

# CSR RE PORT

2022 - 2023



IT'S ALL  
ABOUT  
DOING

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IT'S ALL ABOUT DOING

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SAVERGLASS

# OUR BUSINESS: MANUFACTURING & DECORATING HIGH-END GLASS BOTTLES



Founded in the Hauts-de-France region in 1897, our Group specializes in the design, fabrication and decoration of high-end glass bottles for luxury spirits, wines and champagnes. Continuing France's proud glassmaking tradition, our products are renowned the world over for their impeccable quality and originality.

## OUR AMBITION?

Contributing to our customers' success by highlighting and presenting their products through innovative designs, technical excellence, and sustainable processes.





## MEET JEAN-MARC ARRAMBOURG, PRESIDENT AND CHIEF EXECUTIVE OFFICER OF SAVERGLASS

**“TO SECURE OUR CONTINUED EXISTENCE IN THE NEXT DECADE, IT IS IMPERATIVE THAT WE INNOVATE SAVERGLASS TO ADDRESS THE CRITICAL ENVIRONMENTAL CHALLENGE OF OUR TIME: GLOBAL WARMING.”**

*What position does CSR occupy within Saverglass’ overall strategy?*

**Jean-Marc Arrambourg:** It is absolutely essential, and I’m not just saying that to look good in the CSR report! It truly does cut across all of the major challenges we need to address if we want to thrive in the future. We have identified four overarching strategic priorities: 1. Excellence and differentiation, our hallmarks; 2. Profitability, because that’s essential to any company. We know we still have room for progress on that count, even though we are a growing business; 3. The trust and dedication of our staff, which will be indispensable if we want to retain and consolidate Saverglass’ human capital; 4. Adaptability and sustainability: to secure our continued existence in the next decade, it is imperative that we innovate Saverglass to address the critical environmental challenge of our time: global warming.

*How does that commitment to CSR manifest itself in the company’s day-to-day work?*

**J-M.A.:** The social dimension is, naturally, at the heart of our HR policy. We do our very best to nurture the professional skills - not least with our in-house training institute, “l’École du verre” - as well as the loyalty and motivation of our employees. That includes a dynamic mobility policy, attractive wages, the opening of a new nursery at Feuquières, and a gradual increase in working from home. The environmental dimension is really present at every step in the value chain - from raw materials procurement right through to the shipping of finished products, and including the products themselves as we are now working to make our bottles lighter. But our biggest challenge remains the need to reinvent our industrial process. The glass industry is founded upon a fusion process which, by its very nature, demands a lot of energy. For the past 120 years or more, that process has been powered by fossil fuels that emit CO<sub>2</sub>. In the near future, we are going to see an entirely new way of making glass.

*How is Saverglass getting on with the task of transforming its industrial process?*

**J-M.A.:** Around twenty years ago we started experimenting with using electricity to power the furnaces, only 10 to 15% but it was a start. The goal now is to create low-carbon hybrid furnaces - ultimately running on 80% decarbonized energy - and that has been our number one priority for the past five years. We have had to start from scratch, relearning everything, innovating, opening up to outside input, sharing knowledge and ideas with research centers, experts, industrial engineers and even competitors. Right now, based on the results of our computer modeling and experiments with small furnaces, we are confident that by the end of 2023 we will launch the first industrial furnace with 25-30% of its power coming from electricity. That in itself is a major challenge and a big step forward. The really challenging task we face is not only to invent a more sustainable industrial process - we want to cut our emissions by 50% by 2035 - but to do so without compromising on quality or our economic model. We don’t yet have all the answers as to how we can transform our furnaces (nobody in our industry does) but we are confident that we will know by 2029. To that end, we have earmarked a massive investment budget over 13 years. We are at the forefront of a new industrial revolution, and that is so exciting!

*Your industrial activity is in total transformation, what about the market? Is CSR also reshaping your customers’ expectations?*

**J-M.A.:** Our marketing has had to adapt to the evolving needs of our clients. Nobody can predict what the market will look like 20 or 30 years from now. Obviously, if everybody were to switch to bulk containers or standardized bottles, our business would disappear. But that doesn’t seem likely in our market, the premium and super premium realm.



The visual symbols of luxury can and will continue to evolve, for example bottles are going to become lighter. But I don't think that our customers, nor their consumers, are ready to give up on high-quality, customized bottles. As with other luxury goods, it seems likely that consumers will be looking for less quantity and more quality.

*The risks and investments in play are considerable: is CSR a constraint, more than anything else?*

**J-M.A.:** In my entire career, I've never known external events to have such an impact on the company in the way that we are now seeing with climate change. But we all have a duty to face up to that challenge and find solutions: citizens, businesses, local authorities and governments. Totally reinventing our work in the interest of the greater good - and, in the long term, in our own best interest too - obviously has its share of risks and constraints, but it is also a noble challenge and an opportunity. All of our staff who have worked on this transformation project over the past 5 years have come away from it enriched by the experience.

*What is your perspective on the societal dimension of Saverglass, your territorial impact in particular?*

**J-M.A.:** We are in the fortunate position of being a growing company in a sector with a bright outlook that keeps creating jobs. We therefore have a duty, at our own level and to our own capabilities, to contribute to the economic and social development of the territories in which we are rooted. Among other things, that means supporting the professional integration of people in difficult circumstances, supporting local associations, taking part in job fairs, maintaining close ties with local business and local authorities, and more specific charitable initiatives such as the actions taken to support victims of the war in Ukraine.

*Finally, what are you most proud of and what still needs to change in terms of your CSR efforts?*

**J-M.A.:** Until we have completely and successfully transformed our industrial process, I think modesty is the best attitude. Nonetheless, I don't mind admitting that I am proud of the progress we have made, especially over the past five years: we have come a long way together! But even though this culture of CSR is now firmly rooted in our company, in future I would like to see absolutely every member of the Saverglass team personally involved with and committed to this cause. We've always had a dynamic HR policy, and that's something to be celebrated, but I want us to go further still in matters of safety and quality of life at work. Because the Saverglass Group would not exist without the people who make this company what it is.

**“THE SAVERGLASS GROUP  
WOULD NOT EXIST WITHOUT  
THE PEOPLE WHO MAKE THIS  
COMPANY WHAT IT IS.”**

**Jean-Marc Arrambourg**  
Chairman & Managing Director of Saverglass



↑ Weekly visit by a member of the QHSE team



# OUR ACTIVITIES

↓ Saverdec, our glass decoration operation in Feuquières (Oise)



## THE SAVERGLASS GROUP

We are the world's leading specialist in manufacturing and decorating glass bottles for premium wines and spirits.

### OUR MARKETS

Saverglass primarily makes bottles for the premium and super premium spirits market (72% of our business), as well as fine wines (27%) champagnes and other products (1%). We offer a range of innovatively designed, customizable bottles, in addition to producing bespoke bottles crafted to our customers' precise specifications.

### OUR HISTORY

It was in Picardy's Bresle Valley, a region at the heart of French glassmaking since the 15th century, that La Verrerie de Feuquières was established in 1897. Feuquières remains our headquarters to this day.

The trend for hyperspecialization in the luxury market dates back to 1985. That movement has powered the development and sustained success of our business. Renamed Saverglass in 1990, the company began offering decorative services the following year. The Group's international expansion began in 1995 with footholds in the USA and the UK, followed by the United Arab Emirates in 2013, Mexico in 2018 and Belgium in 2019.

Saverglass is now the world's leading producer of premium and super premium bottles. Since the early years of this century, our persistent commitment to quality has been informed by a long-term action plan which aims to strike the optimal balance between economic, environmental, social and societal performance. This commitment has taken on a new dimension since 2020, with the formal adoption of our CSR philosophy.

**OUR GUIDING PRINCIPLES**

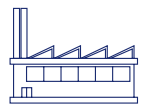
- \* *Striving for excellence*
- \* *Innovation in the name of singularity*
- \* *Sharing our passion for design and creativity*
- \* *Maintaining our spirit of solidarity*



# SAVERGLASS IN 2022



**4,000**  
employees



**6**  
production facilities  
(inc. 3 in France)



**950**  
million bottles produced, including  
200 million with custom decoration



**17 SUBSIDIARIES**  
around the world



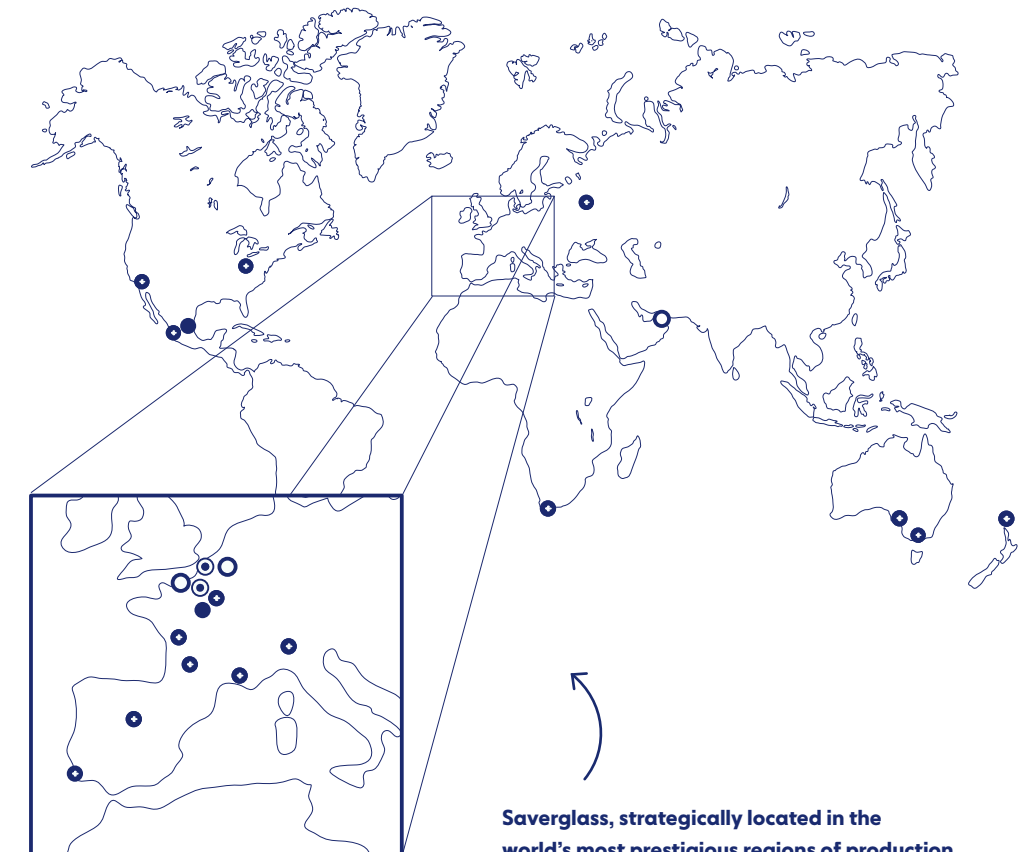
**100+**  
export markets



**1 SCHOOL**  
nurturing the art of  
glassmaking and decoration

# OUR LOCATIONS AROUND THE WORLD

As a leading force in our industry, we strive to support the growth of our clients, and the luxury wine and spirits market in general, all over the world. In 2018, Saverglass reinforced its presence in America with the construction of a new factory in Acatlán de Juárez, Mexico. In 2019 we acquired Belgian firm MD Verre. This determination to get closer to our customers is also evident in our international network of distribution subsidiaries and sales offices.



Saverglass, strategically located in the world's most prestigious regions of production for premium, super premium and prestige wines, spirits and sparkling wines.

- GLASS  
MANUFACTURING  
& DECORATING
- MANUFACTURING  
PLANT
- ⊙  
DECORATING  
SITE
- SUBSIDIARIES  
& OFFICES

# A CULTURE OF INNOVATION...

The history of Saverglass is one of constant innovation, not only for products but for industrial processes and commercial positioning. Coordinated by our Research & Sustainable Development division, our approach to innovation is cross-cutting and shared by all of our various departments - industrial, commercial, marketing and QHSE (Quality, Health, Safety & Environment). Around 100 employees are directly involved in its implementation.



- **1900:** the company's "extra white" glass is recognized for its sparkle and shine, rapidly becoming a Saverglass speciality.
- **1981:** Saverglass' "antique" glass, with its deep green hue, becomes the receptacle of choice for fine wines.
- **2005:** organic decorations containing no heavy metals make our bottles totally recyclable.
- **2013:** Datamatrix, an extremely reliable traceability tool, represents a major new asset for both the quality chain and the fight against counterfeit goods.
- **2022:** our right weighting simulator tool enables us to make bottles even lighter without sacrificing their premium design.
- **2023:** first generation of low-carbon furnaces set for full trials in late 2023, pioneering a new energy mix.

## THREE TYPES OF BOTTLES

### STANDARDS

A classic format with guaranteed Saverglass quality.

### SAVERGLASS PATENTED DESIGNS (MDDS)

Bottles crafted by Saverglass, with clients free to customize the color, embossing, decoration, punt, body, shoulders or finish.

### SPECIAL CREATIONS

Bottles developed for and with customers who retain ownership of the designs.

# ... AND QUALITY

Since our bottles are designed to hold food products, their quality and safety must be absolutely impeccable. We pride ourselves on our exacting attention to detail at every stage in the production process, and we have the certifications to prove it: quality, food safety, environmental criteria and business continuity.

**Saverglass was the first French glassmaker to attain ISO 9001 (Quality) certification in 1993, and the first in the world to receive ISO 22301 (Business Continuity Management) in 2014.**

Our Datamatrix traceability tool uses a unique code - 24 digits arranged in a dot matrix measuring 8mm x 8mm - engraved into each bottle during fabrication. In the event of a defect, Datamatrix can be used to identify and isolate the affected bottles virtually instantaneously. It is also an invaluable tool in the fight against counterfeiting.

An integrated management system with

**6 CERTIFICATIONS**

Datamatrix: a digital solution with a code-reading rate of

**99.99%**

**16**

Quality control operations between raw material selection and delivery of the finished bottle.



# HIGHLIGHTS 2022-2023



## OCTOBER 2022

### Experiencing Saverglass' Expertise at Feuquières

With over 1,000 visitors, 250 families and 80 employees acting as guides for the day, this weekend-long open house operation at our factory and offices in Feuquières proved to be a big hit with our employees and their friends and families. All employees were given the chance to invite four guests to get a look behind the scenes at Saverglass, with a packed program including tours of the head office, manufacturing plant and decorating studios, a film screening and various stands and meetings with members of the executive committee. A fitting success with our employees, this open day event will soon be replicated at the Group's other locations.



## JANUARY 2023

### Furnace XIII goes online at Acatlán

Eight months of preparations, six months of construction, five production lines (soon to be seven), one screen printing line, a daily output of 340 tons set to rise to 400 tons in Phase 2. Just over a year had passed between the moment the investment decision was finalized in October 2021 and the moment Furnace XIII was fired up for the first time on 6<sup>th</sup> January 2023. This new tool will enable the Acatlán plant (Mexico) to double its production capacity, rising to meet strong demand from many markets, particularly in America.



## MARCH 2023

### Celebrating 10 years of the Ras al-Khaimah factory

In 2011, Saverglass chose the United Arab Emirates as the location for our fourth production facility. Two years later, work was completed on our new plant at Ras al-Khaimah (RAK). Thanks to a sizable financial investment, but above all to the human factor – 500 French technical experts have visited RAK to train new employees – this factory has been a great success. The Saverglass UAE team now comprises 237 members from seven different nationalities. In 2021 this plant, initially specialized in the production of colored glass, began manufacturing extra-white glass in response to the increase in demand. The total commitment of our team is also reflected in the way they prioritize safety: in 2023, the site celebrated three whole years without a single serious workplace accident.

