

EXSYMOL

MONACO



CSR REPORT 2021

2020 Review

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A message from the CEO

Pierre Bondon

Chief Executive Officer



*“2020
will certainly leave its mark on history.”*

The health crisis we are going through has had an enormous impact on our everyday personal and working lives. But it has also taught us a great deal. It has very clearly shown us the effects of human activity on the environment. The abrupt slowdown in human activities temporarily altered the balance between people and nature, leading among other things to a change in wildlife behaviour and a significant reduction in atmospheric pollution. For a time, we returned to high levels of air and water quality. This crisis must serve as a reminder of our responsibilities.

It reminds us, in a very striking way, of our duty to protect our environment. But the current situation also reminds us of our responsibility to the economy and society in which we exist.

While the need to protect the environment is now self-evident, we must also ensure that we look after people, guaranteeing everyone a decent standard of living and showing solidarity in the face of exceptional situations. While humanity has closed in on itself during this crisis, we have above all become aware of the role played by each individual,

registering, among other things, the importance of carers, the vital need for mutual aid, and the key role of solidarity within a society. More than ever before, companies have taken on the role of supporting all members of society.

We played our part by refocusing our production capacity on manufacturing hand sanitiser, by donating our stocks of masks, shoe covers and disposable gowns, and by maintaining jobs and safeguarding temporary employment.

Crises are crucibles of innovation, adaptation and evolution. It is difficult times that enable organisations to increase in flexibility and strength, and to reinvent themselves.

2020 may have been a year unlike any other, but it did not undermine our determination to grow, to improve our practices and to make progress as a business.

In 2021, more than ever before, we are reiterating our commitment to protecting people and the environment, two critical pillars of our sustainable development.

OUR RESPONSIBLE DEVELOPMENT



Ensuring Responsible Development

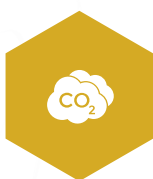
Our development is based around treatment cosmetics with targeted applications to meet the needs of all our clients. We use our scientific excellence to develop or extract innovative molecules, drawing our inspiration from the living world, and then to prove their effectiveness.

OUR VALUES

- ✦ INDEPENDENCE
- ✦ HARNESSING OUR RESOURCES AND CULTIVATING OUR TALENT
- ✦ A CREATOR OF INNOVATIVE SOLUTIONS
- ✦ DETERMINEDLY FORWARD-LOOKING
- ✦ SCIENTIFIC EXPERTISE
- ✦ PRODUCT QUALITY, SAFETY AND PERFORMANCE POLICY
- ✦ CUSTOMER INTIMACY
- ✦ CSR POLICY

Our commitments

In 2017, we decided to focus our efforts on the following priorities for 2022:



REDUCING OUR CARBON FOOTPRINT



CONTROLLING OUR EMISSIONS



BUILDING OUR CLIENTS' TRUST



IMPLEMENTING SUSTAINABLE INNOVATION AND RESPONSIBLE PROCUREMENT



IMPROVING WORKPLACE SAFETY

Our goals

We set our goals within the context of an international approach



Our approach and our goals tie in with 9 of the 17 United Nations Sustainable Development Goals.

SUSTAINABLE DEVELOPMENT GOALS



Our commitments

It would be impossible to achieve our goals and our vision for Exsymol in 2022 without a strong commitment. It is a commitment that we realise through our involvement in local initiatives.

The National Energy Transition Pact

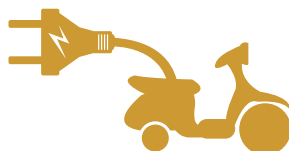
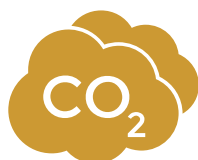


In 2020, the National Energy Transition Pact moves into its second phase, and incorporates even more ambitious actions, including a commitment to introduce 'green office' actions intended to reduce the impact of office activities to a minimum.

Exsymol became involved with the initiative in 2017 to meet the targets it had set itself. The aim of the pact is to achieve carbon neutrality in the Principality by 2050.

As it continues to pursue this initiative, Exsymol has decided to replace the company's combustion engine-powered motorcycle with an electric one, which is more suited to urban use and does not lead to any direct release of CO₂.

In addition, to reduce our paper use and the carbon impact of our commercial activity, we will no longer be producing paper versions of our sales brochures and documents.



