



FORMES & SCULPTURES

CREATION, DESIGN, MANUFACTURE AND INSTALLATION OF MERCHANDISING EQUIPMENT

CSR REPORT
2024

TO BE A COMMITTED, VIRTUOUS AND INNOVATIVE GROUP

EDITORIAL

I am delighted to present our new Corporate Social Responsibility (CSR) report, which demonstrates our ongoing commitment to putting the principles of sustainable development at the heart of our business. At FORMES & SCULPTURES, every member of staff is committed to this approach, enabling us to support and advise our customers, suppliers and partners.

Our CSR approach is at the heart of our strategy, enabling us to anticipate the future and meet the challenges of tomorrow.

Thanks to our expertise, we put eco-design at the heart of all our processes.

That's why we analyse the impact of our POP displays at every stage of the life cycle and offer genuine alternatives to plastic.

We have also put in place a responsible purchasing and circular economy policy, reducing the impact of our waste and energy consumption and encouraging production close to the place of consumption.

But none of this would be possible without the passionate men and women who make FORMES & SCULPTURES. That's why we attach the utmost importance to the human capital within our company. Looking after the health of our employees, developing their skills and giving them a sense of pride in belonging enables us to grow thanks to the values we hold dear.

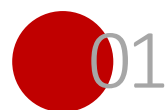
We come from art and sculpture, but above all we have the art of knowing how to adapt to any challenge, thanks to our constant need to learn in order to create the POS displays of tomorrow.



Mathias TENENHAUS
Chairman



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WHO

ARE WE?



INTRODUCTION

BECAUSE ART AND SCULPTURE ARE IN OUR DNA, we are convinced, like the artist in front of his work, that by revealing the essential we can create a spark of wonder.

OUR GROUP HAS BEEN IN BUSINESS FOR NEARLY 40 YEARS, and we've built up a wealth of expertise by working closely with our customers, who are always on the lookout for new solutions to the ever-changing retail environment. Our vision has been shaped by their demands. The constant quest for quality, attention to detail, reliability and responsiveness are all part of our culture, and through our know-how of excellence and our love of a job well done, we add value to the creations of our customers in the luxury and cosmetics, masstige and pharmaceutical sectors.

WE CREATE, DESIGN, MANUFACTURE, INSTALL AND RECYCLE ephemeral and permanent point-of-sale equipment, exploring the full range of possibilities to find the best solutions while constantly striving to reduce our impact on the world.

WE PRODUCE AS CLOSELY AS POSSIBLE TO OUR DISTRIBUTION PLACES, in France and Serbia for the European market and in China for the Asian market.

WE INNOVATE EVERY DAY to meet our customers' expectations and find cost-effective solutions, while taking care to reduce the impact of our activity.

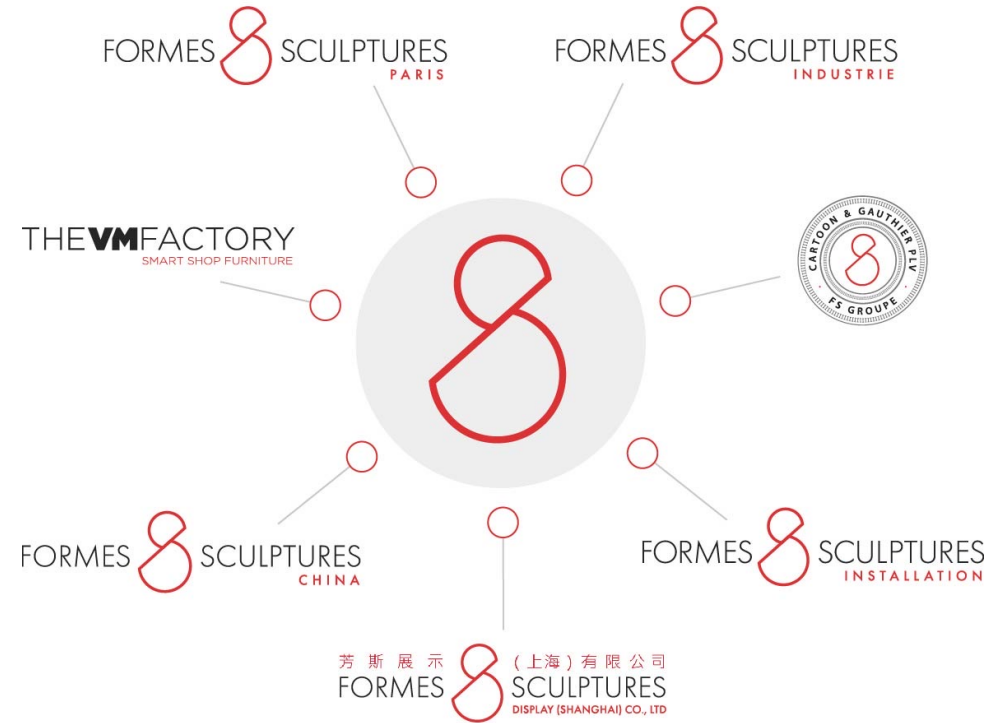
CSR IS AT THE CENTRE OF OUR PROCESSES, in everything we do, eco-design and sustainability are at the heart of our concerns. We prescribe responsible and sustainable solutions to become the benchmark for CSR in our industry.



