

CSR REP ORT

2020 - 2021

CSR REP ORT

CORPORATE SOCIAL RESPONSIBILITY
2020 - 2021

CONTENTS

P.7 **MANIFESTO**

P.13 **ACTIVITIES**

P.25 **SAVERGLASS, A SPECIALIST
IN VALUE CREATION
AND CUSTOMIZATION**

P.43 **CSR STRATEGIC
DIRECTIONS
AND GOVERNANCE**

P.47 **I- ADAPTING
MANUFACTURING
PROCESSES TO
ENVIRONMENTAL
CHALLENGES**

P.48 **CONTRIBUTING TO THE FIGHT
AGAINST CLIMATE CHANGE**

P.54 **REDUCING OTHER TYPES OF EMISSIONS**

P.56 **OPTIMIZING THE USE OF RAW MATERIALS**

P.63 **II - PROTECTING
AND DEVELOPING
OUR TEAMS**

P.64 **HEALTH AND SAFETY AT WORK**

P.70 **QUALITY OF LIFE AT WORK**

P.76 **SKILLS AND CAREERS**

P.82 **DIVERSITY**

P.87 **III - ACTING FOR SOCIETY**

P.88 **CONTRIBUTING TO LOCAL ECONOMIC
AND SOCIAL LIFE**

P.90 **PROMOTING RESPONSIBLE
PURCHASING PRACTICES**

P.92 **FORMALIZING ETHICAL
AND ANTI-CORRUPTION CONDUCT**

P.95 **APPENDICES**

P.96 **SUMMARY DASHBOARD RESULTS/
OBJECTIVES AND SDGS**

P.100 **SAVERGLASS' COMMITMENT TO THE UNITED
NATIONS' GLOBAL COMPACT**

**MANI
FES
TO**



JEAN-MARC ARRAMBOURG - PRESIDENT AND CEO OF SAVERGLASS GROUP

Our centuries-old history, forged by an economic model combining know-how and cutting-edge glassmaker technology, characterizes our Group's industrial adventure. This history distinguishes itself by its adaptability, focusing on supporting the growth of the high-end wine and spirit markets, and by extension, the growth of our clients.”

Our passion for glass, shaped by our pursuit of excellence, is fundamental to our existence. Each day, our noble, virtuous, and 100% recyclable material, or “extra glass,” enables creating our exceptional and impeccably reliable bottles for the safety of end consumers; a result born of our requirement for strict specifications, capable of combining quality and aesthetics.

To ensure the present and future development, our organization has been able to build on a solid foundation of values that constitute the identity of Saverglass:

- A culture of difference
- The pursuit of excellence
- A pioneering spirit
- A passion for design and creation
- Solidarity.

This precious DNA is passed down from generation to generation by the men and women engaged in the continuity of their Group.

In a global context that is shaken and punctuated by profound changes, this force becomes essential to fuel our philosophy of consistent action. In 1993, we reached a founding milestone; we achieved the ISO 9001 certification. This initial quality pledge marked a step towards an approach based on the continuous improvement of our manufacturing processes and preserving our eco-system.

Recognizing our role as a global economic player, we are committed to exemplary leadership in conducting coherent and authentic initiatives to ensure that our resources and results are optimally managed.

We understood our duty to preserve the environment early on. That is why, in the early 2000s, we began to build and consolidate a sustainable commitment based on simple, common-sense principles (reducing plastic packaging, choosing not to recycle flue gas cleaning dust to avoid heavy metals in our glass, developing our first organic inks, creating our first carbon footprint assessment, etc.). More recently, in 2020, our second carbon footprint assessment showed a significant decline in our CO₂ footprint over the past ten years. This has helped establish our roadmap for the gradual decarbonization of our activity, with a mission to achieve carbon neutrality by 2050.

As an international employer, we are also committed to ensuring the safety of our employees at each of our sites, promoting professional development, and contributing to the development of our talent in a common sphere enriched by its multicultural scope. We believe in fairness in recruitment, training, and treatment.

Finally, the ongoing dialogue we have with our stakeholders confirms that our actions are meeting their main expectations. We will also continue to assess the scope of these actions regularly.

ADAPTING OUR MANUFACTURING PROCESSES TO ENVIRONMENTAL CHALLENGES, PROTECTING AND DEVELOPING OUR TEAMS, AND ACTING ON BEHALF OF SOCIETY ARE THE PRIORITY FOCUS POINTS OF OUR CSR POLICY.

Drawing on our beliefs and actions, which we are constantly striving to perfect, we are committed to continuing our contribution to building a better world.

ACTIVITIES

SAVERGLASS, A REMARKABLE STORY



Created in Feuquières in northern France in 1897, the Saverglass Group is the world's leading specialist in the manufacture, customization, and decoration of high-end glass bottles. United by a passion for glassmaking excellence, our teams share and transmit a strong corporate culture and expertise in the premiumization of packaging through innovative, value-creating solutions based on sophisticated and highly technical know-how. Saverglass has been growing at an average annual rate of 10% for more than 30 years. In 2018, to strengthen its presence on the American continent, an ultra-modern glass and decoration plant was opened at the Acatlán de

Juárez site in the province of Guadalajara, Mexico. The Group continued to grow at the end of 2019 with the acquisition of the Belgian company MD Verre. The Group now has six glass production sites on three continents in France, Belgium, Mexico, and the United Arab Emirates and four decoration sites in France and Mexico. 500,000 tons of glass are produced each year and then shipped to France and 100 export countries, including European countries, the United States, Mexico, Australia, New Zealand, South Africa, and Russia. Its choice of proximity to its clients is illustrated by an international network of distribution subsidiaries and representative offices.

Its sales teams thus cover all of the world's major premium wine and spirit production areas. Its production capabilities allow for a unique offering that truly stands out from the standard and traditional offers on the market. Its 3,400 employees are responsible for meeting the needs of a demanding market segment within an environmentally friendly industrial and technological framework, which is economically efficient and socially responsible. Saverglass is committed to adapting its processes and tools to ensure that they contribute to the best industrial efficiency possible and create a virtuous circle between ecological, economic, and social factors.

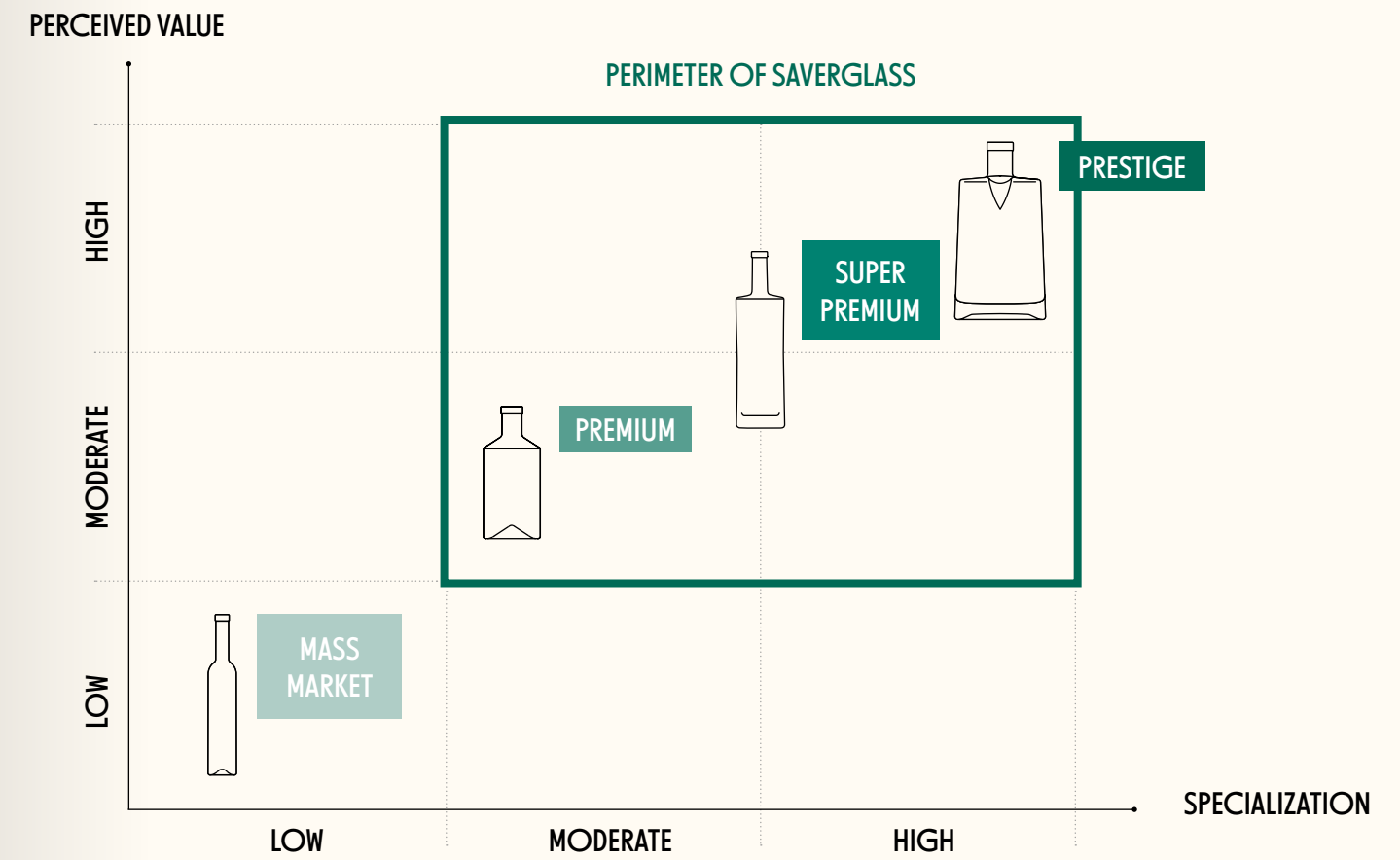
THE SAVERGLASS MISSION



“To convey our passion, culture, and expertise in the premiumization of high-end glass packaging, through original, refined, and innovative solutions that create value and symbolize our technical excellence.”

ITS POSITIONING

Saverglass is strategically positioned in the luxury bottle-production market.