## APRIL 2022

### "L'École du verre<sup>1</sup>" Qualiopi certified

Founded by Saverglass to preserve and continue the illustrious traditions of glassmaking and decorating, "l'École du verre" received Qualiopi certification on April 21, 2022. This label certifies the quality of the training on offer, which has to comply with an extensive list of requirements. The École is now an officially accredited training institute.



La certification qualité a été délivrée au titre de la catégorie d'activité suivante : ACTIONS DE FORMATION

1. Glass School

## NOVEMBER 2022

### Sustainability SBTi Certification

In November 2022, our CO<sub>2</sub> road map was certified by SBTi as being consistent with the target of keeping global warming below 2°C. The Science-Based Targets initiative (SBTi) is a consortium of international organizations taking action for the climate and the environment. Its goal is to support and certify business initiatives aimed at reducing carbon emissions and meeting the target, enshrined in the Paris Climate Agreement, of keeping global warming below 2°C.



## FEBRUARY 2023

### EcoVadis Silver Medal for the Saverglass CSR philosophy

For the second year running, Saverglass received a silver medal from EcoVadis, the international benchmark-setter for CSR policy assessments. This accolade recognizes the efficacy of our CSR management system, structured around four key pillars: the environment, social priorities and human rights, ethics and responsible purchasing. With an overall score of 60/100, Saverglass is in the top 25% of all companies assessed by EcoVadis.



## JULY 2023

### 40<sup>th</sup> Anniversary Celebration for Saverglass Cognac

On 6<sup>th</sup> July, Saverglass held a musical celebration to mark 40 years in Cognac. This convivial event brought together Saverglass teams, clients and partners, and was organized to coincide with the Blues Passions festival, a Cognac institution itself celebrating its 30th anniversary this year, and which Saverglass has supported as event partner for the past seven years. For each of those years, the festival's partners have joined forces to create a limited edition run of Cognac. To mark the festival's 30th birthday, Saverglass Cognac produced two runs of hand-decorated carafes: 1000 water carafes presented to the town's restaurants and cafés, and a collector's edition carafe produced in just 500 copies.





# OUR BUSINESS MODEL

## OUR RESOURCES IN 2022

### HUMAN

A team of **4,000** committed staff

An international, multicultural company culture: **35** nationalities across **14** countries

A shared set of strong values: a culture of diversity, a quest for excellence, a pioneering spirit, a passion for design and creativity, solidarity

A unique **dedicated training institute**: "l'École du verre", founded in 1999

A wealth of "in-house" know-how embodied by **240** trainers across all of our sites

### INDUSTRIAL

**6** glass production facilities, **3** of which are outside France (Belgium, United Arab Emirates, Mexico)

**9** furnaces

**4** decoration studios

### FINANCIAL AND ORGANIZATIONAL

Stake in the company owned by employees: **33%**

Proportion of employee shareholders: **6.4%**

Global commercial reach: **17** subsidiaries in all of the major premium + spirit production regions

### INNOVATION

An R&D Division backed by research partnerships and synergies to further the cause of knowledge and develop more sustainable processes (CelSian, Vercane)

### SOCIAL AND SOCIETAL

Established presence within **7** key labor market catchment areas in France and overseas

Introduction of a **CSR charter for suppliers** with 3 key priorities: the environment, human rights and business ethics

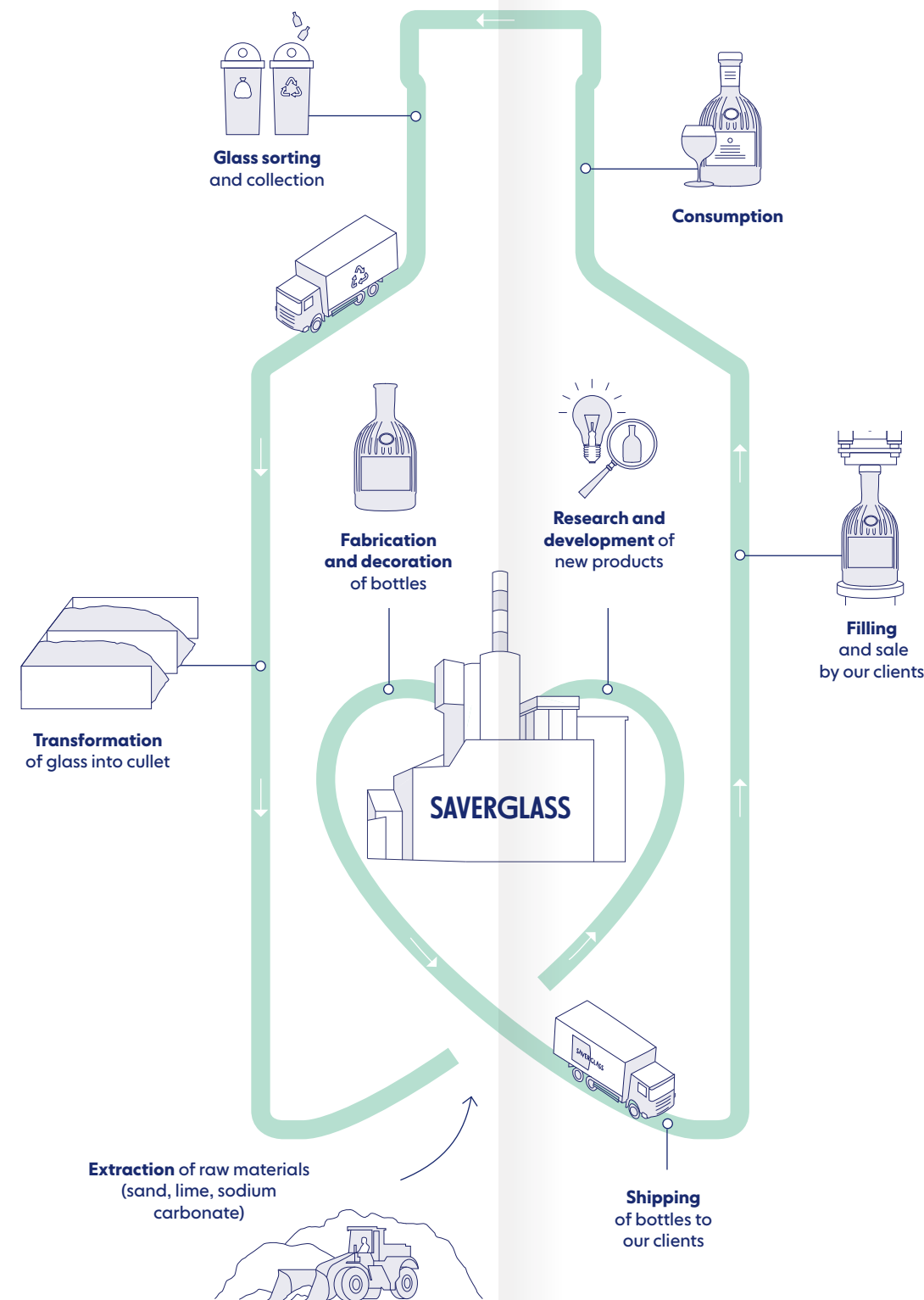
### ENVIRONMENTAL

CO<sub>2</sub> emissions (scope 1, 2 and 3) per tonne of glass produced: **1.16**

Water usage per tonne of glass produced: **0.51** m<sup>3</sup>/ton

Proportion of cullet in colored glass: **73.3%**

## OUR VALUE CHAIN



## OUR VALUE ADDED IN 2022

### HUMAN

Gender parity across our sites: **66 < X < 93**

**3,06%** of wage budget spent on training

**887** people trained at "l'École du verre"

Employee retention rate: **90.67%**

**Hours missed through illness** per million hours worked (TF1): **8.9**

### INDUSTRIAL

A unique position in the luxury bottle sector

**950** million bottles sold, including **200** decorated bottles: 72% spirits, 27% wines, 1% other

An integrated management system with **6** certifications

### INNOVATION

A catalogue containing **402** exclusive and versatile models (MDDS: Saverglass patented designs)

Almost **300** new products and **400** new designs created every year

**33%** of R&D projects devoted to limiting our environmental impact

### SOCIAL AND SOCIETAL

**13** Auteuil apprentices taken on to promote professional integration at Feuquières

**91.3%** of total purchases worldwide made with local suppliers (within Europe for facilities in France, within Mexico for Mexico)

**70%** of our buyers and assistants received responsible purchasing training in 2023

### ENVIRONMENTAL

**-11%** reduction in the carbon impact of producing one tonne of glass between 2009 and 2019

**9%** increase in the proportion of cullet used in our glass between 2015 and 2021

**77%** of our decorations made with organic ink and **100%** recyclable

**3%** increase in the number of bottles per pallet

Recycle rate for our pallets: **28%**





# OUR CSR PHILOSOPHY

↑ Industrial facility at Feuquières (France)

Saverglass has been keenly aware of the environmental challenges our industry faces since the early 2000s, not least the quantity of energy required to manufacture glass and the other ways our work might impact nature, as well as the social significance of matters of employment, safety and employee training. Over the course of two decades we adopted a succession of coherent, albeit isolated, actions (accident prevention plan, carbon accounts, developing organic inks, etc.).

Our efforts kicked up a gear in 2019 following the completion of our second carbon accounting exercise. The following year we published an ambitious strategy for the decarbonization of our business, and the restructuring of our CSR efforts around three core pillars:





# THREE QUESTIONS FOR THIBAUD BERTRAND, HSE AND CSR DIRECTOR



**“IT'S NOT JUST ABOUT TRANSFORMING THE WAY WE WORK; WE ALSO WANT TO SUPPORT OUR CUSTOMERS THROUGH THEIR OWN ECOLOGICAL TRANSITION.”**

## *What are the biggest factors shaping your CSR policies and initiatives?*

**Thibaud Bertrand:** We have to live up to the expectations of society as a whole - citizens, consumers, authorities, employees, governments, etc. - as well as the expectations of our customers. That means facing up to some very significant environmental and social demands. If we are to continue doing business, attracting investment and recruiting and retaining talent, then we need to adopt a credible and sincere policy in this domain. The expectations of our customers are also changing, rapidly and radically.

In the past, super-heavy, extra-white bottles were considered to be hallmarks of the luxury segment. In order to continue delivering premium products while meeting our ecological objectives, we have focused on adapting our industrial processes. That will continue to be a major priority over the coming years. But we are also working on adapting our products themselves. Talking about the weight of our bottles is no longer taboo. Quite the opposite, in fact, which is why we are aiming to become the industry leader for right weighting. Basically, our challenge now is not just to transform the way we work, we also want to support our customers through their own ecological transition.

## *What have been the biggest events or changes since the publication of the last version of the CSR report?*

**T.B.:** We've been well aware of our environmental and social responsibilities for many years now, but we've been going much faster and further since we finalized

our comprehensive strategy and began implementing our decarbonization plan. I think there are three major changes that are worth mentioning: in early 2023 we switched the electricity supply to our Mexican plant to nuclear power (i.e., carbon free), which has allowed us to cut global carbon emissions from the Group as a whole by 6%; second is the work being done to make our bottles lighter, which I just mentioned; and third is the low-carbon hybrid furnace project, with the first operational launch set for late 2023.

That will be the first time in the history of Saverglass that we update our glass manufacturing process to incorporate a new energy source!

## *How do you structure your work around the three CSR pillars?*

**T.B.:** All three are important for Saverglass, but it's true that we have chosen to prioritize the design and implementation of environmental measures.

Nonetheless, the perpetuation of knowledge, health and safety at work and our contribution to the economic development of our territories have long been integral elements of our corporate culture. We just needed a little more time to formally express those commitments and translate our social and societal ambitions into concrete objectives, something we did in 2022. For example, we decided to create a new post within the purchasing department devoted specifically to CSR. All of our teams will soon be undergoing CSR training, too.

Now that we have clearly defined our objectives, we can get on with implementing and reinforcing our efforts to attain them.

## ECOVADIS SILVER MEDAL

For the second year running, Saverglass received a silver medal from the annual EcoVadis evaluation. The evaluation focuses on four key areas (the environment, human and social rights, ethics and responsible purchasing), scoring businesses out of 100 and awarding medals to the strongest performers. The results also show how far we have come, climbing from a score of 20/100 in 2014 to 35 in 2019, 55 in 2021 and 60 in February 2023. Saverglass is now in the top 25% of all companies assessed by EcoVadis.

**“This improvement is the fruit of a genuine collective effort, and we're now aiming for a platinum medal in 2024, which would put us in the top 1% highest-scoring companies. To help us reach that goal, we have set up a multidisciplinary working group including members from HR, purchasing, the legal team and R&D.”**





# CSR ROADMAP

## IT'S ALL ABOUT NATURE

### Transforming our processes to reduce our carbon footprint

In order to contribute to the fight to curb global warming, and to reduce our environmental footprint, we are committed to developing a more sustainable glassmaking process.

1. Optimizing our usage of **raw materials and preserving resources**
2. Reducing our **indirect emissions**
3. Innovating to change the **way we work**
4. Reducing the **weight of our bottles**
5. Investing in **low-carbon furnaces**

#### 2035 TARGETS

**-50%**

CO<sub>2</sub> emissions from our industrial process (scopes 1 and 2)

**-32%**

Scope 3

## IT'S ALL ABOUT PEOPLE

### Guaranteeing the safety of our teams and sustaining our expertise

The objective of our social policy is twofold: to guarantee good working conditions - in terms of safety, pay, well-being and mobility - and to sustaining the wealth of know-how present within the Group.

1. Looking after the **health and safety of all colleagues**
2. Nurturing and **developing skills**
3. **Combining economic development with quality of life at work**
4. Increasing **diversity and equal opportunities**

#### 2025 TARGETS

**TF1 <1**

Hours missed through illness per million hours worked

**> 70%**

Proportion of employees completing at least one in-house training course

**> 80**

Gender parity index

## IT'S ALL ABOUT COMMUNITIES

### Supporting local development

As a growing business, we have a duty to participate, in our own way, to the sustainable development of the territories in which we are rooted.