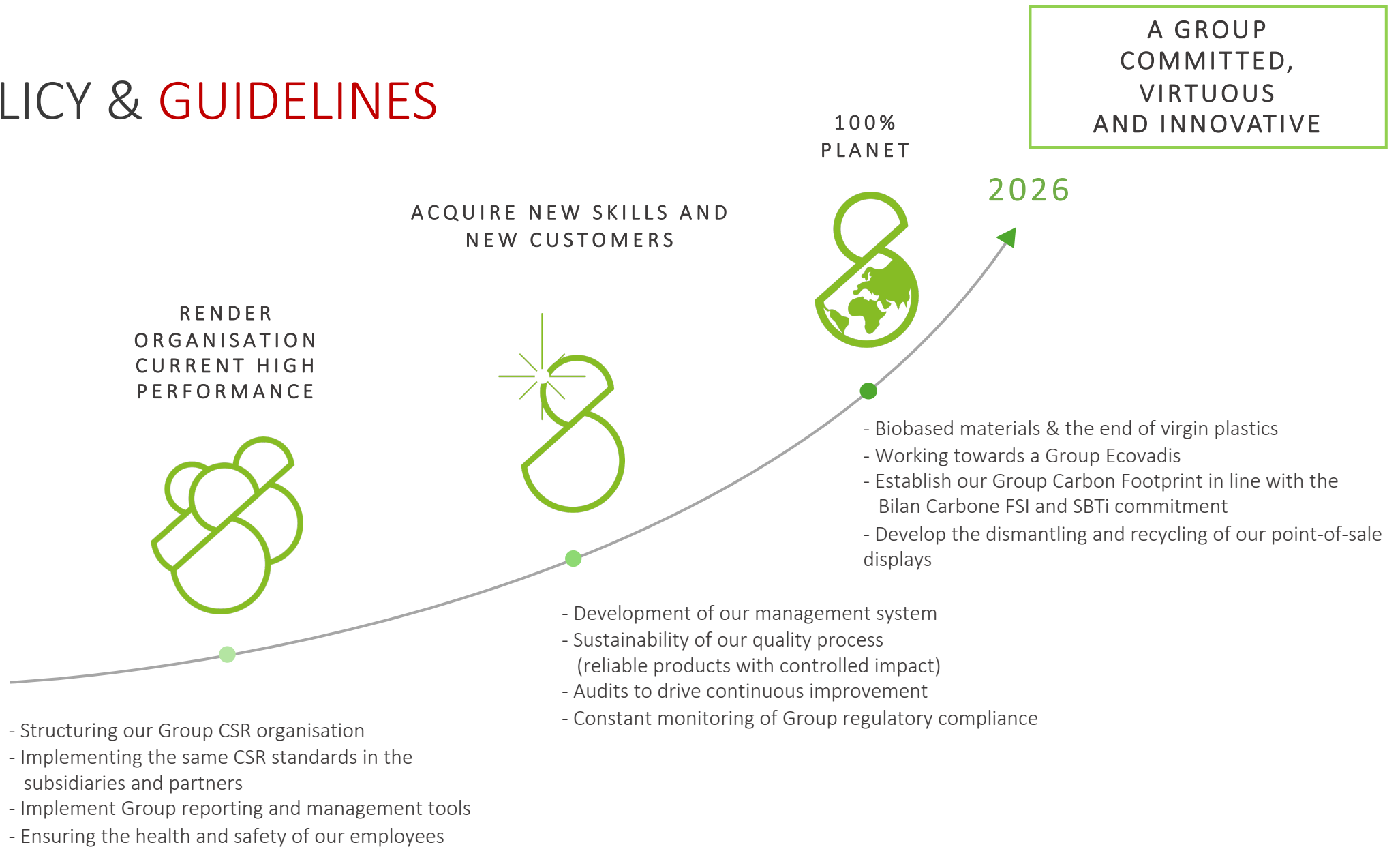
OUR GROUP

FORMES  SCULPTURES

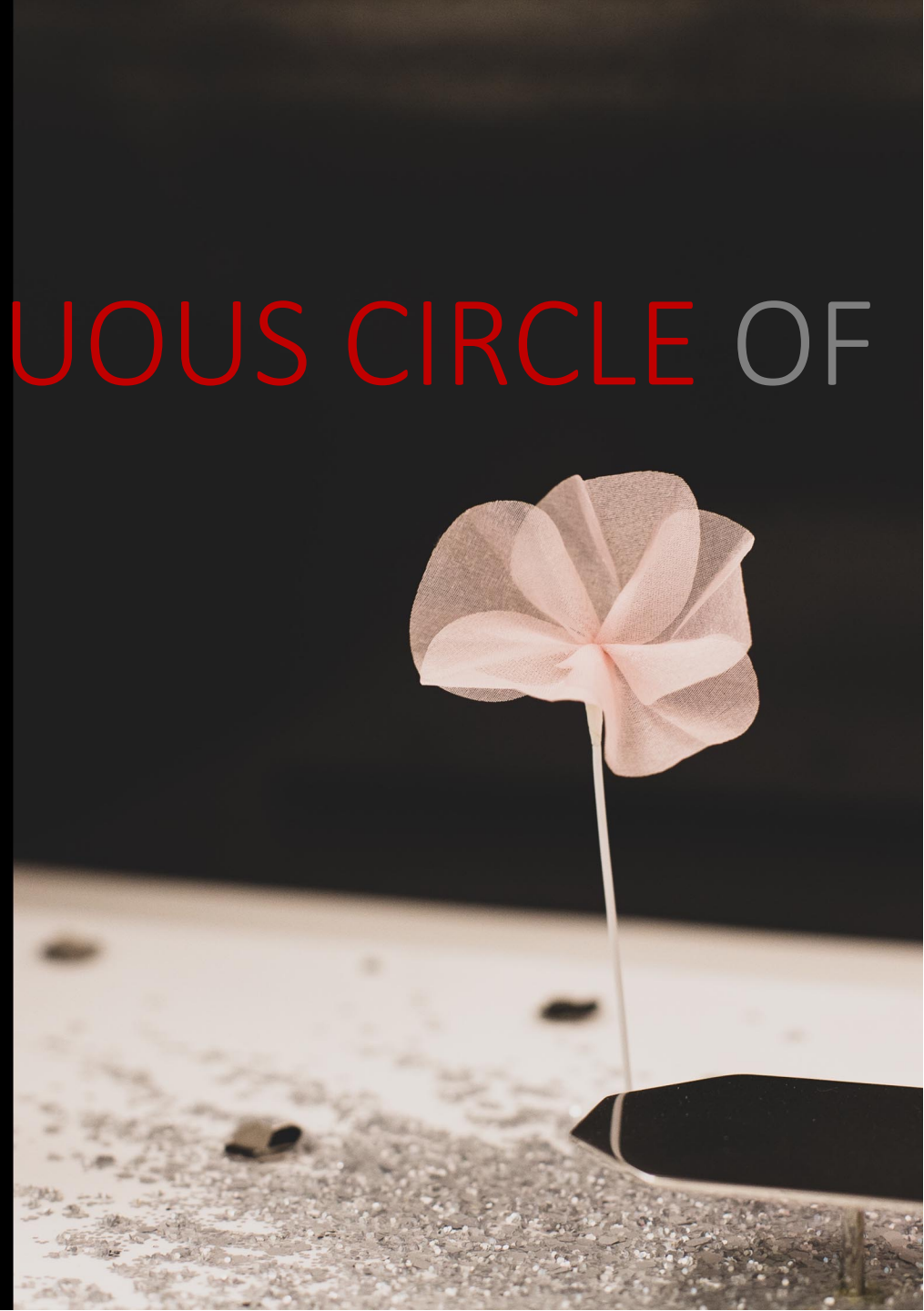
THE ENTITIES



CSR POLICY & GUIDELINES



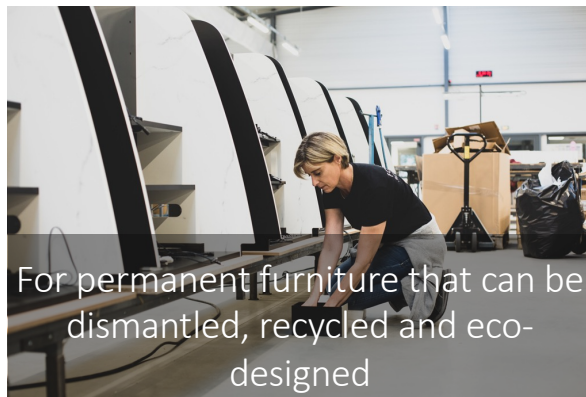
2 CLOSING THE VIRTUOUS CIRCLE OF POS DISPLAYS OF TOMORROW



OUR AMBITION : COMPLETING THE VIRTUOUS CIRCLE OF POS DISPLAYS OF TOMORROW

Because the world is changing, we need to meet our customers' needs while respecting our environmental and social commitments.

Our conviction? To create and manufacture the POS displays of tomorrow, we are transforming ourselves in order to reduce our impact on the world and support our customers in their efforts. Our entire strategy is geared towards achieving this ideal.



RESEARCH & INNOVATION

AN INNOVATIVE COMPANY



Innovation is first and foremost a work dynamic driven by every FORMES & SCULPTURES employee. Thanks to our know-how and the development of our talents' skills, we file patents every year to protect our innovations.



12 PATENTS FILED SINCE 2022

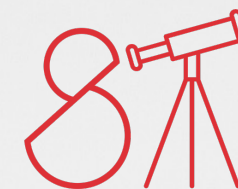
CO-CONSTRUCTION WITH OUR CUSTOMERS

We have been working closely with our customers for many years. To take things a step further, in 2024 we launched a programme called "Perspectives", in which we work together on the challenges facing our businesses in the future.



4 MAJOR CHALLENGES

Alternatives to plastic, the life cycle of point-of-sale displays, decor and the point of sale of tomorrow



PERSPECTIVES

ECO-DESIGN, THE GROUP'S DNA

Eco-design is central to our daily lives. Every employee is involved in the change towards cleaner, more sustainable production. When we respond to our customers' invitations to tender, this is a predominant criterion alongside price.



OUR 10 COMMANDMENTS FOR ECO-DESIGN

The ten commandments set out the fundamental points to be applied at every stage of the POP lifecycle: from design to delivery at the point of sale.



