

2020

CORPORATE SOCIAL RESPONSABILITY

A responsible approach to the living

Report ROBERTET



ROBERTET
GROUPE

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A WORD FROM THE PRESIDENT



An historical player in the cultivation of natural raw materials, rooted in the soil and its people, the Robertet Group marked a pause in its growth in 2020, due to the pandemic circumstances that affected most of our customers.

Despite this difficult international situation, the resilience shown by the Group is the result of the strong commitment of our teams and our unique position of integration, through the control of the entire supply chain of natural products, from their cultivation to their transformation and use in perfumery, food flavors and active ingredients for health and nutrition. We have emerged from this crisis stronger than ever.

Our presence at the source, a guarantee of quality, meets the growing demand of our customers and consumers for traceability and transparency.

As a signatory of the United Nations Global Compact and its 10 principles since 2020, we confirm our commitment to Corporate Social Responsibility.

This report aims to demonstrate that economic performance and CSR performance are now working together to meet our customers' expectations for competitive products with a measured and controlled social and environmental footprint.

PHILIPPE MAUBERT
Chairman and Chief Executive
Officer, Robertet

SCOPE OF CONSOLIDATION

ABOUT THIS REPORT

Every year, the Robertet Group publishes a CSR report in order to present the progress of its approach and its contribution to sustainable growth.

REGULATORY CONTEXT

This report complies with French regulations, in particular Ordinance No. 2017-1180 of July 19, 2017 and Decree No. 2017-1265 of August 9, requiring companies preparing consolidated financial statements with an average headcount of more than 500 employees and total balance sheet or sales excluding taxes of more than 100 million to publish a Non-Financial Performance Declaration (NFPD)

The obligation to publish the NFPD is the result of the transcription of the European directive on non-financial reporting and replaces the CSR reporting system known as "Grenelle II".

PERIOD

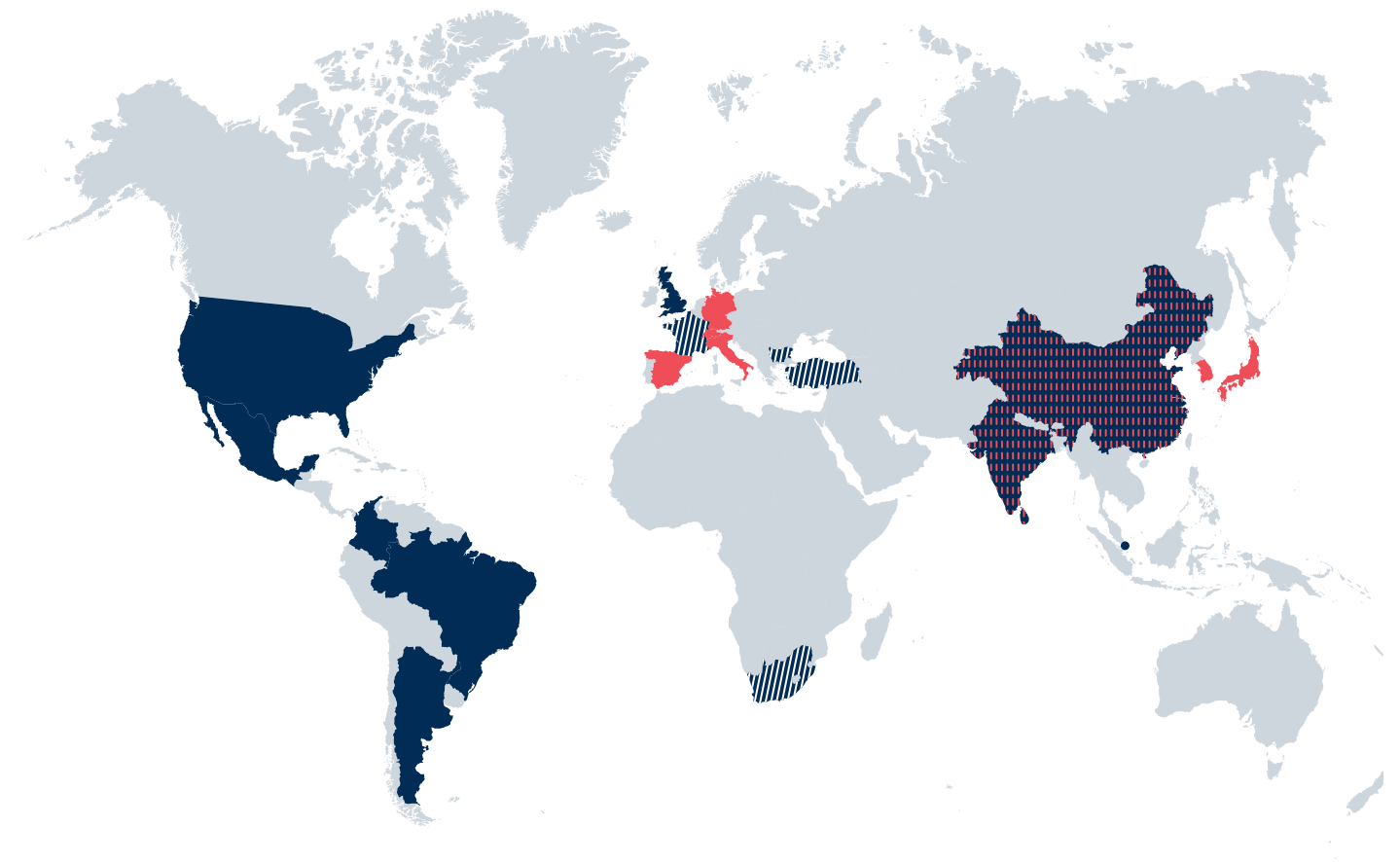
The information published in this Non-Financial Performance Declaration (NFPD) covers the period from January 1 to December 31, 2020.

SCOPE

The scope of consolidations for the environmental, social and societal information presented in the report concerns the head office (Robertet SA in Grasse), and all the Group's production subsidiaries. This year, we are including the Sirius subsidiary in our CSR reporting.

Sales subsidiaries, sales offices attached to subsidiaries, and Group joint ventures have been excluded from the scope of consolidation as their impact is not material at Group level.

Commercial subsidiaries excluded from reporting: Robertet GMBH (Germany), Robertet España, Robertet Italia, Robertet et Cie SA (Switzerland), Charabot China, Robertet Hiyoki (Japan), Charabot Japan, Charabot Korea, Robertet India (Goa), Robertet Indonesia, Robertet Africa.



RAW MATERIAL EXTRACTION SITES*

PRODUCTION SUBSIDIARIES** COMMERCIAL

SUBSIDIARIES PRODUCTION AND COMMERCIAL SUBSIDIARIES

*The French sites are raw material extraction and production sites for flavors and fragrances and active ingredients. ** Some production subsidiaries also have commercial activities.



WHO WE ARE

PRESENTATION OF THE GROUP & KEY FIGURES

HISTORY

Founded in 1850, the Robertet Group is a heritage company based in Grasse, whose main activities are sourcing and then transforming plant raw materials into volatile and non-volatile natural extracts. These extracts are then used to create flavors, fragrances and active ingredients. Thanks to a particularly integrated approach to sourcing, Robertet has developed a real expertise in naturals, making the Group today the world leader in conventional and certified natural aromatic raw materials from organic farming. The Robertet Group is organized into four divisions.

THE 4 DIVISIONS OF ROBERTET :

Breakdown of 2020 revenues by division		
	Natural raw materials: Robertet supplies natural ingredients for the flavors, fragrances and active ingredients for health and beauty industries. Its expertise ranges from plant sourcing to the industrial processes of extraction, fractionation and purification, combining tradition and innovation in its methods and know-how.	27 %
	Fragrance: The fragrances created are the olfactory signatures of the smallest to the largest national or international brands of eau de toilette, personal hygiene products or cleaning products.	36 %
	Flavors: The aromas flavor all kinds of food or pharmaceutical products, from beverages to dairy products, including confectionery and ready-made meals.	36 %
	Active Ingredients: The latest products from our value-added research on our natural extracts are key ingredients for health and beauty products.	1 %



ROBERTET, A WORLD LEADER IN NATURAL INGREDIENTS

Revenue
2020

538
MILLION EUROS

-2,9%
2019 → 2020

Breakdown of
revenue 2020 by
geographical zone :

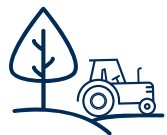
37 %
North America

34 %
Europe

18 %
Asia
and Pacific

7 %
South America and
Caribbean

4 %
Africa and Middle
East



1461
NATURAL INGREDIENTS
from 60 different countries



7TH
PLACE
WORLDWIDE
in the flavors and fragrances sector

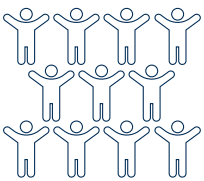
30
INDUSTRIAL
SITES
in the world



80
COMMERCIAL
INSTALLATIONS
in the world



14
CENTERS FOR
CREATION
and research around the world



1992
EMPLOYEES
As of 31 December 2020

Ensuring the sustainability of supply

Developing long-term relationships with our suppliers

Strengthening our role as Expert in the natural and organic markets

Passing on our expertise

Exploring the natural world to offer the products of tomorrow

OUR BUSINESS MODEL

KEY RESOURCES

Financial assets

- Equity: 472 M€.
- Capital of 6 M€ held at 47% by Maubert family
- 67,5% of the voting rights held by the Maubert family
- Industrial investments: 14 M€

Industrial assets

- 30 processing and/or assembly sites worldwide
- 80 commercial establishments in the world

Intellectual assets

- An ancestral knowledge dating back to 1850
- 4 sectors of activity enhancing our savoir-faire and knowledge of the natural world
- 8 % of the revenue invested in R&D
- 14 creation centers around the world

Human assets

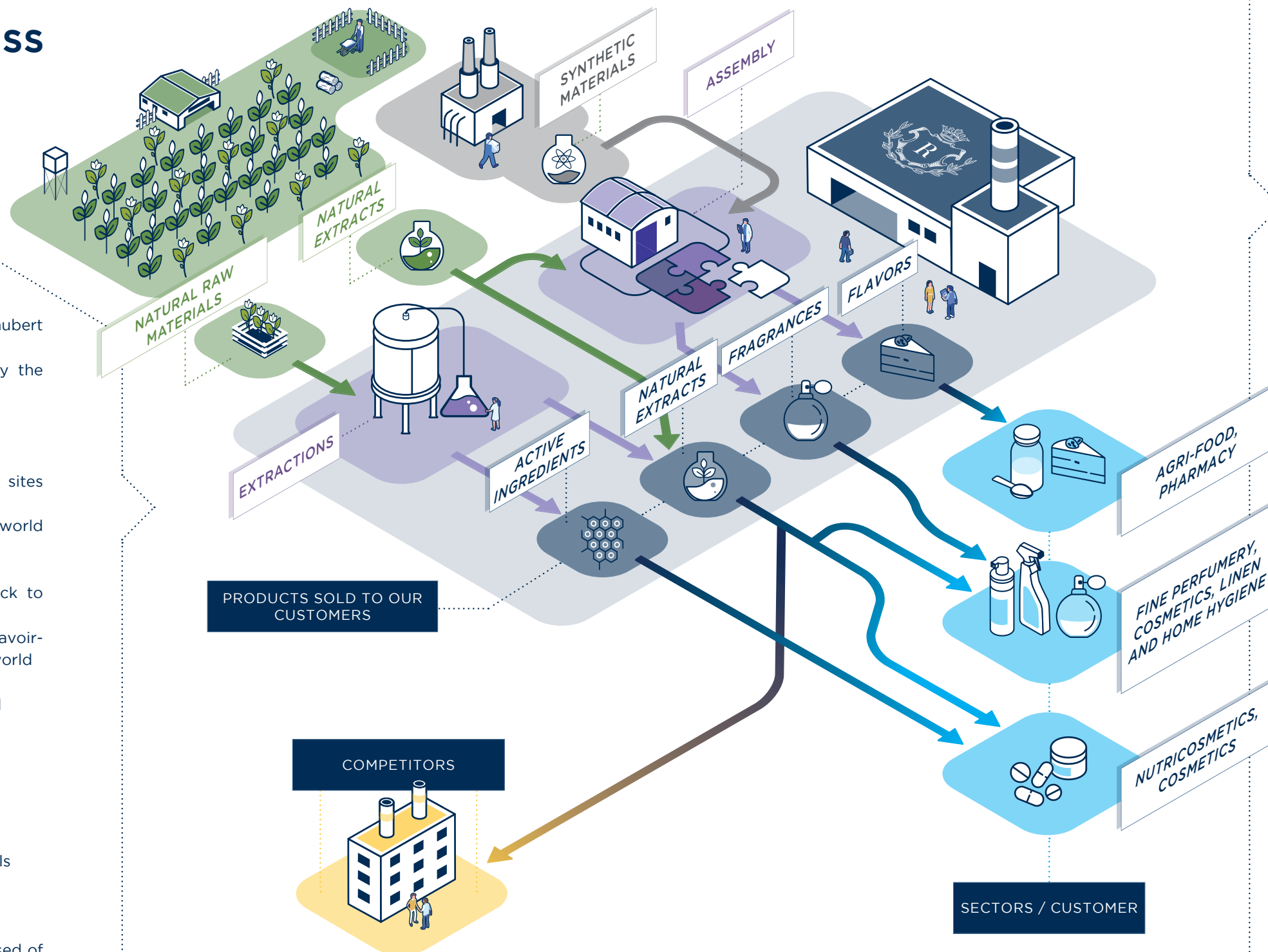
- 1992 employees
- 42 % women and 58% men

Social & relational assets

- 1139 suppliers of natural raw materials
- 5 886 clients worldwide

Natural assets

- 36071 tons of raw materials purchased of which 49% natural raw materials
- 30 MWh of energy consumed
- 488 043 m³ of water used



CREATION OF VALUE

Financial performance

- Turnover: 538 M€.
- Consolidated net income: 51 M€

Industrial result

- 26 829 tons of products sold by the Group

Social results

- 185 recruitments, 70 % of which are sustainable jobs
- 65% of employees having benefited of a training course in the year

Results on our supply chain

- 80% of our natural reference suppliers evaluated from a CSR perspective, by value
- 58% of our suppliers have signed our ethical charter

Environmental results

- 5 % of raw material purchased organic, by volume
- 82% of raw material purchased, in volume through long-term partnerships
- Provisional member of UEBT.
- 0,49 tons of waste per ton produced
- 54 % of waste recovered
- 9 % of renewable energy
- 1,4 tons CO₂ eq emittend per ton produced, scopes 1 and 2



OUR CSR POLICY

Through its activities, Robertet has an impact:

- On the local communities from which we obtain our supplies.
- On the environment, whether through the supply of plants or during the transformation of these raw materials into extracts.
- On our employees through the decisions made by the Group.
- On our clients.

Taking these elements into account provides the Group with an in-depth vision of its role and responsibility in society. Robertet can thus better meet the expectations of its stakeholders and the challenges it faces, while building resilience in the face of an increasingly uncertain, complex and changing environment.

In 2017, Robertet incorporated its commitments to sustainable development into its CSR strategy for 2025. This is broken down into 4 pillars and covers the Group's entire value chain, addressing all impacts from plant cultivation to product sales.

CSR GOVERNANCE

Management of the CSR initiative

To implement its CSR policy, the Robertet Group has defined a CSR management system.

The Group's CSR agenda is the responsibility of Julien Maubert, Director of the Raw Materials Division, on behalf of Philippe Maubert, Chairman of the Group. The CSR strategy is validated by the Group's management.

The two-person CSR team is responsible for leading and monitoring the implementation of the Group's CSR strategy. This team develops tools and methods, mobilizes teams at headquarters and in the subsidiaries, and identifies and shares best practices, and measures

CSR performance, in order to report regularly on results and progress to management.

To achieve this, the CSR team relies on a network of some twenty CSR referents, at least one in each subsidiary, and on the CSR Committee.

CSR Committee

The CSR Committee was created in 2008 and is responsible for monitoring and implementing the action plan associated with the CSR strategy. The CSR Committee is made up of a multidisciplinary team, including all strategic departments: purchasing, regulatory affairs, communications, HSE (Health, Safety and Environment), quality, human resources, R&D, CSR, etc.

It is chaired by Julien Maubert, Director of the Raw Materials Division. The CSR Committee meets every quarter to review and monitor the achievement of the objectives set by the Group and to identify the actions to be taken in the short, medium and long term.

CSR STRATEGY

In 2017, based on work to identify the main sustainable development issues concerning it, the Robertet Group defined a CSR strategy for 2025.

This strategy is based on a singular raison d'être, that of exploring and enriching the world of the living. This strategy is based on 4 axes, associated with specific commitments and objectives as summarized below:



LIVING TERROIRS

- Ensure the continuity and quality of supplies.
- Ensure and to promote responsible behavior towards individuals, local communities, and the environment in our supply chain.
- Guarantee as much as possible the traceability of natural raw materials and the transparency of supply chains.



RESPONSIBLE INDUSTRIAL SITES

- Reduce greenhouse gas emissions related to the Group's activities.
- Optimize water and raw material consumption.
- Reduce waste and improve its recovery
- Prevent and reduce pollution



EMPOWERING PEOPLE

- Ensuring safe working conditions for all our employees.
- Improving the quality of life at work for our employees.
- Developing professional skills of our employees.
- Ensuring professional equality.



NATURAL AND INNOVATIVE PRODUCTS

- Guarantee product compliance with applicable regulations.
- Reducing the environmental impact of our products.
- To create and develop new natural products.

In 2020, in order to integrate the significant non-financial issues and risks identified, the four pillars of our CSR strategy have been supplemented by a new pillar: Responsible business conduct.

OUR CSR OBJECTIVES

Our goals for our supply chain	2019	2020	Objectives 2025
Increase the volume of natural raw materials purchased that are certified organic	6,2 %	5 %	30 %
Increase the volume of natural raw materials purchased from long-term partners(with a duration of more than 3 years)	72 %	82 %	50 %
Evaluate our raw material purchases from a CSR perspective,in terms of purchase amount, at least every 5 years	80 %	80 %	100 %
Set up an action plan for the chains with a high risk of unsustainability	100 %	100 %	100 %

Our goals for our employees	2019	2020	Objectives 2025
Provide our employees with at least one training session per year	63 %	64 %	80 %

Our goals for our industrial sites	2019	2020	Objectives 2025
Increase the share of recovered waste	52 %	54 %	100 %
Reduce our water consumption per ton produced compared to 2017	15 m³/tons of product	18 m³/tons of product	-10 % ¹
Reduce our GHG emissions per ton produced, for scopes 1 and 2, compared to 2017	1,1t CO ₂ e/tons of product	1,4t CO ₂ e/tons of product	-10 % ¹

Our goals for our products	2019	2020	Objectives 2025
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Our objectives are being revised¹

¹As the CSR reporting system was not optimal in 2017, and new data was integrated in 2020, our objectives are being revised and it would not be relevant to communicate the evolution of our CSR performance compared to 2017, since the scope has changed.

