

Our responsible commitments



People make our name

The drive to constantly improve has been the bedrock of our company culture for nearly 140 years. This effort has led to the development of a number of socially responsible commitments towards the environment and our people. Although Corporate Social Responsibility (CSR) is often perceived as a hardship on companies, Gattefossé sees it as an opportunity to grow and to help lead the charge towards a more sustainable world, by blending economic, environmental, and socially responsible objectives.

We strive to behave responsibly in every action or decision we take over the life cycle of our products. This principle guides our every strategic decision, as well as our approach to working with stakeholders; it gives meaning to who we are.

In order to structure our process and strengthen our commitments on the ground, in 2018 we assembled an in-house, cross-functional working group tasked with clarifying our CSR framework, along with its action plan and implementation.



Key Objectives



Limiting our
environmental impact



Limiting our
carbon footprint



Continually improving our
responsible procurement policy



Prioritizing
local sourcing



Supporting and ensuring the professional
development of Gattefossé employees



Protecting the
health of end-users



Achieving a spotless record
in industrial safety



Applying unimpeachable
ethical principles



Encouraging
external relations



Guaranteeing the performance, longevity,
and independence of the company

Our action plan for 2020

For 2020, we identified three priority issues that the company must take action to address in the short and medium term.



Limiting our environmental impact



Each and every day, at all levels of the company, we strive to reduce any environmental impacts that are directly or indirectly attributable to our activities. We are also committed to reducing our consumption of fossil fuels and limiting the impact of our emissions on natural resources. We want to communicate openly about our initiatives and our challenges. In this area, every little bit counts!

Today*

- ✓ Member of the Responsible Care® program since 1990
- ✓ Development of an environmental policy
- ✓ Adoption of green energy via carbon offset agreements for gas (since 2018), and 100% renewable energy for electricity (since January 2017)
- ✓ Treatment and recycling of paper and plant waste
- ✓ Biological treatment of industrial wastewater
- ✓ Installation of solar panels at the Saint-Priest site in 2012: 24,122 kWh generated in 2018

2020 Objectives*

- Obtain ISO 14001 certification (hiring of a dedicated person in 2019)
- Involve all employees in these CSR commitments using a special profit-sharing indicator for 2019-2022
- Obtain ERI** 360° label for three cosmetic ingredients, based on the label's evaluation guidelines
- Evaluate our sub-contractors on their energy consumption, and assist them with green energy contracts, if needed
- Intensify our waste reduction and recycling
- Raise awareness among all Gattefossé employees regarding proper social-responsibility practices in their day-to-day routines
- Completely stop the use of single-use plastic by employees (meal trays, cups, bottles)
- Maintain our green spaces using natural products

*For the Saint-Priest site (headquarters and primary production facility)

**Eco Responsible Ingredient (see page 8)

Continually improving our responsible procurement policy



Gattefossé ensures that its raw materials are obtained from reliable, identifiable, and renewable sources using a rigorous tracking process. We establish lasting relationships with our suppliers and see them as strategic partners. As soon as a product enters development, we work hard to identify the most environmentally friendly and energy-efficient production method.

Today

- ✓ Since 2005, all new ingredients are developed under a sustainable sourcing policy and conform to various standards, including ECOCERT and COSMOS.
- ✓ Ingredients are developed using local suppliers, wherever possible
- ✓ A responsible procurement manual has been developed and sent to all targeted production suppliers
- ✓ Since 2013, we have been "Segregated (SG)" and "Mass Balance (MB)" certified*, and have been expanding this certification to every site

2020 Objectives

- Ensure that all of our strategic suppliers (production and non-production) adopt and follow the responsible procurement manual
- Evaluate strategic partners using the EcoVadis platform in order to assess their environmental impacts and social policies, with financial aid offered to the smallest cooperatives
- Continue to analyze the traceability of Gattefossé ingredients made from palm and palm-kernel oils

* According to the RSPO (Round Table for Sustainable Palm Oil) Supply Chain Standard

Supporting and ensuring the professional development of our employees



Gattefossé is a socially responsible corporate citizen that is active in the communities where it develops its business. The Gattefossé community has members in many disciplines, including pharmacists, biologists, engineers, technicians, operators, administrators and salespeople, as well as partners, distributors, artisans, manufacturers, producers, and more. These people are the ones we rely on to carry us forward.

Today

- ✓ Skills training for all employees : 83% of employees participated in at least two training programs in 2017
- ✓ Establishment of a comprehensive orientation program for newcomers
- ✓ Promotion of equal opportunities for men and women, including a gender equality agreement
- ✓ Establishment of a dedicated manager development program
- ✓ Development of local sourcing partnerships to forge ties with local communities
- ✓ Development and distribution of an ethics chart to all Gattefossé personnel
- ✓ Training for sales and marketing teams on ethical business practices

2020 Objectives

- Formalize the social policy used throughout the Group
- Initiate local charitable initiatives wherever Gattefossé is implemented worldwide
- Cultivate open-mindedness among employees by organizing themed round-tables
- Further promote diversity in the Group
- Establish a company canteen on the Saint-Priest site, with healthy, seasonal food, in partnership with local artisans

Recognition of our commitments



Since 1990, Gattefossé has been a member of the Responsible Care® program, the chemical industry's initiative to continually improve health, safety and environmental performance.



Gattefossé has been a member of the EcoVadis platform since 2017, and just recently obtained Gold status with a score of 64/100. A notable increase of 10 points compared to the previous score that rewards and recognizes significant progress achieved in conducting sustainable sourcing actions as well as in controlling and reducing environmental impacts. This new assessment of Gattefossé CSR initiatives places the company in the top 6% of the most highly rated companies in the same sector of activity. For more information, visit www.ecovadis.com to view our CSR performance rating.



Our products conform to various standards, including ECOCERT and COSMOS.



ISO 9001 certified since 1993, the Saint-Priest site in France has just renewed its certification under the 2015 version for an additional three years, starting from June 12, 2018. This latest version of the standard, puts greater emphasis on the company's strategy in its quality management system, incorporates opportunity assessments and risk-based thinking for all processes, with greater prominence given to the external environment. The management system now covers R&D and innovation activities.



Since 2010, Gattefossé has been a member of the RSPO (Round Table for Sustainable Palm Oil) organization, which supports socially responsible palm-oil cooperatives and producers. In 2017, the company obtained "Mass Balance (MB)" certification for its production site in France. In 2018, it received certification for its second production site in Singapore. Since then, more than 18 ingredients from its portfolio have been "Mass Balance (MB)" certified, while 3 have been "Segregated (SG)" certified.

Further efforts



We are currently seeking ISO 14001 certification for the Saint-Priest site. This certification provides safeguards to limit our environmental impacts. It is a continual improvement process designed to reduce all of our environmental impacts in the short, medium, and long term.



Developed by the France Éco Extraction association, with the support of the PASS** competitive cluster and 13 French companies from the aromatics and cosmetics industries (including Gattefossé), the ERI 360° label provides companies with a comprehensive assessment of their production chain for bio-based ingredients, and enables them to receive recognition for their practices. It developed the first evaluation grid based on 100 SMART indicators (Specific, Measurable, Attainable, Recognized, and Transparent), which are designated to assess the eco-responsibility of an ingredient. The label is a tool for managing and measuring internal performance, and can be assigned to any company that has passed an external audit.

*Parfums Arômes Senteurs Saveurs (Fragrances Aromas Scents Flavors)



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