

January 2022

PROGRESS COMMUNICATION



ENVIRONMENTAL
RESPONSIBILITY



ECONOMICAL
RESPONSIBILITY



SOCIAL
RESPONSIBILITY

B GROUPE
BRANDT
THE BEST EVERYDAY

Brandt

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2022 STATEMENT

COMMITMENT TO CSR AND CONTINUED SUPPORT FOR THE UN GLOBAL COMPACT



Simon Barbeau
President

Rueil-Malmaison, 21 January 2022

Respect for human rights, working conditions, environmental protection and business ethics is an integral part of the BRANDT Group's core values.

In October 2020, the BRANDT Group affirmed its commitment in this area by joining the United Nations Global Compact, whose ten founding principles are related to human rights, international labour standards, the environment and the fight against corruption.

The BRANDT Group is committed to integrating these ten principles and the 17 sustainable development objectives defined by the United Nations Global Compact into all its activities.

We wanted to integrate our sustainable development approach into a reference framework known to all in order to attest to the sincerity of our commitments and thus participate in the promotion of the principles conveyed.

We hereby renew our firm commitment to integrate these principles into our company's strategy, culture and day-to-day operations, and to advance them in our area of influence.

Social, environmental and economic responsibility: the BRANDT Group places its commitments as a responsible company at the heart of its strategy. This approach actively and concretely supports our transformation and adaptation actions.



ENVIRONMENTAL RESPONSIBILITY



ECONOMICAL RESPONSIBILITY



SOCIAL RESPONSIBILITY

This annual communication:

- shares our policies for deploying these Sustainable Development Objectives,
- details the development areas highlighted and the achievements, launched and to come, supporting them.





In its desire to limit its impact and take care of the environment around us, the BRANDT Group is committed to a global ISO14001 process which will see the head office complete the certification of all its sites in 2022 (production sites in Orleans and Vendôme, after-sales site in Cergy and head office in Rueil-Malmaison).



■ ECO-CONCEPT

The BRANDT Group's product design rules take into account recyclability requirements that apply:

- firstly, to the choice of materials, giving priority to the criterion of recyclability,
- in parallel to the assembly solutions favoring processes that facilitate disassembly (such as

screwing rather than welding).

An eco-design guide listing these rules is in force and applies to the development of new projects.

Actions:

- Implementation and use of an **eco-design guide**.
- Implementation of the follow-up and the **objective of the percentage of recyclable material per project**.

■ ENSURE THE REPARABILITY OF PRODUCTS

For the benefit of its customers and the environment, the BRANDT Group has always acted to increase the durability of its products through design actions that increase reliability and service life.

The BRANDT Group has also made a special effort, recognized by the market, to ensure, promote and facilitate the reparability of its products, by choosing to:

- guarantee the availability of parts over a very long period of time,
- to favour repair interventions rather than replacement,
- to support self-repair materially (parts) and practically (method).

Actions:

- In 2021, **the BRANDT Group has increased the availability of parts to 14 years and even up to 20 years for pyrolysis ovens and induction hobs, thus positioning itself as a market leader in this area.**
- With a network of after-sales technicians working with customers, the BRANDT Group has formally **established in its practices the fact of putting forward a repair proposal**, thus favouring it over an appliance replacement whenever possible.
- **To support and facilitate self-repair**, the BRANDT Group:
 - provides direct **sales of spare parts to the end user** (B2C),
 - **produces and makes available online video tutorials**, via an ergonomic access that facilitates research and requires no registration (by the end of 2021, the site had accumulated 433k views).

IMPACTS

Since 2020, the eco-design guide has been applied to 100% of the projects developed.

Percentage of recyclable material per project:

Achieved **2020: 78,4%**

Achieved **2021: 79%**

> **Target 2022: 80%**

In 2021, the repair interventions carried out represent **the equivalent of 1,475 tons of WEEE waste avoided**.

> **2022 goal: increase the amount of WEEE waste avoided by 25%.**

In 2021, B2C sales represented **the equivalent of 1,500 tons of WEEE waste avoided**.

