



**SUSTAINABLE
DEVELOPMENT GOALS**

Communication on Progress 2021



Study & advice



Design & prototyping



Custom work

Cutting
Sewing
Perforation



Manufacturing



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Linked 



Our engagement



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

We welcome feedback on its contents.

« From the creation of SO BAG, I made the choice to articulate my company's strategy around the CSR criteria stemming from the ISO 26000 standard and the 10 principles adopted at the UN.

Convinced of the merits of the United Nations Global Compact, I made a commitment in 2014 to this universal framework of actions and today I reaffirm my commitment.

The 17 Sustainable Development Goals give us the way forward to create a more virtuous world responding to the global challenges we face such as those related to poverty, inequalities, climate, environmental degradation etc.

As the Global Compact France ambassador for the Bourgogne Franche-Comté region, we share our values and beliefs on a daily basis in our sphere of influence. We aspire to create a local dynamic by supporting our stakeholders to participate with us in achieving the 2030 agenda.»



Nicolas CHEVALIER
CEO



SO BAG

SO BAG is a French SME in the packaging sector and in particular large flexible bulk containers (big bag / FIBC / Flexible Intermediate Bulk Containers)

We design, produce and market these flexible packaging used for the storage and shipment of solid or powdered products for many industries (agri-food, chemicals, pharmaceuticals, steel, construction, waste, etc.).



Our production unit (2900m²) is located in Burgundy and brings together around thirty employees.

SO BAG is ISO 9001 and FSSC 22000 certified (Food Safety System Certification).



Our geographic proximity combined with the size of our company bring undeniable advantages for big bag users in terms of responsiveness, flexibility, adaptability and technical assistance.

To better serve our customers and thanks to our multidisciplinary team, our offer goes beyond the simple supply of packaging. From technical expertise (control of electrostatic risks, packaging safety (suitability for contact with food and European pharmacopoeia), transport of hazardous materials, etc.) to support in the adjustment of big bag filling and emptying stations via the manufacture of prototypes, the service offered by SO BAG is comprehensive and tailor-made.

Since our creation, we have focused on the development of innovative solutions to meet the needs of companies and 5 patents have been filed with our customers.

« The expertise and innovative spirit of our team allow us to develop tailor-made packaging solutions with high added value in order to improve the overall performance of our customers' industrial production chains, to optimize TCO (Total Cost of Ownership) in particular by optimizing logistics and transport costs, improving productivity and reducing the environmental impact of our packaging. » Explains Nicolas CHEVALIER.

→ Give a virtuous meaning to our activity

SO BAG's CSR policy is intense: eco-design, waste recycling, optimization of the carbon footprint induced by transport, energy transition, prevention of occupational risks, inclusion of disabled workers, employee well-being, biodiversity, etc. as many actions as we carry out on a daily basis.



We take our environmental responsibility very seriously and we act to reduce the environmental impact caused by packaging, its origin, its design and its use.

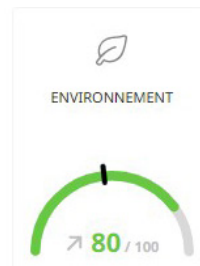
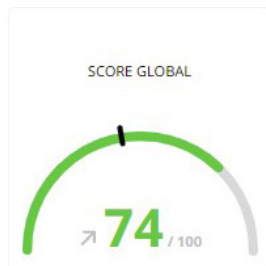
→ Social responsibility is an integral part of our corporate culture

In addition to our commitment to the United Nations Global Compact :

- Since 2014, we have participated in the **ecovadis** CSR program, which tracks the social, environmental and ethical performance of global supply chains.

Our score of 74/100 places SO BAG in the highest recognized level: Platinum, which corresponds to the world's Top 1% of the most virtuous companies.

This evaluation underlines and rewards our policy and the many actions we carry out on a daily basis.



Environment

- > Reduction of carbon emissions in the field of transport
- > Improved energy efficiency
- > FSSC 22000 Certification
- > Measures to reuse or recycle waste
- > Waste management measures
- > Use of renewable energies

Social and Human Rights

- > Specific certification on social issues or related to human rights [job label]
- > Specific measures on discrimination issues
- > Detailed assessment of risks for the health & safety of employees
- > Working conditions and infrastructures adapted to the reception of disabled workers
- > Interactive session with employees about working conditions
- > Preventive measures to reduce repetitive strain injuries
- > Training to develop skills

- > Training of relevant employees on health and safety risks and good working practices

Ethics

- > Awareness training to prevent information security breaches
- > Measures to protect consumer/customer data from unauthorized access or disclosure

- SO BAG has been labeled Empl'itude since 2019

Focused on employment and the sustainable contribution of companies to the economic development of their territory, this territorial label promotes our actions and our good practices in terms of employment, human resources and societal commitment.

About twenty companies have joined our ranks among those labeled in our Le Creusot Montceau basin... a territory rich in responsible entities that share our values and convictions.



- «Les entreprises s'engagent» : Saône et Loire club

The «Les entreprises s'engagent» community brings together companies throughout France that work for a more inclusive society within their anchoring territories.

Nicolas CHEVALIER is co-leader of the departmental club of Saône-et-Loire which was officially launched in 2021.

The first action made it possible to test a new approach to the discovery course carried out by college students.



We invite you to view the video testimony of Nicolas CHEVALIER [by clicking here](#).



HUMAN RIGHTS

Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 : make sure that they are not complicit in human rights abuses.

