

CORPORATE SUSTAINABILITY REPORT



2022





SUMMARY

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EDITO

As early as 2012, Unipex has been determined to develop a dynamic CSR strategy to become one of the first distributors to be Ecovadis assessed. Since then, the CSR team has constantly promoted and developed this strategy internally with each employee and externally with all our partners (suppliers, customers, stakeholders).

For Unipex, CSR has become an essential criteria for selecting supplier partners, in order to constantly improve its performance. Every quarter, a newsletter is sent to each employee to give them an overall view of the company's CSR level and this is undoubtedly what explains the increase in the satisfaction rate of these employees.

On 31 May 2022, the Barentz Group, which acquired Unipex, and an active member of the UN Global Compact, also implemented a CSR strategy based on 5 pillars:

- Environment
- Labour and human rights
- Ethics
- Sustainable procurement
- Community and stakeholder actions

The entire Group is therefore committed to a voluntary CSR policy aimed at actively contributing to a more sustainable world.

The Unipex Management

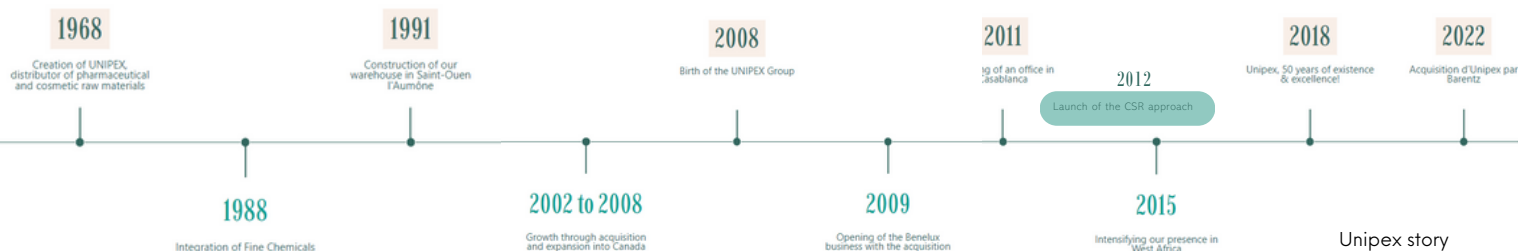


ABOUT UNIPEX

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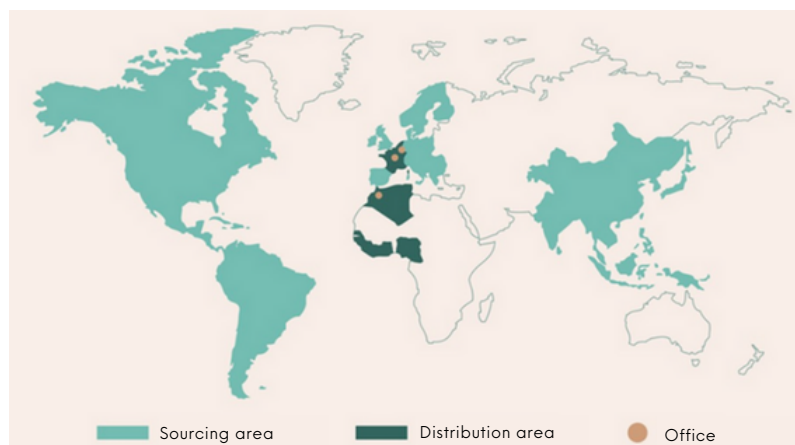


UNIPEX, founded in 1968, was a distributor of pharmaceutical and cosmetic raw materials in France.



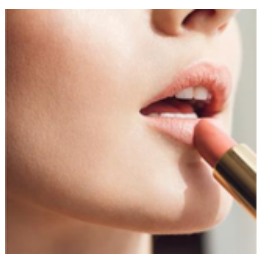
55 years later, UNIPEX is a distributor in 5 speciality markets and employs 75 people who provide the company with:

- Technical expertise
- Operational excellence
- Formulation assistance
- Regulatory monitoring
- Quality
- CSR



Geographical territory of Unipex

A sustainable range of ingredients



COSMETICS



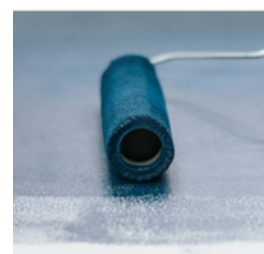
PHARMACEUTICAL



NUTRACEUTICAL



FOOD - NUTRITION



CHEMICAL

2022 has been a **turning point in the history of Unipex** corresponding to a phase of preparation for the **integration into the Barentz Group**, a Dutch distributor based in Hoofddorp, with global activities in 67 countries. On January 1st, 2023, the company became "Unipex, Part of Barentz."

Unipex has completed a phase of transition and familiarisation with the scope of the Barentz Group. The Unipex governance will gradually hand over to the new management team, for an **effective transition in 2024**. In addition, the company's dynamism continues with 20 new principals booked over the year 2022 and a turnover up to €115.7 million compared to €90 million in 2021, an increase close to 30%.



OUR CSR APPROACH



OUR CSR APPROACH

SDGs

The United Nations' Sustainable Development Goals (or SDGs) are a benchmark for sustainability. This global agenda, consisting of **17 goals and 169 missions** to be achieved by 2030, aims to maintain prosperity and improve quality of life through environmental awareness for our future.

These goals guide us towards **continuous improvement** of our CSR performance indicators and, in 2022, we have decided to benchmark our CSR initiatives and performance against the SDGs, despite the many operational changes that occurred during the year.



The Sustainable Development Goals

OUR CSR APPROACH



After more than 10 years of deployment of its CSR approach, an Ecovadis Gold certification in 2023, qualifying the year 2022 with a progression of 10 points on the ethical component and 2 points on the overall score, Unipex, Part of Barentz, adopts the SDGs to further report on the performance of its indicators and the maturity of its CSR approach, focused on three pillars of challenges for its activities:

- 1. People:** to be vigilant on ethics, legal compliance and transparency of our supply chains, as well as to ensure health, well-being and quality of life at work.
- 2. Planet:** in the context of dual materiality, limit the impact of our activities on our environment, but also take into account the consequences of climate change on the availability of our raw materials, logistics, buildings, etc.
- 3. Ingredients:** sustainable and responsible sourcing. Our desire to favour certified natural, biosourced, upcycling ingredients (thus integrating the circular economy), produced locally, based on eco-processes, and goes hand in hand with taking into account the environment and the impact of the associated logistics.

OUR CSR APPROACH

• RISK MANAGEMENT



• OPERATING RISKS

Ethics & Governance CSR

Information systems and cybercrime

To date, Unipex has adopted a responsible approach to its IT resources and equipment.

◦ GDPR (General Data Protection Regulation)

Since 25 May 2018, the European RGPD regulation has come into force: many formalities with the CNIL disappear; in return, the responsibility of organisations is strengthened. Companies must now ensure optimal data protection at all times and be able to demonstrate this by documenting their compliance.



OUR CSR APPROACH

For the implementation of the GDPR, the General Manager Administration and the Quality Assurance & Regulatory Manager of Unipex had mandated a specialised company in 2020, in order to establish a diagnosis on the extent of the application of this legislation in this field.

The following information was identified as relevant to comply with GDPR:

- Data relating to our customers, prospects & suppliers in our Salesforce tool
- Data relating to our emailing platform
- Data relating to our website visitors
- Data relating to our visitors to our extranet
- Data relating to recruitment
- Data about our employees

○ **Computer security:**

IT security is also a point of attention, particularly after the increase in attacks during the COVID period. The following are in place:

- IT risk analysis

- Failure mode
- Detection - Severity - Frequency
- Prevention / Actions to be taken

- Charter for the use of computer equipment

A company's assets are now largely contained in its information systems. This unavoidable evolution has, as a counterpart, an increased vulnerability of our information. The company is now dependent on its information systems and cannot allow them to be used in such a way as to jeopardise them.

