

**EXSYMOL**

MONACO



## **2022 CSR REPORT**

Review of 2021



A message from the CEO  
p.3

Ensuring Responsible Development  
p.4

Our Responsible Development  
p.5

Environmental Performance  
p.11

Safety Performance  
p.17

Social Performance  
p.20

# A message from the CEO

Pierre Bondon

Chief Executive Officer



If 2020 was a year of adaptation, then 2021 was the year of resilience. The resilience we displayed in the face of the pandemic. The resilience we will now need in order to overcome the challenge of climate change. Though in theory the task of reducing our greenhouse gas emissions is a simple one, in practice it is complex. Because, as our own record in 2021 shows, cutting emissions is something we must do in tandem with our partners. The issue of climate change cannot be resolved by the sum of individual actions alone, no matter how meaningful they may be. It can only be tackled through a shared approach involving all economic stakeholders.

At Exsymol, we are proud to have cut our direct and indirect greenhouse gas emissions from energy and cooling by more than 73% in the space of eleven years. However, given the challenges we now face, we need to go further and expand the scope of our action. But we cannot do that alone. If we are to reduce our impacts, we must do so together with our partners, suppliers, and customers. Together, we will adapt our value chains to the challenges of the future. That is what sustainable development is all about: committing today to anticipate the environmental,

economic, and human issues of tomorrow. Continuing to grow responsibly means being more than just resilient. It means taking preventive action, in the global interest.

In 2022, Exsymol celebrated its 50th anniversary. Over those five decades, the average global temperature has risen by 1°C. Today, we are working to ensure that by our 100th anniversary, that rise in temperature is kept to a minimum.

Coming through a crisis is one thing, but it is important not to feed into a cycle that swings between complacency and panic. We need to have a longer-term outlook, with the aim of avoiding, mitigating, and managing the crises that lie on the horizon.

Pierre Bondon

# Ensuring Responsible Development

Our development is built around care cosmetics with targeted applications designed to meet all our customers' needs. 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

- REMAINING STRONGLY INDEPENDENT
- LISTENING TO OUR STAFF, THE PEOPLE WHO DRIVE OUR INNOVATION AND DEVELOPMENT
- MARKETING THE SAFEST, MOST EFFECTIVE PRODUCTS
- GROWING OUR BUSINESS RESPONSIBLY, TAKING INTO ACCOUNT IMPORTANT INTERNAL AND EXTERNAL ISSUES

OUR RESPONSIBLE DEVELOPMENT



# Our Commitments

*In 2017, we took the decision to focus our actions on the following areas over the period up to 2022:*



REDUCING OUR CARBON FOOTPRINT



CONTROLLING OUR EMISSIONS



BUILDING OUR CUSTOMERS' TRUST



IMPLEMENTING SUSTAINABLE INNOVATION AND RESPONSIBLE PROCUREMENT



IMPROVING WORKPLACE SAFETY

*In 2022, we are redefining our policy for the next few years, to ensure we are ready for the challenges ahead.*

# Our Goals

*We are setting ourselves goals that form part of an international approach.*



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

**SUSTAINABLE DEVELOPMENT GOALS**



# Our commitments

*In Monaco, Exsymol is committed to the Principality's efforts to reduce the country's greenhouse gas emissions.*

## The National Energy Transition Pact



Exsymol signed up to the Pact in 2018. It partly represents the environmental component of our CSR policy, the key aim of which is to manage our carbon footprint. In line with the wishes of H.S.H. the Sovereign Prince, the Pact was created as a way of encouraging all economic operators in the Principality to play an active part in the Energy Transition. The main objective is carbon neutrality by 2050.

To achieve that, action is proposed in three key areas:

- Mobility
- Waste
- Energy

The various stakeholders in the Principality are invited to then share their best practices, so that everyone is able to adopt the solutions that work.

Exsymol is fully committed to these actions and is including this plan for progress in its CSR Policy more generally.