Our commitments

A local impact

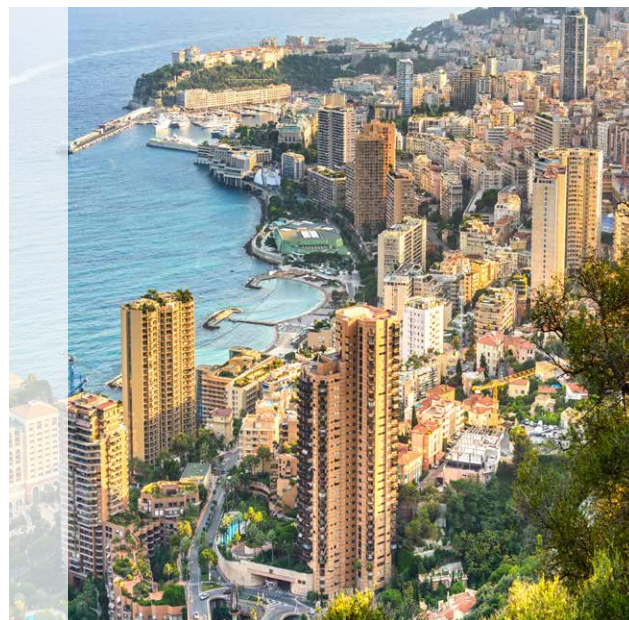
Our location in the heart of Monaco provides a fantastic setting. With the sea close by, we are constantly reminded of the importance of protecting our environment, and of the impact that we can have on it.

The environment in which Exsymol operates does not just include the idyllic backdrop of beaches and mountains, but also the economy and society of which we are a part.

And it is this economy and society which has been hit hardest by the health crisis. As such, in line with our responsible approach, we did everything within our power to protect them.

Back in February 2020, Exsymol began to develop a business continuity plan to ensure that it could continue to operate safely:

- securing supplies
 - implementing a strengthened cleaning regime
 - introducing prevention and protection measures.
- Nonetheless, the stoppage of non-essential activities meant that our operations were suspended.



We then responded, stepping up on a daily basis:

For the Principality:

- By making our stocks of surgical masks available to local doctors
- By organising the production of hand sanitiser, which was provided to government departments and the Monaco Red Cross

For our employees:

- By continuing to pay the salaries of those on strengthened provisions for total temporary layoff
 - By providing training on how to manage home working for those concerned
 - By providing training on how to manage lockdown for those placed on total temporary layoff
 - By maintaining links through social media posts
 - By using the suspension of operations to prepare for a safe return to work (training, organisation of preventive measures, preparation of working areas, drafting of safety instructions).
 - By giving each employee 1 litre of hand sanitiser.
- We did everything in our power to manage the lockdown period as best we could.

Our commitments

MONACO SAFE

This commitment to everyone was renewed by monitoring and improving preventive measures as the health situation developed.

Our commitment to looking after our employees was recognised with the award of the **Monaco Safe certification** in July 2020 for administrative activities. The Monaco Safe certification recognises measures implemented to protect employees and others working at Exsymol.

Just as we have adapted our health measures, we have also **improved job security** for people working on site. Seventy percent of temporary staff were given permanent or fixed-term contracts in 2020.



SOLIDARITY WITH NEIGHBOURING REGIONS

The health crisis was not the only emergency to affect the region's economy. The Vésubie and Roya valleys were hit by Storm Alex in October 2020. To help **support the people affected**, Exsymol provided hand sanitiser which the Monaco Red Cross delivered to the valleys.



SUPPORTING PEOPLE WITH DISABILITIES

In addition to responding to crisis situations, we have also worked in partnership with stakeholders in the Principality.

We entrusted AMAPEI, a **charity** which works with children and adults who have learning disabilities, to put our greetings cards in envelopes and send them.



