



Altair

**WORKING
TOGETHER
FOR A CLEANER
WORLD**

CORPORATE SOCIAL
RESPONSIBILITY REPORT 2023

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Éditorial



A NEW STEP FOR ALTAÏR

Ever since our Group was created, we have been committed to providing solutions for home care and protection against insects that are among the most effective, innovative and respectful of people and the planet. In 2021, we passed an initial milestone by structuring our CSR approach. We set ourselves ambitious and measurable goals for 2025: **to halve our carbon footprint, to double our turnover from the sale of eco-certified products and finally, to obtain the Great Place to Work certification.**

The mid-term review is very positive: we have transformed our processes, invested in our production sites, trained and involved our teams, reworked our formulas and packaging, optimised our product transportation, etc. We have learnt a great deal and have been rewarded for our commitment to the environment, our consumers and employees. We are on the way to achieving our goals by 2025; the present CSR report for 2023 reflects this. I would like, therefore, to give my sincere thanks to all our stakeholders – both internal and external – for their daily engagement in our collective approach.



However, the state of the planet requires us to go even further if we are to avoid the worst effects of climate change. In order to achieve this, we reached a new milestone in 2023. We committed to the Science Based Target initiative (SBTi) and our objectives to reduce our CO2 emissions have been validated by climate experts. This initiative guides us in making our own contribution to global action in the fight against climate change and remain within the goals drawn up in the Paris Agreement, meaning a maximum temperature increase of 1.5°C.

Our goals are very ambitious and we will do our utmost to achieve them. I am committed, together with the entire management team, to doing the utmost as from 2024, so that we can say not only that we want to succeed, but state with conviction that we will succeed!

Etienne **SACILOTTO**
Altair Group President

Our mission and our **RSE** strategy

Our commitments are guided by the mission that we defined and shared in 2023.

Our mission

Our purpose is to enable demanding consumers to make their home more attractive, healthier and more sustainable with expert home care solutions that are effective whilst respecting people and the environment.

Our CSR strategy

We aim to have the least impact on our planet and its resources, while acting positively for our employees, consumers and society. We have integrated a CSR approach in our governance and overall strategy to progress towards a business model that is increasingly responsible and sustainable.

Our 3 CSR pillars

→ **Committing to the planet**

→ **Committing to consumers**

→ **Committing to our employees**



OUR DIRECTORS

speak about their commitments



Anibal **AYALA VIEGAS**

MANAGING DIRECTOR
ORO BRANDS BU

2023 have been another strong year for OROBrands showing progress in almost all our CSR commitments. Teams from all departments continue to move the needle with ambition executing plans that allow us to reach several key objectives like overcoming the recycled plastic in our packaging target (15,8% vs. 15%, coming from less than 5% in 2022), 100% green energy consumption, gender equality reaching 48% female at manager level and 43% at Management Committee and reducing salary difference to just 3%, among many others. For sure there is still a lot to do but these achievements are inspiring and motivate us to continue working hard toward our 2024 objectives.



Armel **DELEBARRE-DEBAY**

MANAGING DIRECTOR
ALTAÏR EAST BU

In 2023, we implemented environmental initiatives that not only build our company, but also integrate our team. The best example is the «Share a cardboard box» campaign, thanks to which the whole team collected the materials needed to create eco-friendly parcel fillings. We actively supported the Szopowisko Foundation, engaging the entire company in food collection for animals. Our «Eco-engines» initiative has sales managers travelling in hybrid cars, reducing our carbon footprint. Social responsibility activities not only build our team, but also unite all employees in a common goal. I am extremely proud that we are creating a strong bond based on values. Shared involvement in CSR projects strengthens our community.



François-Xavier **APOSTOLO**

MANAGING DIRECTOR
HARRIS-BRIOCHIN BU

In 2023, Briochin placed CSR back at the centre of our brand differentiation and naturally, we want our consumers and clients to become more aware of this. So, besides eco-certification for almost all our products, we are proud to have achieved real progress on our packaging by switching to recycled plastic in our liquid pumps for washing up by hand as well as eliminating the measuring spoons that had been systematically present in our powder packs, with the reduction of more than 10 tonnes of plastic. We also want the Briochin teams to be a driving force behind the CSR agenda. For this reason, two waste collection campaigns were held in Saint-Brandan and on the beaches at Saint-Malo; and in October 2023, we launched the CSR group with 10 ambassador employees who are going to help us to go even faster, higher and further in 2024. It's the year of the Olympics, but also the year of CSR for us.



Stanislas **BAUDRY**

MANAGING DIRECTOR
BRUNEL BU

The number of actions in favour of our CSR commitments was even greater in 2023, including exceeding our objectives for the use of recycled plastic in over 50% of our packs. And 2023 was also an important turning point for Starwax The Fabulous, as a pioneer and benchmark in DIY superstores for more than 10 years. Although the vintage style of our packs has always been popular, it had become polarizing as our role model reflected an old-fashioned and demeaning image of the modern woman. So, the housewife from the 1950s has been replaced by a timeless and assertive couple, as a non-sexist and non-discriminatory alternative. This is an occasion to promote gender equality regarding all sorts of household tasks. Performances are on target, with an increase of 20% to reach a market share of 4.1% (Figure as of 11.23).

The Altair Group, a committed player for high-quality, responsible home care products

Ever since its creation, the Altair Group has innovated on a daily basis to provide solutions that are ever more effective, while being respectful of people and the planet. This is made possible by the wealth of goodness in nature that is just as effective as manmade products, and we are now able to use these riches in a reasoned and reasonable manner.

3250
PRODUCT
REFERENCES

11
BRANDS

4
PRODUCTION
SITES

OUR BRANDS



Strong values for the group

COMPANY
SPIRIT

PASSION
FOR EXCELLENCE

COMMITMENT
FOR THE FUTUR

PRIDE IN
OUR ORIGINS

A force in Europe

1 **Brunel offices** Wasquehal - **106** EMPLOYEES

2 **Brunel factory** Noyelles-lès-Seclin
115 EMPLOYEES | **Capacity:**
20 000 t per year

Formulating and packaging liquids in bottles and bags in box

3 **Briochin offices:** Saint-Malo - **40** EMPLOYEES

4 **Briochin factory** Saint-Brandan
61 EMPLOYEES | **Capacity:**
12 000 t per year

Formulating and packaging liquids in bottles of different sizes

5 **Briochin logistics site:** Plaintel - **21** EMPLOYEES

6 **Oro Brands offices and factory** Valence
110 EMPLOYEES | **Capacity:**
45 000 t per year

Formulating and packaging aerosols and liquids in bottles

7 **Sinto offices and factory** Aubagne
35 EMPLOYEES | **Capacity:**
5 000 t per year

Formulating sealants and packaging powders

8 **Altair East offices** Wroclaw - **12** EMPLOYEES

9 **Enteco offices:** Wilrijk - **4** EMPLOYEES



Briochin

Briochin

4

5

Briochin

1

2

Briochin

Sinto

7

Brunel

9

Enteco

8

Altair East

Presentation of the CSR organisation



The CSR governance is integrated at the company's highest level of strategy as the Growth and Sustainable Development Director is a member of the Group's executive board. She works as part of a team that leads and coordinates the Group strategy within the different BUs and manages the CSR committees.

To optimise our approach and create a real CSR culture within the Group, we have devised a specific organisation. The aim is to make it easier to share our ambitions and actions with all our employees, to involve them and add even more meaning to their daily tasks.

This organisation relies on a network of CSR ambassadors recruited in each of the Group BUs.

LEAD AMBASSADORS

Their mission is to report on all the actions and figures in connection with CSR. They deal with our plan to reduce carbon impact and gather key data. This enables us to understand and analyse the consequences of our actions so we can be more effective.

COMMUNICATIONS AMBASSADORS

These people have access to all the information connected to the company's CSR commitments and actions. They are genuine spokespersons that broadcast key messages and communications both internally and externally, whether these relate to the Group or are specific to their BU.

The CSR TEAM for our Group



Oriane Perreux
Growth and Sustainable Development Director



Séverine Guilbert
CSR Quality Regulations Director



Claire Thellier
CSR Manager



Laurence Impens
CSR Communications Manager

Lead ambassadors



**Bogusia
Stepniewska**



**Jodie
Le Guennic**



**Claire
Thellier**



**Jose Manuel
Cebrian Flores**



**Ayoub
Laghnimi**



Communications ambassadors



**Anna
Sudol**



**Carole
Doche
Le Moine**



**Nicolas
Vilquin**



**Ana
Valencia**



Our contribution to the UN Sustainable Development Goals






The commitments outlined in our CSR strategy are fully in line with the Sustainable Development Goals (SDG) adopted by the United Nations in 2015. These goals, also identified as planetary goals, define 17 priorities for development that is socially fair and stable in terms of the environment, economic prosperity and inclusion, as well as being achievable by 2030.