In this context, each employee must make a point of applying the entire charter by respecting the confidentiality of the information entrusted to him or her and the information systems entrusted to him or her.

- Procedure for managing IT backups and replication

The control of computer records is rigorous. The computer network is supervised by the IT Manager and backups are made every day from Monday to Friday, on different media. An initial copy of the data is automatically launched each evening.

On the office side, weekly and monthly backups are in place and there is a replication of data on a server allowing a backup set to be kept on a remote site which is updated in the event of a disaster.

As the data of the Unipex group in Europe is spread over different sites and servers, a centralisation operation of all the data is scheduled every evening to the NAS server in La Défense.

- Audit report and recommendations

A service company specialising in optimising and securing information systems (server, storage, backup/recovery, virtualisation, workstations, cybersecurity and disaster recovery plans) supports Unipex in all phases (consulting, design, deployment, support).

- Business continuity plan

Unipex's activity is essentially tertiary and depends for the most part on the proper functioning of its information systems, its internal organisation and the sustainability of its external service providers.

The risks to be anticipated and their solutions were listed, namely

- Electrical outage: micro outage / long outage
- Hardware incident / Software incident
- Disruption of access to the site

Remote" access has become widespread with teleworking and the experience of the Covid pandemic. The company has therefore strengthened its equipment against the threat of a cyber attack, with different levels of backup.

Unipex uses storage service providers, of which approximately 90% of the flows are handled by our service provider Sobotram, the rest being handled by smaller service providers acting locally. After verification, all our partners have business continuity plans.



OUR CSR APPROACH

Risks of business disruption or interruption

The risk of business disruption/interruption includes carrier logistics risk, supply risk, health and safety risk and the economic and political environment. The smooth running of the entire supply chain is essential to the smooth running of the business.

Any impact on transport, truck or ship fleets, such as strikes or fuel shortages, can affect the delivery time of our customers. In addition, an unstable geopolitical context pushes our carriers to take other routes and to resort to other modes of transport, sometimes less environmentally friendly (such as air), in order to meet delivery deadlines. The geopolitical context also influences the availability of raw materials (such as wheat and rapeseed from Ukraine).

Unipex is committed to integrating an increasing share of natural ingredients or ingredients of natural origin in its portfolio. The more we move towards this goal, the more we expose ourselves to weather risks and the impacts of climate change. Severe weather events such as floods, droughts and other extreme climatic events would affect the quantity, quality and price of crops and therefore our ability to supply.

The management of health risks and the safety of our employees is also closely monitored, following the example of the COVID-19 pandemic, which could lead to the complete or partial closure of our offices (confinement), generate supply problems or staff shortages (absenteeism etc.).

In order to control these risks as well as possible, we have crisis management procedures with a crisis management unit made up of the management and the quality department. This procedure makes it possible to identify the source of the crisis, to clarify it, to anticipate its evolution and the actions to be taken, in order to limit the impact on the company. In addition, all our teams are in close contact with their suppliers, customers and transporters to ensure continuity of product deliveries.

Our storage service provider, Sobotram, has controlled and restricted access by badge on all its sites. Video surveillance systems, guard posts, alarms, security guards and security advisors have also been deployed on the sites to guarantee the security of the premises.

Customer satisfaction and image management

In order to meet their CSR requirements and to avoid any damage to their image, but also to guarantee the quality and ethics of their finished products, our customers demand increased traceability of the raw materials supplied. Serving the good reputation and values of our customers is essential to the success of our business.

To control this risk, we select our suppliers carefully and invite them to complete a quality & CSR questionnaire before signing any contract. We also ask them to provide, as far as possible, any certificate showing that the company is committed to a CSR approach. We also ask our future suppliers to sign our Code of Conduct.

We have an ethics alert procedure (whistle blowing) that enables us to respond quickly to any information that could damage the reputation of our customers. In addition, we are in close contact with our suppliers in order to support them and help them meet the CSR requirements of our customers and be more precise about their traceability data.



OUR CSR APPROACH

Company performance

Unipex sources internationally, but our customers are mainly based in France. Through our five business units (cosmetics, food, pharmaceutical, nutraceutical and chemical), we operate in highly competitive markets. To remain competitive, the relationship of trust between the company, suppliers and customers is essential. Our extranet provides information on a given sector, on all our ingredients, on current events, trends and favourites of the moment, thus enabling our customers to follow up on their projects.

The quality, regulatory and CSR departments monitor and organise regular training on future regulations and innovations, in order to anticipate customer requests and support our suppliers in their various initiatives.

Unipex having joined the Barentz Group, one of the leaders in the distribution of speciality ingredients, new synergies are being established, which allow us to consider a future increased performance on our markets.

• CSR RISKS & CLIMATE CHANGE

Chemical hazards and hazardous waste

While Unipex is moving towards the distribution of natural ingredients, some of the chemical, nutraceutical and pharmaceutical ingredients may require specific precautionary measures for storage and transport. Our storage provider, Sobotram, has equipped itself with modern and adapted devices, thus guaranteeing the safety of goods and people. All warehouses are classified as SEVESO high threshold. Sobotram takes charge of the goods, stores them, prepares the orders and ensures their dispatch to the customer.

ISO 9001 certified, Sobotram has a high-performance IT system that enables precise management of stock movements and their online monitoring (levels, alerts, etc.). In addition, each type of transport is subject to international regulations that take into account its own specificities, thus minimising environmental risks. Unipex must carefully select reliable and secure service providers: to this end, the company carries out on-site audits and evaluations of these providers.

Climate risks and biodiversity & impact on real estate

Due to the international geographical location of its suppliers (including Asia), Unipex is inevitably exposed to certain supply risks related to climate change.



OUR CSR APPROACH

The risks are of various kinds:

- **Climate risks:** fires, flooding, drought, storms, etc. Extreme weather events can paralyse production and therefore the ability of our suppliers to supply us with raw materials.
 - Indeed, these events could affect the logistics flow of transporters. If a territory on the delivery route is heavily impacted, our transporters have to take an alternative route, risking longer delivery times.
 - Extreme weather events will also impact the harvesting of our natural plant-based ingredients, which are essential to our cosmetics, food and nutraceutical business units. Decreased quality, reduction of part of the harvests, etc. are all hazards that could alter the supply capacity.
- **Biodiversity risks:** as we aim to develop our portfolio of naturally derived ingredients, biodiversity is also a major business issue. We are interdependent on biodiversity and, from an ethical and economic point of view, we have every interest in ensuring its preservation, or better still, its development. In this sense, we are particularly attentive to the sourcing of our ingredients and favour as much as possible a selection of raw materials certified CITES, Nagoya, ISO 16128, RSPO, Cosmos, etc., in order to reduce as much as possible the risk of deforestation, intensive agriculture, soil and water pollution and of course human health.
- **Property & infrastructure risks:** among the effects of climate change, the recurrence of strong winds, heavy rains and increased flooding constitute a risk for our logistics and transport activities (altered buildings and roads), for the IT, energy and water networks: all of these are possible obstacles to the continuity of our supply chain. In order to curb this type of risk, in addition to the continuity plan for our IT system, we have been working since the end of 2022, in collaboration with one of our major cosmetics customers, on a physical risk analysis for a number of our suppliers, the majority of whom are in Asia. This study will continue in 2023 in order to deliver recommendations that could lead to dedicated action plans. Finally, as the origin of climate change is largely attributable to GHG emissions, in order to reduce our impact as much as possible, we have prioritised scope 3 in our reduction objectives, which is mainly for the company and directly linked to transport. To do this, we will work closely with our transporters to encourage initiatives and efficient practices (eco-driving, biofuels, etc.).