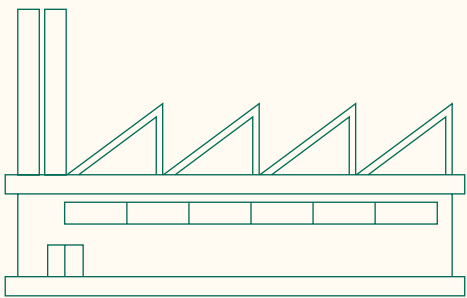
2020 KEY FIGURES



1897

CREATION OF THE GLASS FACTORY

in Feuquières (FR)



6

GLASS FACTORIES

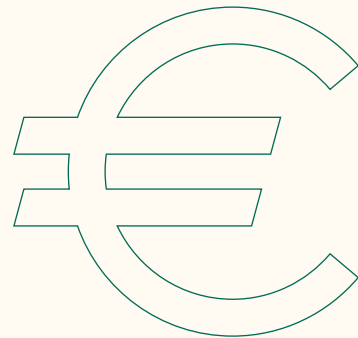
Feuquières, Le Havre, Arques (FR), Ghlin (BE),
Ras Al Khaimah (UAE) – Acatlán de Juárez (Jalisco, MX)



4

DECORATION FACTORIES

Feuquières, Arques, Coulommiers (FR)
Acatlán de Juárez (Jalisco, MX)



496 M€

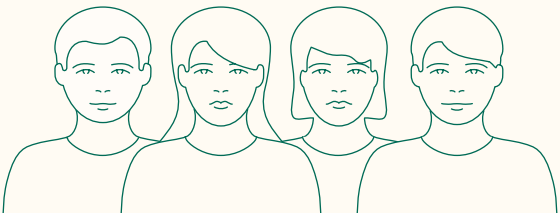
\$USD 596

50 % of which is made through exports



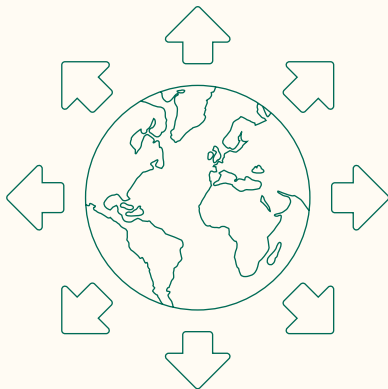
17

**DISTRIBUTION SUBSIDIARIES
& OFFICES WORLDWIDE**



3,400

PEOPLE



100

**EXPORTING IN MORE
THAN 100 COUNTRIES**



500,000

TONS PRODUCED PER YEAR

**DISTRIBUTION
OF ACTIVITY**



56%

SPIRITS



42%

WINE



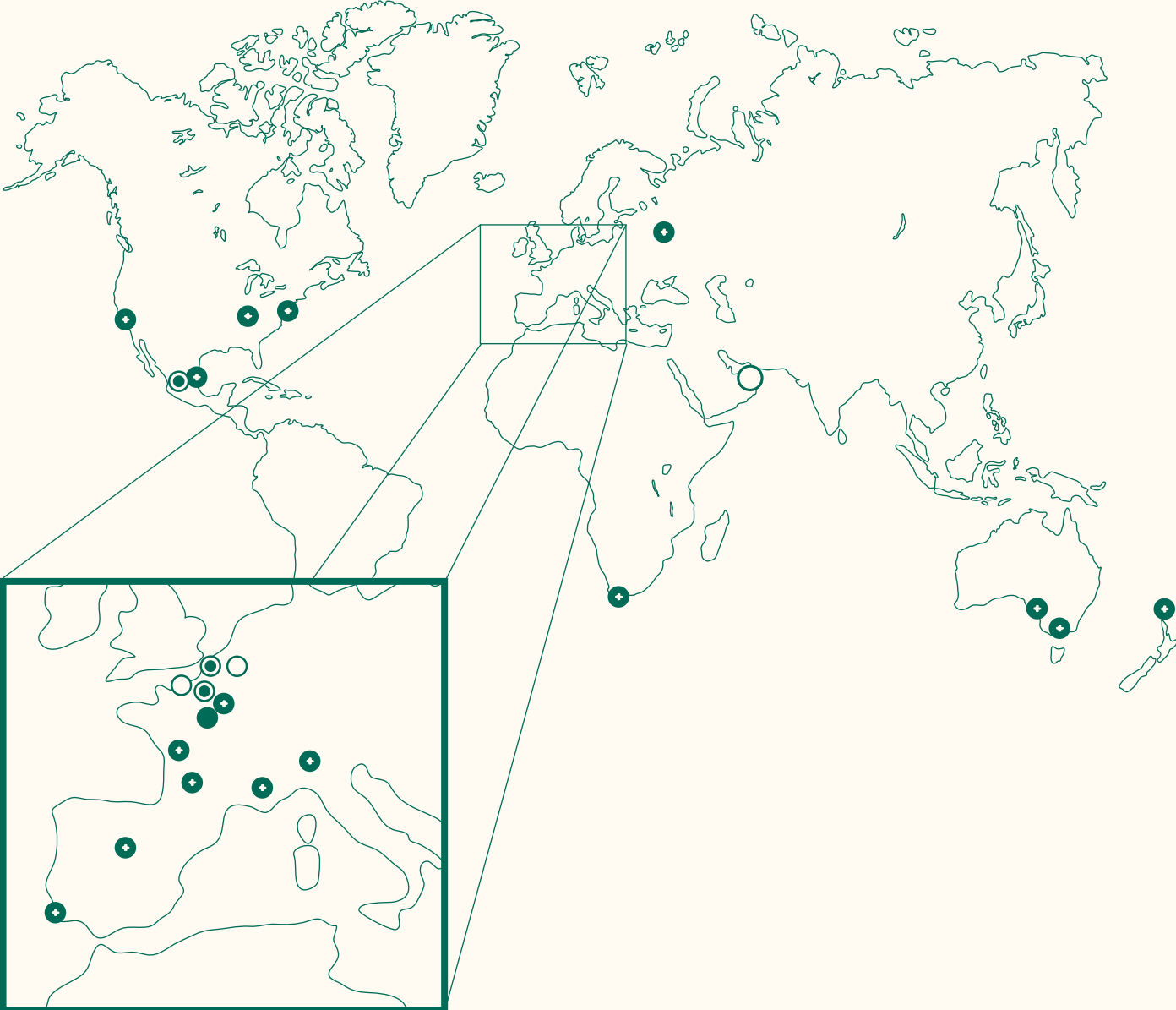
2%

OTHERS

MAP OF LOCATIONS

PREMIUM ALCOHOL PRODUCTION AREAS

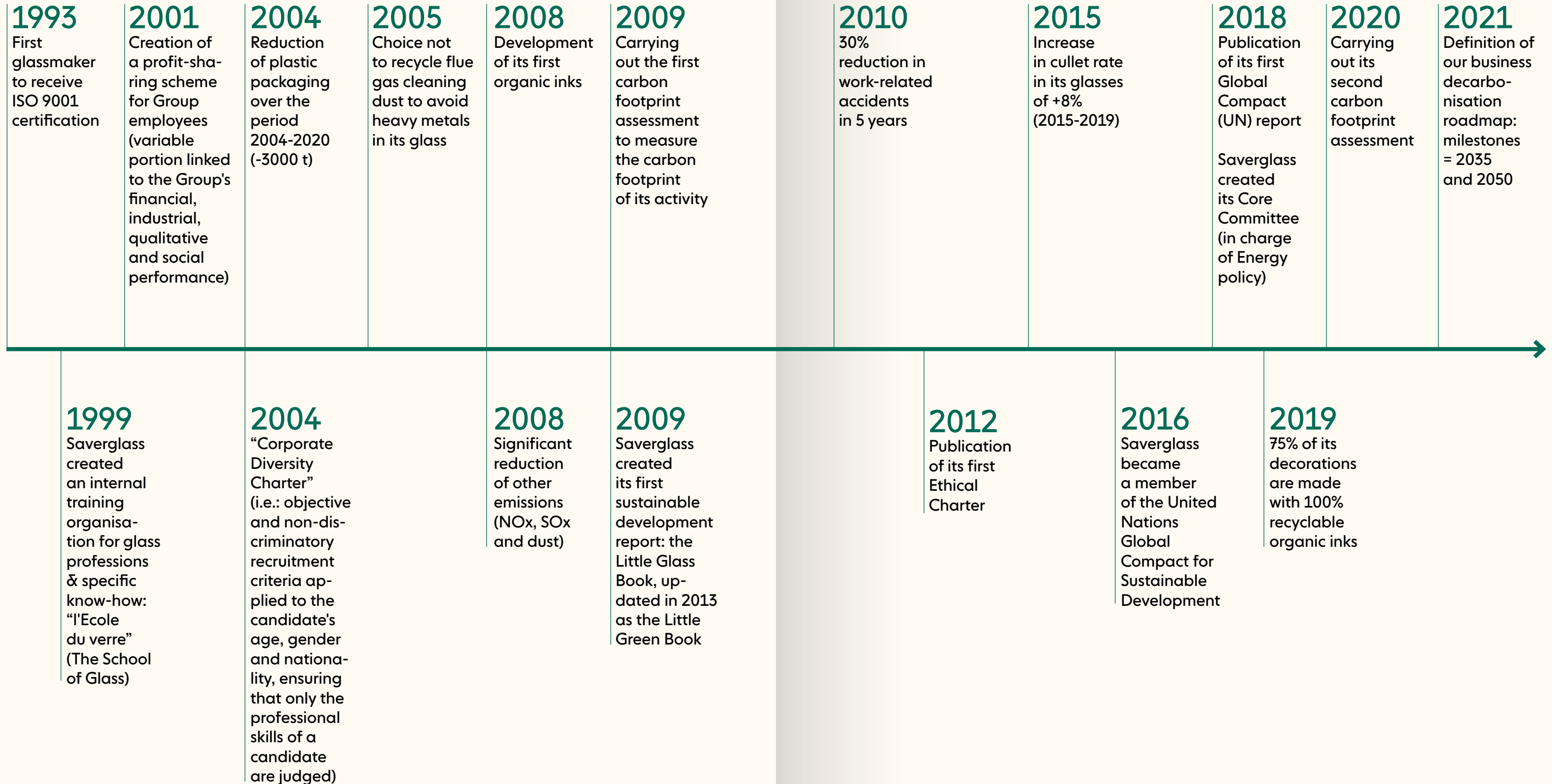
Saverglass is present in all areas where high-end alcoholic beverages are produced: Premium, Super Premium and Prestige Spirits and Wines, Champagne and other Premium Sparkling Wines. We also manufacture on three continents.



- DECOR FACTORY
- GLASS FACTORY
- ⊕
GLASS & DECOR
FACTORY
- ⊕
SUBSIDIARIES
& OFFICES



A HISTORY OF STRONG, SUSTAINED COMMITMENT



SPECIALIST

SAVERGLASS,
A SPECIALIST IN VALUE CREATION
AND CUSTOMIZATION

A VALUE-CREATING PRODUCT STRATEGY



Saverglass offers its experience of customization to its clients to accompany them in their premiumization strategies. Increase the perceived value of their products, to show excellence, quality, passion and commitment: this is the very essence of the Group's know-how. Thus, Saverglass proposes a range of solutions that will allow the product to be unique.

THE VALUE-CREATING PRODUCT STRATEGY

Since the early 80s, Saverglass has created an unprecedented offer of wine and spirit bottles in the interest of differentiation and sophistication.

The approach involves creating original, simple, pure, and aesthetic forms without forgetting the function of the bottle itself. Each creation is an integral part of the Saverglass Design Registered Models Collection (MDDS).

CUSTOMIZATION SOLUTIONS

Customization solutions associated with the models in the Collection or designing a specific model are then proposed. These include:

- A choice of 15 colors of glass (see: "classic" colors, "Select" colors, Onyx or Empire colors)
- Engravings (neck, shoulder, body, and lower section or finish)
- Original punt shapes
- Decoration solutions

These processes are used individually or in combinations to make simple or complex graphics with spectacular visual and tactile effects.

