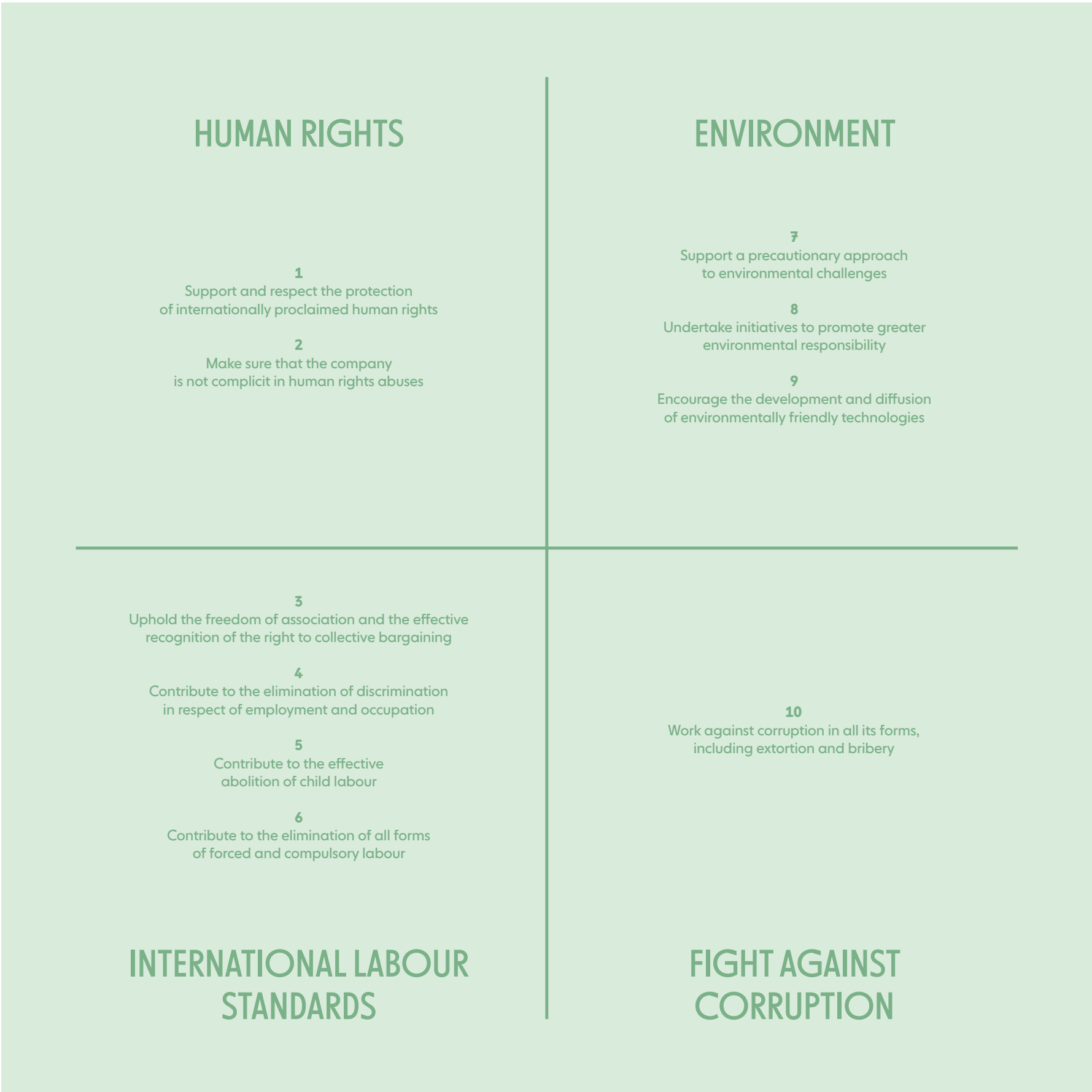


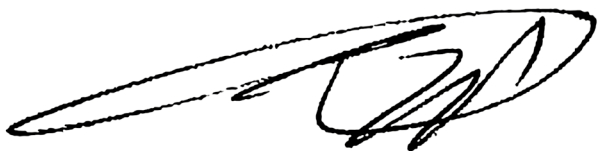
# SAVERGLASS COMMITMENT TO THE U.N. GLOBAL COMPACT





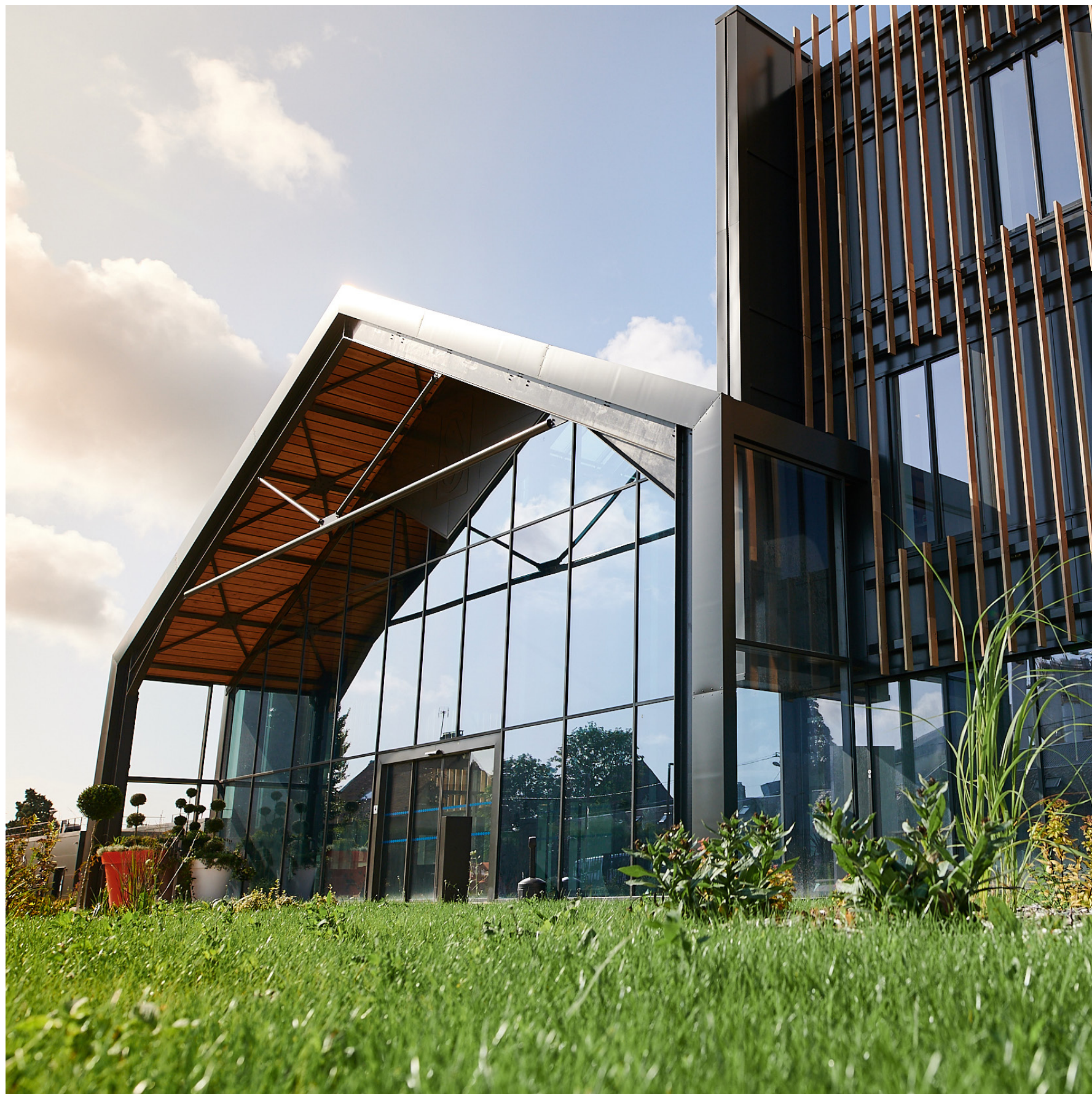
Saverglass confirms its support for the Ten Principles of the United Nations Global Compact in the fields of human rights, labour, environment and anti-corruption. The Principles of the Global Compact form part of the strategy and corporate culture that guide us in the everyday actions and daily operations of our company. The purpose of this document is to set out these actions.

Jean-Marc Arrambourg



# THE 10 PRINCIPLES





## PRESENTATION OF SAVERGLASS

OUR VISION

MISSION AND VALUES

BUSINESS SECTOR

DUAL EXPERTISE

LOCATION

SUSTAINABLE DEVELOPMENT

HR VISION

## HUMAN DEVELOPMENT

CAREER MANAGEMENT

QUALITY OF LIFE AT WORK

RISK PREVENTION

DIVERSITY

SOCIAL DIALOGUE

## RESPECTFUL DEVELOPMENT OF OUR ENVIRONMENT

ENVIRONMENTAL CHALLENGES

GLASS RECYCLING

SUSTAINABLE INNOVATION

## RESPONSIBLE DEVELOPMENT

SUPPLIER RELATIONS

SHARED GROWTH

CONSUMER SAFETY

ANTI-CORRUPTION

