



Acting together FOR *The future*

CSR
REPORT
2024



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Editorial



Form a coalition for responsible cleaning

The Altaïr Group has always been committed to responsible homecare products. In 2021, we structured our approach by setting ambitious goals to benefit the planet, our consumers, and our employees.

Since then, we have continuously improved and professionalized our efforts in these three areas. In 2023, our greenhouse gas (GHG) reduction targets were validated by the SBTi, and we have started achieving tangible results: a significant reduction in GHG emissions, water savings, and a drastic decrease in volatile organic compounds (VOCs). We also earned the Great Place to Work certification in 2024, one year ahead of our target. These achievements, detailed in this report, were made possible thanks to the unwavering commitment of our entire team, for which I am sincerely grateful.

However, there is still a long way to go, and the urgency of the climate crisis remains critical. Building on our initial successes, we must continue and intensify our efforts. But we cannot do it alone. That is why, in 2024, we developed an environmental scoring tool to precisely measure the impact of our products

at every stage of their life cycle. This tool helps us enhance the environmental profile of our product range and enables consumers to make informed choices.

Our ambition for 2025 is to share this tool widely to involve as many stakeholders as possible in a virtuous approach to eco-design and consumer information. Together, in coalition with our customers and other companies in our sector, we will contribute to safeguarding the future of our planet and its inhabitants.

Etienne **SACILOTTO**
President of **the Altaïr Group**



THE ALTAÏR GROUP, COMMITTED TO RESPONSIBLE AND QUALITY HOME CARE PRODUCTS FOR OVER 60 YEARS

Ever since it was created, the Altaïr Group has innovated in order to provide solutions that are ever more effective, as well as being safer for people and less harmful for the planet. This is made possible by the wealth of nature's benefits that are just as effective as manmade products, and we are now able to use these riches in a reasoned and reasonable manner.

This commitment is written in **our mission** statement and shared with all our employees: **We share our love for clean by enabling conscious and demanding consumers to make their homes more beautiful, healthier, and more sustainable.**

We offer expert cleaning solutions that combine efficiency with respect for people and the environment.



In 2024, Green Soap Company became part of the Altaïr Group.

Feel Good Cleaning! This is the motto of Marcel's Green Soap. Cleaning with consideration for the planet, without compromising on good fragrance and good foam. Vegan formulas, free of microplastics, with ingredients of natural origin. Recycled plastic packaging, refills. It feels much better, doesn't it.

IN 2024, ALTAÏR MEANT:

488
EMPLOYEES

5
COMPANIES

Brunel - Briochin - Altaïr East
ORO Brands - Green Soap Company

3360
PRODUCT REFERENCES

9
BRANDS

STARWAX
— 1944 —

Briochin
pionnier de l'entretien depuis 1939

Marcel's
GREEN SOAP

K

MISTOL

ORO

tenn

HARRIS

SINTO
NE JETEZ PLUS • RÉPAREZ !

UNITED AROUND 4 CORE VALUES:

Respect people
& planet

Innovate
& inspire

Get things
done

Harness
collective power

Take
commitment

A NEW IDENTITY TO STRENGTHEN OUR COMMITMENTS



In 2024, we reworked our visual identity to make our commitments more visible: A **modernized logo, a tagline that is more aligned with our values and our commitments: Clean, the right way.**

It expresses a sustainable vision, by encouraging cleaning practices that preserve resources and protect future generations.