# CSR performance

Our overall performance in this area is assessed by a respected independent body: ECOVADIS. This platform enjoys wide recognition among stakeholders in the cosmetics industry, and we use it to make CSR data accessible to our customers. Visit the Exsymol website for more information.

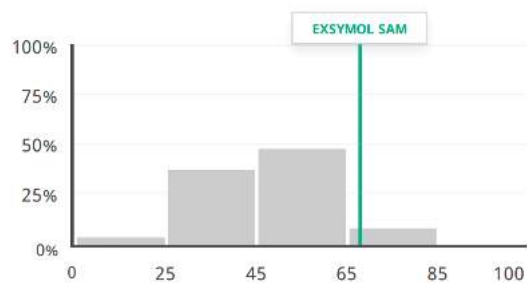
The most recent assessment, begun in February 2022, places Exsymol in the 94th percentile with a score of **68/100**.

ecovadis

## Breakdown of overall scores



Average score



Breakdown of overall scores

## KEY INFORMATION

### Overall score

EXSYMOL SAM is in the top **7%** of companies assessed by EcoVadis in the category "Manufacture of other chemical products n.e.c."

### Environment

EXSYMOL SAM is in the top **5%** of companies assessed by EcoVadis in the category "Manufacture of other chemical products n.e.c."

### Responsible procurement

EXSYMOL SAM is in the top **10%** of companies assessed by EcoVadis in the category "Manufacture of other chemical products n.e.c."

### Ethics

EXSYMOL SAM is in the top **24%** of companies assessed by EcoVadis in the category "Manufacture of other chemical products n.e.c."



# ENVIRONMENTAL PERFORMANCE



# Protecting the environment

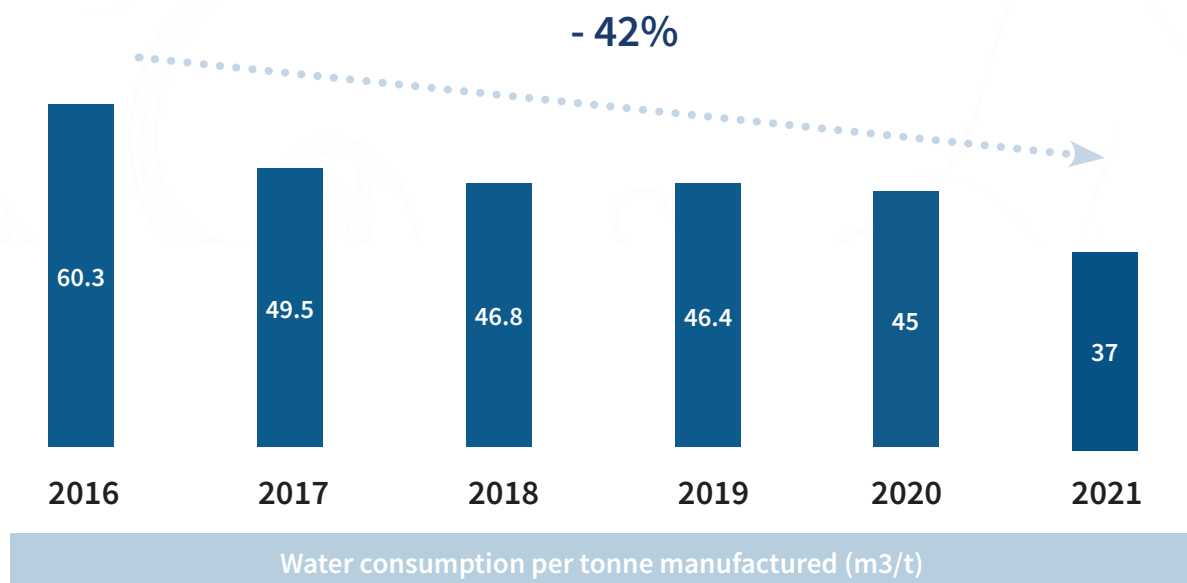


## Water...

In 2017, we committed to **reducing our water use by 20%**.

Moves to stop using waste water in condensers, optimise production processes, and rationalise the use of resources are key points of our plan to manage our water use.

