloty for every Starwax solvent or stain remover that is sold. In total, more than 117,000 PLN were collected like this in 2020. The sum has enabled 200 children throughout Poland to benefit from the programme. This project was awarded a prize in the 'Benefactor of the Year 2021' competition organised by the Academy for the Development of Philanthropy in Poland.





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TAKING ACTION

for our employees

Ensuring occupational wellbeing

➔ **Obtaining the Great Place To Work certification**

Altair's principal mission is to look out for the safety and professional development of its employees. We endeavour to remain a first-rate employer and annually monitor the satisfaction level of our teams via an inhouse social barometer. Our commitment can be seen by the attention we pay to the safety of our employees, their skills development and their wellbeing in the workplace. We are also engaged in an inclusion policy.

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Making our company accessible for all

As an industrial company, we are aware that our staff is primarily masculine. We are working to integrate more women in our Group and we make sure our male and female staff members are treated equally. In addition, we try to integrate as many people with disabilities as possible, whether internally or by working with adapted companies.



OUR ACTIONS



→ Over the last seven years, we have sponsored young talents from modest socio-economic backgrounds via the ARELI association's Emergence programme (funding studies, help with job seeking and general support)



→ We work with an employment support centre for most of our non-automated packaging. This centre welcomes 154 disabled workers



OUR GOALS FOR 2025

→ Attain a more balanced representation of men and women, with at least

50%

women managers

→ Obtain a score above

90/100

in the Gender Equality Index

Enhancing the quality of work life



As an employer, our mission is to support our staff members and provide them with the best possible workplace, so they can feel comfortable and work efficiently, and so new talents seek to join us. This means pleasant premises, as well as an attractive remuneration policy, enjoyable occasions and societal commitments in which employees can become involved. We have been engaged in a 'Happy Index at Work' effort for the last three years and we conduct an annual survey where we question our employees on their feelings about their workplace.

OUR ACTIONS

- We support staff commitments in **associative actions**
- We have an **attractive salary policy** (bonus, yearly increases, profit-sharing and incentive plans)
- We encourage a good **work-life balance** (homeworking, childcare places, green modes of travel, etc.)
- We organise **moments of social interaction** in every department and between departments
- We have set up a **whistleblowing procedure** in the event any non-ethical behaviour is detected
- We assess the **quality of work life** through annual surveys to identify **levers for action to enable further progress**
- We allow every disabled employee **two days of paid holiday** to lend their support to an **association**

OUR GOALS FOR 2025

→ Obtain the Great Place to Work certification

→ Achieve a participation rate of

65% in the "Great Place to Work"

→ Obtain an overall rating of **>3**

Protecting our teams

We pay great attention to the safety of all our teams. Whether this involves protective equipment, training or even investing in our production sites, we endeavour every day to ensure our teams are working in complete safety.



OUR ACTIONS

- We have **invested €1.5 M to update all our fire-fighting equipment**
- Every staff member working in our factories has been given **full protective equipment** (footwear, goggles, overalls, gloves and respiratory equipment where necessary)
- Every staff member working in our factories is qualified to **carry out the tasks according to their level of training** and their experience
- Every staff member working in our factories is qualified to **carry out the tasks according to their level of training** and their experience
- We have invested **more than 300 R&D hours** in reviewing all the flammability levels of our hazardous products
- We conduct an **annual fire drill** in partnership with the fire service and local authorities
- We **brief and train every external provider** who visits our sites on the subject of safety
- We **train our employees**



OUR GOALS FOR 2025

→ Reduce the frequency and severity of work accidents by

40%

→ Our Group works with chemicals, so our employees may be subjected to hazards. **In 2020, we did not record any serious work-related accidents.** We are constantly optimising our processes and aim to **maintain this target for 2025.**

Developing the skills of our employees



OUR ACTIONS

- We have worked on and written **our mission and values with our employees**
- We have **officially outlined the managerial roles** jointly with our managers and from this, we have **put together their training plan**
- We have drawn up an **induction course** and **attributed a 'buddy' to every new arrival**
- Our **annual training programme** exceeds the regulatory requirements
- We recruit **people on work-study contracts** and **train them**

Helping employees to evolve and develop their employability is, in our view, one of our missions as an employer. At a time when we are expanding, it is our duty to map the skills available and establish a coherent training plan with regard to our future requirements.

OUR GOALS FOR 2025

→ Set up

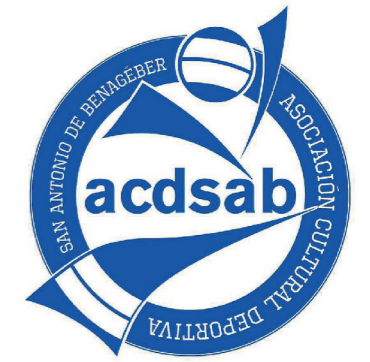
an **Occupational and Skills Forecasting plan**

→ Train

35%
of staff every year

→ - Beyond the regulatory training due to the nature of our industrial activity, notably regarding safety, we are setting a goal to **train 40% of our staff members every year in areas such as communication, pedagogy, etc, in order to develop their managerial skills**