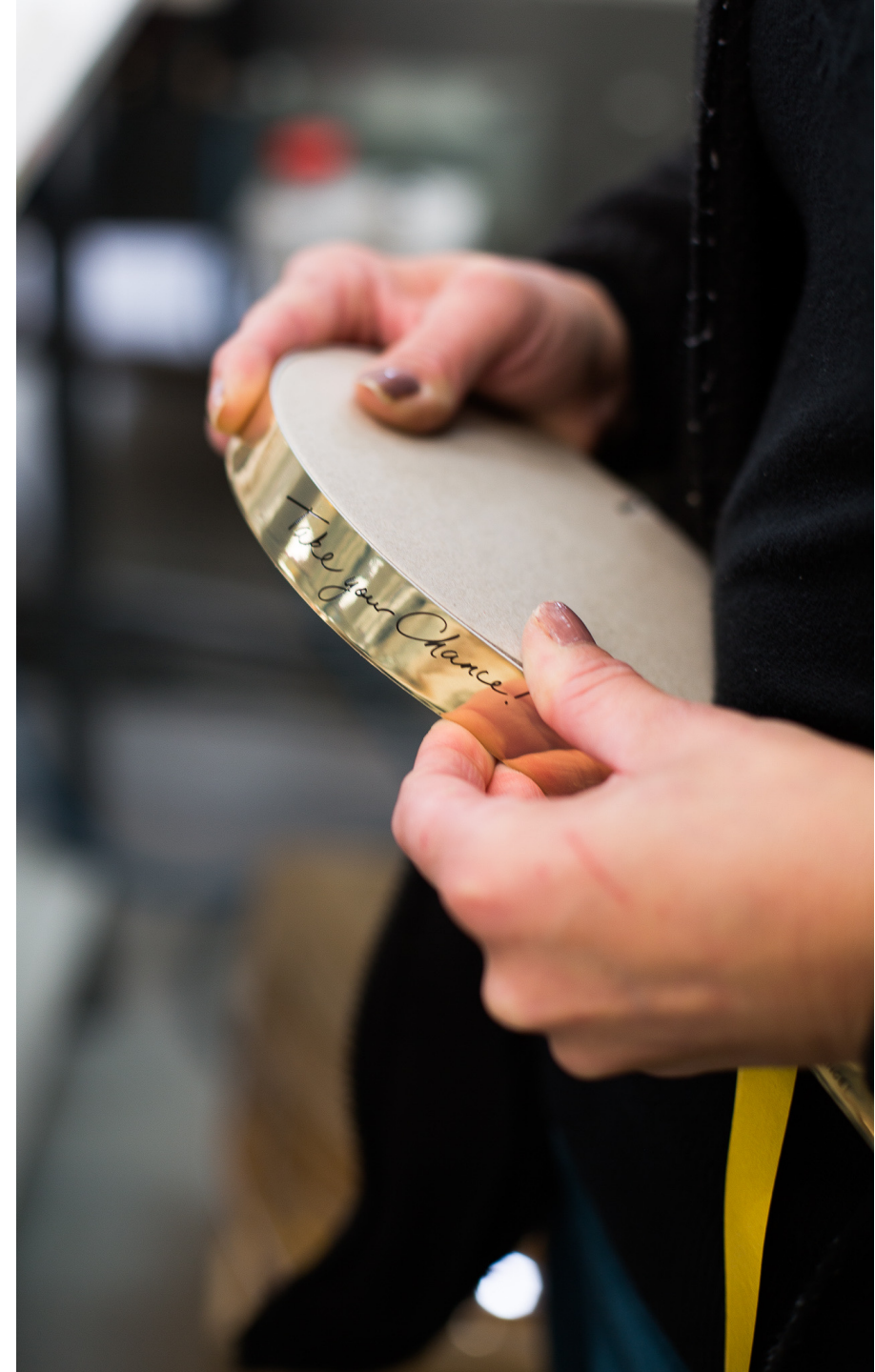
TOWARDS THE END OF THE USE OF VIRGIN PLASTIC

Because we are convinced that it is our responsibility to change the way we use our products, we have decided to phase out the use of virgin plastic by 2026. This decision marks a crucial step and a major advance in the fight against pollution and climate change.

We already use a majority of recycled plastic (injected or in sheets).



66% of plastic purchased is recycled plastic
Target: 100% by 2026



ALTERNATIVES TO PLASTICS



LOW-CARBON CELLULOSE MADE IN SMALL QUANTITIES

In 2023, we decided to invest in the installation of a cellulose machine, which will enable us to offer our customers a sustainable solution that is fully adapted to the POP market thanks to its versatility.



Sustainable alternative to plastic - Low-carbon production & French origin
Labelled raw materials - Produced on our own machine
Infinitely recyclable - Can be shaped to any shape



ALTERNATIVES TO PLASTICS



100% ECO CARDBOARD DECK

100% CARDBOARD

100% compact "tablettarie cardboard" process.

100% RECYCLABLE

Holds grilles in place without using magnets or staples.

Alternative solution to polyester lamination.

Alternative solution to hot stamping.



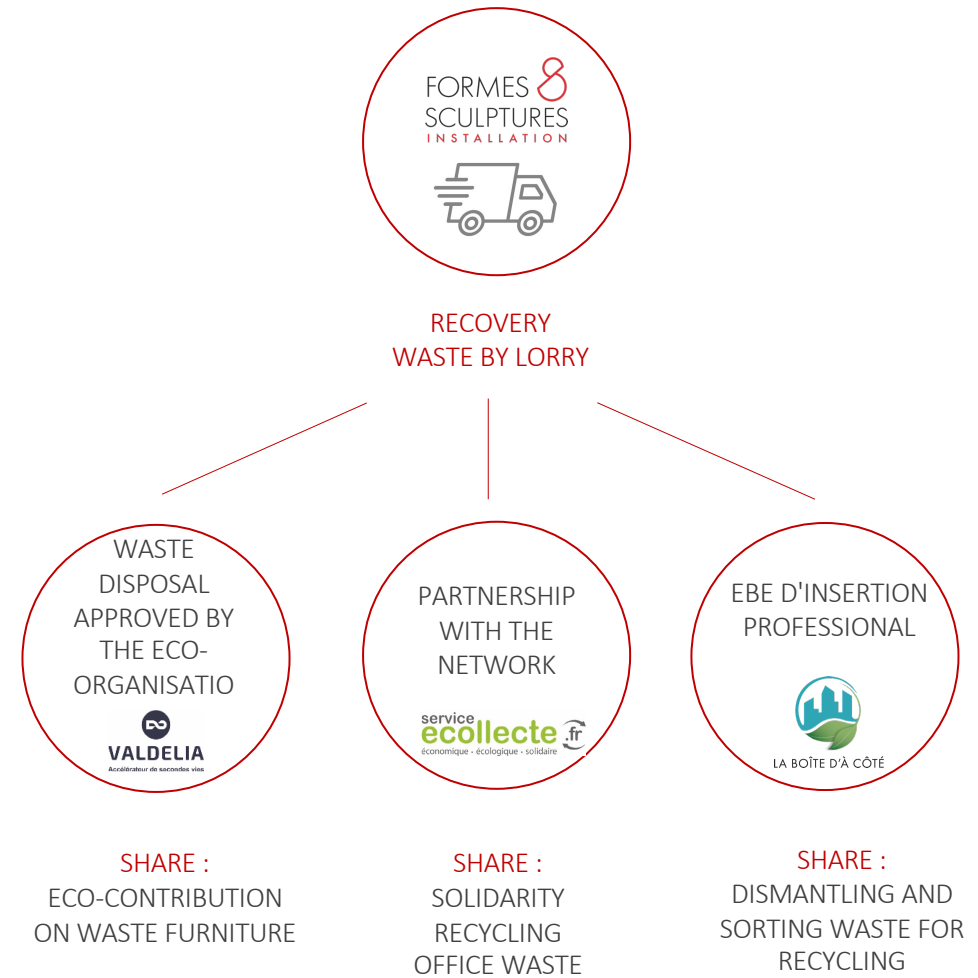
Shelf life of 6 to 12 months in shop
Separability of materials
Use of solvent-free adhesives



REPROCESSING OF WASTE

In addition to our Eco-design charter, we integrate from the outset the management of the entire life cycle of a POP product.

Thanks to our **FORMES & SCULPTURES INSTALLATION** unit, we can offer our customers solutions for managing the end-of-life of our products.



REPROCESSING OF WASTE

EXAMPLE OF THE DISMANTLING OF PLV WATCH SPECIALIST



Reduced carbon footprint: saving 4 tonnes of CO₂ eq. To :

- 216 days of heating (gas) - 13,000 km by plane
- 244 smartphones - 8,832 litres of bottled water

THE POINT OF SALE OF TOMORROW

THE REFILL SOLUTION

FORMES & SCULPTURES REFILL helps brands meet the challenges of innovation and the fight against waste (AGEC law) with eco-friendly refillable solutions tailor-made for points of sale.



Reducing packaging
Reuse of containers



BBL: CONTACTLESS DIGITAL AND ROBOTIC SOLUTION

The BBL (BLÉRÉ BEAUTY LAB) is a space built on our Bléré site to experiment with tomorrow's distribution solutions for cosmetics, skincare and fragrances.



