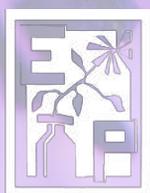


2021 Annual CSR Report

COMMUNICATION
ON PROGRESS



Expressions parfumées

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.

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*indicators

In the body of the report, you will regularly find an asterisk (*) indicating that the information is supported by an indicator in the annex

EDITORIAL

From its creation in 1982 Expressions Parfumées is a company of Perfumers proud of its local roots and its employees, creative, agile and innovative.

These historical values are echoed in the corporate social responsibility strategy that we pursue, in coherence and with the support of our parent company Givaudan.

The quality, health and safety, environment and ethics policies elaborated in 2019 and consolidated in 2020 with the Purpose statement (Raison d'Être) of our parent company serve as fundamental guidelines. This is our pathway to responsible growth.

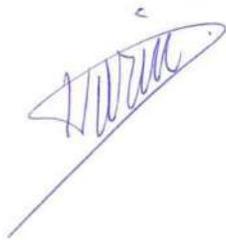
We are aiming for high achievements that we consider to be necessary in these areas. Our goals are ambitious, but attainable. And our performance in 2020, despite the upheaval caused by the Covid-19 pandemic, confirms our confidence. Our Corporate Social Responsibility (CSR) results show progress, as attested by the recent EcoVadis assessment placing us in the top 1% of companies audited by the firm.

In the past year we have successfully implemented the measures outlined in our CSR roadmap, signed ground-breaking agreements with our workforce and with actors in our territory, and strengthened ties with our suppliers. The year 2020 also saw our engagement in action that will shape the future of Expressions Parfumées.

In this second edition of our annual CSR Report you will find information on the progress we have achieved, the new projects launched and innovative partnerships we have concluded.

The CSR Report in your hands is a reference document that guides communication by Expressions Parfumées, and a necessary exercise in transparency that is appreciated by all our stakeholders.

Christophe Marin
Executive President





STRATEGIC COMMITMENTS AND POLICIES

1.1 STRATEGIC COMMITMENTS AND POLICIES

1.1.1 RENEWED COMMITMENT TO THE UNITED NATIONS GLOBAL COMPACT

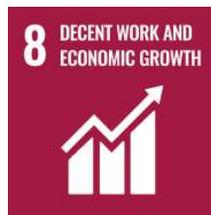
Expressions Parfumées is committed to a corporate strategy that gives priority to sustainable development and to the ten principles of the UN Global Compact, focusing in particular on the following tasks:

- Take action to limit the environmental impact of our activities and to preserve biodiversity, specifically by reducing our carbon footprint and compensating for our greenhouse gas emissions;
- Create the best possible working conditions and ensure professional development for all our staff, and involve employees in our work to continually improve our achievements in terms of social and environmental responsibility;
- Encourage and work with our suppliers and partners to build a genuine partnership to pursue our goals for social and environmental responsibility across our entire value chain and promote ethical and good-faith practices;
- Conceive, design and bring to market solutions that continue to innovate and meet the requirements of our customers and consumers around the world, while fully respecting human rights and the environment.

This second edition of our social responsibility report meets the requirement of an annual "**COMMUNICATION ON PROGRESS**" on our practices related to human rights, the environment, international labor standards and the fight against corruption.

1.1.2 A CSR STRATEGY TO PURSUE SUSTAINABLE DEVELOPMENT GOALS IN SEVEN AREAS

In 2015 the United Nations Organization adopted 17 sustainable development goals (SDGs) to chart a path to equitable social and environmental progress and a prosperous and inclusive economy in 2030. Companies are explicitly asked to contribute to achieving these SDGs and to include them in their CSR strategies. Expressions Parfumées has adopted a strategy for substantial contributions to seven of these SDGs. The specific measures of this strategy are outlined in this report.



1.1.3 POLICY FOR QUALITY, HEALTH AND SAFETY, ENVIRONMENT AND ETHICAL PRACTICES : "OUR PATHWAY TO RESPONSIBLE GROWTH"

Our policy for Quality, Health and Safety, Environment and Ethical Practices charts a development path that integrates all the action and measures taken within the company, and constitutes an appropriate response to the expectations of our stakeholders.

This policy includes:

- The aspects of our integrated management system
- Our CSR roadmap based on ISO 26000 guidelines
- Adherence to the principles of the Global Compact;
- The [Principles of Conduct](#) adopted by our parent company Givaudan
- Givaudan Purpose: "Creating for happier, healthier lives with love for nature. Let's imagine together " and the multiannual objectives resulting therefrom

Through this integrated management system, Expressions Parfumées seeks to guarantee customer satisfaction in all circumstances and ensure that its perfume formulas comply with all applicable regulations, while also providing its employees with good working conditions and a suitable environment.

Social responsibility is at the heart of our strategy. We pledge to offer our customers high-quality products that are increasingly respectful of the environment, as we pursue our quest for innovation and environmentally friendly practices at every stage of the life cycle of our products.

The 14 principles of our policy for Quality, Health and Safety, Environment and Ethical Practices have been reviewed and adopted by the company's executive management, and constitute our pathway to responsible growth:

1. Ensure responsible governance that fully respects human rights.
2. Deploy the resources and measures that are needed to address internal and external issues that have been identified, and in this way respond to the needs and expectations of stakeholders.
3. Adapt to rapid market evolution, whether related to regulations, economic conditions, material, human or financial resources, in order to pursue the objective of developing Expressions Parfumées and its activity globally. Integrate specific certifications/labels to adapt to our customers' cultures, trends and requirements (ORIGINE FRANCE GARANTIE, HALAL, VEGAN, RSPO, COSMOS).
4. Faithfully follow at all times the regulations that apply to our activities and continually aim for compliance with regard to our products, the health and safety of our employees, and protection of the environment.
5. Lower our costs related to poor quality, environmental impacts and work accidents, reduce our risks and constantly improve our performance and our internal organization, by instituting Quality, Health and Safety, Environment, Ethical Practices and Sustainable Development as the criteria of progress for our company.
6. Ensure the health and safety of our employees and provide working conditions that are conducive to their personal development.
7. Create a work environment that promotes inclusiveness and respect for diversity and equality.
8. Protect the environment and our employees by reducing our impacts, anticipating all pollution risks and developing a risk prevention culture to attenuate the dangers that are inherent to our activity. Our method is to consult with our employees and their representatives and obtain their active participation.
9. Reduce our carbon footprint, compensate for our residual greenhouse gas emissions by investment in specific projects, and augment our resilience and capacity to face climate change.
10. Work closely with outside suppliers and service providers so as to ensure the excellence of our products and full compliance with our environmental, social and ethical standards across our entire value chain, and reinforce the traceability of our activity.

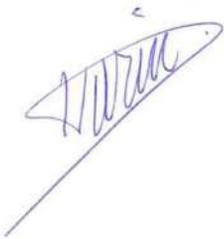
11. Continually innovate to give our customers dependable and sustainable "perfume solutions", via ongoing investment in research and development, and in this way position Expressions Parfumées as a leading innovator in our sector of activity.
12. Maintain our track record in terms of product design and manufacture on which our reputation is built, supported by the know-how and expertise of our staff, as well as our equipment, premises and industrial investments.
13. Adhere to Principles of Conduct and the fundamental rules instituted to prevent corruption, regulate corporate gift-giving and entertainment perquisites, to prevent unfair competition, insider trading and conflicts of interest, and comply with standards pertaining to corporate donations, sponsorship and lobbying, and generally speaking all norms of ethical behavior.
14. Contribute to creation of value that is shared across the territories and the communities where we work.

The Quality, Health and Safety, Environment and Ethical Practices policy concerns all employees who work for the company. To follow and apply this policy all employees must be involved in a constant search for efficacy, continual improvement and satisfaction of partners, both in-house and outside the company.

A set of objectives and indicators has been drawn up on the basis of these 14 principles, for the purpose of tracking the company's performance in terms of Quality, Health and Safety, Environment and Ethical Practices. The executive management of Expressions Parfumées pledges to publish these objectives and information on progress indicators annually, and to provide the means and resources needed to attain these objectives.

Each member of our staff has a role to play to help achieve these performance objectives, and to make Expressions Parfumées a responsible, stable and leading company in the world perfume industry.

Christophe Marin, Executive President
January 18, 2021



1.2 NOTRE IDENTITÉ, NOS FORCES ET NOTRE PRÉSENCE À L'INTERNATIONAL

1.2.1 NOTRE HISTOIRE

Expressions Parfumées was founded in Grasse by two perfumers.

The teams dedicated to clients projects are pursuing this quest for a mastered originality, result of the balance between tradition and an innovative breath.

19
82

20
02

Start operating in Italy

Turkey
Opening of our office in Istanbul



20
12

20
13



UAE
Opening of our 1st affiliate in Dubai
Italy
Opening of our affiliate in Milan

Thailand
Opening of our office in Bangkok



20
14

20
17



Spain
Opening of our office in Barcelona

Expressions Parfumées integrated the GIVAUDAN group, global leader in flavours and fragrances.

A key milestone to develop our company internationally & reinforce our relationships with our customers.

20
18



Poland
Opening of our office in Warsaw

20
20



Ukraine
Opening of our office in Lviv
Vietnam
Opening of our office in Ho Chi Minh

1.2.2 OUR CERTIFICATIONS



COSMOS certified pioneer company in the field of natural perfumery.



French Origin Guaranteed, thus placing EP as the only perfume composition house to have obtained this label.



Quality & Environment certified in GRASSE,

ISO 9001:2015

ISO 14001:2015

ensuring the quality of our productions,

their perfect compliance with the regulatory standards & our commitment to the environment.



EVE Vegan certified pioneer,

Our manufacturing site based in Grasse has obtained the EVE VEGAN certification. This allows us to create & produce perfumes that are Vegan certified for our clients.



Halal Quality Control,

Our manufacturing site based in Grasse is able to produce references in compliance with the HALAL requirements.

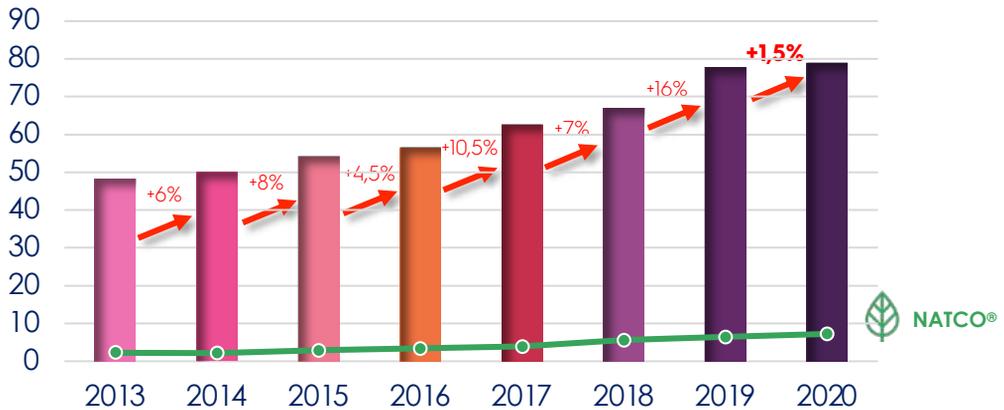
€79 millions

CAGR : 7,8% (between 2013-2020)

Staff 256 persons
including foreign subsidiaries
216 persons in Grasse & Paris

2020 volume
3 800 tons

CA/Turnover evolution
Expressions Parfumées



€7,2 millions



NATCO® = NATural COMpounds
Perfumes of 100% NATURAL origin

NATCO® Turnover Highlight

CAGR 2020 : 21,2%
High NATCO® Sales ratio
Strong progression since 2015

2020 NATCO® TO growth : + 13,5%



2021 : 20 years of NATCO®

Year	NATCO®	% Global TO
2020	7 234 €	9,1
2019	6 383 k€	8,2
2018	5 600 k€	8,3
2017	3 913 k€	6,2
2016	3 421 k€	6
2015	2 842 k€	5,2
2014	2 153 k€	4,3
2013	2 285 k€	4,8

1.2.4 GEOGRAPHIC LOCATIONS



EP OFFICES & AFFILIATES



Grasse
Paris
Barcelona
Milan
Warsaw
Istanbul
Dubai
Bangkok
Lviv
Ho Chi Minh City

AGENTS DISTRIBUTORS



Algeria	Malaysia
Australia	Maroc
Bulgaria	New Zealand
Egypt	Pakistan
Germany	Portugal
Greece	Philippines
Hong-Kong	Romania
India	Russia
Indonesia	Scandinavia
Iraq	South Korea
Israel	Sri Lanka
Jordan	Taiwan
Kenya	Tchad
Lebanon	Tunisia

1.2.5 OUR SITE CARTOGRAPHY

All of Expressions Parfumées products are manufactured on the historic site in Grasse, which also houses the majority of the creative teams and support services.

To be as close as possible to its customers, Expressions Parfumées has set up subsidiaries and offices in strategic development areas. These sites work closely with the head office in Grasse.

In this first CSR report, most of the items reported concern the Grasse site that houses the vast majority of our employees and most of our environmental aspects.

The objective is nevertheless to integrate more closely, over the years, all of our employees and our sites into the CSR approach, regardless of their geographical location.



X Number of employees per country and activity

	FRANCE Grasse	FRANCE Paris	EAU Dubai	SPAIN Barcelona	ITALIA Milan	TURKEY Istanbul	POLAND Warsaw	THAILAND Bangkok	VIETNAM Ho Chi Minh City	UKRAINE Lviv
Production										
Creation										
Laboratory										
Commercial										

1.3 PRINCIPAL STRUCTURING ACTION AND ACHIEVEMENTS IN 2020

Our management of the Covid-19 crisis

Throughout the year, Expressions Parfumées implemented pragmatic and coordinated measures that enabled the company to pursue its activity while maintaining social ties and preserving the health and safety of its workforce.

Start-up of our enlarged site

The extension of the Grasse site was delivered on 23 October 2020. Following this expansion the existing production workshops were restructured to integrate with the new building. The new ensemble measuring 4,000 m² on three levels, an investment of CHF20 million (€18.5 million), incorporates a number of innovations aligned with our CSR roadmap and is designed to accompany development of our activity.