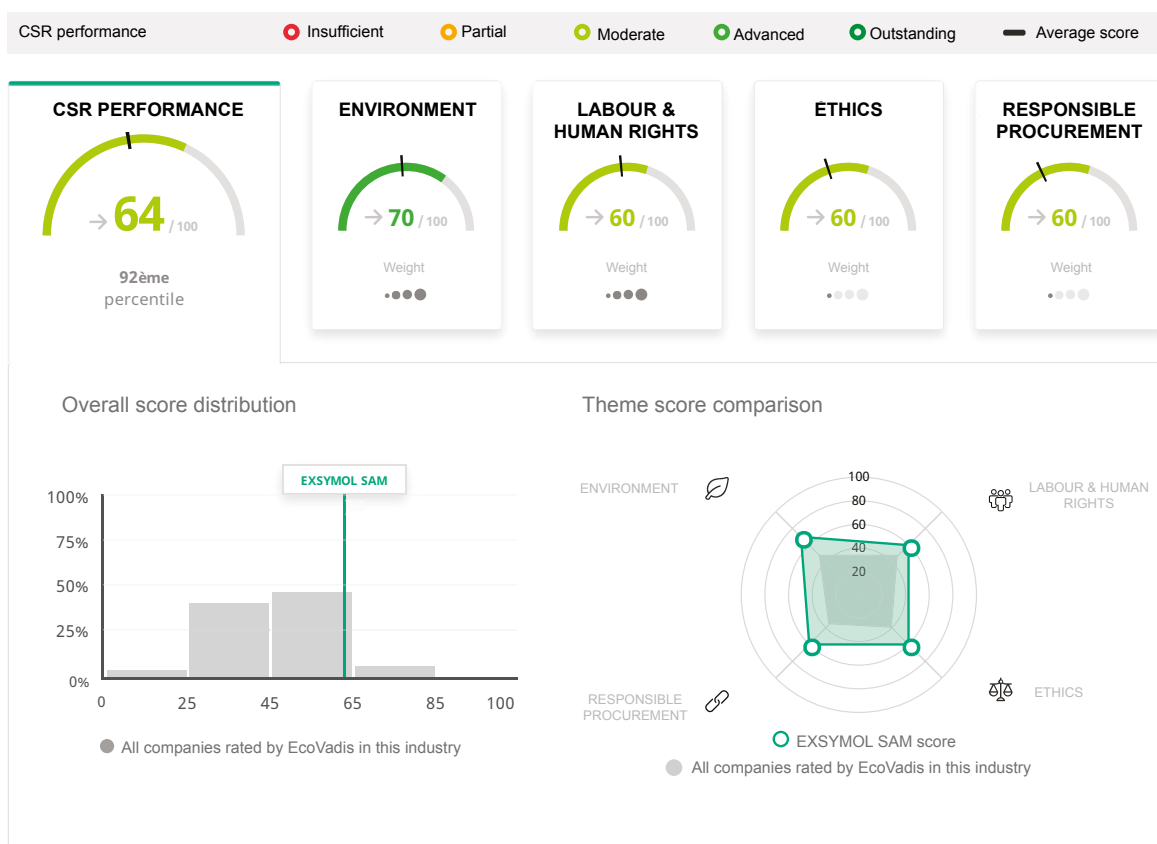
CSR performance

To obtain an outsider's perspective on our CSR performance, we ask the independent body EcoVadis to assess our actions.

Regular assessments have been carried out since 2017.

The most recent, begun in December 2020, places Exsymol in the 92nd percentile with a score of **64/100**.

ecovadis



ENVIRONMENTAL PERFORMANCE



Protecting the environment

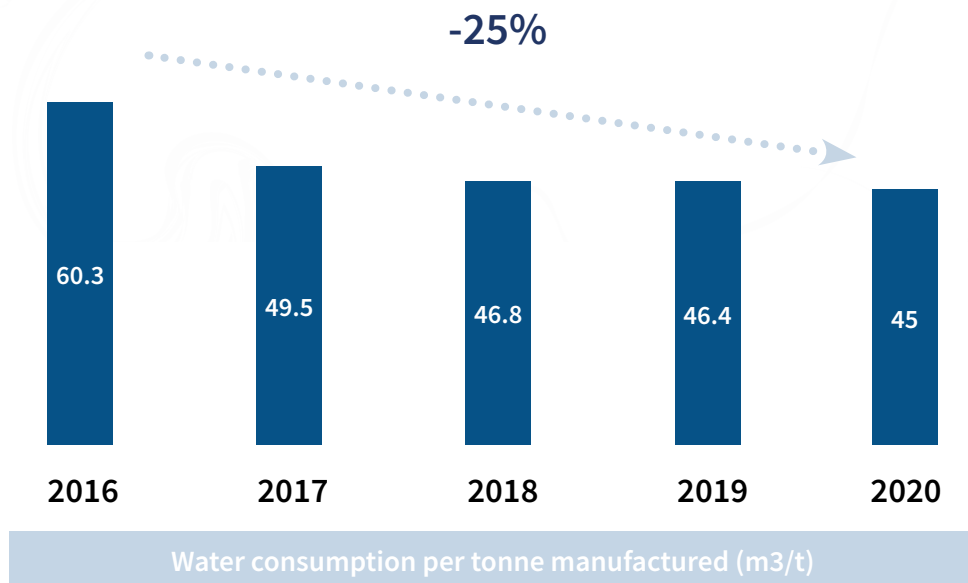


Water...