OUR MANIFESTO

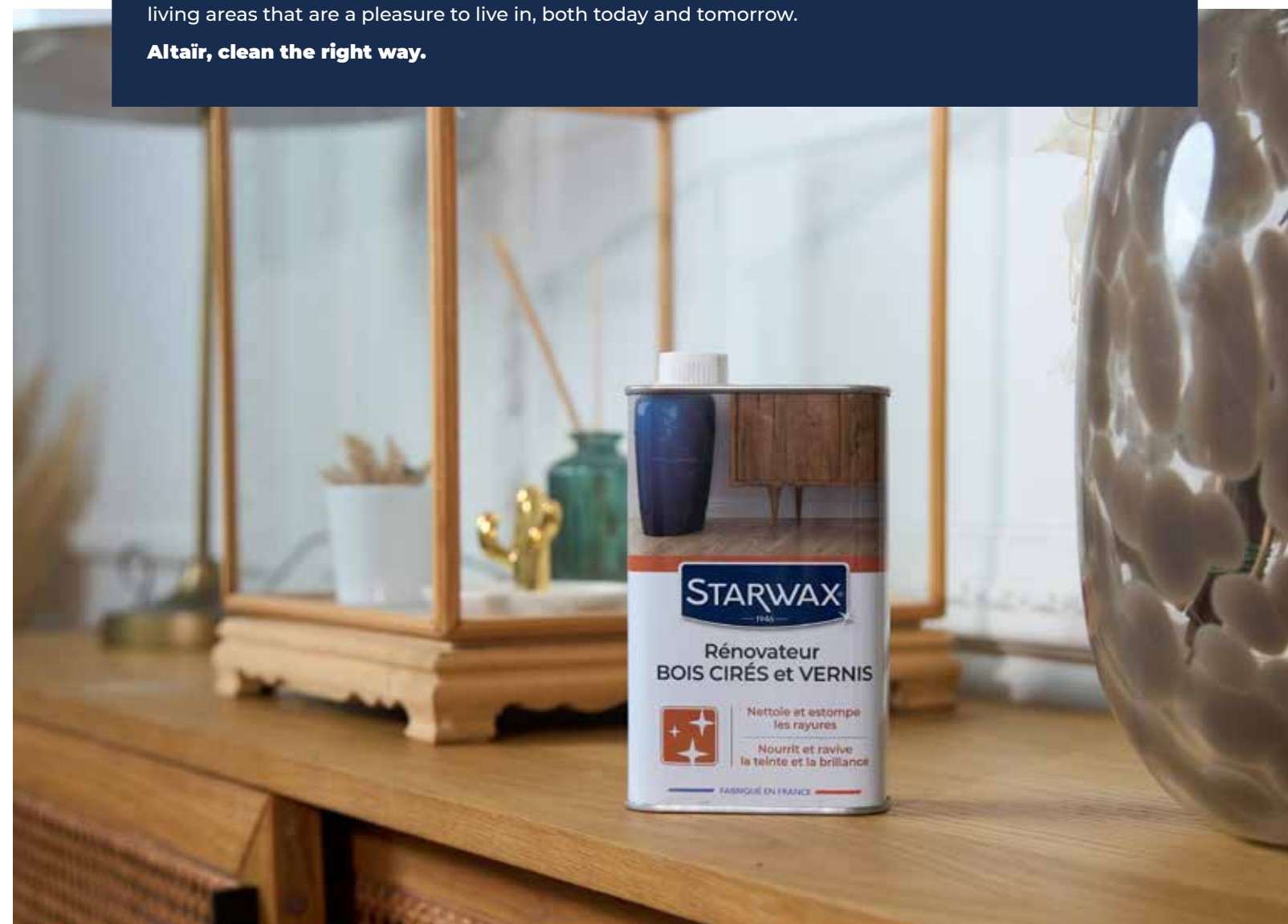
At Altaïr, we are convinced that excellence, authenticity and responsibility are key factors for a sustainable future.

Ever since our creation, every day has been a fresh renewal of our commitment: to provide solutions that transform each home into a space where cleanliness, beauty and sustainability merge into one. Thanks to our renowned brands, we have proved that quality, effectiveness and respect for the environment can be combined harmoniously.

Our story is one of a continuously renewed passion for expertise and innovation in home care. Our story also involves the people who strive daily to make our adventure a joint success. Through their know-how, energy and enthusiasm, they embody the company spirit and boldness that make Altaïr a major international player that is proud of its origins and its identity.

We are Altaïr. Let's cultivate the passion for innovation and respect together. And together, let's create living areas that are a pleasure to live in, both today and tomorrow.

Altaïr, clean the right way.