SO BAG is committed to respecting and promoting human rights. The actions carried out in 2020 have contributed to the SDGs



In 2021, our team is made up of

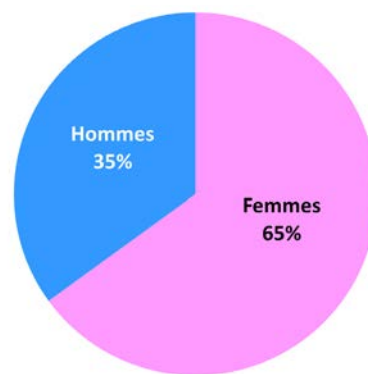
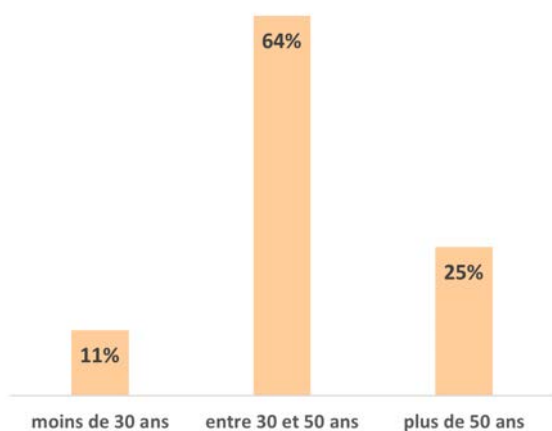
27 people

82%

permanent contract

7,5%

Recognition of the status of disabled worker



→ Raising awareness of our stakeholders on CSR

Within the company

- Upon integration

SO BAG makes each new member of the team aware of good practices in terms of quality, hygiene, safety and respect for the environment. Awareness is raised orally during integration and the information is transcribed in the welcome booklet.

- Continuous awareness

In addition, SO BAG organizes monthly times devoted to reminders of these good practices. Each member of the team participates in small groups to encourage discussion.

This action has been in place since 2019 and in 2021, it was supplemented by time devoted to the Sustainable Development Goals.

Within the value chain and our territory

In addition to the communication we carry out on our products and services, we are always keen to explain our CSR approach and the many actions we carry out on a daily basis.

The objective is to raise awareness in our sphere of influence among companies, communities, our partners and more generally our stakeholders.

Communication on CSR has become a common thread for several years and actions are presented by echoing the UN Sustainable Development Goals.

SO BAG, ambassador company of the Global Compact Network France

We have been committed since 2019 to bringing the values of the Global Compact to the Bourgogne Franche-Comté region and to promoting the 10 principles and 17 objectives of sustainable development.

For example in 2021:

- SO BAG presented its best practises alongside the Global Compact France network during a day devoted to CSR assessments and labels. One of the objectives was to provide keys of understanding to companies which often find it difficult to see clearly between the different CSR labels or assessments, do not know the process and the resulting benefits. France Qualité Performance Bourgogne Franche-Comté, which organized this meeting, was able to bring together in Dijon (21) stakeholders from Afnor, B Corp, the Lucie label, Ecovadis and of course the Global Compact.

- SO BAG contributed to the drafting of the Guide to good practices for SMEs by showing how the integration of the SDGs into its CSR strategy enables it to better respond to the main challenges encountered.



1

Assurer la pérennité de son entreprise

La mise en place d'une démarche environnementale, sociale et sociétale forte est un vecteur de performance économique pour les PME. Elle leur permet de se différencier face à la concurrence, d'anticiper sur des transformations de modèle, de consommation et de réglementation, ou encore d'identifier des opportunités d'investissement vertueux. Les ODD contribuent ainsi à la pérennité des petites et moyennes entreprises.

Focus sur une PME

SO BAG

SO BAG est une PME créée en 2012 et implantée en Bourgogne, spécialisée dans la production et le négoce d'emballages industriels, à destination de divers secteurs (agroalimentaire, chimie, pharmacie, BTP, plasturgie, déchets, matières dangereuses, etc.).

« Chez SO BAG, nous nous sommes appropriés les ODD dès leur création avec la conviction profonde qu'ils contribueraient à pérenniser l'entreprise. Et c'est le cas : chaque action sociale, sociétale ou environnementale que nous menons bénéficie à notre performance globale. Par exemple, la relocalisation de certains approvisionnements nous a permis de réduire

L'impact environnemental de notre logistique (ODD 13, 15), de diminuer les coûts et de renforcer notre autonomie – ce qui s'est révélé crucial en période de pandémie. C'est tout un cercle vertueux qui s'enclenche. Ces actions liées aux ODD permettent finalement une meilleure flexibilité, un meilleur service client, donc une entreprise plus performante et des équipes plus motivées. Le retour sur investissement est réel.

Face à l'urgence climatique, nous concentrons désormais nos efforts sur la réduction de notre empreinte carbone, à raison de 40% d'ici 3 ans. En lien avec l'ODD 7, nous allons notamment produire et consommer notre propre électricité solaire. »

Nicolas Chevalier
Fondateur et directeur de SO BAG

Les ODD prioritaires pour SO BAG

7	8	9
12	13	17

Un conseil à partager

Les ODD sont très abordables et particulièrement adaptés aux PME. Ils donnent des pistes d'action simples et pragmatiques, tout en offrant un aperçu des manques et opportunités d'amélioration. Ils facilitent également la communication sur la RSE en lui donnant un cadre clair et synthétique.

- The territorial club Empl'itude held a meeting to present the Global Compact.
- Nicolas CHEVALIER responded favorably to 2 student interviews:
The first concerned a Master's thesis on the subject of CSR and attractiveness.
The second was related to research work around the question "Does a strategic CSR approach constitute a lever for responsible innovation within French SMEs?"

➔ Trophy awarded by the Bourgogne Franche-Comté Region

Since 2014, the Bourgogne Franche-Comté Region has rewarded 28 companies that bring regional dynamics around strong and ambitious values.