Pain-free stock management
Digital shop
Sales team focused solely on the customer, for added value



PRODUCING AS CLOSE TO THE MARKET AS POSSIBLE

OUR SITES IN FRANCE AND OUR PARTNER
FACTORY IN SERBIA
FOR THE EUROPE & AMERICAS MARKETS

FORMES 8 SCULPTURES
INDUSTRIE

BLÉRE (1998)
130 people
13 000 m²



SARTROUVILLE (2020)
30 people
4 000 m²



SERBIA
JAGODINA (2009)
130 people
8 700 m²



FRANCE

SERBIA

CHINA



CHINA
DONGGUAN (2003)
150 people
8 000 m²

OUR PARTNER FACTORY IN CHINA
FOR APAC MARKETS



3 WOMEN & THE MEN

A COMPANY **ON A HUMAN SCALE** AND STRONG VALUES



200 employees
56% Women - 44% Men

Our values tell our story with precision and accuracy. Because they have characterised us from the outset, they are the deepest foundations of our company. They are born of our history and our expertise, and we nourish them every day with our experience. We have 5 main values and we make sure that they are embodied and communicated to our current and future teams.

ORIGINALITY

PROFESSIONALISM

RESPONSIBILITY

PASSION

SINCERITY



THE LABEL LIVING HERITAGE COMPANY

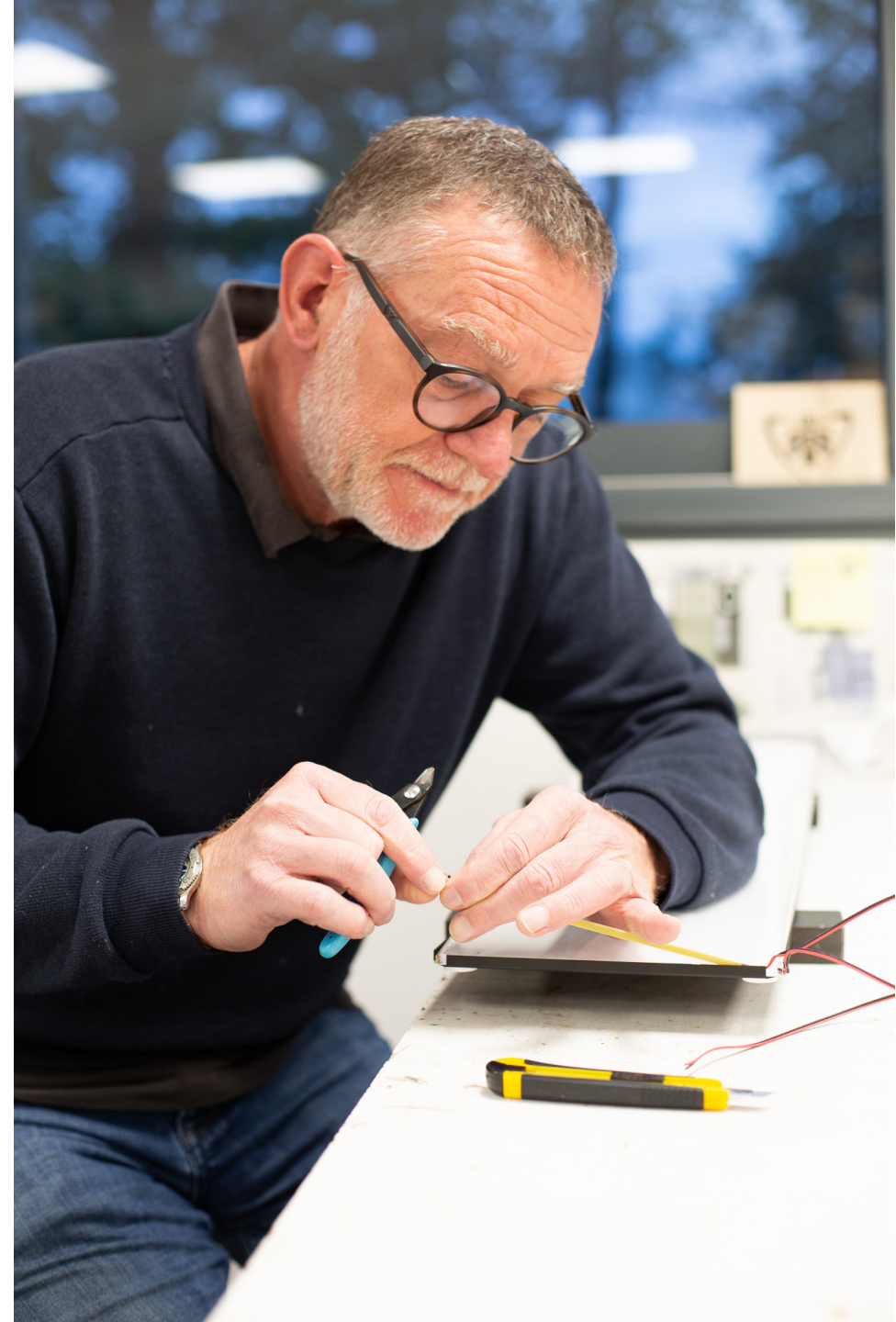


FR RÉPUBLIQUE FRANÇAISE

In 2023, FORMES & SCULPTURES INDUSTRIE was awarded Entreprise du Patrimoine Vivant (Living Heritage Company) label, granted to companies that perpetuate traditional and exceptional know-how.

In response to the constant changes in our profession, this recognition rewards years of work combining agility, curiosity and innovation, while ensuring that we limit our impact on the environment.

It is above all thanks to the women and men who make up FORMES & SCULPTURES that the company has become a major player in the arts and crafts industry.





HEALTH & SAFETY REQUIREMENTS

The same goes for the quality of its products and customer service, FORMES & SCULPTURES attaches great importance to safety in the workplace. In 2023, we strengthened our QRSE department, the aim of which is to support all the Group's structures.

Every morning, our teams carry out stretching sessions when they start work to prevent musculoskeletal disorders.

We are vigilant on a daily basis and take action to reduce or eliminate risks by :

- Improving ergonomics by purchasing new equipment (seats, adapted tables, etc.)
- Better management of production flows,
- Safe storage at height,
- Equipping our employees with moulded corks,
- Measuring noise levels in our workshops at the Cartoon & Gauthier factory
- Replacing the most dangerous products,

That's why we invest heavily in the latest generation of machines, offering users a high level of safety.

But our employees' health doesn't stop at the company gates, which is why FORMES & SCULPTURES pays 100% of everyone's health insurance.



INVESTMENTS MADE IN THE LAST 2 YEARS :

- Custom hearing protection / € 7,500
- Ergonomic equipment / € 15,000



PROTECTING OUR EMPLOYEES

HUMAN DIVERSITY

Diversity is an asset within our Group, both in terms of the different entities that make it up and the diversity of its employees.

FORMES & SCULPTURES is committed to the integration of people with disabilities. Beyond our differences, we attach the greatest importance to the skills and motivation of each individual. In all our recruitment, we apply selection criteria based exclusively on professional skills.

We take care to define and implement an equitable human resources policy at all levels.

PROTECTION FOR ALL

Because we are responsible for the protection of all our employees, we have a duty to put in place measures to ensure their day-to-day support.

Within the FORMES & SCULPTURES group, we have set up an anonymous alert system. This system enables staff to report potentially criminal behaviour such as discrimination, harassment, fraud or corruption.

TRAINING IN ACTION

SUPPORTING EMPLOYEES THROUGHOUT THEIR CAREERS

At FORMES & SCULPTURES, our mission is to support our employees throughout their careers so that they can learn, develop and, above all, enjoy their work. Our in-house training plan enables us to train all our employees in a variety of subjects to ensure that their skills are upgraded and that our know-how is maintained.

Our entire R&D approach is also based on our ability to have teams trained in the very latest technologies and innovations to meet the new challenges set by our customers.

A COMPANY THAT CREATES TALENT

Aware of the long-term recruitment challenges, we also invest heavily in apprentice training, which enables us to support young people in their studies.

TESTIMONIAL

Stéphanie, future methods technician at FSI



"When I expressed my desire to work at FORMES & SCULPTURES, the company offered me a training programme to become a Methods Technician. In other words, I'm going back to school years later and taking a BTS!

Personally, it's been a rewarding experience because it proves to me that I'm capable of learning new things, while at the same time allowing me to take a step back and acquire new skills. What's more, it's rewarding because the company trusts me, which makes me even more determined to succeed. And above all, thanks to this training, I'll be able to work on structuring projects that will improve my colleagues' daily lives!





THE WELL-BEING OF OUR EMPLOYEES

We are convinced of the importance of developing pride in belonging by ensuring that our employees are happy and fulfilled at work. That's why we believe that a balance between private and professional life is essential, as is a pleasant working environment on a daily basis.