They show us the way forward to play our part in creating a more respectful world.



These icons are shown throughout the report to highlight our actions in line with the UN's universal programme for sustainable development

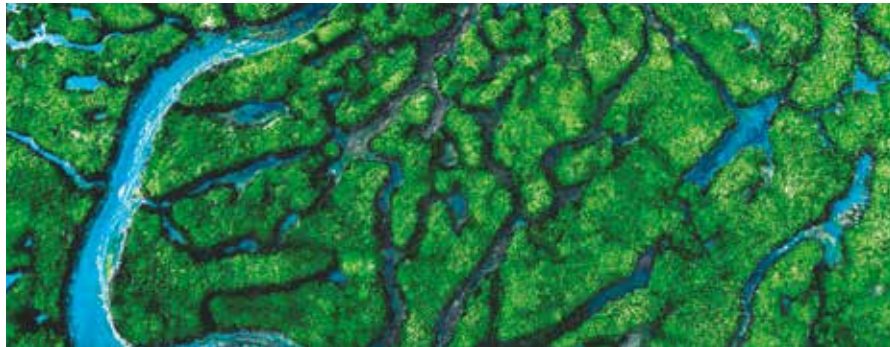
We are contributing to the SDGs through our commitments

	ENVIRONMENT	ETHICS	SOCIAL
PILLAR	PILLAR 1 Committing to the planet	PILLAR 2 Committing to the consumers	PILLAR 3 Committing to our employees
COMMITMENTS	<ul style="list-style-type: none"> • Reduce the GHG emissions from our operations • Reduce the CO2 emissions from our raw materials and packaging • Optimise water consumption in our production • Use energy from renewable sources • Reduce the quantities of waste we generate • Recycle our waste 	<ul style="list-style-type: none"> • Commit to responsible and sustainable sourcing • Increase our portfolio of certified sustainable products • Sell products formulated without controversial ingredients • Replace virgin plastics with recycled materials • Establish the environmental profile of our products • Encourage responsible consumption via our brands 	<ul style="list-style-type: none"> • Promote a more balanced gender representation in our management • Provide training for our employees every year • Obtain the Great Place to Work certification • Reduce the severity and frequency of workplace accidents as far as possible • Share value creation with our employees • Engage our employees through individual and collective CSR objectives
SDG			



Major events in 2023

COMMITTING TO THE PLANET



The Science Based Target Initiative **validated our commitments to reduce CO₂ emissions**

6,6 million euros were invested in our production sites to improve energy performance and reduce our emissions

100% of the electricity used by our factories **originated from green energy contracts**

The percentage of recycled materials in our packaging **was increased.**
31,2% en 2023

Reduction of 218 tCO₂e (i.e. -14%) in our emissions on Scopes 1 & 2

COMMITTING TO CONSUMERS



A **substances policy applicable** at Group level was deployed

6 products won prizes

in the Responsible Care Awards

600 000 units of the new Ecocert cleaning paste were produced



1 new brand of insecticide

100% active ingredients of plant origin

We promoted greater **gender equality** in sharing household tasks via the new **Briochin** and **Starwax The Fabulous** graphic charters



COMMITTING TO OUR EMPLOYEES



First participation in the Great Place to Work survey, with a high level of response

88%

Manager training for Oro Brands

Awareness campaign in the fight against discrimination in the workplace

Investment in our production sites to improve occupational safety

COMMITTING TO ASSOCIATIONS



80 000 €

were donated to The SeaCleaners to combat marine plastic pollution

10 000 m²

trees were planted to restore burnt forests in Gironde

58 000 €

were donated to an association in Poland to provide support for children with cancer, via home hospitalisation

4th year of aid for the San Antonio cultural and sports association: **1, 200 children were given support in their sports practice**



Committing to the planet





Hugues **DEL PINO**
DIRECTOR OF OPERATIONS
AT ALTAIR



As an industrial Group, our impact on the planet is far from neutral. We are aware of the environmental

consequences of our business, so we have set ourselves an ambitious goal to halve our environmental impact by 2025. We have been working tirelessly for years to achieve this goal: revising our formulas, our industrial processes and our packaging, as well as reducing our water and energy consumption.

In 2023, we accelerated our action to

invest massively in our production sites in the North of France and Brittany. We optimised our production units to limit industrial losses and reduce the amount of waste, while making it easier for our teams to work. We also set up piggyback transport between our Spanish entity and our site in Lille, and optimised the loading of our trucks in order to reduce our transport-related greenhouse gas emissions. These structuring projects were made possible through the unfailing efforts of our teams, who are becoming increasingly engaged in the environmental issues of our Group.

2024 will be yet another year with many projects, notably the signing of a contract for photovoltaic panels and the modernisation of the packaging facilities at our industrial site in Noyelles-Les-Seclin (59).

.....

Key figures in 2023

6,6 M€

were invested in our 2 French production sites to improve their eco-friendly profile

100%

of our production sites have a green energy contract

31,2%

of the Group's plastic packaging contains recycled materials

62,6 tonnes

of glassine were recovered via the actions of all our factories

Major events in 2023

The SBTi **validated our objectives** to reduce GHG emissions

An action plan was drawn up and a decarbonisation trajectory established

Reduction of 218 tCO₂e (i.e. -14%) in our emissions on Scopes 1 & 2

COMMITMENT

Reduce our greenhouse gas emissions



The IPCC reports are clear, we now need to take urgent action, everyone at their own level and in a coordinated manner, to curb global warming. It is with this in mind that we carried out our first carbon assessment at Group level in 2022. Accordingly, we have drawn up our decarbonisation trajectory and had it validated by the SBTi.

→ The activities of the Altair Group in 2022 generated

89 327 
tonnes de CO₂

Which is equal to:



36,929 return trips
between Paris and
New York



11,571 times round
the world by car



6 days of emissions
in Paris

Of this emissions total:

94% of these emissions
is product-related
(materials production,
transport, packaging, etc.)



6% is linked to impacts
due to the business of
our sites (purchases, travel,
energy and waste, etc.)



1- Setting our decarbonisation goals and validating them

To set relevant and ambitious targets for our Group, and to continue our decarbonisation actions, we joined the Science Based Targets initiative (SBTi). This body was created with the Carbon Disclosure Project (CDP), World Resource Institute (WRI), World Wildlife Fund (WWF) and the United Nations Global Compact. Our targets have therefore been validated by a committee of experts in line with the Paris Agreement and to limit global warming to 1.5°C above pre-industrial levels.



What are the Science Based Targets?

The Science Based Target initiative (SBTi) provides companies with a clear, transparent method based on science to define targets to reduce their greenhouse gas emissions and therefore reduce their carbon footprint.

Businesses that commit themselves to the SBTi are taking action to help prevent the worst effects of climate change and ensure their long-term growth. The targets are considered to be "based on science" if they are in line with what the latest climate science sees as necessary for achieving the objectives set out in the Paris Agreement.

Since our last group carbon assessment, our greenhouse gas emissions have decreased by 14% on Scopes 1 & 2, which represents a reduction of 218 tCO₂e.

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi has validated the Altair Group's decarbonisation targets

➔ Target for 2030

42%
reduction in GHG
emissions in
scopes 1 and 2

25%
reduction in
emissions in
scope 3

| WHAT DO SCOPES 1, 2 AND 3 CORRESPOND TO?

The scopes are a classification used to evaluate greenhouse gas (GHG) emissions as part of carbon assessment.



SCOPE 1:
Direct emissions
linked to
production



SCOPE 2:
Indirect emissions
linked to energy
consumption



SCOPE 3:
Indirect emissions not linked to
production (supply, transport,
use, end-of-life, etc.)

2 - Drawing up a complete action plan for all 3 scopes

Once our decarbonisation objectives had been set out and validated, we began to draw up a complete action plan at Group level in 2023. This included all 3 scopes for our carbon assessment, in the three areas with the highest CO2 emissions: i.e. energy, freight and eco-design.

“

We organised workshops with the R&D, marketing and supply teams to identify the good practices already being implemented in each company and brainstormed for new ideas.

On this basis, a consultant assisted us in drawing up our action plan. Then, we worked on deploying some of them that were seen as being effective and possible to replicate throughout the Group in a short space of time (which should be by the end of the year).

The next stage will consist of analysing the areas where our actions are not yet sufficiently effective and considering projects accordingly.

