

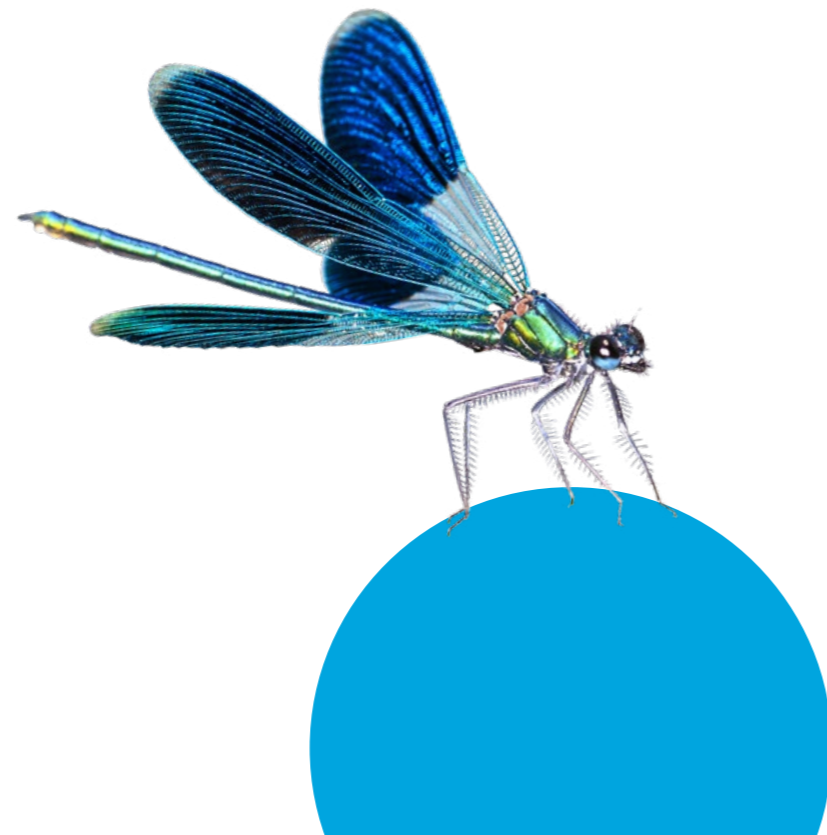
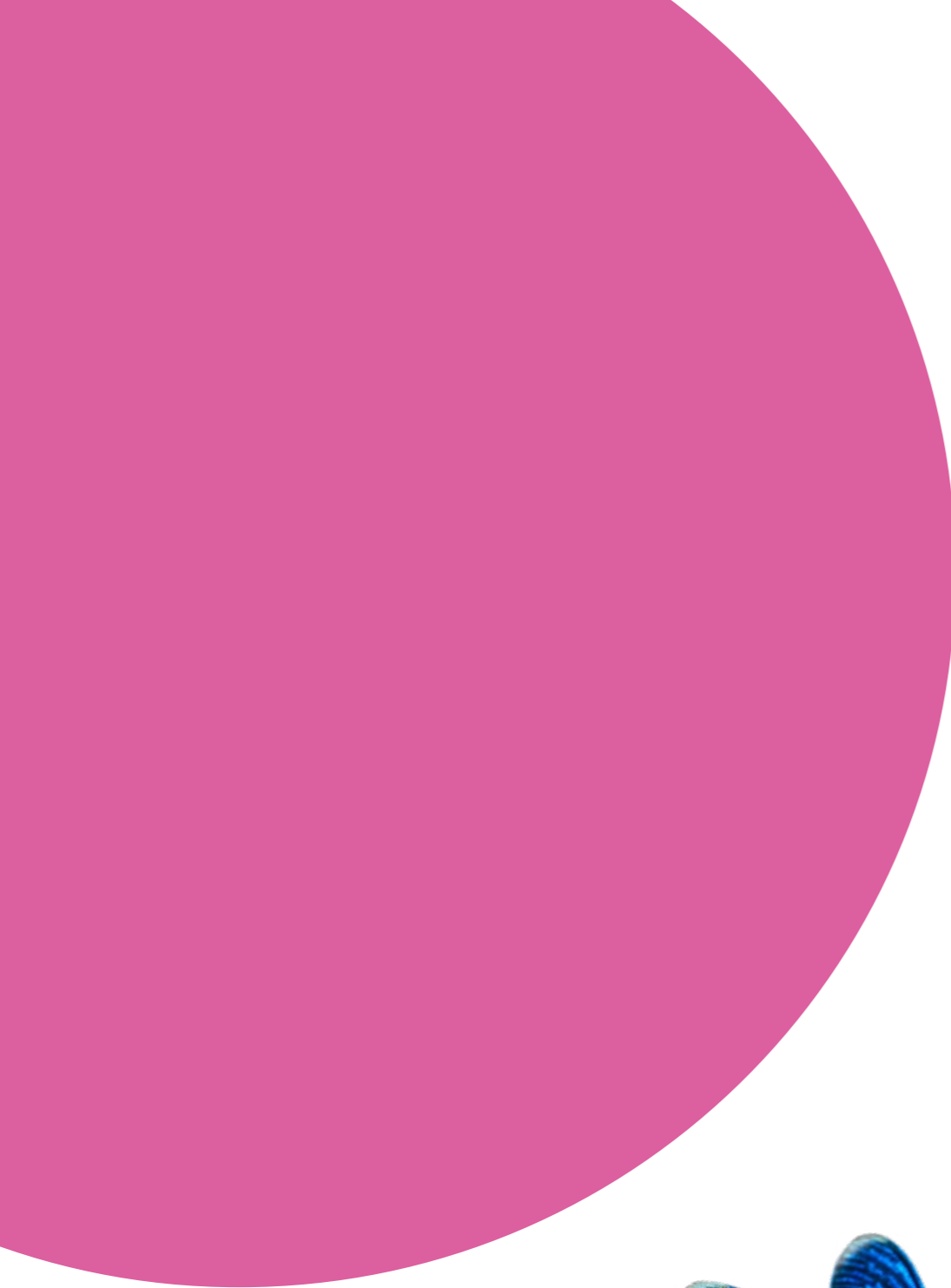


**somater**

Reinventing Primary Polymer Packaging



# CSR Report 2024



The year 2024 is drawing to a close with new achievements for Somater, and more than ever CSR policy is at the heart of the company's strategy and life.

When it comes to eco-design, we are seeing an acceleration in the number of concrete customer projects. We have produced eco-refills for iconic brands, and hope that consumers will embrace these new gestures.