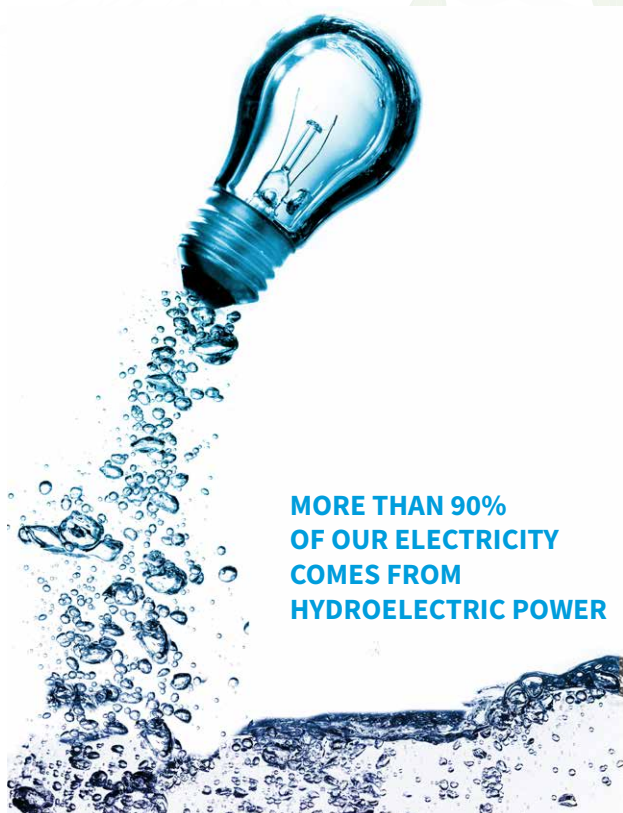
Our facility, located a few hundred metres from the sea in a Principality where water is one of the few natural resources, obliges us to be especially vigilant about our water consumption, all the more so since our supply is made up entirely of drinking water.

To help us further rationalise our water use, we have eliminated open circuit water cooling. Water use is rationalised to limit direct discharge to an absolute minimum.

This approach has enabled us to **reduce our consumption by 25%** per tonne of manufactured product over the last five years.



Protecting the environment



Electricity

Electricity is the only source of energy used at our site. It is supplied from the Principality's grid.

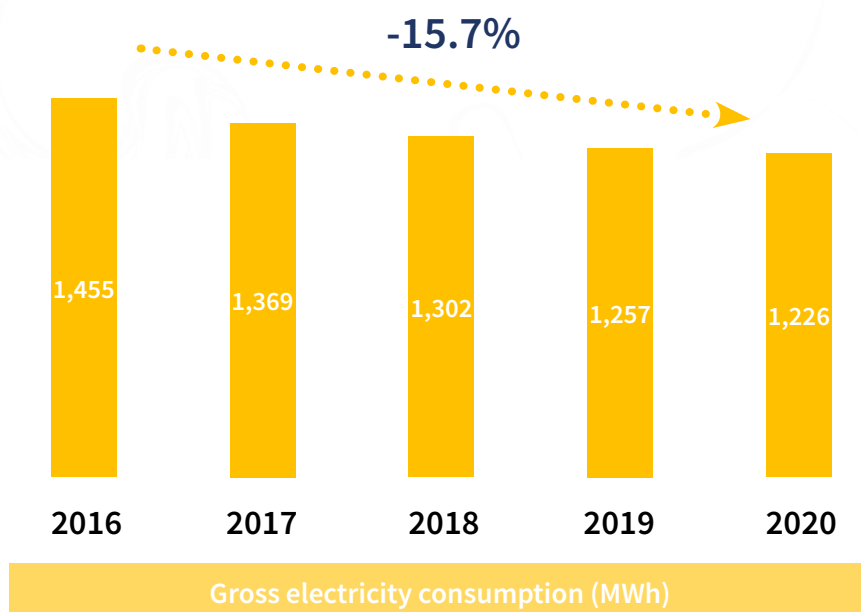
As it is our sole energy source, Exsymol has chosen to obtain its electricity supply through a contract which provides certificates of origin.

