

CSR REPORT
2022

ANJAC
HEALTH & BEAUTY



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Editorial



The ANJAC Health & Beauty Group is fully committed to corporate social responsibility (CSR).

We're proud to announce that we've made significant progress, in particular with regard to **our consumption of water**, as well as our **development of breakthrough innovations** that are allowing for more responsible consumption.

All our teams are currently working together to develop our **decarbonization plan**. As always, our approach is both concrete and pragmatic: we're already taking action to reduce GHG emissions in the field, and our teams are adopting a more global approach to our decarbonization objectives, which we look forward to revealing in our next CSR report.

We're extremely motivated and continually ramping up our efforts, for success lies in being willing to put in the hard work, in daring to shake things up, and in understanding the connections between all our systems and every step we take.

We subscribe to the **"ONE HEALTH" concept**, which is recognized by the world's top organizations (such as the World Health Organization and the United Nations), as well as by experts with the most experience in the field. The ONE HEALTH concept is based on the simple principle that **human** health is linked to that of **animals** and our interactions with the environment, both locally and worldwide.

As an industrial player in the Health & Beauty sector, we know that we not only have a positive impact on people – through the products that are offered by our customers – but also on animals and the planet **thanks to our technological advances** and our **bold work** in the development of adjacent industrial applications such as crop protection products.

The ANJAC Group is also a human adventure, exemplified by human values that drive us to participate in aid programs dedicated to malnutrition, mental health, and much more.

CSR changes the way we see our industry – and our role in it. Since all ecosystems are connected, the ANJAC Group also seizes the opportunity to act in other areas, even those that fall outside the traditional scope of a "health & beauty" group.

Aurélien Chaufour,
President of the ANJAC Group

A handwritten signature in black ink, consisting of a stylized 'A' followed by a series of loops and a long horizontal stroke.

Intro

ANJAC Health & Beauty is committed to creating a more sustainable industry

1. A bold and innovative industrial group

ANJAC Health & Beauty is a French family-owned industrial group and a partner of beauty & well-being brands and healthcare laboratories.

We create and manufacture health, beauty, and wellness solutions, from the sourcing of raw materials to the finished products. **ANJAC** is made up of **14 expert and complementary companies**, with 22 R&D and production sites in France, Spain, Canada, and California: Aircos, Apollo, Chemineau, Cosmetix West, Eurowipes, Feltor, Innovi, LPEV, Pascual Cosmétiques, Pillar5 Pharma, Roval Cosmétiques, Shadeline, and Sicaf.

We place **innovation** at the heart of our business model – with our **150 R&D employees**, ongoing investments in products, research, and technologies, and expertise in plantbased materials – to offer customized services and turnkey products to our customers.

ANJAC Group – Main figures for 2022 (including 2022 acquisitions)