Committing TO *the planet*



FOCUS

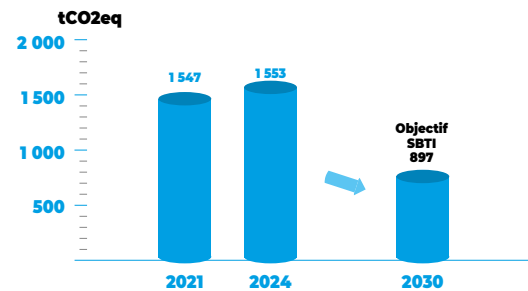
DECARBONIZATION

Strategy

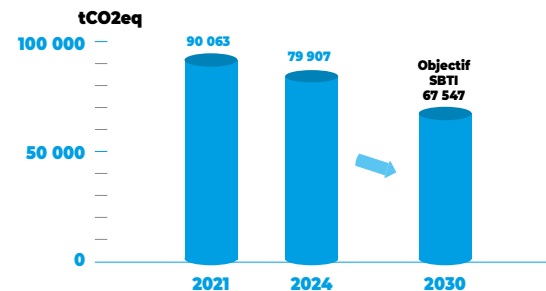
The Group has assessed its carbon footprint since 2022. This enables us to **analyze the categories of our greenhouse gas emissions (GHG) and set up corrective action accordingly**, while being able to measure the results of our efforts year on year.

In 2021, our footprint was 91,609 tCO₂eq emitted.

Our ambition for 2030

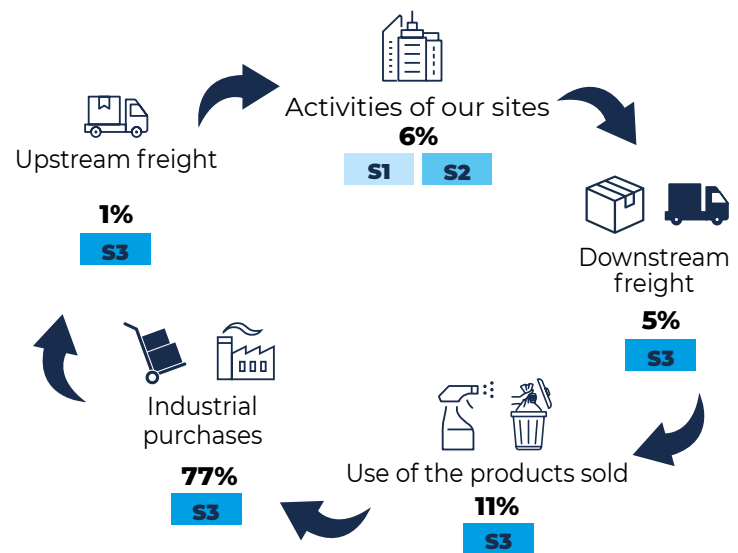


SCOPES 1 & 2



SCOPE 3

BREAKDOWN OF OUR GREENHOUSE GAS EMISSIONS



S1 SCOPE 1: direct emissions linked to production

S2 SCOPE 2: indirect emissions linked to energy consumption

S3 SCOPE 3: indirect emissions not linked to production

Categories with the highest emissions

INDUSTRIAL PURCHASES
70 442 tonnes

USE OF THE PRODUCTS SOLD
7 528 tonnes

FREIGHT
5 759 tonnes of CO₂ eq



After carrying out our carbon assessment in 2022 and having our carbon reduction targets validated by SBTi in 2023, we worked on our decarbonization plan in 2024 to achieve these targets. It is an ambitious plan based on 4 pillars: energy, transport, packaging and formulation. It is one of the major topics of our CSR strategy.

SÉVERINE GUILBERT
Director for Regulations,
Quality and Sustainable Development

An action plan based on 4 priorities

To reach our ambitious objectives by 2030, we have set up an action plan focusing on 4 key pillars: These are areas in which we can take concrete action rapidly, so we can be sure that our impact will be the greatest.

THE MAIN ACTIONS

ENERGY



- Signing contracts for green electricity
- Installing solar panels on our sites
- Electrifying our vehicle fleet
- Optimising our energy costs

FREIGHT



- Rail transport in inter-group trading
- Optimal loading through the use of double-deck trucks
- Shared supply management
- Signing contracts with carriers committed to reducing greenhouse gas emissions

PACKAGING



- Switching our packaging to recycled plastic
- Providing refill solutions
- Reducing the size of our packaging by concentrating our formulas

FORMULATION



- Developing solutions made with biosourced, recycled and upcycled materials
- Preferring water-based solutions
- Creating partnerships with suppliers of less emissive materials

09

OUR AMBITIONS FOR 2030

-650 tonnes of CO₂ eq

-1 440 tonnes of CO₂ eq

-4 833 tonnes of CO₂ eq

-14 560 tonnes of CO₂ eq



A steering committee in each BU, along with workshops that bring together the Group's CSR ambassadors, **means that projects** can be monitored, concrete results can **be evaluated** and **new avenues of action can be identified**. The Executive Committee validates the action plan every year.