The equivalent of our site's total consumption is reinjected into the grid in the form of renewable electricity.

More than 90% of this electricity comes from **hydroelectric power**, which is a low-carbon source.

To manage our consumption, we are gradually integrating more energy-efficient systems. For example, when our secretarial office was renovated, the lighting in the area was replaced with LED systems and presence sensors to provide lighting that is energy-efficient and only used when needed.

Over the last five years, the **site's electricity consumption has fallen by 15.7%**. Expressed per tonne of manufactured product, this represents a decline of 14.4% over the five years.



Protecting the environment



**THE BEST WASTE IS WASTE
THAT IS NOT PRODUCED IN THE FIRST PLACE...**

Waste...

The best waste is waste that is not produced in the first place.

As such, in 2020, we looked for ways to transform our waste.

Why recycle when you can reuse?

According to the **3Rs** approach –

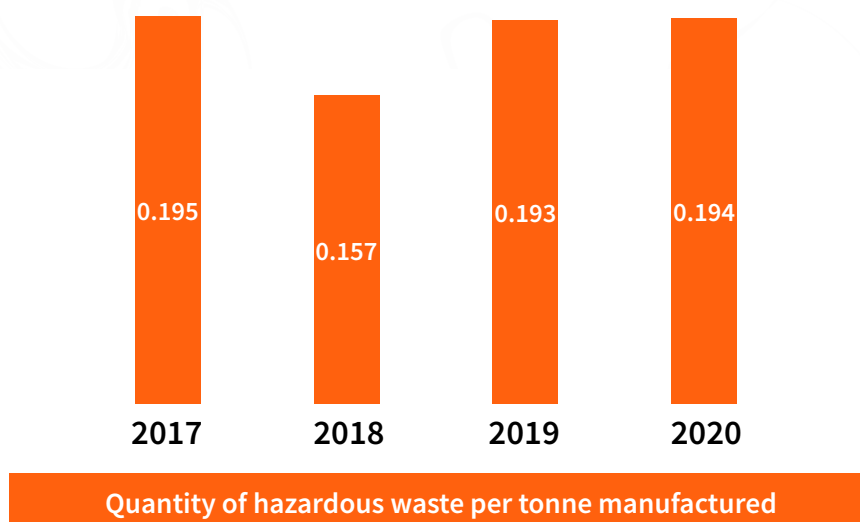
Reduce – Reuse – Recycle – we sought, wherever possible, to offer a second life to packaging destined for destruction.

In 2020, **482 kg of plastic waste** was **avoided** by donating drums destined for recycling to a neighbouring company which could reuse them.

Similarly, our empty large bulk containers are no longer recycled. They are pooled with those belonging to a neighbouring company, and then all of the containers are collected by a company which can offer them a second life. It is always better to reuse than to recycle.

In addition, when arranging collections of hazardous waste, we rotate the returnable drums. This helps to limit the destruction of new waste drums and reduce metal consumption

In 2020, our hazardous waste production per tonne manufactured remained stable, however the actual quantity produced fell by 19%.



Protecting the environment

Waste...

European Week for Waste Reduction

In 2020, Exsymol took part in European Week for Waste Reduction.

The aim of the week is to raise awareness about the **Reduce – Reuse – Recycle** approach to waste.

The theme for 2020 was the **hidden waste** that results from the manufacture of new products.

To ensure that the information campaign would reach all of the company's staff, we focused on an everyday theme: textiles.

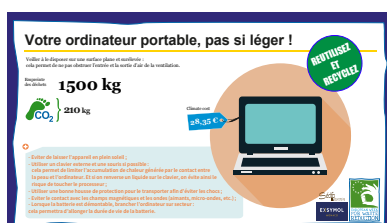
The initiative was a huge success! No fewer than **165 kg** of clothes were collected. To raise awareness among all staff about the impact of throwing away textiles and to encourage recycling, we set up two collection points for a week.

The **165 kg of clothing collected** were donated to an organisation which sorts them according to condition: Items in good condition are distributed to charities. Items that cannot be donated are turned into cleaning cloths or insulation for homes.