With more than 220 lines offered, the Saverglass collection currently boasts the most extensive range on the market. Each year, it is enriched with new forms from the marketing department's research and cross-category expertise accumulated through our numerous achievements regarding wine and spirit decanters and bottles. Saverglass thus provides solutions to brands seeking differentiation, "premiumization", and added value in the context of new product launches.

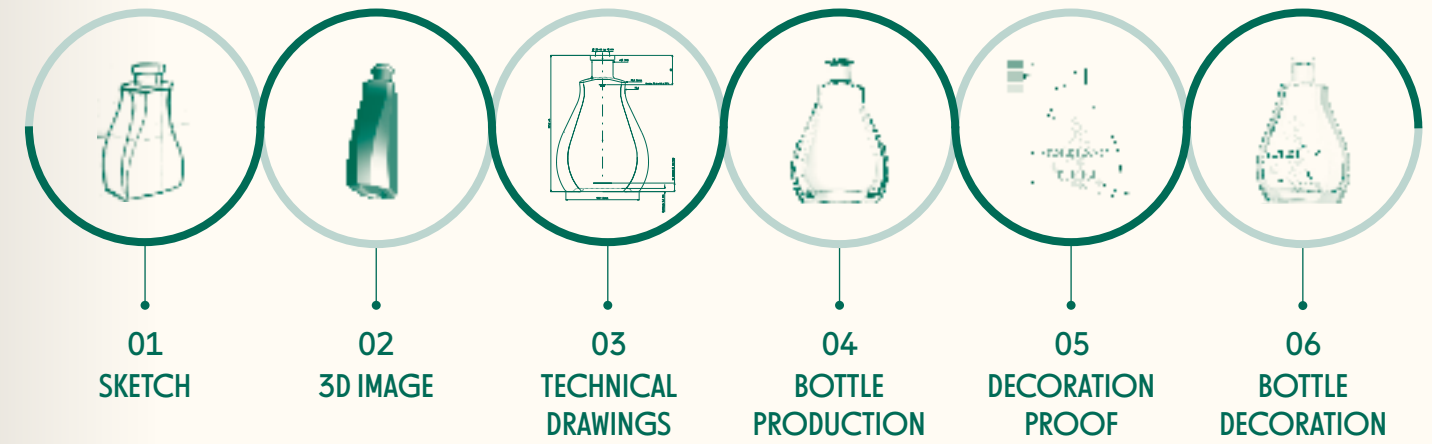


A PERSONALIZED CLIENT APPROACH

Based on its ultra-customization strategy, Saverglass goes beyond merely responding to the needs expressed by its clients. Support and advice throughout the product development process is a valued asset. Because each project is unique, the Group provides its clients with a dedicated project team.

By doing so, each project is studied individually while taking into account its particular characteristics, complexity, and technical constraints. The teams made up of a project manager and a technical manager provides an expert view and well-thought-out design and technical advice.

THE KEY STAGES OF COLLABORATION



INNOVATING TO IMPROVE THE QUALITY OF PRODUCTS AND THEIR ENVIRONMENTAL PERFORMANCE



In an ongoing effort to improve the quality of its products, the Saverglass Group has developed a strong innovation culture, which is based on innovative and functional solutions led by the Research and Development (R&D) Department.

AN INVESTMENT IN RESEARCH TO MAINTAIN TECHNOLOGICAL LEADERSHIP

In particular, the R&D Department is dedicated to managing innovation projects. Each month, the Innovation Committee reviews the status of the active research project portfolio. This committee assesses the value of R&D projects, prioritizes projects, and allocates the resources required to carry out the research successfully. The value of research projects is assessed according to several criteria: productivity, product differentiation, client satisfaction, environmental safety, and contribution to sustainable development objectives.

In 2020, research efforts focused on three major areas:

- Developing product quality and industrial process control
- Improving the environmental impact of industrial processes
- Developing product differentiation solutions

Around 30 R&D projects are currently ongoing in these areas of work.



81%

2020
Organic inks share
of total decoration

-70%

Energy-saving achieved
by using organic inks
vs. enamel

33%

2020
Number of R&D projects
dedicated to projects limiting
environmental impact



NEW AND POWERFUL EQUIPMENT

Process excellence ensures unique glass quality. The purity of the glass, its shine, and its transparency define its level of quality. While the main constituents (silica, soda, and lime) account for about 95% of the composition, the remaining 5% is essential. It concerns the mechanical, chemical, and optical characteristics of the glass. Saverglass' know how allows its products to obtain unique qualities inherent in this particular composition derived from centuries-old tradition, capitalization, and experience-sharing. The quality of our "glass skin" (the glass surface) and the brightness of the glass are also achieved through

the equipment used, the quality of the tools, the maintenance, the handling, and a multitude of careful adjustments made by dedicated and committed employees. An ambitious investment plan has been defined to operate and maintain state-of-the-art industrial equipment at the production sites. The ovens, manufacturing machines, and bottle checking and marking machines are updated according to the latest technology on the market. As such, the entire Saverglass industrial park is regularly renewed.





REDUCING THE USE OF HEAVY METALS IN DECORATION PROCESSES

Since 2008, Saverglass has integrated a sustainable development approach into all its decoration and finishing techniques that it implements (solutions to increase the perceived value of the product, customize it and differentiate it). One particular service offered by the Group is the ORGANIC COLOR PLAY® process with its wide range of organic ink-based colors. This process does not use heavy metals during production, such as lead (Pb), hexavalent chromium (Cr6), cadmium (Cd), and mercury (Hg). This is a highly efficient process that provides a vast diversity of tints and effects.

Compared to screen printing, carried out using enamel and requiring high-temperature annealing, these new processes offer precise adjustment between colors and remarkably consistent printing. Also, unlike enamel, the use of the ORGANIC COLOR PLAY® process reduces the energy consumption required for decoration and finishing techniques by 70%.

- 75% of decoration techniques by Saverglass now use organic inks.
- Note that 100% of the decoration produced is recyclable.

SAVERGLASS: A WORLD REFERENCE FOR QUALITY



At Saverglass, quality is the keyword. Saverglass always strives for excellence in its manufacturing processes. There are three significant challenges in this regard:

- Ensuring client satisfaction by supporting them when designing products adapted to their needs
- Ensuring consumer safety by complying with the strictest food safety standards
- Maintaining a benchmark position for premium glass internationally by offering products of impeccable quality

The high-end positioning does not tolerate any compromise on quality. As a global benchmark for excellence regarding its products, Saverglass has built its quality organization on its integrated management system and numerous certifications to guarantee optimum and consistent results.

A CERTIFIED QUALITY APPROACH

Early on, Saverglass decided to base its quality approach on the ISO 9001 standard. It obtained certification in 1993 (by Afaq & Lloyd's Register), thus becoming the first glassmaker group to achieve this standard. The ISO 9001 standard covers the ability to design, produce, check and deliver products following a constant process to ensure continuous quality. Its quality organization is based on its integrated management system focusing on quality, food safety, the environment, personal safety, and business continuity. This requirement translates into permanent checks (16 stages in total), very close together, from raw material to the finished product.

Its Quality Managers are present at the Group's various production and decoration sites. They implement and facilitate the Quality Approach. Organizing this way ensures the homogeneity of practices across all sites. Fully trained employees and cutting-edge technology, which includes optoelectronics and a wide range of others, come together to help make its products exceptionally reliable.

100 %

2020
of its ISO 22000
Food Safety certified sites

127

2020
Number of internal
and external quality
audits conducted



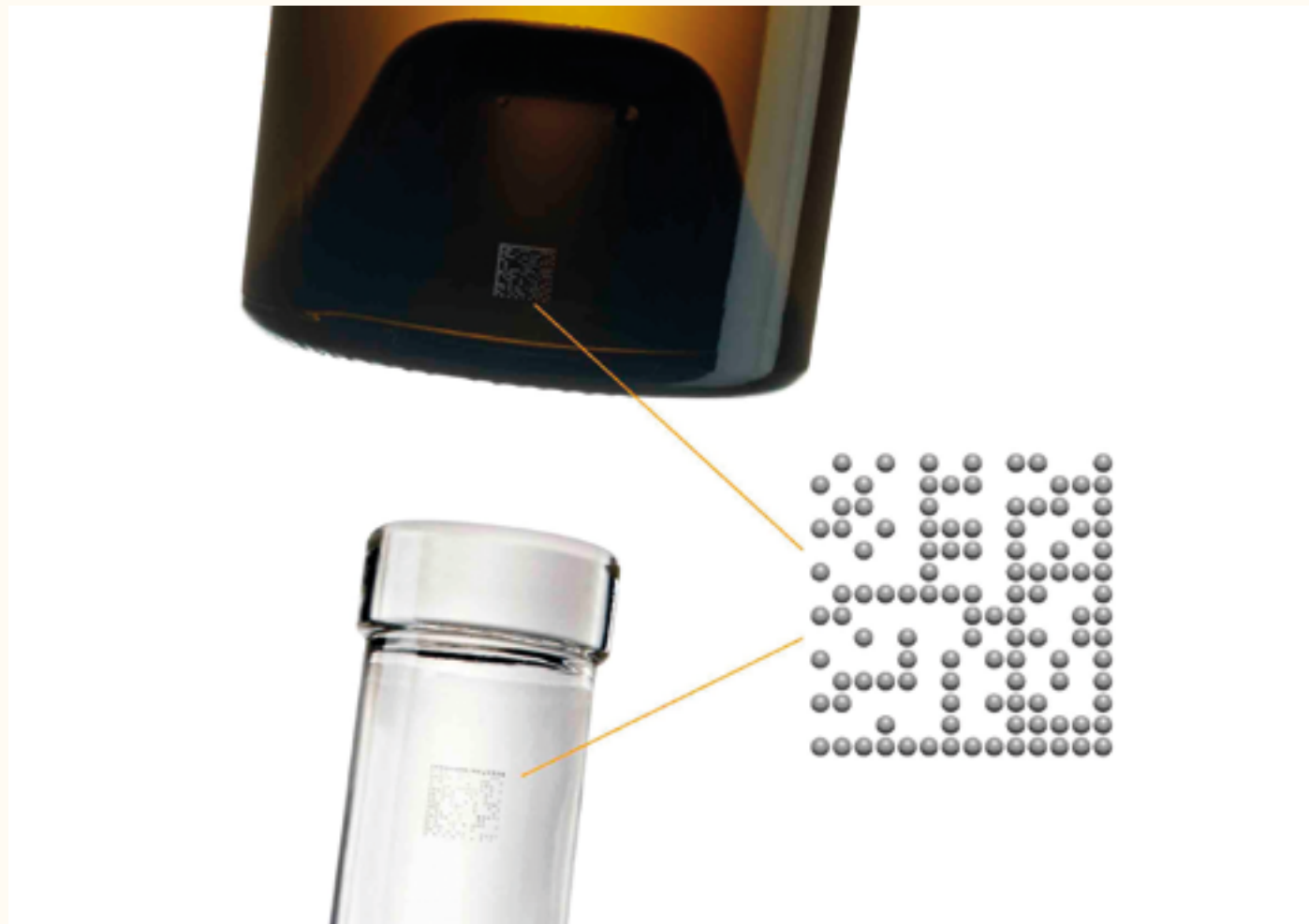
FOOD SECURITY AS A PRIORITY

Using a safe product for the consumer, Saverglass has made food safety a priority and has provided its clients with a guarantee of brand leadership and longevity. All products manufactured by Saverglass are food grade and designed following the HACCP (Hazard Analysis Critical Control Point) system. The production of glass decanters and bottles is carried out according to methods and principles that ensure an optimum level of confidence in the safety of the delivered products.