EXTERNAL ASSESSEMENT OF OUR CSR PERFORMANCE

The Group's customers, from the food, luxury goods, health, beauty, personal care and household products sectors, are increasingly interested in Robertet's CSR performance. In order to meet this growing demand and gain recognition for its actions, the Group has had its CSR approach assessed through several mechanisms:

Non-financial ratings



Since 2015, Robertet has answered the Ecovadis questionnaire every year. In 2020, the Group obtained a score of 67 out of 100, 5 points higher than our previous score. The Group retains its "Gold" medal and is now placed in the "Advanced" category, among the top 5% of companies evaluated on this platform. This score is shared with more than 60 clients.



Since 2017, Robertet has responded to the CDP (Carbon Disclosure Project) questionnaire every year. In 2020, for the first time, the Group obtained a B grade in the "Climate Change" questionnaire (scale from A to E, with A being the best grade). Our objective is to respond to the "CDP Water" next year.



Robertet is a member of Sedex, an organisation that hosts the largest collaborative platform dedicated to ethical supply chain data. In this sense, both the head office and the Group's subsidiaries undergo the SMETA-4 pillar audits (Sedex Members Ethical Trade Audit).

Certification of our CSR policy



Since 2018, SAPAD has been For Life certified in human rights, working conditions, respect for ecosystems, promotion of biodiversity, implementation of sustainable agricultural practices and improvement of local impact.

UEBT

In addition to the targeted audits and certifications (see chapter 2.2) of its supply chains, the Robertet Group is a provisional member of the UEBT. We carried out the UEBT membership assessment in 2020, which showed that we comply with its entry indicators. We are currently in the process of acquiring full membership, which involves the adoption of a 3-year work plan to continue improving our ethical sourcing practices.



PRESENTATION OF THE MAIN CSR RISKS

The Group's international presence and the diversity of its activities expose Robertet to social, societal, governance and environmental risks. These risks, also known as non-financial risks, are identified by the Group in order to be better managed. This exercise is repeated annually.

For this purpose, an initial universe of 53 potential non-financial risks was established by the CSR department and the managers of the main departments, based on the various themes addressed in :

- the French law on the national commitment to the environment, known as "Grenelle 2";
- the French decree n° 2017-1265 of August 9, 2017 on the publication of non-financial information;
- external publications from our clients and peers;
- evaluations by rating agencies (Ecovadis, CDP).

In order to select the most significant non-financial risks for the Group, each risk was evaluated by all the departments at headquarters and in the subsidiaries according to two parameters:

- the probability of occurrence (which is the probability that the risk will occur and materialize into an impact)
- the potential severity of the damage (if the risk were to occur)

All the consequences likely to affect the Group have been analyzed: financial, operational, reputational, social and environmental consequences.

The evaluation of the severity and probability by 28 contributors allowed us to decide on the level of importance of each risk, also called criticality, and to rank the risks in relation to each other.

The following table presents the 17 main non-financial risks to which Robertet is exposed.

The due diligence policies and procedures implemented to prevent and mitigate the occurrence of these risks are presented and explained throughout this report, as well as the results of these policies, including key performance indicators.

Certain issues, such as animal welfare and food waste, which should be dealt with in the NFPD, do not seem relevant to the nature of the Robertet Group’s activities. They are therefore not developed in this report.

Responsible Business Practices			
Topics covered	Non-financial risks	Key Performance Indicators	Pages
Ethics Human Rights	Not protecting human and labor rights, not preventing child labor	Percentage of our raw material suppliers who have signed our ethical charter	30
Corruption	Not having an anti-corruption policy	Percentage of Group entities having signed the anti-corruption code of conduct Percentage of employees most exposed to corruption risks who have received anti-corruption training	27
Tax evasion	Not combating tax evasion	Number of reports of tax evasion made by tax authorities	26
Living terroirs			
Sustainability of supply Long-term partnerships	Not ensuring the continuity and quality of supplies	Percentage of our raw material purchases covered by long-term partnerships, in volume	32
CSR Assessment Audit and certification of supply chains	Not guaranteeing the traceability of natural raw materials and the transparency of our supply chains	Percentage of our strategic supply chains audited or certified according to a CSR standard (over the last 3 years)	36
Projects in place across the supply chains	Failure to ensure and promote responsible practices towards individuals, local communities and the environment across all value chains	Share of our purchases of certified organic raw materials, in volume	41
Organic farming		Percentage of our purchases of natural raw materials covered by a CSR assessment, in amount.	42
Nagoya		Percentage of supply chains with a score of less than 40%, thus presenting a high risk of unsustainability,for which an action plan has been set up.	42

Empowering people			
Health and safety	Not guaranteeing the physical integrity of our employees	Severity rate Frequency rate	51
Quality of life at work Social dialogue Digitization	Not being attractive to recruit and retain employees	Turnover Absenteeism	55
Know-how Training	Not assuring the adequacy between the skills of our employees and the requirements of their jobs	Percentage of employees having received at least one training session during the year Average number of hours of training per employee	57
Gender equality Disability	Not guaranteeing professional equality	Share of women in top management Percentage of women in the total workforce Percentage of employees declared as disabled	60
Responsible industrial sites			
Pollution	Not controlling VOC emissions Not reducing odor and noise pollution	Share of uncaptured VOC emissions by quantity of solvents used Number of formal notices issued by any environmental authority regarding noise or odor nuisance	62 64
Waste	Failing to manage our waste responsibly	Amount of waste per ton produced Share of waste recovered	66
Water	Not reducing our water consumption	Water consumption per ton produced	68
Energy Climate change	Not taking climate change into account in the company’s operations	CO _{2e} emissions per ton produced, on scopes 1 and 2 Share of renewable electricity	70
Natural and innovative products			
Produc safety	Not ensuring product quality, compliance and safety	Number of relevant complaints per product sold Percentage of industrial sites with ISO 9001 certification	75
Eco-design Green chemistry Up-cycling Biotechnology	Not offering sustainable and eco-designed products	Share of renewable raw materials, by volume Share of readily biodegradable raw materials, by volume	79

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are 17 commitments established by the UN in 2015 aimed at eradicating poverty, protecting the planet and ensuring prosperity for all by 2030. The Robertet Group is committed to this effort, and the following table presents Robertet’s CSR commitments that enable us to contribute to these global objectives.

SDG		Initiatives of Robertet to support this objective	Pages
 ERADICATION OF THE POVERTY		Ensure a decent wage in Robertet’s subsidiaries	53
		Support local communities	40
 FOOD SECURITY AND SUSTAINABLE AGRICULTURE		Favor the use of natural certified organic references	41
		Promote good agricultural practices within the supply chains	41
 HEALTH AND WELL BEING		Ensure the health and safety of employees	49-51
		Verify that the safety and health of people is an issue taken into account within our supply chain	35-36
		Implement projects to improve the living conditions of local communities, especially health.	40, 44
		Ensure user safety	74
 QUALITY EDUCATION		Develop the professional skills of our employees through training or apprenticeship	56
		Promote schooling for children in our supply chain	40, 45
 GENDER EQUALITY		Guarantee professional equality within the Group’s subsidiaries	58-59
		Empower women in our supply chain	44-45
 SUSTAINABLE WATER MANAGEMENT FOR ALL		Use technologies that reduce water use	67
		Reduce water consumption for crop irrigation within our supply chain	41
		Promote access to drinking water for local communities	44
 CLEAN, AFFORDABLE ENERGY		Increase the share of renewable energy consumed by our industrial sites	70
		Promoting access to electricity in local communities	44

 DECENT WORK AND SUSTAINABLE GROWTH	Improve the quality of life at work for our employees	52-53
	Establish fair economic relationships with our suppliers	38
	Increase the number of our long-term partnerships or joint ventures with our suppliers	32-33
 RESILIENT INFRASTRUCTURES AND INNOVATION	Putting innovation at the service of sustainability to design products with the smallest possible environmental footprint	77-79
	Optimizing waste and energy managements on our sites	65, 69-72
 REDUCED INEQUALITY	Fight against discrimination and ensure fair treatment of all employees	58-59
	Promoting social dialogue to gradually achieve greater equality in terms of salaries, social protection and work organization between our subsidiaries	54
 SUSTAINABLE CITIES AND COMMUNITIES	Revitalize local economies by establishing new partnerships or improving the living conditions of local communities (limiting rural exodus)	32, 37-40, 46
 RESPONSIBLE CONSUMPTION AND PRODUCTION	Designing more responsible products and accompanying consumers towards sustainable consumption practices	77-81
 FIGHT AGAINST CLIMATE CHANGE	Measuring and reducing CO2e emissions related to the Group's activities	69-72
	Reducing the impact of purchasing raw materials and adapting our supply chains	34, 72
 AQUATIC MARINE LIFE	Guarantee the quality of discharged water	63
 LIFE ON LAND	Preserve and restore the natural heritage within our supply chain	41-42
	Ensure that our raw materials are purchased from sustainable farms	35-36
	Respect the Nagoya Protocol and ensure the fair and equitable sharing of the value added from the use of protected resources	42
 PEACE, JUSTICE AND EFFECTIVE INSTITUTIONS	Ensure responsible business conduct (fight against tax evasion, corruption and ensure respect for human rights)	25-30
 PARTNERSHIPS TO ACHIEVE THE OBJECTIVES	Contribute to the achievement of global goals related to sustainable development	22-24, 28
	Develop long-term partnerships with our suppliers and provide technical support in a way that transmits of know-how	31-32, 37

OTHER CSR COMMITMENTS

In May 2020, the Robertet Group signed the **IFRA and IOFI sustainable development charter**, to which we belong. IOFI and IFRA are international associations that represent the flavors and fragrances industries. Through this charter, they establish a framework for progress for companies in the sector.

It is based on 5 commitments:

01

To ensure responsible sourcing throughout the value chain.

02

To reduce the environmental footprint of our industries and fight against climate change.

03

To improve employee well-being and ensure a rewarding work environment.

04

To be at the forefront of product safety.

05

To be transparent and a reliable partner for the company.

01



RESPONSIBLE
BUSINESS
PRACTICES

The story of Robertet began one fine day in 1850, in a modest location. But our aim was already clear: "To confidence and trust", as our motto proclaims. Indeed, the history of the Robertet Group is a history of trust. The trust that we want to inspire in our customers, but also the trust that generates enterprise.

Trust is still one of Robertet's primary values, so we feel it is important to express our ethical principles and convictions in the daily life of the Group, particularly with regard to fair business practices both within our entities and with our partners.



1.1 FIGHT TAX EVASION

Issue, risk and policy

Although the Robertet Group is exposed to risks related to tax evasion due to the diversity of its geographical locations, our commitment to integrity means that we strictly adhere to the laws and regulations aimed at combating tax evasion.

The Robertet Group is a French group listed on the Paris stock exchange, CAC Small index, but with a majority family shareholding. In line with its social commitments, the Group ensures that it makes a fair contribution in the countries where it operates by paying all local taxes.

This commitment reflects the desire of its Chairman to maintain a significant part of its activity in Grasse, France, and thus to be a major contributor to the payment of national and local taxes.

As part of its responsible business conduct, the Robertet Group is committed to:

- Comply with the tax regulations applicable in each of the countries where the Group operates.
- Ensure that no legal, tax or financial arrangements are developed within the Group for the purpose of tax evasion.
- Apply an intra-group flow policy consistent with OECD principles.
- Ensure fiscal transparency with the authorities. We are aware that non-compliance with local tax laws and regulations could damage the reputation of the Robertet Group or its relationships.

The Group's objective is to have no reports of tax evasion in the conclusions reached by the authorities during tax audits.

Actions undertaken

- Tax risks are included in the overall risk map presented to the Audit Committee.
- The Group does not operate in any country on the French list of non-cooperative countries or territories (NCCTs) or on the European Union's "black list" of non-cooperative countries and territories.

- The Group does not use any opaque structures or entities located in tax havens in order to conceal information useful to the tax authorities.
- The Group pays an appropriate amount of tax based on where value is created in the normal course of business (products being invoiced and taxed in the country where they are manufactured and sold). The Robertet Group applies the arm's length principle to transfer pricing and does not use transfer pricing as a tax planning tool.
- Intra-group transactions are carried out on an economic (not tax) basis.
- The Group has a global view of the tax adjustments made by its entities, in terms of amount and nature, thanks to the local documentation required for the Group's tax consolidation. In this way, Robertet ensures compliance with tax standards and documentary formalization requirements.
- Regular internal financial audits are carried out in Group entities to ensure that the procedures defined by the Group are effectively applied.
- The financial managers of the subsidiaries and the Group's management are regularly trained in tax matters.
- In addition, the Group's management keeps abreast of developments in international taxation, with particular emphasis on tax transparency, good tax governance and the fight against tax evasion.

Results and KPIs

During the tax audits carried out on all Group entities, no reports of tax evasion were made by the tax authorities.

For many years, the tax authorities have never used the term "tax fraud" in connection with all the reassessments, which are very few in number and very insignificant, including transfer pricing.

1.2. FIGHT CORRUPTION

Issue, risk and policy

In 2016, France adopted a law on transparency, the fight against corruption and the modernization of economic life, known as the Sapin II law. It affects all groups with more than 500 employees and revenues of more than 100 million.

In this spirit, Robertet has strengthened its ethical system and set up a program to prevent and detect corruption in all its subsidiaries around the world. By adopting this anti-corruption program, Robertet is confirming its desire to be exemplary in the field of ethics.

All our employees are called upon to demonstrate integrity. To support them, the Group has set itself the goal of rolling out an anti-corruption training program for all employees at risk in 2019.

Actions undertaken

- The anti-corruption plan deployed by the Robertet Group complies with the 8 measures required by the Sapin II law:
- An Anti-Corruption Committee has been set up. It has four members: the HR Director, the Purchasing Director, the Finance Director and the Assistant Quality Director at the Grasse headquarters. This committee is the equivalent of the Ethics Committee. The directors of the subsidiaries have been appointed as compliance officers.
- The Middledenext anti-corruption code of conduct has been adopted by the entire Group. It defines the various types of behavior that are prohibited and that may constitute corruption.

- An internal alert system has been set up, with a designated e-mail address, enabling employees to report in complete confidentiality any behavior that is contrary to the Code of Conduct. This e-mail address is mentioned in the GroupRobertet Anti-Corruption Code of Conduct.

- When new accounts are created, customers and suppliers are evaluated according to defined procedures. Business partners whose situation needs to be assessed for corruption have been identified.

- A complete mapping of corruption risks was conducted for the entire Group in 2019 by Robertet's Anti-Corruption Committee.

- This mapping is updated at determined intervals. The main risks identified are related to the purchase of raw materials, gift policies and invitations.
- When new accounts are created, customers and suppliers are evaluated according to defined procedures. Business partners whose situation needs to be assessed for corruption have been identified.
- Specific anti-corruption control instruments are being developed to verify our accounting procedures.
- In 2019, the Robertet Group launched an anti-corruption training program accessible via e-learning for the most exposed employees (subsidiaries and headquarters). This training is integrated into the general training plan.
- The anti-bribery code of conduct is an integral part of the internal regulations and specifies to all employees the penalties for violating the code.
- The Ethics Committee presents an annual report on the implementation of the anti-corruption system to the Executive Committee and the Board of Directors. It also reports to the Audit Committee on significant alerts received.

KPIs

100 %
of the Group's entities have signed the code of conduct

57 %
of the employees most exposed to the risk of corruption participated in the e-learning anti-corruption training campaign

Results

	2019	2020
Incidents reported through the alert procedure	0	1
Incidents confirmed	0	0

1.3 PROMOTING ETHICAL STANDARDS

WITHIN THE ROBERTET GROUP

Code of Conduct: Robertet is committed to acting with integrity, responsibility and transparency in the conduct of its business. Robertet’s Code of Conduct, adopted in 2013, represents the Group’s common ethical foundation.

It sets out all the principles that the Group must apply in the conduct of its business and the rules that each employee must follow in the exercise of his or her duties and responsibilities. Based on the Ethical Trading Initiative (ETI), it includes nine commitments in the areas of human rights, child labor, and working standards and conditions.


Ethical charter: The Robertet Group has supplemented the Code of Conduct with an Ethics Charter, which is distributed to all employees. Updated in 2013, it covers complementary areas such as employee rights, employee and product safety and respect for the environment.

Business Ethics Charter: In 2017, the Group also drafted a Commercial Ethics Charter for buyers and sales staff, with the aim of ensuring ethical and legally compliant business. The Commercial Ethics Charter addresses the topics of confidentiality, conflicts of interest and anti-corruption (particularly for gifts and invitations).

United Nations Global Compact: In 2020, we strengthened our ethical commitments, particularly in favor of human rights, by signing the United Nations Global Compact. The Global Compact brings together various organizations and companies around ten universally recognized principles in key areas:

- Human rights
- International Labor Standards
- Environment
- Combating corruption

These 10 principles are an integral part of Robertet’s strategy and its daily commitments, particularly its CSR strategy. In order to demonstrate the coherence of all these approaches, Robertet has chosen to integrate its Communication on Progress (COP) into its DPEF.



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.

SMETA audits: To ensure compliance with and proper application of the Code of Conduct, its Ethics Charter and the Global Compact, the Group calls on an independent third-party organization to conduct audits every three years in accordance with the SMETA 4-pilars standard.

These ethics audits cover the following areas: health and safety, labor standards, environment and business ethics.

Most of our industrial sites have already undergone at least one SMETA audit, and each site shares its audit report and corrective actions with customers through the SEDEX platform.

In 2020, a SMETA audit was carried out at the Robertet India subsidiary.



PRINCIPLES SHARED WITH ALL STAKEHOLDERS

Issue, risk and policy

As a purchaser of raw materials, whether synthetic or natural, and of packaging, Robertet has a responsibility to be aware of its supply chains and wishes to ensure that its ethical principles and the laws applicable in the various countries are respected. Respect for human rights in the countries where we operate is one of our main concerns.

The Group’s objective is to have all its suppliers sign the Supplier Ethical Charter, which commits them to a number of points, in particular respect for human rights.

Actions undertake

The commitment of Robertet’s suppliers is first and foremost expressed through the signing of our Supplier Ethical Charter, drawn up in its initial version in 2017.