These 165 kg of clothing are estimated to be the equivalent of **9.2 tonnes of hidden waste** which will not be produced through the purchase of new clothes.



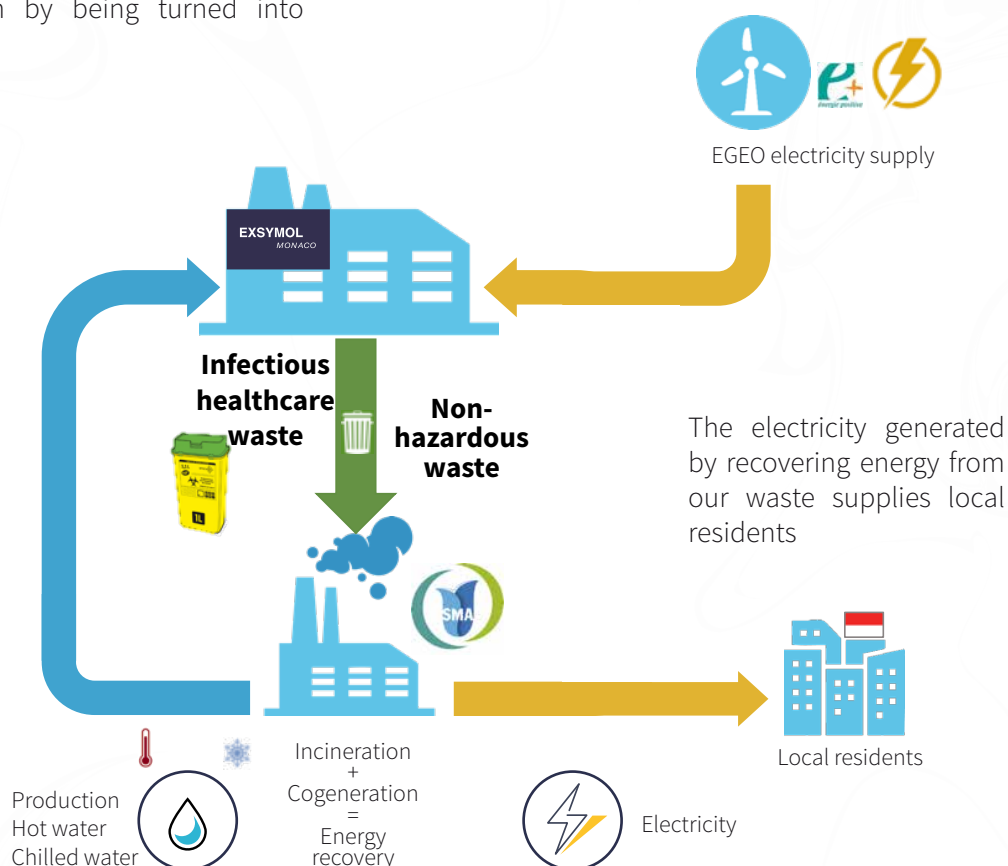
In addition, a communications campaign was used to raise awareness about repairing common household appliances to prevent breakdowns. This campaign emphasised the quantities of waste hidden behind these everyday items. Prolonging their life helps to **reduce the production of waste at source**.



Our commitments for the Planet

Make use of an efficient community incinerator:

Some of our common industrial waste is not recycled, but it can still prove useful after production by being turned into energy.



Energy generated by incinerating waste produces hot water, chilled water for air conditioning and heating for the industrial district of Fontvieille, where the Exsymol manufacturing facilities are located.