An update of our carbon footprint in scopes 2 and 1 was planned in 2023, as well as finalising the draft of our climate strategy using the ADEME method – Act Step by Step

Séverine **GUILBERT**
CSR Quality Regulations at Groupe Altair



”



Actions already undertaken within the Group – focus on freight

Here are a few examples of identified actions on the subject of transport in each of the Group's companies:



At Altair East

A partnership was developed with bicycle couriers in the town of Wrocław for our client deliveries.



At Briochin

- Grouped packages and palletising plans were optimised to reduce unladen transport and therefore maximise truck loading.
- The minimum order was increased.
- Carriage paid increased from 380 to 1,500 Euros.
- Meaning larger deliveries and thereby, reduced transport.



At Brunel

- Using “double rack” trucks for some deliveries meant the pallet loading rate was doubled (66 instead of 33 pallets/truck). In total, 100 fewer trucks/year travel between Noyelles-Les-Seclin and Paris, i.e. approximately 21,700 km avoided.
- Rail transport was introduced for part of the goods transit between the Oro Brands and Noyelles-lès-Seclin sites, enabling 26,955 km in road transport and 37.6 tonnes of CO2 to be avoided every year.



At Oro Brands

The number of finished products, components and suppliers was optimised via the Oro Fit programme. This programme aims to simplify our catalogue of raw materials with a view to optimising our sourcing process and therefore having a positive impact on our carbon footprint. Since the programme was launched in 2019, we have slimmed down our catalogue by 37% in this way, decreasing from 480 SKUs in 2019 to 300 in 2023, while adding two new brands (Tenn and Mistol) during this period.



At Sinto

100% of the trips between Aubagne and Noyelles-les-Seclin are by rail. A train journey has 100 times less impact than a road trip. This means 100 less trucks on the roads every year, and 101,200 km avoided in road transport.



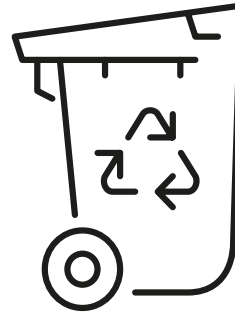
COMMITMENT

Reduce and recycle our production waste

We produce great quantities of waste: 2,976 tonnes in 2022. Therefore, we are working to optimise our processes and investing to reduce our impact on the planet.

1 - Recovering waste produced in large quantities

In our production plants at Briochin and Brunel over the last few years, we have recycled our glassines, the “silicone-coated papers” and “backing papers” on which our labels are delivered. They are recovered to begin a new life as building insulation, while also helping people far removed from the professional world to return to employment. In 2023, Oro Brands joined this initiative and also found a partner to recover this production waste.



100%

of the Group's
factories recover
their glassines

62,6 t

are recovered
at Group level

OUR OBJECTIVE FOR 2025:

→ Reduce

all our production
waste by

25%

→ Recover

50%

of our waste





At Oro Brands, we have also begun to resell our wooden pallets. As handling tools, pallets are a vital link in the supply chain, for storage and transport. They are used in great quantities and their end-of-life has a significant impact on the amount of waste generated in our production sites. By undertaking this action, Oro Brands reduced the general waste on its site by 21% in 2023.



OUR CONTRIBUTION
TO THE SUSTAINABLE
DEVELOPMENT
GOALS (SDG)

13 CLIMATE
ACTION



2 - Reducing the volume of our waste and the number of collections

Beyond the volumes of packaging produced, their transport to be recycled or incinerated has an impact on our planet. So, at Brunel we have invested in a new two-stream compactor to handle our cardboard and plastic waste. By optimising these volumes, we are working directly on the truck rotation frequencies that are needed to dispose of waste. We have decreased the collection truck passes from 7 to 2 per month. Therefore, this action has far-reaching environmental and economic impacts.



COMMITMENT

Limit the carbon footprint of our products



To go further in our responsible approach and provide solutions that are increasingly respectful of our planet, we have begun to analyse the life cycle of our products. Our objective is to understand which stages of their lives have the greatest impact on the environment, as well as the main environmental issues involved, in order to take effective action.

OUR OBJECTIVE FOR 2025:

→ establish the environmental profile of at least

50%
of our products

1- Analysing our product life cycle

The life cycle assessment (LCA) of our products is a standardised method (ISO 14040 and 14044). It enables the environmental impact to be assessed throughout the life cycle of our products so we can gain a key understanding on how to make our products more eco-friendly.

The product life cycle takes into account all the activities that are involved in the production, use, transport and disposal of this product. It is usually illustrated as a series of stages and forms the basis of eco-design.

At Brunel and Briochin, we began the analysis of some of the star references in our catalogue in April 2022, assisted by an external business called Eeva. We have

since been trained in the use of software so we can carry out simplified life cycle analyses ourselves, to be more autonomous and responsive. In this way, in the months leading up to the summer of 2023, we studied 30 references in order to build up a database of raw materials, formulas and packaging. These assessments have already enabled us to gain an overall view of the stages with the greatest impact according to product type, and therefore to envisage alternatives to improve the environmental profile of our products and anticipate our future developments.

Eco-design is now an integral part of our R&D and has become an essential selection criterion in developing new formulas and packaging.

What is the life cycle?

The product life cycle takes into account all the activities that are involved in the production, use, transport and disposal of this product. It is usually illustrated as a series of stages and forms the basis of eco-design.

→ In 2023,

30

leading references were analysed

2- Raising awareness and training teams in eco-design

Right from the start of our product life cycle assessment, we began raising awareness and training the R&D and marketing teams on the matter of eco-design: a presentation of the results of the environmental assessments of our star products, cross-team workshops between the marketing and packaging design teams to draw up action plans and identify messages to reduce the environmental impact of products during and after their use.

1 eco-design workshop for the product usage phase (Altair)

1 eco-design packaging workshop for the marketing team (Briochin)

1 presentation of the life cycle assessment results and action plans (Brunel)

Examples of eco-design actions already in place in the Group's companies

a - Reducing the volume of plastic used in our packaging

We have optimised our transport packaging; for example, **Altair East** has invested in a cardboard shredder that has enabled it to replace plastic bubble wrap with waste cardboard and paper to secure the bottles in their transport boxes. Employees have been encouraged to contribute by bringing cardboard and paper from their homes. This investment has enabled our Polish BU to reduce its plastics consumption by

90% and paper waste by 20%, as well as to avoid releasing 100kg of CO₂-eq into the atmosphere.

Briochin has gone further in creating sensible products, as they have removed the plastic spoons from sachets of powder and doypacks. The spoons that had previously been supplied in the packs can be replaced by using ordinary dessert spoons in homes.

Results:

10 tonnes of plastic saved every year.
53% reduction in our carbon footprint on packaging for 500g formats.



b - Developing refills and doypacks

At Oro Brands, the Tenn brand now sells refills without a spray head for its two most popular products (kitchen cleaner and multi-use cleaner). This solution reduces the amount of plastic used by 30%.



The Briochin brand has increased the number of products available in 450g and 900g doypacks by a factor of 7 (baking soda, citric acid, soda crystals, sodium percarbonate, dishwasher powder, WC powder). In fact, preferring flexible formats allows the amount of plastic to be reduced considerably compared to thicker, more rigid bottles. The new packs also display advice and eco-gestures to raise consumer awareness.



c - Using more recycled plastic in our packs

In 2023, we pursued our initiative to introduce recycled plastic into our packaging, even in countries where this practice is not yet widespread, such as Spain. Working with this recycled material avoids producing virgin plastic and therefore using non-renewable fossil resources like oil.

Briochin began long-term action in 2021, which was continued in 2022 and 2023, enabling HDPE packs containing at least 50% of recycled plastic to be increased from 64% to 95%. The black, pink and clear bottles have also been reworked to increase the amount of recycled plastic in their composition, in the same way as the blue bottles were reworked in 2022.

Oro Brands, our Spanish BU, has carried out extensive work in all its brands: Tenn, Mistol and Oro. Fabric softeners for example, which are key products for the Oro brand, are now sold in bottles made from 100% recycled plastic. Cleaning products also have begun to be sold in packaging with 25% recycled plastic. Thanks to all the projects undertaken on this subject, the consumption of recycled materials has doubled, increasing from 6% in 2022 to 12% in 2023.

At Brunel, we have saved more than 13 tonnes of virgin plastic over the year. This was made possible by switching to 100% recycled materials for our 250mL bottles, 1L bottles and white caps. Since this initiative was

launched in 2020, all the projects have enabled us to save almost 250 tonnes of virgin plastic every year.



