

CosfibelPremium

INTERNATIONAL

May 4th 2021

COMMUNICATION
ON PROGRESS



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

We welcome feedback on its contents.



Letter of commitment



Presentation of the company



Human rights and labor law



Environment



Anti-corruption



Sustainable development goals

CosfibelPremium

INTERNATIONAL

António Guterres Secretary-General
United Nations
New York, NY 10017
USA

Boulogne-Billancourt, France, May 7th 2021

Dear Mr Secretary-General,

I am pleased confirm that COSFIBEL PREMIUM reaffirms its support to the ten principle of the Global Compact with respect to human rights, labor, environment and anti-corruption. Our company is involved in those actions since 2012 and we target to commit on a long term to this values.

We also intend to continue enforcing those principles within our company values, working process, daily work actions and communication towards suppliers as much as customers.

2020 was a year of tremendous changes and opportunity for our teams to re-focus on CSR core values and open discussions and new programs with our main stakeholders including clients and worldwide supply chain.

Our CSR program, CARES® (Cosfibel Actions for Responsible Sustainability), did grow stronger and this shows in our last Ecovadis result with 12 points gain within 1 year and level from silver to the highest score of Gold.

We commit to regularly communicate the Communication of Progress (COP) to our stakeholders but also to our colleagues, customers and general public.

Today we are glad to share our company actions and results through this 9th Communication of Progress. Sincerely yours,



M. Stanislas Péronnet
Chief Operating Officer and Executive Director of Cosfibel Inc. and Cosfibel Group GEIE

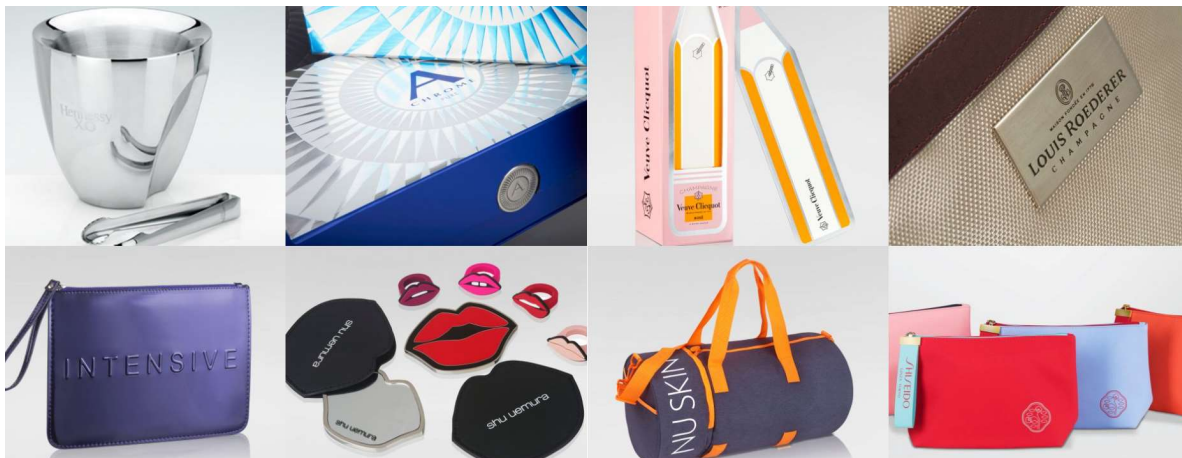
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Presentation of the company

COSFIBEL PREMIUM, a member of the COSFIBEL GROUP, is a global provider of packaging and gifts solutions within the industries of beauty, wine & spirits and fine food. We offer International brands a global and innovative solution of personalized products and services in most of the developed or developing countries.

We study and develop packaging and merchandising solutions ranging from functional and aesthetic packaging to point-of-sale presentations, as well as promotional items such as bags, jewelry, towels and other gifts.



Cosfibel premium is a medium sized enterprise with a main office based in Boulogne-Billancourt in France. In order to strengthen our proximity with our suppliers and customers, half of our employees are based in Asia and our sales teams are located in 15 countries on 4 continents

Since 2012, Cosfibel has decided to include all social, environment and sustainable actions into CARES* program.

*CARES : Cosfibel Actions for Responsible Sustainability
In 2020 we refreshed and launched our new CARES* logo.



The Group has a **BOOK VALUES/ETHICAL CHART** document which is regularly updated by our main shareholder and signed by our board of direction. Here is the last version's sample :

«

1- Human rights and respect for the environment

COSFIBEL is a citizen led Group that adheres to the Declaration of Human Rights and to the Global Compact Program of the United Nations. It respects the laws and the ethical and civic principles of the states in which it is located.

Created in 2012, the **CARES®** program (Cosfibel Actions for Responsible & Ethical Sourcing) implements the Group's commitment to CSR (Corporate Social Responsibility). This program is based on the present ethical charter, which constitutes the group's DNA and it commits to any collaboration. It carries its values in its priority dimensions of sustainable development, social policy and business ethics.