In 2021, SO BAG was awarded the CSR trophy in the Human Rights category.

We invite you to view the video testimony of Nicolas CHEVALIER who explains our approach [by clicking here](#).



➔ SO BAG labeled Empl'itude

Empl'itude is the first territorial label in France promoting the actions and good practices of organizations in terms of employment, human resources and societal commitment.

Recognized in its territory for its good CSR practices, SO BAG was naturally one of the first 3 companies to be labeled Empl'itude in the Le Creusot Montceau basin in 2019.

Over the past twenty companies have joined our ranks, which proves the richness of our territory in terms of responsible companies that share our values and convictions.

As we write our Communication on Progress 2021, we are preparing the renewal of our labeling for the next 3 years.



→ Fight against discrimination

The fight against discrimination is obviously integrated into SO BAG's HR policy. We pay particular attention to the principle of equal opportunities.

Partnership with an adapted company (company employing mostly disabled workers among its production workforce)

Since 2013, SO BAG has annually subcontracted work to the teams of the Adapted Company of Vernoy (71). These missions are carried out in their sewing workshop.

In addition and since 2019, the laundry and maintenance of our premises are carried out by an EA employee made available on our premises.

Partnership with a Work Assistance Establishment and Service (ESAT)

Our green spaces are maintained by a team from the ESAT du Vernoy (71) and in addition to this "traditional" mission, it has been agreed to set up a collaborative educational project.

Coordinated by a passionate permaculture instructor, the objective of this school site is to allow the ESAT team to train and develop skills to offer new services to individuals and companies.

SO BAG provides the land and makes the necessary purchases.

The ESAT team started the school site in 2021. It prepared the soil for the future permaculture greenhouse, carried out a soil study and planted fruit trees in the surrounding area.

In 2022, they will learn how to set up a greenhouse and will be in charge of plantations and cultivation.

Note that the vegetables harvested are offered to SO BAG employees.

10 ACTU MONTCEAU ET RÉGION

BLANZY

Après les "big bags", So Bag fera pousser des légumes

Sur ses espaces verts, à Blanzay, So Bag, entreprise de la Fiolle, va implanter une parcelle de 150 m² en permaculture. La culture sera effectuée par les salariés de l'Esat (Établissement et service d'aide par le travail) du Vernoy. Un projet assez insolite en pleine zone industrielle.

Des hommes en train de travailler avec des fourches, une parcelle retournée, du bois à broyer... L'association de tous ces termes pour évoquer des jardins semble logique. Mais pas pour évoquer la zone industrielle de la Fiolle à Blanzay. Et pourtant... Ici, une entreprise, So Bag, porte un projet de permaculture (lire par ailleurs), afin de cultiver courgettes, tomates, laitue, plantes aromatiques... Et ce de manière biologique.

Une serre de culture

Lundi, en fin de matinée, sur les espaces verts de l'entreprise So Bag (fabricants de big bags, lire par ailleurs), huit personnels de l'Esat (Établissement et service d'aide par le travail) du Vernoy travaillent la terre sur une zone de 150 m². « On devrait être prêts au mois de mai pour les premières cultures. L'année dernière, nous avons préparé le sol, en amenant de la matière organique », indique Yves Kapamadjian, chef d'équipe espaces verts. Ils ont amené entre 120 et 150 m³ de déchets verts pour le sol. Une serre devrait être installée à partir de septembre.



Yves Kapamadjian et de personnels de l'Esat (établissement et service d'aide par le travail) du Vernoy devant (et sur) la parcelle de So Bag, qui va être cultivée en permaculture. Prochainement, le bois va être broyé afin d'apporter de la matière au sol. Photo JSI/Tristan AUBRY

« Nous avions du terrain libre, alors pourquoi pas ? »

Mais pourquoi So Bag fait-il une action pareille ? « Nicolas Chevallier (le patron) est membre du conseil d'administration de l'établissement public social et médico-social, indique la direction. Nous avons embauché un ancien salarié de l'Esat en CDI. L'entretien des locaux est fait par un membre de l'Esat. Nous sommes très inclusifs. Ici, nous avions du terrain libre, alors pourquoi pas ? » Cette installation permettra aux salariés de l'entreprise d'avoir gratuitement des fruits, des légumes, des plantes aromatiques, etc. « Nous travaillons depuis plusieurs

années avec So Bag, confie Rosine Sennesal-Bosset, la directrice adjointe. Le projet aurait dû commencer dès 2020, mais avec le Covid-19, il a pris un peu de retard.

« Ça va nous permettre d'apprendre »

« C'est un chantier école pour l'Esat. Ça va nous permettre d'apprendre et de proposer ce type de prestations par la suite chez les particuliers et les entreprises », reprend Yves Kapamadjian.

« C'est innovant et motivant », assure Fabien Vinter, salarié de l'Esat. So Bag réfléchit à utiliser une autre partie du terrain pour faire pousser des arbres fruitiers par la suite.

Tristan AUBRY

Mercredi 14 avril 2021

REPÈRE

■ C'est quoi la permaculture ?

La permaculture n'est pas nouvelle. Elle se traduit littéralement par la volonté de rendre possible une culture permanente. Les permaculteurs créent des écosystèmes durables, presque autonomes. On dit souvent que ces écosystèmes sont « désignés » en fonction du lieu où ils s'implantent (nature du sol, présence d'eau, ensoleillement, vent, interaction entre les espèces végétales, animales, etc.). La permaculture n'est pas seulement un mode de culture mais aussi un état d'esprit basé sur le soin apporté à la terre et aux espèces vivantes.