→ In 2023,
31,2%
of the Group's plastic packaging contained recycled materials





OUR CONTRIBUTION
TO THE SUSTAINABLE
DEVELOPMENT GOALS
(SDG)

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

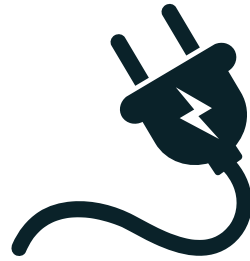


13 CLIMATE
ACTION



COMMITMENT

Take action on our energy consumption



OUR GOAL FOR 2025:

→ Switch to

100%

green electricity

Our production sites require high levels of energy to function, despite our efforts to reduce this drastically. In 2023, we reached a new milestone when we approved a green energy contract on all our production sites in France.

In 2023, our Brunel (Noyelles-lès-Seclin - 59), Sinto (Aubagne - 13) and Briochin (St Brandan - 22) sites switched to green electricity contracts. By opting to use green electricity, we have committed to a more environmentally-friendly approach to consumption, as this kind of energy uses natural and inexhaustible resources. Its use also generates only a small amount of greenhouse gases and polluting waste.

Our ORO Brands site in Spain also made a commitment to renewable energy two years ago. Today, 100% of its energy is renewable and 50% originates from the solar panels installed on the factory roof.

→ Since 2023,

Since 2023, all our production sites have had green energy contracts.



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)







FOCUS

Virtuous investments in our industrial facilities

In 2023, the Group invested heavily in two of its French production sites: the factories in Noyelles-Lès-Seclin (59) and Saint Brandan (22). This investment, for a total figure of 6.6 M Euros, meant the energy performance on the sites was improved, pollution and GHG emissions were reduced, the workplace was made more comfortable for employees and technical skills were enhanced.

Brunel: a new high-tech and eco-responsible workshop

The Noyelles-Lès Seclin site, previously classified as Seveso, underwent major work in 2023. This allowed it to be declassified, as well as optimising its production performances and environmental impact. Due to this investment, Brunel now has new-generation equipment for its production and packaging workshops.



1 - Optimising production

Improving agility and flexibility:

The teams have taken delivery of eight new tanks whose technical coatings are specifically suited to the preparation of all types of formulas, whatever their pH. In this way, we have developed our capacity for product innovation.

Improving quality and reducing waste:

This workshop benefits from a fully-automated system to introduce the raw materials included in the formulas, reducing material waste and improving quality even further.

Saving water:

The automated cleaning process means the quantities of cleaning water used can be significantly reduced. The anticipated reduction in water consumption for these requirements is more than 20%.

Reducing our greenhouse gas emissions:

Finally, these installations are equipped with an innovative system for capturing pollutant emissions using activated carbon capable of being reactivated, thereby significantly reducing carbon impact to the amount of 37 tonnes/year.

In figures

8 NEW TANKS

-20% LESS WATER

37 FEWER TONNES CO2-EQ RELEASED

70 HOURS TRAINING

2 - Improving quality of life and working conditions

Upgrading skills:

The new production workshop is at the cutting-edge of automation, so it gives employees the opportunity to benefit from a major skills upgrade, with a total of more than 70 hours of organised training so they can learn to operate the new machines made available for them.

Improving safety and working conditions:

The working environment has been completely redesigned to make it more ergonomic, facilitate the different tasks and thereby promote the wellbeing of employees. Besides the production workshop being renovated, work was also carried out in the packaging workshop. Among the improvements made, employees can take advantage of the support of robotic arms to deposit parcels on the pallets and keep pace with increasing production volumes.



We have made a bold decision with our in-house project team: to successfully optimise our process and production facility despite the professional constraints. This new technology combines performance with environmental and social benefits, to serve our teams, the company and the Group.



Guillaume **SIDERI**
Industrial Site Director



Briochin: a new production line for pastes

Products in the form of paste are historical references in our Group's catalogues, particularly for the Briochin brand. This year, the Saint-Brandan site in Brittany has completely renovated its production line to improve the manufacturing process. This optimisation has also enabled them to launch a new, more eco-friendly formula for our cleaning paste.

1 - Optimising production

Our industrial process was completely overhauled in just a few months, thanks to the unfailing commitment of our teams. Renovating the production line for pastes has meant we can now pour liquid formulas while they are hot, which then take on a paste or stone texture as they cool. This change in the process has expanded the Group's industrial expertise. It has also enabled the manufacturing process of our current references (soft black soap, etc.) to be optimised and to increase our capacity for innovation by offering new solid formats (bar, stick, etc.).

2 - Improving the environmental profile of our product offering

The investment in the production site in Brittany allowed us to optimise the formula of our cleaning paste, a well-known multi-use cleaner that is very popular with our consumers. It is slightly abrasive and suitable for food contact; it cleans, scours, protects and polishes all types of washable surfaces, both inside the home and outdoors. Now, the formula has been reworked to enhance its environmental profile and effectiveness.

The formula of this new version, which has been certified by Ecocert, now contains 99% of ingredients of natural and French origin. In fact, it is mainly composed of kaolin from Brittany, marble powder from the Pyrenees and black soap from our factory in Brittany. Among other things, this local sourcing means shorter distances for the transportation of raw materials. The development has also made it possible to include the product in all the catalogues of the Group's brands, reducing the quantities of external supplies that sometimes come from several thousand kilometres away.



3 - Improving consumer satisfaction

This new formula for cleaning **paste is softer and is not pasty** when dry, so it may surprise traditional users. For this reason, a consumer study was carried out to evaluate its use and satisfaction.

The results of the study are revealing:

- 8.6/9 consumer satisfaction score (up to 1 point difference vs previous formulas)
- The most popular features are cleaning efficiency, effectiveness on stubborn marks and protecting surfaces
- 95% of respondents stated they would use the product in the future
- 93% of users consider that the product composition is important to them. In particular, they are expecting information to reassure them that the product is natural, not harmful to health and free of allergens.



In figures

14 REFERENCES OF CLEANING PASTE ARE PRODUCED IN SAINT BRANDAN

600 000 UNITÉS ARE PRODUCED PER YEAR

6 BRANDS IN THE GROUP SELL IT: BRIOCHIN, MAISON BRIOCHIN, STARWAX, SOLUVERT, TENN AND ORO PROFESSIONNEL

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)



COMMITTING TO CONSUMERS





Oriane **PERREAUX**
GENERAL MANAGER
DIGITAL COMMERCE



We have always consistently innovated to provide consumers with safe and effective solutions

to enhance, clean, protect and renovate their home. We carry out this mission with a keen awareness of our Group's impact on the planet and its inhabitants. Therefore, we have been fully committed to improving the environmental profile of cleaning products from the moment the Group was founded and for this reason, we have created the first specialist ranges of products made with natural or traditional ingredients; we are often pioneers in our sectors regarding eco-certification and our brands' commitment to the environment and society.

In 2023, we crossed a new threshold: we surrounded ourselves with experts such as EVEA to carry out an in-depth analysis of our products' impact on the environment using certified life cycle assessment methods. This has enabled us to draw up a detailed and ambitious roadmap for effective action, and we have undertaken this for all the stages in the life cycle of our products. On the basis of this work, though not exclusively, we have also set out an environmental charter for suppliers and an ingredients policy at Group level, developed new formulas and packaging innovations, and deployed educational and committed communication aimed at consumers.

To act effectively and achieve the ambitious targets we have set ourselves, we must work collectively. By engaging all the stakeholders involved in our products – from suppliers, transporters, distributors, waste collection and recovery professionals, and finally consumers – we will succeed cooperatively in developing products that remain just as effective but which are resolutely more virtuous.

2024 is a year that will see the rollout of many new collective projects that were initiated in 2023, to move forward together towards reaching global climate goals.

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Key figures in 2023

12 new references of insecticides with active ingredients of natural origin, making up the new brand K

6 products of the Starwax Soluvert and Briochin brands received awards in the first edition of the Responsible Care Awards

600 000 units of the new Ecocert cleaning paste were produced

Major events in 2023

A Substances Policy was drawn up at Group level to get rid of controversial substances

The launch of product innovations that are greener and easier for consumers to use

Greater responsible consumer communication on social media and packaging

Promoting gender equality for household tasks via new role models for Briochin and Starwax The Fabulous

COMMITMENT

Remove controversial substances



New substances are being added daily to the long list of controversial substances in the chemical industry. We are therefore working with our laboratories and partners to remove any potentially harmful substance from all of our formulas; we do this even before regulations require it.

To ensure the correct composition of our products, we have drawn up a Substances Policy at Group level. It lists the chemicals that we promise not to introduce directly into the products we manufacture (or ask third parties to manufacture) due to toxicity or ecotoxicity, as well as to avoid exposing the people working at production sites. We have drawn up a list with 20 substance categories. We review the compliance of our formulas every quarter and we update our list of banned substances once a year.

Our substances policy is a reflection of our responsible engagement. It is a proactive and ambitious approach as it goes beyond the obligations set out in the regulations, which are already very restrictive in our sector of activity. The policy is aimed at all our brands and all the products in our catalogue.