We have also stepped up the switch from virgin to recycled resins. It's a virtuous circle that's continuing, and which implies more sober operations in terms of carbon emissions in particular.

In terms of industrial resources and corporate culture, 2024 marks decisive improvements.

Somater is preparing for the industrial challenges of the future through sustained investment in more energy-efficient, safer and more robotized technologies.

Our plants also devote ongoing resources improving working conditions. And we have promoted and encouraged large number of initiatives to foster values of commitment and fraternity.

Last but not least, we have continued our efforts to make the "learning company" project a reality, with a training program that is more ambitious than ever.

While there are undoubtedly many headwinds, we are calmly forging ahead on the road to a more robust company, confident in its values, its talents and its destiny. To be a champion of the local economy and an essential partner to our customers in their packaging needs, today and tomorrow.

Discover this report and learn more about our CSR achievements and priorities. I hope you enjoy reading it!

*Felix Hubin*  
CEO Somater

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# 1. Our CSR policy and governance

Corporate Social Responsibility (CSR) has been a key commitment for Somater for over 10 years, benefiting our employees, customers, suppliers and local communities.

In 2021, we formalized our CSR policy by setting performance targets to be achieved by 2025. This policy is designed to comply with current standards, such as ISO 26000, and to meet social, environmental and economic objectives, in line with Somater's challenges. This policy has been built around the Group's other commitments: internal commitment charter, responsible purchasing policy, ethical code of conduct, HSEQ policy, good manufacturing practices policy, etc...

The year 2024 was marked by the consolidation of our ambitions and commitments through concrete initiatives, detailed in this report.

## • CSR governance and management system

Somater's CSR strategy is supported by the company's general management, which is responsible for its governance, long-term vision and guidelines for all plants. Somater's CSR governance is based on an original structure. Several entities are involved in implementing and monitoring CSR initiatives, thus ensuring a cross-functional approach integrated into the management system. The deployment of the CSR strategy is carried out in collaboration with support teams: Human Resources, Sales, Supply Chain, Finance, Plant Management and the Innovation and CSR Department, created in 2023.

The plants are responsible for deploying operational measures, based on the defined framework, but with some leeway in terms of the actions to be taken.

A CSR steering committee has been in place at Somater headquarters and in several plants since 2023.

Since 2021, a CSR dashboard has been in place based on the GRI (Global Reporting Initiative), this guarantees a systemic and coherent approach to the management and performance of the various dimensions of the company's social and environmental responsibility through indicators published in our CSR report.

### CSR POLICY : RE-INVENT POLYMER PACKAGING

Our mission is to produce packaging for the cosmetics, pharmaceutical and food sectors that guarantees the satisfaction of all stakeholders.

We are pursuing our development with the ambition of fulfilling our corporate social responsibility by reinventing polymer primary packaging.

Through our policy, we are committed to :

#### 1. Adopting eco-design as our code of conduct

- Design lightweight and/or reusable packaging
- Offer alternative polymers to virgin plastics
- Increase the use of recycled materials to 50% by 2025
- Help direct packaging flows to the right sorting stream

#### 2. Developing responsible industrial and human resources

- Continue to invest in solutions that reduce our CO2 impact
- Recycle production scrap that generates industrial and office waste
- Secure our industrial processes, our teams and the end users of our products
- Strengthen our human resources to meet our ambitions and reduce inequalities in management practices

#### 3. Measuring our approach to guarantee its effectiveness

- Define and monitor CSR performance indicators
- Inform our stakeholders about our CSR actions
- Measure our maturity through certifications and labels

I undertake to make available the resources needed to disseminate and implement this policy at all levels of the company.

19/12/2024

Chairman Félix HUBIN



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## 2. Our CSR ambitions

Ambition  
**1**

### Adopt eco-design as the code of conduct for our actions

Somater is committed to putting our ambition 1 at the heart of our day-to-day activities: communicating, developing and validating eco-design on an industrial scale.

#### 2025 commitments

- 100% of product packs are recyclable
- 50% of packs are made from a polymer alternative to virgin or recycled plastic
- 30% less material used in our packaging

#### • Our progress on EcoTribe™

Conceived in 2022, the EcoTribe Platform is pursuing its goal of changing our packaging.

Since its creation, our teams have been working hard to find solutions with our partners, under the impetus of our customers, the ambitions supported by Somater and the framework provided by AGEC and PPWR regulations. These solutions have to be innovative in terms of eco-design and the search for new, more responsible materials, while maintaining the packaging's function.

Our product development guideline: Reduce, Reuse and Recycle!



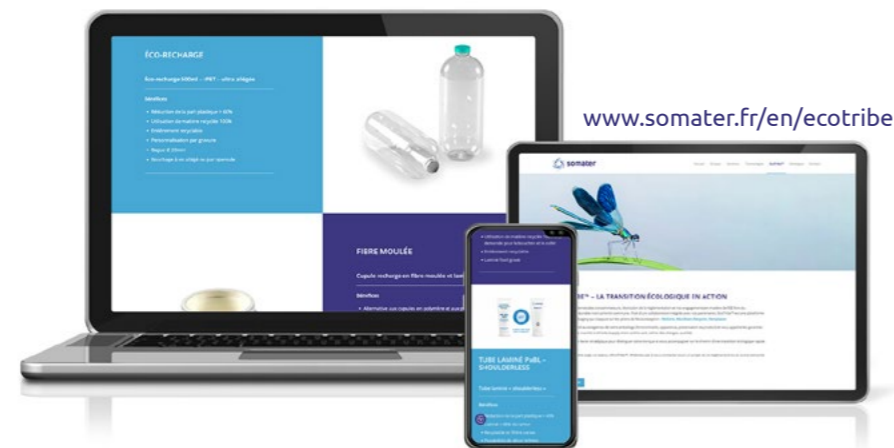
Reduce



Reuse



Recycle



The EcoTribe™ approach aims to give our customers the benefit of all the technological innovations validated with our strategic partners, whether in terms of polymer, lightweighting, hybridization or functionality.

These partners may include machine builders, polymer manufacturers, molders or cardboard makers.

EcoTribe™ is above all an approach, a path, which aims to perpetuate the desirability of packaging with consumers, without going back on functionality, barrier properties or industrial constraints at filling.