DECARBONISATION Strategy



A FEW EXAMPLES OF ACTIONS IN 2024

Reducing our greenhouse gases linked to the activity on our sites

A new air filtration system has been installed at the Noyelles-Lès-Seclin site

In 2024, we accelerated our actions to reduce our VOC (Volatile Organic Compound) emissions. We equipped our production site in the north of France with a new and innovative air filtration system based on active charcoal. The charcoal traps the VOCs with the flow of recirculated air. They are then regenerated by a stream of air and water vapor, renewing their initial absorption capacity.



**RESULT: 13 times fewer VOCs
in 6 years at this site**

Optimising our transport

**Intermodal transport has
been set up between our
sites**

Since June 2024, our products have travelled by intermodal transport (road + train) between our Brunel site in France and Altair East in Poland, as well between Oro Brands in Spain and Brunel in France. Rail transport uses less energy and emits 14 times less* CO₂, on average, than road transport

*source ADEME.



Working on the eco-design of products

**Identifying and replacing our
raw materials that most impact
the planet**

AT STARWAX :

One of the projects to rework our products is the composition of our microfiber accessories, where we have done away with polyamides and integrated recycled materials in our polyesters.

RESULT : - 60 fewer T of CO₂/year



Optimising our packaging

**Creating roadmaps to improve the eco-design of our packaging
in each of the Group's BUs**

Briochin
DEPUIS 1919



AT BRIOCHIN :

Providing eco-designed alternatives with the launch of refills for our most popular products

RESULT : - 9.5 fewer T of plastic/year

tenn



AT TENN :

Developing a sprayer made of recycled plastic without a head

**RESULT : - 30% less plastic compared
with the spray-head version**



AT MARCEL GREEN SOAP :

Reducing the size of the boxes of dishwasher tablets by optimising the content packing

RESULT: - 2.6 fewer T of cardboard/year



AT IBA :

Replacing the plastic hooks on scented sachets with cardboard ones

RESULT: - 0.5 fewer T of plastic/year



OUR OBJECTIVES

Our activities have repercussions for the environment, in the use of water and energy, creation of waste, etc.

For this reason, we are constantly searching for new solutions to optimise how we use our planet's resources and lower our CO2 emissions.

We have therefore set ourselves some **ambitious goals for 2025:**

- **REDUCE** water consumption

by **25%** compared to 2020



- **USE 100%** energy from renewable sources



- **REDUCE** defective production batches

by **25%** compared to 2021



OUR ACTIONS

OPTIMIZING our water consumption



In 2023, we invested in new industrial tools at our production site in Noyelles-Lès-Seclin (59).

This investment enabled us to automate cleaning the tanks in particular. In 2024, we improved our control of these new processes and in this way, we have optimised the rinsing cycles.

As a result of these actions, our consumption at this site has gone down from 1.4 litres of water per kilo of product in 2019, to 1.1 litres in 2024.



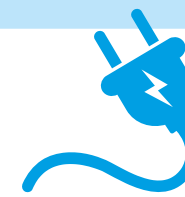
RESULT

- 2 500T

less water/year, i.e. 20% reduction in water between 2019 and 2024



TAKING ACTION on our energy consumption



We are taking action in several areas: switching to green electricity contracts at our sites and optimizing the insulation of our buildings.

In this, we have installed a sunlight reflection system on part of the roof at our Noyelles-Lès-Seclin production site. This "cool roof" type of technology reflects up to 95% of the sun's rays.



RESULTS

Up to **-50%** savings on energy consumption

A more watertight roof that will last longer



REDUCING AND RECOVERING our logistics waste



Our ORO Brands BU has tested a new logistics packaging system that reduces the need for wrapping plastic film around our pallets: the boxes are glued* to improve their stability and prevent them from falling off. If the tests prove conclusive, this system will be rolled out to all the Group BU.

In addition, we are deploying solutions for logistics orders to become paperless and introducing electronic signatures for incoming goods to avoid the unnecessary use of paper.