> **2022 goal: increase the amount of WEEE waste avoided by 5%.**

(Total tons of WEEE waste avoided in 2021 is 23,000 tons).



■ CONTROLLING ENERGY CONSUMPTION

Voluntarily committed through its QHSE policy to the protection of resources, and as a natural complement to its constant search for competitiveness, the BRANDT Group maintains a constant activity aimed at optimal energy efficiency:

- by developing actions to optimize and

modernize the industrial tool,

- by seeking actions that allow the use of renewable energy.

This commitment is accompanied by ongoing communication and awareness-raising activities among employees about the challenges of energy consumption management.

Communication actions and awareness of the issues and responsible behaviors:

- deployment of posters **promoting eco-responsible energy consumption** (lighting, heating, etc.),
- **reminders of good practices** in the Group's internal publications,
- coordination of the **Environmental Management Plan**.

The main optimization and modernization actions carried out and in progress are:

- **Rationalization of the surface treatment industrial site:** the closure of the surface treatment activity (enameling and painting facilities and shareholder ovens) at the Vendôme site and its transfer to Orléans, which already has adequate facilities, will enable rationalization by using a single facility,
- on the Orléans site, **installation of a new hooding machine**, equipped with a filming technology that will make it possible to eliminate the gas consumption of the old equipment (without increasing electricity consumption).

Actions to control and improve facilities at the Cergy site.

IMPACTS

On the sites of Orléans (production), Vendôme (production) and Cergy (after-sales service):

Postings are deployed and regularly maintained.

A **reminder of good practices** in the Lettre de l'Industrie is organized in **two publications per year**.

The **Environmental Management Plan** is reviewed every few years.

Surface treatment: from **november 2022, the expected gain in gas consumption is 1750MWh/year**.

New hooding machine: equipment commissioned in the first week of 2022, **the expected gain is 95,000 kWh/year**.

The consumption of the Cergy site has been steadily decreasing since 2016, in comparison **the decrease in 2021 was 400 000 kWh**.



■ CONTROLLING CO2 AND OTHER GREENHOUSE GAS EMISSIONS

In order to act on the climate, the BRANDT Group has committed itself to an initial process of identifying its greenhouse gas emissions.

The aim of this assessment is to:

- to identify possible reduction actions ,
- as well as to determine, for the share of

incompressible greenhouse gas emissions that we will not/cannot yet significantly reduce, the possible climate contribution by supporting environmental field projects.

Actions:

- Carrying out a **greenhouse gas emissions assessment in 2020** for scopes 1 to 3 of the French industrial scope.



■ CONSERVE WATER

The BRANDT Group actively pursues responsible water consumption actions that aim to:

- reduce consumption,
- reduce the solicitation of the sanitation network,
- control the generated discharges.

Actions:

- **Reducing consumption by using closed-circuit water for industrial activity:** the investment made to modify an installation (balancelles) at the Orléans site has enabled a new closed-circuit method of use.
- **Reducing the demand on the sewerage system:** the investments and work carried out to reactivate the use of borehole water at the Orléans site have meant that since December 2021 drinking water is no longer used for production and fire safety activities.
- **Controlling discharges:** reducing discharges of suspended matter into the wastewater system by installing a new flocculation plant.

IMPACTS

The **first assessment was established in October 2021** (Helexia assessment of 26/10/2021 on the French perimeter).

> Objectives for 2022:

- Complete the assessment for all of the group's activities, particularly trading.
- Definition of the reduction plan (overall objective, identification and deployment of actions and detailed shareholder objectives).

The **reduction in consumption** measured in the 3rd semester 2021 was **250 m³/month**, a **60% reduction**.

Consumption measurement from the borehole began at the commissioning of the facility, which took place at the end of December 2021.

> Objectives for 2022: implementation and commissioning of the facility.

The amount of suspended solids avoided will be measured in kg/year.



ECONOMICAL RESPONSIBILITY

8 DECENT LABOUR AND ECONOMIC GROWTH



reflects the group's commitment to building an economically responsible future.