OUR GOAL FOR 2025

100%

100% of our referenced products are free from controversial substances



What does the Altair Group's Substances Policy look like?

The list is continuously updated based on:

- The state of the technical and scientific knowledge in our business sectors including data made available by scientific bodies
- The demands of the "substances policies" of our client-distributors
- An examination of the guidelines relating to the different labels that may apply to our products or related sectors (Ecocert, European Ecolabel, CDC Natures & Progres, Nordic Swan, etc.).

A few examples of the substances banned from our formulas

SILICONES are synthetic components derived from petroleum. They are used in cleaning products and generally act as anti-foam ingredients. Although they are not considered dangerous to health, they are not very biodegradable. They are therefore a source of aquatic pollution and, once they are in the water, take hundreds of years to degrade completely.

PHTHALATES are used as stabilising agents in perfumes. They are suspected irritants, of causing cancer and disrupting hormonal balance.

Many phthalates can affect the development of unborn children and be the cause of fertility problems.



Our different subsidiaries, depending on their respective cultures and product types, have been concerned about certain families of substances for a long time now. It became necessary to discuss these concerns to align ourselves at Group level and formally establish a list of banned and monitored substances over and above the existing regulatory requirements. This summer, we worked with the R&D teams in each of the SINTO, ORO BRANDS, BRIOCHIN and BRUNEL business units, to discuss and draw up a list that will serve as a common guideline for our future developments and to maintain our current portfolios. It will be communicated internally at the beginning of 2024, but will also be shared with our suppliers and clients.

Hélène ROUSSAUD
Regulatory Affairs Manager
at Brunel



Dangerous substances are replaced as soon as possible by other ingredients that are safer for health.

OUR CONTRIBUTION
TO THE SUSTAINABLE
DEVELOPMENT GOALS
(SDG)

3 GOOD HEALTH
AND WELL-BEING



14 LIFE
BELOW WATER



15 LIFE
ON LAND



COMMITMENT

Develop more natural and practical products



We are demanding, just like our clients, and we work with our partners to develop formulas with natural ingredients, maintaining their effectiveness while making them more practical and pleasant for consumers to use.

1- Facilitating consumer access to green expertise

In 2023, we launched our new French brand, present in the household insecticides aisle of large food stores: plant-based K. Expert formulas with 100% plant-based active ingredients or pheromones. This range complements those already on the shelves as it matches a market need that is not currently met, namely that of a committed brand that is innovative and easily available.

An example with the K aerosol against wasp and hornets nests: This formula, which does not contain any synthetic active ingredients, is immediately effective and scientifically proven over a distance of 6 metres. It is the result of 9 months of development work and its composition contains pyrethrum, a plant insecticide extracted from dried chrysanthemum flowers.



→ In 2023,
12
references in the
plant-based K brand

OBJECTIVE FOR 2025:

20%

of our turnover originates from the sale of sustainably-certified products (Ecocert, FSC, Ecolabel, etc.)

An eco-designed website

To be fully in line with our responsible corporate DNA, we have launched a low-impact website for our plant-based K brand. This approach matches our motivation to not only provide products of natural origin, but also a user path that is more environmentally friendly. This is why the carbon score of the brand's new website represents 0.26g of CO2 per visit, i.e. a lower amount than 72% of the sites tested. To achieve this, the user path is ultra-simplified to reduce the number of pages loaded per visit and the media are optimised: compressed photos, SVG illustrations and pictograms, videos hosted on Youtube, etc.



2 - Innovating for greater effectiveness and comfort of use

In 2023, we launched a new formula on the market in our range of High Protection saturants. The aim of this project was to reduce our environmental impact for this category of products, while ensuring optimum quality and ease of use.

“ This project required about 30 in-house tests, comparative applications in an external laboratory and testing at our suppliers’ sites. Our objective was to find a formula that was as effective as for our traditional products, but incorporating bio-based ingredients, which are a real innovation in the market. The results are clear: performances are just as good as the conventional, non-bio-based products (resistance to UV, chlorinated water, food stains, damp, etc.).

Its application for the consumer has even been enhanced (homogenous appearance, no phase shift, gel-like texture, etc.). Regarding the environmental impact, we carried out a Carbon-14 analysis in an outside laboratory to dissociate the bio-based and fossil-based origins of a product’s carbon. In this way, we discovered that 48% of the organic matter in our new formula was bio-based, which corresponds to a formula where 95% of the ingredients are of natural origin. Thanks to this project, 245 tonnes of product will be converted to a bio-based formula from 2023.”

Vincent Pelini
R&D Project Manager at Brunel



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)



COMMITMENT

Promote responsible consumption via our brands



The impact of our products on the planet also includes how consumers use them. So, besides the eco-design work that is carried out on our formulas and packaging, we communicate with users in order to make them aware of a more responsible way to use our solutions.

OBJECTIVES FOR 2025

100%

All the brands will be committed and will promote responsible consumption

1 - Promoting gender equality in terms of household chores

Our Briochin and Starwax The Fabulous brands have always been popular with our clients and consumers for their effectiveness as well as their vintage and colourful look. However, over recent years, our packs were becoming polarised. Although the feminine role models shown on the products represented women as guardians of the home and cleaning experts, who were ready to share their secrets, these images now portray an outdated and demeaning picture of modern-day women. Even if men tend to play their part in managing household chores, the latest study on this topic demonstrates that women currently spend 10 more hours per week than their male counterparts on these domestic tasks (source: INSEE). As brands selling household products, we felt we had to take a stand on gender equality around household tasks.

For this reason, Briochin and Starwax The Fabulous have launched new, more modern role models, thus providing a less sexist vision of home care products. They are now shown in assertive postures and especially, men using our cleaning products can now be seen on packaging for both brands.



2 - Encouraging repairs

Since 1947, Sinto has provided durable, high-performance repair solutions tailored to the constraints of each material. The aim is to give a new lease of life to all kinds of everyday equipment. In this way, the brand inspires and supports DIY enthusiasts, both beginner and experienced, in a sustainable repair approach. At a time when 85% of French people say they are prepared to repair more things that are broken or damaged (source: LSA/Appinio 2023 survey), Sinto states that it is more than ever willing to support users in their repair approach, with a new brand signature: "Don't throw it away, repair it". It also has a communication campaign aimed at consumers and dozens of tutorials to help them with their repairs.



3 - Communicating eco-gestures and tips on our packaging

For greater transparency and a better understanding of how to use our products, we have developed packaging with advice and tips for use. For example, the powder range of our Briochin products has taken advantage of the removal of the spoon to convey information about the composition of its packaging and practical steps to take responsible consumption even further.

4 - S'impliquer dans la démarche Clevercare

The textile industry is the second most polluting in the world, just after the oil industry: petrochemical raw materials, polluting production, repeated washing, poor end-of-life recycling, etc. It is with all this in mind that our Starwax brand has joined the Clevercare approach. The aim of this initiative is to raise consumer awareness about the eco-care of their textile products. All the Starwax textile accessories highlight this approach. Concrete advice can be found in the product sheets on the Starwax website.

5 - Actively communicating our CSR approach

To encourage consumers to use cleaning products more responsibly, we have intensified our communication around CSR topics on social media. A third of Altaïr East's posts on Facebook and TikTok are about protecting the planet, responsible consumption, our brands' ecological offering and the Group's CSR actions.

→ Results: On TikTok

610K

views of the most popular Polish video/a 15% increase in the community engagement rate



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)



What is the Clevercare approach?



Clevercare.info is both a logo and a website. It aims to encourage the adoption of simple everyday eco-gestures with multiple benefits, such as preserving the quality of textile products, increasing their lifespan, reducing carbon footprint, saving money, etc.



Labels and awards guarantee quality and transparency

We have strict standards in terms of the effectiveness of our products and their environmental impact, so we innovate with our partners on a daily basis to meet the most rigorous specifications regarding environmental practices. We focus on the most well-known labels like Ecocert and Air-Label, and we have won the first Responsible Care Award voted by consumers.

1 - ECOCERT LABEL



Ecocert certifications guarantee and reward the best environmental practices. Fulfilling the stringent specifications imposed in the guidelines means that we have to find solutions of natural origin for our new formulas. Today, 14% of the products in our catalogue have obtained Ecocert certification. Our objective for 2025 is to offer over 200 eco-certified references in our catalogue.

2 - AIR-LABEL



The air we breathe is 5 to 10 times more polluted indoors than outdoors, so the quality of our air indoors has become a real public health issue. This is why we work with Air-Label, the first independent label that ensures the best information on the risk of inhalation toxicity in indoor air. In 2023, there were 20 Starwax products with the Air-Label in our catalogue.