3,000+
employees

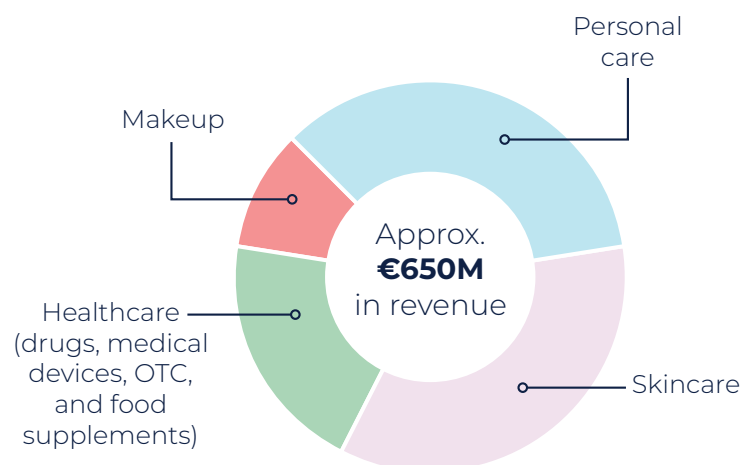
14
companies

23
patents

22
locations

14
R&D
labs

150
R&D
employees

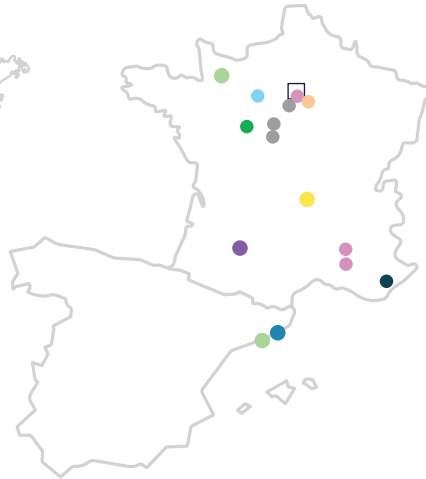


Our locations

NORTH AMERICA



FRANCE & SPAIN



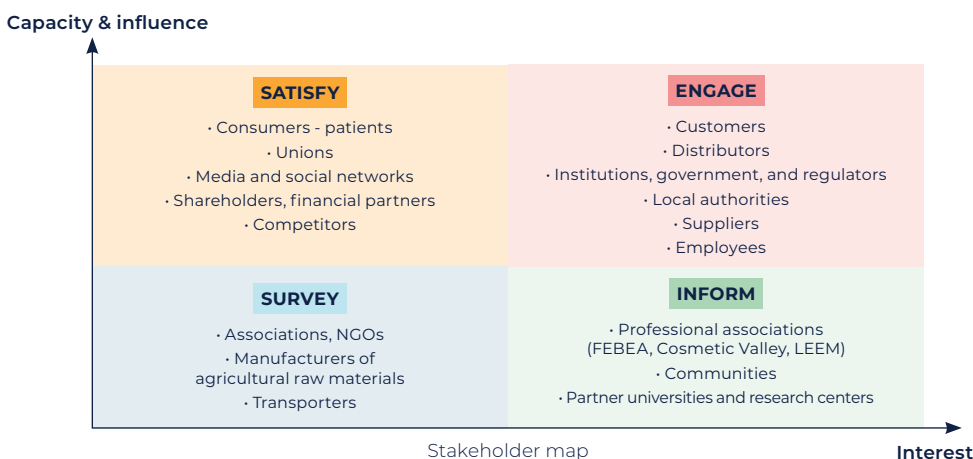
- ANJAC - Headquarters
- Aircos
- Apollo
- Chemineau
- Cosmetix West
- Eurowipes
- Feltor
- Innovi
- LPEV
- Pascual
- Pillar5 Pharma
- Roval
- Shadeline
- Sicaf/Sicaf Paris

2. Definition of the Group's CSR strategy: a collaborative approach

Aware of the challenges of sustainability and the role that the health & beauty industry can (and must) play, ANJAC has expressed its commitment by **defining a bold and pragmatic CSR strategy as part of a five-year plan, from 2021-2026**. The scope of the present report covers the Group and its companies in 2021 (excluding Apollo and Pillar5, which will be integrated in 2022).

We worked closely with our companies to develop our approach, which is based on **the identification of key issues, dialogue with our customers, and an assessment of the practices of all the companies within the Group**.

We continue to develop our strategy and roadmap with our customers and suppliers, as well as with ethical third parties. Each year, **we adapt and prioritize our action plan in accordance with the needs and initiatives of our stakeholders**.



⁽¹⁾ Carbon Disclosure Project

The recent push by the ANJAC Group and its companies to adopt a bold and pragmatic CSR strategy

2020

2 Ecovadis medals



ANJAC, 1st industrial partner of brands to use the **Beautylytic** tool (see p. 10)

2021

Assessment of CSR practices at all locations

Definition of the ANJAC CSR strategy, collaboration between the companies

Establishment of coordinated monitoring of key indicators

CDP ⁽¹⁾ rating for Roval (B-)

Launch of "ANJAC Green Attack", an innovation program geared towards CSR. 90.0% of ANJAC innovations are sustainable

Ecovadis medals



Validation of commitments CSR ANJAC 2021-2026

2022

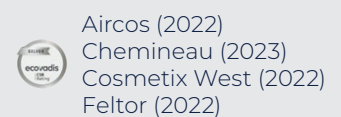
Consolidation of the Group's Ecovadis profile

1st global consolidation of Group CSR indicators for all companies

1st publication of Group CSR report

Launch of Anjac Positive Impact (see p. 10)

Ecovadis medals



The Group seeks to go even further to provide for **more environmental sustainability**, to **create more value for our customers**, and to advocate for **the health of our consumers**, for the **well-being of our employees**, and for **the good of the regions in which we operate**.

We believe we are making progress with the following **Sustainable Development Goals (SDGs)**:



Our 4 Group pillars

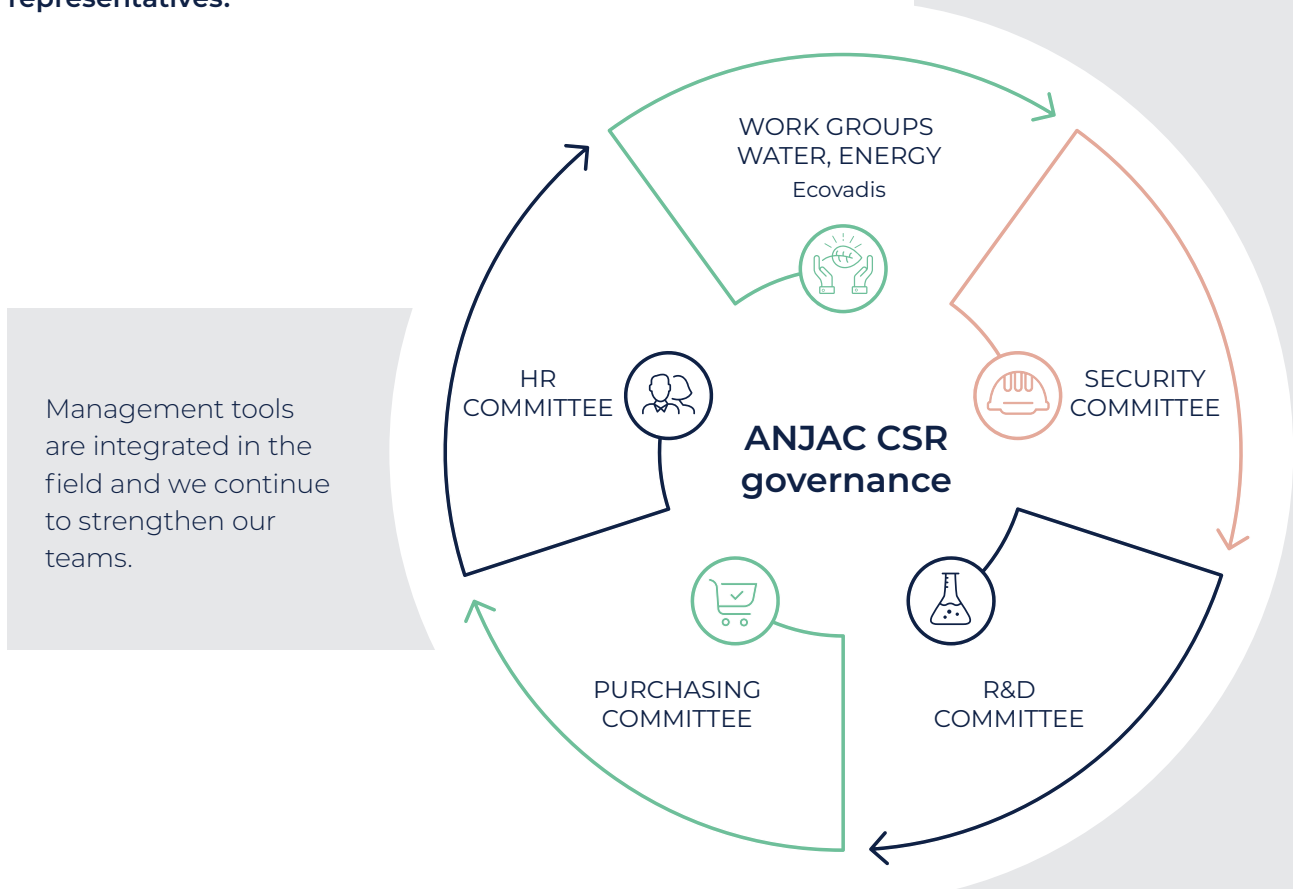
We created **4 Group pillars** to address the main environmental, social, and societal issues as part of a global policy that covers all aspects of CSR.