1. Contributing to **local economies and societies**
2. Expanding our **responsible purchasing efforts**

#### 2025 TARGETS

**95%**

Local purchasing (by volume)

**100%**

Buyers trained in responsible purchasing

**60%**

Suppliers signed up to our CSR charter



# 30 YEARS OF COMMITMENTS

Key dates in the history of CSR at Saverglass:

<p><b>1999</b> Creation of "l'École du verre", our in-house training institute</p> <p><b>2004</b> Plan to reduce plastic packaging (cut by 3000 tons between 2004 and 2020)</p> <p><b>2009</b> First carbon accounts (-11% carbon emissions per tonne of glass produced 2009-2019)</p> <p><b>2018</b> Creation of the CORE committee (energy strategy committee)</p> <p><b>2021</b> Saverglass receives the EcoVadis silver medal (Top 25% of companies)</p> <p>Publication of our road map for decarbonizing our activity with milestones for <b>2035 and 2050</b></p>	<p><b>1993</b> First glassmaker to attain ISO 9001 certification</p> <p><b>2001</b> Launch of profit-sharing program for Group employees</p> <p><b>2008</b> Development of first organic inks</p> <p><b>2010</b> Accident rate reduced by 30% in five years</p> <p><b>2020</b> Completion of our second carbon accounting exercise</p> <p><b>2022</b> Decarbonization road map certified by SBTi (Science-Based Targets initiative)</p>
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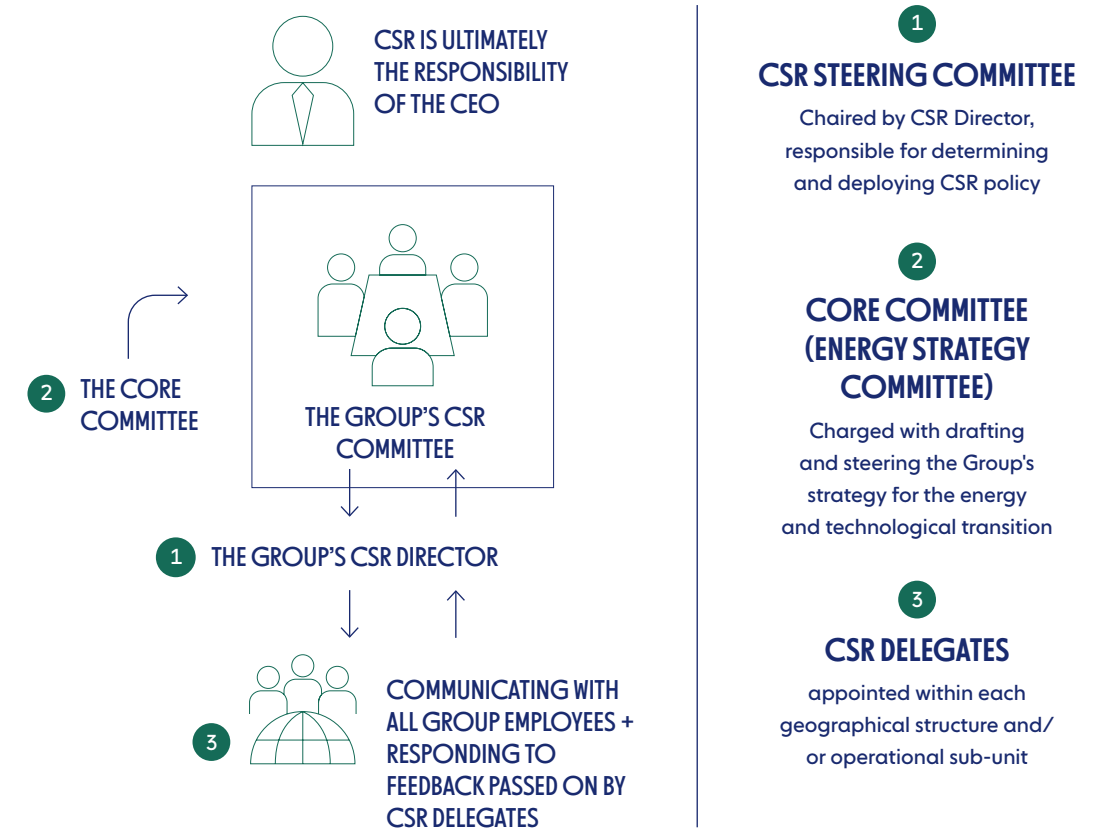
## SAVERGLASS AND THE UNITED NATION'S GLOBAL COMPACT

Saverglass signed up to the United Nations' Global Compact in 2016, and is committed to abiding by its ten core principles in defence of human rights, the environment, international labor standards and the fight against corruption.



# CSR GOVERNANCE AT SAVERGLASS

The drafting, oversight and implementation of our CSR strategy transcend departmental boundaries.



## CONTRIBUTING TO THE ATTAINMENT OF THE TEN SUSTAINABLE DEVELOPMENT GOALS

As defined by the United Nations, the Sustainable Development Goals (SDGs) set out a plan of action for achieving a better, fairer and more sustainable future for all. Saverglass is determined to contribute to the realization of these goals, with initiatives aligned with the ten SDGs most pertinent to our work.





↓ Vines in the Cognac region



# IT'S ALL ABOUT NATURE

## Transforming our processes to reduce our carbon footprint

Glass has two crucial advantages: It protects its contents perfectly, and it can be recycled indefinitely. However, the process of making glass - which involves melting raw materials at high temperatures - uses vast amounts of energy. In order to contribute to the fight to curb global warming, and to reduce our environmental footprint, we are committed to developing a more sustainable glassmaking process, in particular by limiting our CO<sub>2</sub> emissions and our impact on the air and water.







# CONTRIBUTING TO THE FIGHT AGAINST CLIMATE CHANGE

*Climate change is the world's most urgent environmental priority, the challenge we all have a duty to address. This is particularly true in Europe, where EU member states have committed to drastically cutting their greenhouse gas emissions by 2030 and achieving carbon neutrality by 2050.<sup>1</sup>*

*Reducing our carbon impact will have consequences at every stage in the value chain: from the choice of raw materials to the shipping of finished goods, not to mention our industrial processes.*

1. The target is to reduce emissions by at least 55% by 2030, compared with their 1990 level

## DECARBONIZING OBJECTIVES 2035 (COMPARED WITH 2019 FIGURES)

**-50%** Emissions from our industrial process (scopes 1 and 2)

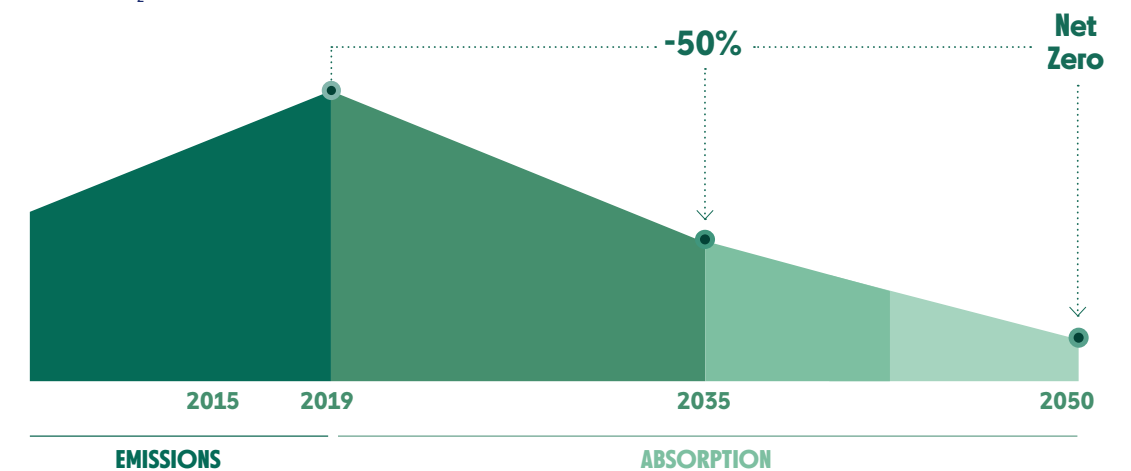
**-32%** scope 3

## AN AMBITIOUS PLAN TO DECARBONIZE OUR ACTIVITIES

Our first carbon accounting exercise, assisted by Carbone 4, dates back to 2009. Ten years later, with the help of the same company of experts, we conducted another thorough review of our CO<sub>2</sub> emissions with two objectives in mind: firstly, to observe the concrete impact of our first effort to reduce emissions - the carbon emitted per tonne of glass produced fell by 11% in the decade 2009 - 2019 — but also to support the creation of an even more ambitious decarbonization strategy for 2035 and 2050. It set out a roadmap a road map and objectives that received the SBTi (Science-Based Targets initiative) seal of approval this past November 2022.

### SAVERGLASS' CARBON EMISSIONS REDUCTION TRAJECTORY FOR 2050

(tons of CO<sub>2</sub> emitted per tonne of glass produced)



### SCIENCE-BASED TARGETS (SBTi)

A coalition of international organizations working to defend the climate and the environment: CDP (Carbon Disclosure Project), UNGC (United Nations Global Compact), WRI (World Resources Institute) and WWF (World Wide Fund for Nature). Its goal is to support and certify business initiatives aimed at reducing carbon emissions and meeting the target, enshrined in the Paris Climate Agreement, of keeping global warming below 2 °C.

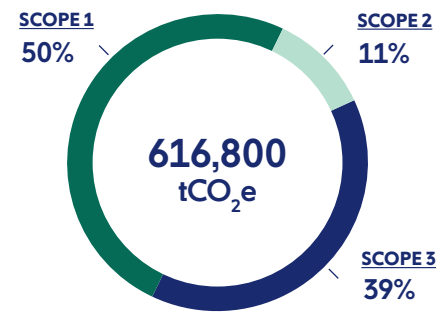




## OUR CARBON ACCOUNTS FOR 2019

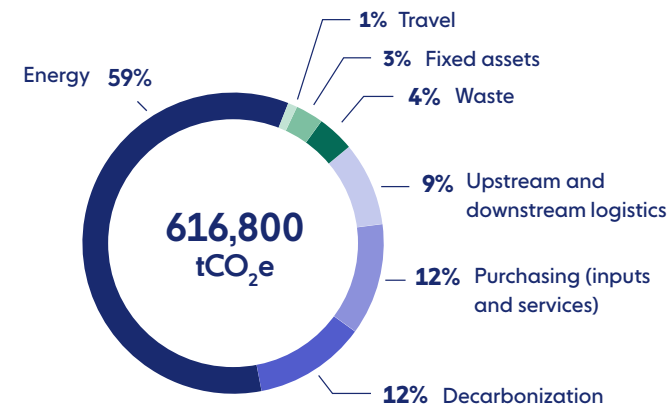
### CO<sub>2</sub> EMISSIONS BY SCOPE

(tCO<sub>2</sub>e % of overall emissions)



### CO<sub>2</sub> EMISSIONS BY SOURCE

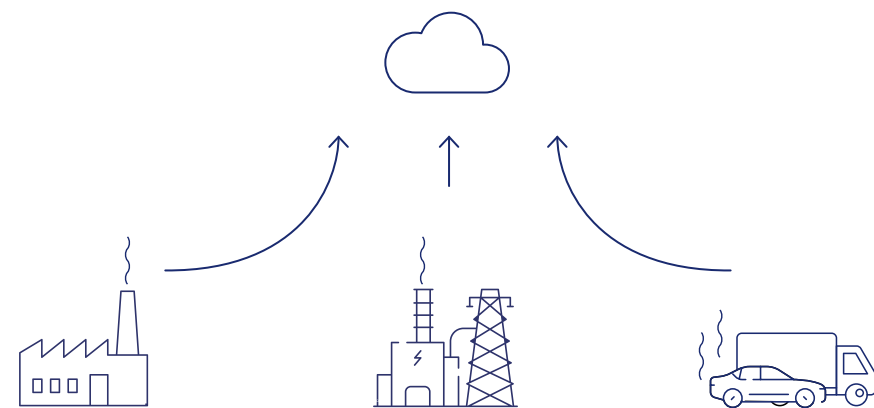
(tCO<sub>2</sub>e % of overall emissions)



Our biggest source of CO<sub>2</sub> emissions is the energy we consume in order to make glass (59%). While half of these emissions fall within Scope 1 (50%), Scope 3 also accounts for a large part (39%). That is why our decarbonization strategy extends to all emissions.

### SCOPES 1, 2 & 3: BRIEF RECAP OF THE EMISSION CATEGORIES

These scopes correspond to the different categories of greenhouse gas emissions attributable to businesses.



#### SCOPE 1

**Direct emissions** from the company's manufacturing and other activities (industrial processes, buildings, vehicles, etc.)

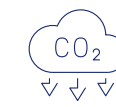
#### SCOPE 2

**Indirect emissions** from the energy produced to power the company (primarily the GHG emissions linked to electricity production)

#### SCOPE 3

All other forms of **indirect emissions** (raw materials, transportation of goods, waste, employee travel, etc.)

## HOW CAN WE ACHIEVE NET ZERO CARBON EMISSIONS?



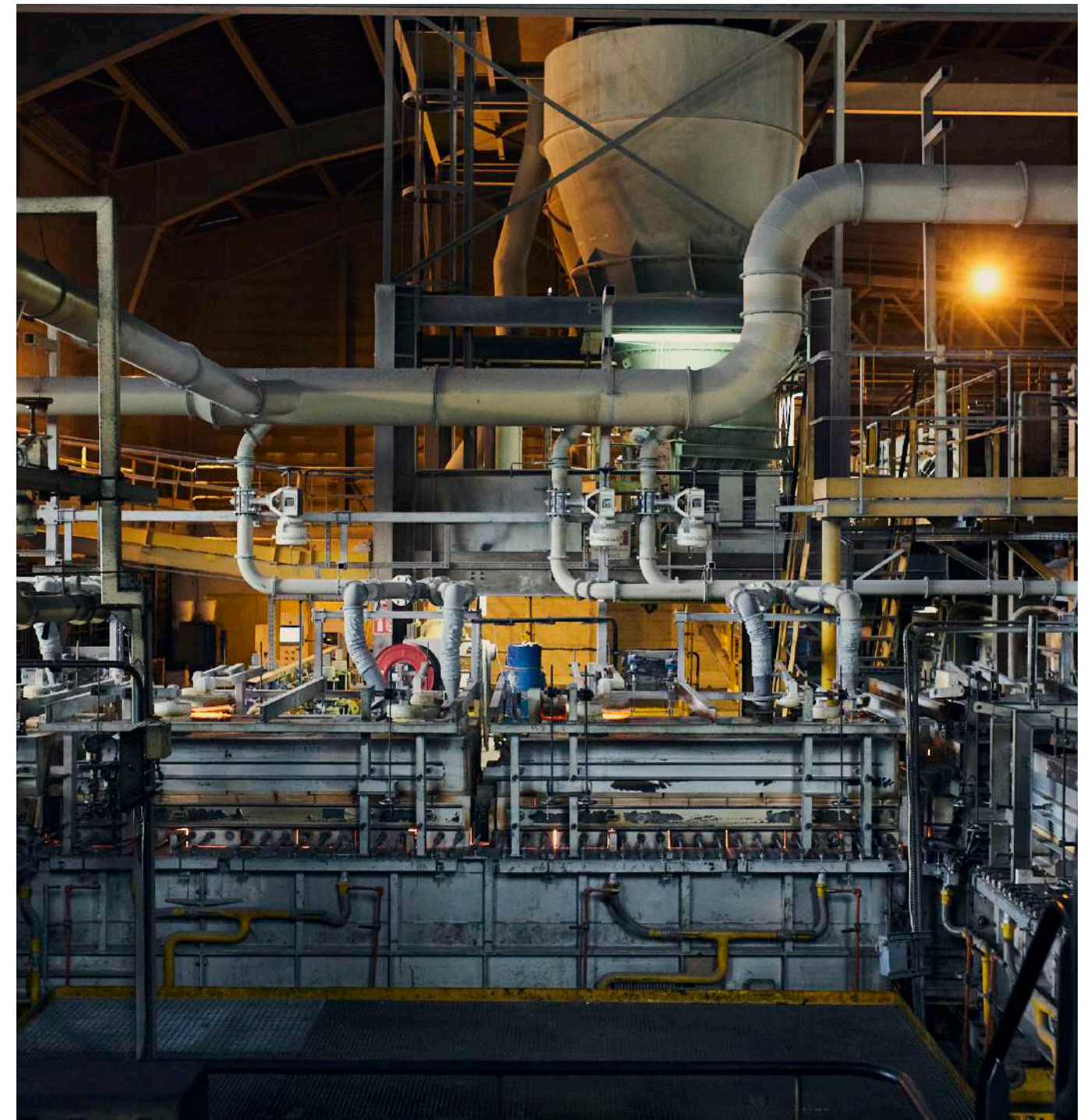
**By fundamentally transforming** our industrial process and incorporating groundbreaking glassmaking technologies to reduce CO<sub>2</sub> emissions



**By plotting** a decarbonization road map for our entire value chain (Scopes 1, 2 & 3)



**By neutralizing and/or offsetting** residual emissions through CO<sub>2</sub> capture technologies and the use of renewable resources



↑ Feuquières factory (Oise)



→ LEVER 1

# OPTIMIZING THE USE OF RAW MATERIALS AND SAVING NATURAL RESOURCES

Two major actions, upstream and downstream of the process, allow us to save natural resources and energy, while also facilitating recycling: our use of cullet, and our organic decorative materials. At the same time, we are always looking to explore new measures with the potential to optimize our use of resources.