Forward-looking company agreements and skills development policy

Expressions Parfumées signed two company agreements of structural significance in 2020. An agreement on distance working was drawn up on the basis of experience during the health crisis. A second agreement was concluded to better integrate persons with disabilities into our workforce. An overall approach to skills and competencies in the company is now an integral part of our corporate practice.

Consolidation of action to reduce our environmental footprint

Emissions and environmental impact assessment, plans to reduce resource consumption, replacement of single-use plastics, recycling, green electricity, carbon neutrality at our Grasse site: with action on all these fronts, Expressions Parfumées assumes its commitment to shrink its environmental footprint.

Mobility plan set up with the Urban Community authorities

Expressions Parfumées is taking concrete steps to limit the impact of commuting and travel by its employees, and to coordinate these measures with other actors in the territory.

New waste sorting practices

Waste sorting is evolving at Expressions Parfumées and the company has installed a composter for its biowaste.

Responsible sourcing

We have revised our supplier selection and evaluation process from top to bottom. In parallel we are developing our sustainable supply chains through our EP Sustainable Sourcing program.

The Conscious Index project

Drawing on reflection and discussion pursued throughout the year in 2020, and focusing on our customers' concerns, Expressions Parfumées is deploying resources to devise a sustainability index for our formulas by the end of 2021.

Two new certifications for our products: EVEVegan & Halal and an ongoing RSPO certification.

Expressions Parfumées is reinforcing the traceability and certification of its fragrance formulas.

Performance and commitment recognized through our EcoVadis Platinum Score : 79/100.

With this score Expressions Parfumées gained 11 points over its previous evaluation, and now ranks in the top 1% of companies audited by EcoVadis.

1.4 ADAPTATION AND RESILIENCE IN THE FACE OF THE COVID-19 EPIDEMIC

1.4.1 BETTER ANTICIPATE RISKS TO BUILD OUR ECONOMIC RESILIENCE

Confronted with an unprecedented health crisis, Expressions Parfumées put into place a policy of **anticipation** and adopted **prevention** measures before the national lock-down was decided.

As early as February 2020 communication was deployed to inform employees and increase their awareness of protective health measures. Trips to places with health risks were cancelled. The company began to think about the massive recourse to distance working, studied the organizational changes to be implemented, and prepared to buy **protective equipment**.

In parallel we worked with our **business partners** to **avoid disruption of the raw materials supply chain** and to ensure prompt delivery of our products to customers.

In early March 2020 we restricted and filtered access to our site by outside visitors, and cancelled all travel by our employees. Hand sanitizer gel was distributed onsite and staff breaks were staggered to limit mingling of employees. Our sites outside France have progressively adapted their activity, with distance working adopted for nearly all staff, according to applicable regulatory requirements.

1.4.2 CONTINUITY OF SERVICE CO-CONSTRUCTED WITH EMPLOYEES

Expressions Parfumées maintained its activity throughout the crisis, and was able to adapt, reorganize and pursue its work aimed at constant improvement. The company continued to look to the future, while ensuring full protection against health risks, thanks to the dedication of its workforce.

As of 16 March 2020 **distance working** had been put into place across the board, and by early spring a formal charter was in place to clarify the rights and obligations of all parties. Production and laboratory staff continued to work onsite, with **modified schedules** and changes in working methods. In the first days of these adaptations a circulation plan was devised and masks and gloves distributed to employees.

As the different phases of lock-down and the easing of restrictions unrolled, additional measures were put into place, including protective plexiglass dividers in office spaces and automatic hand sanitizer dispensers.

A Covid-19 crisis unit (President, QHSE and HR departments) was very rapidly set up and present at the site to maintain a permanent dialogue with staff.

Expressions Parfumées instituted a **technical and legal information watch** to be able to modulate preventive measures effectively, provide support to employees infected with the virus, with symptoms or not, follow contact cases, and **train** and **inform** all staff on a regular basis.

All the measures taken were discussed with employee representatives via **regular consultations with social partners**; in particular **work organization**, the updated **Continuity Plan** and the revised **Single Document for Evaluation of Occupational Risks**. Internal procedures were reviewed with employees and with occupational health and safety officials, in a spirit of **ongoing dialogue**.

Preventive sanitary measures were attested by notary public.

Expressions Parfumées took concrete steps to accompany and support all staff present onsite during the first lock-down period :

- **A bonus** was paid to all employees who were regularly present onsite (at least eight days) during the period from 16 March to 10 May 2020. Bonuses were paid to **106 employees, for a total amount of over €85,000.**
- **Our concierge delivered between 80 and 100 meals to employees each day** during the lock-down. Expressions Parfumées covered the full cost of these meals, for over €30,000. This action also provided financial support to our local partners whose businesses were strongly affected by the crisis.

Even though we had no previous experience with distance working, our staff working from home had access to their virtual office space from the very first day, and were provided with tools for remote meetings. **Initiatives were taken in each department and between teams in the company to maintain social ties.**

Expressions Parfumées provided support to the hospitals in Grasse and in Dubai and to some local authorities by supplying masks and/or hand sanitizer.

When the lock-down restrictions were eased **employees returned progressively and by increments to the site** with distance working partly maintained and sanitary precautions in place to limit the risk of contagion.

All staff received a **complimentary kit** containing two reusable cloth masks, a bar of soap, a 300 ml liquid soap dispenser and 1 liter refill, a 50 ml container of hand sanitizer, a tube of hand moisturizing cream, a pen/stylus and a booklet on recommended practices.



14.3 OUR COMPANY REINFORCED BY THIS CRISIS

In early October 2020 **a company agreement on distance working** was concluded with social partners; this agreement formalized specific measures linked to the health crisis and approved more flexible work hours and scheduling options for eligible employees. Drawing on the best practices identified during the lock-down period, distance working is now integrated into Expressions Parfumées' organization.

During the **second lock-down** that started in November 2020 the company applied measures that had been put into place in the spring, and also benefited from feedback and experience gained during the first phase. The company was able to meet the needs and requirements of business activity while scrupulously observing all the sanitary rules in effect.

Once again **social dialogue and communication** were central components of the company's response. Pursuing the measures engaged from the beginning of the Covid-19 crisis, **Expressions Parfumées maintained its information watch and exchange with employees and continued to adapt its preventive action and steps to support its workforce.**



CHAPTER 1 – GOVERNANCE

RESPONSIBLE GOVERNANCE ATTUNED TO STAKEHOLDERS' CONCERNS

2.1 STRONG TERRITORIAL ROOTS CONSOLIDATED IN GRASSE

Expressions Parfumées is located in the town of Grasse in southern France, and these **territorial roots** have always been a strong marker of identity for the company. All our production takes place in France and the vast majority of our support and laboratory staff work in France. This committed presence has earned us the Origine France Garantie label, of which we are very proud.

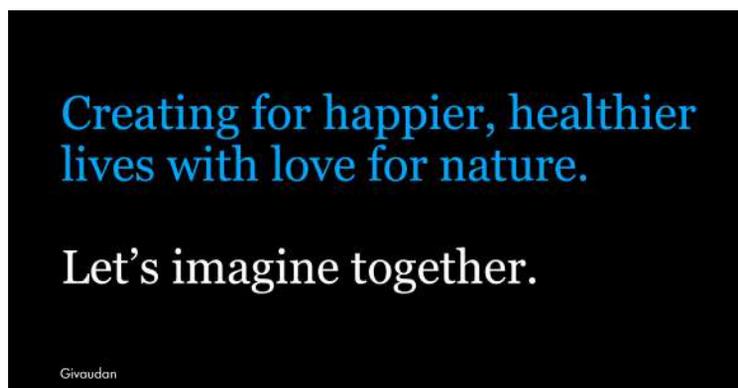
The decision to expand our production site in Grasse, the cradle of perfumery, is a strong sign of our commitment.

This €18.5 million investment **durably anchors our activity in the region of Grasse** and is a solid contribution to the local economy. We have decided to **create and develop jobs in France** in a context of rigorous social and environmental regulations.

We also wish to work with local communities to build and promote the **reputation of the perfumery craft based in Grasse**, through financial support for the Aromatic FabLab and participation in the Grasse Expertise committee. We want to do more in partnership with local authorities and municipalities, as demonstrated in our support for the mobility plan advanced by the Urban Community.

2.2 CONVERGENCE WITH GIVAUDAN – SPECIFIC GOALS SUPPORTED BY ALL EMPLOYEES

The [Purpose](#) drawn up by Givaudan is now fully endorsed by Expressions Parfumées. It is founded on four pillars: Creation & Innovation, Nature, People and Communities.



All our employees are aware of and have adopted this Purpose, and it is the guiding thread for interaction between the company's staff and its stakeholders. The structuring goals of Givaudan's Purpose are fully integrated into the Policy statement of Expressions Parfumées.

The objectives of the Purpose statement and their operational consequences are presented to employees at least twice a year in dedicated information sessions.

The objectives and roadmap are posted at the company site, but we feel it is important to inform our staff in person and orally exchange with employees in time set aside for this discussion. The objectives are presented and illustrated with concrete action taken at Expressions Parfumées. In this way employees are involved and their questions answered.

2.3 FORMAL EXPRESSION OF ETHICAL BUSINESS PRACTICES

Expressions Parfumées has fully integrated the [Principles of Conduct](#) drawn up by our parent company Givaudan into our internal Company Rules and Policy. These principles are the **cornerstone of our business practices**. They apply to all staff.

These principles cover the following areas: ethical trade practices (bribery and corruption, rules governing lobbying, conflict of interest and competition law, etc.); civic and social accountability (human rights, preserving the environment, safety at work, diversity and fair treatment, child labour); and protection of Givaudan's assets.

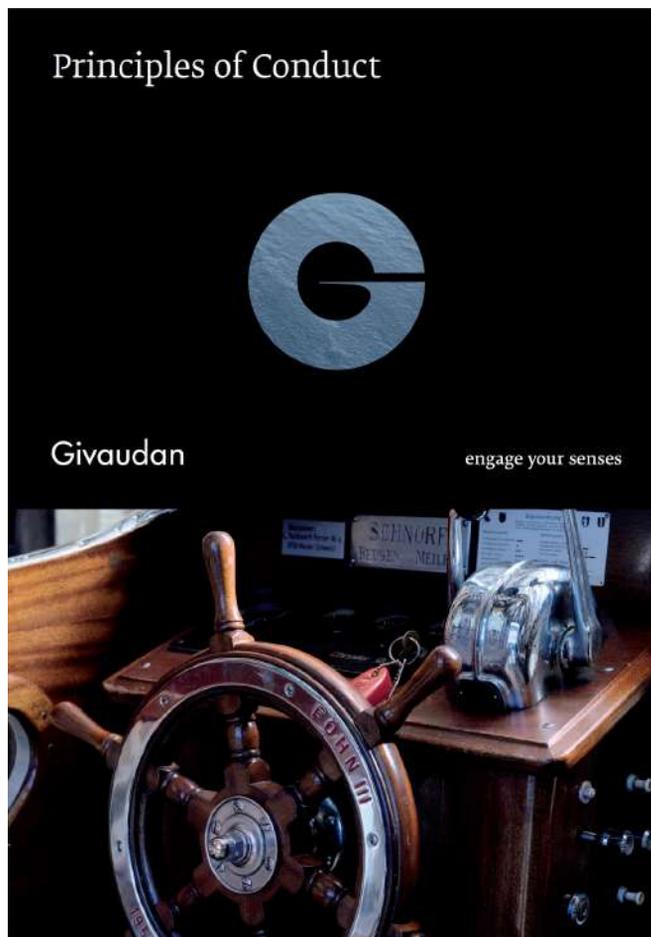
All employees of Expressions Parfumées receive training* on the Principles of Conduct and related Policies. Regular **internal audits** are conducted by the Corporate Compliance Group.

In March 2020 Expressions Parfumées deployed an internal procedure to ensure **effective application** of the Ethical Practices rules in place. The policies monitored are the following:

- Givaudan Principles of Conduct
- Conflict of Interest Policy
- Global Charitable Donations, Philanthropy, Sponsorship and Lobbying Policy
- Global Anti-Bribery, Gifts, Entertainment and Hospitality Policy
- Helpline Procedure

A local Compliance team has been created, under the authority of the president of the company, to answer employees' questions and regularly **monitor the measures and action taken**.

In the fourth quarter of 2020 we began work to consolidate our purchasing and procurement process: internal roles and authorizations, supplier references, better documentation and justification of expenditures. This project also includes new tools and training for staff that is slated to start up in 2021.



2.4 THE IFRA-IOFI CSR CHARTER

The **Sustainability Charter** elaborated by the International Organization of the Flavor Industry (IOFI) and the International Fragrance Association (IFRA) was published on 1st July 2020 and has been signed by a hundred or more companies around the world. Expressions Parfumées was among the first ten French companies to endorse the charter.

This Charter expresses the voluntary commitment of its signatories to adopt a **life cycle approach** in their activity, comprising five focus areas: responsible sourcing, reducing the environmental footprint, employee well-being, product safety, and transparency and partnerships.

Through this voluntary initiative, the flavor and fragrance industries seek to encourage enhancements in the field of sustainability by offering advice, **sharing best practice**, and measuring **improvement by**:

- Raising awareness of sustainability within the sector
- Providing businesses with a toolbox to help them continuously improve their performance
- Reporting on progress at an industry level
- Continuing to build trust between the flavor and fragrance industries and stakeholders
- Identifying opportunities for collaboration to address shared challenges

<https://ifra-iofi.org/>



2.5 PROTECTION OF PERSONAL DATA – A CORE CONCERN

As recommended by ISO 26000 Guidance on Social Responsibility (section 6.7-5, Protection of consumer data and privacy) employees at Expressions Parfumées follow awareness sessions* on the EU **General Data Protection Regulation (GDPR)** and data protection measures enacted by Expressions Parfumées. This training is given to new employees in the context of their quality/health/safety/environment (QHSE) and CSR training module, and then pursued in greater depth during the first semester of employment. This training dispenses and summarizes the following information:

- The reasons behind the GDPR regulation, its objectives and scope of application;
- The main principles of the regulation;
- Responsibility of Expressions Parfumées under this regulation.