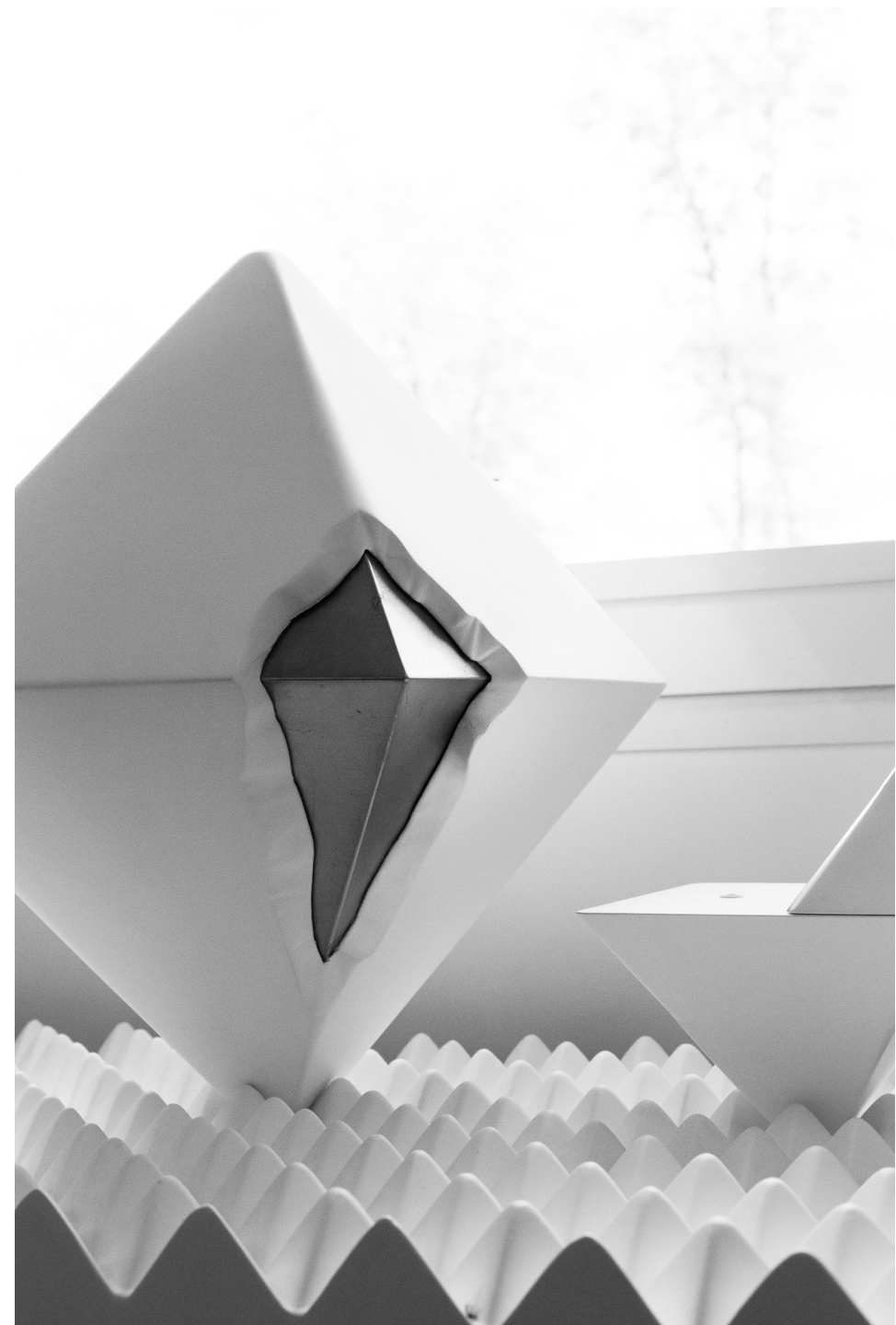
We provide all our employees with modern social facilities so that everyone can meet up and relax.

We pay particular attention to the health of our teams and the prevention of musculoskeletal disorders. Each of our sites carries out these actions.

Group-wide events are organised to celebrate successes and get to know each other better. We also organise visits with employees' families (egg hunts, open days), to continue to preserve the conviviality that is so important to us.

4

RESPONSIBLE PURCHASES





REDUCE THE IMPACT OF OUR PURCHASES

We are committed to supporting our customers, suppliers and subcontractors in their CSR initiatives. We have established a sustainable supply chain by promoting responsible and socially responsible purchasing practices.

Our panel of suppliers and subcontractors is subject to a certification process in order to meet our CSR challenges and those of our customers.

We are implementing the following actions:

- Local sourcing for strategic purchases
- Supplier and subcontractor risk assessment
- Reducing the carbon footprint of materials
- Use of recyclable materials in our products
- Raising CSR awareness among our partners
- CSR audits of our supplier panel



66% of plastic purchased is recycled
100% of the wood purchased is FSC® & PEFC® certified

BUSINESS ETHICS

We treat our customers with consideration, honesty and fairness. We undertake not to divulge any confidential information and to respect their intellectual property rights by signing non-disclosure agreements, in order to protect their interests.

Each member of our team is required to respect the confidentiality of information, whether exchanged verbally, in writing or electronically.

We guarantee equal treatment for our service providers by using objective selection criteria, without any form of discrimination.

Our business relationships with our stakeholders are developed without conflict of interest at any level.

We sign Codes of Conduct with our customers and suppliers, in which we undertake to formally prohibit all forms of corruption and money laundering, to prevent conflicts of interest and insider trading, and to respect our competitors.



In 2025, we are stepping up the training of our teams to business ethics



OUR RESPONSIBLE PURCHASING CHARTER

1/ JOINING THE GLOBAL COMPACT

2/ RESPONSIBLE PURCHASING : A desire for FORMES & SCULPTURES



3/ F&S COMMITMENTS TO ITS SUPPLIERS

- Fair treatment of suppliers
- Impartial selection
- Calls for tender
- Confidentiality and intellectual property rights
- Improving the performance of our suppliers
- Favouring local suppliers

4/ SUPPLIER COMMITMENTS REQUIRED BY F&S

- Environmental performance
- Eco-design approach
- Labour and human rights practices
- Business ethics
- Evaluation
- Supplier commitment

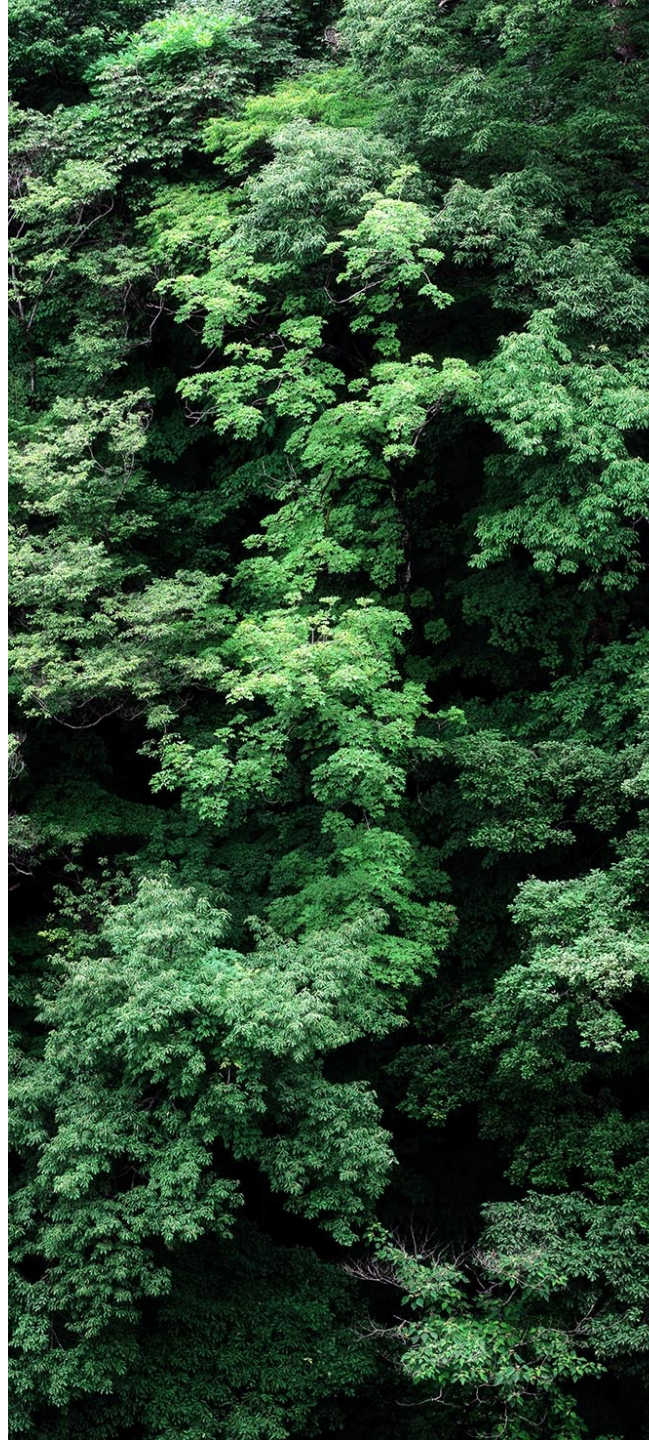


SOLIDARITY PURCHASES & SUSTAINABLE

Our customers' CSR requirements enable us to implement socially responsible purchasing actions such as sourcing from companies run by women or the strengthening partnerships with companies that have themselves been awarded the EPV label. We are also continuing to develop our partnerships with ESATs, Adapted Enterprises and other employment integration structures.