# SUMMARY



# PRESENTATION OF SAVERGLASS



As a global specialist in luxury bottle-production, the Saverglass Group designs, produces, and decorates glass products for a French and international clientele. The Group has historically been committed to sustainable development and has implemented industrial and technological manufacturing processes that are environmentally friendly, economically efficient, and socially responsible.

While cultivating its creation and production expertise, Saverglass aims to organise all of its processes and activities so that they contribute to improved industrial efficiency and establish a ‘virtuous circle’ involving environmental, economic and social parameters for sustainable development.

## OUR VISION



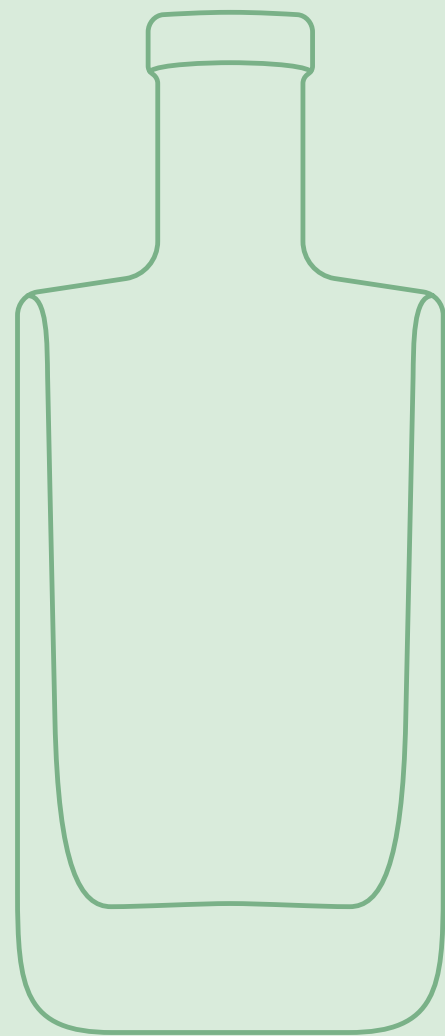
The mission of the Saverglass group is to convey its passion, culture and expertise in the 'premiumisation' of high-end glass packaging, through original, refined, innovative solutions that create value and symbolise our technical excellence. Our strong corporate culture centres around five fundamental values, shared by all group employees:

- 1 • Culture of Difference
- 2 • Pursuit of Excellence
- 3 • Pioneering Spirit
- 4 • Passion for Design and Creation
- 5 • Solidarity and Team Spirit

# MISSION AND VALUES



### Weighting of activities by volume



Spirits  
58 %



Wines  
42 %

The world's leading specialist in the manufacture and decoration of high-end bottles, the Saverglass Group provides innovative solutions to groups and brands in the fine wines and premium and super-premium spirits sectors. With its Glass and Decoration expertise, and recognised for its innovation and the quality and design of its products, Saverglass is the preferred partner of brand creators, design agencies, independent producers and the largest global wine and spirits groups.

## AREAS OF ACTIVITY

Dual manufacturing and decoration expertise: a unique advantage. With its dual expertise in glass-making and the decoration of high-end glass bottles, Saverglass offers its customers comprehensive, personalised support for each project. In addition to its expertise in production, quality, decoration and product finishing, Saverglass supports its customers and provides advice throughout the product development process. To make each project unique, the Group makes a dedicated project team available at a single site.

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



# DUAL EXPERTISE





SAVERGLASS  
IS PRESENT  
IN MORE THAN  
100 COUNTRIES  
THROUGH  
17 SUBSIDIARIES  
OR BRANCHES\*

LOCATION

Our role is to meet the needs of our market segment – high-end luxury bottle-production – in an industrial and technological framework that respects the environment, generates strong economic performance and is socially responsible. Our business – the design, manufacture, decoration and sale of glass packaging products – requires the implementation of a heavy industry process to produce bottles that meet both aesthetic and functional requirements and target an international clientele.

We are conscious of the environmental impact of our business and the means available to limit it, and we intend to become the benchmark in the global glass-making market with regard to Sustainable Development. Without undermining our creation and production expertise, the ambition of our glassmaking group is to organise all of our processes and activities so that they contribute to the best possible level of industrial efficiency and establish a ‘virtuous circle’ involving environmental, economic and social parameters. All sites are ISO 14001-certified.



# SUSTAINABLE DEVELOPMENT





Saverglass's Human Resources policy is rooted in the strength of its experience and its history; the men and women who belong to the group are its main asset. Built on Saverglass's values and culture, the HR function drives and supports changes within the company and creates the right conditions to enable its staff to develop their potential. Over time, the Group has evolved in five major areas:

- 1 • Developing and passing on professional expertise
- 2 • Cultivating responsiveness in all its areas of activity
- 3 • Stimulating innovation and commitment among the Group's employees
- 4 • Strengthening proximity management while supporting the Group's growth
- 5 • Supporting internationalisation

# HR VISION



The harmonious and consistent interaction between these areas is a fundamental part of the efficacy of Saverglass's HR work. The true difference or characteristic of the Group lies in the motivation of employees and management to put these principles into action on a daily basis.

Commitment, respect for others, responsiveness, and taking responsibility are the values upheld by Saverglass employees that drive the company's energy. An ambitious training policy aimed at the professional and personal development of every member of staff encourages them to put these values into practice. This not only exerts a positive effect on the company's development outlook, but it also enables Saverglass to continually adapt to its ongoing challenges.

The impressive rise of the Group – in which the workforce has increased tenfold and its revenues have increased 28-fold in less than 30 years – is founded in a motivating social environment where the contribution of each person is seen as an essential part of the Group's performance.



# HUMAN DEVELOPMENT

THE PERCENTAGE OF  
PAYROLL EXPENDITURE  
DEDICATED TO TRAINING  
HAS FLUCTUATED BETWEEN  
3.13 % AND 4.42% OVER  
THE LAST FOUR YEARS.  
THE WORKFORCE HAS  
INCREASED BY ALMOST 10%  
OVER THE SAME PERIOD.

The number of managers promoted internally within the company is a major characteristic of the group. An original, dynamic and continuous approach based on knowledge acquisition through versatility management characterises production department career paths. As such, career progression from an entry-level position in production to supervisor is clearly defined for all shift-based employees.

Opening out to other departments enables us to broaden employees' personal development. Based on the annual performance reviews, it is supported by career development officers and Human Resources managers. Regular meetings are held with a view to studying individual career paths and succession plans based on experience, skills acquired and the future needs of the group.

The diversity of projects and growth of the group make cross-disciplinary work increasingly important. As a result, everyone is able to discover and measure the impact of departments other than their own. Each employee has a one-on-one meeting with their manager every year. For managers and technicians, this meeting is based on the skills of the position, which are divided into 'knowledge', 'expertise', and 'behaviour'.

Training requirements and talent reviews for technicians and managers are based on information taken from the annual meeting. In order to maintain and develop the skills acquired and required, internal training programmes are being developed in the form of 'internal schools' for Glass production and Decoration.