Simultaneously, production sites are certified according to international food safety standards, such as ISO 22000 - 22002-4. Finally, since 2014, an integral part of Saverglass' quality approach has been the ISO 22301 certification: "Business Continuity Management." The Group was the first glassmaker and decoration company in the world to receive this certification in 2014. This demonstrates its ability to provide continuous service to its clients in exceptional situations.

QUALITY MANAGEMENT SYSTEM AT SAVERGLASS :





Datamatrix: traceability and reliability

Seven years ago Saverglass developed a unique solution for marking its bottles so as to identify each of them individually in order to trace all the components and operations that have led to its realization. In the event of a defect, this traceability solution allows the ability to isolate the population as precisely, as quickly, and as cheaply as possible. Thus, in the event of a defect, this innovative traceability system makes it possible to isolate non-conformities almost instantly.

THIS SOLUTION TAKES THE FORM OF A UNIQUE AND IMMUTABLE DATA MATRIX CODE

This is a unique code engraved during manufacture (24 digits arranged in a 8mm x 8mm square of dots, which cannot be forged or altered). Its clear marking means that each bottle can be scanned reliably and recognized

instantly. For each bottle produced, the Datamatrix code provides the precise time of shaping of the bottle and the mold number. This information, along with all other accurate production data in the plant, allows for optimum traceability.

FOR OPTIMIZED QUALITY MANAGEMENT

THE DATA MATRIX ensures:

- Optimized management of product quality
- The authenticity of the bottle

IT IS RECOGNIZED AND APPROVED BY MANY CLIENTS :

- Thanks to its reliability, it reaches a 99.99 % accuracy rate.
- The experience acquired
- Its success after its implementation in several French vineyards.

STRA TE GIC

CSR STRATEGIC DIRECTIONS
AND GOVERNANCE

STRATEGIC DIRECTIONS

Mindful of our activity in creating premium glass bottles and the industrial challenges, preserving the environment and resources quickly became evident.

Early on, we optimized all of our processes by seeking both economic and ecological solutions.

Year after year, these simple, pragmatic actions have been structured around a strong CSR program, which today contributes as a significant factor for our Group's overall strategy.

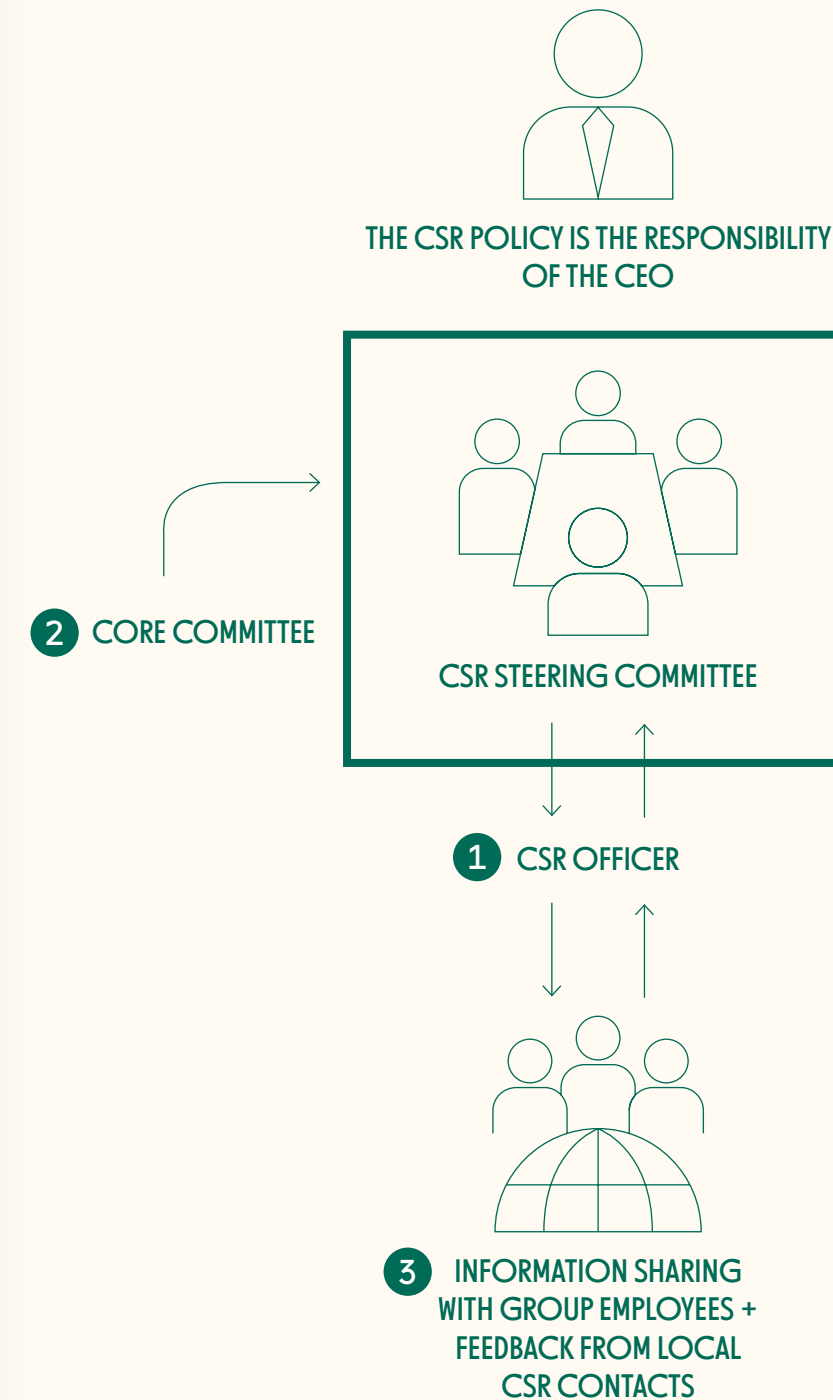
To achieve our CSR objectives, we have identified three priority areas of intervention:

- Adapt our manufacturing processes to environmental challenges, the primary purpose of which is to reduce our greenhouse gas emissions significantly;
- Protect our employees and develop their potential while promoting diversity and equal opportunities for the men and women of the company;
- Act for society.

Our ambition is to build and adapt our model to be sustainable for our planet, our teams, our Group, and our customers.

GOVERNANCE

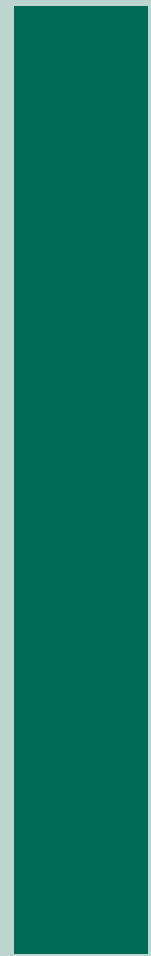
The implementation of the strategy will be done by the women and men responsible for the company



1
THE CSR STEERING COMMITTEE, LED BY THE CSR OFFICER defines and implements the CSR policy.

2
THE CORE COMMITTEE (ENERGY POLICY COMMITTEE) mission is to prepare and guide the Group's energy and technology transition strategy.

3
CSR CONTACTS are appointed in each of the company's geographical and/or functional entities.



AD AP TING

ADAPTING MANUFACTURING PROCESSES
TO ENVIRONMENTAL CHALLENGES

CONTRIBUTING TO THE FIGHT AGAINST CLIMATE CHANGE



“In the glass manufacturing process, energy is mainly consumed by melting sand, lime, and sodium carbonate in ovens heated to 1,500 °C by burning gas or fuel. The source of the energy consumed and its supply to the furnaces are the main challenges in enabling glass producers to fight against climate change effectively. We have defined a concrete and ambitious action plan to fight against climate change. To do so, we have identified two priority lines of action. The first is to have effective measurement and management of emissions related to our industrial activity.

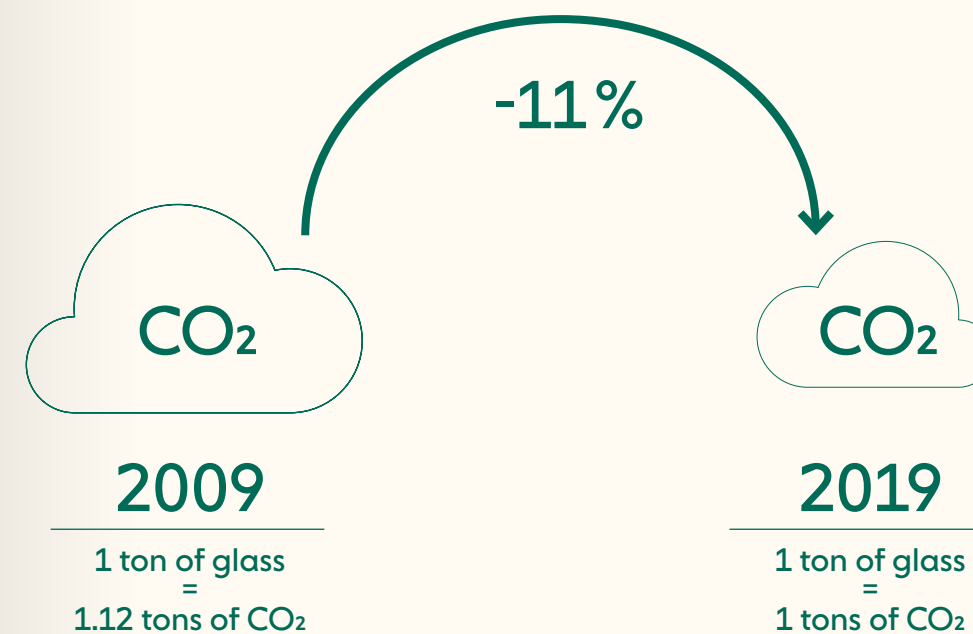
We also expect to take action against our greenhouse gas emissions. Our objective is to reduce the emissivity of our industrial process by 45% by 2035 and by 36% across our entire value chain (scopes 1, 2, and 3). By 2050, we want to continue our efforts and encourage innovations to align ourselves with a reduction trajectory of 2°C. That means achieving carbon neutrality in 2050”.