## WHAT RAW MATERIALS GO INTO OUR GLASS?

Traditionally, glass is made with sand, limestone and sodium carbonate. This mixture is melted down at extremely high temperatures. Since glass can be recycled indefinitely, we have already replaced a certain proportion of our raw ingredients with cullet, essentially glass shards from recycled sources. In 2022, Saverglass used 73.3% cullet in our colored glass.

## THE ADVANTAGES OF CULLET

The primary benefit is obviously the fact that we are using recycled material rather than extracting more virgin raw materials from the earth. The second is of a technical nature: the fusion point of cullet is lower than that of our traditional mix of raw materials, enabling us to use less energy and thus to reduce our greenhouse gas emissions. Saverglass endeavors to use as much cullet as possible, bearing in mind that the supply is dependent upon the rate of glass recycling -which still has room for improvement in Europe - and assignment criteria which vary from one country to the next. In France, for example, available cullet is distributed among glassmakers on a region-by-region basis. In Belgium, on the other hand, it goes to the highest bidder.

**73.3%**

Percentage of cullet used in our colored glass in 2022

**90%**

Percentage of cullet used in colored glass produced in our factory at Ghlin, Belgium

**250 TO 350 KG OF CO<sub>2</sub>**

saved by using 1 ton of cullet instead of 1 ton of virgin raw materials

**80.1%**

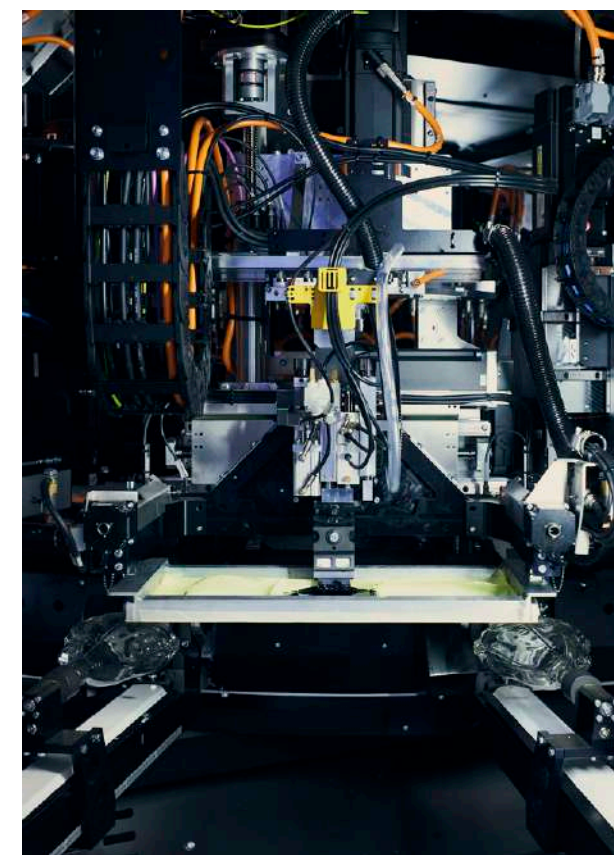
Glass recycling rate in Europe in 2021\*

\* Source: Close the glass loop - 2021 data



## EXTRA-WHITE GLASS: A SPECIAL CASE

The superior shine and transparency of extra-white glass, showing off the product within, are highly prized in the premium spirit sector. But that exceptional quality comes at the cost of certain production constraints which severely limit the amount of cullet we can use. That is largely because cullet generally contains iron, which does not give the required level of transparency. Extra-white cullet is extremely rare in Europe. Nonetheless, Saverglass is always searching for solutions. In our Alphaglass factory in Arques, for example, a pilot project is underway with a local cullet supplier which has so far enabled us to use 6% cullet in extra-white glass.



↑ Internal mechanism of a decorating machine

## OUR ORGANIC DECORATIVE TECHNIQUES

A pioneer in this field since 2005, Saverglass' Organic Color Play range allows us to decorate bottles using inks and varnishes made from organic ingredients. Not only does this process provide us with a very broad pallet of high-quality colors, it also has considerable health and environmental benefits compared with traditional printing methods. First and foremost, these organic decorative materials contain no heavy metals. They also allow for considerable energy savings, as they do not demand high-temperature baking at 650°C (like enamel): they simply require polymerization at the much lower temperature of 165°C. Last but not least, they ensure that the bottles remain 100% recyclable.



**ZERO** heavy metals

**77%** of Saverglass decorated bottles made with organic inks in 2022





→ LEVER 2

# REDUCING OUR INDIRECT EMISSIONS

Our commitment to reducing CO<sub>2</sub> emissions encompasses the whole of our value chain, including the Scope 3 emissions which account for 39% of our total carbon footprint. Our efforts on this front are focused primarily on raw materials (cf. Lever 1), logistics and transport.

2025 TARGETS

Packaging reduced by **10%** (Since 2019) and 40% of pallets recycled



## OPTIMIZING PACKAGING AND LOADING

Logistics (upstream and downstream logistics) accounted for 9% of our CO<sub>2</sub> emissions in 2019. In order to reduce this impact we are working across multiple fronts, at the Group level and within each site:

- **The sleeves in which we pack our bottles:** we have already reduced their thickness (saving almost 200 tons of polyethylene per year) and they now contain 30% recycled materials (thanks to our plastic collection scheme).
- **Shipping pallets:** in France, Belgium and Mexico, pallets are picked up from our clients, sorted, repaired where necessary and reused.
- **Pallet loading:** on average, the number of bottles per pallet was up by 3% in 2022 (from 2019), which adds up to 27,000 fewer pallets, the equivalent of around 1,000 truck loads.

**JUNE 2022**

Introduction of a new system for collecting plastic waste in our factories and from our clients, allowing us to recycle around 500 tons per year to be reused to make sleeves

## LOCAL SOLUTIONS FOR A GLOBAL OBJECTIVE

Solutions for reducing CO<sub>2</sub> emissions may differ from one site to the next, in response to the nature of customer demands, expected environmental benefits and local constraints. For example, thermoformed packaging allows us to arrange the bottles in a staggered pattern, increasing the number of bottles per layer by an average of 7% while cutting the weight of packaging used per pallet in half. Nevertheless, this solution requires us to invest in special machinery and is only environmentally advantageous if we are able to retrieve and recycle the packaging, which is not easy with exported products. As a result, this solution is only used at our French facilities.

In Mexico, meanwhile, although our trucks can theoretically carry as many as 30 pallets, US regulations impose a maximum load of 19.6 tons for road haulage, equivalent to around 25 pallets of our heaviest bottles. Our Mexican team has found a way of optimizing the loading of each truck, mixing heavy and light products by cross-referencing key data (weight, quantity available, delivery date, urgent requests, etc.). In 2022, the average load carried by trucks was between 27 and 28 pallets, two to three times more than 2021, amounting to a saving of around 40 trucks each year.

Finally, since April 2022 our US office in Kentucky has been sending out samples in packaging which contains zero plastic and is thus easier to recycle: the sellotape has been replaced with paper adhesive which sticks when moist, the bubblewrap has made way for dimpled wrapping paper, and our decorated bottles are shrouded in crepe paper. In 2023, this new system was expanded to the US office in California.





### TRANSPORT: OUR INVOLVEMENT WITH FRET 21

In 2023 Saverglass signed up to the Fret 21 program, an initiative co-coordinated by ADEME and the AUTF (Association of Freight Users) aimed at helping freight clients to better incorporate the environmental impact of their shipping operations into their overall sustainable development strategies. The Fret 21 plan of action is built upon four pillars: optimizing load rates, distances, modes of transportation and responsible purchasing from approved suppliers.

Saverglass' fleet of vehicles in Europe is  
**100%**  
electric or hybrid

#### OBJECTIVE FOR 2025

**-10%**  
fewer greenhouse gas emissions  
than in 2023



**33%**  
Of R&SD  
projects devoted  
to sustainable  
development  
in 2022

#### → LEVER 3

## ALWAYS INNOVATING TO DECARBONIZE OUR ACTIVITIES

Saverglass has always been defined by its capacity for innovation. In that spirit, we see the environmental challenges we face not only as ethical obligations, but also as opportunities for reinvention. In December, our R&D department was reborn as the Research & Sustainable Development Division (R&SD).

#### CONTRIBUTING TO COLLECTIVE INTELLIGENCE

Saverglass is a regular contributor to collective projects involving laboratories and other glassmakers, working to advance the cause of knowledge and make our processes more sustainable. Recent research projects have focused on:

- **decarbonized raw materials** (GT 37 project with CelSian, completed in 2022);
- **the use of low-carbon energy sources** in the glass fusion process (Vercane project, completed in 2022);
- **hydrogen combustion** (H2 project, in progress);
- **how electrodes respond** when they come into contact with glass (GT38 project with CelSian, set to launch in late 2023).

#### RESEARCH & DEVELOPMENT PRIORITIES AT SAVERGLASS

Much of our attention, and our financial investment, has been devoted to designing low-carbon furnaces and slimming down our bottles, but we are always exploring other subjects too. For example, we have projects running in 2023 focusing on topics such as:

- **carbon capture** (in partnership with GRDF) at our Tourres factory, Le Havre;
- **the use of biomethane** at our Feuquières plant;
- **the use of hydrogen**, also at Feuquières, where tests will soon be conducted using 20% hydrogen instead of methane gas;
- **the creation of a new eco-design tool** for use by our customers when creating bespoke bottles, providing details of the environmental impact of each aesthetic option.



→ LEVER 4

## REDUCING THE PRODUCTS' WEIGHT

Saverglass has ambitions of becoming the industry leader in right weighting. But what is the “right” weight? In our opinion, it's the weight which strikes the perfect balance between aesthetic excellence and responsible use of materials. It is worth noting that this parameter has very little influence on our own carbon footprint, which we measure in CO<sub>2</sub> per tonne of glass produced, irrespective of the weight of individual bottles. However, it has a big impact on the carbon footprint of our customers and that of our sector as a whole, and is thus an important way of contributing to the overall environmental performance of the industry.

### DIGITAL SIMULATION: A PRECISE, COLLABORATIVE PROCESS

We have developed a specialized digital simulation tool which is now integrated and used by all of Saverglass' development teams. This new tool has enabled us to break new ground and make our products lighter than ever before, with bottles now weighing anywhere between 10 and 30% less than they used to. Digital simulation can also be used directly in the design of

new products in our development workshops. Mastering this tool has also allowed us to improve productivity - the estimates used in the design phase are now more accurate, requiring fewer adaptations when preparing for manufacturing runs - as well as the quality of our products (aesthetics, thickness, complex geometric forms).



→ LEVER 5

## INVESTING IN LOW-CARBON FURNACES

This is the primary focus of our research and investment, as we seek to cut our carbon emissions by 50% by 2035, keeping our environmental promises.

### TOWARDS THE GLASSMAKING PROCESS OF THE FUTURE

In its current form, and across the industry as a whole, the process of making glass consumes too much energy. At Saverglass, that is partly because our existing furnaces are very large (capable of producing up to 500 tons per day). They need to be heated to extremely high temperatures using gas, and cannot run on electricity alone, unfortunately, as electricity can come from carbon-free sources.

Our road map for the future thus comprises several phases: to begin with, we will switch to a new energy mix (gas + electricity) which is compatible with our existing equipment and processes. The percentage of low-carbon energy we use (nuclear and/or renewable) will increase over time, as we continue to experiment and master the technical aspects of the transition. Our ultimate goal is to invent a hybrid furnace capable of running on 80% electricity.

Since January 2023, the electricity used in our Mexico factory has come from the

**NUCLEAR GRID**

This alone has allowed us to reduce the total CO<sub>2</sub> emissions of the Saverglass group by

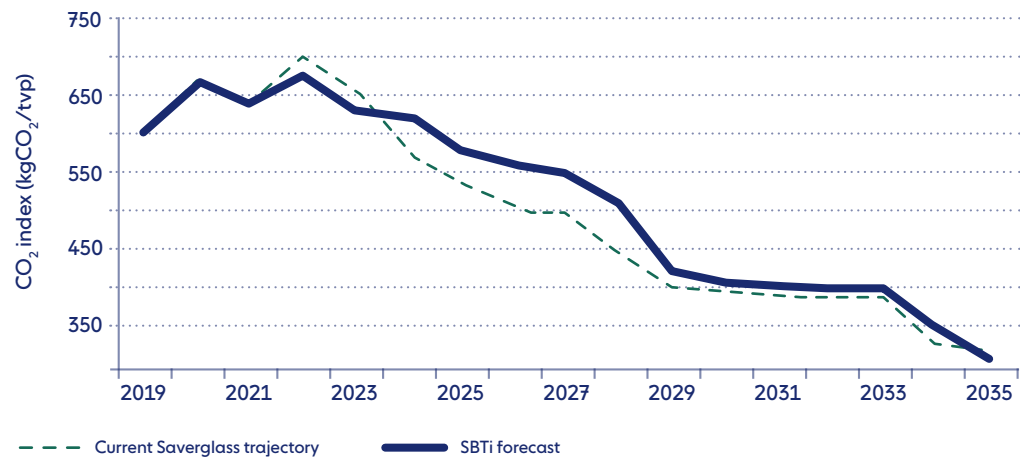
**6%**



### CARBON TRAJECTORY PROGRESSING FASTER THAN ANTICIPATED

#### COMPARATIVE TRAJECTORIES TO 2035

(kgCO<sub>2</sub>/tvp)



--- Current Saverglass trajectory    — SBTi forecast

By the end of 2023, for the first time in Saverglass' history, Furnace 5 at the Feuquières factory will run on **30%** electricity

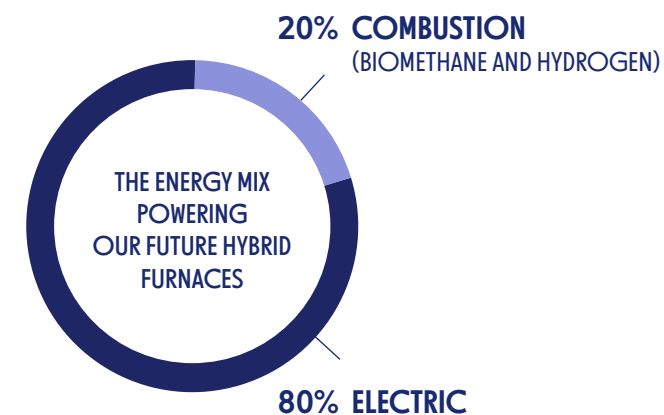


### TARGET: A SUPER-HYBRID NET ZERO FURNACE

100% electrically-powered fusion is not a viable option for our business, which requires large capacity furnaces (urning out up to 500 tons per day).