Human rights and ethics

Fundamental to any CSR approach, respect for human rights and ethics remains a risk in the event of non-compliance, which we endeavour to monitor throughout our raw materials supply chain, first and foremost with the commitment of our suppliers to our Code of Conduct and a Responsible Purchasing Charter.

This type of risk and its consequences in the event of an alert taking place can take different forms. Unipex has a publicly accessible alert process on its website, so that any problems can be dealt with quickly. This involves ensuring that good working conditions are respected, the minimum age required to perform a task, freedom of association, etc.



OUR CSR APPROACH

Beyond the risks that could impact the image and values of our clients, we want to ensure equal opportunities and respect for good working conditions throughout our supply chain. To this end, we have our suppliers sign a Code of Conduct, ensure the application of our Responsible Purchasing Charter and submit a quality and CSR questionnaire prior to any contract.

If, despite all our precautionary procedures and vigilance, an alert occurs, we take it very seriously and we mobilise to quickly relay the information to our suppliers concerned, so that they can launch investigations as quickly as possible. Any supplier, regardless of its position in the supply chain, can be questioned on the basis of respect for human rights and ethics.

• LEGAL AND REGULATORY RISKS

The European Union's regulations are among the most advanced in terms of ecological transition, with objectives and a regional low-carbon strategy to be achieved by 2050. To achieve these objectives, the Green Deal is now a reference, complemented by legislation on deforestation, the circular economy and the reduction of plastic packaging, etc...

As an importer based in France, Unipex must comply with European and national legislation. This is why we are anticipating, even though the law has not yet been implemented, the European anti-deforestation law which could ban all ingredients from deforested areas after 31 December 2020. We are identifying every raw material that could contain an ingredient affected by the law, with a view to conducting an awareness campaign with our suppliers.

Similarly, for the French AGEC law, which stems from the European law that commits all European countries to reduce, reuse and recycle (3Rs) their packaging, we have already initiated the process in 2022 with the help of a service provider to identify the packaging of our priority suppliers. We will work closely with this supplier to make recommendations for the 3Rs, thereby reducing our environmental footprint while ensuring our regulatory compliance.

• FINANCIAL RISKS AND GOVERNANCE

Corruption risks

The Sapin II law applies to French companies with more than 500 employees and a turnover of more than EUR 100 million. Until 2021, Unipex was an SME with less than 80 employees and a turnover of 90 million euros and was therefore not required to comply with the Sapin II law. From the end of 2022, with a turnover exceeding €100 million (2022 turnover: €115.7 million), Unipex ticks one of the criteria and must therefore continue its approach to the fight against corruption.

Bribery is the promise, offering, giving, demanding or accepting, directly or through an intermediary, of any advantage in order to induce or reward improper (illegal, unethical or breach of duty) behaviour or to obtain or retain business or preferential treatment.



OUR CSR APPROACH

Unipex considers that the best guarantee of its success in the fight against corruption is to make no compromise on ethics, complying with legislation and applying best business practices. Unipex has established an anti-corruption policy as a result of behavioural requirements to prevent corruption and other illegal activities.

It applies to all employees and officers, regardless of where they are located or operate. Intermediaries and other business partners of Unipex companies are also expected to act ethically and are required to comply with this policy in all their transactions with Unipex companies. The provisions of this policy are in addition to those set out in the Unipex Ethics Charter and Code of Good Practice.

European taxonomy/green finance risk

In the Green Deal, the European Union has taken important steps towards sustainable finance. The green taxonomy invites to advance CSR and the reduction of induced GHGs even in its financial aspects.

With a portfolio of 1,700 ingredients (food, cosmetics, chemicals, pharmaceuticals and nutraceuticals), 30 major suppliers and more than 1,600 customers, stakeholder involvement throughout the Unipex product value chain is essential for the continuous improvement of its environmental footprint. The share of "sustainable" Unipex ingredients, although constantly increasing, is not exclusive. Until now, for obvious reasons of financial balance in view of the size of the company and its overall turnover, Unipex could not focus solely on raw materials that could be described as "green". On the other hand, this discussion could be relevant on the scale of a Group like Barentz. Unipex's activities, which are partly dependent on agricultural production (natural ingredients), can be affected by most of the consequences of climate change (drought, floods, storms....).

Most of our ingredients are sourced from EU countries, Japan, Brazil and India. Ingredients from these specific regions represent a turnover of up to several tens of millions of euros. If we consider that these sales could be affected by climate change by up to 20%, then the financial impact would be estimated at between €15 and €20 million (the least optimistic scenario in which all the countries listed above would be jointly affected). This figure is a calculation that does not (yet) take into account the fact that "southern countries" such as India will be more exposed than other regions to extreme weather events (although they experienced a historic heat wave in the summer of 2022) and, therefore, will increase the potential financial risks associated with reduced or even destroyed agricultural yields of certain plant-based raw materials.

At the same time, a growing number of our cosmetic ingredients are derived from upcycling (reuse of co-products or by-products) and/or result from eco-processes (circularity, green chemistry...). This trend should continue in the future and is already part of our CSR strategy. This approach could both limit exposure to direct financial impact and lead to the reduction of our environmental footprint in the medium and long term.

On the other hand, recent events (conflict in Ukraine....) have shown that in addition to potential shortages of ingredients, logistical changes can also constitute a financial risk while having an impact on the climate, due to longer journeys, some changes in transport options (e.g. aeroplane instead of boat...). This will need to be factored into the financial risk exposure if these events were to last or recur over a longer period.



PEOPLE

PEOPLE



PEOPLE

Ethics in our supply chain and well-being at work

OBJECTIVES

- 100% of new suppliers diagnosed as CSR
- 100% palm chain traceability of our new suppliers
- 100% responsible sourcing from our main suppliers
- 75% of employees trained or involved in CSR actions
- 90% "well-being at work" among our employees (annual survey)

Our Societal Pillar

3 GOOD HEALTH AND WELL-BEING



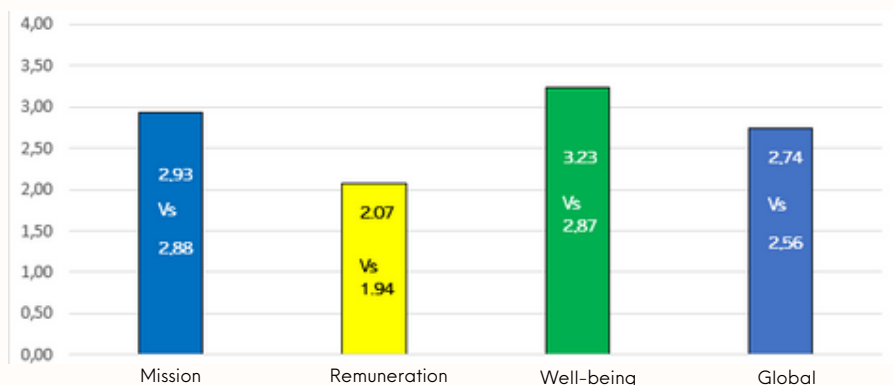
Unipex is committed to its values of friendliness and well-being at work, as well as to good relations with its business partners.

• Well-being at work

The 2022 internal job satisfaction survey highlights an overall increase in the 92% of employees who responded to this year's questionnaire. The substantive changes that have occurred at Unipex during 2022 have not affected overall employee satisfaction, which has increased compared to 2021.

More generally, employees gave an average score of 2.74 out of 4 (versus 2.56 in 2021) on all topics (mission, compensation, well-being) in the survey conducted in November 2022. This indicates an **increase in the overall satisfaction rate of 68.5% in 2022** compared to 64% in 2021.

The 3 pillars



Results of the 2022 "employee satisfaction at work" survey

The average for each pillar has increased compared to 2021. The well-being and mission pillars are the ones that employees are most satisfied with, even though the remuneration part remains the recurring point on which many employees would like to see an improvement.