This introduction and awareness training is designed to enable all staff to actively protect personal data and reinforce our vigilance. It also aims to create a dialogue and elicit feedback that will help improve our practices.

In 2020 the company undertook a complete revision of its personal data processing operations register, to make the process more operational and to include an action plan for ongoing improvement.

GDPR compliance is now included in our internal and external audits. The internal and external audit teams have been specifically informed of this issue.

The data from our processing operations register have been entirely integrated into the Givaudan tool. Our data processing benefits from the support and expertise of the Compliance/Data Protection team at Givaudan.

Expressions Parfumées deploys the measures that are necessary to protect its data. Our tools are regularly audited to improve our practices.

A major test was conducted in 2020 under the auspices of the Givaudan IT department and an independent service vendor. This test showed our data protection measures to be effective.

In 2020 Expressions Parfumées also invested in a tool to monitor the vulnerability of our information system. This tool enables us to test and demonstrate that **our IT protection is effective.**

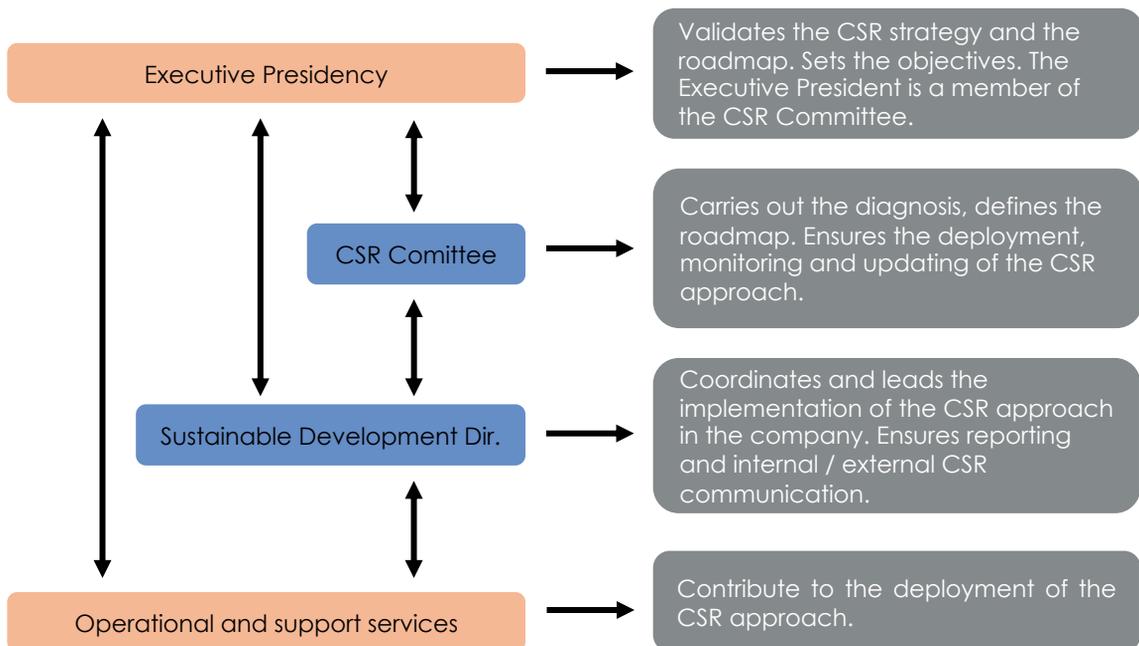
An Information Systems Charter that is an integral part of the company's Internal Regulations has been issued to inform all employees of applicable data security measures. Information notes are regularly addressed to staff to maintain a high level of awareness of IT security issues.



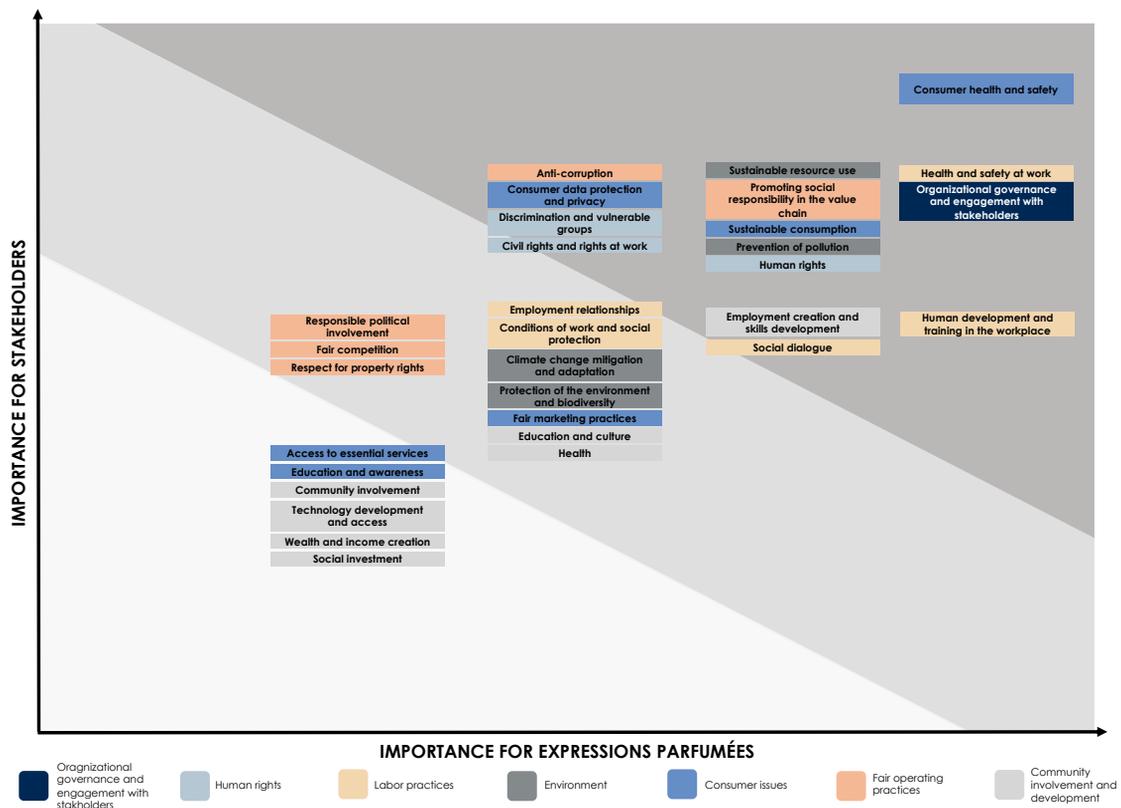
2.6 CONSTANT ATTENTION TO ENSURE STAKEHOLDER INFORMATION AND SATISFACTION

2.6.1 A CSR COMMITTEE THAT IS BOTH STRATEGIC AND OPERATIONAL

To structure the Expressions Parfumées CSR program within the company a **roadmap** was drawn up in 2019 by the CSR committee made up of the heads of the departments most directly involved in this action and presided by the Executive President of the company. This roadmap is designed to provide **structured, objective and ambitious goals** that follow the principles set forth in the ISO 26000 standard. This CSR Report is the second annual accounting of measures taken in this domain.



The CSR roadmap is designed in keeping with CSR goals that have been identified and ranked, on the basis of a materiality analysis carried out under the NF X30-029 standard in 2019.



Despite the Covid-19 crisis and the ensuing operational difficulties, the Expressions Parfumées CSR committee met four times* in 2020 to discuss CSR objectives and progress, and to maintain ties within the team that is invested in this meaningful endeavor. The structuring measures of the committee's strategy have been successfully implemented and longer-term projects have been initiated.

2.6.2 AWARENESS AND AUDITS

To ensure that the CSR strategy is disseminated and understood by all staff, Expressions Parfumées conducted **awareness sessions* for discussion of key themes**. Our strategy is also subject to an annual reporting exercise included in our CSR Report.

Internal audits* are carried out to assess the conformity, implementation and practical application of the company's **Integrated Management System** and verify that it is effective. In early 2020 a 42-hour training course was led by the AFNOR organization covering the four relevant standards: ISO 9001 : 2015 [Quality]; ISO 14001 : 2015 [Environment]; ISO 45001 [Health and Safety]; and ISO 26000 : 2010 [CSR]; and audit methodology.

Ten or so audits are to be conducted each year, in a cycle that will cover all processes in three years. This assessment program has considerably improved our practices and boosted staff involvement. In 2020 **all the internal audits that had been scheduled were carried out, despite the Covid-19 measures and ensuing organizational difficulties**.

As part of its CSR action Expressions Parfumées **joined Sedex in 2017**. Sedex is a collaborative platform for data exchange on ethical questions in supply chains. This structure aims to minimize risks for its members, protect their reputation and improve supply chain practices.

Givaudan has been a member of Sedex since 2008 and has made the commitment to have all its sites audited under the **Sedex Members Ethical Trade Audits** standard (SMETA Four Pillars). The Sedex audit initially scheduled for 2020 was postponed due to the Covid-19 crisis. It will take place in 2021 if circumstances permit.



2.7 NEWLY AWARDED ECOVADIS PLATINUM STATUS ATTESTS TO THE EXCELLENCE OF OUR PRACTICES

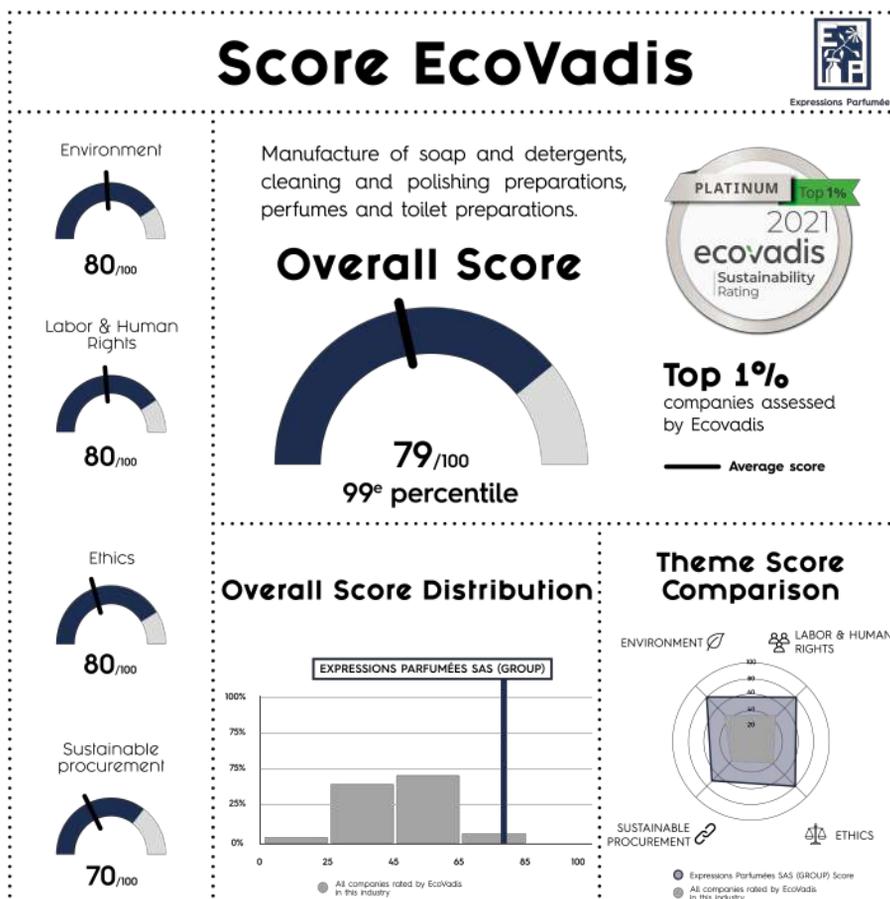
EcoVadis evaluates the quality of our CSR Management System yearly, looking at the policies and measures implemented and the results obtained. Its findings are published on the EcoVadis platform. In January 2021 Expressions Parfumées attained **EcoVadis Platinum** status, on the basis of the operational deployment of the CSR roadmap, and the company now ranks among the **top 1% of world companies audited by EcoVadis**.

The four main areas assessed by EcoVadis are Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The assessment follows 21 criteria based on international sustainability standards embodied in the World Pact, International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI), ISO 26000 and the principles of the CERES nonprofit group.

Expressions Parfumées was awarded an overall score of **79/100***. To reach Platinum status companies must have a score over 73/100. The company scored **11 points higher than in 2020, an excellent achievement**. In the areas of the environment, human rights and ethics, Expressions Parfumées' practices are considered to be "Advanced," with scores of 80/100.

Platinum status attests to a **proactive and structured approach** to CSR at Expressions Parfumées.

This new level of achievement is truly a success for all staff and management at Expressions Parfumées. **These results are the fruit of sustained efforts on the part of all actors in the company, and reflect the commitment to CSR that is strongly rooted in the strategic orientation of Expressions Parfumées**. In 2021 we will continue to progress with ambitious action to make Expressions Parfumées a true leader for CSR in its field.





**CHAPTER 2 - HUMAN RIGHTS AND LABOR
CONDITIONS**

INCLUSIVE AND FORWARD-LOOKING HUMAN RESOURCES POLICY

3.1 EQUAL OPPORTUNITY AND EMPLOYMENT

Expressions Parfumées is strongly committed to gender equality to offer men and women identical work environments and perspectives for professional development.*

The Human Resources Department compiles a specific annual report on this aspect of equal opportunity. This orientation is stated in Givaudan's multiyear objectives: "Before 2030, we will be an even more balanced and inclusive Company."

In 2020 women made up 49% of the company's workforce, close to half of all employees currently on the payroll. At the level of the executive management committee (COMEX) 67% of managers are women, and 44% of senior leaders are women.

The overall Men/Women equality indicator (a national indicator drawn up by the French Labor Ministry) was 93/100 in 2020. This index is a score out of 100 points calculated yearly on the basis of four or five indicators, depending on the size of the company. It is mandatory under French law.