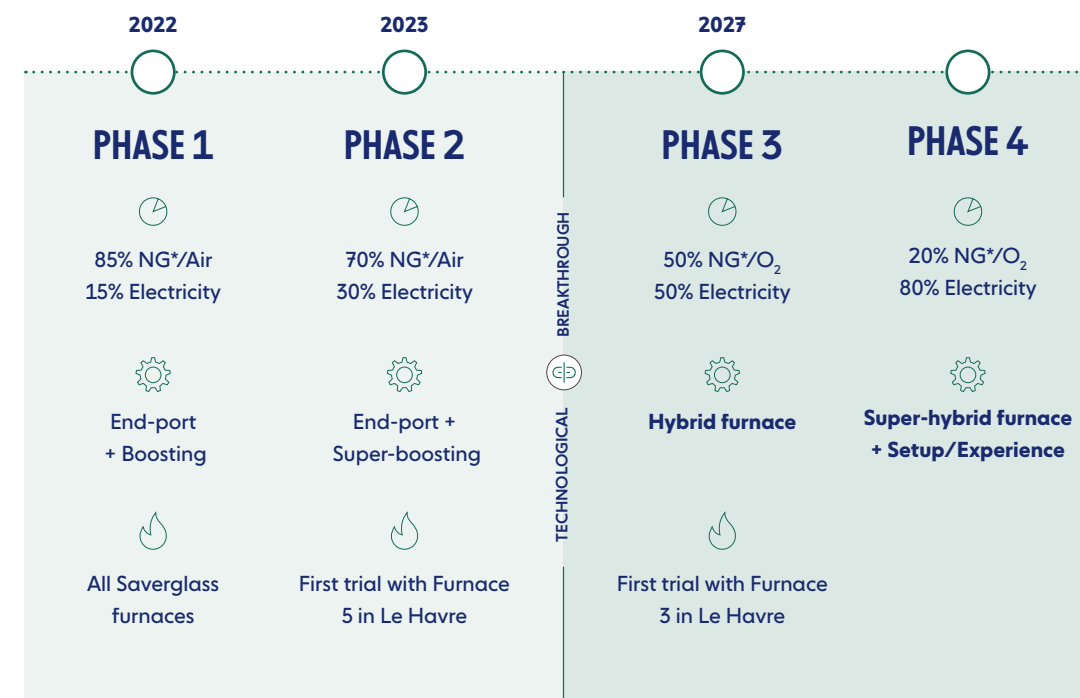
In order to maintain our production capacities - as well as the quality, flexibility and safety of our processes - we are investing in hybrid solutions.

Hybrid furnace technology is not yet mature, which is why we are taking things one step at a time.



### HYBRID FURNACE DEVELOPMENT

An investment strategy between now and 2037 has already been put in place, with the goal of replacing all of our existing furnaces with low-carbon hybrid furnaces (Phase 3).



\* natural gas    ⚙️ Hybridation ratio    ⚙️ Technical solution    🔥 Furnaces



# CHRISTOPHE MORIN, PURCHASING DIRECTOR FOR THE BOLLINGER GROUP

Bollinger is a family-owned, independent group specialising in Champagnes, wines and super premium spirits. Saverglass has been Bollinger's bottle supplier for over twenty years.



**“WE EACH HAVE OUR OWN BUSINESS: WE'RE IN THE WINE BUSINESS, AND SAVERGLASS IS IN THE GLASS BUSINESS. TOGETHER, WE HAVE THE CAPACITY TO HAVE A GLOBAL VISION FOR THE SECTOR.”**



**Christophe Morin**  
Purchasing Director, Bollinger Group

*How would you describe the relationship between Bollinger and Saverglass, and what are your criteria when selecting suppliers?*

**Christophe Morin:** For us as winemakers, bottles - or packaging materials - are crucially important. That's why we like to form long-term relationships with our suppliers - or, as I prefer to call them, our partners. Bollinger has been working with Saverglass for over twenty years now. As for how we select products, if you had asked me that question a decade ago I would have told you that there were two criteria: quality and price. But times have changed, and other factors have come to be just as important: logistics - we need the bottles in the right place at the right time - innovation, which is essential in a traditional, resource-hungry industry like ours, and of course CSR, which goes hand in hand with innovation. The relative importance of those criteria varies over time, and I think it's safe to say that CSR is going to become even more important in the future. Bollinger has already stopped working with certain suppliers who don't share our 360° vision of the industry.

*What do you expect from your partnership with Saverglass?*

**C.M.:** We need to put our heads together and think about the future trajectory of our sector, to reduce our environmental impact. But each to his own profession: we make the wine, Saverglass makes the glass. And we really need their expertise in this complex industry.

Not only do our bottles and their end-of-life handling account for 30% of our carbon footprint - a substantial

proportion - but they are also very important from a marketing perspective. And since our product spend several years aging in our cellars, the choices we make today will have repercussions further on down the road, so we need to be prudent. Our Champagne Blanc de Blanc is a good case in point, spending an average of seven years in our cellars: how will our consumers, who are used to seeing extra-white bottles, react a few years from now if the product suddenly arrives in green bottles? Bearing in mind that some of our distributors - particularly in Canada and Northern Europe - are already asking for more environmentally responsible bottles. Another key issue is whether or not to make the bottles lighter. That has an impact on our carbon footprint, which is not to be sniffed at, but it is a relatively small difference. But it does require us to make certain changes to the way we work in the cellars. Basically, none of these issues can be considered in isolation. It's a message I keep on repeating with my team: we need to adopt a 360° vision of the sector which includes the glassmaking process.

*On a more general level, how do you reconcile luxury and CSR?*

**C.M.:** It's true that some of the hallmarks of the luxury sector may seem somewhat incompatible with environmental responsibility, but unlike certain sectors where price is everything - regardless of the consequences - we are lucky enough to be in a business where what counts is the right price and the right quality. That gives us more room for manoeuvre when it comes to incorporating the CSR dimension, and striving to be greener.

**“It is essential that we share the information we have at our disposal with our customers, so that they can make their own strategic and technical choices. We know, for example, that making a bottle 10% lighter can cut its carbon footprint by 3%. That's not insignificant, but it's clearly not enough. That's why we are so committed to low-carbon hybrid furnaces, which we believe represent the best way to significantly reduce the environmental impact of glass manufacturing. As for the rest, we need to work together to imagine new ways forward.”**

**Thibaud Bertrand**  
H&S and CSR Director, Saverglass







# REDUCING OUR IMPACT ON OUR AIR AND WATER

↑ Rainwater retention basin at Feuquières (France)

*Alongside our efforts to reduce the group's carbon dioxide emissions, we are also committed to reducing our environmental impact on a broader scale, lowering all emissions linked to our activities and limiting our water consumption.*

## A SUSTAINABLE DEVELOPMENT WORKING GROUP FOR OUR DECORATIVE SERVICES

In 2021, a life cycle analysis (measuring the impact of a product from raw materials right through to the end of its life cycle) of our bottle decoration process enabled us to identify a number of areas for improvement, particularly with regard to water consumption and the acid frosting process. We will be conducting further tests in 2023, with a view to reducing our water consumption by 70%.

## POLISHING: REDUCING WASTE WATER

Our three polishing sites are now equipped with the same innovative system, developed by Saverglass at the Coulommiers factory in 2011. Using technological advances to reduce both pollution and the volume of water required for rinsing, this system allows us to reduce the environmental footprint of waste water from polishing by 90%.

**60%**

of water used at the Feuquières factory is rainwater

### TARGET FOR 2025:

**-3%**

in the Group's water consumption

## REDUCING SMOKE AND AIR POLLUTION

Saverglass' furnaces are all fitted with regenerators capable of recovering energy from smoke, along with the very latest technological solutions for limiting the environmental impact of the smoke released into the atmosphere. Over the past 20 years, our emissions of NO<sub>x</sub>, SO<sub>x</sub> and dust have all fallen significantly.

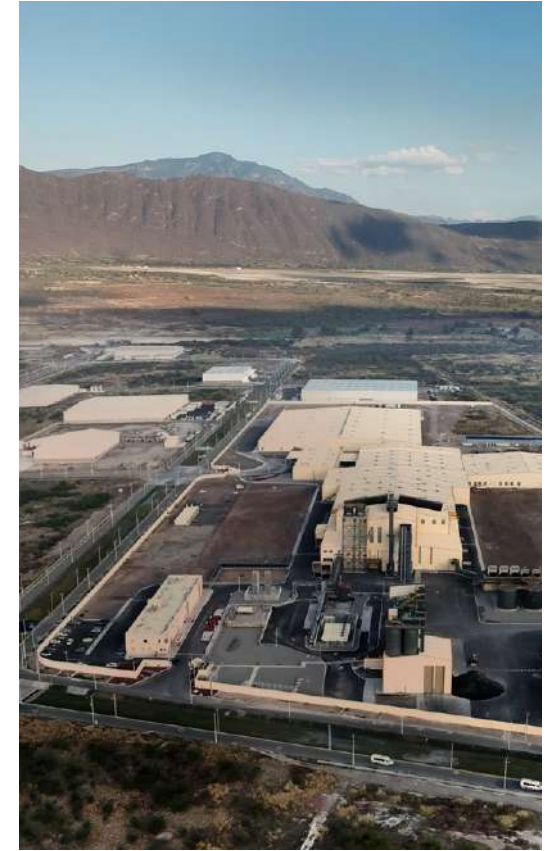
Since the summer of 2022 the Arques factory has been equipped with a smoke filtration system which removes nitrogen oxides from the air pumped out into the atmosphere. It works by using ammonia, which reacts with the nitrogen oxides to form water and nitrogen.

This technology, known as DeNox, took six months of research and one year of trials to perfect, at a total cost of 1 million Euros. It has allowed us to significantly reduce air pollution, cutting emissions by a factor of two or three.

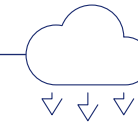
### TARGET FOR 2025

**-10%**

NO<sub>x</sub> emissions (compared with 2019)



↑ Acatlán de Juárez plant, Mexico



**NO<sub>x</sub>**

**-50%**

The installation of low-NO<sub>x</sub> burners has enabled us to slash our nitric oxide emissions in half

**SO<sub>x</sub>**

**-75%**

Thanks to the installation of electrofilters on our furnaces

**DUST**

**-90%**

Thanks to the installation of electrofilters on our furnaces

### TARGETS FOR 2030

**-10%**

dust emissions (compared with 2019)

**-10%**

SO<sub>x</sub> emissions (compared with 2019)





# IT'S ALL ABOUT PEOPLE

## Guaranteeing the safety of our teams and sustaining our expertise

The success of the Saverglass group depends upon the skill and commitment of all our employees, across all of our facilities and subsidiaries around the world. The objective of our social policy is twofold: to ensure the best possible working conditions - in terms of safety, pay, well-being and mobility - and to perpetuate the wealth of know-how present within the Group.







# LOOKING AFTER THE HEALTH AND SAFETY OF ALL COLLEAGUES

*Saverglass' core business is essentially a heavy industry. Our most fundamental goal is to ensure that our colleagues are able to do their jobs in the safest possible conditions. This commitment to health and safety at work has long been an integral part of our company culture.*

Hours missed through illness per million hours worked in 2022 (TF1)

**8.9**

Objective for 2025: TF1 <1

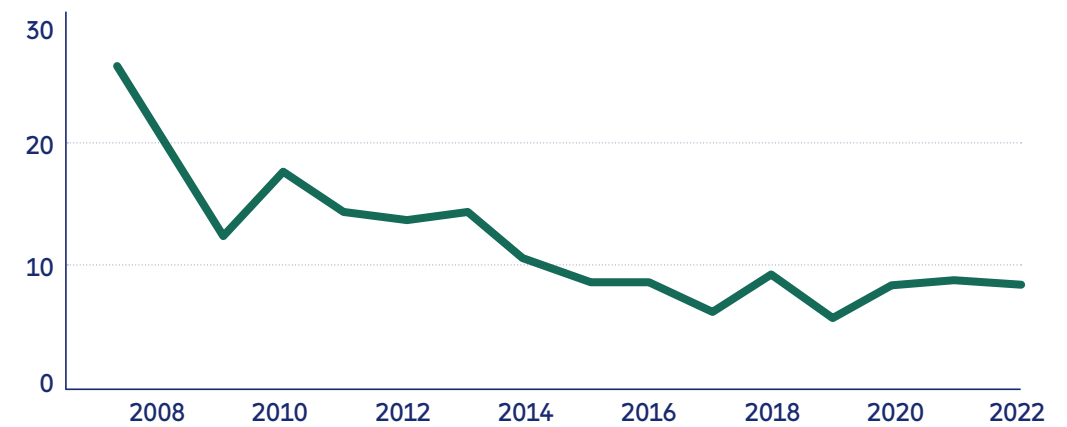
## A CULTURE OF SAFETY

Our efforts to guarantee the safety of our teams and prevent workplace accidents take numerous, complementary forms: applying increasingly stringent safety standards, regularly updating our equipment, and holding regular awareness-raising and training sessions on safety matters. In 2022, we focused our efforts in three key areas: greasing molds and changing components on our forming machines, safety during in-house maintenance operations, and recording details of accidents.

In order to further strengthen our safety policy across the Group as a whole, in 2022 we founded the Saverglass Safety Committee. This is a means of reiterating the

fundamental importance which we attach to safety, as well as addressing the fact that safety performance varies from one site to the next, an unsatisfactory state of affairs. If the Ras al-Khaimah (RAK) plant in the United Arab Emirates can go for three whole years without recording a single work-related accident leading to time off work, then we believe that it can be done elsewhere too. The Safety Committee is composed of factory managers, safety coordinators and representatives of head office. It sits monthly. We now have the targets, resources and strategies in place for each site to move towards a future with zero accidents.