Our brands are committed for the community



In Spain

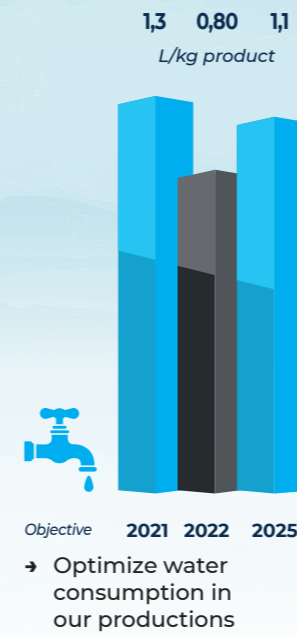
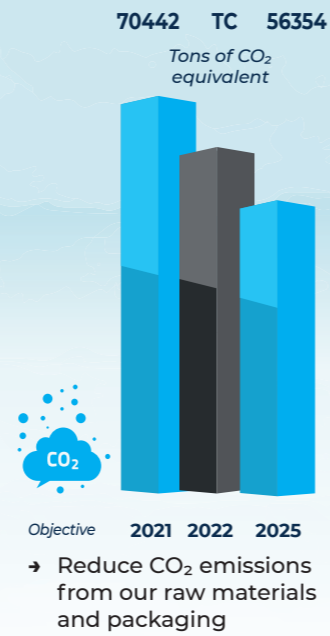
THE SAN ANTONIO DE BENAGÉBER CULTURE AND SPORTS ASSOCIATION: ENCOURAGING OUT-OF-SCHOOL SPORTS ACTIVITIES

By supporting the San Antonio culture and sports association, we are helping to compensate for the lack of local sports opportunities. In this way, we are making sport and culture available to everyone, as well as combating the sedentary lifestyle and physical inactivity amongst young people.

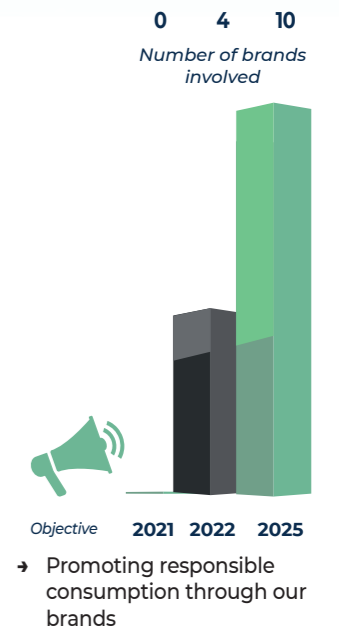
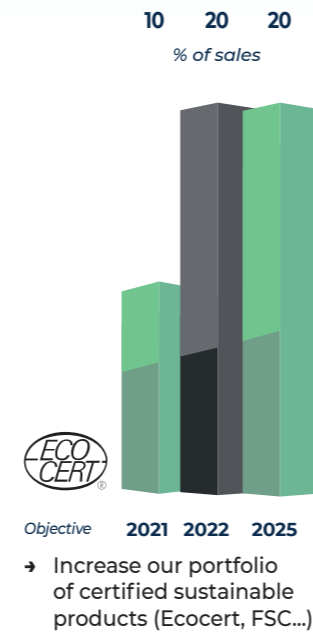


2022-2025 ROADMAP

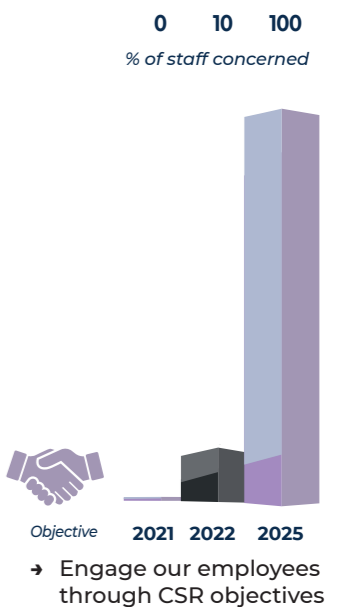
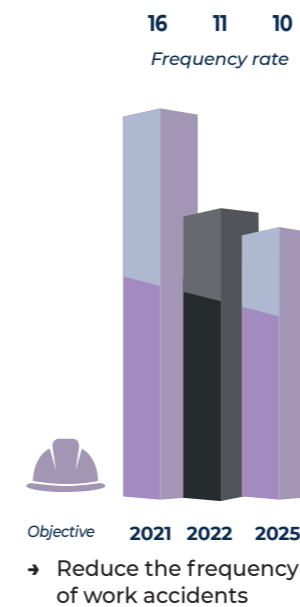
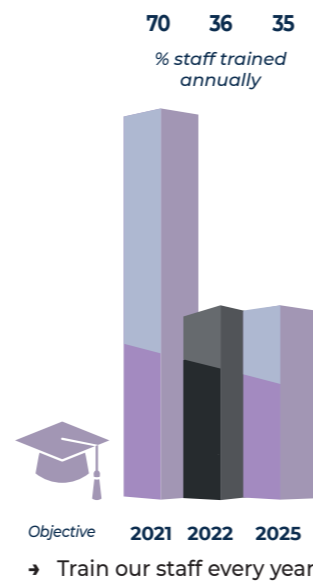
HELPING the planet Optimizing resource use



HELPING our consumers improving our products' eco-responsible profile



HELPING our employees improving well-being at work



* Estimate to be confirmed
TC To be calculated on 2023
NC Not concerned

Altair



ALTAIR GROUP COMPANIES