RESULT

-15% plastic film per pallet

*Glue compatible with recycling the boxes





Committing

TO
our consumers

Environmental scoring

A FIRST IN THE WORLD OF CLEANING

With the aim to further reduce our environmental impact and enable consumers to make informed choices, we have created an environmental index to evaluate our products. Following the example of the nutri-score, now a well-known rating on food products, or the scores given to DIY products, our environmental scoring system clearly indicates the environmental profile of our products in the form of a score out of 100, linked to a colour.

23 evaluation criteria

With 23 evaluated criteria, all the stages in our products' lifecycle are scrutinized: conception of the formulation, packaging design, manufacture, distribution, use and end-of-life of the formula. Each criterion is attributed a score from 1 to 5 to obtain a possible total of 100. The score is weighted with a bonus or penalty system to reward or penalize certain practices*.

The scoring system therefore enables us to become exactly aware of what we need to improve in our formulas and packaging, as well as with our transport and distribution partners. Finally, this information also enables us to improve the advice given to consumers and optimise our formulas and packaging to limit the impacts of using our products (effectiveness when used cold, minimising the need to rinse, etc.)

Example of criteria evaluated on the formulation



- Ecocert or Ecolabel certified product
- % of ingredients of natural origin present in the formula
- Ingredient that would not contribute to the effectiveness or stability of the formula

A clear and instructive transcript

The product score is displayed with a cursor and colour, so it is visual and simple to understand.



Reworking of the formula and integration of recycled material into the packaging

A comprehensive and validated method of calculation

Our teams have been working on the scores for two years, through research, product testing, studies, LCA analyses of our products, etc. This long-term project has enabled us to create a unique scoring system that goes further than many other existing scoring systems for other types of products:

- It takes into account product use
- The reward or penalty weighting of the score means the product can be evaluated more accurately depending on real impact issues

Our entire calculation methodology has been validated by an external firm that is an expert in eco-design.



JODIE LE GUENNIC
eco-design
packaging engineer

This project, which started over two years ago, began by analysing the lifecycle of about twenty of our products, as well as identifying the key environmental issues for detergents. Based on these findings, we developed and tested an internal tool over a period of several months. Our aim was to set up a robust, objective and accessible evaluation method to take us to the next step in our approach to product eco-design: the environmental scoring seemed to be the best way to reach this goal. On an everyday basis, it enables us to realize and understand the environmental impacts of our products in an objective way; but above all, it means we can identify concrete actions for improvement.



* The criteria are weighted at 2 levels:
- According to the lifecycle stage to which they refer according to their link with the CSR Scorecard objectives



OUR OBJECTIVES

Our home care products and insecticides protect men and women by ensuring their environment is clean and healthy. In order for consumers to use them in complete safety, it is also essential that the formulation and packaging are monitored and controlled, so they can be improved if required.

For this reason, we have set **ambitious goals for 2025:**

- **ESTABLISH ENVIRONMENTAL SCORING** for **30%** of our Revenue
- **REPLACE 50%** of virgin plastic with RECYCLED plastic



OUR ACTIONS

EXPANDING our range of eco-certified products



Our french laboratory receives approval to carry out Ecocert performance tests

The Ecocert guidelines evolved in 2024 and it now requires performance tests to show that products certified as "green" are as effective as conventional products.

Ecocert has approved our laboratory in Noyelles-lès-Seclin to carry out these performance tests.

Therefore, we can now develop and test new products prior to their manufacture in our factories, which are also certified.



RESULT

This certification means the processes to develop and produce our products are simplified, making it possible to increase our range of certified products.

DEVELOPING our vegan products



In 2013, Europe placed a ban on cosmetics being tested on animals, but this ban does not yet apply to cleaning products.



The products at Marcel Green Soap have always been 100% Vegan, right from the start. They are developed without any animal testing and do not contain any animal fat.



RESULT

100% of the products at Marcel Green Soap are vegan

PROMOTING the use of natural ingredients in our products



The certified formulas in our portfolios are as effective as non-certified formulas. Therefore, we have rationalised the formulations of all the Group's brands in favour of the certified formulas, thereby significantly increasing the number of eco-certified products in our catalogue.