JEAN-MARC ARRAMBOURG

EMISSION DIAGNOSTICS

To challenge our emissions-reduction issues and opportunities, Saverglass called upon the Carbone 4 consultancy in 2020 to perform its Bilan Carbone® (carbon footprint assessment). As we had carried out an initial assessment in 2009, this enabled us to assess our efforts over the last ten years. This diagnostic showed that for one ton of glass produced, one ton of CO₂ was emitted, which was a significant drop (-11%) since 2009. The assessment also

enabled a detailed analysis of emission sources. Our carbon impact is mainly the result of energy consumption (59%), decarbonization (12%), purchases of inputs and services (12%), upstream and downstream logistics (9%), and other factors (8%). Emissions related to decarbonization come from the glass melting process, i.e., the liquefaction of raw materials in ovens, where they fuse at approximately 1,500°C. As a result, an appropriate action plan to reduce our carbon footprint has been redefined.



Source: 2020 Carbon footprint report, carried out by "Carbone 4"

-11%

Evolution of CO₂ emissions in tons per ton of glass between 2009 and 2019 (scopes 1+2+3)

-45%

Aim of the evolution of CO₂ emissions in tons per ton of glass between 2019 and 2035 (scopes 1+2)



DEFINING AN AMBITIOUS ROADMAP

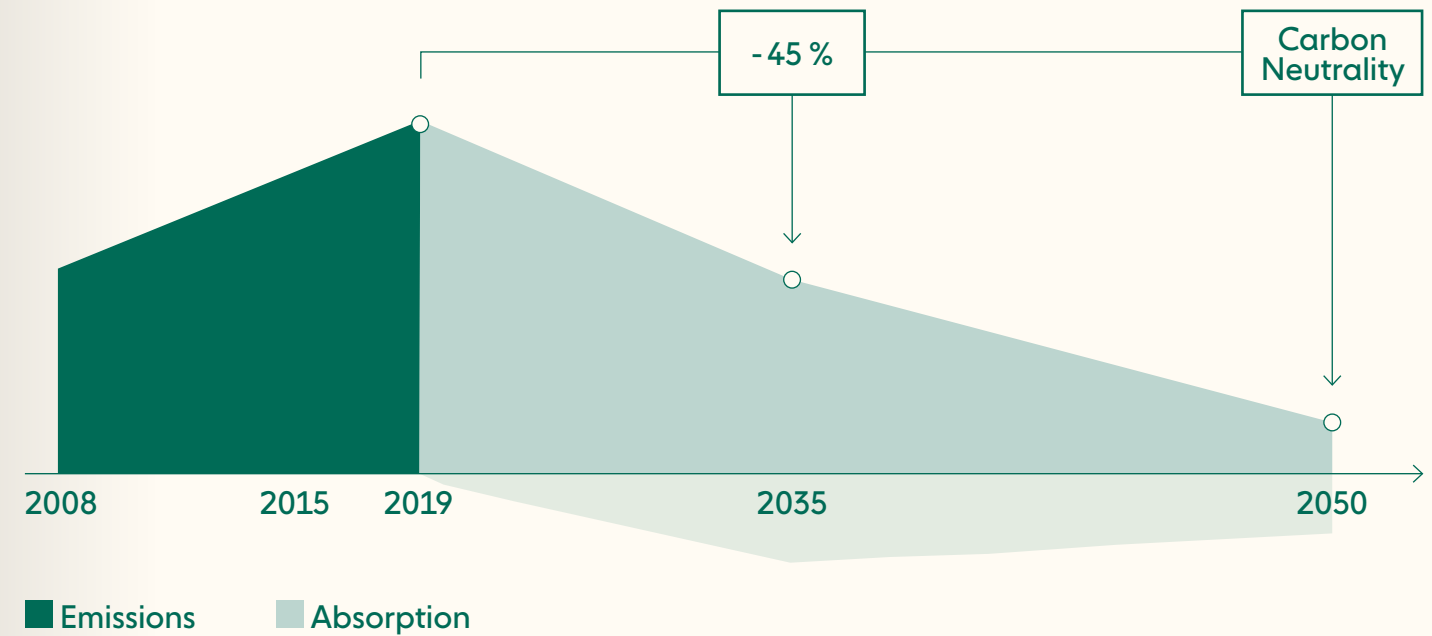
Following the completion of its carbon footprint assessment (Bilan Carbone®), with the help of Carbone 4, Saverglass has implemented an approach to adjust and finalize its low carbon roadmap. The Group has initiated an energy management strategy to reduce CO₂ emissions across the value chain, both upstream and downstream of its activity. Saverglass aims to reduce the emissions of its industrial process as a priority and influence induced emissions (scopes 1 and 2).

Saverglass also aims to act on scope 3, which represents 40% of its emissions. The main areas of focus are:

- Improving energy efficiency
- Increasing the proportion of clean energy in the energy mix used for glass manufacture.

Saverglass has developed a concrete and detailed action plan for each site and measured the carbon impact of each solution proposed by this plan. This has enabled the identification of process improvement levers that require accessible technologies.

OVERVIEW: SAVERGLASS' CARBON TRAJECTORY TARGETS BY 2050 (PER TONS OF CO₂ EMITTED)



Focus on Saverglass' low carbon innovation programs:



1 - THE FURNACE FOR THE FUTURE :

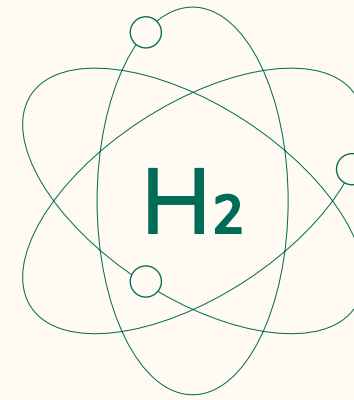
Saverglass contributes to the “Furnace for the Future” program. This project aims to create, fund, and test a hybrid oven under real-life conditions.

- To face the challenge of carbon neutrality, the European Container Glass Federation (FEVE) and European glassmaker packaging companies have teamed up to produce an industrial pilot to qualify fusion technology, which is considered the most developed for reducing direct emissions (scopes 1 and 2) from the glass manufacturing process. This oven will process more than 350 tons of glass a day and melt all kinds of glass with recycled glass.

It will replace fossil energy sources with 80% green electricity. The oven will be built by 2022, with the first results in 2023.

- This project brings together 18 glassmakers, which represents 98.5% of European production.
- The hybrid oven aims to increase the proportion of electricity to 80% and reduce natural gas to 20%, resulting in a 60% reduction in CO₂ emissions across scopes 1 and 2.

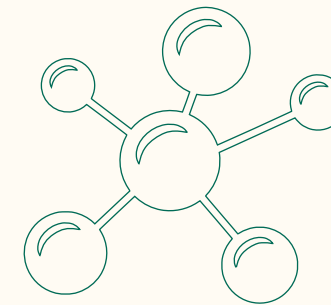
The European Community has selected this project as a strategic project for achieving carbon neutrality. It will be conducted for ten years to validate the performance and reliability of the process.



3- THE HYDROGEN PROJECT (H2)

Saverglass co-finances a hydrogen project with a Dutch laboratory, specialized in the exploitation and combustion of natural gas. This project with DNV GL researches the adaptations and impacts of hydrogen combustion on the glass manufacturing process. More specifically, with the combustion of water emitting hydrogen (and not CO₂), we envision using hydrogen

as an energy source associated with natural gas for glass fusion. The proportion of hydrogen associated with natural gas will increase as green hydrogen production capacity increases, aiming to fuse 100% hydrogen with the glass. This project brings together a group of 40 industrial companies, including a large number of glassmakers.



4- THE DECARBONISED RAW MATERIALS PROJECT

12% of Saverglass CO₂ emissions are from the fusion of raw materials during glass production. While cullet is the primary decarbonized raw material, other possibilities

reduce emissions from the glassmaking process. Saverglass is working with CelSian and a consortium of glassmakers to search for new decarbonized raw materials.

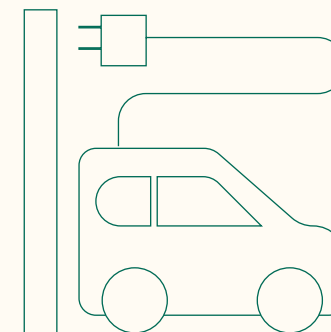


2- VERCANE

In October 2020, Saverglass was selected by Engie to participate in its first R&D program, in collaboration with Verescence and Fives, to decarbonize the glass manufacturing process: VERCANE stands for VERre CARboNEutre (carbon-neutral glass). Supported by ADEME, this program is part of France's carbon-neutral objectives for 2050. The purpose of this ambitious program is to support the industrial glass sector in its efforts, in line with the “France Relance” recovery plan.

VERCANE is studying different carbon-neutral energy systems that could be compatible with the glass fusion process: hydrogen, bioresources, and process electrification. On the other hand, VERCANE is exploring the possibility of adapting existing melting ovens to new energy sources. The role of Saverglass is to provide real-life case studies to the project from its industrial sites and contribute to the creation of technical work packages involving our expertise in the production of glass in melting ovens.

Other initiatives are emerging and contributing to lowering our carbon footprint



ELECTRIC ENERGY CAR

Saverglass has initiated a conversion approach towards its fleet with the gradual replacement of thermal models by fully electric or hybrid vehicles. Logistic HGVs are also involved in the energy transition. In partnership with its clients, Saverglass optimizes the transport loop to ensure that HGVs do not travel empty. This organization promotes investment by transport providers in equipment that releases

explicitly less CO₂. Therefore, the first HGV using biofuels could be put into service in early 2021. These actions are a modest contribution to the “Low Carbon” road map that Saverglass has set for itself by making cars with low CO₂ emissions and lower fuel consumption available.

REDUCING OTHER TYPES OF EMISSIONS



To improve air and water quality, Saverglass is committed to designing and implementing solutions to minimize its other emissions, other than CO₂ (NO_x, SO_x, and particulate matter), to treat its effluents as efficiently as possible.

-10%

NO_x emissions
Objective 2025

-10%

SO_x emissions
Objective 2030

-10%

Dust emissions
Objective 2030

REDUCING AIR RELEASES AND TREATING FUMES

The Group has significantly reduced its other emissions over the past 20 years. Saverglass ovens are

equipped with regenerators for recovering energy from fumes and the best technology available to lower the environmental impact of air releases.



-50%

The installation of low NO_x burners has enabled us to reduce nitrogen oxide emissions by 50%



-75%

Thanks to the installation of electrostatic precipitators on our furnaces



-90%

Thanks to the installation of electrostatic precipitators on our furnaces

REDUCING WATER RELEASES AND TREATING EFFLUENTS

When our glass decoration factory was created in Arques in 2014, a sewage treatment plant was built to treat the effluents related to the frosted finishing process. With advanced, less-polluting technology and controlled rinse water release systems,

the activity significantly reduced its environmental footprint. This system, inspired by the one developed by the Saverglass teams in the Coulommiers factory (France), was duplicated at the Acatlan de Juarez factory in Mexico (2019). All our frosted finishing sites are equipped with this innovative treatment system.

OPTIMIZING THE USE OF RAW MATERIALS



Saverglass aims to optimize the use of raw materials used in the production and decoration of bottles. The challenge lies in achieving industrial efficiency while preserving natural resources through the controlled use of raw materials, water, and energy. Saverglass seeks to produce its bottles sustainably, by limiting the consumption of resources and the production of waste.