By radically changing the way we manage chemical risks, compliance with REACH regulations means we can better protect the environment and the health of our employees and consumers.

We inform our suppliers of our obligations to comply with REACH regulations at every engagement.



La marque de la
gestion forestière
responsable

To help preserve biodiversity and human rights, we have been using FSC®-certified wood, cardboard and paper for many years. Since 2020, we have been FSC® certified at our production site in Bléré, France.

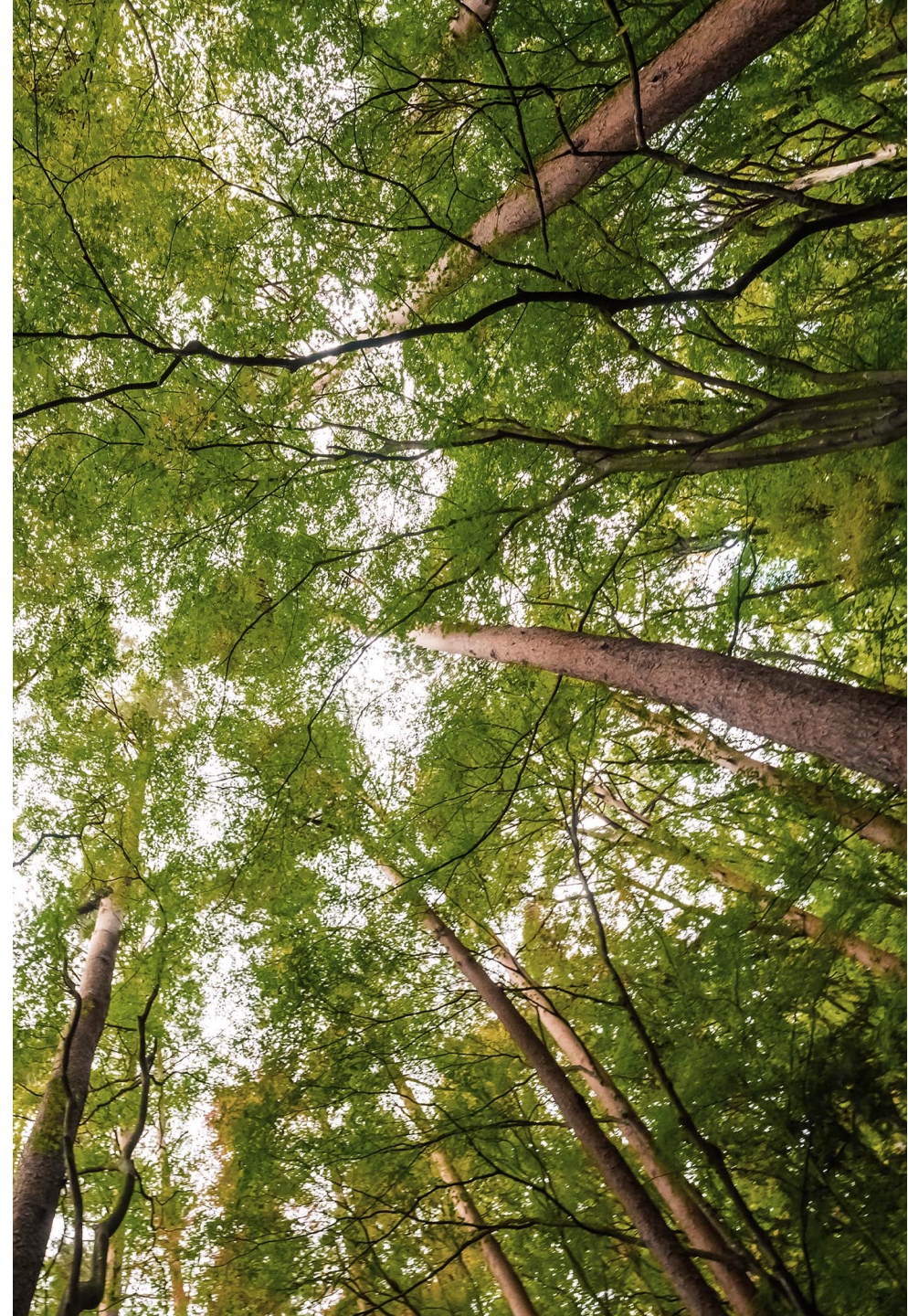
Our partners in Serbia and China also have FSC® certification for their production plants, enabling us to serve our customers across a global geographical area with the same virtuous offering.



100% committed & FSC® certified suppliers*.
79% of subcontractors* are committed & FSC® certified
52% of suppliers and subcontractors committed to not importing metals from other countries from Russia

*Suppliers and subcontractors of fibrous materials

5 THE ENVIRONMENT



WASTE MANAGEMENT

Our commitment to the environment focuses on waste management. We reduce our environmental impact by continually seeking out the best sorting and recycling channels.

In 2024, we improved our management of CIW by reviewing our contracts and ensuring that this waste is treated by energy recovery rather than landfill.

Our percentage of non-hazardous waste recovered (energy recovery, material recovery) has therefore risen from 56% in 2023 to 100% in 2024.

We optimise our waste flows for all our sites.

- At Bléré, this year we improved our office waste flows (bottles, cans, paper, cardboard, etc.) by working with the nearby Entreprise Adaptée du Grain d'Or (41).
- At Rosny-sur-Seine, we have developed a partnership with the town council to recycle all office waste.
- In Paris, we are adjusting our paper and office packaging flows
- We install kitchen composters at all our sites.



100% of our waste is non-hazardous
are upgraded



ENERGY EFFORTS

REDUCING OUR GAS AND ELECTRICITY CONSUMPTION

We are constantly striving to reduce our energy consumption at all our sites. To do this, we carry out energy audits that enable us to draw up action plans.

USE GREEN ELECTRICITY

Since 2020, we have increased our share of green electricity. By adapting our energy contracts, we can guarantee the use of electricity from renewable sources.

PRESERVING WATER RESOURCES

We are optimising our consumption by investing in machines that use less water. For example, our cellulose machine operates in a closed circuit. All our green spaces require no watering, and none of our sites is located in a water stress zone.



- 13% reduction in electricity consumption in 2 years
- 26% reduction in gas consumption in 2 years
- Use of 100% renewable green electricity
- No use of irrigation water for green spaces

CARBON FOOTPRINT

MEASURING OUR IMPACT WITH A CARBON FOOTPRINT

We have carried out our first full carbon assessment in 2022 for the Bléré plant, in order to measure and verify the effectiveness of our actions over time.

This initial result will enable us to follow a trajectory towards the targets set by the Paris Agreements for 2030 and 2050.

Since then, we have carried out an annual carbon audit.

By 2023, we will have significantly reduced our scope 1 by 26% and scope 2 by 12%.

We are implementing an action plan to reduce our Scope 3. To this end, an energy audit has been carried out to define and implement specific actions by the end of 2024.



52 T eq. CO₂ per employee
Carrying out a Group carbon assessment by 2026



We declare our carbon footprint and associated action plan to the CDP.




As part of the climate legislation, we have made a commitment to the SBTi to report on our commitments regarding the carbon and climate reduction trajectory.