Areas for improvement

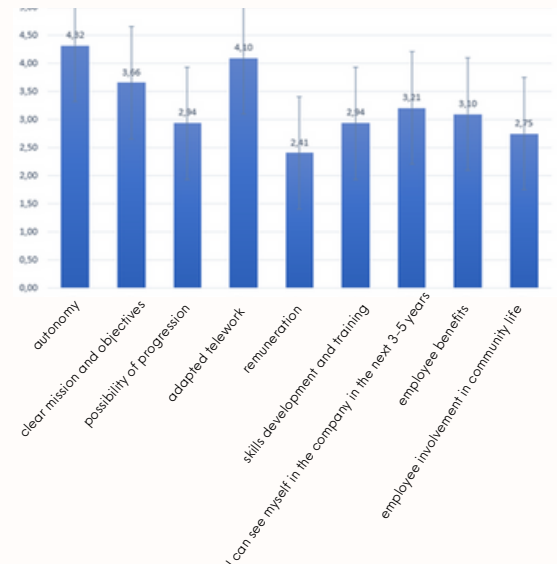
The lowest scores correspond to the areas perceived as requiring the most improvement, namely remuneration and the possibility of progression.

The strong points that emerge from the 2022 internal survey are:

- Autonomy
- Company values
- Clarity of objectives
- Values and life in the company
- Balance between professional and personal life
- Team spirit

Employees would like the company to focus its efforts on

- Remuneration
- Opportunity for progression
- Skills development and training



Survey results: areas for improvement

By the end of 2022, Unipex has formally adopted a Human Resources policy, summarising the components of the actions implemented to date and which should support the progression of all the well-being at work indicators.

• Benefits & ESC initiative

Unipex offers a benefits package to all its permanent employees. All employees, who meet this criteria, can access the following mandatory benefits:

- Compulsory "responsible and supportive" mutual insurance
- Supplementary pension (attributed to executive status)
- Participation
- Accidental death and long-term disability insurance
- Company car, if the position requires it

• Remuneration, bonuses & incentives

The remuneration method used at Unipex, Part of Barentz, is adapted to the various functions (e.g. sales or support services) but includes a common base composed of a fixed remuneration, a bonus based on individual performance and, on the other hand, given our number of employees, a part of the company's profits is distributed to each employee.

Macron bonus

In 2022, all Unipex employees eligible for the Macron bonus (based on a monthly income maximum of 3 SMICs or less) benefited from it. In this way, Unipex ensures that the effects of inflation are mitigated for its employees.



Bonus

The allocation of bonuses is linked to the achievement of individual objectives defined jointly during the annual interviews between the employee and his/her N+1, the company's performance, and the outperformance (extra-bonus) of the various BUs in relation to the Business Plan. As 2022 has generally outperformed the objectives, the bonus component is very positive.

• Flexibility - Work-life balance

Unipex employees can benefit from up to two days of teleworking per week. A growing number of employees are also opting for the home office: in 2022, 11 employees, or 14.66% of the total staff (out of a total of 75 employees at the end of 2022), had adopted this flexible working method. This is without any impact from the COVID period.

• Training of employees

The average rate of external training per employee at Unipex, which has been rising steadily since 2018, will increase sharply in 2022, with **an average rate of 24.6 hours/person** trained (compared with 18.2 hours/person in 2021), i.e. **a proportion of 57% of employees trained** (compared with 46% in 2021). The prospect of integration into the Barentz Group has generated new training needs, particularly in languages.

	External training	External and internal training
Rate of people trained (h)	24.6	20.1
Percentage of total workforce (h)	14.1	14.5
Cumulative training hours	1056	1084
Proportion of workforce trained	57%	72%

The main training courses given in 2022 were English, commercial negotiation and workplace first aid, which was well attended (10 employees).

Taking into account in-house training in 2022, the average number of hours of external and in-house training for the total workforce is 14.5 hours.

EQUAL OPPORTUNITIES

- **Gender equality**

Unipex has long been a company where the majority of employees are women.

With 80% representation, the share of female employees at Unipex is well over half of the total workforce and women are equally represented in the management of the business units. Already in 2021, among the highest paid Unipex employees, women were on a par with men.

In 2022, the pay gap in favour of men continues to narrow slightly, from 15.80% to 15.24%:

Pay gap in favour of men		
Date	2021	2022
Remuneration gap (all included)	15.8%	15.24%

Egapro		
	2021	2022
1- Remuneration gap (en %)	5.39	5.31
2- Individual increment gaps (en points de %)	0.1	0.8
3- Promotion gaps (in % points)		
4- Percentage of employees receiving a raise after returning from maternity leave (%)	NA	100
5- Number of employees of the under-represented gender in the 10 highest earners	5	5
Global score /100	98	96

In the same vein, a majority of women, both managers and non-managers, also regularly benefit from the training sessions offered throughout the year.

PEOPLE



• Decent work and economic growth: promoting sustained, inclusive and sustainable economic growth

Unipex has been able to maintain a constant development of the company in terms of diversity of the ingredients portfolio, geographical scope and turnover growth. This was despite the COVID period, which had a slight impact on this upward trend.

With the exception of 2020, Unipex's turnover has been growing steadily since 2019:

2019 : €84.82 millions

2021 : €86.40 millions

2020 : €76.99 millions

2022 : €115.7 millions



• Reduced inequalities (Reducing inequalities and leaving no one behind are integral to achieving the Sustainable Development Goals).

Since 2022, Unipex has been a member of Paris La Défense, a network of associations with many social and environmental initiatives, including the fight against extreme poverty and food waste. Individually or in small groups, we can contribute to a long-term project, take the initiative for skills sponsorship (accounting, IT, quality, communication, etc.) or even get involved in the organisation of an event.



Internal newsletter: Focus on the association "le chaînon manquant"

• Integration and equal opportunities:

Unipex has a stable number of young people on apprenticeships, work-study programs and internships. The company has also taken on and trained a young person without a diploma, who is now fully operational, as a sales assistant.

Amongst the 2022 recruitments, Unipex has also selected the application of a person with a disability, giving priority to skills throughout the process. The company intends to develop its approach to disability.

In addition to its employee training policy and programme, Unipex trains apprentices and trainees each year, i.e. in 2022, 8 employees on fixed-term contracts, 10 apprentices and 2 trainees.

HEALTH AND SAFETY

3 GOOD HEALTH AND WELL-BEING



Security		
	2021	2022
Number of events (accidents at work)	1	2
Stopping days	3	7
Cumulative hours worked	112833	124136.95
Frequency of lost-time accidents	8.86	16.11
Accident severity rate	0.03	0.06

Absenteeism Rate		
	2021	2022
Accident at work (j)	3	7
Disease (j)	450	623
Total days of absence (j)	453	630
Reference period (j)	17204	18892
Absenteeism rate (%)	2.6%	3.3%

- **Health & Wellness**

Attentive to the well-being of its employees, the Unipex CSE has a monthly basket of seasonal fruit delivered to the cafeteria for self-service access.

In 2022, the Responsible Purchasing Charter was reinforced by another charter targeting internal purchases, which includes, among other things, a suggestion of caterers with a "health & well-being" approach:

- [Myam buffet-traiteur](#) propose des recettes « élaborées sur la base des préceptes de la naturopathie, pour offrir une nourriture colorée, savoureuse et énergisante ».



A COMPANY ROOTED IN ITS TERRITORY

2

ZERO HUNGER



Eliminate hunger, ensure food security, improve nutrition and promote sustainable agriculture.

As Unipex's premises are located in a tower block in Puteaux in the La Défense district, Unipex has chosen to join the Paris La Défense association, which brings together various initiatives, including the "Chaînon manquant", whose mission is to collect the department's unsold food and recycle it elsewhere.