## CAREER MANAGEMENT

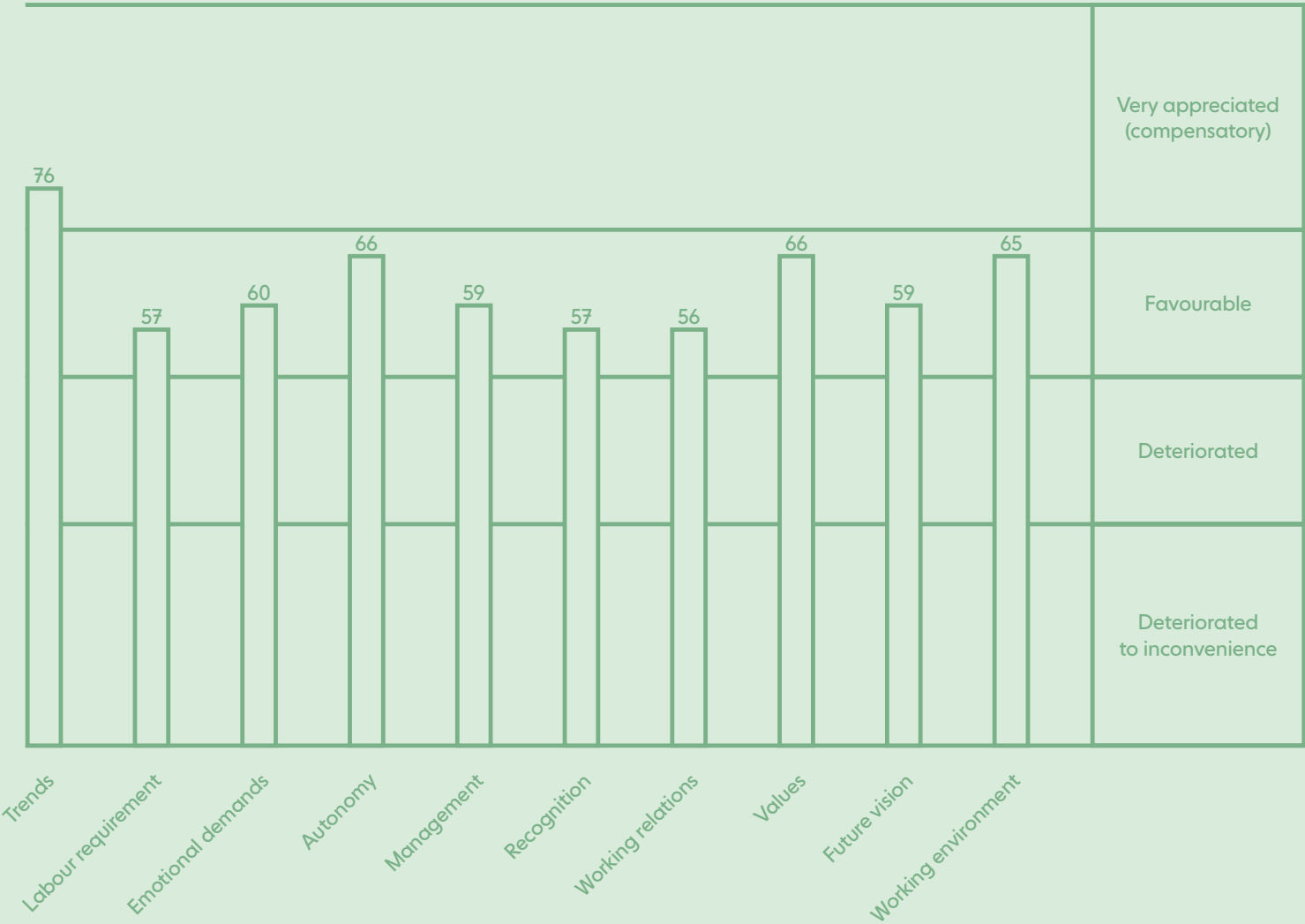
Saverglass was built by its people and the loyalty of its workforce has always been a key element in its development. It's in that spirit that Saverglass launched a procedure to analyse and improve the Quality of Life at Work of company employees.

Following a quantitative study and a qualitative survey in the form of individual interviews, areas for improvement were identified and action plans researched and piloted in each of the group's entities in France. Five main areas are covered:

- 1 • Management and workplace relations
- 2 • Local and corporate communication
- 3 • Skills and job management
- 4 • Working patterns and intensity
- 5 • Working conditions