This certification applies to our cooking products manufactured at our industrial sites in Orléans and Vendôme (pyrolysis ovens, cooktops, microwaves, hoods).

The certifications are obtained and maintained through regular audits, carried out by official and recognized organizations.

Actions:

- Industrial and supplier selection actions to ensure that the **Origine France Garantie** label is maintained.

■ SUPPORT LOCAL DEVELOPMENT

Our industrial base in France is a major element of our Group's identity.

The **Origine France Garantie** label is awarded to products whose final assembly is carried out in France and more than 50% of their value is produced in France. Guaranteeing consumers the French origin of the products they buy, it

16 PARTNERSHIPS FOR THE ACHIEVEMENT OF THE OBJECTIVES



related risks (risk mapping in particular), etc.

In 2021, the BRANDT Group has decided to revitalize and intensify its ethics and compliance approach.

In 2022, the BRANDT Group also plans to overhaul its competition law compliance program (in place since 2015) and to distribute new tools to raise awareness of personal data protection.

Actions:

- Following its adhesion to the United Nations Global Compact, the BRANDT Group has integrated into all **new purchasing contracts clauses according to which its suppliers undertake to respect the principles of the United Nations Global Compact** (and in particular the fight against corruption) and to implement all the good practices applicable to business ethics.
- The BRANDT Group has also revised its **General Terms and Conditions of Sale (GTS) and General Terms and Conditions of Purchase (GTP)** in order to integrate the commitment of the BRANDT Group and its customers and suppliers to respect the principles of the United Nations Global Compact and to include clauses encouraging the BRANDT Group's partners to adopt a continuous improvement approach to RSE.

■ FIGHT AGAINST CORRUPTION & GLOBAL APPROACH TO BUSINESS ETHICS

The ethics and compliance process has been in place for several years within the BRANDT Group: awareness-raising and training for the Group's employees on business ethics participants, identification of corruption-

IMPACTS

We were **the first household appliance manufacturer to receive the French label Origine France Garantie** for our products manufactured in Orléans and Vendôme.

This label has been **constantly maintained** since the first labeling in 2011, **its last renewal was made in July 2021**.

In 2020, by number of products sold in France:

- **more than 50% will come from our products with the Origine France Garantie label,**
- for the group's flagship products (**induction tables and traditional ovens**), **almost all (> 94%) have the Origine France Garantie label.**

New purchase contracts **implemented**

News **GTS and GTP implemented**

Brandt decided to step up the deployment of its anti-corruption program with the **distribution, planned for early 2022, of new awareness and prevention tools** (new training program, distribution of new codes of conduct, distribution of a responsible purchasing charter, etc.)



■ ENSURE EMPLOYEE SAFETY

Since 2017, the BRANDT Group has engaged in a wide-ranging safety prevention initiative at its industrial sites called Playsafe. The aim of this committed and participatory approach is to raise awareness among all employees of the risks associated with individual behavior to make each person a player in his or her

own safety and that of others both in the professional and personal environments.

Actions:

- The **deployment of the PLAYSAFE** approach will be gradually extended to all sites from 2022.
- **Awareness-raising actions on road risks** are regularly deployed among the company's travelling staff, sales representatives and after-sales technicians.

IMPACTS

By the end of 2021, **79% of employees at the Orléans and Vendôme sites were trained, with a target of 100% by 2022.**

Between 2017 and 2022, the occupational injury/illness (OI/OI) contribution rate improved by:

- **56% in Orléans**
- **4% in Vendôme.**

> 2022 objective:
gradually extend the road risk awareness campaign to all employees.



3 HEALTH AND WELLNESS



■ ENSURE EMPLOYEE SAFETY

The BRANDT Group considers that working remotely is a good complement to face-to-face work. It offers greater flexibility in the organization of employees and improves working conditions and quality of life at work through a better balance between personal and professional life. It strengthens the

balance of life by reducing travel between home and work and fatigue. The implementation of a chosen telework and the positive effects induced contribute to the improvement of the company's performance.