93/100

Equality Index
Women/Men
at Expressions Parfumées

In 2020 Expressions Parfumées employed 256 people, 216 located in France.*

Despite the Covid-19 epidemic the company continued to hire and increased its workforce by eleven employees, five of whom are located in France. Nonetheless, hiring was hindered by the exceptional health situation that persisted throughout the year.

3.2 A FRESH WELCOME FOR NEW EMPLOYEES

The procedure for welcoming new employees was entirely revamped in 2019. The onboarding process includes **mandatory training sessions*** on the four components of our **Integrated Management System**, namely occupational health and safety, quality management, environmental management and corporate social responsibility. Specific training modules are also required as appropriate for the incoming employees' job functions.

Each new employee is given documentation on the Integrated Business Management System: a welcome brochure, a QHSE and CSR memo, waste-sorting guidelines and a questionnaire designed to elicit suggestions for improving the welcome process.

An **integration tour** and site visit are planned for each incoming employee. Our aim is that new employees understand our business lines and identify the modes of interaction between departments. In early 2020 contact persons were trained among staff members to lead welcome tours, and they helped set up the itinerary of these visits. Guidelines have been drawn up for these contact persons, and volunteer staff from all company departments are involved in the presentation of their activity.



3.3 WORK/STUDY EMPLOYEES: TRANSMITTING OUR KNOW-HOW

Expressions Parfumées maintains its commitment to welcome and train work/study employees in its workforce. The health crisis has not changed this dynamic outlook. We are convinced that it is of prime importance to integrate, train and provide support to students in this first stage of their professional life. We are proud to be a part of their learning and we are grateful for the feedback they provide.

For this report, four interns from the marketing department gave us their testimonies on the welcome they received at Expressions Parfumées and their missions within the company.

How long have you been working at Expressions Parfumées and what do you like about this work-study program?

I have been working at Expressions Parfumées for 2 years and 5 months now. This work-study program has been a turning point in my professional life. Indeed, we are given responsibilities as soon as we arrive and we feel that we have a real place in the team, which is very rare in a work-study program. It's important to specify that I was very lucky to be offered a fixed-term contract at the end of my studies, 5 months ago. The work-study program ended for me on a very good note. I am extremely grateful for the enriching and interesting experience I had at Expressions Parfumées, which I particularly like. I couldn't have asked for a better company to complete my studies.

Solène BOURGOIS – Junior Category Manager

I've been working as an work-study student at Expressions Parfumées for two and a half years. I really like this company and I'm happy to have done my internship at Expressions Parfumées and I'm very grateful for the chance I've had. What I liked the most was the confidence that Expressions Parfumées gave me throughout my internship and the important tasks that I was given. Moreover, the teamwork and the good understanding in this company are very enriching. Thanks to this work-study program, I was able to find my professional path, because I am blossoming in the world of perfume. For me, this work-study program has been my best experience because I immediately felt integrated, considered and useful.

Carla MESSINA – Marketing Assistant

I've been a work-study student at Expressions Parfumées for a year and a half now. What I like is that as a student on work-study, we feel really considered. We feel useful for the company and we are recognized for the work we do. We are autonomous, which allows us to take responsibility while also working with the whole team and other Expressions Parfumées employees. My missions appeal to a lot of creativity and I like to work on that, there is never a dull moment! Finally, what I like about my work-study program is the team that I was able to join. We have a good atmosphere and a good understanding, which makes the work environment even more pleasant.

Margaux PARENT – Communication Assistant

I've been doing a work-study program at Expressions Parfumées for a year and a half. It's a real opportunity for me to put into practice the theoretical knowledge I learned at school within a company. What I particularly like about Expressions Parfumées is that I have real missions to carry out and that I am treated as a full-fledged employee. Also, we have the chance to vary our activities and our days are never the same. This work-study program has allowed me to discover the world of perfume and to develop my team spirit. In my opinion, a work-study program at Expressions Parfumées is a real opportunity to enter the professional world while being guided and continually trained to progress within the company.

Margaud CHAZEAU – Marketing Assistant

We also continue to contribute to the education of students and secondary school pupils through presentations in schools. These sessions have been curtailed due to the health crisis, but we have maintained them whenever possible.



3.4 MORE CLEARLY DEFINED CAREER PATHS FOR OUR WORKFORCE

Career support and guidance is central to our employees' concerns. This need, which is detected via individual requests, information meetings and internal audits, is defined as a core issue for the CSR assessment.

Expressions Parfumées is engaged in a **comprehensive strategy for skills and competencies management** with four major objectives:

- **Clarity:** We feel that it is fundamental to ground our approach in detailed knowledge of job functions, scope of responsibility and expectations for each position.
- **Equity:** We aim for a global and transversal policy that ensures a common approach and methodology for all employees in the company.
- **Recognition of experience:** We wish to see employees progress in their jobs, in the same position, by recognizing the skills acquired in the course of their work.
- **Development of career paths:** our strategy is to improve support for our employees, to build bridges between departments and divisions and to encourage internal mobility.

In this way we hope to **build dialogue between managers and the workforce** regarding job functions and perspectives for advancement within the company. We want all employees to be active in determining their careers by giving them a better vision of the company's needs and expectations.

The skills and competencies strategy was presented to the company's Social and Economic Committee (the new name for the works council) in the summer of 2020, and all employee representatives approved the approach. This approach is built on three pillars to develop the human capital of the company.

3.4.1 PILLAR 1: DEFINITION OF JOB FUNCTIONS

The company has enriched its standard definitions of job functions and entirely revised the relevant documents. The new form is supplemented by two reference lists of types of skills and competencies.

We have adopted an European standard for language skills. Our objective was to rely on a simple reference system with a limited number of levels to make it readily understandable to users. We have also compiled an in-house skills base inspired by existing standards and including definitions that are specific to our company and shared by all managers. All skills and jobs at Expressions Parfumées are referenced in a database to ensure a coherent and consistent process when selecting competencies.

Along with this review we have defined broad missions and common core competencies for management positions.

The updated job functions benchmark is the first indispensable step to constructing the next stages in an objective and structured way.

3.4.2 PILLAR 2: CLASSIFICATIONS

Fair classifications are based on these precise definitions of job function that establish the technical domains and scope of responsibility for each position. The classification system comprises coefficients that increase with the acquisition of the competencies required in each position and emphasizes the value of experience in the company.

3.4.3 PILLAR 3: EVALUATION AND CAREER PATHS

In 2021-2022, we will work to integrate skills and competencies in our assessment tools, notably the annual employee interview. We will then use these tools to enhance professional career paths, make our training more effective and encourage internal mobility.

At the time of this writing Pillars 1 and 2 have been formally finalized: job functions definitions have been written up and classifications updated. Managers in each department collaborated closely in this work.

Since December 2020 information and discussion sessions have been held in each of the company's departments. The overall approach has been presented to all staff, with explanations of the new forms and the job functions relevant to each employee and the requisite skills. These meetings fostered dialogue with employees on this fundamental topic.

STEADY IMPROVEMENT IN WORKING CONDITIONS

3.6 OUR RISK PREVENTION ASSESSMENT AND PROGRAMS ARE REGULARLY UPDATED.

Expressions Parfumées drew up a health and safety policy based on ISO 45001: 2018. This policy is an integral part of our Integrated Management System. An in-depth review of our work processes and methods has been underway since 2020, and we aim for certification in 2021 or 2022.

In 2019 Expressions Parfumées thoroughly revised the company's **Single Document for Evaluation of Occupational Risks** drawing upon analyses conducted by the Health and Safety Officer working with members of the health and safety commission and a panel of employees from each corporate department. In addition to the regular annual updating of this document, in 2020 a major focus of work, with the same collaborative approach, was integration of the risks related to the pandemic and the specific risks of distance working, as well as updating of psychological and social risk factors.

On the basis of this document an **annual prevention program** is established, covering the nine general principles of risk prevention:

1. Avoid risk
2. Assess risks that cannot be avoided
3. Tackle risk at the source
4. Adapt work tasks to people
5. Take changing technology into account
6. Replaces sources of danger with other less dangerous or fully safe alternatives
7. Plan preventive measures
8. Adopt collective and then individual protective measures
9. Give appropriate instructions to workers

This prevention program is integrated into our **Health and Safety Management System**; it lists the measures that will be implemented in the course of the year to limit exposure to risk factors and specifies how these measures will be put into place, along with an estimation of costs.

In this framework measures have been taken to modify the handles on weighing carts so that they can be adjusted according to the height of individual users; to improve the selection of work shoes; to purchase small devices to lift weights that previously were lifted by hand; and to acquire electric forklifts to replace manually operated equipment.

3.7 A NEW BUILDING DESIGN TO IMPROVE WORKING CONDITIONS

Our new production space has been designed to improve working conditions for employees.

Employees are more comfortable in their work thanks to equipment that also contributes to the environmental action of the company (see the section on Environmental and Climate Change Action).

Glazed surfaces in the workshops provide daylighting, with better visibility and operational security. Natural light and the exterior view also increase comfort for occupants and make the space more agreeable.

Building insulation and advanced air conditioning equipment provide greater thermal comfort to employees, a significant improvement in working conditions.

The design of the storage and production areas has been thought to integrate the principles of **forward motion**, thus contributing to greater fluidity in movement.

In this work Expressions Parfumées has focused on **more ergonomically designed installations** as well as **involving operators** in equipment design and modification.

The new building houses five automatic mixing tanks ranging in size from 3 m³ to 32 m³. These tanks are at the heart of our production process and incorporate technology that significantly augments our production capacity. They are positioned at the height of operators and designed to **limit awkward positions** and manually handling of heavy weights by workers. Operators were consulted and involved in specifying technical alterations and improvements.

Likewise, in the move to the new space, shelving for raw materials was reinstalled at lower height to limit the constraints of handling and the risk of dropping containers.



When our heated tanks were reinstalled in the new preparation zone we rethought the filling process to **significantly reduce workers' gestures and moves, modify the requisite posture** and limit the risk of spills. The operators of this equipment were **implicated** in determining needs and the different types of tests to be run on prototypes prior to the finalization of the new process.

The restructuring of our existing production area includes the reconstruction of our core formula weighing laboratory. In order to carry out the necessary technical modifications, the operators concerned were involved in the definition of the need as well as in the various stages of testing on the prototypes prior to the final implementation of the new process. An **ergonomist from the occupational health department** was called in for an in-depth assessment and the resulting report communicated to the architect in charge of the renovation work. The blueprints were submitted to the employees involved and modified in consultation with our technical and health and safety teams, to define a **suitable solution**. The preliminary studies were aligned with the provisions of the company's **agreement to integrate employees with disabilities** and will continue to serve for other projects to fit out our laboratories.

3.8 MENTAL HEALTH AWARENESS FOR EMPLOYEES

At the occasion of the World Mental Health Day, Givaudan developed an awareness campaign called [Healthier Happier Habits](#) that took place from 1 October to 2 November 2020, in echo to the group's Purpose statement. This campaign aims to make mental health the subject of dialogue within the company, as stipulated by the objective: "[Before 2025, everyone on our sites will have access to mental and physical health initiatives, tools and training.](#)"

The campaign was developed in three main stages:

1 – **Awareness:** A campaign to increase awareness of mental health issues. The campaign consisted mainly of email communication, video clips and posters.

During this campaign our employees were informed that a free and confidential **helpline**, the [Employee Assistance Program \(EAP\)](#), was being set up to provide assistance to our workforce in areas such as personal well-being, mental health, interpersonal relations, family matters and work challenges.

2 – **Education: Information** made available on key concepts of mental health and how it makes us healthy and more efficient.

3 – **Challenge: A three-week series** of daily webinars. This series encourages employees to use various techniques and daily practices to make their mental health a priority.



We get told to put on a brave face, but sometimes the bravest thing to do is to take the face off.



You cannot pour from an empty cup.
Take care of yourself first.

Happier, healthier habits
Join the 21-day challenge
12 October – 2 November 2020
Find us on Ollie to learn more

Happier, healthier habits
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Givaudan



Givaudan



3.9 BETTER BALANCE BETWEEN PROFESSIONAL ACTIVITY AND PERSONAL LIFE

3.9.1 ADJUSTMENT OF WORKING HOURS AND SCHEDULES

Under the terms of a company agreement reached in 2019 on **flexibility of working hours**, employees (other than those in shift work) have the benefit of flexible start, lunch and quitting times. This flexibility has been granted while maintaining six days of legal work-week compensation time (RTT) per year and one afternoon off every other Friday, enabling employees to achieve a better personal-professional balance in their lives.

3.9.2 DISTANCE WORKING

The Covid-19 pandemic accelerated implementation of a **distance working** protocol for employees of Expressions Parfumées.

During the first lock-down period which began in March 2020, a **distance working charter** was drafted and approved by employee representatives before dissemination to employees. Distance working had never been applied at Expressions Parfumées prior to this period, and it was important to set rules, rights and obligations to provide a framework for this new practice, especially as the recourse to distance working was sudden and massive.

The feedback gathered has confirmed that this practice must be firmly anchored in the company's practice, while preserving **social ties** and emphasizing the **primacy of collective work**. **A company agreement was concluded to this end in October 2020.**

Expressions Parfumées drafted a **simple, flexible and amendable** protocol, in line with the desires of the workforce. Implementation of distance working is a unique exercise for every company, according to its setting, history, challenges and appropriation of the issue.

Under the company agreement the signatories recognize that distance working is a favorable factor for:

- **Enhanced quality of life at work** for employees of the company:
 - Better balance between professional activity and personal life;
 - Less time spent commuting to and from work, less fatigue;
 - Opportunity to work from home, in conditions conducive to concentration, for set periods of time.
- **Reinforced attractiveness of the company;**
- Greater **organizational performance** within the company. The distance working scheme at Expressions Parfumées intends to foster trust and confidence placed in employees in a position to acquire greater autonomy in the management and organization of their work.
- A contribution to **protection of the environment** will reinforce company policy, by reducing travel to and from work by employees.