In addition to compliance with the regulations applicable in their countries, the Charter commits suppliers in the following areas:

- Respect for labor rights, and in particular: the prohibition of the use of child labor (under 16 years of age) or forced labor; respect for freedom of association and collective bargaining and equal opportunity; and the provision of satisfactory compensation and working conditions.
- Occupational health and safety
- Protection of the environment
- Compliance with good agricultural practices
- Protection for animals
- Ethical business practices

With regard to child labor, the Group, via its ethical charter and its child labor prevention policy, adopted in July 2019, prohibits the employment of minors under the age of 16. Nevertheless, Robertet tolerates the presence of children with their parents among its international partners, when the latter accompany them to the fields during their free time, and when this is cultural. The Group takes great care to ensure that this occasional activity does not harm their health and education, while remaining in compliance with the Conventions of the International Labor Organization (ILO).

The Robertet Group carries out audits of its supply chains. These audits, carried out by independent third-party organizations, enable Robertet to ensure that human rights and fundamental freedoms are respected, that no child labor is used, that the Group's ethical principles and CSR policy are respected, and that it complies with the conventions of the International Labor Organization (ILO).
→ See *Chapter 2.4*

KPI

58 %

Share of our raw material suppliers, in 2020, (natural, synthetic or packaging) who have signed this ethical charter.

02



LIVING
TERROIRS

The supply of natural raw materials is at the heart of the company's operations. Robertet has therefore naturally integrated purchasing into its social responsibility policy.

To this end, Robertet has chosen to develop a more sustainable and value-creating supply of agricultural raw materials with its suppliers, in order to ensure the sustainability of its activities and to respond to the climatic and societal challenges facing the Group.

This takes the forms of an integrated purchasing strategy with three complementary objectives:

- To ensure the continuity and quality of supplies.
- To ensure and promote responsible behaviour towards individuals, local communities and the environment in all our supply chains.
- To guarantee as much as possible the traceability of natural raw materials and the transparency of supply chains.



2.1 ENSURING THE CONTINUITY AND QUALITY OF SUPPLIES

Issue, risk and policy

Given the number of natural references² purchased (1,461) worldwide for the creation of flavors, fragrances and active ingredients, and the number of associated suppliers (1,139), Robertet has developed a particularly elaborate organization in order to fully assume its responsibilities and meet its customers' expectations in terms of continuity, quality and traceability of supplies.

This strategy is based, in particular, on the establishment of closer collaboration with its suppliers. For several years now, Robertet has been reducing the proportion of its supplies via traditional purchases in favor of long-term partnerships (lasting more than three years).

By 2025, Robertet aims to have 50% of its raw material volumes supplied by long-term partnerships.

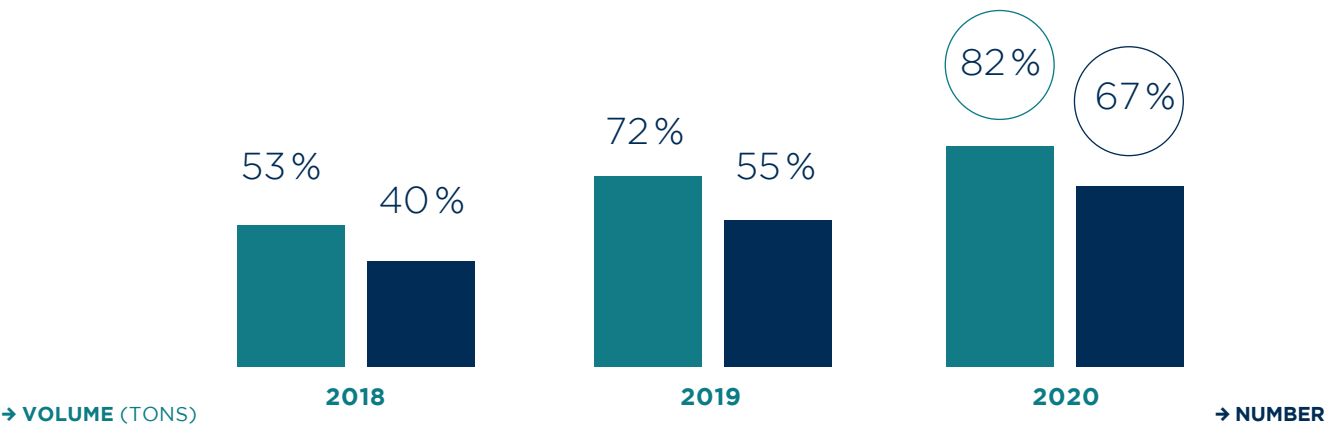
Actions undertaken

In order to ensure the security of supply of natural raw materials, and to anticipate and prevent supply shortages, as was the case with COVID-19, the Robertet Group has set up several systems:

- Single source reduction and diversification of supplies.
- Safe stock management. An alert system makes it possible to anticipate the renewal of raw materials, according to a threshold defined for each product. This alert threshold was raised for the Covid-19 pandemic in order to anticipate longer delivery times.
- Pursuing our purchasing strategy based on a network of four categories of suppliers, differentiated by the levels of strategic importance associated with natural raw materials.

Results and KPIs

OUR LONG-TERM PARTNERSHIPS



Our 2025 target as from 2018 has been reached, and the share of purchases from long-term partners continues to grow. In addition, the number of long-term partnerships has also increased in 2020. This reflects the Robertet Group's desire not only to increase the volume of purchases from long-term partners, but also to include more suppliers in our CSR approach through partnership.

²A natural reference can be a raw material of animal or vegetable origin (e.g. gums, leaves, flowers, etc.); or a natural extract, i.e. any raw material partially transformed or processed (e.g. extract, resinoid, infusion, essential oil, concrete, absolute, etc.)

01
PRODUCTION
SITES

The Robertet Group has 7 affiliates that transform plant raw materials into natural extracts. These include Robertet Grasse, SAPAD, Sirius, Bionov, Robertet Turkey, Robertet Bulgaria and Robertet South Africa.

The ingredients, manufactured in these subsidiaries are then sold as is to our customers or assembled to obtain a perfume, aroma or active ingredient (in the subsidiary itself or by other assembly subsidiaries).

This network of local subsidiaries allows us to be as close as possible to the plant raw material required and to process it locally, as well as to develop our internal production capacities for key raw materials when necessary.

03
SUPPLIERS
PARTNERS

When Robertet works more closely with certain key suppliers who share a desire for mutual development, partnerships are formed. In most cases, these contracts include commitments to pre-finance crops or to purchase products at set prices.

These partnerships can also have as an objective the establishment of a long-term relationship (of a minimum duration of 3 years), or realization of a common project.

For Robertet, they guarantee volumes and ensure the quality of supplies of natural raw materials. They are also vectors of transparency and mutual trust.

02
JOINTS VENTURES

The Robertet Group partners with certain strategic suppliers through the creation of a joint venture in order to strengthen mutual ties and integrate them into our internal processes.

The Robertet Group has four joint ventures to date: Fragrant Garden and BNS in Madagascar, Sarl Serei No Nengone (SNN) in New Caledonia, and Finca Carrasquillas in Spain.

04
THE SUPPLIERS

Robertet buys raw materials in the traditional way from approved suppliers. These suppliers, with whom we do not have a partnership, are nevertheless important to Robertet.

This strategy allows us to secure our supplies but also to reinforce the traceability and safety of raw materials.

FOCUS

SUSTAINABILITY OF SUPPLIES AND ADAPTATION OF OUR SUPPLY CHAINS TO CLIMATE CHANGE

The Robertet Group is aware of the risks associated with the impact of climate change on the supply of its natural raw materials.

The yield and quality of plant raw materials can be impacted by variations in temperature, rainfall and also by extreme events such as cyclones or storms.

The knowledge of plants has always enabled the Group to adapt. Our strategy is based on 3 key points:

- Diversification of supply areas
- Acquisition of land owned by the company
- Adaptation of cultivation areas (location, spacing, density)

Between 2013 and 2016, the ylang plots of our joint venture in Madagascar were reorganized to cope with the increase in drought episodes. The plots were made denser on some sites (limiting evapotranspiration) and rainwater collection was improved to combat drought.

In El Salvador, the ambrette supply chain was created in its entirety to compensate for the Ecuadorian and Peruvian shortages due to El Niño. The crop was planted on separate sites at different altitudes. This makes it possible to spread out the harvests and reduce the risk linked to possible temperature variations.



2.2 GUARANTEEING THE TRACEABILITY OF NATURAL RAW MATERIALS AND THE TRANSPARENCY OF OUR SUPPLY CHAINS

Issue, risk and policy

In response to various food and health scandals, consumers are becoming more careful about what they buy. They no longer accept companies that do not respect ethical and environmental standards. Robertet must therefore provide answers to consumers and to our customers, from whom these expectations are drawn.

The Robertet Group aims to guarantee the traceability of natural raw materials and the transparency of its supply chains as far as possible.

To this end, the Group is committed to:

- Have suppliers sign our Ethical Charter

→ See *Chapter 1.3*

- Develop partnerships

- Conduct field visits

- Evaluate our suppliers via our CSR self-assessment questionnaire

These tools enable us to better understand the organized nature of the sectors and their challenges, and therefore to reduce the risks in our supply chain by proposing the implementation of appropriate projects on site.

Actions undertaken

Long-term partnerships, joint ventures and subsidiaries

Robertet controls the entire supply chain for the raw materials concerned. We know the producers and the geographical origin of the places where the plants are grown or collected.

Regular on-site visits by our teams

In order to get to know our suppliers better, our teams go on site. They make sure of the origin of the raw material, its quality, the transformation process and the working conditions of the employees.

CSR Assessment

The Robertet Group has a CSR assessment system for its natural reference chains, which was reviewed and expanded in 2017. It provides information on the geographical origin of the material, the organized nature of the supply chain (number and type of intermediaries), the traceability system in place and the risks associated with the supply chain.

Each raw material/supplier pair is evaluated against three themes:

- Country ratings

The country risk assessment is based on a multidimensional analysis using internationally recognized databases such as Geos for the geopolitical assessment or the WorldRiskIndex of Weltrisikobericht for the climate analysis.

- Raw material rating

The "raw material" assessment focuses on how the purchased ingredients are produced or harvested. The questions concern traceability and the preservation of natural resources (biodiversity, agricultural practices, soil, water).

The presence of critical issues can significantly impact the grade assigned to the raw material.

This "raw material" questionnaire is sent to our direct suppliers (level 1) but also concerns our indirect suppliers (level 2 and onwards). Indeed, when the supply chain is complex, we expect our Tier 1 suppliers to go back to the source of the raw material to obtain the requested information.

- Supplier rating

The purpose of the "CSR supplier" assessment is to determine whether the supplier, as a company, is reliable and responsible (in the sense of CSR). This assessment is based on questions about the supplier's CSR approach. The objective of this evaluation is to identify the margins of progress, rather than to sanction the suppliers.

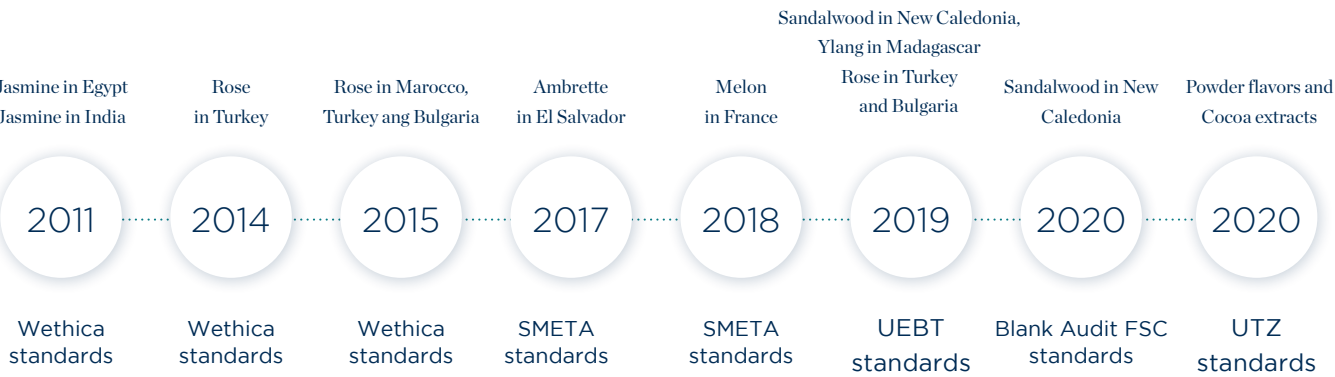
The Group then adapts its procurement methods according to the overall risk estimated on the basis of these three ratings:

- When the risk is low (score above 70%) or moderate (score between 40% and 70%), the Group does not offer any particular support.
- When the risk is high (score below 40%), the raw material is classified as "unsustainable". In this case, the Group will work more closely with the supplier to set up an improvement plan to make the supply chain more sustainable. A supplier is only delisted if it refuses to improve its practices or proves unable to do so.

The aim here is not to punish but to strive for improvement in all our suppliers by involving them in our CSR approach and supporting them in the evaluation and development of their practices.

Results

LONG STANDING AUDITS



In addition to the targeted certifications of our supply chains, our systems are also certified. For example, our subsidiary SAPAD is certified For Life, while the Robertet Group is in the process of joining the UEBT,

Audits and CSR certifications of our supply chains and systems

In order to be as transparent as possible about the practices within our supply chain, we have always invited our customers to visit our facilities. However, this is no longer adequate. Customers want an independent third-party organization, external to Robertet, to certify the practices within our subsidiaries.

Auditing or certifying our supply chains also allows us to reinforce our internal commitments, to give credibility to our discourse and to strengthen confidence in our products.

In this context, the Group assesses the added value of an audit or certification of a given sector for all its stakeholders (local communities, suppliers, customers). When this value is determined, the Group takes the necessary steps.

which is a guarantee of transparency and quality in our procurement practices.

KPI

48%

of our strategic supply chains audited or certified according to a CSR standard over the last 3 years.



2.3 PROMOTING SUSTAINABILITY THROUGHOUT OUR SUPPLY CHAIN

Issue, risk et policy

The Group sources some of its raw materials in developing countries, where there are real difficulties in terms of poverty, infrastructure, access to education and health services. These territories may also be exposed to the risk of deforestation and various forms of pollution.

At Robertet, responsible sourcing is achieved through three commitments:

- A social commitment

The Robertet Group is committed to establishing fair economic partnerships for a better distribution of value within our supply chain.

- A commitment to society

Robertet is involved with local communities, in order to contribute to the socio-economic development of the areas in which we operate.

Our ambition is to ensure that our activities and our social commitment create added value for our suppliers, producers and their families.

- An environmental commitment

Every human being has the right to live in a healthy environment and this requires the preservation of nature. Nature is essential because it is a source of food and drinking water, preserves our health, ensures the quality of the air we breathe and plays a major role in climate regulation. The Group is committed to reducing its impact on the environment in its supply chain and/or making a positive impact, preserving biodiversity and environmental heritage.

The Robertet Group supports its suppliers in these three areas: social, societal and environmental aspects. It measures the progress made by evaluating these areas from a CSR perspective, using the CSR questionnaire. The Group's objective is to have assessed all its suppliers by 2025, and to repeat the exercise every five years.

We have also set ourselves an ambitious target to meet our environmental commitment in our supply chain. The Robertet Group wants to become the leader in organic farming in its sector. Our objective, by 2025, is to reach 30% of raw materials purchased, in volume, that are organic certified.

Organic farming protects rural biodiversity and preserves soil quality while meeting a growing consumer need for healthier, environmentally friendly products.

Social actions undertaken

Establishing a fair purchase price

A fair price is first of all a price that satisfies both parties. This price paid to the suppliers must allow them to cover the production costs and daily living expenses.

It is not simply a matter of establishing a price.

Indeed, Robertet provides more global support to its suppliers, and the purchasing contracts or partnerships also include :

- long-lasting commercial relationship that ensures the sale of their products over several years
- pre-financing for crops.
- setting a purchase price before the sale or setting up a price-fixing mechanism to avoid excessive variations in the event of low market prices.
- financial support for the development of suppliers or the improvement of the quality of their products. This may include financing distillation or extraction facilities or providing seeds and plants to develop qualities. The manufacture of products with higher added value thus contributes to local economic development.

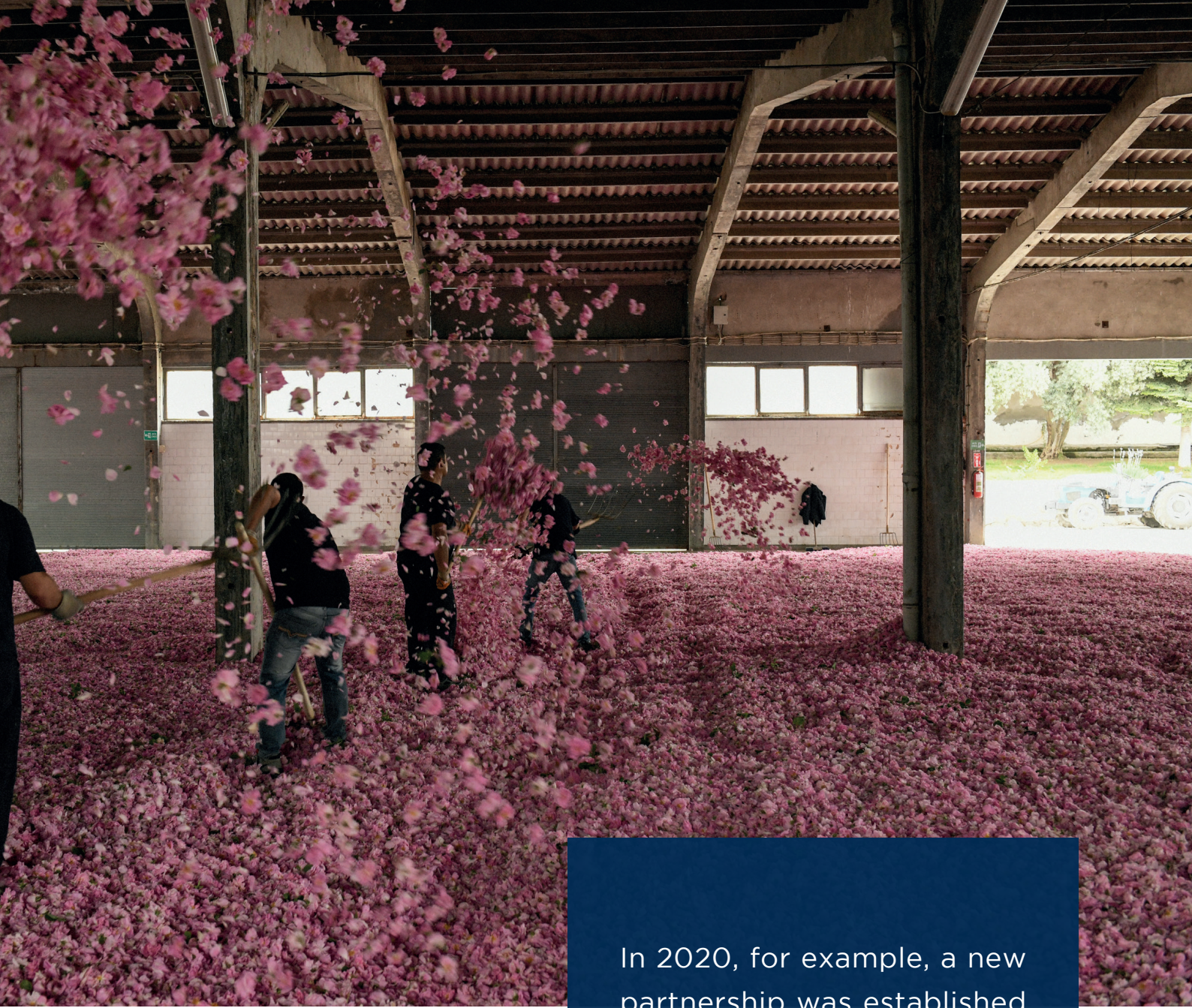
- technical support for the transmission of know-how and the development of local skills.
- a transmission of good agricultural and environmental practices.
- a personable relationship that allows for exchanges, negotiations and meetings.