## WORKPLACE ACCIDENT RATE (TF1) 2017-2022



↑ Cutting open a bottle to check the evenness of the glass



**“SAFETY NEEDS TO BE A PRIORITY FOR EVERYBODY. MAKING THAT A REALITY ACROSS ALL OF OUR FACILITIES IS ABOUT MAKING SURE THAT OUR COLLEAGUES GET HOME SAFE AND SOUND EACH DAY.”**

**Thierry Paresys**  
Director of Operational Excellence

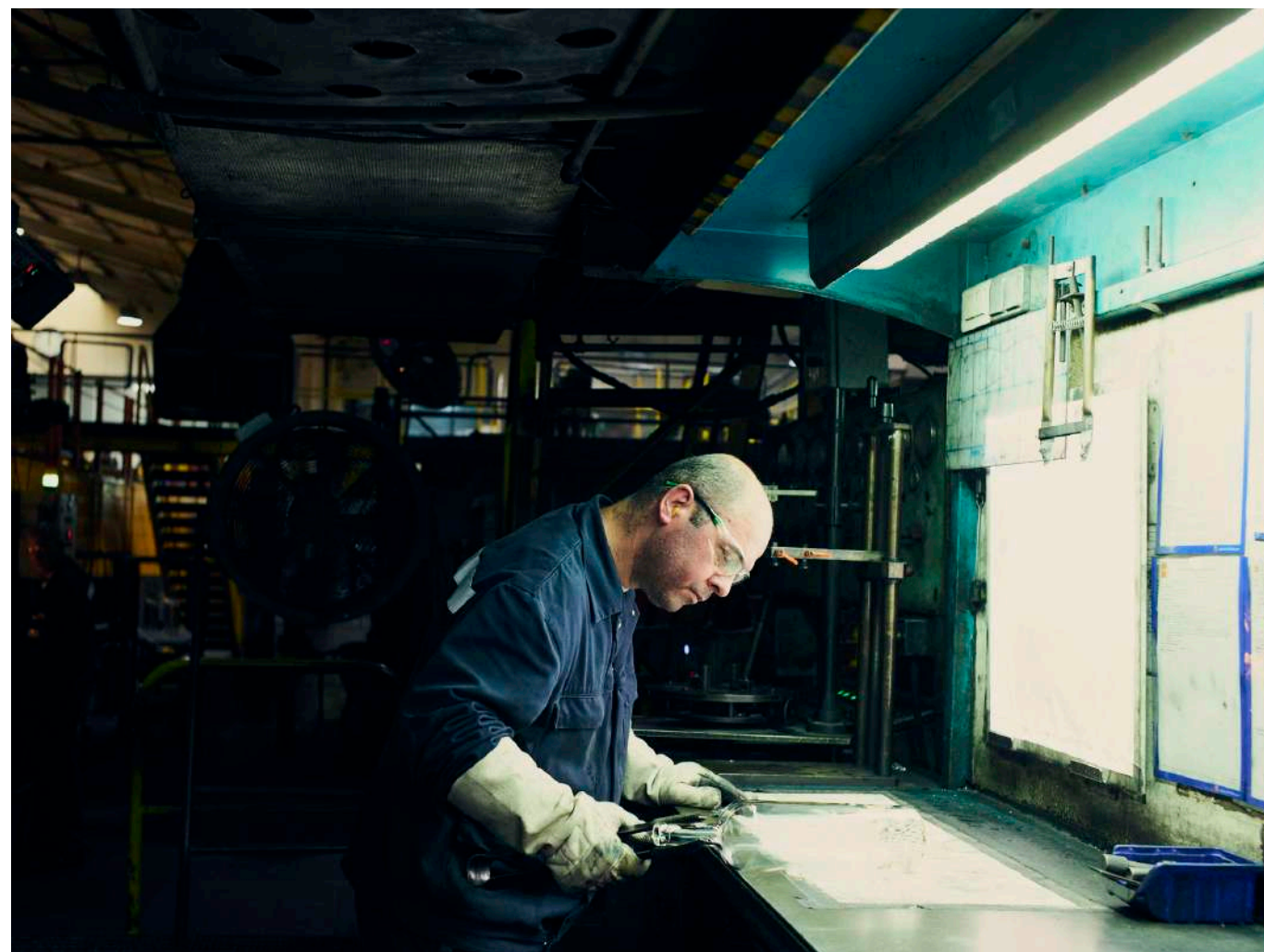
**ERGONOMIC ANALYSIS OF WORK STATIONS**

We are firmly convinced that comfort at work is good for both health and safety. We have therefore conducted ergonomic analyses in various departments at the Feuquières facilities: mold-making, IS workshop (bottle shaping machines), coating production and printing. These studies start by filming and observing the working positions and movements of our teams, in the presence of an ergonomics specialist: how do we move pallets? How do we turn handles? What is the correct posture for each operation? The ergonomics expert then makes detailed measurements, before submitting a summary analysis along with recommendations on how to do better. These recommendations may include changing

certain habits - e.g., walking down the stepladder instead of jumping - or introducing new tools and equipment, such as posture-support braces.

**LATE CAREER ADJUSTMENTS**

Many of our employees in France have spent their whole professional lives with Saverglass. Since 2021, we have introduced a range of adjustments to the working conditions of employees over the age of 60 who have worked on the production side of the business. The aim? To keep people who have done physically demanding jobs in employment, in the best possible working conditions.



↑ Quality control



**NURTURING AND DEVELOPING SKILLS**

*There are several priorities in play here, and happily they are mutually beneficial: on the one hand, Saverglass needs to maintain and perpetuate its glassmaking expertise, by training and recruiting new talent; on the other hand, we want to make sure that the people who already work for the company continue to develop and acquire new skills, an important source of motivation.*

**3.06%**

Percentage of wage budget spent on training in 2022

**Objective for 2025: 3%**

**74%**

Employees completing at least one in-house training course in 2022

**Our target initially set for 2025 was already attained this year**

**3.82%**

Apprentices as a proportion of total headcount 2022

**Objective for 2025: 6%**



## A WELL-ESTABLISHED CONTINUING EDUCATION POLICY

Whether you are a new recruit or someone who has worked for the Group for decades, access to further training is a central pillar of the Saverglass HR policy. Training is what enables us to preserve and nurture skills at all levels, at all of our sites in France and around the world.

This is reflected in the four priorities of our annual training strategy:

 <p>Transmitting knowledge and managing skills</p>	 <p>Responsiveness at every level</p>	 <p>Nurturing innovation</p>	 <p>Internationalization</p>
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## MORE INCENTIVES FOR PROFESSIONAL MOBILITY IN 2022

In March 2022, Saverglass established a Mobility Committee. But what for? To clarify and accelerate the career progression of our employees. Made up of HR and operational managers, the committee meets every six weeks to look at current vacancies, applications and transfer requests submitted by employees. This proactive approach is a source of motivation for employees and applicants alike.

“When I joined Saverglass at the age of 21 I started out as a packing operator. I still had so much to learn. I then went on to become a forklift operator, then in 2020 I had the opportunity to apply for a senior warehouse position. It’s a job with a lot of responsibility, and a lot of autonomy. The opportunity came along at the right time, because I was starting to feel like I’d had enough after 16 years on the cold end. I’m 39 now and I know that there will be other opportunities to come. I still have a long career ahead.”

**Yannick N.**  
Warehouse worker, Le Havre

“I started out at Saverdec in 2002 as a temp worker, a packing operator on the very first rung on the ladder. Since then I’ve kept moving up: deputy inspector, inspector, then deputy team leader and now team leader. I certainly had ambitions when I arrived here, but I didn’t think I would make it so far. When I took up my new job I started out by doing stand-ins with all three shifts (mornings, afternoons and nights). I had some experience of management from my time as deputy, and then I’ve also been trained on the job, especially by shadowing the night shift. I’m only the second woman to become team leader in the history of Saverdec, but that wasn’t what made the difference. I showed what I was capable of, that’s what really matters.”

**Françoise G.**  
Team leader, Saverdec

“I started out as an operator at the Le Havre plant. I soon took a keen interest in the digital side of the job, and mold design. My bosses spotted that and, to my surprise, they suggested that I become a drafter in the mold design office. Seven years later, when the workshop manager was about to take retirement, I put in an application and was chosen to take his place. I spent six months shadowing him, and undergoing extra management training. A lot of our new colleagues join us via internal mobility opportunities. When somebody comes in with the right attitude, they fit in right away and it really helps the team spirit.”

**Marc L.**  
Line Manager in the mold workshop, Le Havre

## PARTNERSHIPS WITH SCHOOLS

Saverglass has formed partnerships with various schools and universities in the French regions where we are based, including the Université de Technologie in Compiègne, ICAM in Lille, the “Ecole de Céramique” in Limoges and the Neoma business schools of Rouen and Reims. These partnerships involve financial contributions as well as internship opportunities for students, in France and overseas.

## OUR SCHOOL OF GLASSMAKING AND DECORATING

Traditionally, glassmaking know-how was passed down directly from master glassmakers to the next generation, meaning that there was no formal institution where these skills were taught. To fill that gap, Saverglass founded its own school of glassmaking in 1999, followed by an institute for glass decoration in 2017. In the intervening years we have trained 1,912 new experts in our craft.

**148**  
training sessions



## QUALIOPi CERTIFICATION: OFFICIAL RECOGNITION

On 21<sup>st</sup> April 2022 the Saverglass “École du verre” attained Qualiopi certification, official recognition of its status as a training institute. In order to attain that certification the school was judged on 32 criteria, including the capacity to adapt training to the requirements of employees by means of modular course structures, as well as our institutional commitment to continuous improvement. Our next goal is for the École to attain the accreditation required to award state-approved diplomas - including the Industrial Manufacturing Operator certificate - which are of greater value on the job market.



La certification Qualiopi a été délivrée au titre de la catégorie d'action suivante : ACTIONS DE FORMATION



# INTERVIEW WITH FRANCK NOËL, HEAD OF GLASS AND DECORATION COURSES



**“L'ÉCOLE DU VERRE' IS AN INVALUABLE ASSET,  
A MEANS OF PERPETUATING THE UNIQUE  
KNOW-HOW SPECIFIC TO SAVERGLASS.”**

## "L'ÉCOLE DU VERRE" BY NUMBERS

**88**

teaching units  
and 390 documents

**887**

Students trained in 2022,  
in 148 sessions

**240**

trainers

**“L'ÉCOLE DU VERRE' IS A REALLY IMPORTANT PART OF  
THE COMPANY, AND IT'S OUR DUTY TO ENSURE THAT IT  
CONTINUES TO GROW AND REINVENT ITSELF JUST LIKE  
THE COMPANY DOES.”**

*Who can take the courses offered at "l'École du verre", and how is the teaching organized?*

**Franck Noël:** These courses are open to all employees starting out with Saverglass, regardless of their contract status - with the exception of apprentices, who already have their own specific training plan. We train them up in the various aspects of glassmaking and decorating, with training tailored to their background, their ambitions, their abilities and the company's needs. Somebody joining the company with no qualifications or experience in this sector will start out learning one of our "entry-level professions," for example input operator or checker-packing agent. Subsequently, as they progress through their career with Saverglass, they will have opportunities to learn other trades and/or to specialize - in the cold end of production, or in high-temperature operations, IS maintenance, mold-making, or mechanical and electrical maintenance. We also have colleagues who join Saverglass with university degrees, often in engineering. We provide them with more general training on safety issues, the glassmaking process and how the Group operates. The duration of our teaching units ranges from a few hours up to a couple of weeks. One important point to bear in mind is that the teaching units we design here, in Feuquières, are relevant for all of our industrial facilities in France and around the world.

*Who are the trainers and how are they selected?*

**F.N.:** All of our trainers are Saverglass employees. There are 240 of them in all, including 67 in Mexico, 72 in Ras al-Khaimah and 101 in our other Europe sites. They are recruited with reference to a number of criteria. Firstly, of course, they have to be willing to take part. We then need to make sure that they have the right skills and knowledge to share. That's essential, because one of the great strengths of the school is that the trainers are all active professionals. We then need to make sure that potential trainers are capable of clearly presenting and sharing their knowledge. Sometimes, managers will spot that ability in a member of their team and suggest that they should become a trainer.

*What sets the school apart from other training structures, and what do you most like about it?*

**F.N.:** The school was founded to preserve and pass on the know-how which is specific to Saverglass, and which forms the basis of our international reputation. And it has worked, because the school has become a strong, powerful tool. The goal remains the same, and the question I always ask myself is: how do we create training programs that accurately capture and convey our practical know-how? Our trainers are professionals with a passion for their work. I wouldn't like to see the school become a rigid, uptight institution. All those different people coming together and learning from each other is what makes it such an enriching place! I can give you a good example which happened recently: we were supposed to train some colleagues from Ghlin, Belgium, on the work of a "designated mechanic," a job title which doesn't yet exist in their factory. But these guys were experienced professionals, we weren't about to start telling them how to do their jobs! So we deconstructed our existing training units and put together something specially tailored to their situation, in an immersive format. We split them into small groups, and sent them out to some of the Group's other factories so they could learn on the job. That gave rise to some really interesting exchanges, and a very effective learning experience.

*What challenges will the school face in the future?*

**F.N.:** There are several challenges which we must face. Firstly, we need to keep up with the transformations of our Group and our industry - that means new trades, new ways of working and new organizational structures. We also need to think about the future evolution of our training tools. Nowadays, we still do most of our training in a classroom using traditional materials. In the future, perhaps we will see a greater variety of methods and more distance learning, for example. "L'École du verre" is a really important part of the company, and it's our duty to ensure that it continues to grow and reinvent itself just like the company does.





# INCREASING DIVERSITY AND EQUAL OPPORTUNITIES

*Equality of opportunity is a fundamental principle of Saverglass' managerial culture, and we have been working for many years to increase the diversity of our teams.*

## 2026 OBJECTIVES

For the Group's Executive Committees in France

**20%**  
Members of other nationalities

**30%**  
women

**30%**  
Under 40

## TOWARDS A MORE EQUAL GENDER BALANCE

Currently, across Saverglass as a whole, the proportion of women in the workforce is around 25% (18% on executive boards), with the actual figure varying significantly between countries and job categories. The glass manufacturing side of the business remains male-dominated, something which can be attributed to a number of factors: traditional roles, the physical demands of certain posts and the rotating shift pattern. We do have more women, however, in our decorative studios, which work on a two-shift basis (early and late). There is also a great deal of regional variation: lots of

women in Mexico, including on the production side; virtually no women in the United Arab Emirates and very few in Belgium. In France, things are changing and the proportion of women is gradually increasing. As for the professional gender parity index - which measures not only the proportion of each gender on the payroll, but also looks at their career prospects and pay conditions - it also varies from one location to the next. Action plans are being drawn up for each site, in order to help more women take up roles traditionally dominated by men.



### GENDER PARITY INDEX FOR FRENCH FACILITIES

Alphadec	Saverglass	Tourres & Compagnie	Alphaglass	Saverplus
85/100	69/100	79/100	61/100	76/100

## DIVERSITY AND INCLUSION

Since 2014 Saverglass has been a signatory to the Diversity Charter, a code of conduct for objective, discrimination-free recruitment. In 2022, the Group employed people of 35 different nationalities. We are also a member of the Inclusive Business Club, an organization which champions social inclusion by putting companies in touch with professional integration charities, organizations devoted to giving everybody a fair chance of finding work.

*"We want our businesses to better reflect French society. Integration through employment is the best way of helping people to meet, understand one another and overcome prejudice. We at Saverglass want to do our bit."*

**Éric Barthélémy**  
Director of Human Resources

## BECOMING MORE INCLUSIVE OF PEOPLE WITH DISABILITIES

Since 2019, Saverglass has taken part in the annual "DuoDay" event. This program gives people with disabilities the chance to spend a day on site, shadowing one of our professionals and learning more about their work. The day provides a great opportunity to challenge old prejudices. In 2022, 11 pro-guest pairs took part in the event at our factories in Feuquières, Le Havre and Arques.

Last but not least, the results of the survey conducted by AGEFIPH<sup>1</sup> in August 2023 should soon enable us to better understand how well colleagues with disabilities are integrated into the company, and what changes need to be made to make Saverglass a more welcoming place for people with disabilities.

### HANDIPOURSUIE LEARNING GAME

In 2023, we also trained disability delegates in all of our French facilities. These delegates are members of staff who have volunteered to provide help and support to colleagues with disabilities, acting as an interface, where necessary, between these colleagues and the health services or HR department. They also play a vital role in coordinating our disability policy, which we aim to reinforce in the future.

To mark the 2022 edition of the European Week for the Employment of People with Disabilities (EWPD), we invited our employees in France and Belgium to take part in Handipoursuite, an educational game designed to raise awareness of disability issues. A total of 903 games were played over the course of the week, with the top 10 scorers winning prizes.

