

ACTIFS PRÉCIEUX

ATELIER | EXTRACTION | SELECTIVE

CSR REPORT
2020

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ABOUT THIS REPORT

This report presents the Actifs Précieux's Corporate Social Responsibility (CSR) approach: policies, commitments, achievements and results. It aims to report transparently on the approach implemented by Actifs Précieux to contribute to the United Nations Sustainable Development Goals (SDGs).

CONTRIBUTIONS

This report was produced by the departments responsible for CSR and Communication of **Actifs Précieux**. We would therefore like to thank all the collaborators who made their contribution.



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A WORD FROM THE PRESIDENT

We at Actifs Précieux have a mission to create value for our customers, suppliers, employees, the community in which we reside, and the world at large. After 6 years, we are extremely proud of our track record on all fronts of how we have managed this mission.

But the challenges to do better yet are before us. Today, due to global factors, the need for sustainable business practices are increasingly urgent. From the beginning, Actifs Précieux has been committed to working safely, improving the living standards and well-being of our team, minimizing waste, and conserving energy. Like all challenges, we welcome the opportunity to continue to raise the bar and to be the best we can be in an ever-changing world.

As we look to the future, Actifs Précieux will continue on with its mission and thrive as we always have by continuing responsible, accountable, and transparent practices. So as to continue to create sustainable and enduring value, we must devote ourselves to protecting the health, welfare, and socio-economic development of our team and community.

Hajer Derouiche

Owner & President, Actifs Précieux

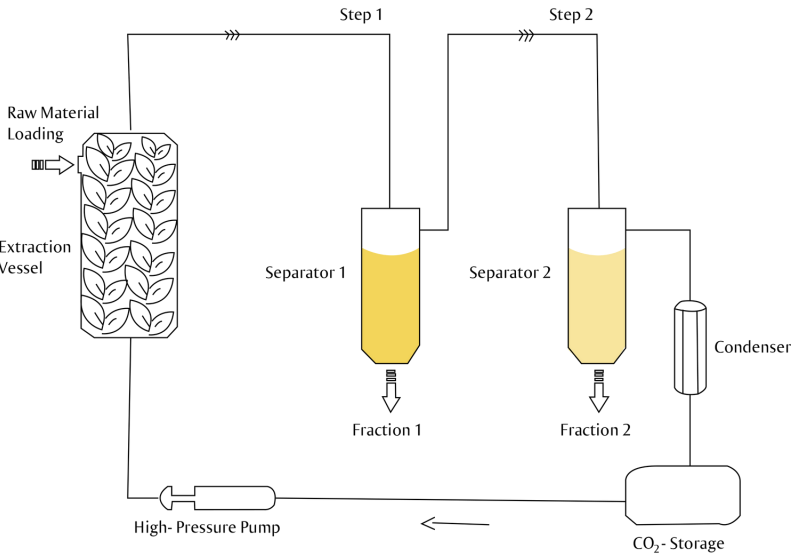
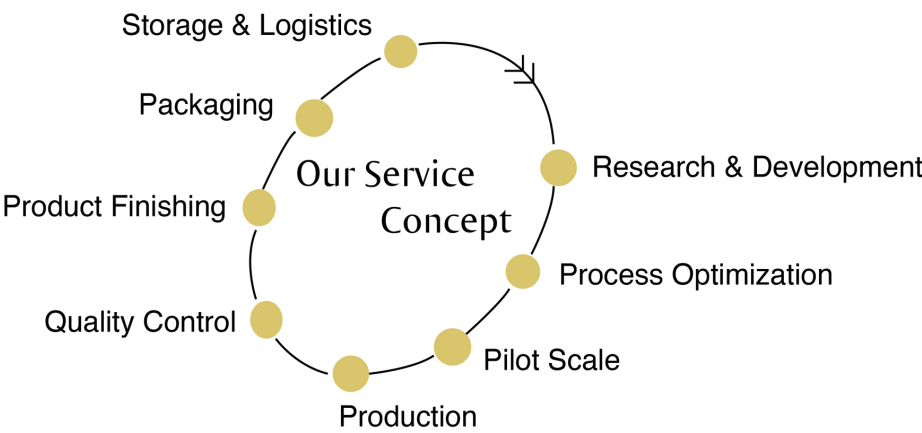
PROFIL

Natural ingredients for cosmetics, nutraceuticals and food processing.