The Unipex food ingredients portfolio includes some raw materials developed on the basis of upcycling: raw materials derived from fish carcasses or bones for the production of stocks or smoke; wheat fibres derived from the recovery of plant parts normally destined to be transformed into waste.

Moreover, among the protein ingredients in the Food range, some have a very good nutritional value (e.g. sports and clinical nutrition).

RESPONSIBLE AND SUPPORTIVE FOOD – RAISING AWARENESS ON FOOD WASTE

With part of our activity linked to food and nutraceuticals, Unipex has to be involved in CSR issues in this field.

Every quarter, UNIPEX sends a newsletter to each of its employees to communicate on our actions, CSR news and interesting initiatives among our suppliers. During this year 2022, which has been marked by significant world events (war in Ukraine, energy crisis, supply difficulties, etc.), we have been able to share with our employees :

- **Responsible food**

Promotion of the anti-food waste day, recommendation of responsible food consumption, having a local address of a solidarity restaurant reusing the unsold food from supermarkets and restaurants in the geographical area. In addition, we recommended downloading the "So Happy" application, which allows you to reserve unsold food from the company restaurant to pick up packed dinners.

DÉMARCHE RSE

Alimentation responsable et solidaire

Unipex est désormais membre de Paris La Défense, réseau d'associations aux multiples initiatives solidaires, sociales et environnementales, dont la lutte contre la grande précarité ou encore le gaspillage alimentaire. Individuellement ou en petits groupes, nous pouvons apporter notre contribution à un projet de long terme, prendre l'initiative d'actions de mécénat de compétences (comptabilité, informatique, qualité, communication...) ou encore s'impliquer ponctuellement dans l'organisation d'un événement.

Testé pour vous... La Salle à Manger !

La Salle à Manger est le premier restaurant solidaire et écoresponsable de Paris La Défense, situé au pied de la tour EDF. A l'initiative de l'association la Maison de l'Amitié, c'est un lieu de convivialité où peuvent s'asseoir à une même table, salariés de La Défense, étudiants, habitants et personnes en grande précarité. Son objectif est de proposer, du lundi au vendredi, un déjeuner chaud et complet, composé à partir de denrées alimentaires invendues des supermarchés ou des restaurants du quartier d'affaires.

Lutte contre la grande précarité

Le Réseau Solidarité La Défense

Le Réseau Solidarité La Défense est une association loi 1901 qui a pour but de lutter contre la grande précarité dans le quartier de La Défense. Elle agit à travers plusieurs initiatives : le Réseau Solidarité La Défense, le Réseau Solidarité La Défense, le Réseau Solidarité La Défense...

Internal newsletter: responsible and solidarity-based food

PEOPLE

SOCIAL COMMITMENTS



HR1 – HR23.13

HR7

Elimination of all forms of
forced or compulsory
labour

- **HR policy**

In 2022, Unipex formalised its HR policy (hitherto informal in view of the SME structure), via a document summarising commitments, values, regulatory compliance, corporate charters, etc., a framework document which includes respect for individual and labour rights.

- **In everyday life**

Through the signature of its Code of Conduct, Unipex commits each of its business partners to respect human rights, ethics and the environment throughout the supply chain. In 2022, a specific focus on "Responsible Sourcing" has been added to this document, notably targeting the palm oil supply chain. This new version will be (re)submitted for signature to all our principals who supply ingredients containing palm oil or derivatives. This approach applies and will continue to be extended to any raw material that may be ethically controversial (mineral ingredients, etc.) or environmentally controversial (soy, wood, etc.), in accordance with the duty of care.

For countries and supply chains that are more at risk from an ESG point of view, we also ask our suppliers for their own Code of Conduct or certificate of non-working of children (mineral extraction), non-exploitation of animals (e.g. monkeys for coconut oil) or respect of animal welfare.



PLANET

Responsible purchasing

Unipex has a responsible purchasing charter for external and internal use. Responsible purchasing applies to the supply chain as well as to the consumption of IT equipment, telephony, catering services or business meals, CSE services, etc.

In order to complete this first charter, we have also implemented a version for internal use in 2022. The aim of this is to ensure that everyone favours sustainable service providers on a daily basis, whether it be caterers, restaurants, office supplies, IT equipment or services for the works council.

Transparency & traceability of our ingredients

• Transparency One platform

Some of our partners anticipated the application of European due diligence and involved us from the outset. Our contribution to the Transparency One platform, initiated in 2021 thanks to one of our major clients in order to collect all the traceability data needed to make environmentally friendly supply chains, human rights and children's rights more transparent, was continued in 2022. The aim is to obtain total transparency from rank 1 to rank 6, for all our ingredients.

With the support of ASD (Association for Sustainable Derivatives), Unipex has developed its work on the traceability and transparency of ingredients throughout their supply chain, with a focus on the sourcing of palm oil (2022 Sustainable Palm Index score: 60/100, i.e. +14 points compared to 2021) and has made progress in collecting data for the Transparency One platform. The latter should bring together other major players in the cosmetics sector in 2023.

• Ingredients Sustainable Diagnosis

For several years, Unipex has developed an internal tool to evaluate the "sustainability" of the ingredients in its portfolio, based on multiple environmental criteria (naturalness, certifications, biodegradability, eco-design, etc.), ethical and social criteria (NDPE practices, ESG index, corruption index, etc.).

• Monitoring palm oil ingredients

Focus on sustainable palm in 2022: in order to continuously improve the transparency of the supply chains of palm and palm-derived ingredients in our portfolio, we have established a complete listing of all these ingredients in 2022, across all our Business Units. This evolutive tool enables us to assess the level of transparency and CSR performance of each of our ingredients, including a particular focus on human rights issues and regulatory compliance:

- Consideration of the anti-deforestation law and compliance with the NDPE principle (No Deforestation, No Peat, No Exploitation)
- RSPO certification
- Availability of the list of palm oil mills (primary source: full transparency) - See page 41 for more information

• Tracking soy & cocoa ingredients

Like palm oil, soy presents CSR issues to be monitored, starting with the risk of deforestation. Although Unipex only has a small number of ingredients in its portfolio that contain soy, it is being assessed also.

We also have a new raw material in our portfolio containing cocoa and have taken care to validate the associated certifications (RSPO MB and Rainforest Alliance).

In the same vein, other commodities will follow for review in 2023, such as corn, wood or coffee.



PLANET

HR5- LA3 - LA4

Companies should respect the freedom of association and be aware of the right to collective bargaining

SO2

Businesses are urged to act against corruption in all its forms, including extortion and bribery

Freedom of association

- Code of conduct / Code of ethics + alert / CSR-Quality questionnaire / CSR self-assessment questionnaire / Anti-corruption policy (Sapin law not applicable to Unipex) / Responsible purchasing charter + Internal responsible purchasing charter

- CSE

Unipex has a CSE consisting of a team of 4 employees, who are also the first point of contact in the event of an ethical alert (whistle blowing), none of which was identified in 2022. This year, the CSE was involved in preparing the integration of Unipex into the Barentz Group.

- Codes of conduct

In 2022, Unipex revised its Supplier Code of Conduct to include a section on responsible sourcing, with a particular focus on palm oil.



PLANET

Reduce our environmental footprint and act against climate change

OBJECTIVES

- Reduce our GHG scopes 1&2 by 25% by the end of 2023
- Act on 30% of our scope 3 GHGs by the end of 2023
- 100% of our carriers evaluated on their CSR approach
- Favour upcycling and reduce our waste by 15%
- Reducing our biodiversity impact

Our pillar "Planet"

CLIMATE RESILIENCE

3.13

Companies are encouraged to apply the precautionary approach to environmental issues

Unipex is working on its climate resilience through the monitoring of its GHG emissions, the monitoring of the environmental impact of its activities related to the supply of plant-based ingredients (biodiversity, NDPE, etc.), but also through projects such as the one initiated at the end of 2022, in partnership with one of its major cosmetics customers: a questionnaire on the assessment of the physical climate risks (flooding, submersive waves, storms, fire, heatwave, etc.) of the suppliers' production sites.