#### The pack of tomorrow must be sustainable and desirable!

Lightweighting	Hybrid	Refill	Advanced Natural Resin <sup>2</sup>
Eco-refill bottle	Pot	Eco-refill bottle	Algae-based biosourced polymer
Tube shoulderless	Ice tray	Refillable mascara	Wood-based biosourced polymer
Laminated tube 220/100	Paper mascara	Mascara CTA	Laminated cardboard tray
	Laminated cardboard tray		



#### Eco-refill benefits

- Reduction in plastic content > 60% compared to a standard bottle of the same capacity
- Fully recyclable
- Personalized engraving
- 100% recycled material
- Reduced "easy refill" neck
- Very light capsule
- Closable neck

#### Cupule in molded fiber

- Alternative to polymer cups and single-use jars
- Reduction of plastic content > 95%.
- From virgin or recycled fibres
- Various barriers including PE, PP or PET lamination
- Recyclable
- Suitable for food contact
- Customizable color
- Decorative printing, IML, labeling or embossing
- Customizable format and customizable container

#### Mascara CTA benefits

- Reduction of plastic content > 30%. from 2nd use
- Use of 100% recycled material
- Fully recyclable
- New gestures
- Eco-refill
- Customisation of the pack thanks to the hubcap
- Infinite design possibilities
- Antimicrobial brush and stem under exclusive Pylote license®

#### Seaweed polymer benefits

- Alternative material for injection and thermoforming
- Blowing
- Recyclable
- Food contact
- Soft touch
- Reducing the proportion of fossil-based plastic
- Recycling of seaweed waste
- Made in France



Eco-refill 500ml  
100% rPET



Lancôme Génifique  
Eco-refill 50ml  
© Photo: Lancôme



Pierre Fabre  
educational toothpastes  
© Photo: Pierre Fabre

### ● Our conviction in Eco-Recharge

More convinced than ever that plastic polymers have clear ecological advantages over glass and metal, Somater is also committed to Eco-designed refills with its customers.

#### Let's recharge with super-light packs!

In 2024, this is what Somater has developed by pushing the lightening even further with its 2nd version of the 500ml Eco-refill produced 100% in rPET, weighing 11g and with an even lighter cap design.

#### Production of refillable packaging such as the launch of the Génifique 50ml.

In 2024, Somater supported the Lancôme brand in the development of its 50ml Génifique Eco-refill: a glass pack that holds an rPET refill.

Highlighting the benefits of using 2 additional refills: 177T of glass saved thanks to this plastic refill.

### ● The virtuous circle of lightweighting and recyclability through mono-materials

For several years now, Somater has been working on making its products lighter. Somater is also interested in facilitating the recyclability of its packs by encouraging the development of products with a single material. This facilitates sorting, separability and hence pack recyclability.

The principle of reducing the weight of packaging and using the same materials is applied at all our sites. Our technical teams work with our partners to meet our customers' ambitions across all technologies.

In 2024, Somater developed a 100% PE single-material tube with a lightweight 240µm skirt for PIERRE FABRE, a major player in oral care and expert in dermocosmetics in particular.

### ● Our commitment to circular packaging and the introduction of recycled and bio-composites materials for recyclable packs

In addition to designing packs made from less material, we work with our customers to introduce more eco-designed materials: PCR or bio-sourced materials.

Between 2023 and 2024, the percentage of recycled materials used in our production increased by 20%. This trend is particularly strong in the cosmetics sector.

By 2024, an estimated 80% of our Cosmetics customers will have incorporated recycled or bio-sourced materials into their packaging, particularly for applications produced in PET.

A sincere example of this approach is the Biotherm 2.0 50ml Roll-On, which received an Award at Paris Packaging Week for a 26% reduction in packaging weight compared to the previous version and production using 100% PCR materials.

Another example highlights the work of our teams with the integration of new recycled and innovative materials, namely the launch of the BIODERM sun care range.

After trials and an industrial production run in 2024 at our Mortagne site, Somater is taking the next step and finalizing the project to incorporate enzymatically recycled PET for the BIODERM brand.

Somater is proud to contribute to the development and launch of one of the first cosmetic bottles made from 100% enzymatically recycled PET from CARBIOS.



Biotherm Roll-On 2.0  
© photo: Biotherm



Biotherm suncare range  
© photo: Biotherm



### ● And our teams don't stop there!

Since 2023, they have been developing a partnership with the French start-up ERANOVA, with a view to creating a seaweed-based polymer packaging.

Somater supports this made-in-France initiative to offer a sustainable alternative to fossil-based polymers.

Our teams have worked together to create a range of bio-sourced packaging solutions for our customers.

#### This new material mix has been tested on numerous processes:







PREMIUM BEAUTY showcases the innovative partnership between Somater and ERANOVA: multi-technological packaging solutions made from Eranova's ALGX compound.  
Publication March 18, 2024



premium  
**BEAUTY**  
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Emballage & Design

## Somater s'allie à Eranova pour créer des emballages polymères à base d'algues

Premium Beauty News (Photo : Somater & Eranova)  
18 mars 2024



Le fabricant français d'emballages primaires polymères a dévoilé en janvier, lors de Paris Packaging Week, une série de solutions packaging intégrant des matériaux biosourcés de 3<sup>e</sup> génération, issus des algues.  
Somater s'est associé à la start-up française Eranova pour créer une gamme de solutions d'emballages bio-sourcés 100% Made in France. Objectif de ce partenariat : proposer une alternative durable aux polymères d'origine fossile.

### Algues vertes upcyclées

La nouvelle gamme de solutions biosourcées de Somater s'appuie sur le matériau ALGX mis au point par Eranova à partir d'algues vertes ramassées sur les rives de l'étang de Berre, dans les Bouches-du-Rhône. Les algues sont ensuite enrichies en amidon dans de grands bassins où elles continuent à puiser du CO2 dans l'atmosphère. L'amidon est ensuite extrait puis transformé en résine bio-sourcée processable.

Partenaires Beauté Innovations



Melyume d durables e Cosmopac

You know t WE'LL HAL IT BUS



## Develop responsible human and industrial resources

The last few years have put our operations to the test.

We have had to bounce back from new challenges linked to the energy crisis, our ambitions to reduce our carbon footprint and widespread inflation.

All of our 9 plants have been involved deploying an ambitious action plan to modernize our industrial facilities and achieve our objectives in developing responsible industrial human resources.