For suppliers, the medium-term economic visibility thus obtained is important in order to be able to make productive (infrastructure, improvements in cultivation practices, and post-harvest operations such as fermentation and drying), social or environmental investments.

Setting a guaranteed minimum price

Several of the Robertet Group's natural products are Fair For Life certified. Most of them can be found in the catalog of organically produced essential oils offered by SAPAD.

The Fair For Life certification of these chains guarantees suppliers a minimum purchase price, set according to the price of the raw material, as well as the implementation of a development premium. The amount of the premium represents 5% of the purchase price of the raw material and is used by the supplier to improve working conditions on site. The certification body verifies the correct use of these premiums.



In 2020, for example, a new partnership was established with several lavandin farmers in the Vaucluse region to deal with the significant price fluctuations. This 8-years contract sets a fair price regardless of the price of lavandin.

Community initiatives undertaken

In order to improve the living conditions of the producers' communities, our sourcing team listens to their needs and together they define supporting projects.

In this way, Robertet has become involved with local communities by contributing to the financing of medical care, the development of infrastructure and the running costs of rural schools.

103 608€

In 2020, the Robertet Group contributed 103,608 for local community initiatives.

Here is an example of community support projects completed in 2020:

VANILLA IN MADAGASCAR: NGO BNS

In Madagascar, in the village of Andravainambo, Robertet buys green vanilla beans that are prepared by local subcontractors in the traditional way. The NGO BNSCARE created and financed by the Group, is working to stem the rural exodus of its population. Several social projects have already been launched since its creation, and have continued in 2020.

After the renovation of the primary school, the kindergarten was completely rebuilt and inaugurated in February 2020, offering young children a new space in which to develop.

As every year since the start of the 2018 school year, the NGO has been providing school supplies to students at the school and the number of children enrolled has increased. There were 188 children enrolled at the start of the 2020-21 school year, from kindergarten to elementary.

In 2020, Robertet launched a bidding tender for the reconstruction and extension of the village's clinic, which will include a consultation room, a pharmacy, a delivery room and several rest rooms. This project also includes the installation of electricity (solar panel), the construction of a well and a water tower, as well as toilets and showers for the health staff and patients of the clinic.

In addition, a request has been made to the Malagasy Minister of Health to involve the competent authorities in the operation of the new structure. The request for partnership provides for the regular visit of a doctor to the health center and the remuneration of the nurse and midwife who currently work in Andravainambo.

Environmental actions undertaken

Increase the proportion of raw materials from organic agriculture in our purchases

Robertet encourages and supports producers who wish to switch from conventional to organic farming.

In Madagascar, our vanilla sector was certified "organically grown" in 2020 by Ecocert. The 186 vanilla producers, gathered within the cooperative, now benefit from the added value brought by this certification.

In order to be the market leader in organic extracts, we also continue to develop our organic ranges by investing in pioneering companies in organic essential oils such as SAPAD in 2009 and Sirius in 2019.

In 2020,

26%

of our natural references purchased by the Group were certified organic, in number.

This represents 5% of the Group's natural purchases. Although this still constitutes a modest share of the Group's purchases, the trend is positive as the volume of organic raw materials purchased has increased compared to 2017. On the other hand, in 2020, the pandemic situation slowed our progress.

Improve agricultural and environmental practices

Beyond organic certification, the partnerships we maintain with our suppliers are also a vehicle for the transmission of good agricultural and environmental practices.

Improving agricultural practices

Where relevant, Robertet provides agronomic advice on crops and harvesting methods, or information for farmers on the risks associated with the handling and use of pesticides.

In Turkey and Bulgaria, for example, every year, before each harvest season, local suppliers are made aware of the proper use of pesticides by a Group expert.

The Group can also help producers to reduce the environmental impact of their plantations. For example, in Bulgaria, Robertet has financed drip irrigation equipment and set up a system for recycling and composting waste.

In order to go further in the implementation of responsible and sustainable agriculture, Robertet has defined a policy for the application of Good Agricultural Practices or "GAP" in 2017. Suppliers commit to respecting GAP by signing the ethical charter.

Improving on-site processing

Just like the Robertet Group's production plants, our suppliers consume resources and generate waste when they transform the raw plant material on site. For Robertet, the aim is to reduce the environmental impact of these transformations in its value chain.

Our Fragrant Garden JV consumes 0.25 m3 of wood per liter of ylang oil, compared to 1.3 m3/L for the industry as a whole³. The use of a boiler for distillation (vs. open fire distillation) has reduced wood consumption by half. In addition, the boiler is fueled by forest or plant waste, as well as by firewood planted on the site. A reforestation program has been set up in Nosy Be to plant 40,000 trees per year (eucalyptus or local species) to be self-sufficient in the consumption of firewood.

Commitment to preserving biodiversity

Through forest preservation and restoration

For several years, the Group has been carrying out actions to conserve the natural heritage in its supply countries.

In Madagascar, for example, Robertet plants between 10,000 and 20,000 Ylang-Ylang plants every year to ensure its sustainability.

³ According to the GEHEM : Group of Exporter of Essential Oils, extracts and oleoresins of Madagascar.



The Group has also set aside 52 hectares of protected biodiversity. Half of this area (of which 17 hectares have been designated as Protected Areas) will never be exploited. This is a point of the Fragrant Garden shareholders' charter, clearly stated in the Sustainability Manual. The other part, 32 hectares, is a maintained forest with replanting of local species. Every 3-4 years, a census of local fauna and flora species out of 2000 species listed is conducted in collaboration with a team from the Antananarivo Zoo.

Biodiversity discovery days are organized with Fragrant Garden's partner schools. The children are made aware of the different species and the protection of endangered species.

Respecting the Nagoya protocol

In order to explore natural ingredients from all over the world, Robertet has to source them from countries rich in biodiversity. Whether these countries are developing or not, economic pressure sometimes leads to the destruction or degradation of ecosystems and natural heritages. Through the application of the Nagoya Protocol, the Group contributes to maintaining and conserving biodiversity, and to ensuring the fair and equitable sharing of the benefits arising from its use.

Thus, the Group applies and complies with the Nagoya Protocol on Access and Benefit Sharing for all its R&D projects involving new species (i.e. those not listed within the Group at the date of application of the protocol).

To this end, the Group identifies which of its R&D projects are concerned by the Nagoya Protocol and ensures that they are compliant. In this context, Robertet has put in place several actions:

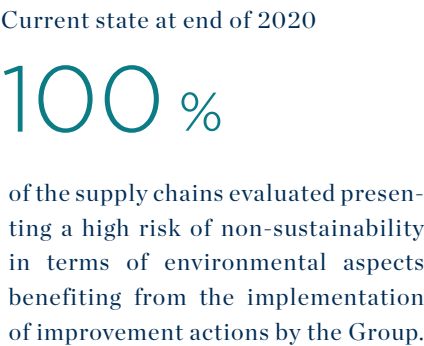
- The definition of an internal process with a list of steps to be followed from the start of an R&D project. This process involves all the divisions concerned: R&D, purchasing and regulatory affairs.
- A cross-disciplinary team in charge of the Nagoya Protocol within the Group has been created.
- The R&D team's expertise with regard to the Nagoya Protocol has been strengthened through training, integration of the subject into research processes, etc.
- A brochure on the Nagoya Protocol has been produced to provide information to Robertet employees, customers and suppliers.
- Questions on compliance with the Nagoya Protocol have been included in the Group's supplier evaluation questionnaires.

Results

0 new R&D projects concerning a raw material involving the implementation of ABS in 2020

0 Raw material purchased affected by ABS since 2010

KPIs



⁴ Whatever the note obtained out of 100. Perimeter restricted to Robertet Grasse.

FOCUS LAND OWNED BY THE ROBERTET GROUP

What better way to secure our supplies of strategic raw materials and manage the quality of soils and plants than to have our own land?

Thus, over the years, the Robertet Group has acquired agricultural and forestry land when the occasion arose.



This land allows the Robertet Group to promote organic farming, but also to experiment with and improve farming techniques.

For example, since 2011, our JV Fragrant Garden has set up a database on rainfall, enabling them to develop a predictive model to determine the best planting dates. Agroforestry has also been developed on several plots, with the association of three tiered crops: cocoa, banana and patchouli. This makes it possible to develop a micro-climate on the scale of the plot necessary for the cultivation of patchouli.

● SPAIN Finca Carrasquillas	Lemon balm, Chamomile, Immortal, Rose, Rosemary, Thyme, Oregano, Sage	180ha
● MADAGASCAR Fragrant Garden	Ylang-Ylang, Patchouli, Combawa, Eucalyptus, Bay, Ravintsara, Protected forest	159ha
● NEW CALEDONIA SNN	Sandalwood	Thousands of hectares
● SOUTH AFRICA Robertet	Jasmine, Vetiver, Rosemary, Petitgrain, Fallow land	57ha
● TURKEY Robertet	Rose	2ha

FOCUS

YLANG-YLANG

CONTEXT

Nosy Be, an island off the northwest coast of Madagascar, is known for being the area where there are the most ylang-ylang plantations, hence its nickname "the perfume island". It is even the main agricultural resource of the island. It should be noted that Madagascar produces more than 25% of the world production of Ylang-Ylang.

In 2009, Robertet created a joint venture, Fragrant Garden, to develop ylang-ylang cultivation with a Madagascan family. The ylang-ylang flowers are picked all year round, usually by women, early in the morning to preserve the aromas as much as possible. The flowers are then processed on site before being sent to Grasse.

Our joint venture is developing many social, societal and environmental projects, which we would like to highlight this year

SOCIAL AND COMMUNITY ACTIONS

Living Conditions

Some of the workers' families live on the Fragrant Garden property. Small villages have been built and electrification has been brought to the houses through the installation of solar panels. A spring has been constructed to provide families with easy access to water. The adjacent village also benefits from this development

Health

All JV employees are systematically registered with the social security system, at the initiative of the employer, which is not always the case in Madagascar. In addition, a doctor, half of whose salary is paid by the JV, regularly visits the site and the surrounding villages to provide medical services.

Numerous training sessions are provided, in partnership with NGOs, on first aid, prevention of violence against women, prevention of malaria, and the health of newborns.

As health is also a matter of nutrition, the employees benefit from a canteen for lunch and dinner. A vegetable garden has been set up to provide vegetables for the meals (cabbage, carrots, etc.).

Empowerment of women

In order to promote women's autonomy, the JV has assisted its employees in opening bank accounts to avoid theft and dependence on others. But managing an account requires the ability to read and write.

Therefore, 170 families have been taught to read and write and for the past 3 years, 100% of the women employed by the JV are banked...



The pickers are also encouraged to diversify their source of income. They work only in the morning at the JV and can therefore spend the rest of the day on other activities. In collaboration with NGOs, courses in sewing or business management are provided to the employees.

Schooling for children

A lasting partnership has been signed between the JV, two schools adjacent to the site, parents and the community. The salaries of the teachers, the construction of new classrooms or the maintenance of the buildings, as well as the provision of school supplies to the students are covered at 50% by the JV. This cooperation has made it possible to enroll all children whose parents work at the JV. In addition, the progress of the students is monitored.

In 2020, the school was expanded with the construction of a new classroom.

ENVIRONMENTAL ACTIONS BENEFITING THE LOCAL COMMUNITY

Deforestation in Madagascar is considered one of the most worrisome in the tropical world. The country has seen its forest cover decrease by 44% over the past 60 years and poses significant problems of soil erosion and biodiversity loss. Bush fires and poaching are the main causes.

Our Fragrant Garden JV wants to raise awareness of this issue and empower local communities to restore degraded land through two main actions:

- Each year, before the rainy season, ylang ylang trees are replanted to replace dead trees or to increase the density of the plantation (fight against climate change). A nursery program has been set up and optimized to benefit the surrounding villagers. Several thousand ylang, patchouli and eucalyptus seedlings are distributed to our peasant partners.

- As part of a peasant reforestation project initiated by the World Bank, an international organization that develops and finances programs for developing countries, the JV has set up a pilot of four village nurseries on 32 ha containing different types of plants.





The Geographical Indication "Absolute Pays de Grasse" was established in 2020, thus completing the inscription of the savoir-faire related to the perfume of Grasse on its list of Intangible Cultural Heritage of Humanity by UNESCO on November 2018.

FOCUS
TO PRESERVE AND
DISSEMINATE THE
HERITAGE OF GRASSE

The introduction of a fair sharing of the value created can support local jobs while safeguarding varieties grown historically on these lands.

Proud of its roots in Grasse, Provence, the cradle of perfumery, Robertet continues to support the cultivation of aromatic plants in south-eastern France. With the aim of perpetuating the industries that have historically been present in Grasse, Robertet has strengthened its long-term partnerships with producers of rose, jasmine and tuberose.

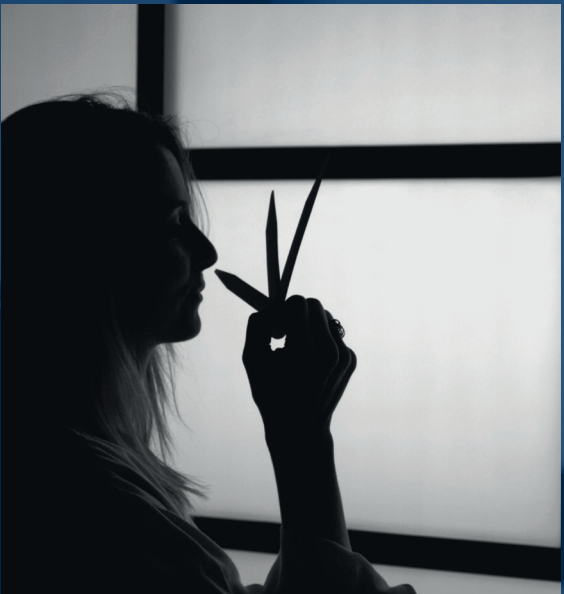
In addition, in 2020, Robertet received the first verbena harvest, a sector in which Robertet has invested heavily in 2019 to relaunch production in the neighboring Var department. While verbena production in the region was on the verge of disappearing, due to the combined effect of crops reaching the end of their life and increased competition from products from North Africa, the Group set up a partnership and financed the planting of young plants as well as the installation of a drip irrigation system.

This desire to support the ancestral savoir-faire linked to the plants of the Pays de Grasse, in association with farmers and industrialists, was rewarded in 2020 by the establishment of the Geographical Indication "Absolue Pays de Grasse" - a concentrate extracted from flowering plants.

This label recognizes the unique quality of Grasse's absolutes, the result of two emblematic skills of the region since the 18th century, that of the farmers producing perfume plants and that of the industrial processors.

The harvesting, production and processing stages must be carried out in the geographical area of the Alpes-Maritimes, the Var and Alpes-de-Haute-Provence departments. A total of 28 plants are concerned by the label.

03



EMPOWERING
PEOPLE

Convinced that the Robertet Group's performance is linked to the development of its employees and to the trust it places in them, we take the necessary steps to be an employer of choice.

Robertet's primary responsibilities are to provide its employees with a safe working environment and to ensure their well-being, while supporting them in the development of their skills.

This allows our employees to be fully committed to serving our customers around the world.

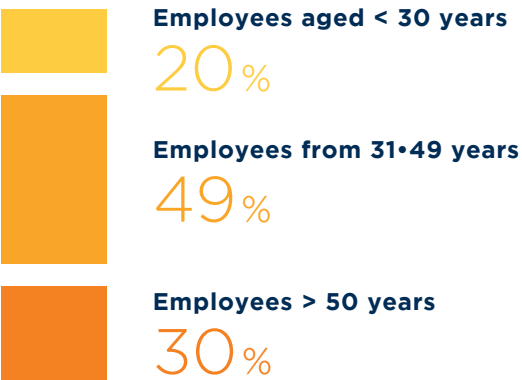


OVERVIEW OF THE WORKFORCE

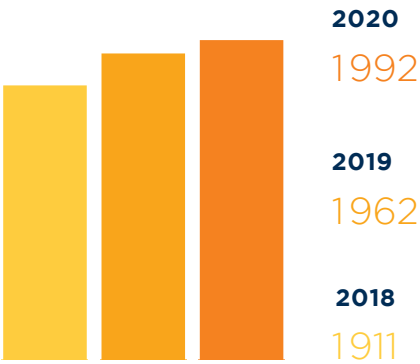
As of 31 December 2020, Robertet had 1,992 employees, an increase of 2% compared to 2019, mainly due to the integration of the workforce of the Sirius subsidiary, acquired in 2019.

