

Strategic Charter CSR

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TABLE OF CONTENTS

- Our mission : « Transforming materials into experiences. ».....3
- Our CSR strategy..... 3
- Our commitments 4
- Strategic focus : Reinventing Luxury & Beauty packaging 4
- Commitment : Offer eco-friendly packaging to our customers 4
- Commitment : Fight climate change 5
- Commitment : Reduce the environmental impact of our sites..... 4
- Strategic focus : Place our employees at the center of our transformation..... 5
- Commitment : Develop the employability of our staff 5
- Commitment : Attract and retain talents..... 5
- Commitment : Guarantee the health and safety of our employees and service providers and promote quality of life and good working conditions..... 7
- Strategic focus : Behaving ethically and responsibly 7
- Commitment : Conduct our business ethically 7
- Commitment : Promote responsible purchasing 7
- Commitment : Respect human rights and promote inclusion 7
- Our objectives and contribution to sustainable development goals 8
- Our CSR Governance.....11

OUR MISSION : “TRANSFORMING MATERIALS INTO EXPERIENCES”

As a member of the responsible packaging industry, the Texen Group, a subsidiary of PSB Industries, transforms material into experience through the manufacture of packaging and complex multi-material parts, and develops innovative complete solutions for the make-up, skincare, perfume and spirits markets.

The Texen Group is a major player in the **experience** of well-being, protection, refinement, aesthetics and responsible consumption for all end consumers in the Luxury & Beauty sector.

At Texen, we are committed to acting responsibly, ethically and sustainably to ensure that people, society and the environment are treated with respect. This commitment underpins our entire development strategy.

OUR CSR STRATEGY

The Group's CSR strategy has been formalised on the basis of the results of the materiality and extra-financial risk analysis and the Group's social and human rights, environmental, business ethics and responsible purchasing policies.

This strategy, which is aligned with the Sustainable Development Goals defined by the United Nations, is structured around 3 key areas and 9 commitments, with quantitative targets set for 2025.



OUR COMMITMENTS

Strategic focus : Reinventing Luxury & Beauty packaging

The Texen Group's vision is to accelerate the eco-transition of Luxury and Beauty packaging as a market leader. The Group, together with its employees, customers, suppliers and consumers, wants to move packaging towards an **eco-friendly** packaging, anchored in the circular economy on the one hand, and **respectful of the environment**, through a gentle production method and the preservation of natural resources on the other.

Commitment : Offer eco-friendly packaging to our customers

Ambitions for 2025 :

- *100 % of our offers include an eco-designed proposal*
- *25% of recycled or bio-sourced materials on new products*¹

In a context of ecological transition, where brands are writing the codes of a new luxury, in line with their business model, the Group aims to play a major role in transforming the world of packaging. The Group is placing eco-design at the heart of its strategy to offer its customers more responsible packaging and thus reduce the impact of packaging on our planet (3R² policy). Right from the material sourcing stage, the Group is committed to incorporating recycled or bio-sourced materials into its new products.

Commitment : Fight climate change

Ambitions for 2025 :

- *Obtaining a B rating from the CDP Climate*
- *Reduce our carbon emissions linked to scopes 1 and 2 by 10% in absolute terms, and in relation to our commercial sales (reference year: 2019)*
- *Reduce the carbon emissions of our packaging (linked to the use of plastics, scope 3) by 10%, in absolute terms and in relation to our commercial sales (reference year 2019).*

In response to the climate challenge, the Texen Group is committed to reducing its Scope 1 and 2 emissions, in particular by rolling out a highly ambitious action plan to reduce its energy consumption and packaging emissions (Scope 3) by using recycled or biosourced materials in its new products.

Commitment : Reduce the environmental impact of our sites

Ambitions for 2025 :

- *100% of our production sites are ISO 14001 certified*
- *Reduce the proportion of organic solvent used to 50% for surface treatment lines*
- *Achieve a material recycling rate of 50% for non-hazardous waste*
- *Achieving "zero landfill" for all Texen Group sites*
- *Reduce water consumption at Group sites by 20%.*
- *Deploy at least one biodiversity initiative at each of our sites in rural areas*

¹ New products developed and evolution of existing products

² Reduce, Recycle, Reuse

The Texen Group's ISO 14001-certified environmental management system for production sites identifies and controls the environmental impact of our activities. The Texen Group is committed to reducing the environmental impact of its sites in 5 areas: reducing solvent consumption, controlling emissions of volatile organic compounds, recycling waste, reducing water consumption and protecting biodiversity.