### 2025 commitments

- Reduce CO2 emissions by 25%
- Extend the scope of measurement to all plants
- Reduce waste production by 15%
- Recycle 100% of recyclable waste
- Reach 0 Work Accidents
- Achieve 3% absenteeism rate
- Include a CSR course in the training plan for 100% of employees

## OUR ENVIRONMENTAL RESPONSIBILITY

The performance of our industrial tool depends in particular on the modernization of our industrial resources, of which here are several examples:

### Investment and modernization of our equipment: impact on our carbon emissions

Between 2023 and 2024, Somater replaced four of its hydraulic injection presses with 100% electric or hybrid presses.

In addition to the positive impact of modernizing our machinery, investing in these new machines allows us to make real savings on our electricity consumption.

The replacement of presses weighing less than 150T with 100% electric power has led to a 75% reduction in energy consumption, representing an impact of €50,000/year on our electricity bill.

The replacement of presses over 150T Hybrid (50% electric and 50% hydraulic) brings a reduction in energy consumption of around 50%, i.e. an impact of €35,000/year on our electricity bill.



NETSTAL ELION 175T injection press

To modernize our fleet of ISBM machines, we have acquired a new hybrid press. This new machine, which consumes less energy and performs more efficiently than previous generations, will enable us to meet our industrial targets.



New generation AOKI 500LL ISBM machine



MECCANOPLASTICA 2x6 EBM machine



To adapt to the change in our electricity contracts and the rise in the price of kwh, we have introduced working time adjustments in 2023 to reduce consumption.



New compressor at Mortagne site

**But Somater's efforts didn't stop there.**

We have invested in more energy-efficient variable flow compressors at several of our plants. Where possible, we have reduced the air pressure on our compressors by 4 bars.

The pressure of the vast majority of compressors was reduced by 2 bars, generating an annual saving of €270,000 for the group.

We have implemented several protocols at some of our sites. We have set the target temperature at 13.5°C in summer and 15.5°C in winter. This has made it possible to avoid using air conditioning in 2024, except when necessary, and the temperature of the cold groups has been increased from 13.5°C to 14.5°C.

● **Transport flows designed for the safety of our employees**

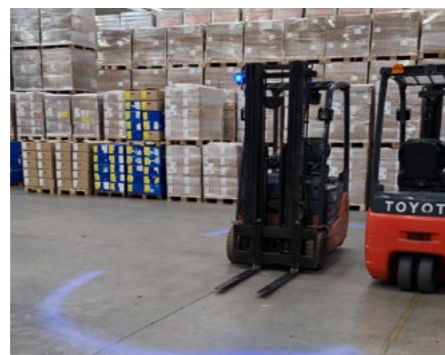


Electric AGV at the Marolles site

Somater's ambition is a complete switchover to 100% electric forklifts by 2026, replacing gas-powered forklifts.

At our Marolles site in 2023, we have installed 100% automatic AGVs (Automated Guided Vehicles). These vehicles move according to the needs expressed by our operators, sending full pallets of products to be shrinkwrapped and then stored in our warehouse.

This new method of transporting pallets in our production workshop optimizes and secures the passage of our forklifts over identified locations. These AGVs make work less arduous for our employees, and optimize our flows and therefore our productivity.



Warning lights on forklifts at the Mortagne site

Somater has launched the installation of 360° warning lights on its forklifts to maximize employee safety. This system modernizes our workshops and reinforces our policy of work accident prevention.

● **Continuity in maintenance and controls of our industrial environment**

Since 2023, Somater plants have continued their regular leak checks. Detection of leaks, leaking pipes and poorly closed valves is followed by plugging and replacement with self-locking valves to prevent energy loss.

By 2023, air leak detection at certain plants has generated savings of between €25K and €40K per year.

● **Commitment to energy transition by installing electric charging stations**



After our Plastuni Normandie site and our head office, it's Marolles' turn to be equipped with electric charging stations in 2024.

Somater contributes to the ecological transition by facilitating the recharging of electric vehicles.

This scheme will promote the use of electric and hybrid vehicles in the Somater fleet and in our employees' personal vehicles.

● **Digital modernization for optimal maintenance management**



In 2024, our Plastuni Normandie site equipped itself with innovative technology to optimize internal processes and boost operational efficiency.

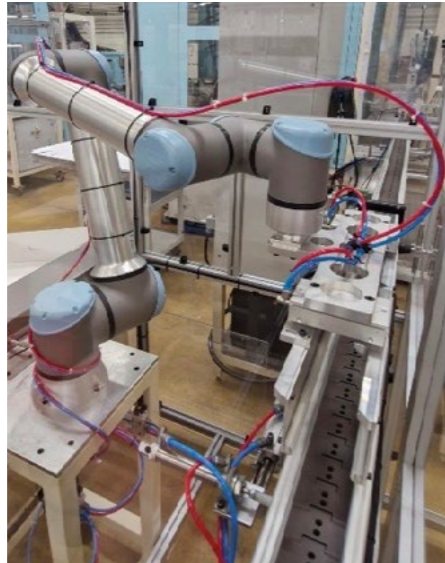
Dynamic display solutions have been implemented to facilitate internal communication on maintenance operations. Real-time data management enables teams to be more responsive and efficient, and contributes to greater productivity by reducing downtime.

This system also enables us to optimize the maintenance and performance of our machines.

**The performance of our industrial facilities depends on the maintenance and environmental safety of our installations and equipment.**

● **Equipment to improve indoor air quality**

To renew the air in factory workshops and reduce risks, ventilation and extraction measures have been put in place to improve air quality. Plants use air extractors at various levels (extrusion, compressor cooling, workshop roof) We have also air filters in the compressors to remove grease.



New air network installation at Mortagne site

We have installed devices to reduce workshop temperatures. Maintenance of ventilation systems and air extractors is carried out annually and recorded in the plant safety register, in compliance with regulatory requirements.

In addition, we use socks and filters at the shredders to limit dust emissions. A sealed machine is also installed to clean and shake the filters, reducing the dispersion of microplastics in the air.

Finally, indoor air quality checks are carried out by organizations such as CARSAT, using sensors to verify pollutant levels in air, thus validating a healthy environment for our teams.

● **Commitment to noise control and reduction in our workshops**



PPE worn by our employees

To reduce noise, we use molded personal protective equipment (PPE) at all our plants. Noise measurements are taken every two to three years in our factories by the occupational physician.

In addition, the changeover of our machinery to electric presses considerably improves the noise level in the workshops and therefore the working environment of our employees.

● **Managing and securing our hazardous materials and waste**

Somater plants manage their hazardous materials and associated hazardous waste.

Aerosols and corrosive products, for example, are stored in closed regulatory cabinets to avoid any risk of contamination. Cans containing oils or inks are also securely stored.