Actifs Precieux offers supercritical extracts. Actifs Precieux extracts these ingredients from vegetables using a high-pressure and low-temperature process. Actifs Precieux offers extracts of several plants which find application as food flavors. The startup's bioactives also find use in dietary supplements and cosmetics. Actifs Precieux develops natural extracts through active research, respectful of the environment and the principles of green chemistry.

ADVANTAGES

- High stability
- Longer shelf life
- Low dosage levels
- Simple clean label declaration
- 0 contamination & purity guaranteed
- Extracted constituents identical to plant
- Preserve heat-sensitive plant components
- Food and medical grade



COMMITMENT

The ACTIFS PRECIEUX's commitment to being a responsible company is deeply rooted in our values. Our ethical business approaches are an integral part of our style. By pooling a sustainable management program and a green chemistry approach, our company set itself a series of tangible commitments in the economic, social and environmental areas.

In 2018, to go further in our approach, we also chose to align our Sustainable Development Policy with the Sustainable Development Goals (SDGs) of the United Nations.

RESPONSIBLE INNOVATION

The development of eco-friendly processes and products, is at the heart of consumer's expectations and has been highly recommended by states and international organizations over the last decades. Developing natural high-quality extracts, requires a sustainable & responsible approach at every stage of the manufacturing process.

GREEN & ECOLOGICAL PROCESS

As part of a sustainable development approach, ACTIFS PRECIEUX adopts the supercritical carbon dioxide (SC-CO₂) extraction as a novel eco-technology allowing the reduction of energy consumption and the use of alternative solvents for the production of high-quality natural ingredients. This extraction process using supercritical fluid, respects the ethics of green chemistry. It is a clean product, free from harmful toxins and any synthetic chemical compounds.

ECO-RESPONSIBLE PARTNERS

ACTIFS PRECIEUX sources itself through fair trade cooperatives by creating jobs opportunities with the best social practices for rural employees and by valorizing the Mediterranean and Tunisian plant heritage. Our ingredients are sourced from conscious growers. Based on the potential of the terroir and the skills that surround it, the challenge is to succeed in developing agricultural sectors to promote the renewable biomass of typical plants of the region. All our extracts come from natural plant resources that are selected according to exhaustive research on their composition. We are focused on making the most sustainable choices for our products. We are actively engaged to set up and build a sustainable network of partners and suppliers in order to implement a sourcing procedure that fits the high level of specifications and quality commitments of the company.

SUSTAINABLE DEVELOPMENT POLICY

Actifs Precieux has structured its Sustainable Development Policy around four commitments in line with its activity and strategy:

- 1. **Act and operate ethically and responsively**
- 2. **Ensure responsible management of our products**
- 3. **Care about our collaborators**
- 4. **Promote sustainability along our value chain**

In the context of the Covid-19 health crisis, we are more committed than ever to protecting the health and safety of our employees and all the stakeholders Actifs Precieux deals with, while continuing to meet the needs of our customers and working with them to find the best solutions.

OUR BUSINESS MODEL ALLOWS
US TO CONTRIBUTE TO THE
FOLLOWING SUSTAINABLE
DEVELOPMENT GOALS (SDGS):

8 STRATEGIC SDGS



7 RELEVANT SDGS



ACT AND OPERATE ETHICALLY AND RESPONSIVELY

- **Respect Human Rights**
- **Work against corruption**
- **Integrate ethics into the heart of our business practices**

Actifs Precieux has established a responsible purchasing charter to ensure respect for equal treatment between Suppliers and to ensure that purchasing decisions are based on an objective and comparative assessment of the integrity and reliability of Suppliers. The criteria of price, quality, performance, delivery times and the adequacy of the services offered to the needs of Actifs Precieux are the foundations of all its purchasing decisions.

In addition, Actifs Precieux strictly complies with regulations which prohibit any agreement, concerted practice or abuse of a dominant position on the market concerned its Suppliers.

2022 OBJECTIVES

100% OF COLLABORATORS WILL HAVE
SIGNED THE CODE OF ETHICS

2020 RESULTS





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Considering its clients as its privileged partners and human capital as its main resource.