RESULT

18% eco-certified formulas in our Group catalogue

In 2024, ORO Brands launched two new eco-responsible brands on the Spanish market: La Droguería, a range of Ecocert certified home care products and K Origen, insecticides made with mainly active plant ingredients



PROMOTING responsible consumption through our brands



Our brands showed innovation in 2024 to provide products that are just as effective, while limiting their impact on the planet.

1. Briochin

Briochin has developed laundry detergent sheets with just the right dose of product, which are effective with a cold wash, dissolve completely and contain 90% ingredients of natural origin.



RESULTS



6 times more laundry detergent doses per pallet than for a pallet of liquid detergent in 2.27L bottles

- 91% less water transported

2. Croc Odor

In 2024, the brand developed an odour neutraliser, which was designed and manufactured in France, made with 98% ingredients of natural origin. It does not contain any controversial Volatile Organic Compounds (VOCs) and is sold in eco-designed packaging (100% RPET & recyclable).



3. Marcel Green Soap

The brand has updated its toilet block formula, going from 80% to 99% ingredients of natural origin, but with the same cleaning power. The packaging is 100% recycled.



RESULT

50% of our brands are committed to promoting more responsible consumption.



Committing TO *our employees*

Altair is certified as a GREAT PLACE TO WORK

We set ourselves the goal of obtaining the Great Place to Work certification, the global benchmark for employee experience, by 2025. We achieved this goal a year ahead of schedule, as we obtained the certification in 2024 for all our BUs!

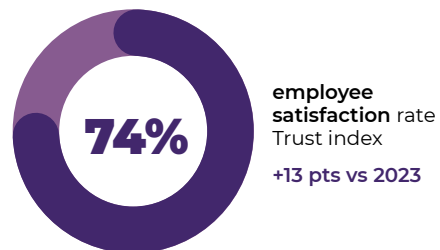
Over 419 employees responded freely and anonymously to the survey in March 2024.



Significantly improved results

The 2024 survey results were improved compared with those obtained in 2023. Friendliness and pride received the highest marks, with an average of 80% and 78% respectively in positive responses on these two items.

Key figures from the 2024 survey and progress compared with 2023



Employees are proud to work for ALTAÏR



The results of the survey demonstrate the commitment of our employees and their sense of belonging to Altair.

90% stated they are proud of our projects

88% feel they make a personal contribution to the Group

84% are proud to say they work for the Group.



Solidarity, respect, responsibility for team values



Wellbeing, collective success, humility, positive stimulation and responsibility are the Group's core values. The survey revealed that these are shared and, most importantly, experienced by the employees in the various BUs:

86% stated that their management trusts them to carry out their work and gives them responsibilities

85% considered they are treated as a full member of the company, irrespective of their position.

85% considered they can count on help from their colleagues or other members of staff, and that all the employees are aware of the needs of others



Confidence in the Group, its managers and the project they are leading



The manner in which the Group is managed, and its global strategy, inspires confidence in the teams.

88% of employees considered that the management possesses the necessary skills to lead the company

84% stated that the management is leading the company in an honest manner and that it respects ethical rules

78% stated that the management had a precise idea of the company's goals and how to achieve them



In conclusion, the results are an improvement on those in 2023 and demonstrate **the dynamic transformation the Group has been working towards for several years**. They are the concrete expression of the pride, loyalty and commitment of employees to the Group.



OUR OBJECTIVES

Allowing our employees to grow in a positive working environment, ensuring their safety, but also giving a purpose to their mission and recognising talents in all areas – these are the ways in which we commit to our teams on a daily basis. The Great Place to Work 2024 survey confirms this; our employees at Altair feel comfortable and are proud to work for us, making it one of our greatest successes.

To maintain this level of satisfaction and commitment, **we have set clear objectives for 2025:**

.80%
OF OUR MANAGERIAL
EMPLOYEES engaged through
CSR objectives

.35%
OF EMPLOYEES
trained each year

.95%
OF EMPLOYEES
benefit from a value-sharing system



OUR ACTIONS

ENGAGING employee commitment in our CSR approach

In order to give life and substance to the Group's CSR approach, we have set up a 3-stage action plan to engage, motivate and incite our employees to take action.

RAISING AWARENESS : So that our employees will commit fully to our CSR approach, we are raising their awareness of social and environmental issues using fun aids (workshops, games, challenges, etc.).