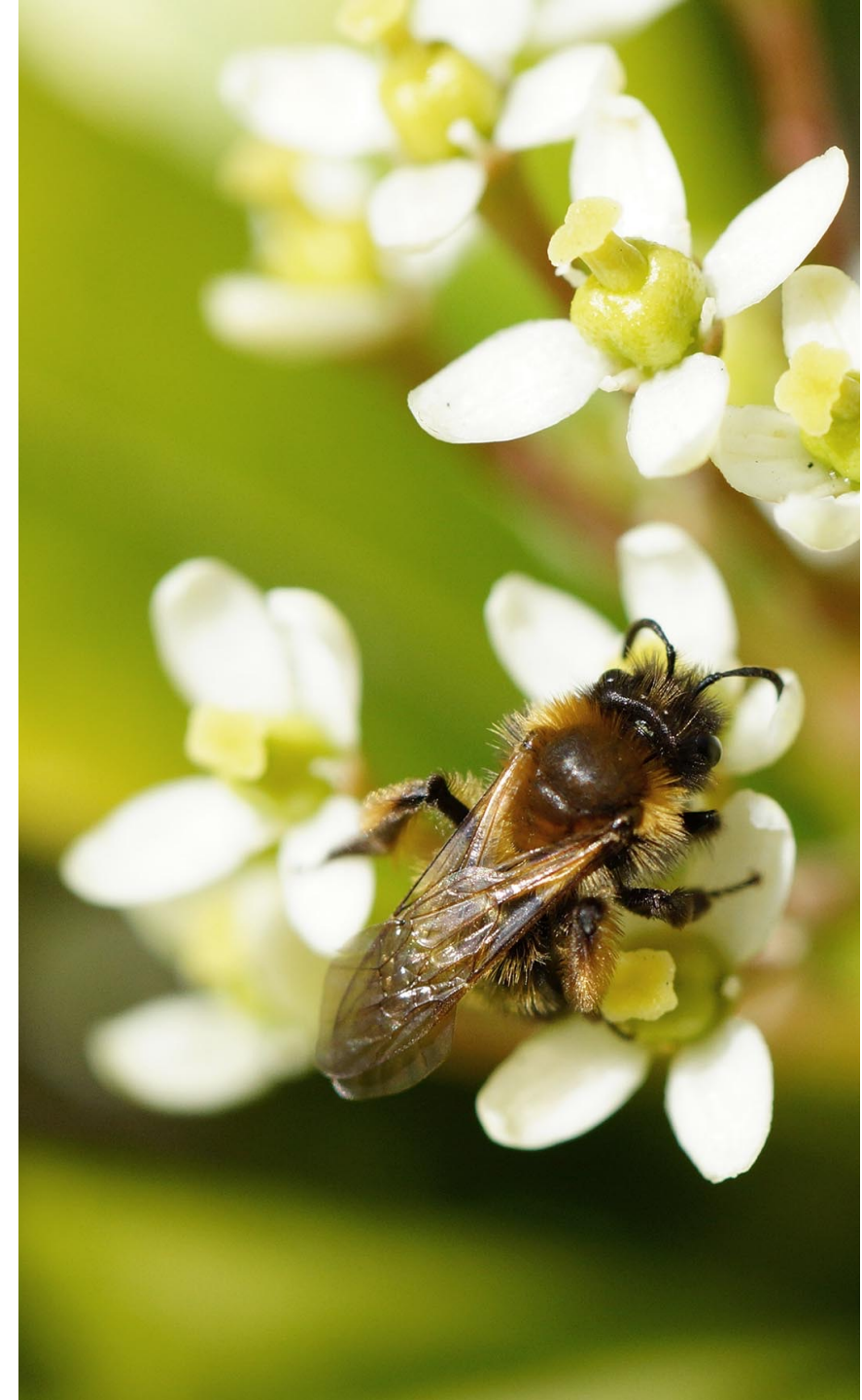
ACTIONS IN FAVOUR OF BIODIVERSITY

As well as taking a rigorous approach to managing our environmental impact, we have a duty to protect the biodiversity that surrounds us directly on our sites.

Every year, in spring and summer, we harvest honey from our hives at our production site in Bléré. This year, we are testing measures against Asian hornet attacks by installing repellent plants at the entrance to the hives.

We also have a wooded park on the edge of the forest that we maintain using a differentiated management method, which consists of reasoned management of green spaces to encourage the development of biodiversity.

 5 ha of wooded parkland
5 hives
150 jars of honey per year



6

AN ACTIVE COMPANY FOR ITS HISTORIC TERRITORY



A SOCIALLY RESPONSIBLE COMPANY

We contribute to the vitality of our local community in Bléré, Touraine, by supporting local associations through sponsorship and community initiatives involving our employees. For example, we distribute solidarity parcels to the Bléré CCAS at Christmas time, thanks to the efforts of our employees.

FORMES & SCULPTURES is also committed to involving its employees in causes close to our hearts, such as Pink October to raise awareness of breast cancer screening, or Feet Week by Arthritis, a week-long challenge to remind everyone of the importance of taking part in sporting activities.





THE CIRCULAR ECONOMY

PARTNERSHIP WITH LA BOÎTE D'À CÔTÉ

La Boîte d'à Côté is an Entreprise à But d'Emploi (EBE) aimed at helping the long-term unemployed back into working life, while offering useful services to professionals and private individuals. FORMES & SCULPTURES was one of the first to support this project by providing premises.

We are participating in the social economy by integrating this structure into our circular economy scheme, which manages the dismantling and recycling of waste. This enables us to offer our customers a complete range of services, from the design to the dismantling of POP displays.



La Boîte d'à côté



Traceability & sorting

A DYNAMIC PLAYER IN THE EMPLOYMENT MARKET, INTEGRATION AND TRANSMISSION

With strong local roots, we are a major employer in the BLÉRÉ catchment area (a town of 5,000 inhabitants) and every year we convert a large number of temporary jobs into permanent contracts. Every summer, we also take on a large number of young people for their "summer jobs" at our plant in Bléré.

As we are keen to pass on our expertise, every year we welcome secondary schools and colleges to help young people discover our businesses and perhaps inspire them to take up vocational training.

To develop integration through employment, we work closely with the ESAT in Montlouis-sur-Loire through subcontracting of activities. We are going even further by proposing the integration of people with disabilities under the tutorship of our employees.

In 2024, 3 people on ESAT contracts were immersed in the workshop, without an ESAT supervisor, on an assembly line to carry out pre-pressing, adhesive application and packaging operations.

One person is always with us to receive training in the painter's trade, under the tutelage of an expert employee who accompanies them during their training.



20 conversions to permanent contracts per year
50 student fixed-term contracts per year
200 schoolchildren welcomed



HELPING TO REINDUSTRIALISE OF FRANCE

In a fast-changing economic environment, FORMES & SCULPTURES has embarked on an ambitious industrial transformation plan, making an active contribution to the reindustrialisation of France.

This transformation plan will also create a large number of jobs and enable us to offer our customers an ever more efficient and high-quality service.

In 2024, FORMES & SCULPTURES will be part of the 3^{ème} promotion of the ETIncelles scheme.

The aim of the ETIncelles scheme, run by the Directorate General for Enterprise (DGE - MEFSIN), is to provide the best possible support for SMEs with the potential and determination to become ETIs.



7

LABELS & INDICATORS



OUR LABELS

FORMES 8 SCULPTURES GROUPE



GLOBAL COMPACT MEMBERSHIP
ANNUAL RENEWAL
SINCE 2017



SILVER MEDAL 72 / 100 IN 2024

THE VMFACTORY
SMART SHOP FURNITURE



SILVER MEDAL 71 / 100 IN 2024

FORMES 8 SCULPTURES INDUSTRIE



ANNUAL AUDIT
SINCE 2020



TO BE
OBTAINED IN
2023



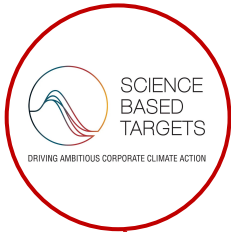
GOLD MEDAL 74 / 100
IN 2023



CDP NOTE C
ANNUAL QUESTIONNAIRE
2023



SMETA 4
PILLARS AUDIT
2023



SBTI MEMBERSHIP /
POSITIVE RESPONSE
2024

EXTRA-FINANCIAL INDICATORS



	2023	Evolution (2023 - 2024 or base year)	2024 (at 30/06/24)	Objectives	GRI* Reference	ODD* Reference
Diversity		Comparison 2023 / 2024			405	5
Number of women in the company	73	⊖	73		401.1	5
Percentage of women in the company	56%	⊖			405.1	5
Percentage of women on the Management Committee	100%	▼			405.1	5
Percentage of staff with a recognised disability	3%	▼			405.1	
Percentage of staff > 50 years old	12%	▼			405.1	
Prevention		Comparison 2023 / 2024			403	3
Number of recognised occupational illnesses	0	⊖	0	0		3
Number of environmental incidents	0	⊖	0	0		14, 15
Employee frequency rate	12,82	▼		8	403.2	3
Employee severity rate	0,47	▼		0,12	403.2	3
Training		Comparison 2023 / 2024				
Percentage of workforce with OHS training/refreshers courses	15%	▼		5%	403.5	
Percentage of people trained in CSR (4 pillars)	96%	▲		100%	412.2 / 205.2	