OPTIMIZING THE USE OF RAW MATERIALS NECESSARY FOR PRODUCING OUR BOTTLES

The Group's resource optimization approach is applied to all of its raw materials and is common to all of its sites. The use of cullet (recycled glass from collected household glass) in the colored glass production process follows the European recycling target of 90% in 2030

and corresponds to the maturity of the recycling market in the United Arab Emirates and Mexico. It has major ecological advantages. It reduces the use of natural resources, given that cullet can replace raw materials such as sand, lime, or soda. Using cullet also saves energy as it melts faster and at a lower temperature than natural raw materials. It is a cost-effective and efficient solution for reducing emissions with no degradation of the quality of the glass produced. In accordance with its policy of excellence and superior quality, in a market where extra-white cullet is virtually absent, the use of cullet for producing extra-white glass ranges must follow a strict process. Because cullet is made of colored recycled materials, it gives a tint to products that use it in their production. Consequently, not all glass

colors accept the same proportion of cullet. The darker the color, the more cullet can be added to the manufacturing process. On the other hand, the clearer the glass, the less suitable this process becomes. The use of bio-sourced, low-carbon materials is also part of the raw material optimization approach. Saverglass uses short supply chains. In Europe, the sand is sourced locally in the nearby Oise region as well as Belgium and transported by river to the production sites. In the United Arab Emirates, sand is sourced in the Riyadh region of Saudi Arabia. This is because the sand in the vicinity of the factory is not compatible with the glass melting process.

THE DIFFERENT STAGES OF GLASS PACKAGING RECYCLING

GLASS RECYCLING, THE FIRST CIRCULAR ECONOMY?

Since 1974, the glass industry has participated, together with local authorities, to implement packaging recovery. In addition to its environmental benefits, this sector creates jobs and

helps support local authorities in their waste management efforts. The recycling rate in France is now close to 80% (76% in Europe), and thanks to an optimized organization, 100% of the glass recovered are recycled each year. The challenge is not to increase recycling in industry but

instead to retrieve more household glass. European glass manufacturers have committed to reach 90% recycling by 2030.

A great example of circular economy!

+8%

Increase of cullet content in its glasses (2015-2019)

+5%

Increase of cullet content in its colored glass (by 2025)

100%

Rate of its recyclable decoration



REDUCING WATER USAGE AND COLLECTING RAINWATER

Regarding water consumption, Saverglass has installed an effective rainwater collection system at its Feuquières site. Rainwater from the roof is directly collected in a collection basin. This has significantly reduced drinking water usage and, what's more, has provided 60% of the factory's water needs. More broadly, Saverglass has set itself the objective of identifying good practices in 2021 that will allow it to further limit usage and then to gradually implement them throughout its sites.



-3%

Reduction of the Group's water
consumption by 2025



**PERFECTING PACKAGING
USING CIRCULAR ECONOMY**

As far as packaging is concerned, the Group is striving to find the most environmentally friendly solutions. Saverglass' ambition is to achieve "zero non-recycled plastic". A circular economy policy has been introduced to all sites with circuits allowing the recycling or reuse of packaging. VMF standard wooden pallets are reusable. Saverglass collects, sorts and cleans pallets from its clients, extending the life of the pallets. In tonnage, they represent 50% of recovered material. In addition, Saverglass, with the help of a supplier, recovers the inserts (plastic packaging to protect the bottles during transport) so that they

can be reused in the creation of new packaging. Saverglass has also significantly increased its use of translucent pallet covers made from recycled plastics, replacing the transparent covers that require a virgin raw material. The decrease in the weight of these pallet covers has resulted in a 15% gain in thickness for double-wrapping. This represents a saving of almost 200 tons of polyethylene per year. Similarly, the partial transition to single-wrapping, instead of 2 covers, has reduced thickness by 40%, which represents a saving of 100 tons of polyethylene per year.



"Our continuous activity improvement approach drives us to explore additional solutions to those we have already put in place. To this end, a multidisciplinary working group, bringing together different sectors of the Group (quality, production, trade and packaging), meets once to twice a month to work on optimising our packaging. The Group is looking to reduce weight further and increase capacity on our pallets".

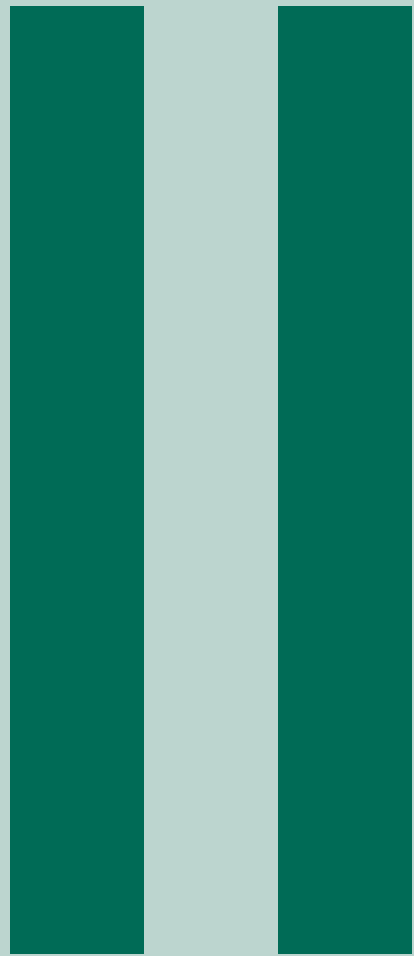
**LUDOVIC GAMAIN -
PACKAGING MANAGER**

40%

Pallet recycling rate in 2025

-10%

Packaging reduction rate (covers) in 2025



PRO TEC TING

PROTECTING AND DEVELOPING
OUR TEAMS

HEALTH AND SAFETY AT WORK



“None of the Sustainable Development Goals are accessible over the long term without a determined and unwavering commitment from the men and women in our company. Creating this state of mind depends above all on respect for all employees. Preserving and ensuring their safety is our main commitment. As a person's fundamental need, safety is the foundation of their development. Training, skills development and career progression can then be confidently constructed to make Saverglass a true community of performance players”.

ERIC BARTHÉLÉMY - DIRECTOR OF HUMAN RESOURCES

PREVENTING HAZARDS AT WORK

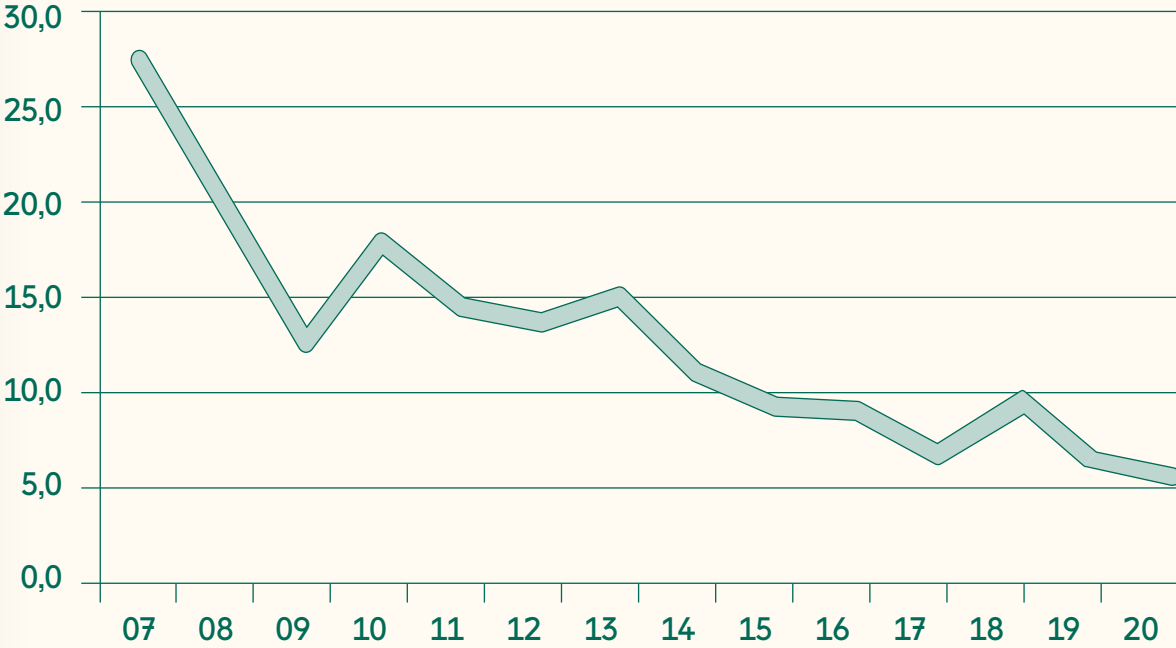
Saverglass continues to develop its safety policy, focusing on both individual behaviour and shared vigilance. In an effort to raise awareness among its teams, Saverglass has developed and implemented a risk prevention policy at all its sites. Employees undergo several days of training designed to develop preventative behaviour, covering the causes of accidents, high-risk behaviours and each employee's capacity for action.

Good practices are then promoted on a daily basis by team management. This approach reinforces the traditional method of prevention based on risk analysis, risk management action plans and training operators and managers. All of these actions have reduced accidents by 80% in 10 years (2010-2020).

8.8
TF1 / 2020
(no. of work stoppages/
millions of hours worked)

<1
TF1 / 2025
(no. of work stoppages/
millions of hours worked)

0
TF1 / 2030
(no. of work stoppages/
millions of hours worked)



Work accident frequency trends between 2007 and 2020



RAK'S STORY: 3 YEARS WITHOUT AN ACCIDENT!

The Ras Al Khaimah site in the United Arab Emirates has reached the milestone of 800 days without an accident causing stoppages. PRAVEEN PILLAI, QHSE manager and THIERRY PARESYS, RAK's plant director, share their story:

In 2016, a proactive improvement program was adopted and behavioural safety approaches were developed through the Play-Safe and Safe-Pilot© programs: "It is difficult to change attitudes and beliefs through direct persuasion, it must be done through behaviour. Acting and thinking safety go hand in hand". Meetings for managers and employees are held regularly, in which prevention tools are defined: "We were able to identify and eliminate

around 100 risks and we have strengthened the safety culture, creating a climate of trust and a high level of awareness", says Praveen with a smile.

Attitudes have changed through collective effort: "Implementation was not easy, but with a lot of back and forth and good communication, the teams were ready to evolve". To maintain good results, the QHSE team analyses all data and performs a system review at regular intervals.

Current concerns: Covid-19 management

In 2020, in the face of the global health crisis, the teams were mobilised and the Saverglass Group made employee safety a priority. The necessary preventive measures have been defined and deployed at all sites as part of an ongoing social dialogue. Saverglass has also organized itself to adapt its production capacities according to customer demand.

Moreover, Saverglass, when necessary, went beyond the regulations in terms of maintaining the remuneration of its employees in the context of production stoppages (i.e: Mexico). During this period, Saverglass strictly complied with its settlement commitments with all its suppliers.