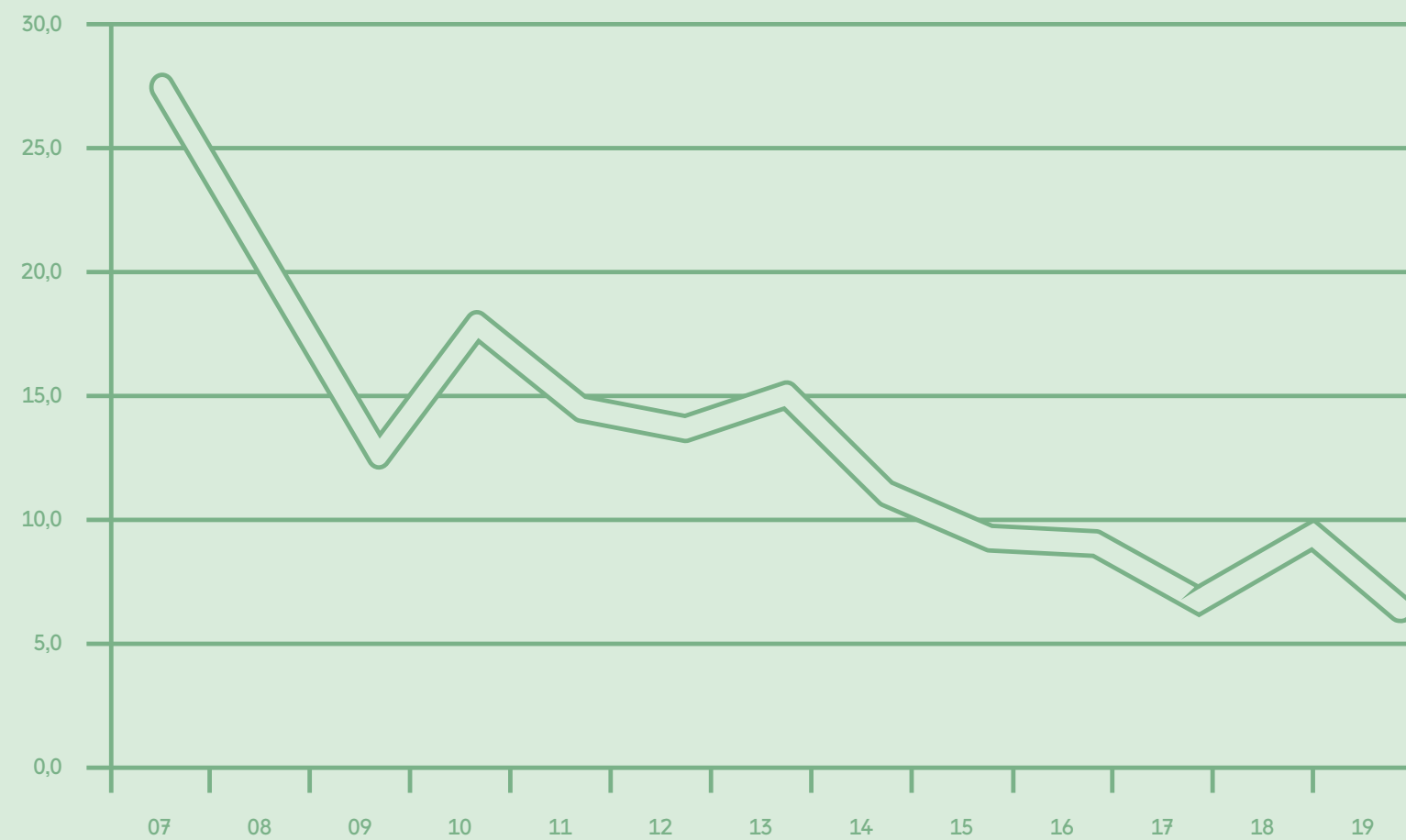
The process is coordinated at Group level by a Liaison Committee and by a steering committee at each site. To ensure complete objectivity in the analysis, the survey was carried out by an independent firm, renowned for its experience and professionalism in the field of Quality of Life at Work.

The action plan is rolled out from late 2018 across all of our plants.



The Staff Retention Rate has fluctuated between 95.9% and 96.9% over the last four years.





Work accident frequency trends between 2007 and 2019.  
At the end of 2017, 60% of group employees  
had received specific training on behavior.

Saverglass understands that controlling its processes contributes to overall performance, and is therefore developing a risk prevention policy for all of its sites. By incorporating behaviour and focusing prevention efforts on shared vigilance, the group intends to develop a modern and effective safety culture.

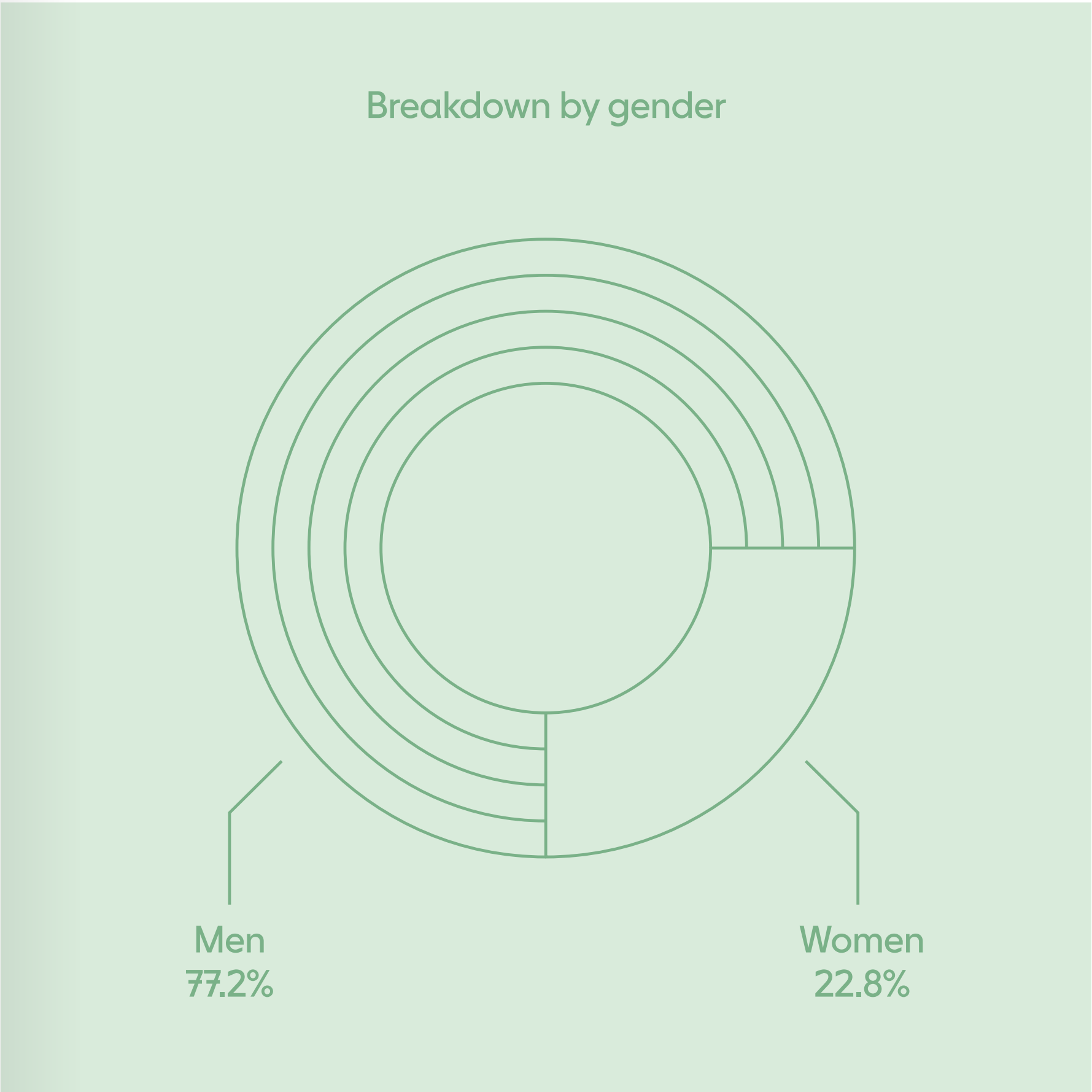
The employees concerned undergo several days of training designed to develop preventative behaviour, covering the causes of accidents, high-risk behaviour and the capacity for action of each employee. Good practices are then promoted on a daily basis by the management and volunteers. This approach, implemented at all sites with the support of a specialist firm, complements traditional risk prevention methods based on a risk analysis and operator training.