ENSURE RESPONSIBLE MANAGEMENT OF OUR PRODUCTS

- Develop products respectful of the environment and human health
- Improve our facilities energy efficiency
- Ensure the sustainable and fair use of biodiversity in sourcing activities
- Protect consumers' health and safety

To strengthen our Culture of Improvement, ACTIFS PRECIEUX is focused on a continuous improvement approach aimed at satisfying all the expectations of the interested parties (customers, employees, suppliers, etc.) and to comply with applicable requirements, in particular, regulatory and standards.

Considering its clients as its privileged partners and human capital as its main resource, ACTIFS PRECIEUX has voluntarily decided to engage in a quality, social and environmental compliance process according to standards: ISO 9001, 14001 ISO 22716, ISO 26000 and ISO 20400. We achieve this through strict quality planning, quality control and quality assurance.

Certifications at the service of our customers' expectations:

The end customers of our own customers, particularly in the cosmetics industry, expect more natural products, more organic, and more traceability. Our development strategy conducted for several years allows us to meet their aspirations thanks to various certifications.

CARE ABOUT OUR COLLABORATORS

At Actifs Precieux, no form of discrimination is tolerated and vigilance is applied as soon as a recruitment need is defined.

Since its creation, Actifs Precieux has pursued a very open policy in terms of recruitment, characterized by equal distribution between women and men.

With a total workforce of 21 people, divided into 11 women and 10 men, our company continues to show gender parity (50% women 50% men).

WORKING CONDITIONS

Well-being and continuous improvement of working conditions in terms of internal infrastructure. Spaces to bring well-being and comfort to our employees and which allow us to develop our young and dynamic corporate culture in line with our values.

The major event that characterized the year 2020 was the spread of the covid-19 pandemic: The company had to close its site during the confinement period which ran from March 23, 2020 to May 15, 2020, but it maintained jobs and has set up telework procedures.



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Our company continues to show gender parity (50% women 50% men).

- **Safety first**

With continuous improvement of performance in the areas of health, safety and the environment (HSE) and the company makes every effort to ensure the physical and moral integrity of all its employees: prevention, training, methods and equipment for individual and collective protection. Each of them is a committed player in occupational health and safety for a zero accident policy. A safe and risk-free work environment is provided to our employees by the periodic verification of the installations by approved bodies and by the presence of means of protection in the event of fire: sprinkler system, CO2 extinguishing, etc.

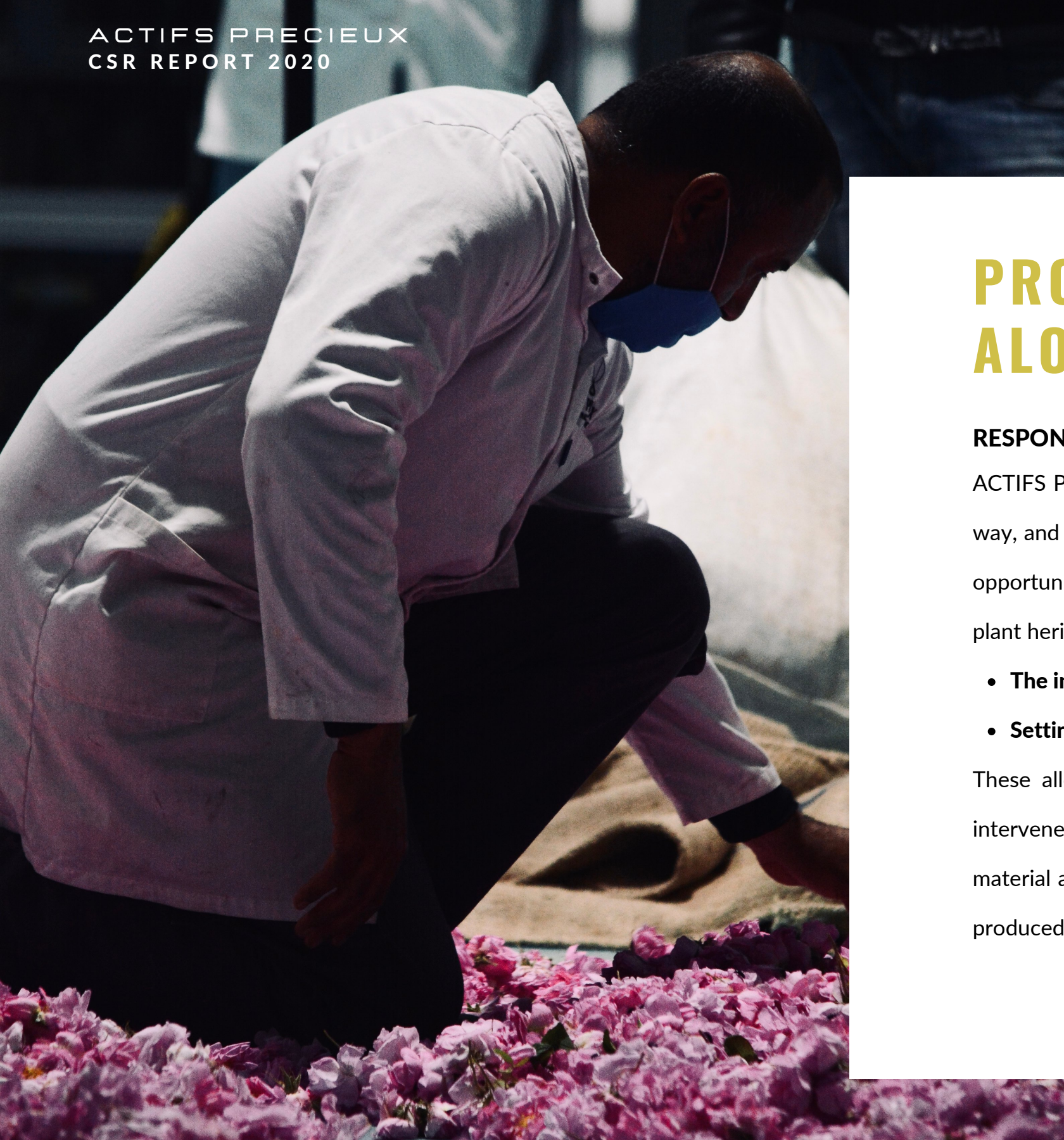
- **We act with kindness to allow everyone to achieve the right balance between personal and professional life and we encourage teleworking.**