So Bag, entreprise distinguée par la Région

Fondée en 2013, So Bag emploie une trentaine de personnes et fabrique des "bigbags". Ils agissent des sacs faits en toile de polypropylène avec en plus une doublure en polyéthylène et une sangle. L'assemblage des sacs se fait grâce à des machines à coudre. Plus de 80 % de la production est destinée à l'agroalimentaire et à l'industrie pharmaceutique. L'entreprise produit entre 10 000 et 14 000 bigbags par mois, selon leur volume.

Jean 4 février, l'entreprise a été distinguée lors de la cérémonie de remise des Trophées RSE (responsabilité sociale des entreprises) à l'échelle de la Bourgogne - Franche-Comté, dans la catégorie droits de l'homme.

« Vos démarches de progrès permettent de dynamiser le territoire et d'ouvrir au développement social et sociétal et au respect de l'environnement mais aussi de contribuer aux objectifs de développement durable », indique Jean Claude Lagrange, vice-président à l'industrie à la Région, lors de la remise des trophées, aux récipiendaires.

Pour les trois prochaines années, So Bag compte réduire son empreinte environnementale, utilisant des matières recyclées, ainsi que du lin et du chanvre pour une partie de sa production.

Companies in Saône-et-Loire are committed to employing the most vulnerable



The «Les entreprises s'engagent» club in Saône-et-Loire was officially launched in 2021.

Nicolas CHEVALIER co-leader of the club has invested heavily in bringing together companies and actors in the field determined to create a more inclusive, sustainable and united society.

To date, around thirty companies have joined the movement which serves to:

- federate companies that act for inclusive employment and that invest more generally in CSR,
- meet, create links between companies, schools, communities, training organizations, associations acting for employment, disability and inclusion in general,
- exchange between club companies but also with other clubs.

This club provides tools to companies to promote and support their actions.

The first project of the Saône-et-Loire club focused on the college internship. The idea is to promote access to work placements for young people and more particularly young people from QPV (Priority Districts for City Policy). The objective is to give meaning to this internship and above all to give young people the desire to come into the business world.

→ Communities and local development

SO BAG is a corporate citizen which, through its dynamism, provides support and involvement in its territory.

Associative sponsorship

- Every year SO BAG and its employees support Operation Tulips Against Cancer by donating bags for the collection of 35,000 tulips planted by volunteers from the Lions Clubs of Montceau-les-mines and Val-Mont.

The material is provided by SO BAG and the employees got together to make the bags in their free time... thank you to them.

The funds raised by the sale of the tulips and bags are intended to support research, the sick and will allow the acquisition of medical equipment for hospitals in the region.



- For several years, we have been making a donation to the League Against Cancer as part of Pink October. It is calculated based on orders placed in October on our website www.bagutil.fr

In 2021, we donated €530 to the association and we thank our customers once again for their orders placed during this period.

- During the covid-19 pandemic that hit us all, SO BAG mobilized by cutting out more than 300,000 masks. We collected 1 big bag of fabric scraps and naturally we donated it in 2020 to La Croix Rouge de Montceau-les-Mines, which resells the material by weight to finance aid for the most deprived.



The fabric is shredded and used as insulation in construction: a good example of circular economy

In 2021, we did the same with the scraps of cut fabrics but also the old work clothes of our employees (blouses, pants, t-shirts)

And our employees have themselves completed the action by carrying out a collection of clothes which will be redistributed to the most deprived or resold in their solidarity shop (in this case the sums collected will make it possible to finance food aid).



- Since 2013, SO BAG has supported the association «A collected cork = a useful gesture». In 2021, 3m3 of canvas core caps, thread spool cores and caps collected by our employees were donated to the association. Forwarded to the recycling sector, the amount collected by this collection is used to finance the purchase of medical equipment to help families affected by disabilities.



- Each year, SO BAG responds favorably to around ten associative initiatives. In 2021, material or financial support was provided to sports clubs (football, tennis, swimming), cultural (radio), educational (schools) and health (friendly blood donation, telethon) associations.

Development and attractiveness of our Territory

- Collaborative working groups and field surveys were organized by our community, the Urban Community of Creusot Montceau, to develop 50 actions aimed at bringing a new economic dynamic to our territory.

Nicolas CHEVALIER was present during the official presentation of the actions « *Our territory acts to create links between large companies, SMEs, university research laboratories, schools and the community. We are convinced that the pooling of talents and experts present in our territory will allow even more innovation to emerge* ».

More generally, SO BAG, alongside other economic players, is associated with the governance of these meetings to continue the collective work that has been put in place.



- Our partner AGIRE works daily for personalized and individualized professional integration. In 2021, we responded favorably to 2 of their actions:

- > The first within the framework of the Provisional Management of Jobs and Territorial Skills. To this end, we welcomed young people and job seekers to our premises during the “Mon Territoire est fort d’industrie” operation.

- > The second as part of the youth guarantee. We sponsored a young person by helping him in his search for a company for his pursuit of work-study studies.

➔ Data protection

In accordance with the General Data Protection Regulations, our personal data processing register is in place. Our employees have been informed as well as our customers and suppliers. To date we have not received any alerts.



INTERNATIONAL LABOR STANDARDS

Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 : the elimination of all forms of forced and compulsory labour;

Principle 5 : the effective abolition of child labour; and

Principle 6 : the elimination of discrimination in respect of employment and occupation.

Quality of Life at Work is an integral part of SO BAG's social policy. For Nicolas CHEVALIER, you have to be innovative in the way you manage because the staff are the company's greatest asset: taking care of them, developing their skills and providing them with a stimulating work environment constitute the guidelines of our approach.