- 1 INNOVATE** to transform and improve the sustainability of our offer through continuous improvement;
- 2 SAVE** resources and reduce our environmental footprint;
- 3 PROTECT** the safety and the personal & professional development of our employees;
- 4 SUPPORT** the “HEALTH” mission (physical, mental, and social) in our territories.

These pillars are the result of an assessment conducted in 2021 and based on an internal evaluation grid made up of around 40 key topics covering **social and environmental performance**, as well as **governance** issues.

3. Our CSR governance

Our commitments and the progress of our roadmap to 2026 are ensured by the governance already in place, which is practiced by both ANJAC Group Directors and local CSR representatives.



At ANJAC, our CSR strategy is geared toward the implementation of concrete actions at all our locations. In 2022:

- each of our pillars was accompanied by a **2021-2026 roadmap drawn up progressively by the various companies;**
- **each company governed its actions in the field with internal CSR committees**, whose indicators and decisions are shared with Group Directors on a monthly basis during steering committees;
- each company identified the **investments that are required** to meet its goals: these investments are analyzed and considered in the Group's annual budgets.

The scope of the present report covers the Group and its companies (excluding Apollo and Pillar5, which will be integrated in 2022).



Pillar 1

Innovate to transform and improve the sustainability of our offer

1. Our goals and commitments

Minimize our impact

For several years, the Group has adopted an ambitious vision and made **innovation a leading driver for rendering its products and services more sustainable.**

Our definition of **innovation** is as follows: a **new product, innovation, process, technology, or service** that results from our R&D and is proactively offered to our customers. It is a **rare or unique product for the target market**, one that offers **a distinct feature and an undeniable benefit for the consumer and the brand.**

We believe innovation becomes “positive and sustainable” when it helps reduce the environmental footprint of the finished product, and/or improves the social or societal elements required to create it, all the while maintaining its safety and effectiveness for end users.

For ANJAC, as for our 150 R&D employees, **innovation is a source of environmental** (e.g., the responsible use of water and raw materials) and **social** (e.g., the use of a large number of ingredients of natural origin, the reduction of sugars in nutraceuticals, etc.) **progress.** In particular, we choose to work with raw materials to prevent any possible competition with farmers. In the long term, our goal is also to **protect biodiversity.**

We are committed to creating environmentally-friendly products. We develop solutions by identifying the best possible ingredients, formulas, manufacturing processes, packaging (if applicable), uses, and life cycles. **This process is aimed at continuous improvement based on the demands of our ecosystem.**



In 2023, **we are committed to redoubling our efforts** by joining **EcoBeautyScore, a consortium** that already counts more than 70 players from the cosmetics industry. This membership will improve the impact of our actions on the entire industry, and therefore on the environment, the climate, and consumers.

Commitments	Indicators	Deadlines	Supervision
Ensure 100.0% of innovations meet at least one goal of sustainable development ⁽²⁾	% of innovations that are sustainable based on the ANJAC grid	2026	ANJAC Senior Managers and R&D Committee
100.0% of the Group's innovations will be evaluated on the basis of an ecoresponsibility score. <i>To provide for greater transparency, this score will appear on ANJAC product innovation sheets</i>	% of ANJAC innovations evaluated. In 2021, 5 measurement or characterization criteria were defined and are now shared with our stakeholders ⁽²⁾ . Step 2 (in 2022) involved creating a grid specific to ANJAC with multiple indicators. Step 3 involves the integration of the EcoBeautyScore	2026	
100.0% of purchases geared toward sustainable development	% of purchases from suppliers evaluated by Ecovadis	2026	Group Purchasing Department

2. Review of 2022: our main achievements

“*Eurowipes, an ANJAC Group company, is committed to innovation throughout the entire product life cycle, from design in our R&D laboratory to disposal by the consumer. Right from the start of the development process, our products call for solutions that combine efficiency, ease of use, and responsible consumption. We create formulas with a high percentage of natural ingredients (>95%), which are used in combination with natural materials and sold in recyclable and/or biobased packaging.*

In 2021, Eurowipes became the very first company to market a compostable baby wipe certified “OK compost HOME” by TÜV AUSTRIA. Since then, we have applied our expertise in compostability to other product categories such as personal care and skincare. But our work doesn’t stop there: other innovations are currently in the pipeline.