1992
EMPLOYEES⁵
as of 31 december 2020

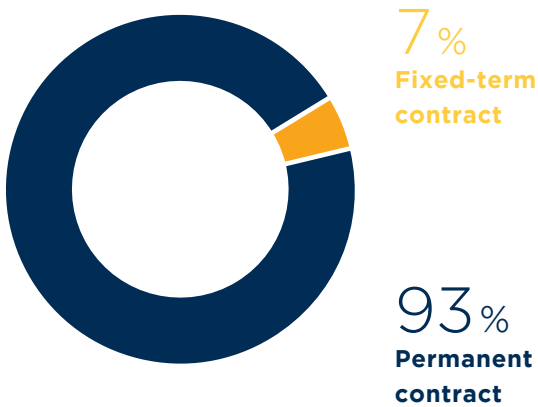
DISTRIBUTION OF THE WORKFORCE BY AGE GROUP



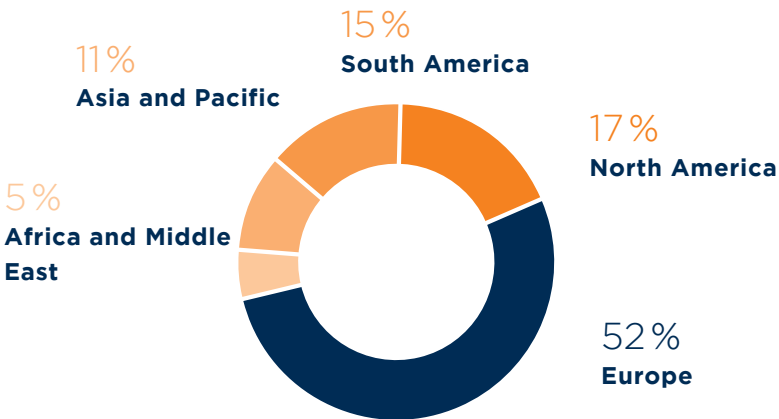
TOTAL GROUP WORKFORCE AS OF DECEMBER 31 OF THE YEAR



TOTAL GROUP WORKFORCE BY TYPE OF CONTRACT



DISTRIBUTION OF WORKFORCE BY GEOGRAPHIC AREA IN 2020



The distribution of jobs by geographic zone remains stable overall. The Group provides jobs throughout the world, and remains attached to the town of Grasse, the world capital of perfumes and the place where the company was founded in 1850. With 892 employees, Grasse represents 45% of the Group's workforce, followed by the USA with 17%.

⁵ In accord with the new CSR reporting perimeter, this does not take into account the workforce of the sales subsidiaries.

3.1 ENSURING HEALTH AND SAFETY IN THE WORKPLACE

Issue, risk and policy

As a company with 17 production sites, employee health and safety is a priority for the Group. Robertet is committed to guaranteeing the physical integrity and health of its employees, as well as reducing the risk of accidents in the workplace, by focusing its approach on three areas:

- assessment of occupational risks to ensure effective prevention measures
- employee training to improve the Group's safety culture
- the provision of specifically adapted safety equipment and materials

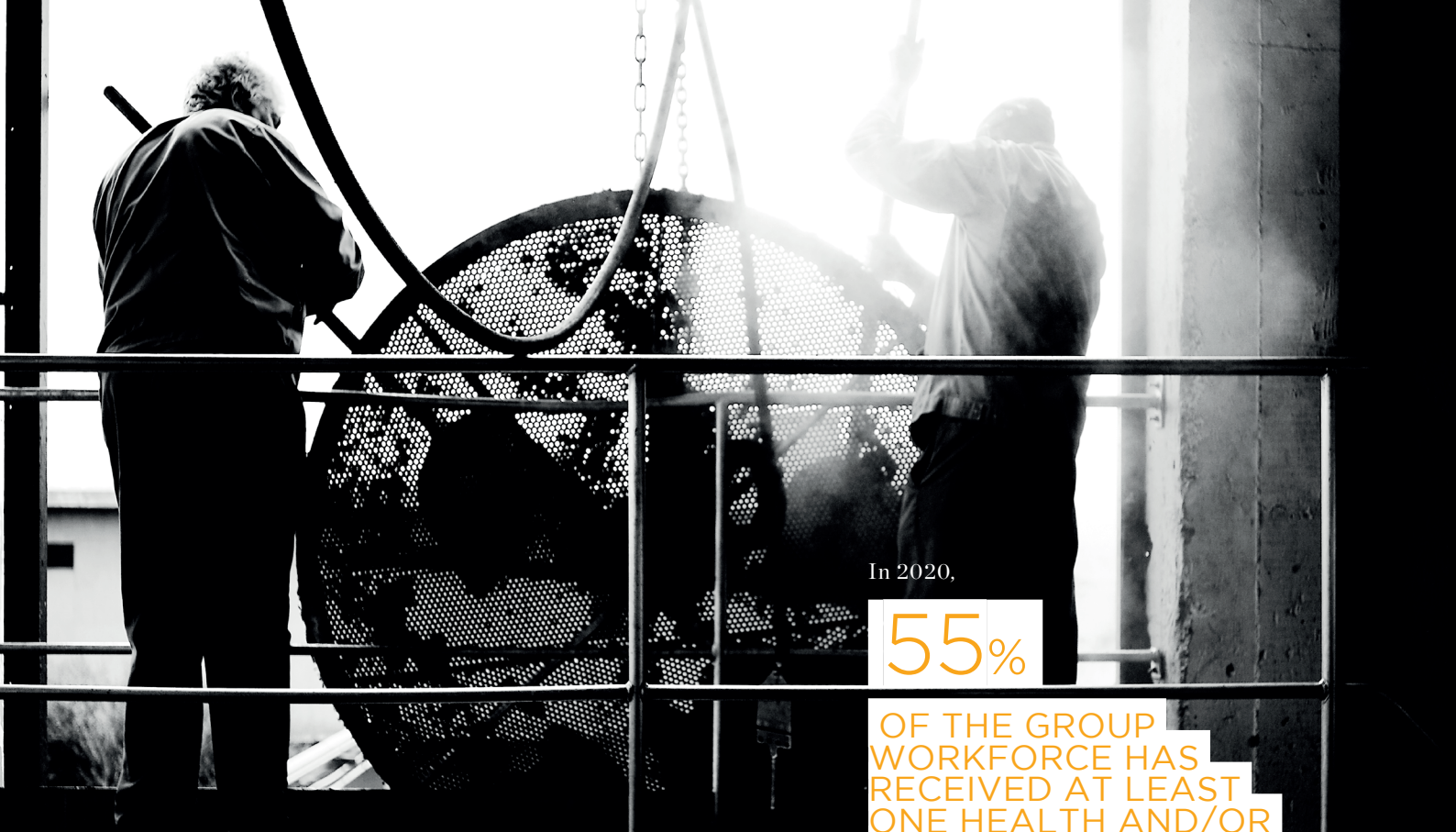
In addition, Robertet Grasse has drawn up a Major Accident Prevention Policy (MAPP) that defines its roadmap for the prevention and management of industrial risks. This policy was put in place following the merger with Charabot, which classified the Robertet Le Plan de Grasse site as a Seveso high threshold Installation Classified for the Protection of the Environment.

Actions undertaken

Prevention

- The subsidiaries' HSE teams are responsible for implementing various measures to prevent and reduce the risk of accidents in the workplace.
- The assessment of occupational risks makes it possible to identify and classify hazardous situations for each workstation, in order to implement appropriate preventive measures. This exercise is repeated annually, and the results of the assessment are made available to the occupational health department, employee representative bodies and supervisory bodies such as the labor inspectorate.
- Each accident or "near miss" is analyzed and a corrective action is taken.
- HSE training and awareness-raising sessions are provided to employees on the wearing of PPE, handling, the handling of hazardous products, fire risks, etc.
- The health of employees is monitored. For example, all employees exposed to chemical risks undergo regular medical check-ups with blood tests.
- Quarterly meetings of the Health, Safety and Working Conditions Commission (CSSCT) are organized to communicate and share information on issues related to the analysis of working conditions and occupational risks.
- Emergency procedures are created and periodically tested to deal with industrial hazards such as explosion hazards in ATEX⁶ zones, fire hazards, etc.

⁶ ATmospheres EXplosives



In 2020,
55%
OF THE GROUP
WORKFORCE HAS
RECEIVED AT LEAST
ONE HEALTH AND/OR
SAFETY TRAINING.

Prevention of chemical risks

Through our operations, some employees may be exposed to hazardous chemical agents. Their exposure is evaluated, controlled and limited as much as possible to what is strictly necessary.

The use of CPE (collective protective equipment) such as air extraction and treatment systems (e.g. fume hoods, fume cupboards with charcoal filters) and PPE (personal protective equipment) can significantly reduce employee exposure.

These systems are complemented by the deployment of closed-system processes to avoid product evaporation, or green chemistry, limiting the use of hazardous products.

Prevention of musculoskeletal disorders (MSD)

In order to reduce the risk of MSDs, the Robertet Group trains its employees in gestures and postures, and invests in improving the ergonomics of workstations. Here are a few examples:

- Wearing elbow pads for pipetting and grip aids for opening vials (prevention of wrist RSI).

- Handling equipment: forklifts, pallet trucks, automatic filming machines, robotic manipulators, etc. (prevention of upper and lower limb MSD).

In addition, as soon as a new workshop or site is built, particular attention is paid, right from the design studies, to the ergonomics and comfort of employees, particularly with regard to manual handling and the carrying of loads.

In the new plant in Brazil, for example, a gravity descent system for the 150 most commonly used raw materials has been installed, reducing the number of times a weigher has to lift volumes of between 5 and 25 kg by around 50%.

Prevention of psychosocial risks and harassment at work

Psychosocial risks are also a concern for the Group, and we are very attentive to the effects of stress, harassment and discrimination that our employees may suffer in the workplace.

The Group ensures the prevention of psychosocial risks through actions that vary from country to country, depending on needs and regulations:

Robertet Grasse appointed two employees, one man and one woman, as "harassment referents" in 2020. They receive alerts related to harassment and initiate investigation procedures. A detailed report of the facts has been created and made available to all employees. This report enables the victim of harassment to describe the harm suffered, any witnesses, the persons involved, the measures taken and the immediate consequences. In 2020, one alert was received, confirmed and processed.

In addition, **in India**, the sexual harassment policy implemented in June 2019 continued into 2020. In order to comply with local regulations, a senior human resources consultant joined the external members of the committee. The committee has a majority of women and was created with the help of the NGO ARZ. A procedure for alerting and handling complaints was formalized in 2019. All employees at the Robertet Goa site, i.e. 33 people, were trained in September 2019 on this issue. No complaints or incidents were reported in 2020.

Verification of compliance with safety requirements

- HSE teams are present in the field to report any problems relating to the health and safety of operators, as well as those that may affect the environment. At the same time, they ensure that these HSE rules are respected.
- Safety equipment is checked periodically.
- The working conditions of our employees can be examined by our customers, who regularly commission CSR audits, as well as during SMETA audits. On the other hand, they may be examined by government bodies such as the labor inspectorate or the DREAL (Regional Directorate for the Environment, Planning and Housing) in France. The implementation of corrective actions and their progress, resulting from these inspections, are also monitored.

Results and KPIs

	2018	2019	2020	Evolution 2019 → 2020
Number of work and commuting accidents with lost time.	56	44	28	⬇️
Number of work related illness.	3	
Number of days lost	1272	1387	830	⬇️
Number of hours worked (Thousands)	3238	3413	3240	⬇️
Frequency rate	17,3	12,9	8,64	⬇️
Severity rate	0,39	0,41	0,26	⬇️
Percentage of subsidiaries without a lost-time injury during the year	59%	53%	65%	⬆️

FOCUS IN THE CONTEXT OF THE COVID-19 PANDEMIC.

Protecting the health and safety of our employees has become a major challenge with the pandemic caused by the "Covid-19" disease. Robertet has been able to adapt to this risk:

- Appointment of a " Covid " representative and his substitute.
- Implementation of a business continuity plan
- Application of hygiene measures and protective practices such as social distancing, and the installation of plexiglass in the company's restaurant and offices.
- Introduction of the mandatory use of surgical masks

- Implementing remote working, and rotating employees for departments that cannot telework thereby limiting the number of employees on site.

In addition, in response to the shortage of hydroalcoholic solution (HAS) at the start of the pandemic, the Grasse site produced 40 tons of HAS on its lines. This was distributed to employees, but some was also donated to organizations in the region (hospitals, firemen, military, pharmacies, residential care home, clinics, etc.).

3.2 ENSURING A PLEASANT WORKING ENVIRONMENT

Issue, risk et policy

Attracting new talent and retaining existing employees is imperative to consolidate and pursue our development. To achieve this, the Robertet Group relies in particular on improving the quality of life at work, a source of fulfilment and sustainable performance. The aim is to reduce our staff turnover, limit voluntary departures and absenteeism.

Actions undertaken

The Group has committed to offer several measures to improve the quality of life of its employees:

- 01
- Preserving the balance between professional and personal life**

 - The 35-hour agreement defines the hours worked by employees. They are encouraged to respect these hours and not to work overtime.
 - Employees at the Grasse headquarters have access to an inter-company childcare.
 - Employees receive a vacation bonus, paid out of their June salary, to allow everyone to enjoy the summer vacations.
 - An agreement on flexible working hours is being drawn up.

02

Assisting employees in the management of their illness

- The Quality of Life at Work agreement, signed in Grasse in 2020, allows employees to donate paid vacation days to a colleague, solely for family members caring for a person suffering from a particularly severe loss of autonomy or with a disability.
- Personal protection plans guarantee the payment of compensation in the event of incapacity for work, cover disability and provide for the payment of a lump sum to designated beneficiaries in the event of death.
- Robertet assists employees as soon as an occupational ailment is declared (before it is recognized by the social security system). In consultation with the occupational physician and the ergonomist, the workstation is adapted.

03

Facilitating work organization

- In 2020, the Robertet Group has accelerated its digitalization in order to offer more flexibility and to make sharing and collaboration more fluid. Digitalization and remote working have become essential tools for maintaining business continuity during the pandemic, ensuring that teams operate efficiently.
- In 2020, employees benefited from new work tools that facilitate organized remote work. The Teams application was installed at Robertet Grasse to conduct remote meetings.
 - An additional effort was made to equip all meeting rooms with the necessary equipment for video conferencing.
 - Telecommuting or remote working has been introduced in most of our subsidiaries, when the business activities allow it.

04

Ensuring fair remuneration

- Compliance with minimum wages set by local regulations.
- In Grasse, each year the mandatory annual negotiations lead to the negotiation of a general salary increase, in consultation with the trade unions.
- The Robertet Group is committed to ensuring that each year, annual increases are higher than the cost of living (inflation).
- In Grasse, Robertet involves its employees in the company's performance through employee savings schemes (profit-sharing), the amount of which depends on the profits made.
- A Company Savings Plan has been in place for many years. It enables employees to build up medium-term savings with the help of the company.



EMPLOYEES FEEL ASSURED AT ROBERTET AND STAY FOR A LONG TIME.

In order to create the conditions for a positive working environment, the Robertet Group relies on two factors:

1 Develop the company’s culture

In order to reward the work done by employees and to foster a sense of belonging and team cohesion, the head office and the subsidiaries organize corporate events.

The vast majority of these events have been suspended due to Covid but Robertet Grasse, for the 1st time celebrated the European Week of Sustainable Development in September 2020.

Through various exhibits, employees were made aware of the Group’s CSR strategy, of the actions carried out within our subsidiaries, of how to better manage waste at home, and of the sustainable products manufactured by Robertet. For this initiative, idea boxes were set up at the various sites in Grasse. The Robertet Group hopes to extend these events to all its subsidiaries.

2 Moving forward together through social dialogue

As a family business, Robertet favors dialogue and direct communication, not least between management and employees. Indeed, the quality of life at work depends on the conditions in which our employees do their work, but also on their ability to express themselves on the subject. The Robertet Group is therefore committed to ensuring high-quality labor relations.

Respect for freedom of association and collective bargaining is an integral part of the principles listed in our Code of Conduct.

In France and in some international subsidiaries, social dialogue is structured, with employee representative bodies (employee and union delegates, works council, health, safety and working conditions committee) meeting regularly.

In Grasse, CSE committees bringing together about 15 employees, union representatives and management take place every month.

Results and KPIs

MEASURE OF THE LOYALTY OF OUR TALENT			
	2018	2019	2020
Hirings	220	225	219
Of which on permanent contracts	70 %
Of which on fixed-term contracts	30 %
Departures	185	167	185
Turn-over	11,4 %	10,2 %	10,2 %
Rate of absenteeism	4,6 %	4,6 %	5,3 %
Average seniority	11,46	11,67	11,72

Absenteeism increased slightly in 2020 due to the pandemic.

MEASURE OF A RICH SOCIAL DIALOGUE

In 2020 at Robertet,

13

collective agreements have been signed around the world

4

collective agreements concerning remuneration (wage adjustment, minimum wage)

60 %

of employees are covered by a collective agreement

6

collective agreements concerning the quality of life at work

3

collective agreements concerning health (dental insurance, medical)

Signature unanimously approved of all collective agreements for 20 years at Robertet Grasse

3.3 DEVELOPING THE SKILLS OF OUR EMPLOYEES

Issue, risk et policy

Training and the transmission of know-how enable us to develop our skills and to support our employees in their careers.

The Robertet Group thus ensures that each employee has the means to carry out his or her tasks effectively and gives everyone the opportunity to progress in their professional lives. This is the guarantee of a learning and competitive company, offering quality services.

Professional training is the favored tool for developing the skills and expertise of teams. By 2025, the Group's objective is for 80% of its employees to receive at least one training course every year, regardless of the type of training.

In addition, like Robertet Grasse, which has been in existence for nearly 171 years, some of the Group's subsidiaries have unique know-how. This expertise has been developed over decades and contributes to the Group's intangible assets and its reputation in the sector.

And as a family business, Robertet wants to keep this expertise in-house. In addition to the day-to-day transmission of skills in the workplace, this transfer of professional skills also takes place through tutoring and apprenticeships.

Actions undertaken

Developing skills through training

- Organizing professional interviews to enable all employees to express their wishes for professional development in terms of skills and missions. These interviews, conducted by managers, are used as input for the skills development plan.
- Deployment of an annual or biannual training or skills development plan within each subsidiary. In Grasse, the key areas of focus in 2020 were:
 - Safety of employees and property, with training in safety prevention, quality and logistics
 - Managerial support: introduction since 2015 of a management course focusing on communication and the notions of exemplarity, objectivity and listening

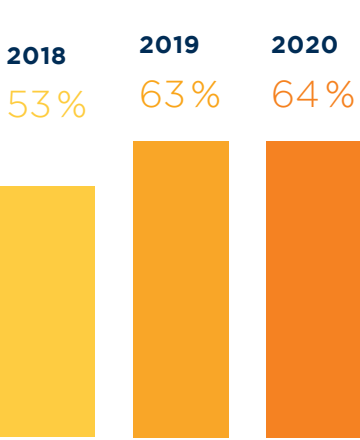
- Customer relations, with training for our sales representatives and sales assistants. In 2020, the Group adapted and supported its sales staff to help them maintain customer relations at a distance.
- The transmission of our specific expertise between generations, through internal training and tutoring
- Development of business skills, based on the needs of the various departments
- In addition to the standard training courses available on the market, the people in charge of training aim to respond as closely as possible to the needs of employees and develop customized training courses. This also includes the development of in-house training.