Indeed, in the context of our distribution activity, the climate can have an impact on buildings, local infrastructures and therefore on logistics, the production of ingredients and the productivity of raw materials from living organisms in particular.

In 2022, Unipex renewed its commitment to the French Business Climate Pledge, with the objective of reducing its CO2 emissions by 25 to 30% by the end of 2023, in addition to using biomethane from its former storage site (closed at the end of July 2022).

This is done through:

- Our responsible digital approach extending the life of computers and other electrical and electronic devices - limiting standby mode, but rather switching off, repairing, upcycling, recycling and saving energy via Ecowatt
- LED bulbs and fluorescent tubes in offices in the Paris region
- A rigorous recycling rate for materials (paper, cardboard, furniture, ink cartridges, etc.) and upcycling of electrical and electronic equipment
- Favouring local sourcing of ingredients from eco-processes or upcycling for our portfolio
- Ensure the preservation of agricultural land (agroecology/agroforestry) and forest areas (NDPE) in our supply chain
- Implementation of the AGEC law regarding the re-use or recycling of packaging
- A fleet of company vehicles that includes an evolving proportion of hybrid or electric cars
- Continue to apply the principles of eco-driving (training of employees concerned by the end of 2021)
- An internal charter that :
 - invites all employees to travel by train rather than plane whenever it makes sense
 - lists a series of "sustainable" service providers: climate-friendly restaurants (seasonal and local products), bicycle caterers who deliver in glass jars that they then recycle, A-rated computer monitors, etc.
- The reduction of GHGs of our new logistics provider (which has a hybrid truck locally, a project of rapeseed-based biofuel for a majority of the fleet of vehicles already mostly Euro6 standard).
- Assessment of the physical climatic risks (heatwave, fire, torrential rain, etc.) of the suppliers of one of our major cosmetics clients, in order to develop a risk mitigation plan and adaptation measures for the actual consequences of climate change (clay shrinkage, flooding, drought, etc.), depending on the geographical area or continent, which lead to different risk exposures.

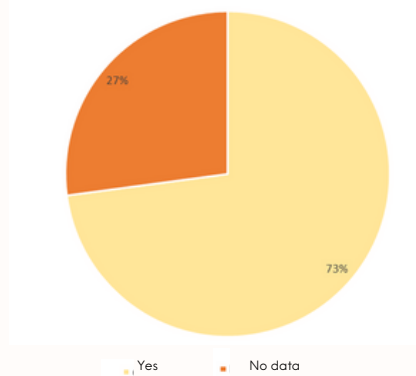
BIODIVERSITY

With a wide range of nature-based products, Unipex is committed to the preservation of biodiversity.

For all ingredients for which this is relevant, certificates guaranteeing preservation and ethical sourcing are systematically required: CITES, Nagoya, ISO 16128 (more information on page 43), RSPO, Ecocert, Cosmos... Other criteria are then added to this profile, which we evaluate via our internal palm and soy ingredient diagnostic tools: NDPE (No Deforestation, no Peat, no Exploitation) for example.



Of our available data, **73% of our ingredients are not covered by the CITES or Nagoya conventions**. We aim to complete the remaining 27% of data in 2023.



Total ingredients not covered by CITES and/or Nagoya (73% not covered and 27% data to be completed)

In addition, Unipex also selects its principals on their environmental commitment, like one of our cosmetic suppliers, P2 Science, which combines upcycling for the manufacture of terpenes and reforestation actions for each kg of material sold. Another example is our AAK supplier, which produces canola based on agro-ecological farming and constructive life cycle analysis (LCA):

CYCLE DE VIE DU CANOLA

LE CANOLA, UN PRODUIT ÉCO-FRIENDLY ET UN CHOIX DURABLE

Cultivé à l'origine au Canada au début des années 1970, le canola est une variété de colza qui contient moins de 1% d'acide érucique (C22:1). Aujourd'hui elle est produite à travers le monde.

Le canola est cultivé selon un système de rotation des cultures. L'objectif : améliorer la fertilité des sols, prévenir l'érosion et lutter contre les ravageurs.

- Les tiges rigides et la canopée offrent un environnement idéal pour un large éventail de insectes.
- Les fleurs fournissent une source de nourriture abondante pour les pollinisateurs.
- Les champs de canola ont souvent des bandes tampons de fleurs et d'arbustes pour fournir de la nourriture et augmenter la biodiversité des insectes en dehors du saison de floraison.

L'ORIGINE DU SOURCING DU CANOLA CHEZ AAK : LA SUÈDE

Culture en Suède non OGM et traçable jusqu'aux fermes !

POURQUOI LA SUÈDE ?

- Un rendement supérieur aux autres pays (hors Europe).
- Une empreinte carbone moindre en Suède : 45% plus faible que le canola des autres grands producteurs européens, comme la France et l'Allemagne.

CYCLE DE VIE DU CANOLA

L'ANALYSE DU CYCLE DE VIE DU CANOLA CHEZ AAK

AAK a réalisé une analyse du cycle de vie (LCA) du canola afin de fournir et comparer des informations environnementales sur trois huiles de canola d'origine suédoise, australienne et canadienne, consommées aux États-Unis.

L'analyse fournit des informations sur l'impact environnemental de la culture des graines, à la production des huiles, au transport en provenance et à destination d'une entreprise dans le New Jersey (États-Unis).

L'huile de canola utilisée pour les produits AAK, en provenance de la Suède :

- A une **empreinte carbone inférieure**, quel que soit le type de transport et distance parcourue.
- A un **rendement deux fois plus important**.
- Consomme moins d'énergie**, en raison du pourcentage élevé d'énergies renouvelables utilisée dans l'usine d'AAK.
- Induit **moins d'eutrophisation de l'eau de mer et de l'eau douce**.
- Induit **moins d'acidification**.

UNE CHAÎNE D'APPROVISIONNEMENT ZÉRO DÉCHET

Les résidus de criblage sont utilisés pour produire du biogaz en Suède et au Danemark

Les tiges sont utilisées comme matière organique pour le sol

Protéine premium pour l'alimentation animale

AAK

Lipex Bassol C™ : une huile hautement stabilisée COSMOS

Lipex ProAct™ : une huile bioactive, apaisante et anti-inflammatoire COSMOS

Example: AAK's Canola Life Cycle Assessment

RESOURCE SAVINGS

ENERGY



EN3 - EN4
Direct and indirect
energy consumption



EN3 - EN4
Direct and indirect
energy consumption

Unipex employees have taken on board the importance of recycling: offices are equipped with selective sorting bins for paper, cardboard, plastic and metal containers.

Our storage site in Saint-Ouen l'Aumône (closed at the end of July 2022 for a new collaboration with an external service provider) was equipped with LED bulbs and benefited from biogas energy (biomethane), which is much less emissive than the previous town gas.

Since November 2021, we have been using biomethane instead of town gas for our storage space in SOA. Thanks to the transformation of organic matter into energy, we have been able to avoid the emission of 24.948 tons of CO₂eq. In fact, the impact of using biomethane is 1.94 tonnes of CO₂eq compared to 26.89 tonnes of CO₂eq if we had used town gas (Natural gas - 2015 - average mix - consumption 0.227 kgCO₂e/kWh PCI according to Ademe data).

WATER



EN5
Total water consumption

In 2022, Unipex consumed a total of 716 m³ of water. This consumption was generated by its head office, its storage site (closed on 31 July 2023) and its new logistics provider.