COMMITTING : We are informing our employees of CSR objectives and action plans, to clarify expectations and give meaning to their work. To do this, we are using digital screens and complementary tools (training, newsletters, fun media) to communicate efficiently with all employees, wherever they work.



TAKING ACTION: In order to engage the teams, it is essential they are provided with the means to act – both for time and resources (human and financial). To this end, we have created a network of CSR ambassadors consisting of volunteers who want to lead concrete actions, whether related to their job or otherwise. Finally, to further encourage the teams to become involved, CSR objectives are included in employee appraisals and taken into account when calculating annual bonuses.

DEVELOPING employee skills

With the conviction that trained and aligned managers help their teams to grow and perform, the emphasis has been placed on training at Oro Brands. Two themes were developed for all front-line managers: resolving conflict and decision-making. Over two days, employees were able to experiment with roleplays and similar exercises to gain a better understanding of these complex subjects.



PROTECTING our teams

Safety does not only involve the use of personal protective equipment. Training and prevention also play an essential role.

To mark the World Day for Safety and Health at Work, employees at ORO Brands wrote down their safety commitments and shared them on a collective wall, to encourage reflection and discussion on safer practices. The results were communicated throughout the factory, compared with in-house data and complemented by prevention campaigns (sport, smoking, skin health, etc.).

At Altair East, particular attention was given to the early detection of any health and safety problems that would prevent employees from carrying out their job in good conditions. This vigilance helps to avoid potential



PROMOTING wellness at work

The results of the Great Place to Work survey clearly demonstrate that our employees appreciate the working conditions and work atmosphere. This is not down to chance.

At ORO Brands, the women were a special feature in the press and were celebrated on Women's Rights Day on 8 March and at a festive event.

At Briochin, the results of the Great Place to Work 2023 survey gave rise to an action plan in several areas: all the employees received training, new offices that were more comfortable and better equipped were opened in Rennes, safety glasses adapted to their eyesight were provided for employees who require visual correction, finally, informal team events were organised (Christmas, New Year, monthly team lunches, etc.) to strengthen ties between colleagues.



At Brunel, the Stellar Academy has been launched. This is a committee that rewards employees who have contributed to significant projects in line with the company's values and challenges. The objective is to acknowledge the employees involved, as well as stimulating team spirit and innovation. In parallel, employees have been involved in a communication campaign aimed at attracting talent: their portraits are the faces of the campaign. This campaign will be rolled out to the other companies in the Group in 2025.



At Altair East, action to combine professional and personal life more satisfactorily has seen the introduction of teleworking and flexible working hours (it is possible to begin a day's work at 7am or 9am). In addition, team building activities have been organised to strengthen team cohesion.



Committing TO associations



OUR OBJECTIVES

The Altair Group has always been committed to protecting the environment and biodiversity, but also in working alongside the people who need it most, in every country in which our company is present.

We have forged long-term partnerships with various associations and organisations, and new actions are added to this foundation of historical commitments every year.



OUR ACTIONS

TAKING ACTION to combat pollution

Scientists have been sounding the alarm for decades about micro and nano plastics, as well as their known impact on human health. Green Soap Company has been a member of and supported the Plastic Soup Foundation for the past three years.

By focusing on public awareness, political pressure and legal action, the Plastic Soup Foundation aims to gradually eliminate disposable plastics and harmful additives, and to work towards a progressively oil-free world. We have supported the "Beat the Microbead" project for three years.

Thanks to this initiative, consumers who want to make an informed choice can scan the products Marcel Green Soap they use via a dedicated app to check that they do not contain any microplastics. Our products display the "Look for the Zero" logo, supplied by the Foundation to inform consumers of this approach.



In 2024, in collaboration with the Plastic Soup Foundation and five other personal care brands, we launched a major communication and awareness campaign on social media, in public relations and on television, around the subject of microplastics in personal care products.

TAKING ACTION to help preserve biodiversity

Restoring marine wildlife with Eco Tree in France

In 2024, we celebrated four years of partnership with Eco Tree, an association that develops original offers enabling everyone to become involved in the protection, management and restoration of ecosystems.

We have set up a project for 2025 to restore Posidonia meadows damaged by pleasure boat anchors at Alga beach in the Bay of Calvi. As well as harbouring very rich biodiversity, Posidonia is a very valuable type of seagrass for carbon sequestration. Approximately 30% of the surface area of Posidonia meadows has disappeared in the last 50 years.