Hazardous materials are isolated and confined to retention tanks, with access strictly limited to authorized personnel. Gas cylinders are stored outside for safety reasons.

All our waste - soiled rags, oils and aerosol containers - is collected and processed by specialized service providers. We keep track of them in the waste register, and enter them in tools such as "Track déchet".

Each plant has safety data sheets for products which, at the end of their life cycle, are considered as waste.

Employees are provided with PPE designed for this purpose, and signs concerning handling are displayed. Somater's Good Manufacturing Practices policy includes this safety parameter.

<p>Art. R. 541-45 du code de l'environnement. Textes réglementaires</p>	<p>Ministère de la Transition Ecologique <b>Bordereau de suivi de déchets</b> <input checked="" type="checkbox"/> dangereux <input type="checkbox"/> non dangereux Récépissé Trackdéchets</p>
<p>J'émet un BSD pour : <input checked="" type="checkbox"/> la prise en charge des déchets du producteur <input type="checkbox"/> un autre détenteur <input type="checkbox"/> un bordereau de tournée dédiée <input type="checkbox"/> un bordereau d'annexe 1 <input type="checkbox"/> créer un bordereau de regroupement, pour la personne ayant transformé ou réalisé un traitement dont la provenance des déchets reste identifiable (l'annexe 2 sera jointe automatiquement)</p>	



## ● Measures to reduce and recycle our waste

Since 2022, an action plan to reduce production waste has been integrated into Somater's plant waste sorting and recovery program. The aim is to involve 100% of our plants in this approach by the end of 2025.

In each plant, the separation of production waste is effective and follows the 4 sorting flows: plastics (PE / PP / colored PET / uncolored PET...), cardboard, plastic film and separated metals. Some plants have also installed external compactors for wooden pallets.



Example of a bin for sorting production waste by material and color

### The recycling and recovery of this waste in the factory are carried out by :

- The reincorporation of certain production scraps into our production processes, such as extrusion blow molding or thermoforming
- Recycling production materials with a specialized service provider
- Recycling aluminum with a specialized service provider
- Metal recycling with specialized service providers
- Wood and steel recovery and recycling
- Recycling, reclaiming or donating pallets

This approach is reinforced by raising employee awareness through verbal instructions, posters in the workshop and an environmental booklet distributed internally in the factories.

In addition, thanks to internal investments in equipment such as compactors, the sites equipped have been able to divide their waste costs by three.

Finally, optimizing how orders are placed and good local management, such as avoiding displaying boxes outside, make it possible to optimize recycling and reduce the volume of certain types of waste.

## ● Action to control pollution

The polymer transformation process has the advantage of using very little water. In fact, water is only used to cool our tools, and circulates in a closed circuit.

Furthermore, our sites have complied with the decree on the prevention of industrial plastic granules being lost into the environment during 2023 and 2024.

All plants have complied with decree no. 2021-461 on the prevention of losses of industrial plastic granules, ensuring that :

- Our plants are equipped with preventive equipment to prevent losses and leaks of plastic granules into the environment
- We implement plastic granule management procedures to minimize losses
- We undergo regular inspections by certified organizations
- We train our teams in Good Practices to avoid pellet losses
- We keep precise documentation on pellet management and ensure traceability.



Example of a quality communication screen in our factories

### With this compliance, Somater aims to control several environmental impacts related to Industrial Plastic Pellets (IPP):

- Reducing the amount of microplastics in the environment
- Limiting the dispersion of plastic granules to protect marine and terrestrial ecosystems
- Preventing air and water pollution.

● **Action in favor of biodiversity**

Each of Somater's plants stands out for its innovative initiatives in environmental protection and social responsibility.



Plastuni Normandie teams and schoolchildren during the installation of insect hotels

**Installation of 7 insect hotels on our Plastuni Normandie site as part of an educational and ecological initiative:**

Seven insect hotels have been installed and filled by 6th Grade pupils from La Providence college in Dieppe. This initiative raises awareness among the younger generation of the importance of biodiversity and the protection of pollinating insects.

**Creation of a Community Vegetable Garden :**

The employees, in partnership with a reintegration company, have set up a community vegetable garden. This project aims to encourage community involvement, promote social inclusion and encourage the consumption of fresh, local food.

**Picnic and educational activities "Together for nature" to strengthen the links between employees and certain external stakeholders:**

A large picnic was organized with the participation of a major client, with a biodiversity mural being created at the same time, allowing all participants to discover and better understand the issues involved in preserving our environment and biodiversity.

**OUR SOCIAL RESPONSIBILITY**

● **Renewal of welcome and integration process within the Group**

The welcome booklet for new Somater employees was updated in 2024 and harmonized for all plants. Including the CSR policy and expectations in terms of ethical behavior. New employees are made aware of the importance of these issues as soon as they arrive. This updated version of the welcome booklet also includes all information on working conditions within the plants.

● **Strengthening our skills development plan**

In 2024, a new annual appraisal system was introduced for Somater managers and employees, including a guide to preparing for annual appraisals, a new End-of-Year Appraisal and Professional Appraisal form, and an EFA & EP Preparation Form.

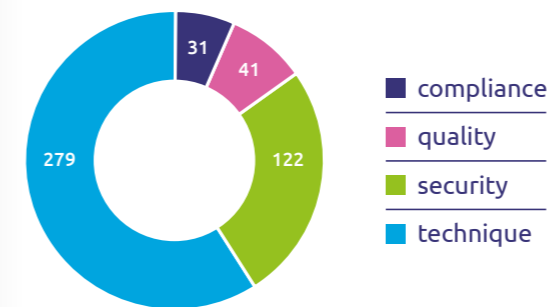
This evolution should enable us to assess employee performance and plan their development, with an updated skills development plan and more advanced skills matrix in 2025.

In addition to mandatory training, the Human Resources department has already developed 2 training modules for targeted employees: Safety training and anti-corruption training. New ones are planned for 2025.

Between 2023 and 2024, the completion rate for anti-corruption training reached 85%, mainly involving executives, finance managers and members of the management team. The training program includes practical case studies, discussions on current legislation and interactive modules to reinforce the skills acquired.



**Number of training courses / fields**





## ● Social dialogue

In accordance with the regulations, Social and Economic Committees (SECs) are present at all Somater factories to represent the employees and ensure communication with the management.

The following topics are covered: health, safety and working conditions, professional equality, vocational training, company organization, economic management, quality of life at work, internal mobility and careers.