In 2020, the actions carried out contributed to the SDGs



→ Quality of Life at Work

Occupational risk prevention and workstation layout

- SO BAG has finalized a contract for the prevention of occupational risks with the CARSAT (Caisse d'Assurance Retraite et de la Santé au Travail) Bourgogne Franche-Comté. Among the actions taken
-> the limitation of manual handling with the acquisition of an automatic roll storer/unwinder, constant-height bins, tilting stackers, automatic stacker,
-> improving the ergonomics of workstations with the motorized height adjustment of supply tables for sewing workstations.
- The manufacture of big bags requires repetitive movements, of great amplitude, requiring strength... over the years, the shoulders and the wrists suffer. In connection with occupational medicine, the layout of workstations has been set up for our oldest seamstresses who are mainly assigned to preparation workstations (manufacture of flats, spouts, bottoms and loops of big bags).



- Each new employee receives Personal Protective Equipment upon arrival and special attention is paid to noise-canceling earplugs, which are made to measure.

Prevention of Musculoskeletal Disorders and Muscle Awakening

In 2019, our team followed a PRAP Prevention of Risks Related to Physical Activity training. By becoming actors of prevention, our employees participate in the improvement of their working conditions:

- > they understand the risks of their job and the interest of prevention,
 - > they deepen their knowledge of the human body and its limits,
 - > they observe their work and identify what can harm their health,
 - > they participate in their prevention and in the control of the risks of accidents at work.
- A new session will be organized for new employees.

Following this training and in order to prevent Musculoskeletal Disorders (MSDs), SO BAG chose to set up a daily muscle awakening session during working time before employees take up their positions.

Local sports educators (Creusot Défi 2000) came to analyze the work postures. They defined the exercises adapted to the working postures and accompanied us during the first 4 months every morning. The animation continues today, 3 years after its establishment.



Mardi 28 mai 2019

ACTU MONTCEAU ET RÉGION 17

BLANZY Entreprises

Chez So Bag, tout le monde pratique le réveil musculaire

Comme un rituel bien installé, chez So Bag, chaque journée de travail débute par une activité de réveil musculaire. L'idée est de favoriser le bien-être au travail, notamment en matière de préservation de la santé physique, mais également la cohésion de l'équipe.

So Bag revendique « un packaging autrement ». On pourrait rajouter que le management, lui aussi, se différencie de la plupart des entreprises, toutes tailles confondues. Depuis le 1^{er} avril, « et ce n'est pas une blague », précise-t-on du côté de la société, tous les salariés, même le directeur général, se livrent à un tout nouveau rituel qu'ils semblent apprécier de plus en plus. « Chaque jour, à la prise de poste, à 8 heures, l'ensemble des collaborateurs de l'entreprise participent, en groupe, à une séance de réveil musculaire », explique Astrid Bolot, responsable marketing et communication.

L'humain au cœur de l'entreprise

« Chez So Bag, nous sommes très attachés au bien-être au travail et à la santé des salariés. Il s'agit de composantes essentielles de la réussite des entreprises. Nous devons avoir à l'esprit que la principale richesse est leur potentiel humain, représenté par les salariés. D'autant qu'il y a la nature même des opérations nécessaires à la fabrication des produits « demande de grandes amplitudes gestuelles. Il faut donc tendre vers une diminution des troubles musculo-squelettiques », poursuit Astrid Bolot, elle-même en bonne place dans la file des gymnastes du quotidien.

Favoriser la cohésion d'équipe

Par ailleurs, ces séances de réveil musculaire ont deux autres vertus : « Développer l'esprit d'équipe ainsi que la solidarité entre les salariés à travers des activités collectives. Ces moments de partage entre toutes les composantes humaines de l'entreprise favorise la cohésion d'équipe. »

Dans son approche, So Bag fait appel aux compétences de Creusot Défi 2000, dont l'un des éducateurs Mickaël Sarrazin, intervient chaque semaine sur le site de Blanzay. Il précise :

« Je propose au personnel un réveil musculaire d'une dizaine de minutes. Cet échauffement matinal est réalisé sous forme d'exercices ludiques, avec des accessoires ou non. Il s'agit d'une préparation de leur corps, articulaire et musculaire, mais aussi mentale, avec des exercices de concentration. »

Philippe GALLAND

Des sacs oui, mais dans les grandes tailles

« So Bag est une PME (petites et moyennes entreprises) française, implantée en Bourgogne depuis 2012, rappelle Nicolas Chevalier, directeur général de l'entreprise de Blanzay. Nous sommes fabricant et concepteur de grands réceptacles vrac souples (GRVS) ou « big bag » (grand sac). Notre choix stratégique se porte sur le développement de solutions innovantes, et sur mesure, pour répondre aux besoins spécifiques de nos clients. Quatre brevets ont déjà été déposés, depuis notre création. So Bag emploie 25 salariés. « Nous avons mis en place un système de tutorat. Deux personnes, qui bénéficient de trois ans d'expérience, encadrent notre personnel, dans ce qui s'apparente à des métiers particuliers », explique Thibaud Survivet, directeur de CD 2 000.

150 000

C'est le nombre de « big bag » fabriqués par l'entreprise chaque année.