Strategic focus : Putting our employees at the center of our transformation

The Texen Group wants to be an attractive and innovative company that supports its transformation. Our social ambition is to enable everyone to find personal fulfilment within the company, to the benefit of the group as a whole.

Commitment : Develop the employability of our staff

Ambitions for 2025 :

- *Number of qualification-based training courses for at least 5% of the employees*
- *Average number of hours of training per employee per year increased to 14 hours*

In a context of constant change, and faced with the demands of technological and societal innovation, we provide training tailored to the professions in our company and our business sector. In order to develop the employability of our employees, a number of initiatives are being implemented to adapt and develop in-house expertise. The Group is developing and implementing a number of CQP (Certificate of Professional Qualification) in technical areas such as injection moulding and decoration, enabling workers and technicians to follow a career path within the Group and develop their employability.

Commitment : Attract and retain talents

Ambitions for 2025 :

- *Job retention rate after 3 years higher than 85%*
- *More than 35% of managers promoted internally*

In an industry in transition, we are committed to attracting talent from a wide range of backgrounds and sectors, with a particular focus on our involvement in the local industrial fabric. This diversity of talent is conducive to the development of innovation, the agility of the company and the durability of its know-how. In this context, we want to enable our employees to develop their careers within our company over the long term.

Attentive to the expression of each individual's potential, we attach fundamental importance to the development of a career path for our employees, both in terms of career development and the assumption of responsibility through internal promotion at our different sites (wherever in the world we operate).

Commitment: Guarantee the health and safety of our employees and contractors and promote Quality of Life at work

Ambitions for 2025 :

- *100% of our production sites to be ISO 45001 certified*
- *Reduce the frequency rate of workplace accidents with and without stoppages (employees, temporary staff) to less than 7*
- *More than 75% of our employees to recommend The Texen group as a “good company to work for” (via periodic QLW survey)*

The health and safety at work of our employees and contractors is our fundamental priority. Our ambition is to have all our sites covered by a health and safety management system, via ISO 45001 certification.

We are developing ways of fostering a quality of working life that is conducive to individual and collective fulfilment. As part of this, we take into consideration employer/employee relations, with a strong emphasis on caring, salary recognition, access to training, career development, the promotion of a 'site life' to encourage collective action, and work-life balance, through the right to disconnect or the possibility of teleworking.

We commit to measure this Quality of Life at Work (QLW) index every two years.

Strategic focus : Behaving ethically and responsibly

The Texen Group is committed to conducting its business in an ethical and responsible manner to ensure that all its stakeholders are treated with respect.

Commitment : Conduct our business ethically

Ambitions for 2025 : 100% of the most exposed employees to be trained in ethics in France and abroad.

Ethical behaviour, respect for our customers, suppliers, employees and investors, and compliance with current legislation are all values to which the Group is committed. They underpin the Group's management philosophy and form our corporate culture. The Code of Business Conduct defines the ethical framework within which the Group wishes to conduct its business activities. A whistleblowing procedure is deployed at all sites to alert the relevant body to any situation in which the code of conduct is not being respected, as well as any serious breach of the legislation in force. An ethics committee, made up of ethics advisers in each country, meets annually to review ethical incidents. The Group's ambition is to have trained all its most exposed employees by 2025, in France and abroad.

Commitment : Promote responsible purchasing practices

Ambitions for 2025 :

- *100% of our suppliers (with Strategic, Panel & Customer-imposed status) to have signed our responsible purchasing charter (in revenue)*
- *100% of our strategic suppliers to have completed a CSR self-audit*
- *15% of our acquired turnover to be achieved through socially responsible procurement*

Purchasing, which accounts for a significant proportion of the Group's commercial activities, relies on responsible suppliers. The Group has formalised its commitments in a responsible purchasing charter covering 5 areas: Respect for Human Rights, Health and Safety, Environmental Responsibility, Products and Processes and Business Ethics. Suppliers are invited to join the Group in this commitment by signing the responsible purchasing charter and ensuring that their own partners also adhere to it. The Group wishes to go further with its strategic suppliers, in order to assess their CSR maturity, by sending them a CSR self-audit. If the CSR self-audit reveals data inconsistencies or a lack of information, the Group may carry out on-site audits.





Commitment : Respect human rights and promote inclusion




Les ambitions 2025 :






- *Related alerts to be processed in less than 7 days*
- *> 80 Gender Equality Index*
- *Increase the number of employees with disabilities or via equivalent value units to 6%*

Wherever we operate in the world, we are committed to respecting and protecting human rights and combating all forms of discrimination. We are convinced that diversity is a source of performance and innovation. Our ambition is to be a driving force for change in favour of gender equality in the workplace and the development of 'adapted' jobs for employees with disabilities.