3 - ECOVADIS GOLD MEDAL



Brunel received the gold medal from EcoVadis in this international organisation's assessment, thereby placing it in the Top 5% of companies assessed by EcoVadis. This assessment is based on 4 themes: the environment, Human Rights, ethics and responsible purchasing. We obtained a score of 68/100 following the review of 102 analysis criteria, where 61 key strengths were highlighted, including our environmental policy on air pollution, our career and training management, and our policy against corruption.

68/100

4 - RESPONSIBLE CARE AWARD

Six products from the Starwax Soluvert and Briochin brands have recently won prizes in the first edition of the Responsible Care Awards.

As an independent specialist in product assessment by consumers, Monadia rewards food products (recognised as Flavour of the Year) and cosmetics (the Cosmetic Victories) with prestigious awards. This year, the organisation decided to reward a new type of product: responsible cleaning products. The aim of this award is to “encourage the French people to adopt a more sustainable lifestyle and consumption pattern”.

The award is based on usage tests carried out blind by consumers, under the supervision of a sensory analysis laboratory. There are also a number of additional criteria, such as the virtuous level of the formula, the packaging recyclability rate and the number of the brand’s sustainability commitments. The award-winning references for Starwax Soluvert are the Concentrated Tiling Cleaner, Concentrated Parquet Floor Cleaner and Express Limescale Remover. The products for Briochin are the doses of kitchen degreaser, doses of multi-purpose cleaner and doses of washing powder.



5 - PEARL OF THE POLISH ECONOMY AWARD

Briochin has received the Polish “Market Pearls 2023” award in the household cleaning products category. This prize follows an independent assessment by national distributors to reward new products on the market according to various criteria: composition, quality and packaging, as well as eco-responsibility. This national competition shone the spotlight on three Briochin products (kitchen degreaser, bathroom cleaner and concentrated Marseille soap) by awarding one of the most important awards for the high quality and efficiency of these environmentally-friendly products.



EcoVadis was founded in 2007 and **is the first collaborative platform for rating corporate social responsibility (CSR)**. Over time, it has become one of the leading CSR rating organisations, with a world network of more than 75,000 companies having been assessed.

COMMITTING TO our employees





Julien **DELESALLE**
CHIEF FINANCIAL OFFICER
AT ALTAÏR

“ In 2021, we set ourselves an objective to obtain the Great Place to Work certification by 2025. We have been working towards this goal on a daily basis for the last three years. This involves improving the quality of work life, training our teams, optimising their safety, as well as opening up the Group’s companies to everyone, without discrimination. We applied for this international benchmark certification for the first time in 2023, with the idea of learning how much further we had to go in our efforts to obtain it.

The results were very positive and reflect our commitment to our employees: a participation rate of 88% and a Trust Index – average of positive responses – of 62%. We were just three points from gaining the certification at our first attempt. On the basis of this survey and our results, we have drawn up specific action plans for each of our companies to move forward and be certified in 2025.

Therefore, the focus in 2024 will be training for managers and digitalising HR processes to lead our teams better and help them grow. Communication will also be intensified to give greater meaning to our actions.

.....

Key figures in 2023

FIRST participation in the Great Place to Work survey

88% participated, a high level for a first-time survey

78% of employees stated they are proud to work for the Group

80% feel they are making a difference

>85% consider they are treated fairly, irrespective of their sexual preference, gender or origins

Major events in 2023

Training to help employees prevent discrimination in the workplace

Investments in our Noyelles-Lès-Seclin (59) and Saint Brandan (22) production sites improved working conditions for our teams

A gold medal in the Ecovadis assessment places us in the top 5% of rated companies

Promote wellbeing at work



We set ourselves a target to obtain the Great Place To Work® certification by 2025. To achieve this, we carried out an initial assessment with the international organisation in 2023 and we are implementing various actions to improve the day-to-day lives of our teams in each of our companies.

OUR OBJECTIVES FOR 2025

→ Obtain

the Great Place to Work® certification

→ Receive

65%

of positive responses in the Great Place to Work® survey (62% in 2023)

1 - Carrying out our first Great Place To Work® survey

We had already been involved in an internal social audit process with the Happy Index at Work label for the last 3 years, but we wanted to raise our standards and refine our assessment criteria. In 2023 therefore, we switched to the Great Place to Work® certification for a finer adjustment of our action plans.

The assessment was carried out in all the companies of the Altaïr Group, enabling us to measure our situation and work on our action plans in order to reach our objective for 2025.

| DID YOU KNOW?

Great Place To Work® is the world benchmark for employee experience.

The organisation has surveyed over 100M employees in 60 countries since 1992. Their responses have determined what defines a good-quality employee experience.

Great Place To Work® relies on two diagnostic tools for its assessment:

- **Trust Index:** an anonymous questionnaire sent to all the employees, based on 5 dimensions (credibility, respect, fairness, pride and friendliness)
- **Audit culture:** a dossier to be completed by the company to identify the managerial programmes and practices. This dossier is assessed by Great Place To Work® using an international rating grid.

Results in 2023

399
respondents, i.e.
88%
participation rate









- **Trust Index© = 62%** (i.e. 8 points more than the average for French employees (54% in 2023))
- **Pride of belonging and camaraderie** were the themes with the highest results
- **Better rating for the 5 dimensions*** than the average results in French companies

*Credibility, Respect, Fairness, Pride, Friendliness/Camaraderie



Key teachings

This audit enabled us to be aware of the strengths we can rely on to improve the employee experience of our teams:

POSITIVE RESPONSE RATE	THEMATIC ADDRESSED
>90%	 FAIR TREATMENT (ETHNIC ORIGIN AND SEXUAL PREFERENCE)
86%	 ONBOARDING NEW ARRIVALS
81%	 PRIDE IN THE WORK
80%	 THE FEELING OF MAKING A DIFFERENCE
74%	 AUTONOMY
73%	 FRIENDLINESS AND SOLIDARITY AMONG COLLEAGUES
71%	 CSR ACTIONS CARRIED OUT AT GROUP LEVEL
71%	 RESPONSIBILITY AND TRUST

Areas for improvement

The points we need to work on to improve the experience of our employees and obtain the Great Place to Work® certification in 2025 are linked to pay, access to training and recognition. Based on these findings, we have drawn up action plans with the employees of each company to improve our teams' quality of work life.



At Altair East

work has been initiated to improve communication among department heads and to remain informed about current projects. All employees are encouraged by their manager to take part in a physical activity to look after their health, and work is being carried out to raise awareness of CSR actions within the organisation.



At Briochin

work will be carried out on recognition, with training for each employee, better information on remuneration – in particular by sending out an individual social review report – as well as intensifying internal communication, improving the work environment and pride of belonging with the instruction of Live my Life and team building projects.



At Brunel

actions related to training, such as the drafting of a skills development plan for each department and the reorganisation of working environments, as well as communication actions, with more regular information for teams, the introduction of an agreement, etc.



At Oro Brands

the emphasis is on recognition, with half a day's leave being given on the employee's birthday, and health insurance negotiated by the company. Communication must also to be intensified, and 100% of employees are to be assessed annually.



2 -Improving the everyday lives of employees

Providing a more pleasant workplace for employees also involves actions and gestures on a daily basis, such as encouraging team spirit by taking part in sports events, celebrating the Day for Safety and Health at Work with healthy snacks enjoyed all together, like at ORO Brands, or financing sports sessions and providing healthy snacks made with fruit, like at Altair East.

As for Briochin, it is enhancing communication on CSR topics by setting up awareness-raising workshops for its teams to bring them together and involve them in these key issues for the Group.



This type of survey is very important for our Group, especially a new company was integrated last year - Briochin.

It is vital that we allow all our employees to speak up so we can know the teams' reactions and measure the effectiveness of the action plans deployed over the years. It is also an excellent resource for devising solutions that we might not have thought of if we had worked at departmental level. We were also pleasantly surprised to have obtained a result of 62% of satisfied employees in the Trust Index for this first participation, where we were only 3 points from becoming certified!

We hope the action plans we have implemented this year will bear fruit and enable us to gain the certification in 2025, as we have fixed in our objectives!

Emilie SAPELIER
HR Director of the Altair Group



→ In 2023
62%
of satisfied employees

OUR CONTRIBUTION
TO THE SUSTAINABLE
DEVELOPMENT GOALS
(SDG)





MAKE the company accessible for everyone

Welcoming all our employees and helping them to grow, irrespective of their gender, age, sexual orientation or disability, is one of our objectives. The survey carried out with Great Place to Work® highlights this approach. Diversity and inclusion are two of our strengths, and we work daily to achieve this. We organise training and we have adapted some of the workstations in our industrial sites to make our Group even more accessible.