Virginie Lassagne Mounier,
Director of Project Development, Research & Innovation,
Eurowipes, ANJAC Group



200

innovations per year
20 cross-company ANJAC innovations

150

employees in R&D
1 Innovation &
Development Committee

100.0%

of the Group's innovations
will be evaluated
on the basis of an
eco-responsibility score
(see "focus", p.11)

Since 2021, our R&D, Innovation, and Marketing teams have adhered to **"ANJAC GREEN ATTACK"**, our virtuous innovation program.

Based on an extremely concrete approach, this program allocates resources to:

- 1 UNDERSTAND** consumer needs, anticipate changes in legislation, and work with external tools such as Beutylitic, SPICE, and the Group's in-house tools such as **ANJAC POSITIVE IMPACT**;
- 2 DEVELOP** new products and innovations based on environmentally-friendly ("eco-design") formulas, manufacturing processes, formats, packaging, uses, and purchases;
- 3 MANAGE** and **PROMOTE** a portfolio of innovations based on clear criteria (see "FOCUS", p.11) and an ecoresponsibility score.

Among our actions:

- In 2021, we performed an in-depth analysis to define the concept of "more sustainable innovation." From this analysis, we identified 5 main social and environmental criteria, which we call "sustainable development goals." 90.0%⁽²⁾ of our innovations resulting from the Group's research and proactively offered to customers have already helped improve the "eco-design" of our products, processes, and technologies.
- In 2022, after many months of work and tests, the I&D Committee launched its **internal evaluation grid "ANJAC POSITIVE IMPACT"**, a tool for objectively **measuring** the eco-responsibility of the Group's Health & Beauty innovations (see "FOCUS", p.11).
- The ANJAC Group is **the world's 1st partner of brands (not including the packaging sector) to use the external SPICE tool (see FOCUS below).**

⁽²⁾ In 2021, we performed an in-depth analysis to define the concept of "more sustainable innovation." We identified 5 main social and environmental criteria, which we call "sustainable development goals." Shared openly with our customers, these characteristics address the naturalness of our formulas, water conservation, the circular economy, the use of virgin plastic, and the "healthiness" of our innovations. The next step involves measuring these characteristics with a grid.

ANJAC is the 1st and only partner of Health & Beauty brands to have developed its own tool, “ANJAC POSITIVE IMPACT,” to evaluate the eco-responsibility of its innovations in a transparent way for its customers. This initiative is part of the Group’s primary mission to develop innovations that transform and improve the sustainability of its offer.

The “ANJAC POSITIVE IMPACT” grid evaluates finished products in their entirety, starting from the design phase. It incorporates a number of different criteria:

- the level of sustainability and “responsibility” of formulas;
- manufacturing processes;
- recommended packaging thanks to the external **SPICE** tool;
- the CSR commitment of the manufacturing site by way of its **Ecovadis** rating.



ANJAC Group customers benefit from these scores, which help them make informed choices. Internally, this tool helps us define our roadmap in terms of our priorities related to innovation and continuous improvement. The grid is applied to all innovations developed in ANJAC laboratories. Upon request, customers can use the grid for their own development projects. The scores already appear on ANJAC product innovation sheets.

The packaging section of the “ANJAC POSITIVE IMPACT” grid is based on **SPICE, an independent platform for evaluating the “eco-design” of packaging.** Co-founded by L’Oréal & Quantis, this platform is recognized as valid by our industry. Its goal is to improve the sustainability of the entire packaging value chain. With this tool, the Group can measure the environmental impact of its packaging compared to conventional packaging. It doesn’t matter whether the packaging is manufactured by ROVAL Cosmétiques, the ANJAC Group, or external suppliers: ANJAC draws from its expertise to combine its innovations with the most eco-friendly packaging. As a major industrial player, the ANJAC Group is committed to playing **an active part in the circular economy**, and therefore to keeping the environmental impact of its products to a minimum.



AWARDS & DISTINCTIONS

■ CONSUMER PANEL AWARDS

Our expertise and our **ANJAC** Organic Made in France innovations have attracted the attention of **consumers** and received numerous **awards**:



Intermarché's ORGANIC Pommette baby products were named the "2022 Product of the Year."



LIDL's ORGANIC liniment, ORGANIC micellar water, and ORGANIC roll-on deodorant received the "2021-2022 Victoire de la Beauté Clean Product" award.



Marilou Bio's Litchi Rose deodorant stick was named "Best Organic Product" in 2022.



Carrefour's Soft ORGANIC roll-on deodorants received the "2021-2022 Victoire de la Beauté Organic and Virtuous" prize.

■ TRADE SHOW AWARDS

SOPHISTI MATE FOUNDATION full-coverage powder from **AIRCOS** was nominated for an IT Award at MakeUp in Paris 2022 for its talc-free, silicone-free formula with more than 96.0% of ingredients of natural origin.



aircos | THE FRENCH BEAUTY MAKER



EUROWIPES also shone bright with IT Award nominations at **MakeUp in Los Angeles 2022** for its **organic and compostable, Cosmos Organic and OK Compost HOME certified** face mask, as well as for its dry makeup removal pads designed with **exclusive patented technology**.

BRIGHTNESS WHIPPED CREAM, a mousse developed by **SICAF** that transforms into a rich, soothing cream with **98.0% of ingredients of natural origin**, was also a big hit at the IT Awards at MakeUp in Paris 2022.



sicaf

Our Responsible Purchasing Policy goes hand in hand with our ambition to innovate.