## ● Fight against discrimination and all forms of harassment

Somater's internal regulations and code of conduct are important documents. They include articles prohibiting all forms of discrimination and harassment, and incorporate the agreement on gender equality.

In 2024, formalization work was carried out to structure a Somater code of ethical conduct that includes these aspects. A charter of good conduct has been drawn up for each plant and signed by employees. The following subjects are included: fairness, equality, diversity (no form of discrimination is tolerated, including during the recruitment phase), and the fight against all forms of harassment.

Somater organized a training and awareness campaign in 2023 and 2024 for some 40 employees and managers to draw their attention to the issues of discrimination and harassment. Training provided by an external firm included simulations and information on legislation. An internal e-learning reminder session will complete the campaign.

In 2024, Somater set up a reporting channel with the whistleblowing procedure. Somater employees now have a safe and anonymous way of reporting any discrimination or harassment. This procedure is set up via an e-mail box and also via the website to enable anonymous filing.

## ● Employee health and safety

In 2024, the focus was on improving the teams' skills in prevention for the safety of employees.

Somater's plants provide their employees with mandatory training in fire safety, SST (Sauveteur Secouriste du Travail / Occupational First Aider), and the use of fire extinguishers. Training also includes evacuation practices and fire drills. In addition, electrical certifications and specific training for the CSE on risk management are organized at certain sites.

In 2024, a safety training course was developed in-house in video format and run face-to-face by HR teams. This training was provided in the context of accident prevention in the workplace. Currently, this training covers several essential aspects of safety, such as risk management, emergency procedures and the use of personal protective equipment.

The completion rate for this training is high, with 90% of employees at all plants taking part. The sessions are aimed at all on-site personnel, including support functions. The communication and deployment of this training is accompanied by safety sheets for operations, and instructions posted on site in addition to the PPE made available to all employees.

The "Document Unique d'Évaluation des Risques Professionnels" (single document for the assessment of occupational risks) is updated annually. When it was last updated at 2 of the Group's plants, we were able to identify specific risks and take appropriate corrective actions, thereby improving working conditions and reducing the number of accidents.

Several measures have been taken to reduce stress and noise in the workplace. Somater employees benefit from molded PPE to protect their hearing, and soundproof cabins are installed near the shredders, among other things.

**somater**

### The Pillars of Safety

**Training objectives:**

- Make all employees aware of potential accident risks in the workplace.
- Promote good practices to be adopted on a daily basis to ensure a safe working environment.

**Target audience:**

- This training is aimed at all company employees, regardless of role or level of responsibility.

**Duration:**

- The course is designed to be concise and effective, with a total duration of 30 minutes.

**Training program:**

- **Awareness video (10 minutes):** This video presents the main accident risks to which employees may be exposed, along with practical advice on how to avoid them. It also illustrates good safety practices.
- **Interactive quiz (following the video):** Designed to assess employees' understanding of the topics covered in the video, the quiz also serves to reinforce engagement and assimilation of the information presented.

**Format:**

- Training takes place face-to-face, allowing participants to interact directly with the trainer and ask questions.

This training aims to develop a safety culture within the company, ensuring that every employee is aware of the risks and preventive measures to reduce accidents in the workplace.

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Every year, Somater invests in its plants in order to reduce drudgery in the workplace. At our Savigny site, for example, the automation of cardboard packing at the end of the line has improved the ergonomics of workstations by limiting loads carried by operators.

Compulsory health check-ups with the occupational medicine department include medical check-ups every 3 years, and are kept up to date and monitored by our plants

**Lastly, specific initiatives are organized to raise awareness of health issues in plants, such as:**



- awareness campaigns on the dangers of smoking
- road safety awareness campaigns
- the promotion of the well-being at work week
- the Feetweek craze: an event organized by our partner Clarins, which asks suppliers to work together to achieve a maximum number of steps over a given period. This operation is in aid of the Arthritis Foundation. We are proud to have a team of our employees on the podium for the 2nd year running
- sports activities such as indoor soccer with other companies at the PUN plant

• **Setting collaborative events between plants**

In 2024, Somater teams were proud to wear their best Christmas sweaters to the traditional end-of-year plant meal. A "most beautiful sweater" competition was set up to strengthen cohesion between teams and factories during festive occasions.



The Somater Andeville team at the most beautiful sweater challenge - Christmas 2024

## OUR ETHICAL RESPONSIBILITY

• **Whistleblowing procedure**

Since 2024, Somater has enabled its employees and external stakeholders to report any conduct that does not comply with internal regulations and codes of conduct, as well as current regulations and laws.

Somater's internal and external stakeholders are invited to report concerns in the following areas: anti-competitive practices, conflicts of interest, corruption and influence peddling, discrimination, financial fraud, moral and sexual harassment, money laundering, violation of privacy, violation of environmental or human rights laws, violation of health and safety regulations, other human resources issues, violation of Somater Group's ethical principles.

**Contact the whistleblowing line: [signalement@somater.fr](mailto:signalement@somater.fr)**  
**This information has been incorporated into the Somater welcome booklet in 2024.**

• **Anti-corruption measures**

Training was provided in 2023 and 2024 to Somater teams, a quarantine of employees with sales or purchasing roles. This training raised awareness and explained the anti-corruption system: informing employees about the definition of corruption, its different forms, and why it poses an ethical and legal problem.

In 2024, a gift and business transaction policy was formalized to be transmitted to interlocutors considered at risk in order to better supervise the instructions and rules to be applied in this area.

• **Enhanced data security**

Somater had its security system assessed by the Cybervadis platform for the second year and received a score of 719/1000 in 2024. This is a fine performance, with a significant improvement on our 2022 rating of 555/1000.

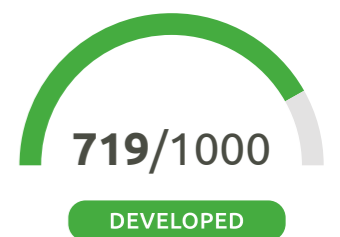
This performance highlights the evolution of our cybersecurity risk management system in terms of data security. This scorecard is shared with our customers on request.

**Points to remember in Somater commitment to data and IS protection :**

- Progress in its assessment of system risks, with the implementation of measures to reinforce data confidentiality or IS processes (procedures, IT charter, systems in place)
- The implementation of measures to meet the data privacy requirements of the GDPR
- The Cybervadis analysis guarantees a detailed cybersecurity analysis based a third-party risk assessment

cybervadis

Overall score





## OUR PURCHASING APPROACH

### • Supplier evaluation and CSR surveys

For the past four years, we have included social and environmental responsibility (CSR) criteria in the annual rating of our strategic suppliers (materials, packaging, molds, dyes, various services).