We also carry out a water review to better identify the points at which water enters and exits the site, and any possible unidentified leaks or unrecorded consumption.



# Protecting the environment



## *Electricity...*

As it is our sole energy source, at Exsymol we have chosen to source our electricity through a contract which provides certificates of origin.

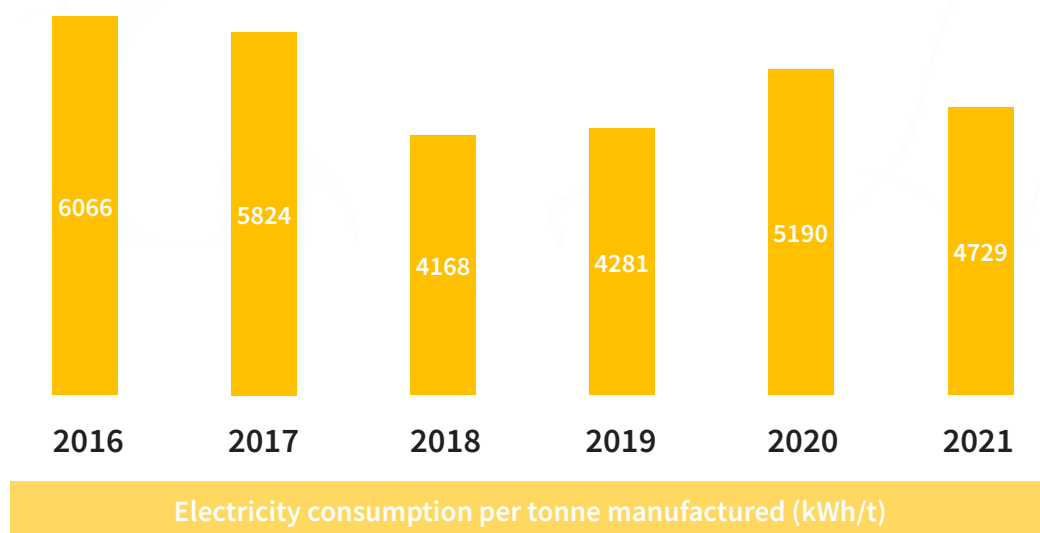
These certificates guarantee that 100% of the electricity we receive at our site comes from renewable sources, ensuring a lower carbon footprint for our energy use.

But although we have taken steps to limit our carbon impact, we must still ensure that we use energy efficiently and minimise waste.

So we have put in place measures to **limit our energy consumption.**

For example: A plan is now in place to replace fluorescent and incandescent bulbs with LEDs, with the aim of limiting the impact of lighting. Air conditioning systems are coordinated by a Building Management System, which automatically adjusts ventilation levels to suit activity.

Finally, to reduce heat loss, thermal insulation of heating pipes in production areas has been modernised.



Expressed per tonne of manufactured product, this represents a **reduction of 24%** since our CSR policy was adopted.