At ANJAC, we're committed to ensuring the quality and long-term supply of our raw materials. We wish to create a virtuous circle with our suppliers that encompasses social rights, biodiversity, and the environment to guarantee the sustainability of our supplies, to remain resilient to climate change, and to stay abreast of geopolitical issues and regulatory developments.

We therefore require all our suppliers to undergo an Ecovadis evaluation. For this evaluation, **the ANJAC Group expects its suppliers to score at least 45 points, or the equivalent of an Ecovadis bronze medal** (does not apply to suppliers requested by our customers). Any supplier who fails to obtain at least "bronze" medal status is regularly monitored by way of the Ecovadis "Corrective Action Plan," which allows us to manage our CSR with our suppliers.

We also train all the Group's purchasing managers and buyers to ensure they make smart purchases and follow up on the CSR-related progress of our suppliers.

100.0%

of our suppliers will be evaluated by Ecovadis by 2026

97.0%

of our purchases in 2022 were from Ecovadis bronze medal (or higher) suppliers

54.0%

of our Ecovadis-evaluated suppliers have Ecovadis gold or platinum medal statuses



“ In the purchasing department, we work hard to responsibly source the raw materials that will make up the products and formulas developed in our I&D laboratories. We have built partnerships with suppliers who primarily work with **RSPO Mass Balance certified palm oil**, as well as those who are members of the **Responsible Mica Initiative (RMI)**, thereby allowing us to help combat the use of child labor in mica mines. We also source “Fair For Life” aloe vera from Mexico, a certification guaranteeing that the populations who cultivate this plant earn a stable income that meets all their living expenses. In particular, this sourcing helps prevent such farming communities from relying on drug traffickers, who recruit in large numbers among these populations.

Thanks to the collaboration between our purchasing and sales departments, we’re able to offer alternative, more sustainable raw material sourcing to all our customers. In this way, we help our customers adopt a more virtuous approach, from product design to production.

Clément Jullien,
Raw Materials Category Manager, ANJAC Group



FOCUS

Agroecology, a virtuous path to sourcing

There are many different types of innovations that can transform and improve the sustainability of our offer, from regenerative agriculture to biotechnology.

Agroecology involves the use of natural resources and mechanisms for agricultural production. It combines ecological, economic, and social factors, and seeks to make the most of the interactions between plants, animals, humans, and the environment. The agri-food industry is already more advanced and an inspiration to us.

In 2022, Anne Rutigliano spoke during a round table on the topic “How to create formulas with less impact on the environment?” at the Luxe Pack trade show in Monaco. It was a fascinating event with visionary market players, including **Anne Trombini from “Pour une Agriculture du Vivant”**, Lindsay Azpitarte from Shiseido, and Priscille Charton from Eclo Beauty. The round table was led by Pascale Brousse of Trend Sourcing. Since then, the ANJAC Group has been studying possible ways of increasing its agroecology-based sourcing with the help of its purchasing, legal, and R&D departments. Simulations will be performed in 2023 to approve the options that apply to our industry. We have several promising leads.



Luxe Pack Monaco

POUR
UNE AGRICULTURE DU
VIVANT

Pillar 2

Save resources and reduce our environmental footprint

1. Our goals and commitments

Contributing to sustainable development also means becoming aware of how our activities affect the environment and working to keep this impact to a minimum. At ANJAC, we are guided by a continuous improvement process that seeks to **reduce our consumption of resources (water, energy, etc.) and waste**. In particular, we must make a special effort to **reduce our greenhouse gas (GHG) emissions**, which is a key issue for all of us and a fundamental expectation of our stakeholders. We wish to take actions to reduce our GHG emissions, all the while taking into account the diverse nature of our technologies and companies.

We also measure the carbon footprint of each of our activities, as well as the life cycle of our products.

■ Water

Water is one of the most important resources for our industry. It must be of the highest quality, and must be proven safe and meet the toxicological requirements of the Health & Beauty industry. Pretreatments are needed for this, which already involves the consumption of certain amounts of water.

We are committed to reducing the consumption of water at our plants by 2026, by cutting our consumption by 20.0% (in m³/ton of bulk manufactured) cumulatively over 5 years compared with 2021.

This savings will be equivalent to 1.3 million 1.5 L bottles of water.



■ Energy

The geopolitical situation of 2022 has reminded us of the value and fragility of energy supplies. We are also aware of the importance of limiting our consumption of energy to limit our impact on the climate.

Our plants are developing new equipment, processes, and methods to formulate, manufacture, and more generally, provide our customers and end consumers with cosmetic and pharmaceutical products.

We are committed to reducing our consumption of energy by **15.0%** (in kWh/unit produced) by 2026, cumulatively over 5 years compared with our consumption in 2021.

This savings will be equivalent to the annual energy consumption of 4,500 households in France.

■ Carbon footprint and greenhouse gas (GHG) emissions

Climate change is one of the consequences of GHG emissions generated by human activities. As a responsible industrial company, we are already working on reducing our consumption of energy and making our products more environmentally friendly to keep our ecological impact to a minimum.

The **process for optimizing the Group's carbon footprint** began in 2022 and will be presented in our CSR report for 2023.