QUALITY OF LIFE AT WORK



Actively listening to employees

Saverglass was built on the commitment of its employees. In the spirit of dialogue, Saverglass conducted a quantitative and then qualitative QLW (Quality of Life at Work) survey in 2017 at all its sites. It took the form of one-on-one interviews. This study made it possible to identify areas for improvement and to implement and manage an action plan in each of the Group's entities in France. This action plan has been defined by joint committees, composed of the Directors, managers and unions.

Five main areas were covered:

- Management and workplace relations
- Local and corporate communication
- Skills and job management
- Working patterns and intensity
- Working conditions

The approach was coordinated at the Group level by a liaison committee and by a steering committee at each site. The survey was entrusted to an independent firm to ensure complete objectivity in the analysis. Since then, actions have been implemented at each of our factories.



<2%

Absenteeism rate/
Objective 2025

95%

Employee retention rate

10%

Employee shareholder rate



Saverkids: a day care center to make the parent's life easier



“At the beginning of 2021, the opening of a company day care at the Feuquières site in France has made the life of parents much easier. Created in collaboration with the Picardie Verte inter-municipality, Saverkids can accommodate 28 children”.

PHILIPPE DIEFF - HR MANAGER

FABIEN GALLELLI, MARKET MANAGER FRANCE at Saverglass, explains why he appreciates the opening of this building:

“My wife and I regard the opening of this day care as an optimal child care solution for our son. The proximity and the specially adapted building are major assets. Our personal life has also seen a boost as we save 45 minutes in the morning and evening”.





Promoting social dialogue and communication between employees

SUPPORTING SOCIAL DIALOGUE

At Saverglass, social dialogue is based on openness and participation, which materializes through direct dialogue with employees and their representatives. Moreover, works councils have been established in line with the regulations applicable in each country where Saverglass operates.

In Europe, councils are organized every month at each site. In Mexico, the company facilitates social dialogue with a union, including annual negotiations on wages and benefits. In the United Arab Emirates, since the concept of unions does not exist, Saverglass builds social dialogue through regular contact meetings. Beyond institutional

communication, direct contact remains the preferred vehicle for exchanges between managers and their teams. Finally, for the in-depth portrayal of the men and women involved in the Group's major projects, a periodical magazine is distributed to each employee's home once or twice a year.

SAVERCOM

In a constantly evolving Group, which has seen its workforce expand significantly, promoting and implementing the company's values requires a constant communication effort. An internal collaborative information site called "SaverCom" shares news on the life of the company and its men and women at a global level.

This Intranet site, available in three languages and accessible on a smartphone, is run by a network of about 50 correspondents. In addition, the internal magazine "Transparency" highlights key company topics and projects in great detail through initiatives undertaken by its employees.

SHARING PROFITS

Saverglass pays particular attention to how employees contribute to the Group's performance. To this end, an incentive agreement has been in place since 2001. This is regularly renewed with the specific feature of creating indicators that relate closely to each employee's work.

The impact they have on their incentives makes employees the primary beneficiaries of and critical players in their performance. Another original feature of this agreement is the existence of an additional incentive plan (the availability of which is dependent on financial criteria) in the event of exceptional performance. Adapted to the legislation

in force, this system applies at all the Group's production sites worldwide. Moreover, allowing each employee to experience the company as a business owner is made possible by establishing a shareholder base accessible to all. Therefore, 10% of employees are also Group shareholders.

SKILLS AND CAREERS



Saverglass has always considered Human Resources development as a sustainable factor in its economic performance. The Group is thus committed to attracting the best talent, promoting diversity, supporting the professional development of its employees, and creating satisfactory working conditions for all.

>4%

% of payroll dedicated to training.
Objective 2025

70%

Trained employee rate.
Objective 2025

>6%

% of apprentices in the Group.
Objective 2025

PROMOTING SKILLS ACQUISITION FOR OUR EMPLOYEES AND SUPPORTING THEIR PROGRESS

Career development is one source of motivation for Saverglass employees. The number of managers promoted internally within the company is a significant characteristic of the Group. A dynamic and continuous approach based on knowledge acquisition through versatility management characterizes progression in the production departments. The diversity of projects and growth of the Group make cross-disciplinary work increasingly important. As a result, everyone can discover and measure the impact of roles other than their own. Opening out to other departments enables us to broaden employees' personal development. Career managers and Human Resources Managers support

this. Regular meetings are held to study individual career paths based on experience, skills acquired, and the future needs of the Group. To this end, Saverglass employees are the company's main asset.

INTERNAL MOBILITY

All our vacancies are posted on our SaverCom site. They are visible to all our employees, allowing them to access and apply for positions available in France and abroad. For our non-connected employees, a dedicated display is provided in the production units.





Sharing knowledge is one of the primary focal points of the Saverglass Group's training policy.

Providing in-house training

SHARING KNOW-HOW: GLASS AND DECORATION SCHOOLS

The glass industry uses expert craftsmen with experiential know-how. They used to be called “Master Glassmakers.” There are no schools that teach these fields directly. Therefore, in 1999, Saverglass created its own “School of Glass” and, more recently, its “School of Decoration.” Alumni, recognized for their

technical mastery and teaching skills, teach good practices throughout our employees' careers. Therefore, in addition to the training received at recruitment, each step of professional development is validated by a specifically adapted course. In 2018, 480 new Mexican employees attended Saverglass training modules conducted in Spanish

by internal trainers sent specially from France. Practical training, meanwhile, was provided by more than 300 French employees sent to Mexico to support this effort. The modules are currently being offered to the 260 employees of MD Verre, a new factory acquired by Saverglass in Belgium.

Testimonials – The Mexican adventure Why did you accept this training mission in Mexico?

“The desire to learn, to soak up Mexican culture, but also to teach our roles to our new Mexican colleagues was crucial to my motivation to participate in this amazing adventure”.

MARC OBRY
IS MACHINE SUPERVISOR

“Coming from the world of glass, this experience was a real challenge for me. The Group is technologically very efficient. We learn something new every day. It is rewarding”.

ELIAS PAREDES MENA
PRODUCTION TEAM MANAGER

“Our greatest strength is communication and the atmosphere we have created between us, both Mexicans and French, to bring this factory to life”.

FRANÇOIS MERLATEAU
SALES MANAGER,
KEY ACCOUNTS MANAGER MEXICO



Encouraging learning through partnerships

ENCOURAGING LEARNING THROUGH PARTNERSHIPS

Alongside this original approach, Saverglass has created “hotbeds” in partnership with the professional training centers adjacent to its main site. Students with college or university degrees are recruited on permanent contracts and supported for one or two full years to obtain a university or professional degree. Saverglass also pursues a policy of dynamic relations with schools and universities in the regions in which it operates (Le Havre, Beauvais, Saint-Omer, Coulommiers). The partnerships created translate into offers of internships in France and abroad. We are regularly present on school selection panels, as well as at many employment or internship forums. We also have exchanges with universities for research work.

ONGOING TRAINING POLICY

A continuous training policy supports the ongoing development of employees' skills. The annual training plan has four main priorities:

- The sharing of expertise and knowledge management
- Maintaining responsiveness at all levels
- Developing innovation
- Internationalisation



“We recruit young graduates, or more experienced profiles, on permanent contracts and support them for one or two full years. This training is done on a work-study basis and thus prepares the future glassmakers of the Group to perpetuate the techniques and tricks of the trade that have solidified our reputation over the years. Therefore, every year, we support many employees who are engaged in obtaining a diploma. This is done through Validation of Work Experience or, more usually, through educational courses. Apprenticeships are a method that the Group uses in particular to welcome new employees. Saverglass can boast an age range from 15 to over 65 years old. Every year, apprentices join the technical teams. They train using a work-study program for several years to enter their profession within the Group at the end of their apprenticeship”.

ISABELLE LEFÈVRE - HR DEPUTY

DIVERSITY



DIVERSITY AND EQUAL OPPORTUNITIES

We have made respecting differences the first of the Group's five cardinal values. Saverglass adheres to the Corporate Diversity Charter meaning that objective and non-discriminatory recruitment criteria are applied, ensuring that only the professional competence of a candidate is judged.

ESTABLISHING FAIR RECRUITMENT AND REMUNERATION POLICIES

Valuing differences is the first of the Group's five HR values. In France, adhering to the Corporate Diversity Charter means that objective and non-discriminatory recruitment criteria are applied, ensuring that only the professional competence of a candidate is judged. Saverglass is also a member of the Club des Entreprises Inclusives (Inclusive Company Club). The purpose of this club is to put companies in the recruitment phase in touch with professional integration associations of various types (disabilities, migrants, reintegration, etc.) to offer everyone a chance to access employment. In 2020, Saverglass launched a qualifying integration approach with Les Apprentis d'Auteuil as part of their Skola scheme. This scheme enables people without vocational training, with inadequate training, or in a situation of exclusion to regain employability through a work-study contract leading to a qualification.



“In this way, we are looking to favor people located in geographical areas with economic and social difficulties or social distress concerning employment.”

DONIA DJEDID - RECRUITMENT MANAGER

Acting in favor of professional equality is an approach that is encompassed in the Group's strategy. A policy of equal pay has also been established.

62 x 90

Gender equality index in %
2020

>80

Gender equality index in %
Objective 2025

>90

Gender equality index in %
Objective 2030



PROMOTING DIVERSITY

Equal opportunity is rooted in our managerial practices, and we are working to strengthen the diversity of our teams. To guide, evaluate and improve its actions, the Group relies on, among other things, the gender equality index by production site in France.

PROMOTING THE INTEGRATION OF AND ADAPTATION TO OUR DISABLED EMPLOYEES

Events, training, and communication campaigns about disability were conducted to raise our employees' awareness of working with disabilities. Dispelling the image of disability, bringing people closer together, and making current or future employees with disabilities feel comfortable were the objectives of a specific campaign conducted over three consecutive years.