5- The individual at the heart of CARES

Men and women are the essential value of the Group

COSFIBEL places the respect of the people as an essential value of the company, so that everyone takes part in the common project, without discrimination of any kind. Safety, health, working time, remuneration, social protection, freedom of expression ... the Group is particularly committed in the fight against slavery, non-regulatory working conditions, child labor, and all forms of discrimination.

As part of its CARES INCLUSIVE program and in partnership with certain clients, COSFIBEL conducts projects integrating people with disabilities and promotes the working conditions of populations in vulnerable situations.

For example, LANCÔME and COSFIBEL have been entrusting the packaging of the "Beauty Box" to disabled people in Asia and Spain for more than 4 years. This program has also helped single or women suffering hardship in Shanghai.

Another example: in cooperation with the Chinese government, COSFIBEL forged partnerships with industrial sites in the provinces of Hunan and Anhui where poor people live. This approach results in employing local employees without any family uprooting and to offer them better living conditions.



COSFIBEL fully subscribes to the Declaration of the Human Rights and is in our daily mission to ensure that both Cosfibel Premium company and our suppliers do not infringe those pillars .

A dedicated CSR core team

- ❖ Mr Stanislas Peronnet, Cosfibel COO, based in Europe
- ❖ One CSR Director and based in Hong Kong,
- ❖ One social and environment projects coordinator, based in Europe, one based in China mainland.
- ❖ One social and environment auditor based in China mainland
- ❖ One textile engineer fully dedicated to environment matters, and based in Europe

It shows a long term commitment to have invested in a stable team to reinforce both social and environment aspects and get closer to high risk regions which are mainly in Asia in the case of Cosfibel Premium activity.

All Cosfibel teams to vehiculate social values

In 2020, we have also added up more committee, meetings and trainings about human right and labor law to well control along our supply chain . With this additional communication we ensure that those values are well known and well followed in our daily actions.

Therefore the Cosfibel teams are able to ensure socially compliant chain in the 12 countries where we have suppliers.



Cosfibel is a good example of women empowerment company.

Women in Cosfibel

In December 2020, our Cosfibel Premium company proudly work again with over 66% of women in Steering committee, board of Directors and in the total of our employees.

Cosfibel promote women owned companies

Women in Cosfibel

In 2020, Cosfibel had qualified 2 women owned suppliers with international women empowerment NGO and will add up 2 more suppliers in 2021.

Women owned and managed companies are part of our CARES® program and favorite vendors of Cosfibel.



Our monitoring of human rights and labor conditions strictly following international standards.

As traders, we have a strong responsibility and commitment to ensure that our supply is well controlled and fulfill all human rights and labor principals.

For this we have our CSR team, all Cosfibel department support , but also 3rd party SAAS certified audit companies.

All purchase and business is done with approved factories only and this wherever their country location.

Since over 14 years, Cosfibel has worked along per various standards such as L`Oreal, SA8000, Flocert, WRAP, BSCI, Wethica or SMETA 2 pillars mainly.

From 2016, as a wish to harmonize our requests along the supply chain, we decided to enforce SMETA 4 pillars audits and systematically suggest such audit to customers before considering going for other standards.

Cosfibel itself as trader and as an operating company is audited on regular basis by recognized companies through FSC[®] , GRS[®], Ecovadis and local government governance.



In 2017, Cosfibel Premium has decided to widen the scope of its social program CARES® (“Cosfibel Actions for Responsible and Ethical Sustainability”) related to social and environment aspects.

- ❖ CARES® is now including all our social and environmental actions and its name and/or logo is included in all our communication tools.

Thanks to this communication tool and because CARES® was already well known in Cosfibel Group as well as among Cosfibel customers and suppliers, Cosfibel emphasizes the importance of its social actions and involves all departments.

In 2017, in its Social and Responsible Policy, Mr Stanislas Peronnet, COO of Cosfibel Group insists that :

« We promote concrete actions for social inclusion throughout our supply chain. In our CARES program, the INCLUSION Section constantly engage our suppliers to promote social inclusion in their own business activities.

»

- ❖ In 2020, Additional actions were conducted on the social aspects and we reached a great level in last Ecovadis assessment.



COSFIBEL has been involved for several years in an active approach to sustainable development, one of the three pillars of which is respect for the environment. In 2018, the creation of a Sustainable Development Department intensified this approach.

In 2017, on our **BOOK VALUES/ETHICAL CHART** we now declare :

6- Sustainable development: deployment and achievement of objectives

For many years, COSFIBEL has been actively strengthening its CARES policy (Eco design, energy savings, waste reduction and management, choice of recycled and recyclable materials, management of supply and distribution flows ...)