SAFETY PERFORMANCE



Safety performance

Safety indicators

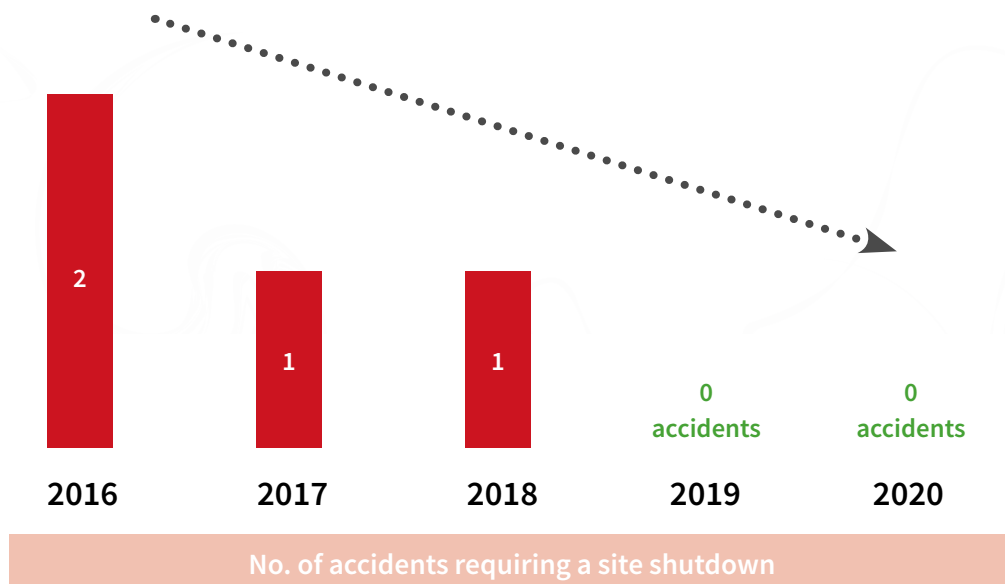
A business's sustainability rests on its efforts to keep its employees safe, and so we are committed to a zero accident policy.

For the second year in a row, we achieved our target of zero accidents requiring a site shutdown.

By working to understand the underlying causes of potentially high-risk near misses, we are seeking to anticipate potential accidents and to put in place appropriate measures before an incident occurs.



"IN 2020, THERE WERE **ZERO** ACCIDENTS ON SITE"



SOCIAL PERFORMANCE



LOOKING AFTER people

Training

In addition to the **1,048 hours** of training planned for the year, **personal coaching sessions** were organised. These sessions were also available to all employees on request.

Gender equality

Looking after people also means ensuring that everyone has the same opportunities, regardless of their gender. Women's access to managerial positions remains a challenge. In a 2019 study, the French National Institute of Statistics and Economic Studies (INSEE) showed that women made up 23.2% of senior engineers and technical staff. At Exsymol in 2020, **50%** of production managers were **women**, more than double the French average.

Turnover

Once again this year, Exsymol has protected jobs, with **new hires representing 20%** of total staff, while leavers represented 5%.

Social fund

In 2020, a **social fund was established** at Exsymol, helping to put in place actions to support staff and their wellbeing, and to promote the company's culture and mutual aid.



1,048 hours

Nearly 1,048 hours of training in 2020

50% of production managers are women

50% of production managers are women, which is Double the French average



Creating connections

Of course, social activities were put on hold during the health crisis. However, an event was held in January 2020 to allow everyone to get to know each other better and strengthen the links between the various departments. In addition, supplementing the regular communication that was put in place during the period while non-essential operations were suspended, an internal newsletter kept all staff informed of everything that was going on...

Adapting the working environment

Another aspect of looking after people involved making changes to the working environment in line with the new requirements. The office areas were refurbished, with consideration for the wellbeing of the people who would be working there: adequate lighting, reorganisation into blocks, installation of acoustic panels, personal storage, etc.



Social performance



Employees and CSR

The CSR activities undertaken throughout the year showed that everyone is involved in sustainable development.

The collection of **165 kg of clothes for recycling**, the organisation of **sustainable Christmas** decorations, and our participation in **No Finish Line**, despite the unique circumstances of 2020 all clearly demonstrated the commitment of every member of the team.

Green mobility

Equally, Exsymol team members' commitment to sustainable mobility continued in 2020, with **53%** of employees opting for **more sustainable means of transport** to commute to work, despite the health situation.



No Finish Line

Once again this year, Exsymol participated in **NO FINISH LINE**. The principle behind this solidarity challenge is the same as ever: for each kilometre run, €1.50 is donated to the charity Children & Future, which looks after sick children. The health situation did not dampen participants' motivation, despite the fact that this year's event was held remotely. Using their smartphones or smartwatches, the members of the Exsymol-Sedifa team logged a total of **1,759 km**, ranking 28th in their category. The team ran nearly **800 km further than last year**, with each participant running an average of 65 km. They raised **€2,638** for the charity.

With thanks to all colleagues behind this sustainable development report, who are critical to the momentum of ethical progress required for Exsymol to develop.

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This information report is available on our website, www.exsymol.com, or may be requested from your usual Exsymol contact.



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