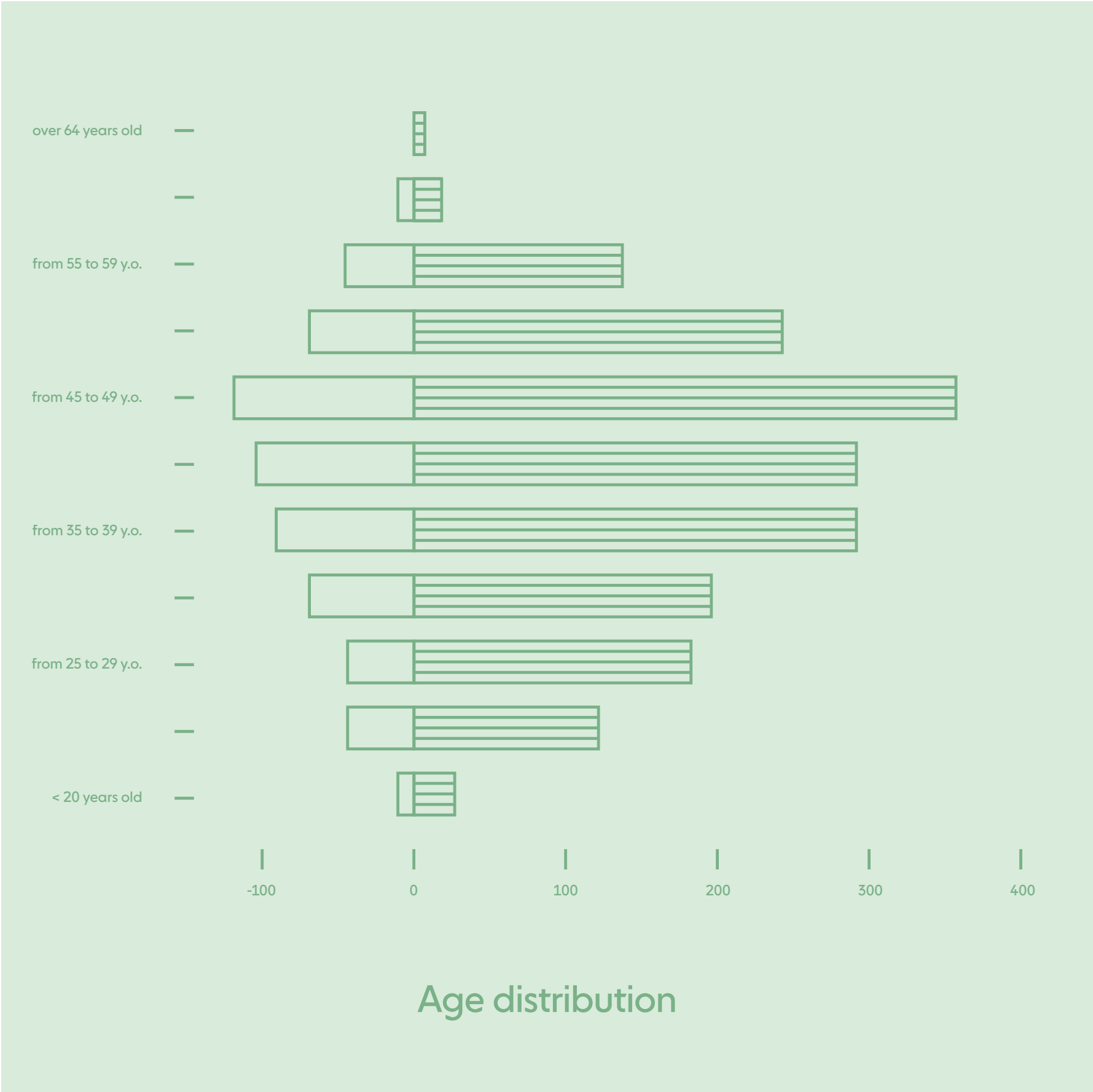
## RISK PREVENTION

By encouraging respect and valuing difference, the group positions itself as a corporate citizen. Saverglass has also signed up to the Charte de la Diversité en Entreprise (the French Business Diversity Charter, which sets out objective recruitment criteria and prohibits discrimination on the basis of the age, gender or nationality of the applicant, enabling accurate evaluation of professional competence). Recruitment is supported by an active integration policy that supports employees with their first steps in their new company. This corresponds to a training period lasting for approximately 5 to 6 months, during which the new employee learns about all the services provided by the company and by the group. The Human Resources Department has implemented training and integration pathways specific to each department. Finally, a Welcome Booklet is given to each new employee upon their arrival.