TOTAL Cumul Conso 2021 (m3)	TOTAL Cumul Conso 2022 (m3)
520.65	716.21

Each newcomer is given the Unipex welcome booklet in which we remind them of the basics of the CSR approach:

- A summary of the 3 CSR pillars: People, Planet and Ingredients.
- Good practices :
 - Sorting/recycling
 - Digital hygiene
 - Water saving

While the increase in water consumption in 2021 (+25%) was due to the reinforcement of hygiene rules related to COVID, the cumulative increase in 2022 is justified both by the change in storage location (on a larger scale), as well as by the more regular presence of employees in the offices (no confinement period in 2022).



Welcome booklet: Our CSR approach



In order to contribute to climate change mitigation, Unipex has been measuring its GHG emissions every year since 2016, including scopes 1 to 2 until 2019, and then all scopes 1 to 3 from 2020 until now.

After the eco-driving training and the switch to biogas at our storage site in 2021, in 2022, in order to continue reducing our GHG emissions, we have deepened our "responsible digital" and "3R" (Reduce, Reuse, Recycle) approaches. The latter approach has also enabled us to assess our avoided GHG emissions.

Our initiatives on energy saving (including a recorded webinar on the optimal use of computers, posters at the reception and in the cafeteria on what to do), particularly targeted on the autumn-winter period and based on Ecowatt's instructions, have contributed on the one hand to continuing to provide information on this aspect of CSR and on the other hand, have necessarily contributed to reducing the usual electricity consumption.

Furthermore, as our new logistics provider is a signatory to a CSR charter and has a project to replace current fuels with rapeseed-based biofuels, as well as more Euro6 trucks, we expect a potential further reduction in CO2 in the coming years.

In 2022, the beginning of a climate change adaptation process is taking place, via the initiative of a major cosmetics client supported by the EcoAct methodology.



Poster created to raise awareness and encourage employees to manage and reduce their energy consumption

This project, which consists, as a priority, of identifying the physical climatic risks (flooding, drought, fire, torrential rain, storms, etc.) to which the production sites of the client's suppliers are exposed, due to their geographical location. Sharing this analysis with them could, in a second phase, help them to protect themselves from these risks and thus ensure business continuity.

IN-HOUSE SERVICES

The responsible purchasing approach will be extended in 2022 to include the consideration of climate impact in internal service providers. Below is an extract from our internal charter:

1. Prestataires pauses-repas

- Les membres du site « [bon pour le climat](#) » proposent « une cuisine "responsable" qui privilégie le végétal avec des produits de saison d'origine locale et diminue la part animale dans l'assiette. Cette cuisine apporte trois bénéfices : avec son impact positif en faveur du climat, elle est aussi meilleure pour la santé et plus économique ».



Végétal



De saison



Local



Bas carbone

Bon pour le climat propose également des adresses de restaurants et de traiteurs engagés sur cet enjeu. Le site met à leur disposition « un éco-calculateur (basé sur les chiffres de l'ADEME), fondateur d'Eco2initiative, afin qu'ils puissent calculer le poids carbone de leurs plats, qu'ils l'ajustent si nécessaire et le valorisent auprès de leurs clients ».

- Suggestion de prestataire de plateaux repas :

- [Les Empotés](#) proposent des plateaux repas « 0 déchet ». La livraison se veut écologique : en vélo ou en véhicule électrique. Les pots en verre contenant les différents parties du repas, sont récupérés entre le jour même à 14h, et le lendemain 12h.

Example of climate-friendly restaurants

AQUATIC LIFE

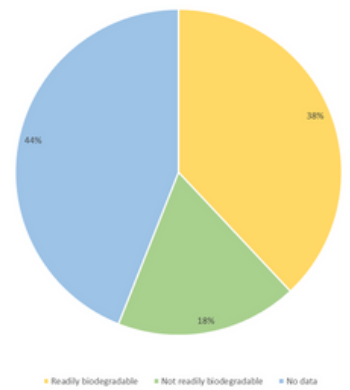


MONITORING THE BIODEGRADABILITY OF OUR INGREDIENTS

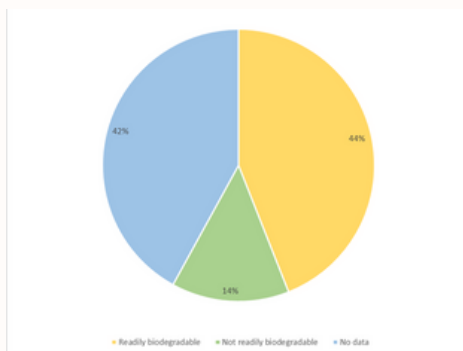
In our internal ingredient diagnostic tool (see more details on page 42), we monitor the biodegradability of our ingredients. In particular, we monitor whether our ingredients are readily biodegradable. Ingredients are considered "readily biodegradable" when they have the natural ability to biodegrade when subjected to sunlight, water and microbial activity from 60% to 100% in 28 days.

Here are the results we have at the end of 2022: **38% of our ingredients**, all BUs combined, **are "readily biodegradable"**, while 18% are not. As our ingredient tool is still being refined and the data on biodegradability is in the safety data sheet, we are still missing 44% of the data that will be collected in the year 2023.

Distribution of our biodegradable ingredients



Distribution of our biodegradable ingredients in the cosmetics BU



For our Cosmetics Business Unit, 44% of ingredients are readily biodegradable while 14% are not. As mentioned earlier, the table is still in its infancy and we are still missing 42% of our biodegradability data, which will be completed during 2023.

SUPPLIERS AND SERVICE PROVIDERS COMMITTED TO SUSTAINABLE FISHING

The example of our supplier Algaia/JRS: a passion for the sea!

A member of "Respect Ocean" (an association for the protection of the oceans), Algaia (based in Lannilis, Brittany) works closely with licensed seaweed fishermen, uses the co-products to feed agricultural fields and finances an association that restores old seaweed boats!

Furthermore, Algaia measures the environmental footprint of its alginate ingredients, with 4.69 kgCO₂eq emitted for 1kg of alginate produced, its objective being to decrease to 4.25 kgCO₂eq by 2025!



RECOMMENDATIONS FOR SUSTAINABLE FISHING RESTAURANTS

For our day-to-day activities, concerning business meals and team lunches and according to our new internal responsible purchasing charter, Unipex recommends restaurateurs certified for sustainable fishing and respect of the ocean, among others:

- Suggestion de restaurant :

- **Le Florimond** est un restaurant attaché aux produits de saison, qui met à l'honneur ses artisans et producteurs partenaires, tous dans une démarche durable. L'établissement détient plusieurs labels écoresponsables, dont « **Ethic Ocean** ».



Suggested ocean-friendly restaurant

- The company restaurant, to which Unipex has access, offers take-away meals: all employees prefer a paper bag and wooden cutlery, reused as long as possible.

- Unipex promotional items also take into account their plastic content: bags with a fabric logo...

ENERGY ISSUES

EN17

The energy crisis was a challenge in the autumn of 2022 and winter of 2023. The La Défense area, the central business district for France, is also one of the most energy-intensive areas. The district's objective is to reduce electricity consumption by 15% in order to avoid possible blackouts. Our CSR department and the IT department monitor the "electricity weather" on the website <https://www.monecowatt.fr/>.

- **Reduction of energy consumption:** for Unipex, a basic objective to be able to reduce the associated greenhouse gas emissions. This objective is reinforced in the context of energy tension. This was the subject of a front page article in our internal newsletter of July-September 2022.
- **We have communicated to our employees** the impacts on our daily lives and the eco-actions to be taken at the office, but also at home, to save energy.

La meilleure façon d'anticiper les coupures et donc d'adapter nos comportements est de se connecter sur **MonecoWatt.fr**, un RTE bientôt disponible en application mobile :

- Vert : normal
- Orange : agir pour réduire notre consommation (anticipation à 3 jours)
- Rouge : coupure possible et imminente sur certaines zones de consommation importante (attention aux gaines d'ascenseurs, aux serveurs, aux sauvegardes informatiques, aux frigos, etc.). S'il y a une coupure, celle-ci se fait le long d'un fil de 20 000 Watts, non sélectif

Les transports ne devraient pas être impactés par les éventuelles coupures (90% des visiteurs de la Défense viennent en transport).