These measures correspond to the social responsibility already espoused by Expressions Parfumées in its policies regarding quality, health and safety, environment and ethics.

The terms of this agreement were examined in **consultation** with all company managers, followed by discussion between managers and employees to make sure that the proposed measures meet the expectations and desires of the workforce.

The company agreement includes a possible exceptional recourse to distance working in the event of epidemic or force majeure.

This agreement took effect in early November 2020, and stipulates more favorable conditions for employees, in replacement of the agreement drafted in early 2020. A **guide to distance working** has also been issued for employees. This guide underscores the main principles of distance working at Expressions Parfumées: voluntary participation, trust, reversibility, the primacy of collective work and efficiency. It summarizes the practical application of distance working in the company.

Expressions Parfumées included in its **distance working support** certain measures implemented by Givaudan under its **Silver Linings** project. This project is to elaborate action based on feedback about the changes induced by the health crisis. To make work stations at home more comfortable headphones, mouse and keyboard were provided to employees working from home.



3.10 CONVIVIAL SPACES AT WORK

Expressions Parfumées has put into place measures to enhance the **quality of life at work**. Since 2018, Expressions Parfumées has subscribed to a **corporate concierge service** that offers employees access to goods and services (sending and receiving packages, shoe repair, sewing, laundry, purchase of local products, etc.) as well as an on-site catering service. **Local partners** have been selected based on **social and environmental criteria**

The direct costs of the concierge service are covered entirely by Expressions Parfumées. Employees pay the services at a cost price negotiated by the concierge.

The concierge is present in the dining room between noon and 2 p.m. every day, creating social ties and a **convivial atmosphere** at the site.

In addition to enhancing quality of life in the workplace, the meal service cuts down on travel by employees during their lunch break, and reduces the company's greenhouse gas emissions.

The concierge and meal service remained in operation throughout 2020, with adaptations in relation to the health situation. Some services were suspended but the food service continued uninterrupted, allowing employees at the site to obtain meals easily when nearby shops and restaurants were closed. We made changes to our modes of operation to conform to sanitary protocols, but we considered it important to maintain this service which has become indispensable for many employees.

Our support for these services also contributed to the activity of local suppliers and food service partners. During the Covid-19 pandemic lock-down, one half of meals served were ordered from a protected workplace enterprise in partnership with the concierge service, which helped the enterprise maintain some of its activity.

In 2020 we also successfully maintained some **festive occasions** with adaptations to comply with sanitary protocols. At our Christmas lottery many employees received gifts in a joyful atmosphere. At Expressions Parfumées maintaining social ties is vital. These measures and events will be maintained in 2021. In the first part of the year the traditional celebrations of Three Kings' Day and Candlemas (*Chandeleur*) were held in collaboration with the CSE (works committee), and organized to comply with sanitary protocols.



Expressions Parfumées has a suggestions drop box for employees, to encourage dialogue, cooperation and expression of new ideas. This **ID(ea) BOX** is one way to develop to communication within the company. The drop box is readily accessible to all employees who are free to deposit their ideas, wishes and advice on social and environmental issues and corporate governance. This drop box has already stimulated some 15 question-and-answer exchanges, building up **dialogue** between staff and various Expressions Parfumées stakeholders. Thanks to this dialogue CSR and QHSE projects are continually **improved by suggestions from employees**. Responses to the suggestions deposited are communicated once a month, also encouraging discussion onsite.

ID BOX
1 idée ? 1 suggestion ?

Où ? À la cantine et dans le SAS d'entrée du personnel

Comment ? Inscrivez vos idées sur une feuille et mettez les dans l'urne

Quoi écrire ? Apportez des améliorations sur notre organisation, nos conditions de travail, notre système... De manière anonyme ou non

À votre disposition sur Les ID BOX

Le service QHSE les traitera tous les mois afin d'analyser et de réaliser au mieux vos idées

Merci à tous pour votre implication dans l'amélioration continue de notre société

Expressions Parfumées

3.11 REGULAR SOCIAL DIALOGUE

Expressions Parfumées has a **Social and Economic Committee (CSE)** and a **Commission on Health, Safety and Working Conditions (CSSCT)**.* The members of these employee representation bodies are elected for terms of four years; the committees meet regularly and as often is necessary to ensure effective social dialogue.

The CSE was consulted very regularly during the health crisis. These consultations provided occasions to discuss the health protection measures adopted, to make changes to our business continuity plan, and to update our Single Document for Evaluation of Occupational Risks.

Even though we were subject to exceptional circumstances in 2020 Expressions Parfumées continued to negotiate with company unions, and signed even more company agreements in the year than in 2018 or 2019.*



**ENVIRONMENTAL AND CLIMATE CHANGE
ACTION**



REDUCING OUR ENVIRONMENTAL FOOTPRINT

4.1 REGULAR MONITORING OF OUR ENVIRONMENTAL IMPACTS

Expressions Parfumées updates its **environmental assessment** yearly, in order to focus on the most significant **impacts of our activity**. On the basis of this impact study we can identify and quantify risks, specify existing risk management measures and ways to improve them, across a range of close to 160 internal measures and business line procedures. The impact study provides details on the effects of all our activities on air, water and soil quality, on amounts of waste generated and energy consumed. In 2020 we added noise to the list of environmental impacts to monitor.

From transport and storage of raw materials to manipulation of vats and tanks, from creation of perfume formulas to visits to customers, each and every business line activity and process is assessed to determine its direct and indirect impacts on the environment. This analysis is a **central part of our Environmental Management System, which has received ISO 14001 certification**.

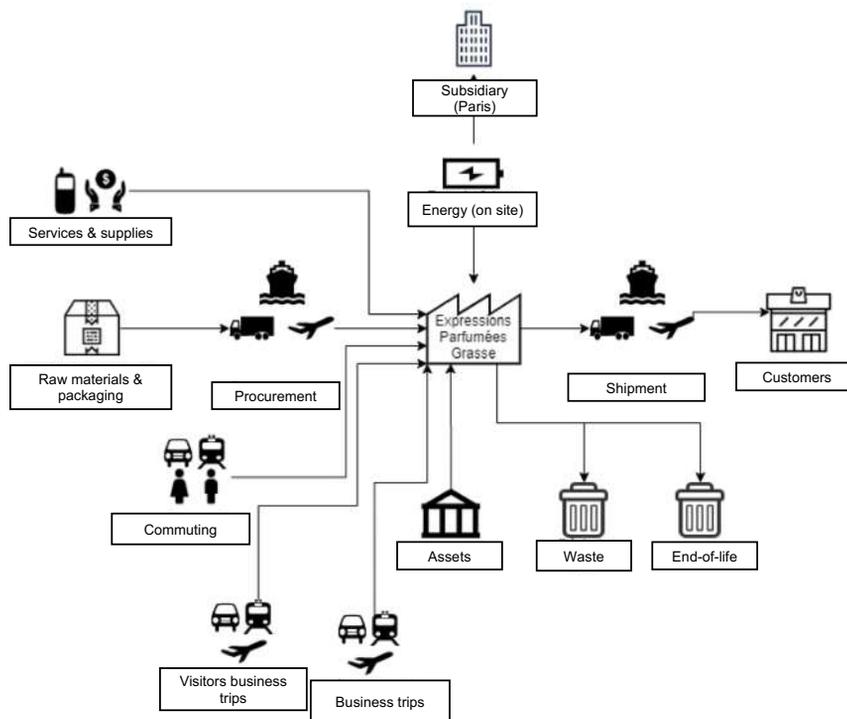
Significant Environmental Aspects at Expressions Parfumées

Aspect Type	Mode	Environmental Aspects	Environment Impact	Field
Direct	Normal	Noise	Noise nuisance Natural resource depletion	Biodiversity
Direct	Normal	Gaz consumption	Natural resource depletion	Energy
Direct	Normal	Water consumption	Natural resource depletion	Water
Indirect	Normal	Electricity consumption (100% renewable electricity (hydraulic))	Natural resource depletion	Energy
Indirect	Normal	GHG emissions (related to the transport of raw materials & end-products, commuting and business trips)	Atmospheric pollution	Air
Direct	Normal	Hazardous waste generation	Atmospheric pollution	Air / land
Direct and indirect	Accidental	Accidental spillage	Land or water pollution	Water/Land
Direct	Accidental	Fire / explosion	Atmospheric pollution	Air/Water/Land

Last update:
18/12/2020

4.2 ANNUAL GREENHOUSE GAS EMISSIONS INVENTORY

Our company is actively pursuing efforts to reduce its carbon footprint, as part of action to mitigate climate change, and carries out an annual **greenhouse gas emissions** (GHG) inventory*. As the French subsidiary of an international group, Expressions Parfumées tracks its emissions using two methods, Bilan Carbone® and the GHG Protocol. This assessment identifies the most useful levers and ways to reduce our emissions. These measures address the Givaudan objective: "Before 2050, we will be a climate positive business."



4.3 A CARBON-NEUTRAL PRODUCTION SITE IN GRASSE

Expressions Parfumées pursues a proactive policy to reduce its GHG emissions. Nonetheless, there are unavoidable or "incompressible" emissions that cannot be eliminated. To offset these emissions Expressions Parfumées undertook a **voluntary carbon compensation program** in 2018 when the company joined the Madre de Dios forest conservation scheme in Peru.* This scheme is certified by the Verified Carbon Standard label and is pertinent to four of the United Nations Sustainable Development Objectives (nos. 8, 11, 13 and 15).

With its financial donation for the protection of 100,000 hectares of forest that are the natural habitat of wildlife and the home of indigenous populations, Expressions Parfumées offsets its direct GHG emissions. The Grasse production site is thus **carbon-neutral**, via offsetting of all emissions due to energy consumption, other resource consumption, fixed assets and waste calculated using the Bilan Carbone® method. We continued to support this project in 2020 as part of our ongoing commitment to carbon reduction.



Verified Carbon Standard

4.4 A 100% GREEN POWER SUPPLY

Expressions Parfumées is voluntarily engaged in the energy transition and the development of renewable energy. The company has contracted for "green electricity" with its historic electricity provider,* to support the development and conservation of renewable energy in France. This commitment is valorized via guaranteed renewable power certificates, in particular for hydropower, a resource that is strongly present in our region. This choice is aligned with the **greenhouse gas reduction trajectory** adopted by Givaudan.



Our commitment 100% renewable electricity.
Expressions Parfumées participates, with its energy supplier, together with its energy supplier, in the energy transition and the development of renewable energy.

4.5 CLOSELY MONITORED CONSUMPTION AND REDUCTION MEASURES

To steadily improve our performance we pay close attention to our consumption of water, gas and electricity, and keep detailed records to assess the effectiveness and efficiency of the optimization measures taken.

A **three-year program to reduce our resource consumption** was in place from 2018 to 2020.* All utility networks were localized and mapped. Measures leading to sharp reductions were put into place after consumption levels were analyzed. Washroom faucets were equipped with motion sensors and remote reading devices installed on water meters, in order to break down water consumption by area and detect excess consumption with a real-time alert system. Specific points of the steam heating system were insulated. A power consumption monitoring system continuously records the outside temperature, circuit breaker temperature and the general power supply (3 amperages, 3 voltages) and can send alert messages by email. This system is an effective tool for consumption management.

Along with these measures, information is regularly communicated to staff to raise and maintain their **awareness of environmental issues** and environmentally friendly behavior.*

As a result **our water and gas consumption has dropped significantly** over the past three years. Electricity consumption was also lower in 2018 and 2019. Power consumption increased mechanically in 2020 when operations began in our expanded building.

With greater building surface area, new production equipment and air treatment installations we are pursuing our consumption analysis in greater detail in order to exploit our data more thoroughly. In addition to calculating resource consumption per quantity of product manufactured, we are tracking consumption per square meter of building space to assess our building energy efficiency.

This approach to gas and electricity consumption follows the main recommendations of the **ISO 50001 Energy Management System (EMS) standard**. This EMS tracks energy performance indicators, so as to be able to act with precision on different parameters of energy use.

After an initial energy survey in 2018, Expressions Parfumées undertook a full **energy audit** in 2019. This audit identified the uses that consume the most energy. The document was filed with the French Ecological Transition Agency (ADEME) in 2020. The audit also suggests many ways to improve energy efficiency. We have studied these proposals and integrated them into a **multiyear performance improvement program** to reduce resource consumption. Some measures have already been included in work done in 2020.

4.6 AN INNOVATIVE AND EFFICIENT BUILDING

In commissioning an innovative and efficient design for our new building Expressions Parfumées is investing in high added value, and particularly environmental value. This building extension adds 4,000 m² on three levels, at a cost of CHF20 million (close to €18.5 million) with design features that comply with stringent regulatory, technical and topographical requirements, and to ambitious goals in terms of environmental performance.

The extension of the Grasse site was delivered on 23 October 2020. Following this expansion the existing production workshops were restructured to integrate with the new building.

The larger building and new equipment are vital to the continued development of our activity. The new infrastructure necessarily has a significant environmental impact, notably in terms of energy consumption. To limit these impacts a number of innovative features were integrated from the beginning in keeping with our CSR strategy.

4.6.1 TOP PRIORITIES: ENERGY OPTIMIZATION AND BETTER AIR QUALITY

With its new building Expressions Parfumées is committed to a twin objective: **maximize energy performance** and **minimize the overall environmental impact**.

Natural daylighting will be used as much as possible thanks to a glass roof on the circular extension of Building E, and a wide bay window to the west. The new preparation area will be naturally lit by shed-type roof windows. This design limits use of artificial lighting, and lowers electricity consumption.

As recommended by the energy audit, all lighting fixtures in the production area are to be replaced by LED fixtures. This replacement process progressed considerably in 2020, leading to lower electricity consumption. This large-scale improvement will be pursued in 2021 in our older buildings.

A earth-air heat exchanger supplies incoming air to the air treatment equipment at the new production facility. With this heat exchanger our new extension consumes less energy for air treatment.

What is an earth-air or ground-coupled heat exchanger?

This geothermal system is based on the principle of heat differential to supply either heating or cooling. The air circulates through underground ducts and exchanges calories with the soil. Depending on the season the pretreated air is either heated or cooled, and its quality improved, at a very low cost.