With the increasing implementation of remote working, digital technologies have become an integral part of the working environment and of the daily work life of the employees and contribute to the good functioning and performance of the company. They are also a response to the growing need for mobility and, more broadly, for ease of organization, both individually and collectively, and constitute a vector of efficiency. Nevertheless, if not controlled, their use can have consequences on the quality of life at work as well as on the personal life of employees and generate confusion between personal and professional life.

Mindful of these issues and in order to protect the company and its employees against these risks and improve the quality of life at work, the BRANDT Group has undertaken several projects. These projects concern teleworking and practices to be promoted in terms of hybrid work and the proper use of digital communication tools.

Actions:

- Conclusion in France of **a new agreement on remote working** which sets a new framework for the organization of work in the company and offers all employees whose position allows them to telework up to three days a week.
- Conclusion of **an agreement on the right to disconnect**, which reaffirms the importance of the proper use of digital tools and professional communications and the need to regulate their use to ensure respect for rest periods and vacations as well as the balance between personal and professional life. This agreement also provides for actions to raise awareness among employees and managers on the reasonable use of digital communication tools and on good practices in this area.
- At the same time, the BRANDT Group plans to deploy a process involving employees in 2022 to define the practices to be **promoted in terms of hybrid work**.
- **Training/coaching of the management line based** on the Group's values and their operational application and on best practices in hybrid work.
- In 2022, launch of a **recurring survey** to reflect the state of well-being of employees.

IMPACTS

An agreement on remote working signed by all the company's trade unions.

Agreement on the right to disconnect signed by all the company's trade unions.

A measurement of the state of well-being will be carried out through the recurrent survey for the first time in 2022.



4 QUALITY EDUCATION



■ CONTRIBUTE TO EDUCATION

The BRANDT Group actively encourages work-study training in order to:

- support training for a diploma while developing the employability of the trainee,
- provide financial autonomy and access to higher education,
- facilitate the gradual integration of the trainee

into his or her profession and environment.

Actions:

- The BRANDT Group is firmly committed to training young people **through internships**.

5 GENDER EQUALITY



■ ENSURE AND PROMOTE GENDER EQUALITY

The BRANDT Group attaches great importance to diversity within the company, and in particular to gender diversity and equality between women and men.

Like others, we have found that women are under-represented in some of our activities

and have therefore decided to adopt a more ambitious policy in favor of gender diversity.

One of our objectives in this area is to ensure greater participation of women in the company's decision-making processes and to encourage and promote gender equality in leadership. We want to increase the presence of women in our decision-making bodies and in management positions, regardless of the department concerned.

We believe that this issue goes well beyond the legal requirement of professional equality and contributes to increasing the overall performance of our business by enabling every woman and man in the company to express all their talents.

Actions:

- Since the law of September 5, 2018, BRANDT FRANCE has published its **Women/Men professional equality index** every year.
- At the end of 2021, BRANDT FRANCE also launched an **annual talent review** process in order to ensure, at all levels of the company, the internal promotion of all talents, women and men. This talent review is one of the levers aiming to encourage the development of women's leadership internally.
- In 2022, BRANDT FRANCE also plans to negotiate and conclude a new agreement with its social partners on **professional equality between women and men, to reinforce this dynamic** in all departments of the company.

IMPACTS

Trainees will represent more than **3% of the workforce by the end of 2021** (compared to 2.6% at the end of 2020).

The goal for 2022 is **to increase the apprenticeship share to 3.5%**.

In 2020, **BRANDT FRANCE's Equality Index score is 85/100.**

For the past 3 years, this score has been constantly improving since it was **77/100 in 2018** and **82/100 in 2019**.

In January 2022, our **Group's adherence to the United Nations' Women's Empowerment Principles** reflects our commitment in this area and inscribes in the long term our desire to constantly improve in terms of gender equality and to also encourage our sector of activity and our partners to make a commitment in this area.



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SAS with a share capital of 84 355 000 euros

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