Blanzay sortent 150 000 « big bag » par an. « Nous sommes sur des produits innovants, insiste Astrid Bolot. Le dernier en date est un « big bag » destiné à l'effilochage, d'une contenance de 1 500 kg. Nous développons par ailleurs une activité de négociation de produits moins techniques dont la production est délocalisée. »

Nicolas Chevalier, directeur général de So Bag.
Photo Le JSI/Philippe GALLAND

Photo pour sa part Astrid Bolot. Du site de production de

« Adapter le programme d'activités physiques à chaque entreprise »

Creusot Défi 2000 propose, outre ses activités de formations aux métiers d'animateur et d'éducateur sportif, un programme d'activités physiques à destination des entreprises. « Ce programme est adapté aux spécificités de chaque entreprise. « Ce nouveau marché ouvre de belles perspectives à la société. »

Jusqu'à là, les activités s'adressaient à des structures promouvant les activités physiques ou sportives : structures de vacances, bases de loisirs, villages vacances, accueils collectifs de mineurs, collectivités territoriales, comités d'entreprise, notamment », explique Thibaud Survivet, directeur de CD 2 000.

Mickaël Sarrazin est éducateur sportif chez Creusot Défi 2000. Il intervient chaque semaine chez So Bag. Photo JSI/Philippe GALLAND

CONTACT Thibaud Survivet au 03.85.80.15.56.
Mail : tsurvivet.defi2000@orange.fr.

➔ Education

Integration of newcomers

Several tailoring tutors are appointed within SO BAG. With solid experience, these employees have the role of supporting new arrivals and training them. They support them until they take up an independent position; This involves precise explanations of the manufacturing process, technical advice and work tips.

Photo & video tutorials

During special productions, we prepare photo and/or video tutorials with the aim of highlighting good practices and tips for subsequent productions. These tutorials are made at the request of the designers and the work is done as a team.



Continuous training for our employees

Skills development is one of our missions. Thus and for employees who so wish, SO BAG studies the possibilities of training and supports them in their professional development: skills, employability, expectations and wishes for development. We are committed to helping them progress, helping them explore new experiences.

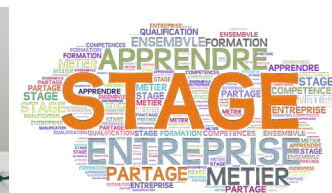


15 h of training / employee in 2021
aimed at developing skills

3 h per employee in 2021
for safety training

In addition to business training, our employees can follow webinars on the topics of their choice and can participate at their convenience in inter-company clubs to exchange best practices among peers.

Welcoming trainees

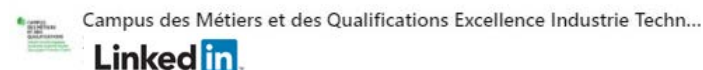


5 trainees in 2021

Each year, SO BAG welcomes students on internship. In 2021, we had by our side

- Estelle and Coline in professional baccalaureate fashion professions (Blum high school in Le Creusot 71)
- Khalid in Maintenance Professional Baccalaureate (Haigneré High School in Blanzay 71)
- Charles in DUT Physical Measurements (IUT at Le Creusot 71)
- Alex in engineering school (CESI in Arras 62)

Patronage for educational innovation



Au vu d'un projet de distributeur automatique de produits locaux en #vrac, les étudiants ont visité vendredi l'entreprise **SO BAG**. Partenaire du VRAI, l'entreprise fabricante de Big Bag nous a également accompagné dans la réflexion d'un prototype basé sur l'un de leurs produits.

Un grand merci à So Bag pour cette rencontre conviviale et l'aide qu'ils nous apportent dans l'avancement de ce distributeur. 🙌

#projet #innovation #partenariat #visite #entreprise



SO BAG supports the International Learner Resource Village.

This place of learning located on the university campus of Le Creusot (71) brings together public and private actors... both resources and learners. Based on an author-project pedagogy, the actors come to share their expertise, their experiences and backgrounds, but also the development projects of their structures.

This collaborative workspace makes it possible to stimulate innovative projects on our territory and we are happy to contribute to it.

Raising students' awareness of CSR

SO BAG shared its field experience and its CSR actions carried out on a daily basis with students in BTS Support at the Managerial Action of Lycée Blum (Le Creusot 71)

Here is some feedback from the students...

- « The intervention was detailed and enriching, it allowed us to learn through concrete examples »
- « The actions are very diversified and we were able to see the practical implementation »
- « We were able to understand the impact of actions on the planet and we found that certain actions can be applied every day in everyday life. »
- « CSR makes it possible to adopt good behavior, actions can change the world »
- « At SO BAG all staff are mobilized and many resources are put in place »
- « SO BAG is a company with real values, this is important from a human point of view and from an ecological point of view »
- « The fact of collaborating with French companies is an important action in our eyes because the ecological impact is very important. »
- « When we work we will put in place actions if the company does not practice CSR this has motivated us to work in a company that practices CSR to grow professionally »

... and their teachers

- « I find that the intervention of a professional is essential in our teaching, which is sometimes too theoretical and our examples are never equal to situations experienced on a daily basis. Your company is committed and many values are shared by the staff. An important point is the fact that you like the company in which you work, your dedication and that of your manager for the company and the employees. Our students would like to be as invested in their profession and work in a company that implements as many actions. »



→ An example of partnership for achieving goals



The Regional Council of Burgundy Franche-Comté has chosen to relocate the manufacture of the 20,000 glass holders for the traditional wine festival that is the Percée du vin jaune.

It was our partner the EPSMS du Vernoy (public social and medico-social establishment) which won the contract by proposing in particular to join forces with 3 other companies in its territory; which made it possible to carry out manufacturing within a geographical radius of 15 km.

Coming straight from China for previous editions, this year's drink holders were therefore manufactured by :

- SO BAG for fabric laser cutting
- SEIC for label printing
- HD Publicité for printing
- the Adapted Company of Vernoy for sewing



Beyond the cutting of the fabric, SO BAG produced a video to promote this relocation. We invite you to view it [by clicking here](#).