The framework of this integration pathway is focused around an immersion in production, a ‘tour’ of the main group departments, and a discovery day dedicated to the history, values, markets and businesses of the Group. This integration pathway is followed in all the countries in which Saverglass operates. →→

DIVERSITY





In order to offer our customers the same level of quality and service all over the world, “Glass and Decoration schools” are run in three languages. They bring the expertise of Saverglass to all of the Group’s production employees and contribute to their career development whilst remaining faithful to the Saverglass production standards.

Thus, since 2018, 480 new Mexican employees attended Saverglass training modules conducted in Spanish by internal training instructors sent specially from France. Practical training, meanwhile, was provided by more than 300 French employees sent to Mexico to support this effort. The group is comprised of over 3,400 people with 21 different nationalities.

These practical trainings were implemented amongst the 260 employees of MD VERRE, a plant recently acquired by Saverglass in Belgium.



At Saverglass, social dialogue is based on openness and participation, in keeping with its principles of trust and respect. These principles are applied through direct dialogue with employees and their representatives. This dialogue adapts to the regulations applicable in each country in which Saverglass operates. It is led in person by the Group Chairman at each of the Works Councils in order to maintain direct contact between the management and employee representatives. The objective is to work together to build the future of Saverglass whilst preserving its collective values.

Saverglass pays particular attention to how employees contribute to the Group's performance. As result, a specific feature of the profit-sharing scheme renewed in 2017 (for 3 years) was to create indicators that relate as closely as possible to the work of each employee. The impact they have on their own share of the profits makes employees the primary beneficiaries of and key players in their individual 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 around the world.

In a constantly evolving group, which has seen its workforce expand very significantly, promoting and implementing the company's values requires a constant communication effort. An information newsletter entitled "Transparences", which reports on the latest news, the lives of the men and women in the company and the Group's values, is regularly distributed to all the Group's employees.

The company-wide agreements in place relate to: the reorganisation and reduction of working hours, skills and job management, the generational contract, physical hardship, the time savings account, the group savings plan, participation, profit-sharing, risk prevention, diligence, remuneration and equal opportunity.

# SOCIAL DIALOGUE

RESPECTFUL  
DEVELOPMENT  
OF OUR  
ENVIRONMENT



Saverglass is reducing its environmental impact and its use of natural resources by constantly seeking to be more efficient and therefore preserving natural resources through careful use of raw materials, water, and energy.



# ENVIRONMENTAL CHALLENGES



	2017	2018 *	2019 *
Recycled glass (t)	184,802	226,237	256,017
Total water consumption (m <sup>3</sup> )	215,163	214,318	209,605
Furnace energy consumption (MWh)	608,899	682,728	747,557
Furnace nitrogen oxide emissions (t)	930	904	933
Suplhur oxide emissions (t)	988	343	341
Dust emissions (t)	6	21	39
CO <sub>2</sub> emissions (t)	235,470	209,346	236,941

Glass is the only packaging material that is 100% recyclable forever, and undergoes no alteration in its physicochemical performance. When a bottle is recycled, a new bottle can be produced with no loss of quality.

The use of cullet (recycled glass) in Saverglass’s industrial process has significant ecological advantages:

- 1 • A reduction in the use of natural resources, as cullet replaces raw materials (sand, lime and soda)
- 2 • Energy savings, because cullet fusion occurs more quickly and at a lower temperature than for natural raw materials
- 3 • A reduction in CO<sub>2</sub> emissions (using one metric tonne of cullet avoids 250 to 300 kg of direct CO<sub>2</sub> emissions)

# GLASS RECYCLING

Saverglass provides its customers with innovative environmental designs belonging to the ECO-DESIGN label created by the Group without impacting the creativity of its glass products. This process incorporates strict production constraints to generate savings of resources in terms of weight of glass, size or specific packaging.

ORGANIC, 100% RECYCLABLE DECORATION

For several years now, Saverglass has taken a sustainable development approach to all its decoration and finishing techniques. One particular service offered by the Group is the ORGANIC COLOR PLAY® process with its wide range of organic ink-based colours; this process does not use heavy metals during production, such as lead (Pb), hexavalent chromium (Cr<sub>6</sub>), cadmium (Cd) and mercury (Hg). This is a highly efficient process that provides a huge diversity of tints and effects.

Compared to screen printing carried out using enamel and requiring high-temperature annealing, these new processes greatly limit energy consumption and provide precise adjustment between colours and remarkably regular printing.

11% OF TURNOVER FROM  
REGISTERED DESIGNS  
SUBMITTED BY SAVERGLASS  
AND PRODUCED WITH  
ECO-DESIGN MODELS.  
73% OF ENAMEL  
DECORATION REPLACED  
BY THE ORGANIC COLOR  
PLAY® PROCESS.

SUSTAINABLE INNOVATION

# RESPONSIBLE DEVELOPMENT





In order to contribute to the social and economic development of the regions in which it operates, the Saverglass group prioritises local supply and long-term partnerships with SMEs wherever possible. Saverglass enters into sustainable partnerships with its strategic suppliers (mould manufacturers, raw materials, R&D, packaging, carriers, etc) based on mutual respect, transparency, information-sharing and regular communication. Saverglass, by incorporating ethical and environmental clauses into its contracts, expects its partners to share its vision of economic activity that respects the environment, generates strong economic performance and is socially responsible.