Perpetuate and transmit our savoir-faire

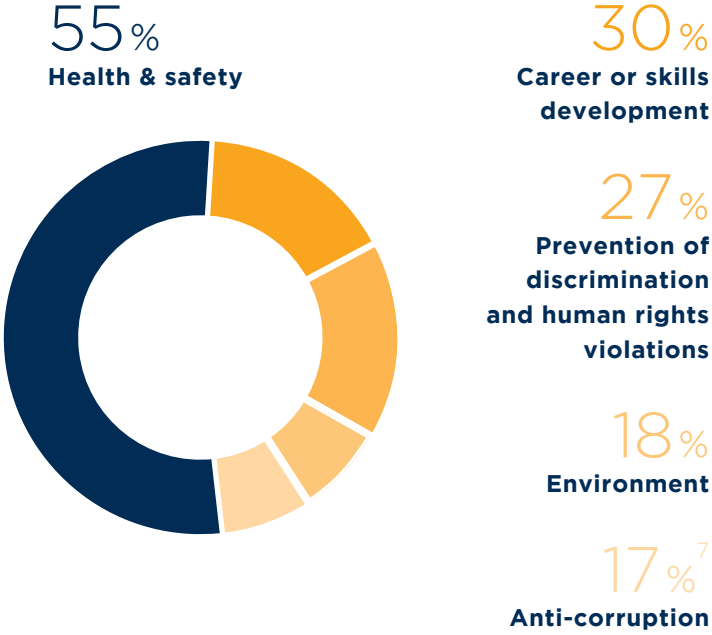
- Training has been provided since 2015 for new tutors of work-study students. In 2020, 3 tutors were trained. This training covers the role of the tutor and methods for passing on skills.
- Robertet takes on student interns seeking experience in the field, as well as apprentices who alternate study with work. The latter method is favored because it is adapted to the transmission of a profession that requires a long and complex apprenticeship.
- Since 2010, Robertet Grasse trains three junior perfumers every two years in its in-house perfumery school, with the aim of encouraging diversity and originality in profiles, and preserving Grasse's expertise.
- The perfumery school not only trains our employees, but also has a second objective, which is to inform our customers. Indeed, our customers sometimes need to train their own employees in the world of fragrance, or to carry out a project of their own that requires Robertet's expertise. An adapted program is given to each participant, and the range of natural specialties that make Robertet Grasse unique is highlighted through in-house preparations. The perfumery school thus enables us to promote our expertise outside the company.

Results and KPIs

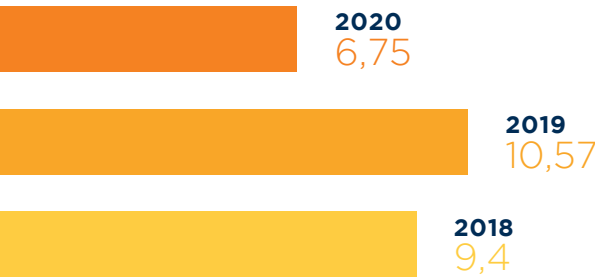
NUMBER OF EMPLOYEES WHO RECEIVED TRAINING DURING THE YEAR



TYPE OF TRAINING ATTENDED BY EMPLOYEES



AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE



Due to Covid and the consequent difficulty of carrying out training in certain countries, we have not increased the number of employees trained in 2020, or only slightly, and the number of hours has decreased.

In 2020,

58%
work-study students have signed a contract following their work-study program

⁷ In addition to the Group's anti-corruption training program

In 2020 in the Group overall,

42%

of the total workforce is represented
by women

30%

of top management is
made up of women

In 2020 Robertet Grasse
scored

84/100

in the gender equality index

3.4 COMMITMENT TO PROFESSIONAL EQUALITY

Issue, risk and policy

Convinced that diversity within the company, i.e. the variety of profiles, is an essential asset for the Group's performance and sustainable growth, Robertet is committed to:

- Preserve diversity from the time of recruitment and throughout life in the company, to include people of all ages, genders, origins, family situations, sexual preferences, opinions and aptitudes within its workforce. Diversity of backgrounds is a source of creativity and a source of knowledge.
- Ensuring equal opportunities and equal pay for similar skills and tasks. This equality is essential if employees are to feel trusted and develop their full potential.

In keeping with its values and in accordance with regulatory requirements, Robertet pays particular attention to diversity, disability and integration by ensuring that non-discrimination is respected within the Group.

With regard to gender equality, the Group's objective is to aim for parity in the total workforce.

Actions undertaken

Ensuring professional gender equality

Convinced that professional equality between women and men is an important condition for the well-being and fulfillment of all, Robertet signed a three-year agreement on professional equality between men and women with the trade unions in October 2017. In particular, the agreement contains the following areas of concern:

- Recruitment, with the objective of maintaining at least 46% of women at executive level.
- Working conditions, with a study of the feasibility of adapting three workstations traditionally occupied by men to make them more accessible to women.
- Remuneration, with vigilance in the event of unjustified deviations.
- Work-life balance, with the funding of 13 to 18 inter-company childcare places in 2020.
- Training, especially for those returning from parental leave of one year or more

Robertet Grasse supports the Ministry of Labor's efforts to promote professional equality between women and men, and in particular to address any pay gaps. In the gender equality index for France, Robertet Grasse obtained a score of 84/100 in 2020. Robertet is committed to continuing its work in this area, in collaboration with its social partners, to improve this score.

The Index, out of 100 points, is calculated from 5 criteria:

- The gender pay gap,
- The distribution disparity of individual increases.
- The promotion distribution bias.
- The number of employees who have received a raise upon returning from maternity leave,
- Parity among the 10 highest earners.



Supporting people with disabilities

The Robertet Group takes care to support people with disabilities who are hired and to maintain the employment of those who become disabled. In particular, this involves adapting workstations where necessary and possible. Robertet is also developing contracts with adapted companies or ESATs (establishments or services providing assistance through work). These companies are called upon to provide supplies, subcontracting and services:

- Supplies: stationery, hygiene and maintenance materials
- Services and subcontracting: folding of paper filters, small packaging, assembly and finishing.

Results and KPIs

THE WORKFORCE BY GENDER AND SCP⁸

	Men • Women		% women in each SCP
48	Members of the Board of Directors & Executives	21	30 %
160	Managerial positions	143	47 %
184	Supervisors	254	58 %
755	Other workers and employees	427	36 %
1147	TOTAL	845	42 %

The Group has historically had few women among its operators, due to the physicality of the work environment: working on the flavors and fragrances production line requires a great deal of heavy handling and operation of specific equipment.

However, the proportion of female workers has increased by 18% compared to 2017, thanks to an effort to recruit, adapt the ergonomics of positions and the organization of jobs.

This ratio is more balanced among supervisors (58% women) and managers (47% women). This is the result of the Robertet Group's efforts to focus on these categories for several years.

Women represent 30% of the top management. The Robertet Group recognizes that it must continue its efforts in this area, whether through internal promotion or recruitment.

As for the Group's Board of Directors, in 2020 it is composed of 10 members, including 5 women and 5 men, thus ensuring parity.

In 2020,

2%

of the workforce has a declared disability

04



RESPONSIBLE INDUSTRIAL SITES

The Robertet Group is an industrial company whose business is the processing and assembly of aromatic raw materials.

All operations, from production to distribution, generate environmental impacts that Robertet is committed to reducing, as does the consumption of resources required to manufacture its products. To this end, Robertet is deploying actions to reduce water, energy, waste and discharges.

Aware of the global issues relating to greenhouse gas (GHG) emissions and the consequences for the population, Robertet pays particular attention to its CO₂ equivalent emissions.



⁸ Socio-professional category

4.1 REDUCING POLLUTION

During the course of its activities, incidents may occur: product spills, leaks of refrigerants and fuel oil, evaporation of solvents, etc. The Robertet Group is committed to doing everything in its power to reduce the risks of environmental pollution.

Controlling our air emissions

Issue, risk and policy

Air quality can be affected by pollutants of industrial origin. Some air pollutants are formed as a result of physical-chemical reactions involving sulfur dioxide (SO₂), nitrogen oxides (NOx) or volatile organic compounds (VOC). It is important for the Group to control these emissions, particularly VOCs resulting from the use of solvents in our extraction and synthesis processes.

The Group is focusing its efforts on the Grasse site, where VOC emissions are most significant due to the concentration of extraction and synthesis activities. In addition, Robertet Grasse is subject to a maximum threshold of 5% of uncaptured VOC emissions per quantity of solvents used during the year.

Actions undertaken

The Group, particularly at the Grasse site, is implementing measures at several levels to limit the release of VOCs into the air.

Measuring and reporting emissions

• The quantity of VOCs emitted into the atmosphere is calculated annually by three subsidiaries: Robert Grasse, Robertet USA and Robertet China. The method of calculation differs according to local regulations. For example, Robertet USA calculates VOC emissions according to the worst-case scenario, whereas China voluntarily measures the concentration of non-methane hydrocarbons (which include VOCs) in its workshops.

• Robertet Grasse also has a VOC emission control plan (EMS) that makes it possible to identify the sources of emissions, quantify atmospheric discharges and set up appropriate systems.

• Reducing the use of solvents

• Standardization of production processes and the implementation of operating procedures make it possible to optimize solvent consumption.

• The implementation of new processes, on the other hand, aims to reduce or even eliminate the use of solvents. This is the case, for example, with supercritical CO₂ extraction, which does not require any volatile organic solvent.

Reduce, capture and treat VOC emissions

• Cold work is favored to limit VOC emissions at the source.

• In Grasse, since August 2020, in the event of ambient air pollution episodes, the site may be required to implement actions, including the shutdown of certain production processes, in order to reduce VOC emissions and consequently the quantity of ozone in the air.

• Systems to capture and treat part of the VOC emissions, such as condensers or gas scrubbers, have been installed.

In addition to VOCs, the Group also emits nitrogen oxides (NOx) and carbon monoxide, both of which are produced mainly by gas boilers. These emissions are monitored and reduced. In 2020, all gas burners at Robertet Grasse were replaced with more efficient ones in order to reduce these emissions.

Results and KPIs

In 2020, Robertet Grasse was well within the regulatory threshold, with 1.31% of uncaptured VOC emissions per quantity of solvents used⁹.

	2018	2019	2020
% of VOC emissions per quantity of solvents used	2,63%	1,31%	1,31% ¹⁰

Preventing soil pollution

All the Group's subsidiaries have specific facilities, such as retention systems and collection networks, to prevent seepage into the ground in the event of accidental spills. The water-tightness of these facilities is regularly checked. For example, Robertet Grasse is implementing an Industrial Facilities Modernization Plan (PMII), which is a maintenance program for industrial equipment such as retention systems, piping and storage tanks.

Preventing water pollution

Issue, risk and policy

The aqueous industrial effluents from our extraction and transformation processes may contain pollutants. This is why these effluents are pre-treated before being discharged into the local sewage system.

The Robertet Group has 6 subsidiaries that have built a waste-water treatment plant on their site to treat their effluents: Robertet Grasse, Sirius, Robertet Brazil, Argentina, China and India.

The Group is committed to guaranteeing the quality of the water discharged, in accordance with the regulatory requirements in force in the various countries. Our objective is to maintain the quality of our effluents below the regulatory thresholds, and to improve it whenever possible.

Actions undertaken

• Regular monitoring and analysis of effluent quality: at least COD (Chemical Oxygen Demand), BOD (Biochemical Oxygen Demand) and TSS (Suspended Solids)

• The new production site in Brazil has its own wastewater treatment plant, which enables it to treat its effluents and release better quality water into the public network.

• In 2020, a 1,200 m³ buffer basin was created on the Grasse site to smooth out the flow and concentration of effluent at the input to the wastewater treatment plant. This basin allows for a better functioning of the internal station.

Results and KPIs

In 2020, 79,879 m³ of liquid effluents were treated by the Group's internal wastewater treatment plants, resulting in 192 tons of sludge.

Efficiency of our internal effluent treatment in 2020	Robertet Group	Robertet Grasse
Quantity of COD (mg/L)	545	324
Quantity of BOD (mg/L)	109	116
Quantity of TSS (mg/L)	29	29

The quality of these effluents is very heterogeneous from one subsidiary to another, as it varies according to the processes used.

In addition, Robertet Brazil moved to a new production site in 2020. The effluent treatment at the in-house wastewater treatment plant still needs to be adjusted in order to improve the purification efficiency.

Water quality per ton of product :

2,38kg COD/ton of product at Group level

0,83kg BOD/ton of product at Group level

0,21kg TSS/tons of product at Group level

⁹ The methodology used to calculate the diffuse emissions of uncaptured VOCs was determined by the National Union of Perfumery Industries, Prodaron, and validated by the DREAL.

¹⁰ Data is reported with a one-year lag.

¹¹ Organic matter consumes the oxygen dissolved in the water as it degrades. If they are too abundant, they can therefore cause excessive consumption of oxygen, and cause the asphyxiation of aquatic organisms. The COD makes it possible to monitor this process.



Reducing noise and odor nuisance

Issue, risk and policy

The noise generated by Robertet’s activities does not constitute a major nuisance. However, some of the Group’s activities may generate noise pollution, particularly for employees working near noisy equipment, and to a lesser extent for local residents.

As for the manufacture of aromatic products at Robertet’s industrial sites, it can occasionally generate odors that can be perceived by local residents. Even if they do not present a health risk, odor nuisance is a concern for the Group.

The Robertet Group is committed to doing everything in its power to limit any inconvenience that may be caused to employees and local residents alike, whether in terms of noise or odors. Furthermore, our sites comply with local regulations on nuisances.

The Group’s objective is not to receive any formal notice from any environmental authority regarding noise or odor pollution.

Actions undertaken

Reducing noise nuisance

- Identification of noise-exposed workers and implementation of protective measures. PPE such as custom-made hearing protectors or earmuffs are provided to exposed workers.
- Noisy equipment is soundproofed: installation of silencers on boilers, pump enclosures, noise protection around cooling towers, etc.
- Noise-generating equipment, such as motors for air extraction systems, are moved away from property lines as much as possible.
- Some equipment, such as boilers, burners or pumps, have been replaced by more modern and therefore quieter equipment.
- Noise levels at the property line are measured in order

to monitor our nuisance among local residents and to take appropriate action if necessary.

All of these measures have helped to reduce noise nuisance within the company and its emergence from the outside world. This is all the more important for sites close to residential areas, as is the case at Robertet Grasse. The site is, in fact, subject to a regulatory limit of 60 decibels at 1 meter from the site barriers.

Reducing odor nuisance

To limit this nuisance, some of our subsidiaries have taken measures:

- In the USA, 8 washing towers have been set up to destroy odorous molecules before discharge into the air, without chemical treatment.
- The United Kingdom has installed a new ventilation system and activated carbon filters in its plant to reduce odour nuisance for the immediate neighborhood.
- Effluents stored in outdoor basins can also give off odors. This is why a deodorization tower with activated carbon treatment was installed at the Grasse site in 2020.

Furthermore, it is important for the Robertet Group to maintain a dialogue with local residents or municipal authorities so that they can inform us of any problems they encounter.

Results and KPIs



formal notices by any environmental authority for noise or odor nuisance



complaint (residents) for noise or odor nuisance

4.2. OPTIMIZING WASTE MANAGEMENT

Issue, risk and policy

The Group’s processing activities generate routine waste inherent in the manufacturing and packaging processes. Most of this waste is non-hazardous waste, in particular vegetable waste and ordinary industrial waste.

In order to fight against the waste of natural resources and to reduce the costs associated with the treatment of this waste, the Robertet Group is committed to:

- 1 Limit the amount of waste generated by its activities
- 2 Give a second life to our waste (up-cycling)
- 3 Increase the proportion of waste recycled and recovered rather than disposed of.

In all its subsidiaries, the Group is seeking solutions to reduce, recycle and reuse its waste. The Group’s objective is to achieve a 100% recovery rate for production waste (excluding wastewater) by 2025.

Actions undertaken

To reduce

- Reduction in the use of plastic in packaging through the introduction of drum strapping without plastic film at Robertet Grasse.
- Raising employee awareness of the need to reduce plastic use at Robertet Argentina, leading to a 25% reduction in plastic waste generated at the subsidiary.
- Installation in December 2020 of a water fountain at SAPAD. This represents a saving of approximately 1,000 plastic water bottles, with a capacity of 1.5 liters, per year.

To Reuse (up-cycling)

- Identification and use of by-products from our production with potential for new products

→ See Chapter 5.2.

- Reuse of solvents to limit the generation of chemical waste. Each solvent is assigned to a natural raw material and is reused in each production cycle of the associated raw material.

- Reuse of wooden pallets when they are in good condition.

- SAPAD returns some 1,000-liter cubitainers of hydro-sols to raw material suppliers. In addition, other cubicles, after use, are resold to local companies for reuse, thus enabling the implementation of a circular economy.

Valorizing

- Material recovery (composting, recycling, methanization) is always encouraged. For example, vegetable waste is used to make standardized compost in many subsidiaries. Some of the residues from Robertet USA’s flavour production are used as raw material in the animal feed industry.

- When material recovery is not possible, the Robertet Group turns to energy recovery from waste (incineration with energy recovery, biogas), and only as a last resort to disposal (landfill, incineration without energy recovery).

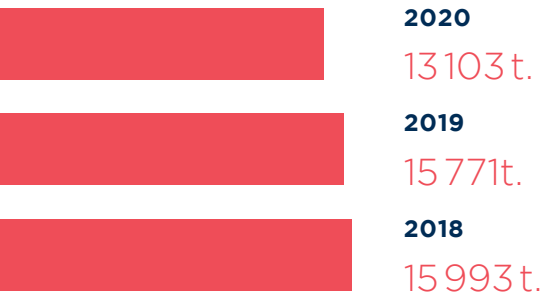
- Selective sorting has been strengthened, with the deployment of the “5 streams” decree for the French subsidiaries: Robertet does its utmost to ensure the sorting at source and recovery of paper/cardboard, metal, plastic, glass and wood waste.

- In the particular context of the pandemic, Robertet Grasse, in collaboration with the Resilience Project, has helped set up a pilot project for the collection of used masks to be recycled in France by staff undergoing rehabilitation.

- Robertet is constantly on the lookout for new solutions or outlets in the recovery and recycling sectors. At Robertet Grasse, for example, the HSE team is a member of the PRODAROM union’s Waste Commission, whose objective is to jointly develop waste recovery channels in the region, particularly for perfume factory spent (plant waste).