ENVIRONMENT

Principle 7 : Businesses should support a precautionary approach to environmental challenges;

Principle 8 : undertake initiatives to promote greater environmental responsibility; and

Principle 9 : encourage the development and diffusion of environmentally friendly technologies

SO BAG's societal involvement with regard to the environment is part of its quality policy. Indeed, as a plastic packaging supplier, we must be aware of the impact that our activity can have from an environmental point of view. Preventing pollution, limiting the use of raw materials and resources or even better managing our waste are our guidelines. We are therefore committed to working on new, cleaner, less polluting concepts and bringing sustainable solutions.

The actions carried out by SO BAG in 2021 contributed to the SDGs



→ Decarbonization & Energy Transition

Climate has found militant boss

SO BAG joined the Coq Vert community in 2021, proof of our commitment to the climate.

This community, created on the initiative of the Ministry of Ecological Transition in partnership with ADEME and Bpifrance, has the watchword "Climat seeks activist bosses". Its ambition is to create a collective emulation in favor of the ecological and energy transition.

As a member of the Coq vert community, we are committed to:

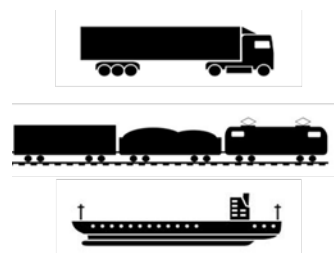
- limit climate change and restore biodiversity,
- make the ecological transition a necessity for the sustainability of our company,
- federate and mobilize communities of entrepreneurs and thus trigger / increase their commitment to ecological transition,
- implement a strategy contributing significantly to the issues of protection and preservation of biodiversity and ecosystems, transition to a circular economy, adaptation to climate change, prevention of pollution and sustainable use of natural resources.



Thus, faced with the climate challenge, our team is implementing solutions to improve our environmental impact and that of our customers.

Optimization of the carbon footprint induced by transport

Optimizing transport is a key factor in limiting greenhouse gas emissions. To this end, since 2020 we have been using multimodal logistics combining rail, river and road transport modes.



Decarbonization of our production site

19,3 tCO₂/year An audit of our factory was carried out by experts from EDF's Opti'Impact CO₂ Service. It made it possible to establish a CO₂ photograph of our manufacturing site at the end of 2020 and to identify sources of CO₂ savings.

The resulting areas of work:



- energy self-consumption with the installation of photovoltaic panels. The objective is to achieve self-consumption of our site of around 40%. These panels should be installed at the end of 2022,
- electric mobility with the installation of 4 electric charging stations in our car park and the change of 1 company vehicle to full electric in 2021 + 1 hybrid vehicle in 2022,
- lighting with the replacement of the latest fluorescent lights with LEDs,
- the heating of buildings by a heat recovery system on some of our equipment.

Carbon footprint

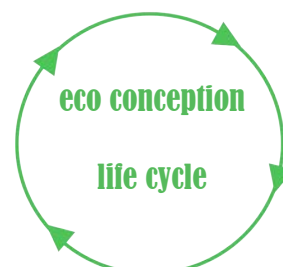
Our company size does not require us to carry out a carbon footprint, however, as a responsible and committed company, we started collecting data in 2021 to measure the direct and indirect greenhouse gas emissions generated by the all of our activities.

Aware of the importance of this diagnosis and the resulting action plan, we have chosen to establish our first carbon assessment on all scopes, i.e. 1+2+3.

→ Big bag recycling

We take our environmental responsibility very seriously and we act to reduce the environmental impact caused by packaging, its origin, its design and its use.

The recycling of big bags and the introduction of recycled material is one of our current projects and we are committed to offering a simple, reliable and responsible solution in the coming months.



→ Waste

SO BAG's goal is to strive for zero landfill. To this end, we are looking for as many recycling channels as possible for our waste.

And when a new sector arises, we do not hesitate to promote it within our sphere of influence.

Waste sent to recycling in 2021

9320 kgs	polypropylene canvas
4660 kgs	paper and cardboard
1640 kgs	polyethylene cover
1155 kgs	glassine and strapping ties
31 kgs	cap and beard covers
7 kgs	cigarette butts

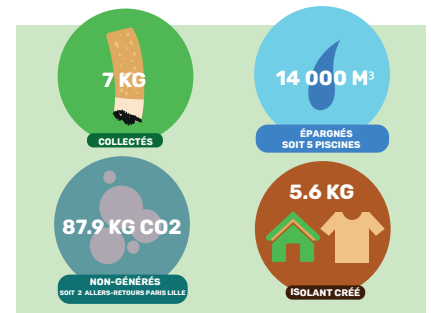


The glassine and strapping ties are upgraded by Les Valoristes Bourguignons, which employs people in situations of exclusion. Also, not only do we act to reduce our waste going to landfill, but we also contribute to job creation for this inclusive association.



1 cigarette butt thrown on the ground and carried away by the waters will have every chance of reaching the seas and oceans. It alone pollutes up to 500 L of water! Based on this observation, we decided to collect the cigarette butts of our employees and visitors.

EN SOUTENANT TCHAO MEGOT
SO BAG A COLLECTÉ 28 000 MÉGOTS



→ Responsible consumption

Concerned about managing water resources sustainably, SO BAG has a 30,000 liter rainwater recovery tank. The water collected in this way is used to clean plastic pallets and printing plates for the personalization of big bags, for the maintenance of green spaces and it supplies the toilets.



→ Biodiversity

Collaborative educational project with the ESAT du Vernoy (71)

Coordinated by a passionate permaculture instructor, the objective of this school site is to enable the ESAT green spaces team to train and develop their skills to offer new services to individuals and companies.

SO BAG provides the land and makes the necessary purchases.