1. Fund management association for the professional integration of people with disabilities





# COMBINING ECONOMIC DEVELOPMENT WITH QUALITY OF LIFE AT WORK

*Saverglass has long been convinced of the importance of giving all employees a share in our financial success. This year, we have also been working hard to make our pay system fairer. And of course, we are always striving to improve the quality of life at work for our employees.*

**90.67%**

Retention rate in 2022

**1.97%**

Absenteeism in 2022  
Objective for 2025: < 2%

**6.4%**

Percentage of employees with share in the company in 2022

## A GENEROUS PROFIT-SHARING PROGRAM

In order to give employees a stake in the company's performance, since 2001 Saverglass has operated a profit-sharing program. It can be worth as much as 8% of an employee's gross annual salary, with the potential for a super-bonus of up to 3%, taking the total up to 11%. The practical conditions of the program vary depending on the legislation in place in the different countries in which we operate, but the sums involved are equivalent everywhere. Over the past five years (excluding 2020, disrupted by Covid), annual profit-sharing has been equivalent to at least an extra month's pay for all of the Group's employees. In those countries where legislation permits it, employees have access to a company saving

program which gives them the opportunity to invest their profit shares in funds holding a stake in the company (shares or bonds), on advantageous terms (employer top-up, fiscal and social security exemptions). Since 2016, in addition to the employee shareholding program, all employees (not just executives) have been invited to acquire a direct stake in the company during LBO operations.<sup>1</sup> As of the end of December 2022, over 1,500 employees had shares in the company, with total employee holdings worth over 50 million Euros. The combined effect of these measures is to involve employees directly in the Group's growth, and ensure that they profit from it.

1. Leveraged buy-outs



**2022:**  
**PAY RISES FOR DECORATION SPECIALISTS**  
making their pay scale equivalent to that in place for glass production staff

↑ Fixing a panel on a workbench



### A FAIRER, MORE EQUITABLE PAY SCALE

With help from specialist consultants, in late 2022 Saverglass adopted a new approach to analyzing and structuring its pay scales. By classifying posts against a scale of reference, the aim is to make our remuneration policy fairer and more equitable. It also helps to encourage both horizontal mobility - employees taking up equivalent posts in other departments - and vertical mobility - promotion to a new pay grade. It is also a useful tool for external comparisons. For the majority of posts in our pay scale, the salaries on offer at Saverglass are above the median wage being paid elsewhere in the market.

### A CLEAR PRIORITY: WELL-BEING AT WORK

Saverglass is committed to improving the well-being at work of our teams, an important factor in ensuring their motivation and loyalty. That means taking the time to listen, and to find out what our employees are satisfied with and what they feel is missing. This is one of the main objectives of the quality of life at work surveys - based on anonymous questionnaires - that we have conducted since 2018. Analyzing the results of these surveys inspires us to take specific measures - piloted by dedicated working groups at each site - aimed at tackling those issues where our teams want to see improvements.



**Eric Barthélémy**  
Director of Human Resources

**“WE KNOW THAT SAVERGLASS EMPLOYEES ARE PROUD TO WORK HERE, UNITED BY OUR SHARED VALUES. WHAT WE NEED TO DO MORE OF IN THE FUTURE IS INVOLVE EMPLOYEES IN DECISION MAKING.”**

#### FIVE KEY PRIORITIES FOR WELL-BEING AT WORK

  
Institutional and local communication



  
Working patterns and workloads

  
Management and professional relationships

  
Managing skills and careers

  
Working conditions

### SAVERKIDS: OUR OWN NURSERY IN FEUQUIÈRES

Our very own company nursery opened in Feuquières in early 2021, and is a good example of our quality of life surveys in action: in the 2018 survey, employees with young children mentioned the difficulties they encountered in finding childcare. The nursery has 20 beds, three of which are allocated by the local authority in a gesture of local solidarity.



### PROMOTING SOCIAL DIALOGUE

Our policy of setting up works councils takes into consideration the rules which apply in the different countries in which we operate. In Europe, the councils meet monthly at all Saverglass sites. In Mexico, social dialogue is handled through the unions, which negotiate pay and social benefits. The United Arab Emirates has no tradition of organized labor, and as such Saverglass has sought to build social dialogue through regular exchanges with the teams. As a general rule, we always seek to encourage direct contact between managers and their teams. In Feuquières, for example, we organize regular, convivial discussion groups with 15 representatives of different trades and departments invited to chat with each other and with CEO Jean-Marc Arrambourg.

**2**  
**INTERNAL COMMUNICATION TOOLS:**  
the Savercom intranet system and Transparences, our in-house magazine





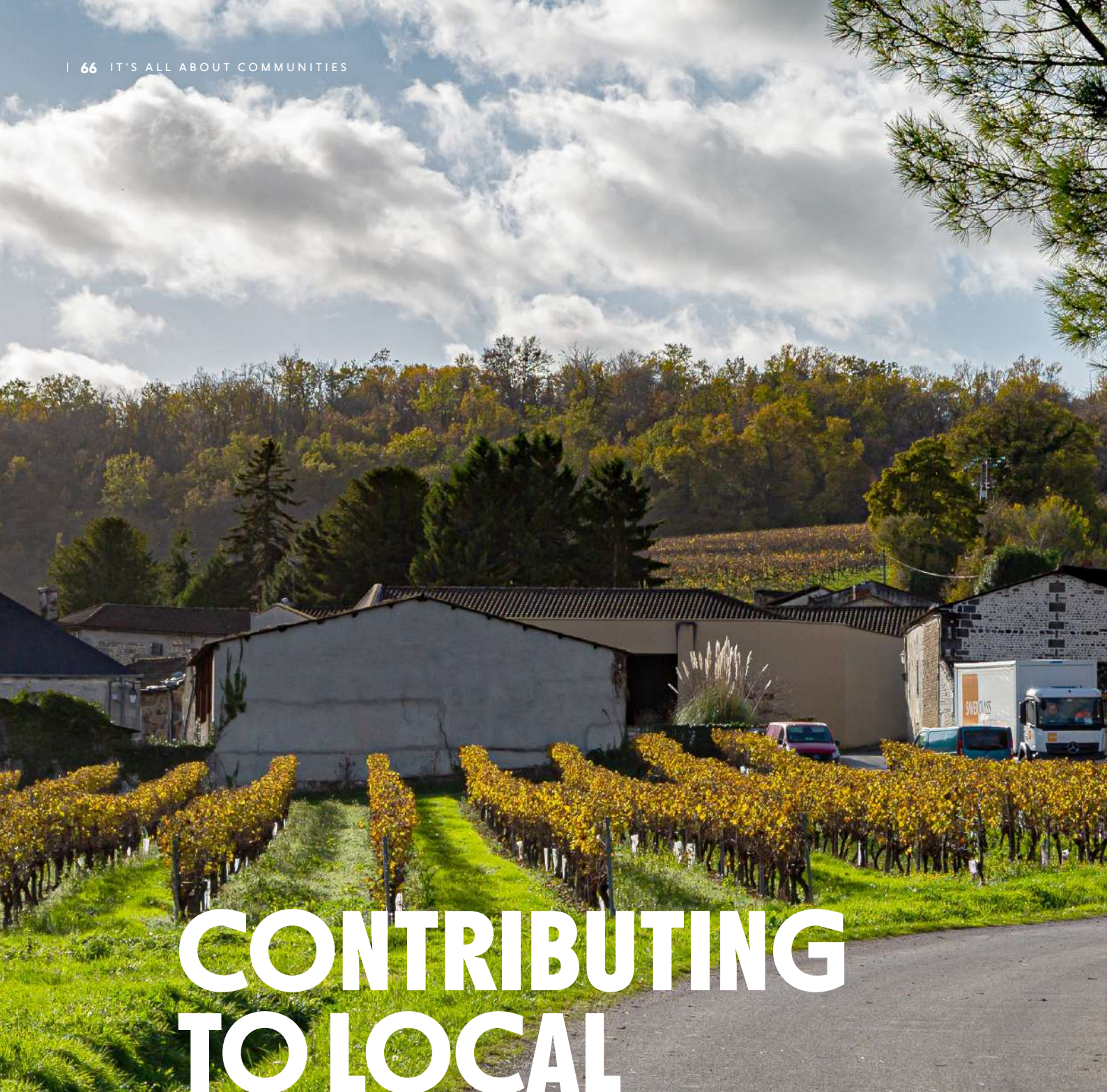
# IT'S ALL ABOUT COMMUNITIES

## Supporting local development

While Saverglass' top priorities remain the impact of our business and the well-being of our employees, we believe that as a growing business we also have a duty to contribute, at our own level, to the sustainable development of the territories in which we are rooted. That includes supporting local businesses, operating responsible procurement policies, and taking part in solidarity initiatives including efforts to get people back to work.







# CONTRIBUTING TO LOCAL ECONOMIES AND SOCIETIES

*Wherever we do business, Saverglass contributes to the local economy and social development by establishing solid commercial relationships with local businesses, especially SMEs (Small and Midsize Enterprises), which are vital sources of employment.*

## LONG-TERM PARTNERSHIPS WITH LOCAL SMES

The Saverglass Group attaches great importance to forming lasting partnerships with strategic suppliers (for raw materials, molds, packaging, transport and R&D). These partnerships are founded upon mutual respect, transparency, regular communication and information sharing.

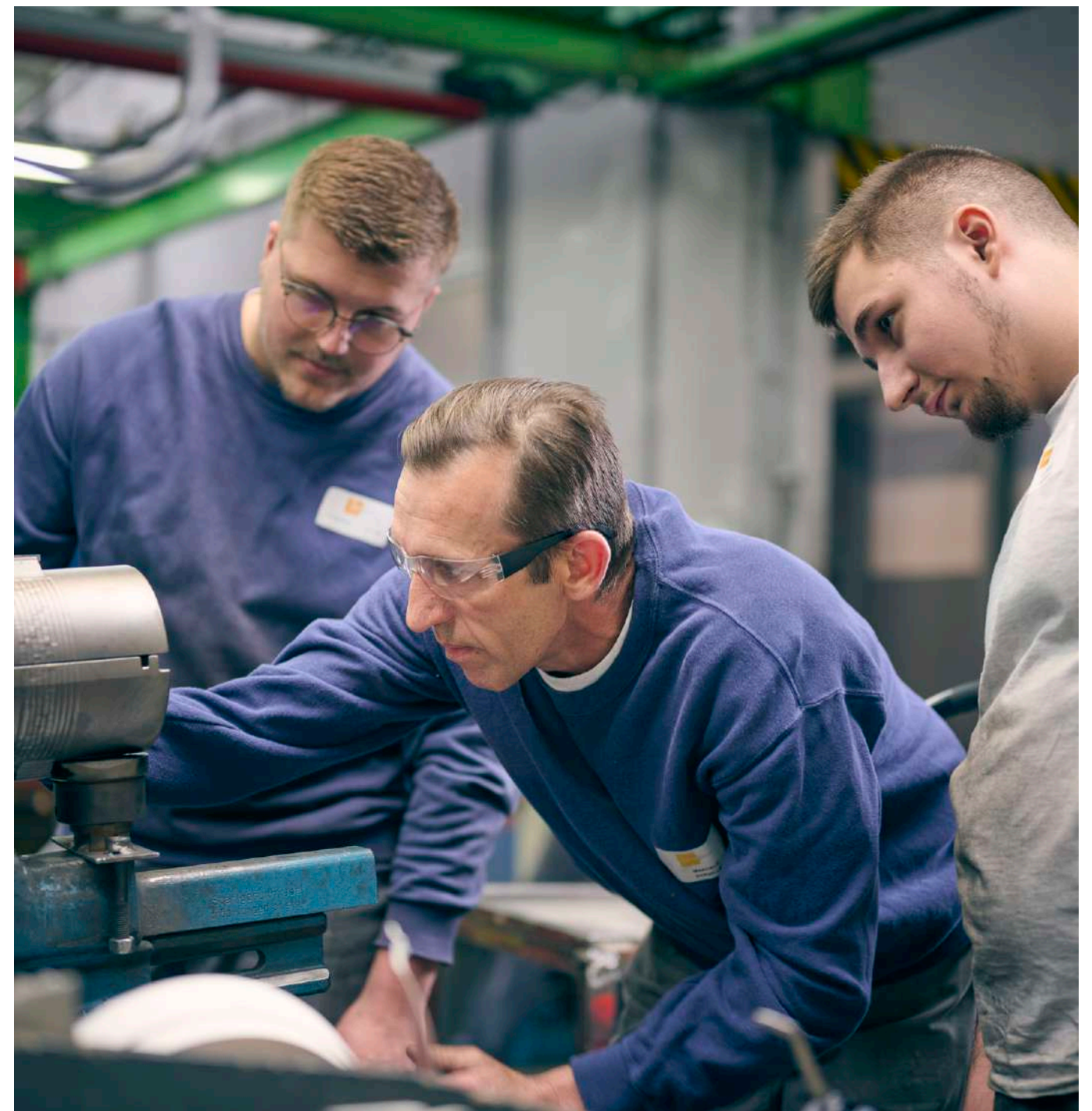
**91.3%**

of total purchasing worldwide in 2022 involved local suppliers

TARGET FOR 2025:

**95%**

local purchasing





## OUR PARTNERSHIP WITH THE APPRENTIS D'AUTEUIL FOUNDATION

Since 2020 Saverglass has been participating in the Skola program run by the Apprentis d'Auteuil foundation, a charitable organization working to help young people and their families. Skola is a professional integration program aimed at 16-30 year olds with few qualifications and poor employment prospects. In partnership with participating companies, Skola enrolls these young people on apprenticeship programs preparing them for careers in growth industries and sectors struggling to recruit.

Our apprentices complete the theoretical side of their training with the help of Proméo, a training specialist with a dedicated institute at Beauvais, not far from our HQ in Feuquières. Every young apprentice joining Saverglass is paired up with both a professional tutor, for the technical side of things, and a mentor to help them learn the ropes of life at work. The foundation's employment and education counselors also check in on a daily basis. The Skola program has proved to be a valuable new recruitment tool, a perfect fit for our policy of promoting diversity and inclusion. Furthermore, it gives our teams a chance to rally around a social cause, especially the tutors and mentors who help the young apprentices to fit in at Saverglass.

13

Apprentices hosted by Saverglass  
September 2021 - September 2022

8

Graduates receiving their Industrial  
Manufacturing Agent diploma

5

Young participants recruited  
upon completing their training

€2,000

Donation to  
Apprentis d'Auteuil in 2022



### APPRENTICE AND TUTOR: INTERLOCKING PERSPECTIVES

"I didn't know anything about glassmaking, so I've learned a lot here. I felt respected, and I really noticed the way everyone helps one another. I worked hard, I tried to learn from my mistakes so I could improve and progress. My tutor helped me and gave me advice. He was there for me whenever I called. I feel more confident than I used to, because the company trusted me. When I get up in the morning I'm happy to come to work, it's not a chore."

**Gaëtan H.**

Recruited as a quality and packing operator, now training to be a driver

"I put myself forward as a tutor because I've been in this business for 24 years, and I enjoy sharing my experience. To start with Gaëtan was quite shy, but he soon settled in and started communicating with everybody. Working together was very easy. Saverglass hadn't promised him a job, so I encouraged him to stick with it. I told him 'You know what you're capable of.' He's very motivated. I went to his graduation ceremony. I'm very proud of him and what he has achieved!"

**Olivier M.**

Quality control inspector, tutor to Gaëtan

## SPIRIT OF SOLIDARITY

In France and around the world, Saverglass regularly contributes to local and international charitable initiatives. In the early days of the war in Ukraine, in March 2022, we organized a medical supplies donation drive at Feuquières. We were able to fill a truck with just over 5m<sup>3</sup> of supplies and send it to a military hospital. After the earthquake that hit Turkey in March 2023, we donated almost €20,000 to Care International, including €10,000 from Saverglass and €1730 from employee donations. Sometimes, individual sites organize their own charity operations. In 2023, for example, our Le Havre site donated 2000 pairs of ear defenders to the Red Cross.