# Protecting the environment



**THE BEST KIND OF WASTE,  
IS THE KIND YOU DON'T PRODUCE...**

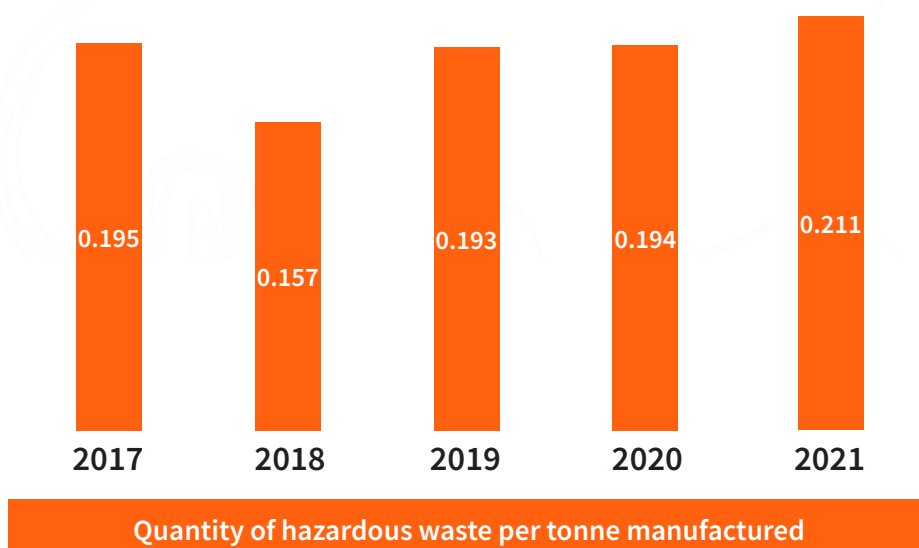
## *Waste...*

For several years, our annual production of specific industrial waste has been steady. This waste comes from chemicals and equipment that can no longer be used for any purpose, and rationalisation of storage areas.

We recycle our solvents internally, and this remained an important factor in efforts to limit our chemical waste output in 2021. This enables us to avoid the equivalent of 4.5% of our annual waste production.

To reduce chemical waste, we are making improvements to our manufacturing processes by applying Green Chemistry principles.

The ultimate aim is to reduce waste.



# Protecting the environment

## Waste...

### EWWR - European Week for Waste Reduction

In 2021, 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 2021 was **circular communities**, or how to reuse and recycle objects.

At Exsymol, we organised a collection of used clothing. The **82 kg of clothing collected** were donated to an organisation which sorts them according to condition: Items in good condition are distributed to local charities.

Items that cannot be donated are turned into cleaning cloths or insulation for homes.

Most of the **82 kg** of clothes donated will find their way back into distribution channels, ensuring they **have a longer lifespan**.

In addition, a bring & barter event was organised, which collected **12 kg of products**.

Products that did not find a taker were donated to a local business to be re-used.

Finally, to raise awareness, an information film was shown during the bring & barter event. The film highlighted the impact of plastic waste on marine wildlife.

This campaign aimed to improve awareness about ways of giving a new lease of life **to items that can remain** in the environment for a long time after being thrown away.



# Protecting the environment

## Greenhouse gases...

According to ISO standards, Exsymol has reduced its scope 2 carbon emissions by 86.6% in the space of eleven years.

Over the last eleven years, Exsymol has **achieved a 73% reduction** in its scope 1 and 2 carbon emissions per tonne manufactured. Between 2020 and 2021, the **reduction was 38%.**

This review has enabled us to measure the true impact of the actions we have taken over the last eleven years and our climate change adaptation measures.

We have **reduced our indirect emissions** by, for example, changing the technology used to produce deionised water, and eliminating the purchases of raw materials needed to regenerate resins. Also, **using local suppliers and organically sourced raw materials** where possible has had a positive impact on our carbon footprint.

In addition, we have modernised our fleet of vehicles, significantly cutting emissions. This involved buying **rechargeable hybrid or all-electric vehicles**, depending on what purpose the old vehicles were used for.

Despite these efforts, more than 50% of the CO<sub>2</sub> emissions that make up our carbon footprint are outside our control. These emissions are generated by shipping to our customers. Our ex-works set-up gives our partners the freedom to choose their preferred mode of transport. But shipping by air or sea has a significant impact in terms of carbon emissions.

**Opting for cleaner technologies, decarbonising the energy we use, and rationalising our manufacturing methods** are the keys to drastically **shrinking our carbon footprint.**



SAFETY PERFORMANCE





# Protecting people

### *Safety indicators*

Taking proper steps to **protect employees** is the foundation of a sustainable approach for all companies. We are committed to a 'zero accident' approach.

Despite achieving that target of zero accidents for two years, this last year saw a rise in the number of incidents.

These are analysed using causal trees and specific action plans are formulated in response.

The aim is to ensure that such accidents **do not re-occur**. Similarly, to manage professionals risks on-site, **near misses identified as posing a high risk are studied and action plans established**.

**Regular training** is provided, covering the risks that led to the accidents, and incorporating the action plans developed.