The ESAT team started the school site in 2021. It prepared the soil for the future permaculture greenhouse, carried out a soil study and planted fruit trees in the surrounding area.

In 2022, they will learn how to set up a greenhouse and will be in charge of plantations and cultivation. Note that the vegetables harvested are offered to SO BAG employees.



The preparation of the land began in 2020 with, in particular, the supply of green waste.



A first harvest was carried out in 2021. 82 kg of butternut and pumpkin for the greatest pleasure of our employees.



The identification of the plant species was carried out with the plantnet application and the diagnosis of the soil thanks to the booklet of the “conditions for breaking dormancy of bio-indicator plants”. 4 fruit trees were also planted.

We support them

The SNCF passenger loyalty program allows us to support associations. In 2021 our choice was in favor of the League for the Protection of Birds.



AGIR pour la
BIODIVERSITÉ

→ Thanks to our products & developments

We take our environmental responsibility very seriously and we act to reduce the environmental impact caused by packaging. We are therefore committed to offering new products whose design provides an answer to the environment.

- **A 5th patent for SO BAG in 2021**

The solution newly patented jointly by SO BAG and Transports Godefroy makes it possible to store and transport up to 25% more products by maritime container, whether food powders, pharmaceutical components, minerals, powdery materials for the industry in general.

- > A complete and more secure solution

The solution combines a 40 or 20 foot metal shipping container and a very strong flexible bag fixed inside.

The positioning of the stuffing and unloading systems has been studied to provide more safety.

In our innovative solution, the unloading operation is carried out with the container doors closed unlike the systems currently on the market.



- > An innovative and flexible system

But that's not all. Another axis of innovation of the system lies in the fact that the flexible bag inside the container is maintained by removable fastening loops. There is therefore no metal reinforcement usually necessary to maintain the bag and not only obstructing the access opening but also encroaching on the interior volume of the container. This system thus optimizes the volume of material transported while allowing a return journey of non-granular or powder products.

- > A response to economic and ecological challenges

Its development was achieved by pooling the skills of the 2 companies SO BAG and Transports Godefroy; their managers making the bitter observation that containers often traveled empty, on their return trip, when no granular content was to be transported.

After various tests and prototypes, the solution is now available on the market.

- **QVinci and QVinci liner** were developed in particular with the aim of optimizing the loading of trucks. These big bags do not deform like standard big bags. They tend towards a cubic rather than a cylindrical shape and therefore allow for a better footprint on their pallets. In addition to improved safety, our customers can better load their trucks, transport more big bags, therefore limit the number of transports, which has a strong impact on reducing the carbon footprint.



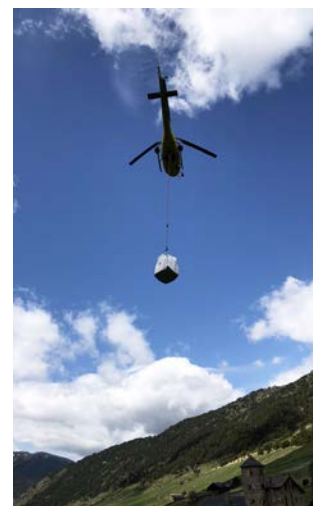
**Up to 25% more product per truck
=> positive impact on the carbon footprint**

- **HELINNGO** is a big bag specially adapted to helicopter operations since it is approved 8/1.

Unfortunately, we still see too often traditional single-use construction big bags used during aerial work, but we must not play with safety.

Our approach led us to design this big bag with its users (helicopter transport companies) so that it meets the standards and in particular by approving it 8/1, as recommended by the Professional Organization for the Prevention of Building and Public Works. »

This certification authorizes its reuse and thus limits waste.



- **Clic'BAG and Clic'BAG Amiante** are 2 big bags patented in partnership with Véolia. They provide an all-in-one, simple and quick solution to improve source sorting, collection and disposal of construction waste.



ANTI-CORRUPTION

Principle 10 : Businesses should work against corruption in all its forms, including extortion and bribery.

SO BAG undertakes to have irreproachable ethics in business and to promote fair practices in the choice of its suppliers and even its customers.



→ Suppliers code of conduct and questionnaire

In 2019, we established a code of conduct for our suppliers. This defines the ethical, social and sustainable development principles to which SO BAG adheres and wishes its suppliers to comply. In order to build long-term relationships, we want to work with partners who share our values and we encourage our suppliers to implement a Corporate Social Responsibility approach.

By signing this code of ethics, our suppliers undertake to comply with:

- human rights and international labor standards
- the safety and health of their employees
- the environment
- fair practices

In addition and in order to be able to question our suppliers more regularly, we have added a paragraph dedicated to their ethical approach in our annual questionnaire.

→ SO BAG responsible supplier

Member of the National Federation of Trusted Third Parties and mandated by some of our clients, Provigis awarded us the Silver medal.

This distinction attests to the conformity of our legal file (Art. D8222-5 of the Labor Code) on the official business registration documents and the regularity of social security contributions as well as the completeness of the standard CSR questionnaire.



→ Transparency of annual accounts

According to the regulations in force, SO BAG has no obligation to appoint an auditor. However, in order to guarantee the transparency and sincerity of its data, SO BAG has chosen to entrust the verification of its accounting and financial documents to an auditor.

→ Food Fraud device



SO BAG, which produces packaging for the food industry, has chosen to be FSSC 22000 certified (Food Safety System Certification - Food Safety). This certification was obtained in 2020.

Beyond good manufacturing practices and hygiene rules guaranteeing the non-contamination of our packaging, we respect the Food Defense and Food Fraud systems.

These 2 elements of our quality management system make it possible to guard against intentional risks and malicious acts.

Our team was trained on these 2 devices in 2021.



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