An energy recovery system is also installed to extract calories from heat released by air treatment equipment and preheat incoming air for the production area. This double-flow technology will reduce energy consumption by using waste heat from air treatment.

Our new buildings are also equipped with **advanced boiler technology** with electronic controls so that parameters and gas consumption can be adjusted remotely.

Adiabatic cooling is used to cool storage areas for raw materials. This technique lowers the ambient temperature without consuming energy, by evaporation of water sprayed in air treatment equipment.

The entire production area is equipped with a centralized technical management system to control air conditioning according to the time of day or period of the week. The workshops are also fitted with air mixing devices to obtain a uniform floor-to-roof indoor temperature.

Exterior insulation for office spaces and for central air conditioning equipment eliminates losses across thermal bridges and contributes to lower energy consumption overall.

4.6.2 SAVING WATER

The existing cleaning process for our five tanks consists of three cycles – prewash, wash and rinse. To cut down on water consumption **rinse water is recovered and reused** in the following prewash cycle. A holding tank for accidentally polluted water has been created in the building basement.



4.7 NEW CARBON REDUCTION TOOLS FOR COMMUTING TRAVEL

Expressions Parfumées signed a **partnership agreement with the Pays de Grasse Urban Community (CAPG)** in the spring of 2021, to devise a mobility plan for the company and propose appropriate solutions to the territorial authority.

This agreement was preceded by work carried out in four phases: a geolocalization study in June 2020; a study of accessibility at the company site and analysis of the forms of mobility used by employees in July 2020; an action plan in October 2020; and finally signature of the partnership agreement. The mobility plan aims to optimize home-work travel by employees, which represents over 15% of the company's total carbon inventory, more than 5,000 metric tons CO₂ equivalent.

The first **awareness campaigns** were conducted during the preliminary studies phase; during a Sustainable Development Week event electric bicycles were tested at the company site.



Sustainable Development Week: Workshop to discover the CAPG's electrically assisted bicycles

A full analytical report was carried out by the Pays de Grasse Urban Community, via a questionnaire submitted to employees and results furnished to Expressions Parfumées. This report was the basis for the partnership agreement that states the respective commitments of the parties, Expressions Parfumées and the Urban Community.

The proposed agreement was submitted to the CSE committee and approved by employee representatives in January 2021, and formally concluded in March 2021 at the Expressions Parfumées site.

The Expressions Parfumées/CAPG agreement focus areas:

- Publicize the Mobility Plan via communication, workshops and events
- Create incentives to encourage employees to use alternatives to commuting in their personal vehicle
- Limit travel
- Promote use of vehicles with low GHG emissions.

Bicycle parking was created in our covered garage in 2020. A feasibility and cost study of electric car and bicycle charging stations was carried out in 2020, in preparation for installation in 2021. The principle of a sustainable mobility indemnity to encourage bicycle use was adopted in the course of the mandatory annual negotiation with employees in early 2021. An agreement on the sustainable mobility benefit was concluded on 16 February 2021.

Employees who use company vehicles were surveyed to gather information on their practices and needs. This survey was conducted in collaboration with our vehicle leasing partner. Our objective is to prepare our transition step by step as our contracts are renewed.

Our mobility plan includes measures to encourage **carpooling**, for instance a dedicated application and reserved parking spaces.

This mobility plan is one of the key accomplishments of CSR action taken by Expressions Parfumées in 2020, focusing particularly on **greenhouse gas reductions**.



4.8 RAISE AWARENESS OF WASTE ISSUES AND TEST NEW PRACTICES

4.8.1 MORE ROBUST WASTE SORTING

Action to improve recycling is one way we have identified to make progress on waste treatment at the company. The effectiveness of recycling depends on the quality of waste sorting practices. Following the criteria of ISO 14001 certification, industrial waste is sorted onsite so that all waste can be traced from source to final disposal and recycled, recovered or processed by service providers.

A new sorting system was set up in our office spaces in 2020 to recycle paper and packing waste, working with local partners to handle waste in short treatment chains. Waste awareness messages were communicated to staff during Sustainable Development Week.



95,6%

Recycling rate
at Expressions Parfumées

4.8.2 OUR POLICY TO REPLACE SINGLE-USE PLASTICS

Givaudan has announced its intention to entirely eliminate single-use plastics from the group by 2030: "Before 2030, we will replace single-use plastics with eco-friendly alternatives across our sites and operations." In keeping with this policy Expressions Parfumées reviewed plastics use at its sites very closely in the fall of 2019. This detailed review is updated yearly.

Among the first measures to eliminate plastics, we have shifted to padded mailing envelopes made of environmentally friendly paper, and brown-paper (Kraft paper) adhesive tape. Several other measures were tested in 2020, notably new nitrile gloves that include an organic compound that increases the rate of decomposition (decomposition within one to five years, instead of 100 years). The plastics program was also publicized to staff during Sustainable Development Week.



Thanks to the PRODAROM initiative, recycling of Kraft drums has become a natural reflex at Expressions Parfumées. The drums are recovered and recycled by DRISSE, a nonprofit group based in Grasse that works to protect the environment and to help people get back to work. This supports the **local circular economy** and creates jobs.



4.8.3 ONSITE COMPOSTING

Expressions Parfumées observed that the new meal service increased the amount of biowaste generated at our site. The company's environment coordinator organized a "autopsy" of our waste bin, and found that 26% of onsite waste was made up of recoverable foodstuffs. This demonstrated the utility of an onsite composter.

Working with the nonprofit group *Les Jardins du Loup* we built a compost bin of **larch wood harvested locally from sustainably managed forests** in the Mercantour national park.

The compost activity started up in February 2021. This project is supervised by the QHSE department and carried out with the active involvement of a group of **employee volunteers**. These employees served as ambassadors for the initial launch and are contact/reference persons for the ongoing activity. Along with the environment coordinator they received training from *Les Jardins du Loup*. All employees are welcome to participate and contribute to increased environmental awareness via a hand-on project.

An establishment "La Bastide de Châteauneuf de Grasse" that employs persons with disabilities made the aprons that the compost team wears for their demonstrations, another example of support for local employment that is very important to Expressions Parfumées.

All staff were informed of this action during the Sustainable Development Week event. A master composter gave a demonstration at our site during the lunch break to present the principles of composting and answer questions from employees.





CHAPTER 4 – VALUE CHAIN AND TERRITORY

A STRATEGY FOR A RESPONSIBLE PRODUCTION CHAIN AND NEW PROCESSES

5.1 RESPONSIBLE SOURCING AT THE HEART OF OUR SUPPLY CHAIN

5.1.1 A REVISED APPROACH TO SELECTION AND EVALUATION OF OUR SUPPLIER

Expressions Parfumées strongly feels that **social and environmental responsibility** should be emphasized across its entire **value chain**. A key component of the company's procurement policy in 2020 was to structure a responsible sourcing process that integrates selection and evaluation of suppliers. This process covers raw materials, primary packaging and road transport. The structured approach will be extended to all our purchases, in keeping with the Givaudan goal: "By 2030, we will source all materials and services in a way that protects people and the environment."

The sourcing process is now supported by three new documents.

We have compiled formal **terms of reference** that list our requirements in terms of quality, safety and environmental performance. These specifications must be implemented and documented by our suppliers.

We have incorporated Givaudan's **Responsible sourcing policy** into our expectations.

We have drafted a **CSR questionnaire based on ISO 26000 principles** and on our commitments under the IFRA-IOFI CSR Charter that we adopted in 2020. This questionnaire is addressed to various types of suppliers; it comprises a common core set of questions, plus questions specific to each supply sector. A CSR note drawn up on the basis of responses to this questionnaire is also included in the **annual evaluation** of our suppliers.

These documents may be supplemented by other more detailed documentation, according to specific needs or regulatory requirements.

This fundamental documentation **underpins our requirements and the monitoring of supplier compliance**, making our processes more transparent overall.* Over 70% of our suppliers are now fully committed to the values we uphold.

The new series of documents also serves to foster dialogue with stakeholders on CSR issues.

Along the lines of the internal audits we apply to all our processes and procedures, we have reviewed our **supplier audit benchmarks** and integrated four reference standards in our Management System (ISO 9001, ISO 14001, ISO 45001 and ISO 26000). Our external auditors received training in these standards and the audit method in early 2020. These audits are an integral part of our responsible sourcing policy.

5.1.2 LONG-TERM SUPPLY PARTNERSHIPS

In addition to more robust selection and evaluation of suppliers, we are working to identify new sustainable supply chains and to develop closer relationships with producers of natural raw materials.

Our purchasing, perfume creation and marketing/innovation departments are working together to find and evaluate new raw materials so that we can **establish durable ties with producers who are strongly committed to social and environmental action**.



Expressions Parfumées selects its raw materials according to "**EP sustainable selection**" criteria; the final choices are validated by our perfumers team to guarantee the best selection in terms of creation. This guiding framework enables us to better inform our clients on the sourcing our materials and the pledges of our suppliers.



EXCLUSIVITÉ
EXPRESSIONS PARFUMÉES
Projet Développement Durable

Histoire

La première plantation de lavande dans le Quercy date des années 1920. On planta de la Delphinensis, une variété de lavande qui produit une huile essentielle riche en esters, ce qui lui confère un parfum rare et exceptionnel. La lavande du Quercy a atteint une renommée grâce à sa qualité, ce qui lui a permis de représenter 10% de la production française d'huile essentielle de lavande dans les années 1960. Après avoir disparu, la production de lavande du Quercy connaît un nouveau développement depuis 2006 grâce aux agriculteurs qui l'ont réintroduit sur le territoire.

ORIGINE: France, Quercy

BOTANIQUE : *Lavandula angustifolia* (delphinensis)

RECOLTE: de Juillet à Août

LABELS : Agriculture biologique, Ecocert Cosmos Organic

100% Carbone Renouvelable

Fragrance

Envolée agreste, beaucoup de fraîcheur aromatique et camphrée avec des inflexions fruitées et aériennes. Elle dévoile peu à peu une facette chaude, coumarine qui rappelle l'image du champ de lavande baignant sous le soleil.

La filière, organisation et développement durable

Pour la production de cette huile essentielle, Expressions Parfumées travaille en étroite collaboration avec Jean-Marc, Rachel et Elisabeth SOULAYRES, 3 associés en GAEC (Groupement Agricole d'Exploitation en Commun). Ils sont membres de l'association Quercy PPAM qui a pour but de développer et promouvoir les Plantes à Parfum Aromatiques et Médicinales du Quercy.

Ensemble, nous avons mis en place un travail de recherche avec en projet le lancement d'une étude sur 4 ans à partir de 5 « spots » de lavande sauvage du Quercy. Le projet consiste à la mise en culture puis à des micro distillations afin de réaliser des tests chromatographiques et olfactifs. Cette phase d'étude permet d'identifier les qualités propres à cette lavande revenue à l'état sauvage. Un second projet est d'ores et déjà prévu sur une plus longue période (10 ans). Réalisé à partir des premiers cultivars de la première phase, il devrait aboutir à une variété sélectionnée de Lavande du Quercy, adaptée à la demande.

Expressions Parfumées | Creators of emotion

As part of this action in 2020 Expressions Parfumées concluded a **contractual partnership** for a period of five years with **lavender growers in Quercy**, covering the harvests from 2020 to 2025.

Lavender crops have been reintroduced in the Quercy region, after several decades of absence, and the new production is for the most part **organically grown**. Expressions Parfumées is working with the Quercy aromatic and medicinal plants (PPAM) growers association to structure this supply chain. We provide the growers with access to our technical and financial resources, to in-house equipment and staff, and to the research and experimentation needed to study Quercy Lavender (analyses, micro-distillations, chromatography, etc). In parallel Expressions Parfumées contributes financial aid to help meet the costs of genotyping for Quercy Lavender.

5.2 QUALITY LABELS, CERTIFICATION AND INFORMATION FOR STAKEHOLDERS

5.2.1 STRINGENT REGULATORY REQUIREMENTS

Expressions Parfumées is subject to the **European Union REACH regulations** that came into effect in 2007 and which cover safe manufacturing and use of chemicals in European industry.

All our customers are given detailed information on the raw materials used in the manufacture of our products and receive all the documents necessary under their terms of reference. Our regulatory affairs department strives to respond to information requests within two days on average, an objective that has been achieved for several years in a row. Our **capacity to react quickly** and the **exhaustive information** supplied actively contribute to the health of end consumers.

5.2.2 QUALITY MANAGEMENT SYSTEM CERTIFIED SINCE 2016

Our quality assurance system is certified under **ISO 9001:2015** and ensures **rigorous traceability** of the raw materials we use and our manufacturing process. For several years now Expressions Parfumées has had in place an advanced system to continually improve performance that integrates management and analysis of internal nonconformities and treatment of customer claims and requests. Quality is a core component of our Integrated Management System and significantly contributes to customer satisfaction.

Our quality management system provides us with a solid foundation to integrate the main guidelines of the **Good Manufacturing Practices (GMP)** for cosmetic ingredients (*EffCI - European Trade Association for the Chemical and Natural Ingredients Industries, Suppliers and Providers to the Cosmetics Industry*) into our processes. These guidelines are an adaptation of the Good Manufacturing Practices for Cosmetics ISO 22716.

Our new building has been designed to respect the principle of **forward motion** and to help reduce the risk of cross-contamination. This approach allows us to meet the requirements of our cosmetic customers as for example during the FEBEA (Federation of Beauty Companies) audit that took place in December 2020. This audit represented 18 of our clients and confirmed Expressions Parfumées' ability to integrate this standard into its processes.



5.2.3 TWO NEW CERTIFICATIONS AND A THIRD IN PREPARATION

5.2.3.1 CERTIFICATION OF VEGAN STATUS

Expressions Parfumées has been certified by **EVE Vegan** since 2019 for its Grasse production site. This label is one of the most stringent certifications in the industry. It involves a site audit and commitments from our suppliers of raw materials. With this recognition we can offer fragrance composition with EVE Vegan certification as well.