OUR GOALS AND OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT OBJECTIVES

Strategic focus	Commitments	2025 objectives	Contribution to ODD
Reinventing Luxury & Beauty packaging	Offer our customers eco-friendly packaging	100% of our offers include an eco-designed proposal	 12.2 Achieve sustainable management and rational use of natural resources by 2030.
		25% recycled or bio-sourced materials on new products (new products developed and upgrades to existing products)	
	Fight climate change	Obtaining a B rating from the CDP Climate	 13.2 Incorporate climate change measures into national policies, strategies and planning.
		Reduce our carbon emissions linked to scopes 1 and 2 by 10% in absolute terms and in relation to our commercial sales (reference year: 2019)	
		Reduce the carbon emissions of our packaging (linked to the use of plastics, scope 3) by 10%, in absolute terms and in relation to our commercial sales (reference year 2019).	
	Reducing the environmental impact of our sites	100% of our production sites are ISO 14001 certified	
		Reduce the proportion of organic solvent used to 50% for surface treatment lines	 9.4 By 2030, modernise infrastructure and adapt industries to make them sustainable, through more rational use of resources and greater use of clean, environmentally friendly technologies and industrial processes, with each country acting within its means.
		Achieve a material recycling rate of 50% for non-hazardous waste	 12. By 2030, significantly reduce waste production through prevention, reduction, recycling and reuse.
		Achieving "zero landfill" at all Group sites	
		Reduce water consumption at Group sites by 20%.	
Deploy at least one biodiversity initiative at each of our sites in rural areas			

Strategic focus	Commitments	2025 Objectives	Contribution to ODD
Putting our employees at the center of our transformation	Develop the employability of our staff	Number of training courses leading to qualifications increased to 5% of workforce	 4.4 By 2030, significantly increase the number of young people and adults with the skills, particularly technical and vocational skills, needed for employment, decent work and entrepreneurship.
		Average number of hours of training per employee per year increased to 14	
	Attract and retain talents	Job retention rate after 3 years of more than 85%.	
		More than 35% of managers are interns	
		100% of sites benefit from a performance-sharing agreement	
	Guarantee the health and safety of our employees and contractors and promote quality of life at work	100% of our production sites are ISO 45001 certified	 8.8 Defending workers' rights, promoting safety in the workplace and ensuring the protection of all workers, including migrants, particularly women, and those in precarious employment.
		Reduce the frequency rate of accidents at work with and without lost time (employees, temporary workers) to below 7	
	More than 75% of our employees recommend the Group as a "good place to work" (via periodic QWL surveys)	 3.4 By 2030, reduce by one third, through prevention and treatment, the rate of premature mortality due to non-communicable diseases and promote mental health and well-being.	

Strategic focus	Commitments	2025 objectives	Contribution to ODD
Behaving ethically and responsibly	Conduct our business ethically	100% of the most exposed employees trained in ethics in France and abroad	 16.5 Significantly reduce corruption and bribery in all its forms.
	Promote responsible purchasing practices	100% of our suppliers (Strategic, Panel & Imposed customer status) have signed our responsible purchasing charter	 12.6 Encourage companies, particularly large and transnational ones, to adopt sustainable practices and to include sustainability information in their reporting.
		100% of our strategic suppliers have carried out a documented CSR self-audit	
		15% of our sales bought through solidarity purchases	
	Respect human rights and promote inclusion	Less than 7 days to process alerts	 8.8 Defending workers' rights, promoting safety in the workplace and ensuring the protection of all workers, including migrants, particularly women, and those in precarious employment.
		Gender equality index higher than 80	 5.5 Guarantee the full and effective participation of women and their equal access to leadership positions at all levels of decision-making in political, economic and public life.
		Increase the number of employees with disabilities or with equivalent qualifications to 6%	 10.2 By 2030, empower all people and promote their social, economic and political integration, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or other status.

OUR CSR GOVERNANCE

Convinced that CSR is a fundamental issue for our Group, CSR policy is steered directly by the CEO.

He relies on the support of referents in the 4 pillars: Ethics, Responsible Purchasing, Environment, Social and Human Rights. For these 4 pillars, a 2021-2025 policy has been formalised.

Each policy is reviewed annually as part of the budget process, with 2 objectives:

- ensure that the budget translates the ambition of each policy into action
- amend the policy to take account of CSR changes and developments.

At least every quarter, the action plans decided upon are reviewed and adapted if necessary.

Every year, the Group draws up an assessment of its actions, which it has reviewed by an independent third-party certifying body, in order to evaluate the progress made and communicate with its stakeholders: employees, shareholders, customers and suppliers.