For every Starwax saturator purchased, €1 will be donated to the project.



Replanting forests in Poland with Posadzimy.pl

In Poland, Altair East has joined forces with Posadzimy.pl in planting trees to improve air quality and restore nature. We have therefore planted 250 trees over an area of 277.5m² of forest to capture 1.5 tonnes of Co2/year.

ACTING in favour of social assistance

Supporting children with cancer

Via Altair East, we have actively supported the "Saving Children With Cancer" foundation for almost five years, with the aim of fighting the disease, but also to bring joy and creativity into the lives of the sick children. For each solvent and stain remover, IPLN will be donated to the foundation. We extended our partnership in 2024 and financed the organisation of two workshops, one dedicated to upcycling and another to fun scientific experiments.



Supporting the victims of natural disasters

In 2024, major floods hit countries in which we operate: Poland and Spain were subjected to widespread flooding. Altair East and Oro Brand took action and provided their support to the families in need.



Products donated to Polish victims of the floods

Altair East decided to donate 1,000 anti-mould products to the most needy inhabitants living in the towns of Głucholazy, Prudnik and Nysa, as well as volunteer firemen in Jarosław. The action was organised in cooperation with the local authorities, enabling the aid to reach those most affected.


Reorganization and aid to disaster victims in Spain

From the start of the floods, ORO Brands acted to ensure the safety of its employees by halting production and introducing teleworking wherever this was possible.

To help families affected by the flooding, the company set up three types of assistance:

- Distributing almost €20,000 worth of products to various associations such as the Red Cross
- Encouraging employees to make financial donations to support the affected families. The company contributed by doubling the amounts before donating the funds to the Red Cross
- Providing financial support for employees who suffered material losses





Results for 2024

Committing TO The planet

→ Optimising the use
of resources



1.12 L

of water used per kg
of product
manufactured
-14% vs 2021



100%

of our energy from
renewable sources
+ 41 points
vs 2021

Committing TO our consumers

→ Improving the eco-
responsible profile
of our products



18%

of our product
portfolio certified
sustainable
+ 8 points
vs 2021



42%

of our plastics
containing
recycled material
+33 points
vs 2021

Committing TO our employees

→ Promoting well-being
at work



74%

positive responses
to the Trust
Index (employee
satisfaction rate)

First Great
Place to Work
certification for
the group



64%

of our employees
engaged via CSR
objectives

+64 points
vs 2021

Committing TO The planet

TOPIC	UNIT	2021	2024	2025 TARGET	2030 TARGET
Reduce GHG emissions in our operations (scope 1&2)	Tonnes of CO2 equivalent	1 547	1 553	1 208	897
Reduce GHG emissions from formulation and packaging (scope 3)	Tonnes of CO2 equivalent	90 063	79 907	79 732	67 547
Reduce water usage in our production plants	l/kg produced	1,30	1,12	1,12	1,1
Reduce defective production batches to be discarded	tons % - defective vs total	0,20	0,39	0,15	0,10
Decarbonize our electricity	kWh %	59	100	100	100

Committing TO our consumers

TOPIC	UNIT	2021	2024	2025 TARGET	2030 TARGET
Leverage our environmental scoring tool to measure and reduce products impact	% of turnover	0	14	30	80
Replace virgin plastic with recycled plastic in our products	Tons %	9	42	50	60
Commit to responsible sourcing with our partners through our supplier CSR charter	# Suppliers % - Charter signed	5	74	75	85
Reduce freight transport impact with sustainable practices inspired by FRET21	% of turnover	43	46	70	85

Committing TO our employees

TOPIC	UNIT	2021	2024	2025 TARGET	2030 TARGET
Be certified Great place to work	Happy index	NA	74	>70	>70
Share the value created by the company with employees	% of employees who benefits	NA	95	95	95
Build gender parity at management level	% of managers	54	45	50	50
Reducing the frequency of workplace accidents	Rate of frequency	16	19	19	10
Reducing the severity of workplace accidents	Rate of severity	0,5	0,6	0,6	0,2
Integrate CSR goals into individual performance objectives	# employees %	0	64	80	95

NA: data not available



ALTAIR GROUP COMPANIES