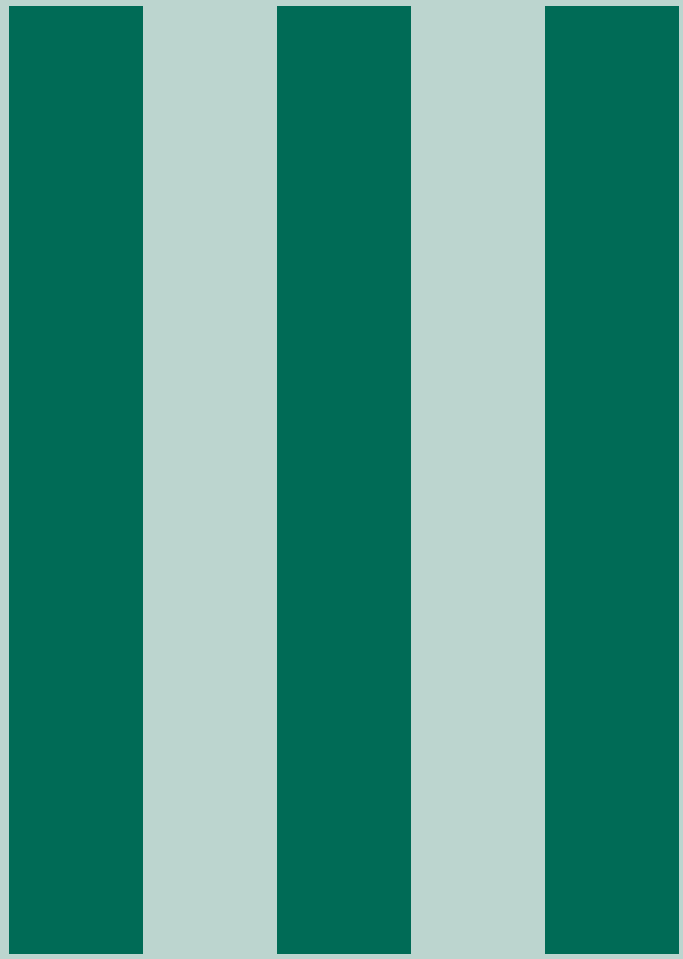
The results were measured by the number of people who discovered their rights. A social worker took over from the campaigns to continue the approach on a case-by-case basis. Specific research, carried out in conjunction with occupational medicine, is helping to explore the possibility of adapting particular workstations. Ergonomic studies have also led to introducing materials limiting the risks of disability associated with repetitive movements. Regular training is provided to learn the correct actions and posture at work stations. In 2020, Saverglass was committed to developing a reflection on the end-of-career arrangements for employees aged 60 and over who have developed their careers in the production sectors. The objective is to maintain employment for as long as possible under the best conditions for persons exposed to the physical constraints of workstations.



SAVERPLUS: DUODAY PARTNER

As part of the European Disability Employment Week (Nov 16-22, 2020), a national event in which SaverPlus has participated since 2019, a person with a disability partners up for one day with a professional to learn about their job. In exchange, the Saverglass teams join forces with and integrate people with disabilities. That year, SaverPlus offered immersion in the workshop, reception, and administrative departments. Saverglass is continuing its commitment in 2021 by participating in the organization of this event once again.





ACTING

ACTING FOR SOCIETY

CONTRIBUTING TO LOCAL ECONOMIC AND SOCIAL LIFE



The Saverglass sites play an active role in developing the social and economic fabric of the geographical areas in which it operates. The Group's sites are often in contact with local decision-makers and elected representatives, administrative partners, and those involved in training and are recognized as key contributors to local life.

93%

% of our purchases made locally vs. total /2020

95%

% of our purchases made locally / Objective 2025

CONTRIBUTING TO LOCAL ECONOMIC AND SOCIAL LIFE

As part of its action to contribute to the economic and social development of the regions, Saverglass favors local supplies and long-term partnerships with SMEs. The company enters into sustainable partnerships with its strategic suppliers (raw materials, mould makers, R&D, packaging, distribution, etc.) based on mutual respect, transparency, information-sharing, and regular communication. By incorporating ethical and environmental clauses

into its contracts, Saverglass expects its partners to share its vision of economic activity that respects the environment, generates strong financial performance, and is socially responsible. A virtuous dynamic accompanies this approach in the employment market at the regional level of each Group site, whose employer image carries significant pulling power.



PROMOTING RESPONSIBLE PURCHASING PRACTICES



Each year, the Saverglass Group invests around \$US 360 M in purchasing products and services from its suppliers. The top 5 purchasing

positions are glassmaking raw materials, industrial infrastructure investments, logistics (storage and transport), energy, and packaging.

96%

% of our suppliers who have signed the ethics clause of our contracts. 2020

100%

% of our suppliers who have signed the ethics clause of our contracts. Objective 2025

To promote responsible purchasing practices, there are three key objectives:

- Building a trusted relationship with suppliers to ensure sustainable sourcing
- Selecting quality products near to production sites
- Ensuring compliance with business ethics (respect for local regulations, fighting against corruption, respect for human rights) in the value chain.

SUPPLIER SELECTION

The supplier selection process is based on many criteria. Before the contract, supplier regulatory compliance is checked using an online tool to ensure that the supplier has not been sanctioned. This approach is reinforced by a contractual agreement, through the signature of a social responsibility clause, including:

- Compliance with applicable laws and regulations
- Alignment of work practices with the united nations global compact (signed by Saverglass in 2016), as well as compliance with the ILO's (International Labour Organisation) guiding principles
- Prohibition to hire underage individuals and to use forced labor
- Particular attention related to the environmental impacts of their activity
- Assurance of compliance with these principles with their own suppliers

SUPPLIER APPROVAL

The Saverglass teams conduct an approval audit of each new supplier to ensure its ability to meet all of our requirements and expectations. These cover product compliance, fulfillment of delivery commitments, traceability, business continuity plans, and environmental risk control.



FORMALIZING ETHICAL AND ANTI-CORRUPTION CONDUCT



FORMALIZING ETHICAL AND ANTI-CORRUPTION CONDUCT

To consolidate its responsible purchasing approach with its clients, Saverglass fulfills its social and environmental commitments. Audits were conducted in 2020 by ethical audit bodies. The results obtained were used to put improvement plans in place. Per its commitment to the United Nations Global Compact, the Group has established an anti-corruption policy.




This policy is based on:

- An analysis of corruption risks
- The definition of rules concerning gifts and hospitality
- Employee training
- Informing the Group's partners
- The implementation of a whistleblowing system accessible internally and to the Group's partners

It also complies with French and international regulations.






APPE NDI CES

SUMMARY DASHBOARD: RESULTS/OBJECTIVE AND SDGs

STRATEGIC COMMITMENTS — KPI			PERFOR- MANCE KPI/UNIT	KPI VALUES		CORPORATE SOCIAL RESPONSIBILITY (CSR) OBJECTIVES						SUSTAINABLE DEVELOPMENT GOALS (SDGs)			
				2019	2020	2025	2030	2035	2050	2025	2030		2035	2050	
ENVIRONMENTAL COMMITMENTS							Var		Var		Var				
I - ADAPTING OUR MANUFACTURING PROCESSES TO ENVIRONMENTAL CHALLENGES	A - CONTRIBUTING TO THE FIGHT AGAINST CLIMATE CHANGE	Total CO ₂ emissions (scopes 1, 2, 3)	t/tg	1.00	1.10	-1 %/ year							Carbon neutrality		
		Scope 1 + 2: direct emissions + energy	t/tg	0.61	0.65	0.516	-15 %	0.383	-37 %	0.334	-45 %				
		Scope 3: upstream + downstream emissions	t/tg	0.38	0.45	0.365	-4 %	0.305	-20 %	0.297	-22 %				
	B - REDUCING OTHER TYPES OF EMISSIONS	NOx emissions	kg/tg	1.51	1.91	-10%									
		SOx emissions	kg/tg	0.66	0.96			-10 %							
		Dust emissions	kg/tg	0.14	0.14			-10 %							
	C - OPTIMISING THE USE OF RAW MATERIALS	Cullet use													
		Cullet rate — Extra white flint glass		%	25	25	28								
		Cullet rate — Colored glass		%	60	64	69		74						
		Proportion of organic decoration vs all decoration		%	75	81	86								
Proportion of our decoration that is recyclable		%	100	100	100										
Saving resources															
Pallet recycling rate in %		%	34	32	40										
Packaging reduction rate (covers) — NEW2021		%			-10 %										
Increase in no. of bottles/pallet (transport + packaging impact) — NEW2021					+5 %										
Water consumption/tg		m ³ /tg	0.41	0.46	-3 %										
Proportion of R&D projects limiting the environmental impact		%	9	33	40		45		45						

t/ tg:
Ton of CO₂/
ton of glass

kg/ tg:
kilo/ ton of glass

				KPI VALUES		CORPORATE SOCIAL RESPONSIBILITY (CSR) OBJECTIVES			SUSTAINABLE DEVELOPMENT GOALS (SDGs)		
STRATEGIC COMMITMENTS — KPI				PERFORMANCE KPI/UNIT	2019	2020	2025	2030	2035		
SOCIAL COMMITMENTS											
II - PROTECTING AND DEVELOPING OUR TEAMS	EMPLOYMENT	Global workforce	No./mh		3,700	3,418					
	A - HEALTH AND SAFETY AT WORK	Accident frequency rate	No./mh								
		Frequency rate 1 (no. of work stoppages/ millions of hours worked)	No./mh		6.3	8.8	<1				
		Frequency rate 2 (no. of work stoppages/ millions of hours worked)	No./mh		18.8	20.5	<10				
	B - QUALITY OF LIFE AT WORK	Absenteeism rate	%		1.77	2.17	<2				
		Employee retention rate	%		96.9	95.04	>97				
		Employee shareholder rate	%		10	10					
	C - SKILLS AND CAREERS	Percentage of payroll dedicated to training	%		4.42	1.38	3				
		Trained employee rate	%		70	45	>70				
		% of apprentices in the Group	%		12	3.70	>6				
	D - DIVERSITY	Gender equality index	%		75<x<89	62<X<90	>80	>90			
		Percentage of women	%		22.8	23.7	25				
	SOCIETAL COMMITMENTS										
III - ACT FOR SOCIETY	CONTRIBUTING TO LOCAL ECONOMIC AND SOCIAL LIFE	Percentage of local purchases vs volume of purchases	%		84	93	95	95	95		
	PROMOTING RESPONSIBLE PURCHASING PRACTICES	Rate of our purchasers trained in responsible purchasing	%		82	82	100	100	100		
	FORMALISING ETHICAL AND ANTI-CORRUPTION CONDUCT	Anti-corruption: Trained population at risk vs total population concerned	%		83.2	83.2					
		Rate of suppliers who have signed the CSR clause (of the contracted suppliers)	%		95	96	100	100	100		

SUSTAINABLE DEVELOPMENT GOALS (SDGs)



SAVERGLASS' COMMITMENT TO THE UNITED NATIONS' GLOBAL COMPACT

Since 2016, the company has participated in the United Nations program: Global Compact.

Saverglass' commitment :

“Saverglass confirms its support for the 10 Principles of the United Nations Global Compact in the fields of human rights, labor, environment, and anti-corruption. The Global Compact principles form part of the strategy

and corporate culture that guide us in our day-to-day actions and the daily operations of our company. The purpose of this document is to set out these actions”.

JEAN-MARC ARRAMBOURG -
CEO OF SAVERGLASS

Reminder of the 10 Principles of the Global Compact program

HUMAN RIGHTS

1
Support and respect the protection of internationally proclaimed human rights

2
Make sure that the company is not complicit in human rights abuses

3
Uphold the freedom of association and the effective recognition of the right to collective bargaining

4
Contribute to the elimination of discrimination in respect of employment and occupation

5
Contribute to the effective abolition of child labour

6
Contribute to the elimination of all forms of forced and compulsory labour

INTERNATIONAL LABOUR STANDARDS

ENVIRONMENT

7
Support a precautionary approach to environmental challenges

8
Undertake initiatives to promote greater environmental responsibility

9
Encourage the development and diffusion of environmentally friendly technologies

10
Work against corruption in all its forms, including extortion and bribery

FIGHT AGAINST CORRUPTION



IT'S ALL
ABOUT
DOING