* GRI: Global Reporting Initiative

* SDGs: Sustainable Development Goals

* Targets: Targets being assessed, no quantifiable data before 2023

EXTRA-FINANCIAL INDICATORS



	2023	Evolution (2023 - 2024 or base year)	2024 (at 30/06/24)	Objectives	GRI* Reference	ODD* Reference
Waste		Comparison 2023 / 2024			306	
Total non-hazardous waste (in tonnes)	195,166	▼	83,517		306.2	
Total hazardous waste (in tonnes)	10,182	▼	0,000		306.2	
Percentage of waste recycled (reused, reused for energy, reused for other purposes) material)	56%	▲	100%	100%		11,12, 13, 14, 15
Energies		Reference year 2021			302	
Total water consumption on site (in Litres)	835 000		426 000		303.1	
Percentage reduction in water consumption (m3)	17%	▲		-20%		11,12, 13
Electricity consumption (kWh)	755 122				302.1	
Percentage of green electricity (from renewable sources) purchased (in %) kWh)	100%	▲		100%	302.1	7
Rate of consumption in kWh of electricity / hours worked	3,23				302.3	
Percentage reduction in electricity consumption (in kWh)	-13%	▼		-20%	302.4	
Gas consumption (kWh)	1 106 309				302.1	7
Consumption rate in kWh gas / hours worked	4,73				302.3	
Percentage reduction in gas consumption	-26%	▼		-20%	302.4	
Total energy consumption (electricity + gas), in kWh	1 861 431					
Percentage reduction in energy consumption	-21%	▼		-20%	302.4	11,12, 13

* GRI: Global Reporting Initiative

* SDGs: Sustainable Development Goals

* Targets: Targets being assessed, no quantifiable data before 2023

EXTRA-FINANCIAL INDICATORS



	2023	Evolution (2023 - 2024 or base year)	2024 (at 30/06/24)	Objectives	GRI* Reference	ODD* Reference
Raw materials		Comparison 2023 / 2024			301	
Weight of recycled plastic purchased (total, in sheets injected) (in Kg)	97 905,00				301.1	
Percentage of recycled plastic purchased	66%	▲		100%	301.2	9, 12, 13, 14, 15, 17
Percentage of wood purchased that is certified (FSC®, PEFC®)	100%	⊖		100%		2, 3, 6, 9, 10, 11, 12, 13, 14, 15, 17
Weight of recycled cardboard raw material purchased (in kg)	59 706,00				301.1	
Percentage of recycled cardboard purchased	100%	⊖		100%	301.2	9, 12, 13, 14, 15, 17
Weight of recycled compact purchased (in kg)	60 375,00				301.1	
Percentage of compact recycled material purchased	75%	▲		75%	301.2	9, 12, 13, 14, 15, 17
Weight of recycled paper raw material purchased (in kg)	24 828,74				301.1	
Percentage of recycled paper purchased	79%	▲		75%	301.2	9, 12, 13, 14, 15, 17

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EXTRA-FINANCIAL INDICATORS



	2023	Evolution (2023 - 2024 or base year)	2024 (at 30/06/24)	Objectives	GRI* Reference	ODD* Reference
Carbon footprint		Reference year 2021			305	13
Scope 1 (tCO2e)	222,60				305.4	13
Percentage reduction in scope 1	-26,29%	▼		-30%		
Scope 2 (tCO2e)	45,20				305.4	13
Percentage reduction in scope 2	-12,69%	▼		-30%		
Scope 3 upstream (tCO2e)	5 778,72				305.4	13
Percentage reduction in upstream scope 3	-3,32%	▼		-30%		
Scope 3 downstream (tCO2e)	683,01				305.4	13
Percentage reduction in scope 3 downstream	82,19%	▲		-30%		
Total scopes (scope 1, 2, 3) (tCO2e)	6 729,14				305.4	13
Overall percentage reduction (scope 1, 2, 3)	0,35%	▲		-30%		
Carbon emission indicator per employee (t CO2e / person)	51,76	▼				
Carbon emission indicator per m² of buildings (t CO2e / m²)	0,63	▼				

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EXTRA-FINANCIAL INDICATORS



	2023	Evolution (2023 - 2024 or base year)	2024 (at 30/06/24)	Objectives	GRI* Reference	ODD* Reference
Suppliers & Subcontractors (ST)		Comparison 2023 / 2024				
Percentage of French suppliers and ST	86%	▼	77%	90%	204.1	8, 10, 12
Percentage of European suppliers and ST	94%	⊖	90%	90%		8, 10, 12
Percentage of suppliers and STs who have signed the "metal imports" commitment	9%	▲	52%	100%	412.3	3, 6, 10, 11, 12, 13, 14, 15, 17
Percentage of committed / FSC® certified suppliers*.	100%	⊖	100%	100%	412.3	2, 3, 6, 9, 10, 11, 12, 13, 14, 15, 17
Percentage of FSC®-certified STs* committed to FSC® certification	79%	▲	79%	90%	412.3	2, 3, 6, 9, 10, 11, 12, 13, 14, 15, 17
Percentage of suppliers / ST targeting "Decor" audited Purchasing/CSR	5%	▲	30%	100%	308.2 / 414.2	3, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 17

* Suppliers and subcontractors of fibrous materials

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* Targets: Targets being assessed, no quantifiable data before 2023

EXTRA-FINANCIAL INDICATORS



	2023	Evolution (2023 - 2024 or base year)	2024 (at 30/06/24)	Objectives	GRI* Reference	ODD* Reference
« J'alerte » channel		Comparison 2023/2024				
Number of alerts over the year (month-by-month indicator) - alert procedure (J'alerte channel) - ethics, RPS, discrimination, harassment,	1	⊖	5	0	406.1	3
Number of proven incidents of corruption (breach of commercial ethics)	0	⊖	0	0	205.3	16
Number of lawsuits brought against FSI for breaches of business ethics Business	0	⊖	0	0	205.3	16

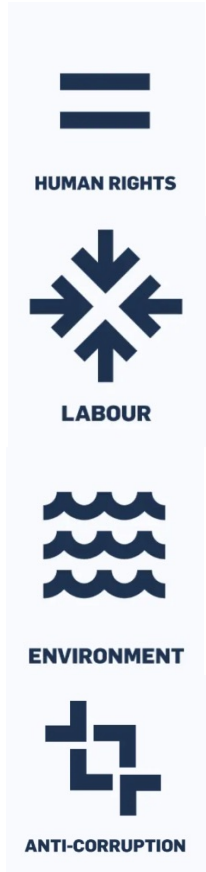
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GLOBAL COMPACT MAPPING TABLE

WE SUPPORT



1.	Promoting and respecting the protection of international human rights law	p. 20 to 25, 28, 29
2.	Make sure you are not complicit in human rights violations	p. 20 to 25, 28, 29
3.	Respecting freedom of association and recognising the right to collective bargaining	p. 20 to 25, 28, 29
4.	Contribute to the elimination of all forms of forced or compulsory labour	p. 20 to 25, 28, 29
5.	Contribute to the effective abolition of child labour	p. 20 to 25, 28, 29
6.	Contributing to the elimination of discrimination in employment	p. 37 to 39
7.	Applying the precautionary approach to environmental problems	p. 31 to 35
8.	Take initiatives to promote greater responsibility on the environment	p. 18, 26 to 35, 40
9.	Encourage the development and dissemination of environmentally-friendly technologies	p. 8 to 17
10.	Act against corruption in all its forms, including extortion and bribery	p. 26 to 30

WE THANK THEM FOR **THEIR CONFIDENCE**

BERLUTI

BURBERRY

CALVIN KLEIN

CAUDALÍE



CLARINS

DIOR

EssilorLuxottica

ESTÉE LAUDER



GUCCI

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