By 2024, we are committed to determining **the GHG scopes 1, 2, and 3 for two-thirds of the Group's activities** (in terms of sales), which will enable us to collect enough data to **create and share our climate transition plan by 2025.**

Commitments	Indicators	Deadlines	Supervision
Reduce our consumption of water -20.0% in m ³ /ton of bulk ⁽⁴⁾	Consumption of water per ton	2026	Group Directors and companies
Reduce our consumption of energy -15.0% in kWh/KU ⁽⁴⁾	Consumption of energy per unit	2026	
Measure and reduce our greenhouse gas emissions Reviews for 2022-2024 and roadmaps for reductions	GHG emission intensity (scope 1, 2, and 3) Reduction of GHG emissions	2026	
Define a roadmap and a climate transition plan		2024	
Define a waste reduction policy	Quantity of waste produced and recycled per product unit	2023-2026	
Support and raise awareness among teams in the field, and designate one of the Group's production sites as a pilot plant that can serve as an internal lab	1 review and 1 clear roadmap for the pilot site	2026	

2. Review of 2022: our main achievements

Our teams use the Ecovadis platform for assessing CSR performance and responsible purchasing, which includes an **environmental** section to measure (and spur) our progress. In 2021, we began monitoring the water and energy consumption at each company, which is the first step toward reducing our environmental footprint.

Indicators	Units	2022 vs 2021
Average energy consumption per unit	kWh/kU	+1,0%*
Average water consumption per ton of bulk	m ³ /ton	-6,5%

See page 27 for a complete list of indicators.
For the ANJAC Group in 2022 (excluding Pillar5 and Apollo, which were acquired in 2022) (comparison with the reference year 2021)

*In 2022, we underwent energy-related audits and periodically collected consumption-related data to identify areas where we could reduce our impact on the environment. Starting in 2023, we will implement optimized actions based on these audits, in addition to the initiatives that have already been launched (including those mentioned below). Like many industrial manufacturers, the Group has suffered from the unfavorable market conditions of late, which have led to supply problems, fluctuations in orders, and disruptions in the planning of orders. As a result of these adverse effects, we have unfortunately seen an increase in our energy consumption in kWh per unit. To counter this increase, we will set up more corrective actions and monitoring in 2023, which we hope will be influenced less by external circumstances.

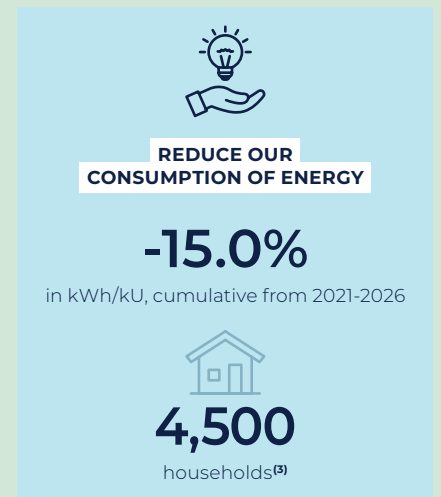
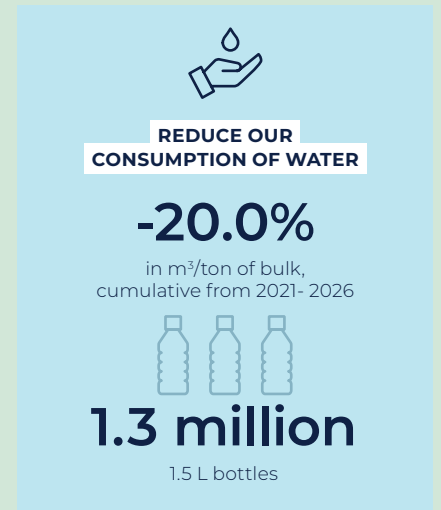
The ANJAC Group is working from the ground up to construct a robust and resilient approach to reducing our consumption of water, energy, and greenhouse gas emissions. We have implemented a number of actions to this end:

■ Water

All water must be purified before used in our products. Water systems are required for our manufacturing processes to heat or cool our formulas. We have therefore identified the tasks that consume the most water during our processes. One such task is the cleaning of tanks, for which we are gradually installing Clean-In-Place (CIP) solutions that use less water per washing cycle. As part of our approach to continuous improvement, we are also seeking to recycle water wherever possible by using more efficient technologies.

■ Energy

The majority of our sites are already equipped with LEDs, but we still have quite a few areas to go. We are continuing to replace our old lighting systems with simple, effective solutions that provide for safety, comfort, and energy savings. In 2022, we also began replacing air treatment units that were cumbersome

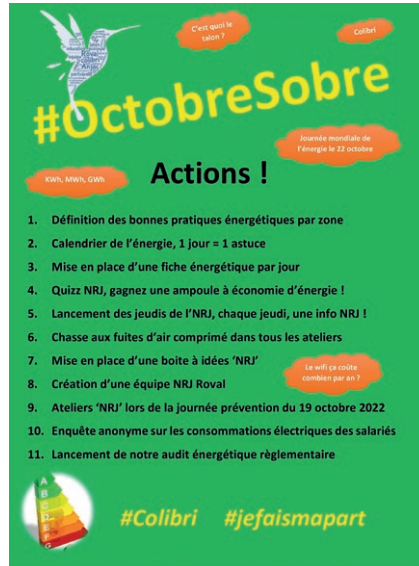


⁽³⁾ Calculated on the basis of the average consumption of a French household, cumulative from 2021-2026.

⁽⁴⁾ Reference year: 2021.

or had become obsolete, and which therefore consumed too much energy.

These replacement units benefit from new technologies that consume less energy and enable us to recover waste heat.*



Awareness-raising poster from Roval's EHS department on the subject of the month: energy savings

#SoberOctober

■ Optimization of our GHG emissions and carbon footprint

In 2022, the Group initiated a GHG assessment process with the help of an expert consulting firm. We have opted for a standardized accounting method for all our locations. This method is based on the Greenhouse Gas Protocol, which can be deployed internationally.