In 2024, the CSR rating of our suppliers out of 10 had changed very little, prompting us to question our suppliers in order to better understand their CSR policy and respond to the challenges we share with our supply chain.

In 2024, we surveyed 26 suppliers with a 30-question questionnaire on their CSR practices. We also asked them to sign our ethical code of conduct, as well as our responsible purchasing policy. 14 of the 26 suppliers responded. The suppliers' main CSR actions corroborate the CSR policy we are deploying within Somater:

- Energy optimization
- Adoption of ISO 14001 and ISO 50001 standards
- Increased proportion of recycled materials in our production
- Increased use of renewable energies
- Reduced energy consumption
- GHG (greenhouse gas) assessments
- Obtaining ISCC Plus certification
- Shift from road to river transport
- Energy audits

#### Suppliers' main CSR challenges are as follows:

- Reducing greenhouse gases
- Diversity and employee safety
- Waste reduction
- Reduction of energy consumption

This contribution from our suppliers and partners is essential to help us achieve our CSR objectives and meet our Ambition 2.

This section provides a basis for collective discussion as part of joint progress plans.

In 2025, we plan to integrate a CSR component into the Quality audit grid, with CSR audits scheduled for strategic suppliers, in order to implement CSR improvement plans collectively.

### • Involvement in local purchasing

Our factories seek to make a large proportion of their purchases locally (less than 100 km from their site) for services and materials. This approach contributes to the local economy and helps us to be more agile.

Our factory in Frevent, for example, buys the following services from local players: maintenance of green spaces from a local ESAT (work integration social enterprise), transport partners, tooling service providers, general maintenance of the factory, suppliers of various industrial materials, pallet purchases, sanitation companies, construction/roofing companies, metal processing for moulds and waste management.

## OUR SOCIAL RESPONSIBILITY

At Somater, our commitment to society is based on concrete and diverse actions that promote inclusion, environmental responsibility and solidarity. Here are a few emblematic examples of the initiatives we undertake with our stakeholders:

### • Willingness to work with ESATs or CATs

Most Somater factories work in partnership with local ESATs (Etablissements et Services d'Aide par le Travail) to offer professional opportunities to people with disabilities. These collaborations enable us to integrate these people into our production process for sorting and assembly operations, thereby enhancing their contribution and promoting their professional integration.

We also work in partnership with rehabilitation and temporary employment agencies. This enables us to meet our internal needs and encourage the social and professional integration of people in rehabilitation.

We also welcome trainees from different educational and professional backgrounds to give them their first experience of the world of work.

- **Support for trade fairs and workshops to promote careers in industry**

The participation of some of our plants at trade fairs and workshops enables us to share our CSR efforts, strengthen our network and encourage young people to explore careers in the industry and in the professions we offer in polymer processing.

Somater regularly visits schools and training organizations to introduce our professions, skills and know-how. In this way, we make young people aware of the opportunities that a rapidly changing sector can offer them.

During Industry Week 2024, we were proud of our Theix plant's contribution to the Lycée Berthelot in Questembert, which donated injection molds and various types of polymer to help train the school's students.



For its part, the Plastuni Normandie plant took part in and manned a stand at the Dieppe Méca Energie trade fair, which served as a platform to present Somater's various initiatives and to exchange views with other industry players. This event provided a valuable opportunity to demonstrate our commitment and share our CSR experiences locally.

In addition, the Plastuni Normandie factory organizes "Rendez-vous Parents" sessions to present trades and career paths, especially for the parents of young people looking for training. These meetings aim to inspire and guide young people in their career choices, by offering them clear and relevant information on professional opportunities in industry.

- **Environmental commitment to waste collection in Dieppe and Étang de Berre**

The Plastuni factory was involved in 2023 and 2024 in waste collection operations on Dieppe beach and around the Étang de Berre with our client NAOS. We are proud that our teams, customers and partners are mobilizing to support local associations and raise awareness of the pollution of our ecosystems.



NAOS and Somater teams during a waste collection operation at the Étang de Berre.

- **Involvement and mobilization for breast cancer screening**

As part of the annual "Octobre Rose" (Pink October) campaign, numerous actions and festivities are organized throughout France to raise awareness of breast cancer screening and support research.

In 2023 and 2024, all the sites are involved in this mobilization, but two sites in the group have distinguished themselves by participating in local events to support this noble and just cause.

We salute the ANL Cahors and Somater Andeville teams for their commitment!





## Measure and share our approach to guarantee its effectiveness

Somater is pursuing its ambition to strengthen its CSR performance and communicate it to all its stakeholders.

This transparent communication approach reveals our ability to adapt to new regulatory demands for certification, and to consolidate our CSR commitments deployed across all our sites.

This ambition is illustrated in particular by its progress in data measurement and by its goal of becoming a signatory to SBTi by 2025.

### 2025 commitments

- Commit to transparent communication with all stakeholders interested in the CSR approach
- Evaluate its CSR performance through external ratings
- Engage the company in CSR labeling

### • Voluntary commitments to recognition and labelling schemes for our CSR actions

Somater is voluntarily involved in national and international initiatives to address issues that are important to us: respect for human rights, employee safety, quality of service, preservation of environmental resources, user safety, business ethics, IT security and respect for local communities. This shared responsibility forms the basis of our business with all our stakeholders.

Continuous improvement of our operations is the cornerstone. For over 20 years, certifications have been a guarantee of quality and excellence in the pursuit of our operations around our teams, our partners and our customers. Today, we are proud to be able to say that CSR is an integral part of this.

Somater's ambitions and CSR policy aim to go further each year. We are therefore continuing and progressing with our EcoVadis, CDP and MORE certifications.

And that's not all, as we are validating two new CSR certifications for 2023/2024:

- CyberVadis
- Leopard label from the Normandie region.

We have also renewed our membership of the United Nations Global Compact. Our teams are still involved in contributing to the principles of sustainable development and in the SDGs (Sustainable Development Goals) selected by Somater since 2022: SDGs 5, 9, 10, 12 and 13.

### • CSR performance assessment and labeling, where do we stand?



Ecovadis is an organization that rates CSR with an annual rating of companies from all over the world, including more than half of the CAC 40. The 4 main pillars of CSR are assessed: Environment, Social and Human Rights, Ethics and Responsible Purchasing). In 2023, Somater was awarded the GOLD medal with a score of 71/100.