The EVE Vegan label complies with the principles of veganism according to internationally accepted criteria. It is an **indicator of transparency** based on product analysis by a legitimate independent body, establishing durable relationships between producers and distributors.



5.2.3.2 CERTIFICATION HALAL CERTIFICATION OF HALAL STATUS

Expressions Parfumées received Halal certification on 16 December 2020. This certification responds to the wishes of a part of our customers, and will support our development and activity in certain specific market segments. The certificate attests that the Grasse production site can **manufacture products that conform to the requirements of Halal consumption**.

The traceability of our materials and manufacturing processes, acquired through our ISO 9001 certification, was an important factor enabling us to meet the requirements of Halal Quality Control (HQC) certification, itself based on several Halal reference standards.

Since early 2021 our staff have been working to identify Halal raw materials to that these sources can be included in the databases used by our teams to create specific formulations.



5.2.3.3 PREPARATION FOR RSPO CERTIFICATION

Expressions Parfumées has joined in the work of the Roundtable on Sustainable Palm Oil (RSPO), a nonprofit group dedicated to promoting sustainable production of palm oil, to reduce deforestation, preserve biodiversity and protect the livelihoods of rural communities. RSPO certification attests that in the supply chain no new primary forest growth or other natural space with high conservation value has been sacrificed to extend palm oil plantations, that the plantations follow best practices, and that the fundamental rights of stakeholders have been respected.

Expressions Parfumées is working for greater implication in sustainable sourcing of its raw materials derived from palm oil, and seeks to integrate RSPO Mass Balance certification in its value chain.

Preliminary work in 2020 has determined the measures to be implemented prior to engaging a certification audit in the summer of 2021. We have contacted the suppliers involved and registered their RSPO Mass Balance certificates of origin. We are now working on a specific path of traceability in all our processes and application of the criteria necessary to comply with this certification.

5.2.4 « CONSCIOUS : ACT NOW FOR A POSITIVE PERFUME » : A CROSS-CUTTING APPROACH AT THE HEART OF CREATION

In early 2020 Expressions Parfumées embarked on a company-wide project that is intertwined with our global CSR action. This project is a collaborative effort and creative program focusing on major changes in consumer habits and increasing awareness that will shape tomorrow's world.

Expressions Parfumées is a company of perfumers that has a significant role to play in the creation of perfumes today and in the future. Our approach is founded on transparency, responsible innovation and a balance between chemistry and naturality, to create responsible perfumes that reflect a sensitivity to emotion and feelings, and meet the demand for clean or natural products. In our view perfume creation must be a bridge connecting Nature, Culture and People.



5.2.5 ELABORATION OF A SUSTAINABILITY INDEX

In drawing up its CSR roadmap, Expressions Parfumées identified sustainable consumption and consumer health and safety as top priorities for our work. Following an in-depth analysis of our clients' wishes we undertook a major project in 2020.

The first step came in January 2021 when we hired a person to develop our own **sustainability index** within Expressions Parfumées. Throughout the year 2021 all the departments involved in this project will work to expand our databases, identify sustainability criteria and incorporate a tool specifically designed for formulation work.

With this index our goal is to add a new **dimension of sustainability** to the creative work of perfume formulation. The index will cover a large part of the life cycle of our formulations, from manufacture of raw materials to production in our own factories. In this way we hope to move towards ingredients and manufacturing methods that will be increasingly sustainable.

The "**Conscious Index**" will be central to our corporate action. "Conscious – Act now for a positive perfume": a tool for **ongoing improvement** and **information** to our stakeholders



5.3 INNOVATION GUIDED BY OUR CSR COMMITMENTS

Expressions Parfumées conducts its R&D responsibly, through the work of its Research and Innovation department and its creative teams.

5.3.1 OUR COLLECTIONS, TECHNOLOGY AND PATENTS

Attentive to clients' needs and concerns, Expressions Parfumées has developed products that comply with environmental, sanitary, ethical and social exigencies.

To keep up with the growing market for organic products, Expressions Parfumées has created **NATCO®** (NATural COMpounds), a line of fragrances according to **COSMOS** specifications. These specifications are verifiable by the ECOCERT organization. NATCO® is designed for all organic production and complies with regulatory conditions.

COSMOS specifications apply to cosmetic products labeled as "natural" or "organic." These criteria certify **practices that protect biodiversity, the environment and human health**, through use of organically grown products or 100% natural ingredients that are transformed in a responsible manner according to the principles of green chemistry.

In 2018 the company filed two patents for its **AQUACO®** line of highly concentrated perfumes micro-emulsified in water, without alcohol.

Expressions Parfumées has also developed and patented a technology to mask unpleasant smells, **ODOURCO NATCO®** and its organic version **ODOURCO NATCO®**.

At the end of 2019 a patent application was submitted for **TOUCH NATCO®**, a highly concentrated semi-solid perfume that complies with COSMOS specifications.

Since 2018 the Innovation department has been working in partnership with a company located in the Grasse area to develop an **organically inspired encapsulation** process targeting the textile care market.

Other research continues in 2020 and 2021 to develop innovative solutions in keeping with our fundamental outlook and turned toward natural formulations.

FORMULATION



The technical teams, in collaboration with the marketing department, create ever more innovative & trendy formulations:

- ✓ Oil-in-balm
- ✓ Co-wash for Beard & Hair
- ✓ Shower cologne
- ✓ ...

TIMECO®



Highly substantive Time-released fragrances thanks to microencapsulation technology. laundry care, air care and household products

TOUCHCO®



TOUCHCO® is all about TEXTURE in fine fragrances.

Covers all different & innovative ways to apply a perfume on skin.

ODOURCO®



PATENTED

A highly efficient active technology to reduce the perception of malodours (Patent pending). Adapted to Home, Personal care & Car air fresheners.

NATCO®



100% Natural origin fragrances
Expressions Parfumées is a pioneer in the development of perfumes that can be checked under the COSMOS standard. Most of all, NATCO® (NATural COMpounds) perfumes are designed to match any "organic" labelled production in compliance with the regulatory requirements.

AQUACO® PATENTED



A new scented base, a real fragranced WATER.

Aqueous base obtained by microemulsion
Alcohol-free perfumes

TOUCH PATENT PENDING NATCO®

TOUCHCO® is all about TEXTURE
in fine fragrances.
Covers all different & innovative
ways to apply a perfume on skin.



ODOURCO NATCO®

A highly efficient active technology to
reduce the perception of malodours
(Patent pending).
Adapted to Home, Personal care &
Car air fresheners.

AQUACO NATCO®

A new scented base, a real fragranced WATER.
Aqueous base obtained by microemulsion
Alcohol-free perfumes



NATCO® = NATURAL COMPOUNDS
Perfumes of 100% NATURAL origin

5.3.2 NEW 100% NATURAL FORMULAS

Our team of perfumers is conducting research for a **100% natural NATCO® formulation** aimed at developing **innovative fragrances** that correspond to our orientation towards naturalness.

This research, which is eligible for research tax credits, pursues work in two directions:

- Obtain musk and wood/amber notes from natural raw materials; This innovative formulation of musk effects is also expected to make this particular scent more perceptible to people who do not readily smell it (total or partial anosmia is relatively common for musk).
- Restitution of the scents of flowers, fruits, leaves in a 100% natural perfume formulation, after a head-space extraction and GC/MS analysis.

This research is conducted in close collaboration with the sensorial analysis teams at Expression Parfumées. Specific tests have been designed to characterize the scents that are developed.

5.3.3 INNOVATIVE AND PROACTIVE COLLECTIONS

Expressions Parfumées also demonstrates its commitment to sustainable development in the **proactive collections** proposed to clients. These collections espouse **ecodesign** concepts to obtain more responsible formulations and are packaged in more sustainable materials.

- Innovative approaches have been followed to address our clients and to promote finished products such as hand sanitizer, hand creams and liquid soaps that comply with **transparency and safety criteria**, all the more important in the current health situation. We offer a line of products made with 100% natural ingredients to encourage use of more sustainable raw materials: alcohols, butters, emollients, oils, emulsifiers, preservatives and surfactants of natural origin.
- Expressions Parfumées is working to develop proactive collections inspired by **clean beauty**. In this work the creative staff devise formulations that integrate the **precautionary principle**. The aim is to eliminate controversial ingredients (endocrine disruptors, toxic substances, allergens) and focus on short formulas.

These proactive collections enable our clients to make cosmetics that are healthy for people and the planet, while remaining pleasant and effective.

5.3.4 FORMULATION OF ECO-FRIENDLY DETERGENTS

Our applications laboratory works every day to ensure that our fragrance compositions are stable and compatible with the base substances in products (creams, shower gels, detergents, candles, etc).

The laboratory worked with the Innovations department in 2020 to **develop detergent bases that meet the criteria of eco-detergence.**

Eco-detergence is based on two criteria that match our work to attain naturality and our environmental commitments, i.e. use of **raw materials certified by ECOCERT** and **absence of environmental risk phrases** in the final formula.

This initial groundwork will furnish the bases for development of NATCO® fragrance compositions that are compatible with this type of media. We will be able to provide our clients with environmentally responsible base formulas to shift their product lines towards products that are better for the environment. This research and development work is a direct contribution to sustainable development in our value chain.

5.3.5 LIFE CYCLE ANALYSIS OF OUR INNOVATION

To obtain an overall vision of the impacts of our innovative production, in 2018 Expressions Parfumées carried out a comparative life cycle analysis (LCA) of AQUACO® products, highly concentrated micro-emulsions in water, that do not contain alcohol. The analysis demonstrated that this innovative product line had a lower environmental impact than classic products formulated with an alcohol base.

A similar study was carried out in 2019 to assess the NATCO® product line. These studies are of great use when making decisions that are intended to improve products, processes, value chains and ecodesign.

5.4 OPERATIONAL LINKS WITH THE RESEARCH COMMUNITY

In addition to the work of its researchers, Expressions Parfumées works with the **Université Côte d'Azur** on innovative products with actors in the territorial research community.

The Université Côte d'Azur is officially recognized as an experimental university. This new status fosters bold and independent strategies, based on:

- Decentralized education, training, research and innovation across the territory
- Developing an agile and responsive institution
- Capacity to exploit the potential and diversity of its 17 academic members



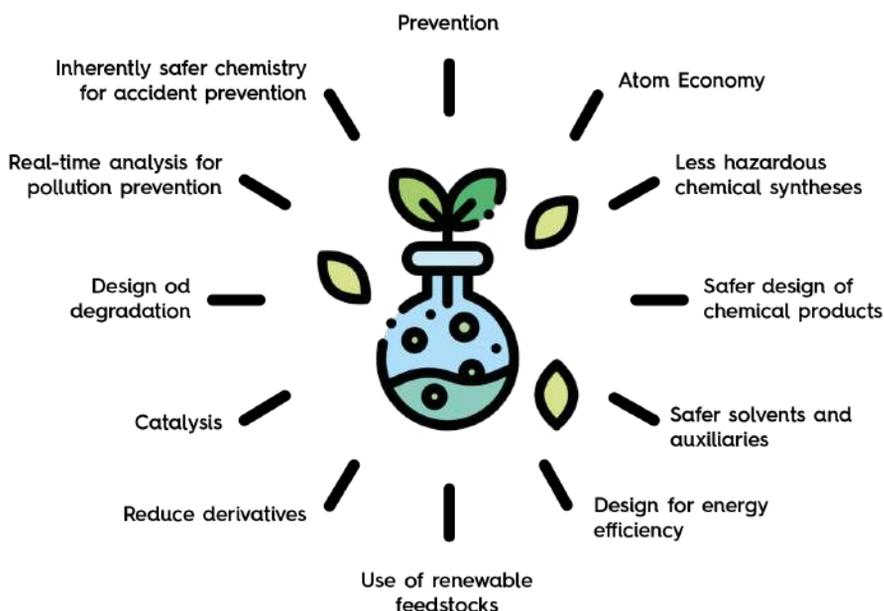
5.4.1 A RESEARCH PROJECT FOUNDED ON THE 12 PRINCIPLES OF GREEN CHEMISTRY

Since 2017 Expressions Parfumées has worked in partnership with the Université Côte d'Azur and the French National Research Center (CNRS) to develop new captive molecules that present innovative odors linked to chemical reactions with gold-based catalysts.

This research project complies with the 12 principles of green chemistry. Some results obtained by this partnership were published in scientific journals in 2020 (see the article "When Gold Meets Perfumes: Synthesis of Olfactive Compounds via Gold-Catalyzed Cycloisomerization Reactions"). The corresponding doctoral thesis was presented on 17 December 2020.

In light of these positive achievements Expressions Parfumées welcomed another doctoral candidate in late 2020, for work that will continue up to 2023.

The 12 principles of Green Chemistry



5.4.2 A COLLABORATIVE ENTERPRISE RESEARCH PROJECT

Expressions Parfumées also participates in a collaborative research project at the Université Côte d'Azur entitled "Conception rationnelle de composés ciblant le goût, les odeurs et leurs émotions" (Rational composition of compounds that solicit taste, smell and their emotions). The project called CHEMOSIM is among the 16% of applicants selected for financing by the French National Research Agency (<https://anr.fr/fr/1er-resultats-aapg-2019/>).

Expressions Parfumées is making its premises, equipment and raw materials available to the university, and has set up volunteer test panel of employees that is crucial to the research project.

Since the start-up of the project in March 2018 the Université Côte d'Azur has visited Expressions Parfumées 25 times to measure physiological properties of various materials. This represents close to 150 hours of work on a total of 60 raw materials, with the participation of 59 volunteers. These measurements along with in-house sensorial tests conducted by Expressions Parfumées staff have shown for certain materials a correlation between physiological data and qualitative information related to emotional aspects.

The project was suspended by the National Research Agency due to the health crisis. It is expected to resume sometime in 2021, at a date to be determined according to conditions imposed by the pandemic.



5.5 TERRITORIAL IMPLICATION ALIGNED WITH OUR SOCIAL RESPONSIBILITY

5.5.1 A COMMITMENT TO ENHANCE THE REPUTATION AND ATTRACTIVENESS OF THE PAYS DE GRASSE AREA

Expressions Parfumées is a member of the Grasse Expertise™ network dedicated to making the Pays de Grasse attractive and to reinforcing its sustainable economic influence. The nonprofit network brings together perfume and fragrance professionals in the Grasse area who are committed to expanding local production of aromatic plants.