Results and KPIs

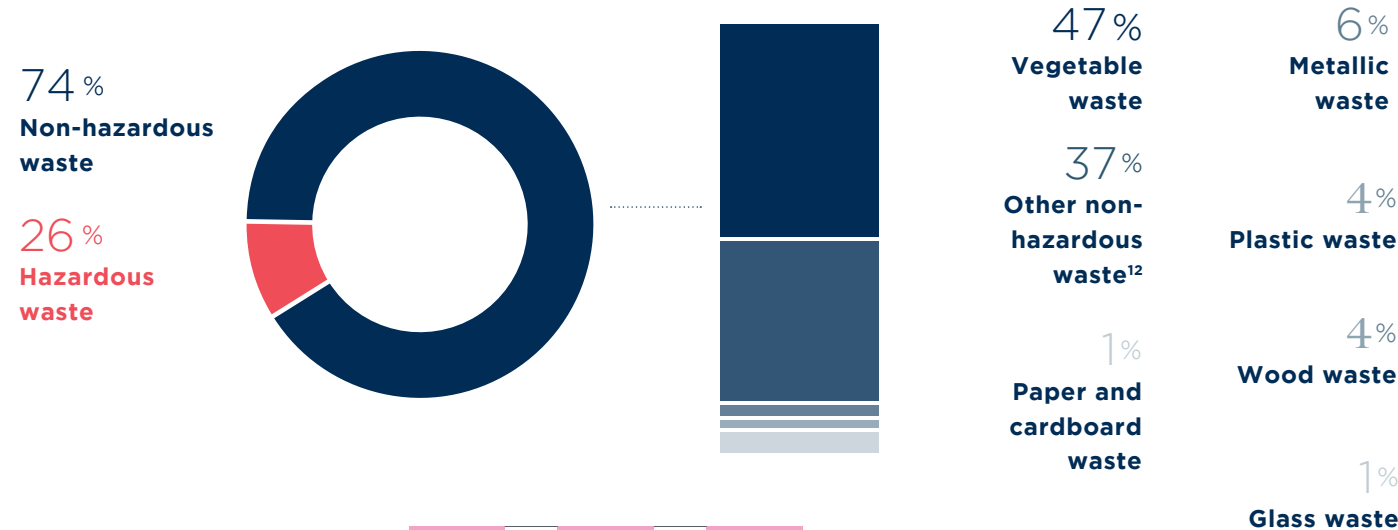
QUANTITY OF WASTE GEN-
ERATED BY THE GROUP



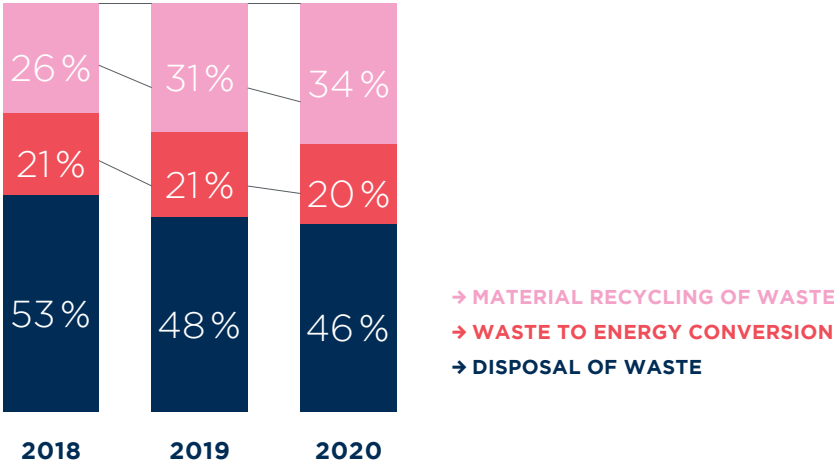
AMOUNT OF WASTE PER TON
PRODUCED (T/T)



DISTRIBUTION OF OUR WASTE IN 2020



FINAL STAGE OF WASTE



¹² Non-hazardous waste from Mexico has all been accounted for in "Other waste" although it contains paper, plastic, glass and other waste due to an unexpected change in service provider.



4.3 REDUCING OUR WATER CONSUMPTION

Issue, risk and policy

The constant increase in the world's population and the excessive use of water are increasing water stress around the world. In order to contribute positively to the preservation of water resources, the Robertet Group is committed to reducing its water consumption.

By 2025, the Robertet Group aims to reduce its water consumption per ton produced by 10% compared to the 2017 level.

Water is an important element in the Group's manufacturing processes. It is used in the extraction process of natural raw materials (as a solvent or as a cooling fluid). Water is also used in the washing of production equipment to comply with health and safety standards related to the manufacture of flavors and fragrances.

Actions undertaken

Water recycling and reuse

- Rainwater recovery in two of our subsidiaries: in the new plant in Brazil and in China
- Implementation of closed-loop systems.
- In South Africa, Bulgaria and SAPAD, water has been used since the plant's design in a closed circuit.

- In 2017, Hitex had already deployed a water recycling system for pump lubrication and cooling, allowing it to operate in a closed loop and thus halve its water consumption.

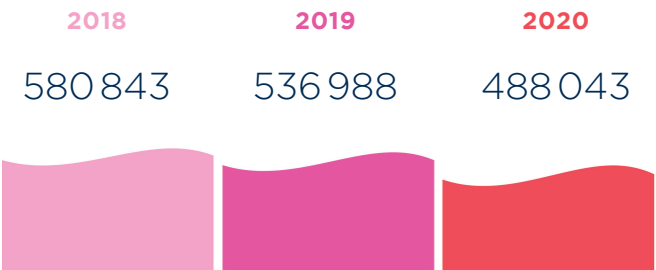
- In Turkey: Robertet has invested in air-cooling towers and is working to make the site a closed circuit.

Optimization of water consumption

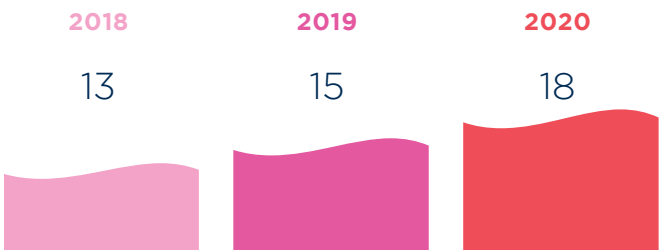
- Installation of water-saving equipment. As examples :
 - Hitex, in 2020 installed a flow restrictor, which allowed them to reduce their water usage by 48% compared to 2019.
 - In Grasse, Robertet has invested in a series of exchangers connected to the retention basin, saving 50 m3 of water per day.

Results and KPIs

TOTAL WATER CONSUMPTION BY M³



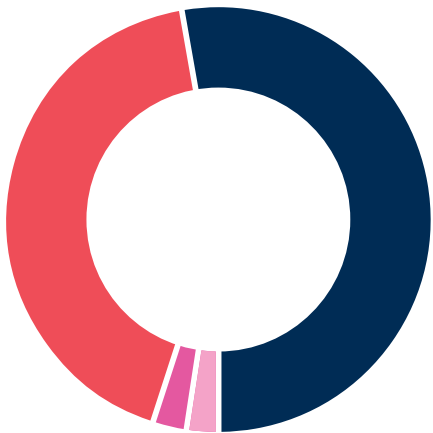
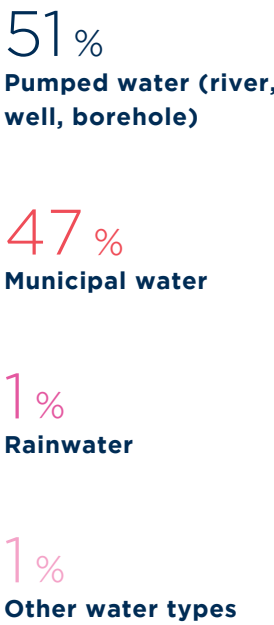
WATER CONSUMPTION PER TON (M³ / T)



Despite the reduction measures implemented at our sites, we have not managed to reduce our water consumption per ton of product. An overconsumption has been detected in a workshop at Robertet USA, and is currently being investigated.

In addition, the installation of new manufacturing processes that consume more water, such as cold rooms and a freeze-dryer on some of our sites, partly explains this result.

TYPOLOGY OF WATER CONSUMED



4.4. MITIGATING OUR IMPACT ON CLIMATE CHANGE

Issue, risk and policy

Aware that the fight against global warming is a social issue in which companies have a role to play, the Robertet Group is committed to reducing its environmental footprint, and in particular its greenhouse gas (GHG) emissions.

As the natural leader in our sector, our credibility depends on reducing our GHG emissions, which if not imposed by regulation, will be imposed by most of our customers.

By 2025, the Group aims to reduce its greenhouse gas emissions by 10% on scopes 1 and 2 compared to 2017 levels. To achieve this, Robertet's approach is based on two axes:

- Improve the energy efficiency of facilities
- Increase the use of renewable energy

In addition, Robertet Grasse carries out its regulatory BEGES (Greenhouse Gas Emission Balance) every four years by a certified service provider.

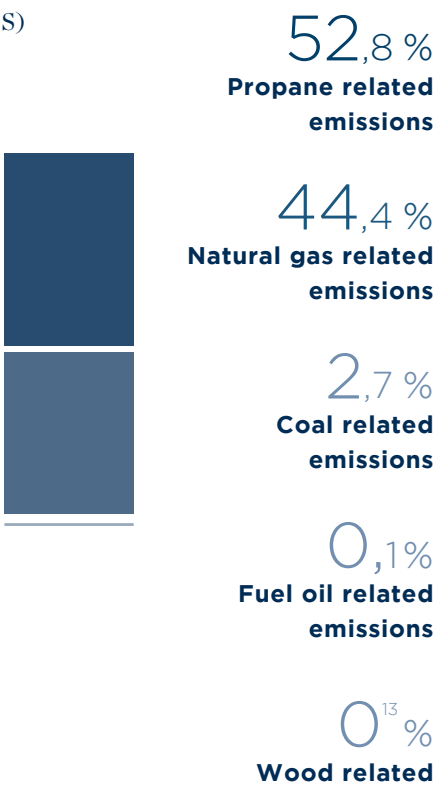
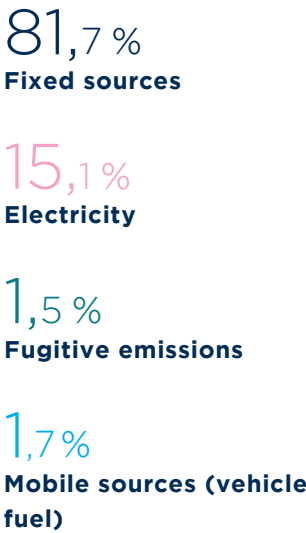
This BEGES enables the head office to identify the significant GHG emission items and to implement appropriate measures.

SCOPES 1 et 2

The Robertet Group measures its direct and indirect greenhouse gas emissions using the "scopes" defined by the GHG Protocol:

- Scope 1 includes direct GHG emissions from sources owned or controlled by the company. These emissions are related to:
 - the combustion of gas, propane, butane, fuel oil, coal and wood on the production sites
 - the fuel consumption of the Group's vehicle fleet.
 - refrigerant leaks
- Scope 2 includes indirect GHG emissions related to electricity production and consumption, as well as line losses.

CO₂ EMISSIONS ON SCOPES 1 AND 2 (TONS)



¹³ 0,00004 % to be precise

Actions undertaken

In order to reduce its GHG emissions for scopes 1 and 2, the Robertet Group is giving priority to actions to reduce its energy consumption, being responsible for nearly 97% of its GHG emissions.

These efforts are focused on two areas:

Improving the energy performance of facilities

- In 2019, Hitex invested in a variable-speed chiller and a new boiler to reduce its energy consumption.
- More than 3,600 light bulbs were replaced with LEDs, a much more energy-efficient lighting system, at Robertet USA, resulting in a reduction of 239,300 kWh per year.
- In 2020, SAPAD purchased a new boiler to reduce its energy consumption for the same amount of steam produced.
- In Grasse, in 2019, several investments were made: an osmosis unit was installed on a boiler.

It purifies the incoming water, limits the formation of limescale and preserves the energy performance of the boiler. In addition, all new pumps are purchased with variable speed drives, and economizers have been installed upstream of the boilers (water preheating).

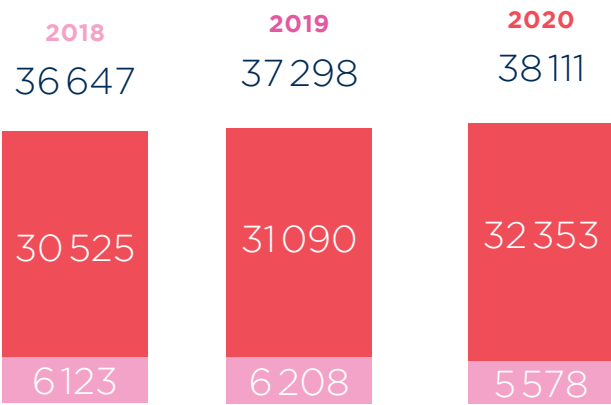
Increase the use of renewable energy

Several of the electricity contracts taken out by the Robertet Group include a proportion of electricity from renewable sources. This share of renewable electricity represents 7% of the Group's total consumption.

- By producing our own energy from renewable sources.
- Robertet USA has installed solar panels that have allowed it to generate more than 658,176 kWh in 2020, which represents 12% of its total electricity consumption and 2% of the Group's consumption.
- In Turkey, the administrative part of the site is partly heated with wood.

Results and KPIs

EMISSIONS ON SCOPES 1 AND 2 (TONS CO₂)



→ SCOPE 1
→ SCOPE 2

EMISSIONS OF CO₂, SCOPES 1 AND 2
(TONS DE CO₂ PER TON PRODUCED)



9%
of renewable electricity in the global consumption

Despite the actions undertaken, GHG emissions per ton of product have increased compared to 2019. The main reason for this is the opening of the new production site in Brazil and the expansion of the one in India.

The site in Brazil has new equipment, a ventilation and circulation system that allows the total volume of air to be renewed 4 to 5 times an hour in the workshops; and an air conditioning system, contributing to the comfort of employees, for an identical volume of products.

As for Robertet India, the installation of a new packaging room, a new distribution system, and a ventilation system will increase energy consumption.

the nature of our emissions on scopes 1, 2 and 3 and to better target our initiatives.

Although Robertet has not yet quantified Scope 3 emissions at Group level, the exercise carried out at the head office shows us the major impact of raw material and packaging purchases and, to a lesser extent, upstream and downstream transport on Scope 3.

SCOPE 3

“Scope 3” corresponds to upstream emissions related to the activities of our suppliers and subcontractors, and downstream emissions related to the use of our products.
Our approach begins with a carbon assessment. We carried out Robertet Grasse’s in 2012 in order to assess

DISTRIBUTION OF CO₂ EMISSIONS ACROSS THE VALUE CHAIN
(TON EQ.CO₂)



Robertet’s ambition, in the coming years, is to calculate this scope 3 on a Group-wide basis in order to confirm and specify the significant GHG emission items in our value chain. The complexity of this calculation is linked to the extent of the scope to be quantified. Indeed, to move to scope 3, the Group will have to evaluate and collect all the emissions of its raw material suppliers. In 2020, the CSR team was trained in the Carbon Footprint in order to begin this work.

Actions undertaken

The Group is focusing its efforts to reduce its Scope 3 GHG emissions on the purchase of raw materials, and to a lesser extent on transportation.

Reducing emissions related to transportation and travel

- We encourage carpooling in all our companies:



In 2020, Robertet Grasse was able to benefit from the "All carpoolers!" program launched by the French Ministry of Ecological Transition and Solidarity. The aim is to develop carpooling in companies, in order to reduce the GHG emissions generated by commuter traffic.

The Klaxit application puts drivers and passengers in the Grasse area in contact.

- To optimize the transportation of goods:
 - When possible and agreed upon by customers, shipments are grouped to minimize transportation. SAPAD deploys this strategy with its clients.
 - In 2020, SAPAD's truck fleet was replaced by less polluting vehicles that comply with Euro 6. Euro 6 is a standard that imposes restrictive thresholds for emissions of polluting gases (particulate matter, carbon monoxide, nitrogen oxides and hydrocarbons).
 - The transformation on site or near the place of production of the raw material is favored (shipping of a few kilograms of concentrated extracts instead of a large volume of biomass to be extracted).

Reducing emissions related to the purchase of raw materials

Insetting is the mainstay of our reduction strategy

The Robertet Group wants to reduce its CO₂ emissions, while at the same time helping to improve climate resilience and contribute to the well-being of local communities. This is why, for many years, we have spontaneously invested in projects to reduce carbon emissions within our value chain. These projects mainly consist of developing more sustainable and less carbon-intensive agricultural practices such as organic farming, preserving and restoring forests within our value chain, and supporting our suppliers in their efforts to reduce their carbon footprint.

We also support our suppliers in financing energy-efficient processing equipment.

This strategy, known as "insetting" or integrated carbon offsetting, differs from traditional carbon offsetting where projects are generally developed outside the company's value chain.

05



NATURAL AND
INNOVATIVE
PRODUCTS

As a global producer of natural raw materials, the Robertet Group is constantly seeking to innovate and explore the benefits of living organisms, in order to offer its customers safer, more natural and more environmentally friendly products. The Group uses all the talent of its teams to test, experiment and create new products.



5.1 ENSURING PRODUCT QUALITY AND SAFETY

Issue, risk and policy

Product safety and quality are the main expectations of consumers. These expectations are even higher for our customers in the agri-food sector who source their food flavors from Robertet.

The Robertet Group is committed to offering our customers and consumers quality products that offer every guarantee in terms of safety and harmlessness. In each country, the Group complies with all the standards and regulations relating to the products it markets.

In terms of quality, our objective is to improve customer satisfaction; and in terms of product safety, our objective is to improve the management of contaminants in the raw materials purchased (processed or not).

The Robertet Group's subsidiaries have set up Quality Management Systems (QMS) and product safety systems, which are an essential pillar of our business. They describe the measures to be taken and the procedures to be followed at all levels and at the various stages of production (reception, production, final inspection before dispatch) to ensure the quality and safety of products, in accordance with the standards in force.

Actions undertaken and results

Our commitment to quality and safety covers the entire supply chain, from the receipt of raw materials to the distribution of finished products:

- Our new supplier approval and purchasing processes take product quality into account. A food safety self-assessment questionnaire is regularly sent to our suppliers to ensure the quality and safety of the raw material purchased.
- Management reviews regularly examine the achievement of short-term objectives and changes in performance indicators in order to verify the effectiveness of processes and to pilot the steps necessary for the continuous improvement of product and process quality.