Carbon Disclosure Project is an independent organization that evaluates the environmental performance of companies. Somater is an attentive partner, achieving a B rating in 2024 integrating all our French plants into its measurement.

#### WE SUPPORT



United Nations Global Compact is a charter that commits member companies to respecting the 10 principles established by the United Nations in the areas of rights, labor standards, environmental responsibility and anti-corruption. Somater has been a member since 2022, and is renewing its commitment in 2024.



Audit Décret 2021-461

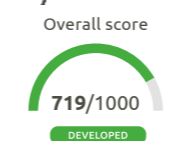
Organization that audits the compliance of the system set up by the company to meet the requirements of the AGECE law in terms of Audit Decree 2021-461 on the prevention of the risk of plastic pellet pollution in an industrial environment.



This recognition, awarded by Polyvia and European Plastics Converters (EuPC), highlights the beneficial effect of our CSR policy and our commitment to integrating recycled raw materials into our production processes. It is also a way of enhancing the image of an industry that cares about sustainable development and is resolutely responsible. The renewal of this award in 2024 reinforces our goal of reducing the virgin raw materials content of our portfolio products by 50% by 2025, compared with 2020.



Plastuni Normandie earns its second Leopard in 2024. This CSR label is awarded by the Normandy region in recognition of the involvement of AEO members in implementing collective actions for sustainable development.



The aim of this assessment is to provide a clear overview of the company's cybersecurity performance, along four key axes: identify, protect, detect and react. Somater is very proud to progress to 719/1000 in 2024 from 555/1000 in 2022.



This certification guarantees the traceability of renewable raw materials throughout the chain, and attests to the food-safe quality of the polymers used. In 2024, our sites renewed this ISCC PLUS commitment.

### 3. Our CSR performance and its 2024 indicators

#### Ambition 1 Adopt eco-design as the code of conduct for our actions

2025 targets	50% of packs made from an alternative polymer or recycled plastic by 2025
	100% of packs are recyclable
	30% less material in our packaging

Follow-up indicators		2020	2022	2024
Lightening	Change in tonnages processed for innovation and renovation project vs 2020 (%)	-9 %	-12 %	-16 %
	Number of developments in eco-refill	1	3	3
Alternative Materials	Tonnage of recycled material / tonnage of purchased material - excluding laminated material (in %)	8 %	12 %	27 %
	Tonnage of biobased material / tonnage of material purchased (%)	<1 %	<1 %	<1 %
	Tonnage of "other polymer" / tonnage of purchased material (%)	<1 %	<1 %	<1 %
Recyclability	Number of single-material tubes / number of tubes produced (in %)	<1 %	10 %	10 %
	PBL tonnage / PBL tonnage + ABL (in %)	40 %	55 %	60 %
	Number of new products benefiting from recyclability accreditation	1	2	3

#### Ambition 2 Develop responsible industrial and human resources

2025 targets	Reduce CO2 emissions by 25%
	Extend CDP measurement scope to all plants
	Reduce waste production by 15%
	Recycle and reuse 100% of recyclable waste
	Reach 0 Work Accidents
	Achieve 3% absenteeism rate
Include a CSR course in the training plan for 100% of employees	

Follow-up indicators		2020	2022	2024	Comments
CO <sub>2</sub> emissions	CO <sub>2</sub> emitted in teq.CO <sub>2</sub>	17 060	64 647	53 090	Scope 9 plants
	teq.CO <sub>2</sub> purchases	-	36 364	25 091	Scope 9 plants
Transport	teq.CO <sub>2</sub> upstream freight	-	2 658	4 057	Scope 9 plants
	teq.CO <sub>2</sub> downstream freight	-	2 392	1 540	Scope 9 plants
Energy	Electricity consumption in kwh	44 155 488	44 038 695	34 865 261	Scope 9 plants
	Gas consumption in kwh	680 676	660 256	720 477	Scope 9 plants
Consumption material	Material consumption (including laminate) in t	8 410	13 503	14 806	Scope 9 plants
	Tonnage of recycled material (excluding laminate) in t	633	1 620	3 855	Scope 9 plants
Waste	Quantity of waste incinerated	32 %	17 %*	9 %	Scope 9 plants
	Quantity of waste recycled or reused	68 %	83 %*	91 %	Scope 9 plants
Recycling / Reuse	Quantity of recycled cardboard in t	44	29*	178	Scope 9 plants
	Quantity of recycled paper in t	4	1*	1	Scope 9 plants
	Quantity of recycled wood in t	56	50*	10	Scope 9 plants
	Quantity of wood reused in t	-	-	35	Scope 9 plants
	Quantity of metal recycled in t	-	-	36	Scope 9 plants
	Quantity of recycled plastic in t	-	-	2 228	Scope 9 plants
	Total quantity of waste collected by an external service provider in t	886	766*	2 696	Scope 9 plants
Health and Security	Number Work Accidents	10	7	10	Scope 9 plants
	Absenteeism	6,9 %	6,8 %	6 %	Scope 9 plants
Qualification and recruitment	Gender parity	48 %	48 %	44 %	Scope 9 plants
	Training plan progress rate	100 %	100 %	100 %	Scope 9 plants
	No. of employees trained in antiharassment	-	-	30	Scope 9 plants
	No. of employees trained in the fight against corruption	-	-	104	Scope 9 plants
Manager	No. of employees assessed during year/ average workforce	100 %	100 %	100 %	Scope 9 plants
	No. of employees trained in CSR/ average workforce	6 %	6 %	7 %	Scope 9 plants

\* Plastuni Normandie perimeter only





### Measure and share our approach to guarantee its effectiveness

<b>2025 targets</b>	Commit to transparent communication with PPI on the RPP approach
	Evaluate your CSR performance through external ratings
	Involve the company in CSR labeling

Follow-up indicators		2020	2022	2024
<b>Scoring/Ratings</b>	Annual change in CDP rating	C	B	B
	Year-on-year change in Ecovadis rating	Silver	Gold	Gold
	No. of CSR supplier assessments	5	15	26
	No. CSR assessments from customers	7	7	12
<b>Certification / Labeling</b>	Obtaining the MORE label per factory	2	2	8
	Global Compact	Unsigned	Signed	Member
	Audit Decree n°2021-461	0	1	9
<b>Internal commitments and initiatives</b>	Participation in social and environmental causes	1	2	16
	Internal initiatives on societal issues	-	1	7
	Member of partner associations	-	1	2



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