### WELCOMING UKRAINIAN COLLEAGUES TO OUR FACTORIES

The first Ukrainians to be welcomed and hired in March 2022 at our Feuquières factory, in the Oise region, were quality control operator Tetyana Marushchenko — who previously spent 20 years working for one of our distribution partners in Ukraine — and her 32-year-old daughter Maryna, a trained leather worker. At Saverglass' request, the mayor of Feuquières — with whom we had already joined forces for a call for donations from local citizens — renovated an apartment in the town center for the newcomers, which has since been furnished thanks to donations from staff. Saverglass informed the Préfecture and Pôle Emploi that we had other vacancies to fill, and we soon welcomed Oleksandr Mulivantsev and Maksym Kryshchak to the Saverdec workshop in April 2022, where they now work as decorators. Accommodation has been found for them in Poix-de-Picardie, along with two other families. Last but not least, our Coulommiers facility welcomed Tetyana Miliyenko in May 2022.



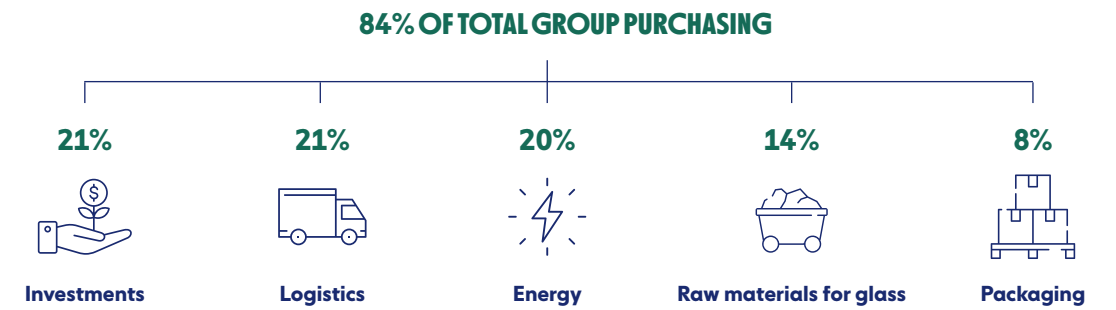




# EXPANDING OUR RESPONSIBLE PURCHASING EFFORTS

*In order to promote responsible purchasing practices, we focus on three key priorities: building relationships of trust to ensure a stable supply chain, selecting high-quality products available locally, and ensuring that business ethics are respected at every step in the value chain. We are currently working on making our charters and selection criteria stricter, in order to better integrate CSR indicators.*

## THE FIVE LARGEST CATEGORIES OF PURCHASED GOODS ACCOUNTED FOR OVER 80% OF THE GROUP'S TOTAL PURCHASING SPENDING IN 2022.



### SELECTING AND MONITORING SUPPLIERS

The process of selecting suppliers involves numerous criteria. Before any contracts are signed, we verify the regulatory compliance of suppliers to ensure that they are not subject to any sanctions. This due diligence is backed up in our contracts, which include societal responsibility clauses covering:

- Compliance with applicable laws and regulations;
- Compliance with the UN Global Compact (Saverglass signed up in 2016) and the ILO guidelines (International Labour Organization);
- Absolutely zero use of child labor or forced labor;
- Particular attention to the environmental impact of their activities;
- A guarantee that their own suppliers also abide by these principles.

Saverglass' purchasing teams also conduct compliance audits on all new suppliers, verifying their ability to meet all of our demands and expectations: product compliance, capacity to meet delivery deadlines, traceability, business continuity and environmental risk management.

In order to reinforce our responsible procurement policy, and in close alignment with our CSR philosophy, between 2021 and 2023 Saverglass provided all suppliers and sub-contractors with a copy of the new purchasing charter, which they have been asked to sign.

**We have identified three core priorities in this domain:**

- 1 Respect for the environment and preservation of natural resources
- 2 Respect for human rights and working conditions
- 3 Business ethics



# AN UPDATE ON OUR PROCUREMENT POLICY, FROM STÉPHANE KIRAZ AND VINCENT WEBER

Stéphane Kiraz has been Director of Purchasing at Saverglass since 2002. Vincent Weber spent seven years in Mexico setting up and overseeing procurement policy for the Acatlán de Juárez plant, before returning to France in July 2023 to take up the newly created post of Director of Marketing Procurement and Supplier Development.

**“A QUESTIONNAIRE HAS BEEN SENT OUT TO ALL OF OUR EUROPEAN SUPPLIERS TO ASK THEM ABOUT THEIR RESPONSIBILITY POLICIES AND EFFORTS.”**



**Stéphane Kiraz**  
Purchasing Director

**“ONE OF OUR KEY OBJECTIVES IS TO TRAIN ALL BUYERS ON CSR AND RESPONSIBLE PROCUREMENT.”**



**Vincent Weber**  
Director of Marketing Procurement and Supplier Development

**70%**

of our buyers and assistants received responsible purchasing training in 2023  
**Objective for 2024: 100%**

*How does the Saverglass CSR program influence your procurement policy, and what has changed exactly?*

**Stéphane Kiraz:** Our job is to implement company policy and strategy. CSR is an important part of that, and it's up to us to translate those values into our purchasing operations. We have longstanding suppliers and partners who have already demonstrated their ability to meet strict criteria for quality, compliance, safety, ethics, delivery lead times, prices, etc. We are now gradually adding more CSR criteria. That's the thinking behind our new supplier ethics charter, which identifies three core priorities: the environment, human rights and business ethics. We started out in late 2021 by sharing the charter with our European suppliers. We then translated it into Spanish and English in order to share it more broadly in 2022 and 2023. We also sent out questionnaires to the majority of our European suppliers, examining their environmental responsibility policies and actions with a particular focus on carbon footprint. We are currently analyzing the results, and using them to build new indicators.

**Vincent Weber:** This is one of my core missions, since my new role includes responsibility for deploying CSR across all of Saverglass' purchasing operations. As well as the new supplier ethics charter, we have of course been working hard to integrate CSR considerations into our supplier selection process, and we are still adapting and updating our evaluation criteria. In the future, for example, we might ask our most important suppliers to follow our lead and undergo an EcoVadis audit. There is one important action which is already scheduled: all of our purchasing staff (managers, senior and junior buyers, assistants) will shortly be receiving training on CSR matters and responsible procurement. Training began in September 2023, for a first group of 24 buyers from France and Belgium. We are now looking for similar training courses for Q4 2023, for 15 colleagues based in Mexico and the United Arab Emirates. We are also keen to buy more from ESAT<sup>1</sup> programs and disability-friendly companies. In short, we have big ambitions on this front and we are in the process of translating those ambitions into concrete actions within the purchasing department.

*Is local procurement still such a big priority?*

**S.K.:** Yes, because it corresponds to two of our key priorities: reducing our carbon footprint by cutting down on transportation, and also contributing to the economic development of the territories in which we operate.

**V.W.:** I am very familiar with the way things work at our Mexico plant, since I founded and led the purchasing department there for almost seven years. We started off with nothing, working to very tight deadlines with a demanding quality standard to be met at all costs. To start with, that meant we used a lot of European suppliers for our molds and certain packaging items. Today, almost 95% of our molds and 100% of our packaging materials come from local suppliers. The same goes for our sand: we started out working with an American supplier, then we were able to find Mexican suppliers. But we still need to be pragmatic. For example, you cannot find soda in Mexico so we have to import it. Instead of doing that by truck, we used rail freight. We did exactly the same thing a few years previously when we opened the factory in Ras al-Khaimah. Inspecting and accrediting new suppliers takes time, but in the long term we always prefer to work with local partners.

**S.K.:** In Europe, our packaging materials, raw materials and glass molds - which is to say our most strategically important purchases, excluding energy - come almost entirely from the north of France, often from within a few miles of our factories in France and Belgium.

*Can you give us some examples of purchasing operations that have been environmentally optimized?*

**S.K.:** We try to find suitable solutions for all of our big purchases. The example of our wooden pallets comes to mind: we keep them and repair them on site, so they can be reused. In Europe, we have also set up a circular system for our plastic sleeves: we keep the wrapping from our pallets and return it to the supplier, who transforms the plastic into granules which can be used to make new sleeves for our bottles. The use of nuclear power - which is carbon free - in our Mexican plant is another important step forward in our decarbonization plan. And of course we are also working on optimizing our transport operations (see Part 1 for details).

1. Help-to-work initiatives





# APPENDIX

Dashboard of indicators

Saverglass is signed up to the UN Global Compact

Our ethical charter and anti-corruption policy



# DASHBOARD OF INDICATORS

Environmental, social and societal results and targets

STRATEGIC COMMITMENTS - INDICATORS		UNIT/ PERFORMANCE INDICATOR	RESULTS			CSR OBJECTIVES						SUSTAINABLE DEVELOPMENT GOALS	
			2020	2021	2022	2025	2030	2035	2050				
<b>ENVIRONMENTAL COMMITMENTS</b>						Vari- ation		Vari- ation		Vari- ation			
<b>I - TRANSFORMING OUR PROCESSES TO REDUCE OUR CARBON FOOTPRINT</b>	<b>A - CONTRIBUTING TO THE FIGHT AGAINST GLOBAL WARMING</b>	Total CO <sub>2</sub> emissions (scopes 1, 2, 3)	t/tv	1.10	1.04	<b>1.16</b>	0.94	-5%	0.73	27%	0.63	-36%	Carbon neutrality
		Scopes 1+2: direct emissions + energy usage	t/tv	0.65	0.64	<b>0.71</b>	0.58	-4%	0.41	-32%	0.33	-45%	
		Scope 3: upstream and downstream emissions	t/tv	0.45	0.40	<b>0.45</b>	0.36	-6%	0.32	-17%	0.30	-22%	
	<b>B - REDUCING OTHER TYPES OF EMISSIONS</b>	NO <sub>x</sub>	kg/tv	1.91	1.95	<b>1.62</b>	1.36						
		SO <sub>x</sub>	kg/tv	0.81	0.87	<b>1</b>			-10%				
		Dust emissions	kg/tv	0.12	0.14	<b>0.17</b>			-10%				
	<b>C - OPTIMIZING OUR USE OF RAW MATERIALS</b>	Use of cullet											
		Proportion of cullet in extra-white glass	%	25	23	<b>25.1</b>	28						
		Proportion of cullet in colored glass	%	64	67.6	<b>73.3</b>	70		74				
		Organic decoration as a proportion of total decoration	%	82	78	<b>77</b>		+5%					
Recyclable decoration		%	100	100	<b>100</b>	100							
Saving resources													
Recycle rate for pallets		%	32	39	<b>28</b>	40							
Reduction in packaging (sleeves)		%		-2.5%	<b>-1%</b>	-10%							
Increase in no. of bottles/pallet (impact on packaging + transport)		%		+1%	<b>+3%</b>	+5%							
Water consumption / tonne of glass	m <sup>3</sup> /tv	0.50	0.41	<b>0.51</b>	-3%								
Proportion of R&D projects devoted to limiting our environmental impact	%	33	30	<b>33</b>	40		45		45				



kg/tv : kilo/tonne of glass ; t/tv: tonne of CO<sub>2</sub>/tonne of glass






SAVERGLASS AND THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)





# DASHBOARD OF INDICATORS

Environmental, social and societal results and targets

STRATEGIC COMMITMENTS - INDICATORS			RESULTS			CSR OBJECTIVES			SUSTAINABLE DEVELOPMENT GOALS			
	UNIT/ PERFORMANCE INDICATOR	2020	2021	2022	2025	2030	2035					
<b>SOCIAL COMMITMENTS</b>												
<b>II - GUARANTEEING THE SAFETY OF OUR TEAMS AND PERPETUATING OUR KNOW-HOW</b>	<b>EMPLOYMENT</b>		Total headcount	No.	3,418	3,701	<b>4,001</b>					
	<b>A - HEALTH &amp; SAFETY AT WORK</b>	Accident rate		No./thousand hours								
		TF1 (time off work /million hours worked)		No./million hours	8.8	9.4	<b>8.9</b>	< 1				
		TF2 (no. with or without time off/ million hours worked)		No./million hours	20.5	19.5	<b>20.2</b>	< 10				
	<b>B - QUALITY OF LIFE AT WORK</b>	Absenteeism		%	2.17	2.33	<b>1.97</b>	< 2				
		Employee retention rate		%	95.04	96.27	<b>90.67</b>	>97				
	<b>C - SKILLS AND CAREERS</b>	Percentage of wage budget spent on training		%	1.38	2.44	<b>3.06</b>	3			 	
		Employees receiving training		%	45	70	<b>74</b>	>70				
		Apprentices in the group		%	2.74	1.94	<b>3.82</b>	6				
	<b>B - DIVERSITY</b>	Gender equality index		%	62<X<90	66<X<85	<b>66&lt;X&lt;93</b>	>80	>90			
		Percentage of women		%	23.7	25.6	<b>24.8</b>	25				
	<b>SOCIETAL COMMITMENTS</b>											
	<b>III - SUPPORTING LOCAL DEVELOPMENT</b>	<b>A - CONTRIBUTING TO LOCAL ECONOMIES AND SOCIETIES</b>		Local purchasing (Europe for France, Mexico for Mexico) as a percentage of total purchasing	%	93	93	<b>91.29</b>	95	95	95	
		<b>B - PROMOTING RESPONSIBLE PURCHASING</b>		Buyers trained in responsible purchasing practices	%	82	82	<b>91</b>	100	100	100	
<b>C - OUR ETHICAL CHARTER AND ANTI-CORRUPTION POLICY</b>		Anti-corruption: proportion of at-risk staff who have received training	%	83.2	81	<b>77.1</b>						
		Suppliers signed up to our CSR charter (of our Top 100 global suppliers)	%			<b>28</b>	60	75	90			

SAVERGLASS AND THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)





# SAVERGLASS AND THE UN GLOBAL COMPACT



Saverglass signed up to the United Nations' Global Compact in 2016, and is committed to implementing its ten core principles.



## HUMAN RIGHTS

- 01** Businesses should support and respect the protection of internationally proclaimed human rights; and
- 02** make sure that they are not complicit in human rights abuses.



## ENVIRONMENT

- 07** Businesses should support a precautionary approach to environmental challenges;
- 08** undertake initiatives to promote greater environmental responsibility; and
- 09** encourage the development and diffusion of environmentally friendly technologies.



## INTERNATIONAL LABOR STANDARDS

- 03** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 04** the elimination of discrimination in respect of employment and occupation;
- 05** the effective abolition of child labor; and
- 06** the elimination of all forms of forced and compulsory labor.



## ANTI-CORRUPTION

- 10** Businesses should work against corruption in all its forms, including extortion and bribery.

### ETHICAL STANDARDS AND ANTI-CORRUPTION ACTIONS

In keeping with our commitment to the UN Global Compact, the Saverglass Group has put in place a dedicated anti-corruption policy. This policy complies with all French and international regulations, and includes:

- |                              |                                      |                    |                          |  |
|------------------------------|--------------------------------------|--------------------|--------------------------|--|
| <b>1</b>                     | <b>2</b>                             | <b>3</b>           | <b>4</b>                 | <b>5</b>   |
| Analysis of corruption risks | Clear rules on gifts and hospitality | Training for staff | Information for partners | A whistleblowing system available to both staff and partners |

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