Each year, the Group manages over fifty internal and external audits to improve its standards in terms of social, safety and environmental policy. COSFIBEL engages in major international programs (REACH, EcoVadis, SMETA-SEDEX four pillars, FSC approval FSC® (Licence number: FSC-C100313) ...).

The CARES goals are part of the entire organization's in order to promote and ensure the proper deployment of the Group's CSR policy. This involvement also concerns every partners, for the good of the Group and the satisfaction of its customers.

In 2017, Cosfibel states in its Quality manual :

“ENVIRONMENTAL SOLUTIONS: We are turned towards sustainable development always more efficient for an optimized environment protection and can propose to our customer environmental friendly packing and recycled materials. FSC® certification: Cosfibel is FSC® certified (French and Hong Kong offices) and is able to sell and develop FSC® certified items. Environmental ”



Our “General Terms of Purchase” also include environmental commitments, and in particular recommendations on the materials used:

- ❖ The deliberate addition of chemicals that may be hazardous to health or to the environment is strictly forbidden.
- ❖ We prefer to use recycled materials, provided that these materials are of the requisite quality and that sufficient quantities are available. We also wish to be notified in the event that recycled materials may potentially be used, so that we can offer this option to our customers.
- ❖ The minimum possible volume of packaging must be used.
- ❖ All paper and cardboard must be ECF (Elementary Chloride Free).

Compliance with the chemicals regulations and the protection of the natural resources of each country and region is our priority. We have a strict program for the European Reach regulations and the RBUE regulations for example.

We are also cautious to all developments outside Europe (USA and Japan Textile Standards, California Proposition 65, etc.) and we must respect higher standards either on our own initiative or from our customers.

We carry out regular laboratory tests to ensure the absence of prohibited substances and carry out strict follow-up of traceability and original research of materials.

We involve our suppliers and we also ask them to confirm in writing the compliance of the goods to our local countries regulations or customer own requirements.

In 2020, we have been intensively working on more eco design and more eco material.

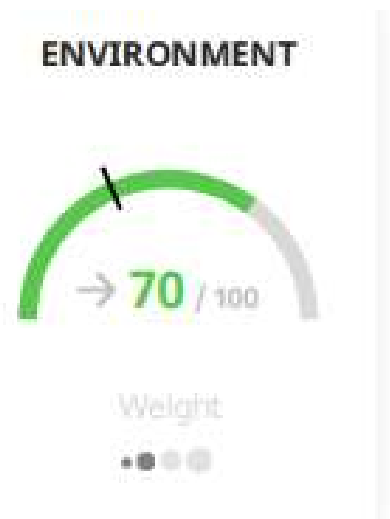
We aim as increasing the eco material in our products again in 2021.



In addition to regular international standard environment audit of the actors along the supply chain, Cosfibel Premium is also following 15 suppliers with a specific focus on environmental management of the production site, industrial waste management and energy matters.

In 2020 again 15 suppliers were followed despite the travelling constraints and the pool was extended with additional dialogue with new suppliers, sharing good practice and ideas.

❖ In 2020, we did pursue our actions on the environmental aspects and we maintained a great level in last Ecovadis assessment.



Anti-corruption

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In Cosfibel, the anti corruption guidelines and principles are express on a direct and clear manner towards both Cosfibel team and its suppliers through :

-Our "General Terms of Purchase"

-Anti bribery Policy

Our control policy is defined in a very strict and constant awareness of our teams to prevent corruption such as:

- ❖ The selection of suppliers is done on the basis of competitiveness and quality performance criteria calibrated by quantitative and qualitative indicators. (Same guideline applies to all suppliers)
In order also to limit the corruption risk, we have group decisions on the suppliers choice and attribution of big orders.
- ❖ Cosfibel employees including sales and purchasing operations are aware of such risk among customers and suppliers and ensure the transparency of the markets on which they are working.

Regular trainings of the team but also regular reminder to suppliers about none bribery is conducted from top management to middle management and this from every offices of Cosfibel Group.

❖ In 2020, Additional actions were conducted on the ethical aspects and we reached a great level in last Ecovadis assessment.



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Sustainable development goals

Cosfibel contributes to the broader objectives and issues of the UN:

❖ 2020 work and actions was recognized by Ecovadis with a Gold medal and score 72, the highest score in Gold level



We contribute, directly or indirectly, through our business and competence to the following broader United Nations development goals.

With its own CARES program (Cosfibel Actions for Responsible and Ethical Sustainability), Cosfibel main targets for 2021 are :

- ❖ Maintain the number of FTE (L`Oreal program)
- ❖ Increase the use of more eco friendly material and eco construction for our final products
- ❖ Add up more eco material within our product range
- ❖ Increase our logistics good practices to lower environmental impact
- ❖ Upgrade our Ecovadis score to the Platinum level