## SUPPLIER RELATIONS



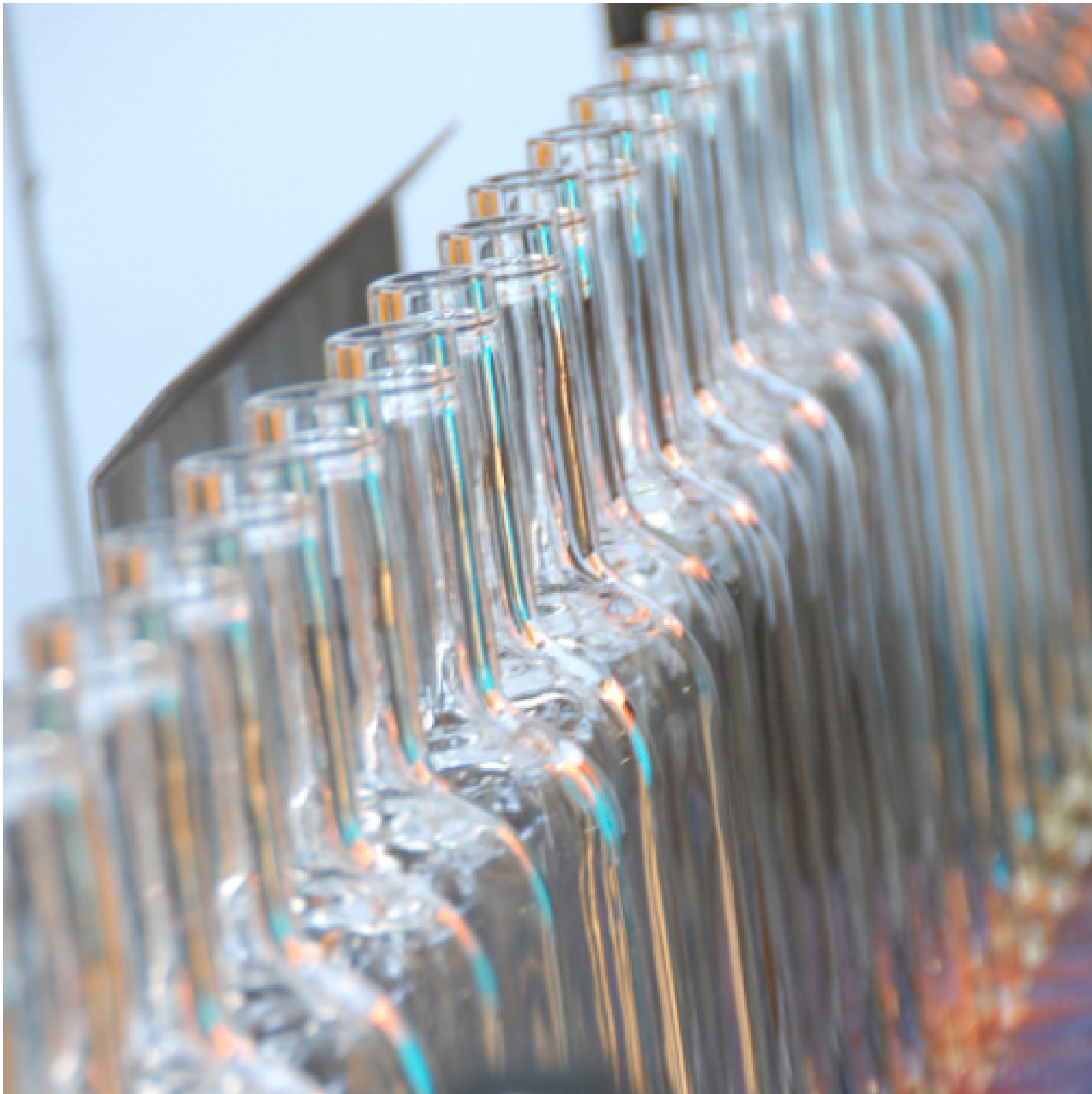
One of the group's fundamental values is its commitment to sharing the profits achieved: a substantial proportion of the wealth generated by the company must return to the employees who created it.

Saverglass employees are implicated in the growth of the group through various mechanisms. In addition to statutory profit-sharing, a variable portion of employees' remuneration combines the financial, industrial, qualitative and social performance of the group in the form of a profit-sharing scheme that has been in place for over thirty years.

An additional incentive plan, related to very good financial results, has also been added recently. Furthermore, since 2007 company employees are able to become group shareholders.

**MORE THAN 10%  
OF EMPLOYEES ARE  
GROUP SHAREHOLDERS.  
OVER THE LAST FIVE YEARS,  
PROFIT-SHARING PREMIUMS  
ACCOUNTED FOR  
BETWEEN 8% AND 14%  
OF GROSS  
ANNUAL SALARIES.**

## SHARED GROWTH



Saverglass, which conforms to the most demanding standards such as: ISO 22000 and ISO 2202-4, makes Food Safety a priority for consumers, whilst at the same time providing its customers with a guarantee of brand leadership and longevity.

In order to support its growth and internationalisation, Saverglass has established an anti-corruption policy. This policy is based on:

- 1 • A risk analysis that takes account of its locations, markets and partners
- 2 • The definition of rules in relation to gifts and hospitality
- 3 • Training the individuals concerned
- 4 • Informing the group's partners
- 5 • The implementation of an alert system accessible internally and to the group's partners

## ANTI-CORRUPTION

ANNUAL SCREENING  
OF ALL THE GROUP'S  
SUPPLIERS TO VERIFY  
THAT NONE ARE SUBJECT  
TO TRADE SANCTIONS  
DUE TO A BREACH  
OF EUROPEAN, UK,  
OR US LEGISLATION.\*