In joining this group Expressions Parfumées pledges to adhere to and share the following principles and values:

Highlight the unique ecosystem of expertise found in and around Grasse;

Make known and obtain recognition for the group's commitment to preserve and extend local farming of the exceptional fragrance plants grown in the Pays de Grasse district;

Contribute to the dynamic energy and international attractiveness of the territory;

Bring positive attention to enterprises devoted to creating and maintaining stable jobs in the territory;

Participate in a professional community with emblematic expertise.



5.5.2 THE 2020 CORPO 35 PERFUME AWARDS SPONSORED BY GRASSE EXPERTISE

Corpo 35 Perfume Awards is an event held to publicize the perfume culture and discover the talent that will drive this industry tomorrow. This new and unique approach is supported by an array of partners in the perfume industry, and sponsored each year by a perfume manufacturer.

In 2020 Corpo 35 was sponsored by Grasse Expertise. **Expressions Parfumées was honored have its perfumer Anne-Louise Gautier preside the awards jury.** Five companies based in Grasse collaborated in 2020 to bring this event to the community for the fourth time.

The theme chosen for this edition was **The Emblematic Flowers of Pays de Grasse.** This topic is fully consonant with our action to support our territory, and inspired us to propose a creative challenge to candidates, with the brief "*Deconstruct the emblematic flowers of Pays de Grasse to create an imaginative and responsible formulation.*" Our aim was to stimulate the candidates' awareness of the rich trove of natural resources at their hands, and to incite them to think about **responsible formulation**, a central issue for today and tomorrow. In the course of the year 2021 the five fragrances created by the finalists will be brought out in an eau de toilette and candle products.



5.5.3 OUR LONG-TERM SUPPORT FOR THE AROMATIC FABLAB AND FOR THE MIP GARDENS

Expressions Parfumées has pledged support of €45,000 over three years (2018-2020) to the nonprofit *Les Fleurs d'Exception du Pays de Grasse* and its Aromatic FabLab.

This aid from Expressions Parfumées represents over 45% of local business support for this project collected by Grasse Expertise.

Expressions Parfumées is renewing its support for this project that helps structure the sector devoted to the cultivation of perfume plants, and is increasing its three-year donation to €60,000 for 2021-2023.

This project aims to consolidate territorial excellence in the field of aromatic fragrance and medicinal plants (*plantes à parfums aromatiques et médicinales*, PPAM) through facilities for R&D, plant production, transmission and exchange of traditional know-how and practices. With this FabLab the territory takes up the recommendations made by Unesco, in the framework of the application for World Human Heritage status to recognize the perfume know-how and tradition of the Pays de Grasse region.

In 2020, and despite the health crisis, FabLab made progress on two central projects: organic production of *Rosa Centifolia* and *Jasminum Grandiflorum*, and transmission of know-how. The past year also saw construction of a second greenhouse for R&D activities, acquisition of a tractor and installation of an irrigation system, among others, investments valued at over €80,000.

The FabLab also hopes to develop commercial R&D services for perfumes and cosmetics companies in 2021: multiplication of new plants for future production (conception of a cultivation plan), cultivation of plants rich in active principles, etc.

Expressions Parfumées also provides financial support to the **Jardins du Musée International de la Parfumerie (MIP)**. These gardens are a component of work in favor of a territorial identity conducted by the Pays de Grasse Urban Community; they constitute a conservatory of aromatic plants attached the museum, and a natural space that is typical of the olfactory landscape of local agriculture.

The ongoing financial support provided by Expressions Parfumées consolidates our work to protect **biodiversity** and promote **naturalness**, and contributes to highlight and enhance the value of the **know-how** that is part of the Pays de Grasse heritage.



5.5.4 ENDOWMENT SUPPORT FOR THE SMART CITY CHAIR

Expressions Parfumées is a financial supporter of the academic chair **Smart City: philosophy and ethics**. The company takes part in workshops that create a space for thinking and discussion where businesses and social partners in the economy can meet and exchange views.

The chair brings new thinking and subjects to training in initial and ongoing education that will enable professionals to respond to the challenges and issues at stake in the coming years. It also facilitates contacts between the businesses that support the chair and members of local laboratories, encourages meetings involving students and companies, and helps teaching content evolve. Expressions Parfumées has pledged funding to this innovative partnership for a period of five years (2018-2023), in support of the development strategy of the Université Côte d'Azur.

A Smart City Chair event was held at the Expressions Parfumées premises in November 2020.



5.5.5 THE CERCLE AZURÉEN DU GLOBAL COMPACT FRANCE

Signatory to the United Nations Global Compact, Expressions Parfumées quite naturally joined the Cercle Azuréen du Global Compact France founded in 2019.

This body came into being to foster dialogue between its member companies, to exchange best CSR practices and to encourage more responsible economic practices in the region. The circle brings together companies located in the Alpes-Maritimes and Var departments in France, both signatories to the Global Compact.

The events scheduled for 2020 had to be suspended due to pandemic conditions.



5.5.6 SPONSORSHIP OF THE CEW BEAUTY CENTER AT THE GRASSE HOSPITAL

Expressions Parfumées is a member of the *Une Rose, Une Caresse* campaign created by the Pays de Grasse Entrepreneurs Club, and through this connection provides support to the CEW Beauty Center at the Centre Hospitalier in Grasse. The center offers beauty and well-being sessions to comfort patients at the hospital and restore their self-esteem.

Expressions Parfumées has been a Gold Sponsor of this work for several years.

Cosmetic Executive Women (CEW) runs over 30 such Beauty Centers in hospitals in France. The CEW motto: "Beauty is not futile, it helps us to live a better life, it reconciles us with our bodies and puts us on the path to health."

In 2020 the CEW Beauty Center dispensed over 2,500 sessions to close to 1,800 patients at the Grasse hospital, which has become a pilot hospital.



5.5.7 DONATIONS CAMPAIGN FOR THE VÉSUBIE AND ROYA VALLEYS

The valleys of the Vésubie and Roya rivers were battered by a devastating storm in October 2020, causing fatalities and widespread damage in the valley communities and leaving a lasting mark on the territory. A campaign was organized to collect donations to meet the urgent primary needs of the local population in the wake of the disaster.

Basic necessities, foodstuffs and reheatable prepared dishes as well as cooking utensils were donated by Expressions Parfumées staff and conveyed to the people in need. This campaign elicited a strong response in the company, and 33 boxes of goods were taken to the municipal authorities and emergency workers in the town of Mouans-Sartoux

Expressions Parfumées made a gift of €2,000 to the fire department to accompany the generosity of its employees.





INDICATORS

GOVERNANCE

Responsible governance attuned to stakeholders' concerns

	GRI Correlation	2017	2018	2019
Sales (Million €)	EC1	67M€	77.7M€	78.9M€
Breakdown of sales by product category				
Fine FrAGRance		39%	41%	37%
Consumer product		61%	59%	63%
Share of NATCO® products in total sales		8.32%	8.2%	9.1%

	GRI Correlation	2018	2019	2020	Objective
Ecovadis Score		67	68	79	
Number of CSR committee meetings		N/A	4	4	4
% employees receiving data protection and privacy training (France)		N/A	100%	100%	100%
% employees receiving Principles of Conduct training (World)	G4-SO4	N/A	100%	100%	100%
% new hires receiving occupational health and safety, quality, environment and CSR training		100%	100%	100%	100%
Confirmed instances of corruption and measures taken (World)	G4-SO5	0	0	0	

HUMAN RIGHTS AND LABOR CONDITIONS

Inclusive and forward-looking human resources policy

Steady improvement in working conditions

	GRI Correlation	2017	2018	2019	2020	Objective
Total workforce (France and subsidiaries) – FTE	G4-LA1		222.72	241.72	253,04	
Total workforce - Grasse site - FTE	G4-LA1		197.37	208.37	213,69	
Number of new hires (France)	G4-LA1		37	49	38	
Turnover rate (France)	G4-LA1		17%	21%	32%	
% employees covered by company secondary health insurance (France)			167	183	195	

	GRI Correlation	2017	2018	2019	2020	Objective
FRANCE						
Rate of employment of workers with disabilities		5.25%	4.76%	4.03%	EC	6%
Return to work and continuation in same job after parental leave, by gender	G4-LA3					
Men			NA	NA	NA	
Women			2/2	NA	NA	
% of employees who had periodic individual interviews on their work performance and career prospects	G4-LA11	100%	100%	81%	95%	100%
% women in the company		46%	50%	47%	49%	
% women on Executive Committee	G4-LA12		60%	50%	67%	
% women among senior leaders (Givaudan Purpose Objective)	G4-LA12		N/A	43%	44%	50 % (2030)
Gender equality ratio (men/women) according to national indicator issued by the French Labor Ministry)	G4-LA13		N/A	94/100	93/100	90%
Number of employees involved in training sessions (conducted by an accredited organism)			92	94	28	
% of employees who received training at least once in the year			64%	45%	13%	
Training Payment			133.2	128.03	123.49	
Number of employees trained per year, by gender and by professional category						
Workers and office staff – Women			14	10	4	
Workers and office staff – Men			41	33	6	
Technicians and supervisors – Women			5	15	7	
Technicians and supervisors – Men			12	6	0	
Managers – Women			9	13	5	
Managers – Men			11	17	6	
Number of work/study employees per year			7	9	9	
Number of internships per year			20	19	10	
Apprenticeship tax (thousand €)			62K€	72K€	70K€	
Negotiated and signed agreements (number/year)		5	2	2	5	
% of total workforce represented in occupational health and safety committees	G4-LA5		18	17	14	
Frequency rate of work accidents	G4-LA6	11.95	22,3	13,59	10,71	< 12
Severity rate of work accidents	G4-LA6	0.05	0,29	0,41	0,23	< 0.2
Number of work accidents with medical leave of absence (other than commuting accidents (Givaudan Purpose Objective)	G4-LA6	4	8	5	3	-50% (2025)
Absenteeism rate			4.43%	4.37%	6,01%	<4%

Recalculation due to the review of the definition of the indicator

ENVIRONMENTAL AND CLIMATE CHANGE ACTION

Reducing our environmental footprint

	GRI Correlation	2017	2018	2019	2020	Objective
UTILITY CONSUMPTION – GRASSE SITE						
Water (m3) - (watering and domestic water)		3836	5217	5375	5550	
Gas (Gwh)	G4-EN3	1,465	1,321	1,281	1,318	
Ratio gas / Kg of product	G4-EN5	0,52	0,43	0,38	0,35	-15 % (2018-2020)
Electricity (Gwh)	G4-EN3	0,849	0,809	0,918	1,066	
Ration electricity / Kg of product	G4-EN5	0,304	0,263	0,269	0,286	-15 % (2018-2020)
% renewable electricity		100%	100%	100%	100%	100%
GES EMISSIONS – GRASSE SITE						
<i>GHG Protocol</i>						
Greenhouse gas emissions (teq CO2)		25 846	25 623	33366	EC	Objective Purpose Givaudan : Climate Positive before 2050
Total GHG emissions scopes 1-2-3 (tCo2eq)						
Direct GHG emissions (scope1)	G4-EN15	339	359	429	EC	
Indirect GHG emissions (scope 2)	G4-EN16	37	38	37	EC	
Other Indirect GHG emissions (scope3)	G4-EN17	25 470	25 226	32900	EC	
Bilan Carbone®						
Energy		368	385	357	EC	
Exclusive of energy		74	81	178	EC	
Carbon compensation (TCO2eq) based on Bilan Carbone® Y-1			771	962	EC	
WASTE – GRASSE SITE						
Total waste (tons)	G4-EN23	2672	2164	2319	2390	
Hazardous waste	G4-EN25			108	147	
Non hazardous waste				2211	2243	
Total waste other than effluent discharge		196	294	332	364	
Ratio kg non-effluent waste/kg of product		0,001	0,096	0,097	0,098	
Industrial effluent discharge		2476	1870	1987	2026	
Ratio Industrial effluent / kg of product		0,885	0,607	0,582	0,544	-6% (2018-2020)
Landfill	G4-EN23			0%	0,03%	
Incineration	G4-EN23			2,5%	1,3%	
Energy recovery by incineration	G4-EN23			2,2%	2,90%	
Material recovery (recycling)	G4-EN23			95,3%	95,6%	>95%
Total recovery (energy+recycling)	G4-EN23			97,5%	98,60%	

VALUE CHAIN AND TERRITORY

A strategy for a responsible production chain and new processes

	GRI Correlation	2018	2019	2020	Objective 2021
Raw Material Suppliers: Rate of Compliance with Documentary Requirements*		<i>Change of indicators: global overhaul of the process and documentation requirements</i>			
Strategic			100%	100%	
Non Strategic			73%	80%	
Primary Packaging Suppliers: Rate of Compliance with Documentary Requirements*			71%	100%	
Transporters : ate of Compliance with Documentary Requirements*			100%	100%	

*At the beginning of 2020, Expressions Parfums reviewed all of its documents in connection with the strengthening of its responsible purchasing approach. Documentary requirements include Givaudan's Responsible Purchasing Policy, Supplier requirements (or logistics charter) and a CSR questionnaire.

	GRI Correlation	2018	2019	2020	Objective 2021
% of replies within 2 days (average) to customer inquiries by the regulatory affaires department		100%	100%	100%	100%
Results of customer satisfaction survey (% of satisfied or very satisfied respondent)	G4-PR5	93.6%*	N/A	N/A	80%
Number of innovation per year		4	1	2	1 à 2 tous les ans
Number of patent applications for innovations created		2	1	0	

*Panel of 244 customers.

Grasse Paris, *France*

Barcelona, *Spain*

Milan, *Italy*

Warsaw, *Poland*

Istanbul, *Turkey*

Dubai, *UAE*

Bangkok, *Thailand*

Lviv, *Ukraine*

Ho Chi Minh City, *Vietnam*



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