1 - Information and training in the fight against discrimination at work

In 2023, we carried out campaigns to inform and raise awareness, as well as training on the subject of the fight against discrimination in the workplace. At Oro Brands, all employees received compulsory training to help them identify situations of discrimination, understand the mechanisms involved, anticipate any risks and adopt the appropriate attitudes. A code of good practice has been drawn up in this company.

2 - Working with sheltered workshops

It is not always easy to integrate people with disabilities into our production sites. To make up for this, we work with Centres d'Aide par le Travail (sheltered workshops) for a variety of missions, such as packaging and ensuring regulatory compliance. In this way, we work with an entity close to our production site in Noyelles-Lez-Seclin (59) and another in the vicinity of our site in Saint Brandan (22). A partnership with an ESAT (establishment and services for occupational support) has been initiated at Briochin: A disabled employee who is part of the team assembling the promotional boxes. The end objective is to have three employees from the ESAT working full-time at the Saint Brandan site.



OUR OBJECTIVES FOR 2025

→ To achieve a better gender balance,

50%
of women
managers

Results of the 2023 Great Place to Work® survey

- **92% of respondents answered they are treated without difference,** whatever their sexual preference
- **90% of employees stated they are treated fairly,** whatever their origin
- **83% of respondents feel they are treated fairly,** whatever the sex
- **72% appreciate the fair treatment according** to age



FOCUS

Mamadou Alpha Bah

Methods and Coding Manager, prepares for the 2024 Paralympic Games in Paris

Mamadou Alpha Bah has been Methods and Coding Manager for 6 years. He is also French sitting volleyball champion. To enable him to continue his sporting career and prepare to qualify for the team that will take part in the 2024 Paralympic Games in Paris, we have signed an agreement with the ANS (French National Sports Agency) and the French Volleyball Federation on the integration of top-level sportsmen and women. This agreement allows Mamadou to devote 20% of his working time to train with the French Sitting Volleyball Federation. His salary is therefore maintained at 100%, while he devotes one day a week to his sporting preparation in the year leading up to the Olympic competition.



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)



Mamadou, can you tell us about yourself?

I am Methods and Coding Manager at Brunel, and also the father of 3 girls and a boy. I contracted polio as a child, which left me with some after-effects: atrophy of the left lower limbs and uneven leg length. I wanted to play a team sport and a friend introduced me to sitting volleyball in 2017. I joined the French team in my first year of practice and I have never missed any of the French team's training sessions since then.

Why do you like this sport?

Because you can surpass yourself, and the inclusion. It is driven by people who have experienced life and who continue to live incredible stories. Following injury, an accident or an illness, sport is a way of regaining self-confidence and surpassing yourself. Sitting volleyball in France really promotes inclusion by allowing disabled and able-bodied people to play together, with the same intensity and pleasure!

“It’s an incredible opportunity for me to realise the dream of every sportsman and woman, and to fulfil my potential in both my professional and personal life”

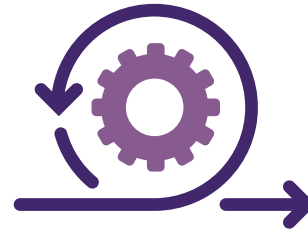
WHAT IS SITTING VOLLEYBALL?

Sitting volleyball is a variation of traditional volleyball. In this version, players are sitting on the ground and move around by sliding or using their hands to propel themselves. The rules of the game are similar to those for classic volleyball, but adapted to the constraints of seated play (a lower net and smaller court). It is played in 3 winning sets with 2 teams of 6 players. It differs from the traditional game by 2 rules: in sitting volleyball, the torso must always be in contact with the ground when a player handles the ball and services can be blocked.



Develop the skills of our employees

Helping our employees to grow is one of our missions as an employer. However, the survey carried out with Great Place to Work® revealed that the training aspect remains to be optimised in our Group. In 2022, we had set up a jobs and skills management plan to map and anticipate requirements. The roll-out of training courses began in 2023, and will be continued and intensified in 2024.



OUR OBJECTIVE FOR 2025

→ To train

35%

of our staff every year

1 - Training employees in CSR

Expectations in terms of Corporate Social Responsibility are increasingly high, not only on the part of our clients but also our employees. To answer their questions and clarify our message, we have set up a number of key events within the Group.

At Brunel, training and workshops were organised for the sales team, with the aim to:

- Be able to explain the Group's CSR strategy easily
- Understand the objectives of our clients (eco-score, etc.)
- Learn the technical vocabulary for greater expertise

They were all given an educational and fun kit at the end of these sessions.



Chez Briochin, time was allocated to this subject in the production site and the offices. The aim was **to understand the issues inherent in CSR** and our commitments. After the training, a **workshop was organised to raise awareness about the environmental impact of waste**. A total of 106 kg of waste was collected in the area close to the site in view of a workshop to shred and recycle plastics and give them a second life.



2 - Supporting the role of managers

Managing a team is far from easy. So, to support managers in their leadership role, Oro Brands has rolled out a 2-day training course for all managers.

The objectives are to:

- Develop positive and constructive energy
- Align the teams with company values
- Determine each person's place and role
- Develop autonomous and responsible attitudes
- Communicate in a controlled and constructive manner



→ In 2023,

60% of employees received training, i.e. 280 employees out of 468 at Group level

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)



COMMITMENT

Protect ours teams



Ensuring the safety of our teams is one of our priorities. Even though 80% of employees feel physically safe, psychological health remains to be worked on. We are pursuing and intensifying our actions regarding the health and safety of our workers, both in our production sites and our offices.

OUR OBJECTIVE FOR 2025

→ To reduce
the frequency
and severity of
occupational
accidents by

40%

Results of the 2023 Great Place to Work® survey

80% of employees
responded positively to the statement
“Altair is a safe place to work”



OUR CONTRIBUTION
TO THE SUSTAINABLE
DEVELOPMENT GOALS
(SDG)

1 - Investing in our production sites

We have invested heavily in our production sites in Noyelles-Lez-Seclin (59) and Saint Brandan (22) to protect our teams. At Briochin, interior and exterior lighting has been upgraded, asphalt surfaces have been replaced and storage has been optimised according to product accounting. The investments at Brunel have enabled the installation of robotic arms to deposit parcels on pallets. The aim is to reduce the need to carry heavy loads.

2 - Training our teams on safety

Safety requires on-site optimisation, but employee training above all. For this reason, all of the employees in the ORO Brands production site in Spain received training on this subject in 2023. The aim was to provide them with the necessary skills and knowledge to identify, assess and prevent dangers in various areas such as physical safety, fire safety, safety in the workplace, crisis management, etc.



3 - Optimising processes

Some processes are carried out by hand and cannot be automated. So, to make the work of our employees easier and reduce the risks of musculo-skeleton disorders, we have modified some of our packaging to reduce the weight of parcels that must be handled.



Committing to ethical action



Beyond the actions carried out in favour of protecting the planet, consumers and our employees, the Altair Group actively monitors compliance with ethical behaviour during its business relations with its partners. We have therefore decided to formalise a set of guidelines to promote responsible behaviour on the part of our employees, suppliers and sub-contractors.

Managing commercial relations with a code of conduct

We introduced a code of conduct in 2015. It is updated very regularly to take account of changes in regulations and our CSR commitments, and for the past 8 years it has enabled the Group to manage each of its commercial relationships with an external partner.

This code of conduct must be included in all contracts between Altair and its commercial partners. It defines the minimum standards that must be followed by each partner; it is not a substitute for applicable national and international legislation, which the commercial partners must adhere to strictly. Its principles are based on major international conventions such as the 10 principles of the United Nations Global Compact, the fundamental and priority conventions of the International Labour Organisation, and the declarations on child rights and human rights.

It covers 8 commitments that the Group pledges to uphold towards its partners and those that partners must promise to respect in order to collaborate with a company in the Group.

In the event of suspected non-compliance with the code of conduct, supplier audits may be carried out and corrective measures or sanctions may be applied in the event of a proven breach of the code.

→ Almost
75%
of our suppliers signed our code of conduct in 2023

Fighting corruption with an anti-corruption charter

Based on the provisions in the Sapin II law, our anti-corruption charter sets out the rules and principles to be followed in terms of business ethics and the fight against corruption. It applies to all the business units in the Altair Group, their managers, company officers, permanent and temporary staff.

It sets out the Group's policy on gifts, sponsorship and lobbying; it sets out the whistleblowing procedures to be followed in the event of suspected or actual corruption, and the penalties incurred.



COMMITTING FOR ASSOCIATIONS

Our group is committed to the environment

REDUCING MARINE POLLUTION WITH THE SEACLEANERS



To combat the scourge that is plastic pollution, we have supported the Manta project by the French association The SeaCleaners since 2020. The objective is to construct a giant catamaran capable of collecting and recovering large quantities of marine plastic waste.