For ANJAC, we have decided to cover all scope 1, 2, and 3 emissions, i.e., to take into account **our own emissions** and those linked to our entire **value chain**. In 2022, a Group company (Eurowipes) tested the method, providing us with our first data on our emissions. In 2023, this method will be used to help set our goals.

Each company follows the guidelines of the Group to create its own roadmap towards less emissions, taking into account its own technological and regional specifications.



* Waste heat is the thermal energy that is released and lost during an industrial process or the operation of certain equipment. Since waste heat is not usually used for the production of energy, it is not always recovered.

Pillar 3

Protect the safety of our employees and ensure their personal and professional development

1. Our goals and commitments

Above all else, ANJAC is a **human venture**: every day, our employees help create the health & beauty of the future. The **safety** and **development** of our teams is therefore a top priority.

We make commitments at the Group level with regard to the **action areas** that we consider priorities and vital to creating a common framework.

■ The health and safety of our employees

We are uncompromising when it comes to the **health and safety of our employees**, and therefore deploy a “**zero accident**” policy at each of our locations. **Our goal is to achieve a frequency rate below the industry average⁽⁵⁾ and a severity rate of less than 1 by 2026.** Every day, we actively strive to eliminate accidents in the workplace, and to implement the necessary measures to **detect, prevent, and avoid** occupational health & safety risks. We believe in an inclusive approach that allows everyone to benefit from a safe and healthy working environment. We therefore ensure that our health and safety policies, actions, and procedures take into account the needs and concerns of all our internal and external stakeholders.

We **regularly provide training and awareness-raising** sessions for our teams, our new employees, and our external contributors to bolster the health and safety culture at our companies and to enforce occupational risk prevention at all levels of the Group.



■ Personal & professional development

As a responsible employer, we at the ANJAC Group ensure that all our teams benefit from **working conditions that allow them to develop both professionally and personally**. Local managers and Group directors alike take special care to satisfy the material, organizational, personal, and wage-related requirements of our teams, as well as to actively listen to their needs.

■ Social dialogue

As part of our social dialogue, we are committed to preventing, identifying, and responding to any problems (social misunderstandings, professional relations, etc.), as well as to maintaining an environment that promotes mutual consideration and respect.

“ At ROVAL, supporting the physical, mental, and social health of our local community is an integral part of our human resources management practices. We take actions designed to develop and preserve our human capital, in accordance with the values of the ANJAC Group.

For example, we've set up a “well-being” committee that brings together employees from different departments to address employee health (physical and mental) and implement our “Working together” program.

On the social front, we also play an active role in the well-being of families by taking part in workshops to identify and support those who are in need of assistance. In particular, we actively support various human rights associations in France that combat physical and emotional abuse.

Corinne Dufrechou,
Director of Human Resources & Communications,
ROVAL Cosmétiques, ANJAC Group

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2. Review of 2022: Our main achievements

Founded on the principles of trust and pragmatism, the ANJAC Group requires its companies to comply with its CSR, in particular when it comes to the creation of action plans adapted to their maturity level and specifications.

- All our sites have created a **Single Occupational Risk Assessment Document (DUERP)**, which they update on an annual basis. With this document, our companies can identify and safeguard against risks while taking concrete and appropriate preventive actions. Furthermore, our industrial sites provide all internal and external employees with a booklet describing the risks and safety rules to take into consideration while working on the site. Finally, depending on the needs of each company, employees are invited to enrich their health & safety-related knowledge by participating in training courses and/or other activities.

- In 2023, the ANJAC Group will create the **position of Group EHS Director**, whose primary task is to help our industrial sites with the implementation of **actions and projects that allow for the continuous improvement of our workplace safety and environmental performance**.

- All year long, the Group and its companies **implement initiatives that promote the well-being and personal fulfillment of their employees**:
 - events & competitions organized throughout the year for the children of our employees, sports, discussion groups, meetups at company sites;
 - partnerships with daycare centers to help employees manage their personal and professional lives;
 - company events and awareness-raising campaigns on health and safety: Pink October (fight against breast cancer), Movember (fight against cancer in men);
 - targeted training programs for employees (an average of 9.8 hours per year per employee). For example, a sales training cycle was successfully introduced in 2022 and will continue in 2023.



Health & safety awareness day at ROVAL



- When it comes to recruitment, the Group prefers to offer open-ended contracts to ensure long-term employment. For some of our positions, candidates can apply on-site without the need for a resume. This type of recruitment takes into account the motivation and demeanor of the candidates. We provide these recruits with in-house training upon their arrival.
- In accordance with the principle of social dialogue, each Group company is represented by its own bodies. It is not uncommon for smaller Group companies to have established close ties with all their employees.

Our indicators testify to the dynamic nature of the Group: our teams are **growing and enhancing** their skills, both through training and recruitment.

The average seniority of our employees (10.2 years in 2022 compared to 10 years in 2021) **is a good indicator of the stability of the Group and the excellent relationship between management and employees.**

Indicators	2022
Annual workforce	2030
Number of permanent hires for the year (new hires & replacements)	282
Net change in number of full-time employees (FTEs) (compared to N-1)	126
Percentage of women in our workforce	57.1%
Percentage of women in managerial positions	53.0%
Percentage of apprentices and student workers	4.1%
Average number of training hours per employee	9.8
Turnover rate	20.9%
Absenteeism rate	7.4%
Average seniority	10.2 years

See page 27 for a complete list of indicators.