- **Develop skills**

The training of our employees is a priority so that everyone can exercise their profession with the right skills and have the means to fulfill themselves professionally. Training is an integral part of our values because Actifs Precieux is a learning and dynamic company.



		2019	2020
WORKFORCE	TOTAL WORKFORCE (CDD AND CDI) AS OF DECEMBER 31	16	21
	NEW HIRES DURING THE YEAR	4	6
	TURNOVER RATE	16 %	9 %
HEALTH SAFETY AT WORK	ACCIDENTS AT WORK WITH WORK STOPPAGE >24H	0	0
	TG SEVERITY RATE (NUMBER OF DAYS OF ABSENCE DUE TO ACCIDENTS PER THOUSAND HOURS WORKED)	0	0
	ABSENTEEISM (EXCLUDING MATERNITY AND LONG ILLNESS)	6	9
	WORKING FROM HOME	6 %	58 %
FORMATION	TOTAL NUMBER OF TRAINING HOURS	1200	1600
DIVERSITY AND EQUAL OPPORTUNITY	PARITY (M/F) ON OVERALL WORKFORCE	50/50	50/50
	PERCENTAGE OF EMPLOYEES RECOGNIZED AS DISABLED WORKERS	0 %	0 %



PROMOTE SUSTAINABILITY ALONG OUR VALUE CHAIN

RESPONSIBLE PURCHASING

ACTIFS PRECIEUX has chosen to source only in an ethical and responsible sustainable way, and to source its supplies through fair trade cooperatives by creating employment opportunities with the best social practices for rural employees and by promoting the plant heritage of the region. Several significant actions have therefore been initiated:

- **The implementation of a charter of Ethics, Responsible Purchasing;**
- **Setting up evaluation forms for suppliers;**

These allow ACTIFS PRECIEUX to ensure good supplier practices and above all to intervene in the event of non-compliance. The selection of the producers of its raw material and has developed a relationship with them to ensure that its plant material is produced in a sustainable way and in compliance with the highest ethical principles.

SHORT SUPPLY CHAIN AND CIRCULAR ECONOMY

ACTIFS PRECIEUX has chosen to source only in an ethical and responsible sustainable way, and to source its supplies through fair trade cooperatives by creating employment opportunities with the best social practices for rural employees and by promoting the plant heritage of the region.