17 t /minute
of plastic waste
discharged into the sea

80%
of the waste in our
ocean is plastic

**More than
80 000-€**
raised for the association

An operation in stores

From 1 June to 30 September 2023, Starwax gave consumers the chance to join the brand in preserving our oceans. It pledged to donate 5% of the revenue generated from a selection of about 20 of its best-selling products (kitchens, drains, bathrooms and floors) to The SeaCleaners to finance the giant Manta sea vessel.

An operation to raise employee awareness

As a sponsor of The SeaCleaners, we invited our employees to get involved in the association on World Oceans Day. We therefore led a month-long internal communication campaign in June 2023:

- By making a donation: for every Euro donated, Brunel pledged to give the same amount
- By subscribing: to become a full member of the association
- By becoming a volunteer: to participate in events and concrete actions





RESTORING FORESTS WITH ECOTREE

7 X more

forest fires than the annual average over the last 10 years

10 000 m³

reforested in Gironde

1 500

trees planted

Last year, fires burnt down 72,000 hectares of forests in France, seven times more than the annual average over the last 10 years. Due to climate change, the risk of seeing forests go up in smoke increases each year. At the end of every summer, many forest owners lack the financial resources for reforestation.

We wanted to support them by participating financially in the work to restore French forests that had been burnt. For this reason, Starwax committed to reforesting 10,000m² of forest land in Gironde, i.e. more than 1,500 trees, through its partnership with EcoTree.

The ground preparation work began in September: cleaning the land, shredding burnt wood, action to prepare the soil, etc. And the forest close to the town of Landiras was able to be reforested before the end of the year.

RECYCLED SOAP FOR EMPLOYEES WITH THE HELP OF UNISOAP

True to its tradition of common sense and its desire to reduce its environmental impact as much as possible, at the start of the year Briochin gave its employees soap bars made from the soap waste collected from hotels by the Unisoap association. In total, 150 soaps were given to the teams.

The gift was appreciated and was fully in line with the company's values.



COMMITTING FOR ASSOCIATIONS

Our group is committed to families



58 000€

were donated to provide home hospitalisation for sick children

OFFERING COMFORT FOR CHILDREN WITH CANCER THANKS TO HOME HOSPITALISATION

Since 2019, Altair East has supported the «Na Ratunek Dzieciom z Chorobą Nowotworową» foundation, which funds equipment so that children with cancer can receive care at home (namely, catheter care kits, which are not reimbursed). In this way, the young patients do not have to spend long stays in hospital, away from their parents. We donated 18,000 Euros to the foundation in 2023, bringing the total amount since we began the partnership to 58,000 Euros.



Active support

in promoting the “Parents in Touch” and “My life, Your 1.5%” campaigns

SUPPORTING THE PARENTS OF SERIOUSLY ILL CHILDREN

In 2023, Altair East formed a new partnership to provide even greater support to families affected by a child's illness. Our Polish subsidiary therefore became one of the main campaign ambassadors for the «Parents in Touch» association. The campaign aims to raise the general public's awareness of the importance of parental wellbeing during their child's illness; it is important that parents also receive support during the long months of treatment, so they in turn can support their child effectively. The association offers support for parents through workshops, discussions, relaxation sessions, etc. We are involved in two areas of the Foundation's strategy: “Education and Awareness” and “Research and Innovation”.

At the beginning of 2023, our Polish subsidiary was also a partner in the «My Life, Your 1.5%» social campaign. The aim of this campaign was to encourage individuals to donate 1.5% of their income tax to the public interest organisations of their choosing. The Managing Director of Altair East became one of the campaign's spokespeople.



Our group is committed to people in need

4th year

of sponsorship for the San Antonio cultural and sports association



4 600

cleaning products donated to elderly people in need in Ukraine

MAKING SPORT ACCESSIBLE FOR CHILDREN

Oro Brands has supported the San Antonio cultural and sports association for the last 4 years. The aim of this partnership is to develop the local sports options for children by financing equipment and suitable sportswear. In 4 years, the number of children supported by the association in their sports practice has increased from 700 to 1,200 and the offer has become greatly diversified, making it possible for young people in Spain to practice various sports such as tennis, gym, dance, football, basketball, etc.



SUPPORTING THE POPULATION OF UKRAINE

Our Group is present in Poland through its subsidiary Altair East. It has been shaken by the situation of the Ukrainian population since the start of the conflict with Russia and wanted to support the inhabitants. We have donated a total of 4,600 cleaning products to elderly people in need who remain in Ukraine, as well as needy people in Kherson, as part of a humanitarian action organised by a client. The products, such as anti-mould and disinfection products, and washing-up liquid, have significantly improved health and hygiene conditions.



SUPPORTING PEOPLE IN NEED IN FRANCE

In 2023, we donated almost 34,000 products to associations that help people in need, such as food banks, the French Red Cross and the Lazare association, which provides accommodation for homeless people (shared accommodation or with a family).






SUPPORTING EARTHQUAKE VICTIMS IN MOROCCO

Oro Brands was very moved by the situation of the Moroccan population, which was hit by an earthquake in September 2023. The brand wanted to help the victims by providing financial aid to the Spanish Red Cross on the scene of the disaster.

ROADMAP 2023-2025

COMMITTING TO THE PLANET


















Optimising the use of resources

	TOPIC	UNIT	2021	2022	2023	2024 TARGET	2025 TARGET	ASSOCIATED SDG
	Reducing greenhouse gas emissions in our operations	Tonnes of CO2 equivalent	NA	1 542	1 328	1 264	1 200	
	Reducing CO2 emissions in our raw materials and packaging	Tonnes of CO2 equivalent	NA	70 442	64 497	61 989	56 354	
	Optimising water consumption in our production	l/kg produced	1,3	0,79	1,08	1,15	1,1	
	Using energy from renewable sources	% green MWH vs MWH consumed	59,2	62,0	99,6	90	100	 
	Reducing the quantities of waste we generate	Tonnes generated	3,020	2 976	2 989	2 700	2 500	
	Recycling our waste (hazardous and non-hazardous)	% waste recycled	28,4	33,0	33,6	43	50	

NA: data not available

COMMITTING TO OUR CONSUMERS

Improving the eco-friendly profile of our products










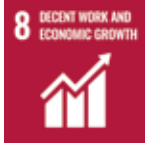
	TOPIC	UNIT	2021	2022	2023	2024 TARGET	2025 TARGET	ASSOCIATED SDG
	Committing to the responsible sourcing of our materials	% of suppliers having signed our purchasing charter	5	10	74,4	90	100	
	Increasing our portfolio of certified sustainable products (Ecocert, Ecolabel, FSC, PEFC, etc.)	% of turnover	10	19,8	14,8	15	17	 
	Selling products formulated without any controversial ingredients	% of the total number of catalogue references	NA	78,1	92,5	100	100	  
	Replacing virgin plastic with recycled plastic	% of recycled plastic in the total packaging	8,6	22,8	31,2	38	50	  
	Establishing the eco-friendly profile of our products	% of the total number of products	0	0,1	4,2	20	30	
	Encouraging responsible consumption via our brands	% of brands that have committed	NA	40	45	70	100	

NA: data not available

ROADMAP 2023-2025

COMMITTING TO OUR EMPLOYEES


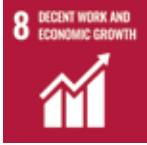






Promoting wellbeing at work

	TOPIC	UNIT	2021	2022	2023	2024 TARGET	2025 TARGET	ASSOCIATED SDG
	Reaching a more balanced gender representation in management	% women managers	54	42,4	46	50	50	
	Annual training for our employees	% of staff trained/year	70	36	60	35	35	
	Obtaining the Great Place to work certification	% of participation in the social audit	NA	NA	88	75	75	
	Obtaining the Great Place to work certification	Happy index	NA	NA	62	65	65	
	Reducing the frequency of workplace accidents	Rate of frequency (RF)	15,9	11,3	21,2	12	10	

NA: data not available

COMMITTING TO OUR EMPLOYEES

Promoting wellbeing at work

	TOPIC	UNIT	2021	2022	2023	2024 TARGET	2025 TARGET	ASSOCIATED SDG
	Reducing the severity of workplace accidents	Rate of severity (RS)	0,55	0,17	0,74	0,4	0,33	
	Sharing creation value with our employees	% of employees who benefit	30	99,1	98	100	100	
	Providing a pension scheme and health insurance for all our employees	% of employees who benefit	75	77,3	100	100	100	
	Engaging our employees through CSR objectives	% of employees involved	NA	13	42	75	100	

NA: data not available

Altair



ALTAIR GROUP COMPANIES

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