- Our production subsidiaries have adopted quality and safety management and certification systems that are appropriate to the local context and the requirements of their businesses and customers. The majority of the Group's food flavorings sites follow internationally recognized production quality standards and are certified ISO 9001, FSCC 22000, SQFI or Good Manufacturing Practices depending on the region.
- Internal and external audits are used to analyze the Group's performance in terms of quality and safety. They contribute to customer satisfaction and to improving the quality and safety of our services through the implementation of corrective measures.

Authentification of natural ingredients

Quality controls (analytical and organoleptic) are carried out on the raw materials received in order to control their conformity and their authenticity, in particular the naturalness of the aromatic ingredients. These evaluations allow us to guarantee the authenticity of our natural products, the transparency of our supply chain and reinforce the confidence of our customers.

Safety and unwanted substances

The safety assessment of products is based on the safety of each ingredient in the composition and on the safety of the finished product itself. It is based on existing safety data and scientific studies.

Faced with the questions that the public may have about certain substances and their effects on health and the environment, the Robertet Group has strengthened the safety assessment of its products. In collaboration with the IFRA-IOFI associations, the toxicological profile of the ingredients used has been reviewed, with a view to anticipating changes in regulations. As a member of IFRA-IOFI, we are committed to labeling our products according to the classification procedure established by these two organizations. This initiative goes far beyond what the regulations require.



In 2020,

47%

OF OUR SUBSIDIARIES ARE ISO 9001 CERTIFIED

Results and KPIs

	2020
Total number of claims	1023
Number of substantiated claims ¹⁴	607
Number of substantiated claims per product sold	0,3%

10 days
is the average time to
process a claim in 2020

¹⁴ A claim is said to be substantiated when it is the responsibility of Robertet

The 12 principles of Green Chemistry

5.2 DEVELOPING MORE RESPONSIBLE PRODUCTS

Issue, risk and policy

Consumers are paying more attention to the products they buy. They want to consume responsibly, more respectfully of the environment.

The Robertet Group is therefore committed to developing products that are not only effective, but also natural and sustainable, with an environmental perspective regarding both the choice of our raw materials and the way our products are obtained.

In this regard, the Group has set three main objectives:

- To increase the portion of natural ingredients in the compositions
- To increase the percentage of renewable and biodegradable products
- To assess our finished products from a green chemistry perspective

INTEGRATING THE PRINCIPLES OF GREEN CHEMISTRY IN THE MANUFACTURE OF OUR PRODUCTS

The Robertet Group places sustainability at the forefront of innovation in order to design quality products with the smallest possible ecological footprint.

Actions undertaken

While seeking to improve benefits for the consumer, the Robertet Group's R&D teams integrate the principles of green chemistry into the design of our products.

Up-cycling: an atomic economy and a new vision of waste

A more efficient use of resources, and in particular the reuse of plant-based raw materials, is one of the main areas of work for the R&D teams. Most of our waste constitutes a reserve of raw materials that can be transformed into higher value-added products, of interest for green chemistry and the creation of a new range of more sustainable products.

For several years, research has been carried out within the Group to identify co-products or waste from the first production cycle, which could be applied within the other divisions, and in particular by the H&B division, using molecules with a health or beauty benefit.

1

Reducing pollution at the source

2

Economy of atoms

3

Less hazardous synthesis

4

Less toxic chemicals

5

Researching alternatives to polluting solvents

6

Reducing energy consumption

7

Renewable resources

8

Reducing by-products

9

Use of catalytic processes

10

Ecodesign of products

11

Real-time analysis to prevent pollution

12

Reducing risk of accidents

In bold, the main areas of focus for the R&D teams.

Robertet's production is thus part of the circular economy, thanks to the internal reuse of its natural raw material reserves - also known as up-cycling - and the significant reduction of its waste. In addition, inter-company industrial synergies have been developed. The waste and co-products of certain companies are also used as raw materials by Robertet to develop new products.

One of our first cosmetic active ingredients was Ulti' Maté™, a product of our co-product development program. We reuse the leaves of the Yerba maté plant -Ilex paraguariensis, after a primary extraction for the Fragrance division, to extract the numerous antioxidant molecules.

Ulti'Maté™ is a natural active ingredient derived from up-cycling that helps the skin fight pollution by maintaining the skin's antioxidant activity in spite of the cutaneous stress caused by atmospheric pollutants.

Another of our cosmetic actives Casta'Néa™ has been developed from the co-products of the chestnut industry in Corsica. Indeed, the chestnut is primarily transformed into flour for its high nutritional value, but it results in a waste, the protective envelope that is not valued.

Robertet reuses this waste to create Casta'Néa™, a 100% plant-based anti-ageing active ingredient derived from "external" up-cycling.

To demonstrate the health and beauty benefits of these 100% natural active ingredients from the plant world, the Group conducts in-depth clinical and scientific trials.

Developping and promoting greener processes

The Group wishes to reduce its use of solvents that are polluting and/or toxic for the environment and for people. The R&D teams are always looking for alternatives to traditional solvents of fossil origin, in particular hexane.

To do so, the Group has developed and/or uses various technologies:

- Supercritical CO₂ extraction is an example of a clean process. CO₂ is neutral, non-toxic, does not generate polluting waste and preserves product quality. The Group has patented a process for extracting fresh flowers (rose, jasmine, orange) using CO₂ in a supercritical state.

Extraction with supercritical CO₂ has allowed flavorists to broaden the range of flavors offered to consumers. In fact, this process, in addition to being "green", improves the flavor performance. Robertet has thus developed a wide range of flavors derived from supercritical CO₂, such as pepper, ginger and coffee.

- Other research is focusing on the use of solvents that are more durable than those traditionally used by the group and by industry, such as dimethylcarbonate or isohexane, which are more respectful of the environment and of operators.

The Group not only wishes to reduce the use of polluting solvents but also tries to develop processes that are free of them. Thus, we offer a lemon balm extract obtained by pressing and filtering fresh leaves. No organic solvents are added during this process.

The Group also uses biotechnologies to produce products that meet both the principles of green chemistry and the need to optimize the use of natural resources, for example by setting up projects to recover some of our co-products.

Using renewable resources in our products

Renewability

Renewable resources are characterized by the fact that their stocks can be replenished over a short period of time on a human scale, and at least as fast as they are consumed. They also have a low impact on the environment.

Since 2015, Robertet has been developing a database based on carbon-14 analysis to determine the renewable nature of each raw material, using the criteria of the ISO 16128 standard.

Naturalness

Robertet not only measures the renewable or non-renewable nature of a raw material, we also seek to integrate more natural and organic ingredients into the composition of our fragrances and flavors.

The richness of our catalog of natural aromatic raw materials, and the expertise of our perfumers and flavorists in composing with them, has enabled us to acquire a reputation in this field, which continues to arouse great interest among our customers and consumers who want more natural ingredients.

The Flavors Division has developed a wide range of organic flavors, covering a very broad taste palette. These organic flavors are proactively offered to our customers. In 2020, the focus was on organically grown vanilla flavoring, with full use of the vanilla bean.

As for the Perfumes division, Robertet was behind the creation of the first Ecocert perfumes to comply with the Cosmebio charter, which now corresponds to the Cosmos Bio charter. This label guarantees the presence of natural ingredients obtained through sustainable processes.

Ensuring the biodegradability of our products

The biodegradability of an organic substance is its ability to be broken down by a biological process into smaller, simple molecules (e.g., carbon dioxide, water, mineral salts) and to be assimilated into the environment.

The biodegradability of products is closely monitored by the Group since it is one of the major parameters for assessing the impact of a substance on the environment.

The Group's database assigns a biodegradability status to each substance:

- Readily biodegradable, when the substance achieves at least 60% biodegradation within 28 days. This value must be achieved within a time interval of 10 days (e.g., from 10% to 60% in less than 10 days within 28 days).
- Not biodegradable, when the substance does not exceed 60% biodegradation after 28 days.

As the biodegradability of natural extracts is not easy to determine on the basis of laboratory tests, the extrapolation of the above rules has led the Group to consider as "readily biodegradable" all natural extracts consisting of 60% or more of substances recognized as "readily biodegradable".

Results and KPIs

In 2020,

11 new natural extracts have received industrial validation

51% of raw materials purchased by the Group are renewable¹⁵

52% of the raw materials purchased by the Group are "readily biodegradable"

¹⁵ The rest of the raw materials are non-renewable or their renewable nature has not yet been measured by Robertet.

ASSISTING CONSUMERS TOWARDS SUSTAINABLE CONSUMPTION PRACTICES

Consumers want to look good and feel good, and are looking for responsible products that promote health, well-being and beauty.

In this sense, the Robertet Group develops products that not only have less impact on the environment, but also benefit society.

Sustainable development is taken into account in the strategies of each of our divisions, placing our ingredients at the heart of these strategies since 2020. For example, the Flavors Division has developed a new "New Horizon" strategy with the aim of contributing to two major societal challenges, namely malnutrition and obesity in the world, and global warming.

- **Products low in salt, sugar and fat**

From a nutritional point of view, consumers are looking for healthier products. We support our food industry customers in developing solutions, from natural sources whenever possible, to reduce the sugar, salt or fat content of their products.

All of our application recipes have been redesigned so that the taste of the flavors allows for a more effective stimulation of desired feeling to compensate for the reduction of sugar or salt in the finished product, in order to maintain the aspect of pleasure.

For example, we have developed a honey extract that triggers the feeling of sweetness without containing sugar. Another example is the natural fresh butter flavor, which, when applied to a pastry with a voluntarily reduced butter content, ensures the same taste pleasure.

- **More vegetable based diets**

The Robertet Group is convinced that the flexitarian diet, which is beneficial to both health and the environment, is a change in consumption that will be sustainable over time. The studies carried out by our Consumer Insight department support this view.

Robertet wishes to support this change in consumption, which suggests a varied diet, enriched with plant products and reduced in meat.

The Robertet Group has broadened the flavor palette of its flavorists in order to offer customers practical and tasty solutions based on plants, and more specifically on plant proteins (e.g. chickpeas, oats, hazelnuts).

- **Functional products adapted to different needs**

Two years ago, the Robertet Group set up a Nutrafood department, at the convergence of the Flavors and H&B divisions, with the aim of developing nutritionally beneficial products aimed at improving health and well-being in general.

Our nutritional innovation program is based on natural active ingredients from plants.

The Robertet Group has developed Shot beauty™, a product containing our active ingredient, Lipowheat™, which can be incorporated into a drink or a functional yoghurt. While adding a fruity taste to the product, it also moisturizes the skin.

Another example of an active ingredient is Mountain Tea™, which adds flavor to the dairy product while boosting immunity.

The development of functional products is not specific to the Flavor Division but also concerns our Fragrance Division. The Group allocates part of its R&D efforts to aromacosmetics: the aim is to create value-added fragrances, with benefits in terms of well-being or beauty. Robertet's aromacosmetics program has already studied the effectiveness of hundreds of natural raw materials used in perfumery creation through its ActiScent™ range.

The latest addition to the aromacosmetics line in 2019, ActiScent™ Blue Ligth, protects against blue light generated by screens. This fragrance, thanks to a combination of our extracts of gentian, black pepper and rosemary, whose effectiveness has been tested, reduces the

ROBERTET GROUP

Report of the professional accountant designated as an independent third party on the consolidated statement of non-financial performance included in the management report

At the General Assembly of the Robertet Group,
37 avenue Sidi-Brahim BP 52100
06131 Grasse Cedex

Report of the professional accountant designated as an independent third party on the consolidated statement of non-financial performance included in the management report

In our capacity as an independent third-party auditor designated and accredited by Cofrac (Cofrac Inspection accreditation no. 3-1060, the scope of which is available on the website www.cofrac.fr), we hereby report to you on the consolidated non-financial performance statement for the year ended December 31, 2020 (hereinafter the "Statement"), presented in the Group's management report in accordance with the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Responsibility of the entity

It is the responsibility of the Board of Directors to prepare a statement in accordance with legal and regulatory requirements, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied with regard to these risks and the results of these policies, including key performance indicators.

The Statement has been prepared by applying the entity's procedures (hereinafter the "Reporting Criteria"), the significant elements of which are presented in the Statement.

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and the profession's code of ethics. In addition, we have implemented a quality control system that includes documented policies and procedures designed to ensure compliance with ethical rules, professional doctrine and applicable legal and regulatory texts.

Responsibility of the Independent Third Party Organization

It is our responsibility, on the basis of our work, to formulate a reasoned opinion expressing a conclusion of moderate assurance on:

- the compliance of the Declaration with the provisions of Article R. 225-105 of the Commercial Code;

- the fairness of the information provided pursuant to 3° of I and II of article R. 225-105 of the French Commercial Code, i.e. the results of policies, including key performance indicators, and actions, relating to the main risks, hereinafter the "Information".

However, it is not our role to give an opinion on:

- the entity's compliance with other applicable legal and regulatory provisions, in particular with regard to the due diligence plan and the fight against corruption and tax evasion;

- compliance of products and services with applicable regulations.

Nature and extent of the work

We conducted our work described below in accordance with the provisions of Articles A. 225-1 et seq. of the French Commercial Code, which set out the terms and conditions under which the independent third-party auditor conducts its work, and with the professional standards issued by the Compagnie Nationale des Commissaires aux Comptes (CNCC, National Company of Auditors) relating to this type of audit, as well as with the international standard ISAE 3000

- Assurance work not involving audits or reviews of historical financial information.

We have performed procedures to assess the compliance of the Declaration with regulatory requirements and the fairness of the Information:

- we have examined the activities of all the companies included in the scope of consolidation, the main social and environmental risks associated with these activities, and their impact on respect for human rights and the fight against corruption and tax evasion, as well as the resulting policies and their results;

- we assessed the appropriateness of the Framework in terms of its relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, industry best practices;

- We have verified that the Declaration covers each category of information provided for in III of Article L. 225-102-1 concerning social and environmental matters, as well as the information provided for in the second paragraph of Article L. 22-10-36 concerning respect for human rights and the fight against corruption and tax evasion;

- we have verified that the Statement presents the business model and the principal risks of the business of all the entities included in the scope of consolidation, including, where relevant and proportionate, the risks created by its business relationships, products or services as well as policies, actions and results, including key performance indicators;

- We have verified, where relevant with regard to the principal risks or policies presented, that the Statement presents the information required under II of Article R. 225-105;

- we appreciated the process for selecting and validating key risks;

- We asked about the existence of internal control and risk management procedures implemented by the entity;

- We assessed the consistency of the results and key performance indicators with the main risks and policies presented;

- We have verified that the Declaration covers the consolidated perimeter, i.e. all the companies included in the scope of consolidation in accordance with Article L. 233-16;

- We have assessed the collection process put in place by the entity to ensure the completeness and fairness of the information;

- We have implemented for the key performance indicators and other quantitative results that we considered most important and which are listed in the Appendix:

- analytical procedures to verify the correct consolidation of the data collected and the consistency of their evolution;

- tests of detail on a sample basis, consisting of verifying the correct application of definitions and procedures and reconciling data with supporting documents. This work was carried out on a selection of contributing entities, namely Grasse and the US subsidiary, and covered between 63% and 89% of the consolidated data for the key performance indicators and results selected for testing;

- We consulted documentary sources and conducted interviews to corroborate the qualitative information (actions and results) that we considered most important and which is listed in the Appendix;

- We assessed the overall consistency of the Statement with our knowledge of all the companies included in the scope of consolidation

We believe that the work we have done in

professional judgment allows us to provide a moderate level of assurance; a higher level of assurance would have required more extensive audit work.

Means and resources

Our work mobilized the skills of 6 people and took place between November 2020 and April 2021, over a total intervention period of 4 weeks.

To assist us in our work, we called on our specialists in sustainable development and social responsibility. We conducted around ten interviews with the people responsible for preparing the Declaration, representing in particular the General Management, Administration and Finance, Risk Management, Compliance, Human Resources, Health and Safety, Environment and Purchasing Departments.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the consolidated statement of non-financial performance is not in compliance with the applicable regulatory requirements and that the information, taken as a whole, is presented fairly in accordance with the Reporting Criteria.

Marseille, 28 April 2021

The Independent Third Party Organization

PricewaterhouseCoopers Audit

Frédéric Prévost
Partner

Pascal Baranger
Director in the Sustainable Development Department

Appendix: List of the information we considered most important :

Key performance indicators and other quantitative results:

- Share of long-term partnerships

- Share of renewable energy

- Percentage of strategic supply chains audited or certified according to a CSR standard

- Percentage of raw material value covered by the CSR questionnaire sent to the supplier

- Percentage of relevant claims per product sold and percentage of ISO9001 certified subsidiaries

- Frequency rate, turnover rate and absenteeism rate

- Percentage of women in the total workforce

- Percentage of employees who received at least one training course during the year

- Percentage of renewability of substances used by the Group

- CO2 emission per ton produced on scopes 1 and 2

- Water consumption per ton produced

- Number of formal notices issued by any environmental authority regarding environmental pollution

- Share of uncaptured VOC emissions by quantity of solvents used

- Number of complaints (residents) or formal notices by any environmental authority about odor and noise pollution

- Percentage of recovery of our waste

- Percentage of suppliers, in number, who have signed the ethical charter

- Percentage of employees who have taken anti-corruption training

- Percentage of feedback on the code of conduct - signed and favorably integrated

Qualitative information (actions and results):

- Safety stock management

- For Life certified SAPAD subsidiary

- Vanilla sector certified "organically grown" in 2020 by Ecocert in Madagascar

- New supplier registration process and purchasing process taking into account product quality

- Establishment of a pandemic continuity plan and appointment of a COVID referent and an alternate

- Robertet Grasse, for the 1st time celebrated the European Week for Sustainable Development in September 2020

- In 2020, the Group adapted and supported its sales staff in order to maintain remote customer relations

- Training has been provided since 2015 for new tutors of work-study students

- The Group not only wishes to reduce the use of polluting solvents but also tries to develop processes that are free of them

- In Grasse, in 2020, several investments were made: an osmosis unit was installed on a boiler

- In 2020, Robertet Grasse was able to benefit from the "All carpoolers!" program launched by the Ministry of Ecological and Solidarity Transition in France.

- In Grasse, on the Jean Maubert site, Robertet invested in 2019 in a series of exchangers connected to the retention basin, saving 50 m3 of water per day

- In 2020, a 1,200 m3 buffer tank was created on the Grasse site

- The standardization of production and the establishment of operating procedures allows the optimization of solvent consumption

- In 2020, a deodorization tower with activated carbon treatment was installed at the Grasse site

- At Robertet Grasse, the HSE team is part of the Waste Commission of the Prodrarom association

- Signature of the United Nations Global Compact

- Review of the anti-corruption plan

- Tax risks are included in the overall risk map presented to the Audit Committee

- The Group does not operate in any country on the French list of non-cooperative states or territories (NCST) or on the European Union's "black" list of non-cooperative countries and territories.



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