FOCUS

One of the priorities defined in the Group's employer branding strategy is to make our companies more attractive to new prospects. We seek to instill the sense of a human venture, to provide our employees with a sense of meaning, and to uncover the potential of both individual employees and the Group as a whole. Our HR and Communications teams have come up with a slogan that perfectly embodies these motivations: **"ANJAC, a responsible industrial company and a great place to work, deserves you as an employee."**

Each of our companies has deployed an action plan to attract, integrate, and retain talented new employees:

- recruitment banners in front of the sites in the local communities;
- recruitment forum with site visits;
- resume-free recruitment and meetings with young candidates organized around an outdoor team-building event;
- Empl'itude label – to demonstrate the quality of the company:
 - Integration pack (integration day, welcome gifts, etc.).



Pillar 4

Support the “HEALTH” mission in our territories

1. Our goals and commitments

In keeping with our values and activities, we continue to advocate for **global health** and causes dear to our teams. We focus on 3 major areas:

- 1 the fight against cancer in adults and children;
- 2 access to basic hygiene;
- 3 the health and rights of women.

We are committed to:

- 1 building long-term relationships with associations;
- 2 making financial and product donations;
- 3 Gradually encouraging our teams to make personal contributions.





GUSTAVE ROUSSY Hospital (since 2018): Europe's leading center for the fight against cancer in children.

Donations and collaboration between ANJAC specialists and the hospital's scientific experts to establish a partnership and the possible sharing of innovative products and solutions.



CEW BEAUTY CENTERS (since 2021), by providing 110 cancer patients with one-hour socio-aesthetic treatments. The ANJAC Group is a corporate benefactor of CEW France.



The EPIC Foundation (since 2018), with donations to support initiatives to:

- end violence against women and children ("La Maison des Femmes" in Saint-Denis, for example);
- protect the mental health of young people.



The Princesse Margot Association (2022) through participation in a foot race ("Heroes' Race") to fund hospital equipment and outdoor activities for children with cancer.



Donations of personal care products to the "French Federation of Food Banks" and other local and national associations.



Continuous improvement and indicators

Ecovadis: Gaining recognition for our global approach

In 2021, we chose **Ecovadis – a platform for evaluating CSR performance and responsible purchasing** – to assess and guide our roadmap in terms of social and environmental responsibility. Based on the platform’s evaluation of our CSR approach, we can share our CSR progress with our stakeholders with complete transparency. The platform is also a tool that assists with continuous improvement: six of our companies have already been assessed by Ecovadis, and subsequently implemented improvement actions. In 2022, 89.0% of our sales⁽⁵⁾ were rated “gold” or “silver” by Ecovadis.

By 2026, the ANJAC Group hopes to be awarded at least GOLD medal status by Ecovadis to demonstrate our commitment and progress on the international stage to our customers and partners.



PASCUAL
Cosmétique
(2023)



eurowipes



sicaf
(2023)



aircos

CHEMINEAU

COSMETIX WEST
(2022)

LABORATORIS FELTOR
(2022)

Certifications

Our certifications include:



Good Manufacturing Practices for cosmetics.



Safety and quality management standard for companies that package drugstore, perfumery, and personal care products.



Label for natural and organic products.



Good Manufacturing Practices for the pharmaceutical industry.



Certification for food products and medications.

⁽⁵⁾ ANJAC activity in 2021.

Table of indicators 2022

Indicator	2021	2022	Change N / N-1	Units	Scope	Reporting standard
Social & human rights						
Annual workforce	1,904	2,030	7.0%	FTEs	France	ESRS S1-6 (a)
Number of permanent hires for the year (new hires & replacements)	186	282	52.0%	Numbers	France	-
Net change in number of full-time employees (FTEs) (compared to N-1)	-	126	NA	FTEs	France	-
Percentage of women in workforce	NA	57.1%	NA	Numbers	France	ESRS S1-6 (a)
Percentage of women in managerial positions	NA	53.0%	NA	Numbers	France	-
Percentage of apprentices and student workers	4.0%	4.1%	2.0%	%	France	-
Average number of training hours per employee	9.3	9.8	5.0%	Numbers	France	ESRS S1-13 80 (b)
Turnover rate	NA	20.9%	NA	%	France	ESRS S1-6 (c)
Absenteeism rate	NA	7.4%	NA	%	France	-
Average seniority	10	10.2	+2.0%	Years	France	-
Environment						
Average energy consumption per unit produced	80.19	80.6	1,0%	kWh/kU	France, Spain, United States	-
Average water consumption per ton of bulk	3.63	3.4	-6,0%	m ³ /ton	France, Spain, United States	-
Responsible purchasing						
Percentage of purchases rated by Ecovadis	50.0%	80.0%	↗	%	France, Spain, United States	-
% of purchases covered by bronze medal or higher	95.0%	97.0%	↗	%	France, Spain, United States	-
% of purchases covered by gold medal or higher	51.0%	54.0%	↗	%	France, Spain, United States	-
Innovation						
% of innovations meet at least one goal of sustainable development	90.0%	90.0%	-	%	-	-
Social commitment						
Total number of donated finished products	NA	219,220	NA	Number of units	France	

For more information on our CSR strategy, our indicators, and our calculation methods, please contact: communication@anjac.fr

ANJAC
HEALTH & BEAUTY

October 2023

aircos | THE
SPECIALIZED
MARKET

APOLLO

CHEMINEAU

COSMETIX
WEST

eurowipes

LABORATORIS
FELTOR

LABORATOIRES
Innovi

Lpev
Laboratoire

PASCUAL
Cosmétiques

PILLARS
PHARMA

Roval

LABORATOIRE
SHADELINE

sicaf

ANJAC 15 rue de la banque 75002 Paris www.anjac.com
T. +33 1 53 45 94 49 F. +33 1 53 45 94 59 communication@anjac.fr