The **severity rate of accidents** over the year is **0.37**. By way of comparison, the figure for the chemical industry in France in 2019 was 0.9.

So while the number of accidents may have risen, it is important **to keep in mind that they are not very serious and significantly lower than in similar industries.**



# Protecting people

## Workplace wellness

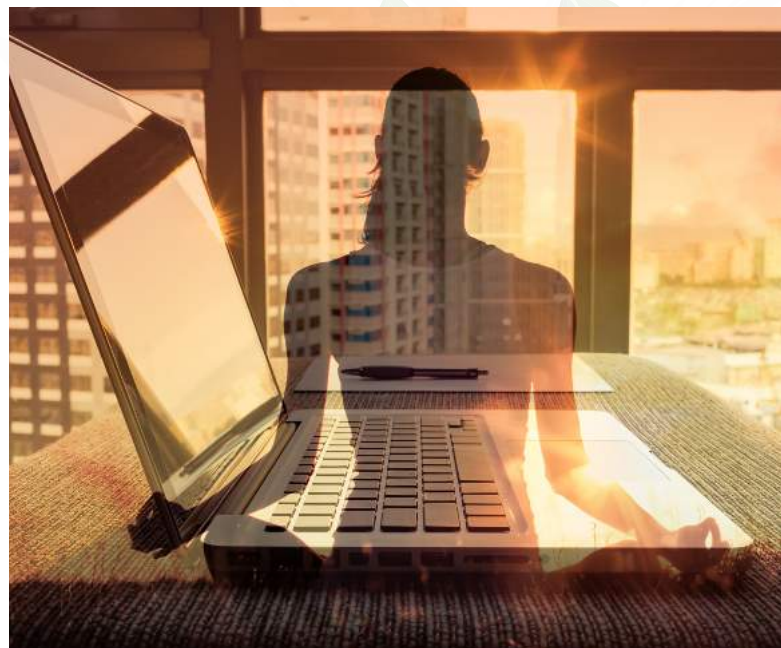
Throughout the year, employees are invited to attend talks on wellness, health, and diet.

Every Friday, stretching and warm-up sessions were organised at Exsymol, along with on-site chair massages for all employees who signed up to the “health & wellness” plan.

For warehouse staff, a specific stretching and warm-up routine was defined, enabling them to optimise their well-being.

Finally, staff were offered a healthy balanced breakfast introducing them to the benefits of superfoods.

These activities all proved extremely popular!



“HEALTHY MIND AND BODY”

## Staff training

In addition to the hours of training scheduled over the year, one-to-one coaching is also organised to support managers. This coaching is also available to all employees on request.



## Staff turnover

Once again this year, Exsymol has continued to protect jobs, with **new hires representing 12%** of total staff, while leavers represented 6%, and nine new positions were created.

# SOCIAL PERFORMANCE



# Our responsible actions



## Our CSR commitment

The CSR activities undertaken throughout the year showed that everyone is playing their part for sustainable development.

Some 85 kg of clothes were collected for recycling, 12 kg of items were bartered, the company's staff took part in No Finish Line, and Exsymol also partnered with the charity AMAPEI to promote inclusion of people with disabilities.

### Green MOBILITY

Exsymol staff continued to demonstrate their commitment to sustainable mobility, with most opting for sustainable means of transport to travel to and from work.



### No Finish Line

Once again this year, Exsymol participated in **No Finish Line**.

The principle behind this solidarity challenge is the same as always: for each kilometre run, €1.00 is donated to the charity Children & Future. This charity looks after sick children.

As committed as ever, the Exsymol-Sédifa team clocked up a total of **2,077 km**, finishing in **21st place** in their category. That total is 318 km more than last year, and seven places higher in the rankings. With an average of **51 km per participant**, each person who took part ran the equivalent of more than a marathon.



We would like to thank all members of staff who contributed to this sustainable development report.  
Their enthusiastic participation is essential to the ethical progress Exsymol needs in order to grow.

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This information report is available on our website, [www.exsymol.com](http://www.exsymol.com), or may be requested from your usual Exsymol contact.



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