A nous d'agir chez Unipex !

- Consulter le guide «Numérique Responsable» accessible sur P:\RSE\Informatique\Atelier Numérique Responsable
- Laptops et PC : mettre en veille ou éteindre en cas de non-utilisation, mutualiser la station en cas de présentation commune et sauvegarder ses données très régulièrement.
- Serveurs informatiques à préserver !
- Privilégier l'utilisation intensive de l'électronique et de l'informatique (impressions...) hors période de pics (ex : réunion présidentielle le matin et Teams l'après-midi)
- Lumière : éteindre les couloirs, bureaux, salles de réunion, écrans d'accueil ou pilote sans oublier toutes les lumières le soir (hall et couloirs compris)
- Gestion de la température : au plus bas, pas de climatisation
- Privilégier le travail en présentiel afin de ne pas démultiplier les consommations individuellement



Internal newsletter: Raising awareness of the energy crisis among our employees 1/2

Internal newsletter: Raising awareness of the energy crisis among our employees 2/2

• Extract from our internal sustainable procurement charter

3. Prestataires de matériel informatique

L'achat du matériel informatique tient compte en priorité de leur éco-performance (ex : performance énergétique étiquetée A pour les écrans) et de leur qualité. En effet, le matériel informatique Unipex est réparé, upcyclé puis recyclé en bout de course.

TRANSPORT

15

LIFE ON LAND



• Internally

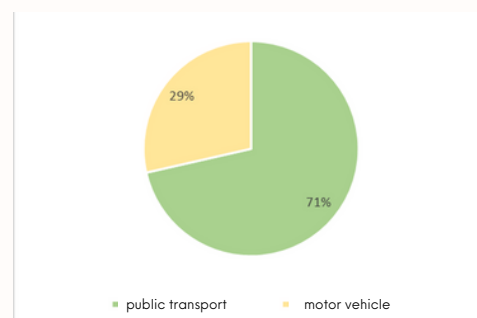
Unipex's premises are located in the largest business district in Europe: La Défense, where 90% of people travel by public transport. In addition, all Unipex employees have received the internal charter strongly recommending that they use the train for business trips whenever relevant.

The company car fleet consists of an increasing number of hybrid, electric and biofuel cars, which reduce greenhouse gas emissions compared to combustion cars.

At the end of 2022, we carried out a survey among our employees regarding their commute to work. Out of 58 respondents, 71% of those in attendance take at least one form of public transport to get to work and 29% use a personal motor vehicle.

The La Défense area is very well served by public transport, which allows the majority of our employees to get to their office by means that emit less GHG than a motorised personal vehicle.

Breakdown of our employees' modes of transport



• Externally

In 2022, Sobotram, signatory of the Ademe CO2 Charter, became our storage and delivery partner. It is committed to respecting the environment with :

- the collection, recycling and recovery of waste (burnt to create energy)
- control and prevention of pollution risks (ICPE and ADR regulations)
- fleet modernisation, management and optimisation (purchase of electric vehicles)
- training drivers in eco-driving
- equipping new vehicles with software to analyse the following parameters
 - Anticipatory driving
 - Use of the accelerator
 - Number of stops
 - Consumption
 - Deceleration
 - Braking...

Sobotram has a hybrid truck for local deliveries. They are also planning biofuel trials (including rapeseed) for deployment on the truck fleet. If the test is positive, it would be possible to replicate the tests on other trucks. To date, **approximately 44% of Sobotram's trucks are Euro 6 compliant**. Our SOA and Sobotram storage sites use pallet rolling to avoid waste, which is also an application item of the AGECL law.

RESPONSIBLE DIGITAL

DIGITAL TECHNOLOGY AT UNIPEX



EN17 - 1.1

Unipex, with its "Responsible Digital" approach (ref: 2021 Assessment and environmental performance objectives of the Unipex IT department) had anticipated the REEN legislation (Reduction of the Environmental Footprint of the Digital Sector) at the beginning of 2021 and continued to deploy it in 2022, all the more so in the context of energy sobriety which was imposed over the fall-winter period 2022.

In 2022, the Unipex CSR team organised a "responsible digital" workshop, the material of which is freely available on the shared network of all employees and regularly mentioned in the information circulated in the CSR section of the internal newsletter n°2 :

RRR (RÉUTILISER, RÉPARER, RECYCLER) OU 3R POUR UN NUMÉRIQUE RESPONSABLE

Unipex est propriétaire de l'ensemble de son parc informatique, ce qui confère la possibilité d'optimiser sa performance environnementale (émissions de GES, consommation énergétique, empreinte biodiversité...) et sociétale vis-à-vis de ses équipements informatiques et de téléphonie.

Nous avons formalisé en 2021 l'initiative RRR (Réparer, Réutiliser, Recycler) appliquée à l'informatique, avec des enseignements RSE probants :

- amélioration du bilan environnemental de l'usage de nos équipements,
- consommation épargnée de matières premières à fort impact sociétal (santé, droits humains, conflits géopolitiques...) et environnemental (érosion de la biodiversité, pollution, ...).

Auparavant basée essentiellement sur le recyclage D3E du matériel informatique, la démarche avec le "RRR", Unipex vise à élargir le champ d'actions numériques responsables dans ce domaine.

ATELIER NUMÉRIQUE RESPONSABLE CHEZ UNIPEX

Le saviez-vous ? Après la pandémie du COVID, le numérique représente environ 7% des gaz à effets de serre dans le monde (autant que le parc automobile) contre 4% avant la COVID.

Le numérique prend de plus en plus de place dans notre quotidien, et deviendra l'une des sources les plus énergivores et génératrices de gaz à effets de serre, contribuant au changement climatique. UNIPEX réitère ses engagements pour la réduction de ses émissions de gaz à effets de serre, y compris sur la partie numérique.

Vous pouvez dès à présent suivre l'atelier numérique responsable qui dure seulement une dizaine de minutes et signer la feuille d'engagement.

Ensemble, optimisons l'utilisation de nos équipements électriques et électroniques et prolongeons la vie de nos appareils !

Vous pourrez trouver via ce lien ci-dessous notre formation dédiée « Atelier numérique responsable », enregistrée.
Au programme de cet atelier :
1. Les enjeux
2. La nouvelle réglementation pour un numérique responsable
3. Les actions du service informatique UNIPEX
4. Et comment vous, cher collaborateur, pouvez y contribuer ! (astuces, hygiène numérique etc...)



Lien d'accès à la formation
P:_RSE\Informatique\Atelier Numérique Responsable

Internal newsletter: Raising employees' awareness of digital responsibility

The RRR (reuse, repair, recycle) approach of Unipex

REEN ACT (REDUCING THE ENVIRONMENTAL FOOTPRINT OF DIGITAL TECHNOLOGY)

The REEN Act is based on the recommendations of the report of the information mission on the environmental footprint of the digital sector, set up at the end of 2019 by the Senate's Committee on Regional Planning and Sustainable Development. According to this mission, if nothing is done, by 2040 the digital sector will be responsible for 24 million tonnes of carbon equivalent, i.e. around 7% of France's emissions, compared with 2% today.

Unipex owns all of its IT assets with the ability to optimise its environmental performance. Unipex is responding to the REEN law in 2022 with 3 objectives:

1/ To raise awareness of the environmental and digital impact: to this end, we have created a "Responsible Digital" webinar accessible to all employees. We explain the challenges of digital technology and its environmental and social impact. We also explain what we are already doing at Unipex to optimise our IT assets and how employees can contribute.

2/ Limiting the renewal of digital devices: Unipex has been engaged in upcycling initiatives since 2019. By the end of 2022, 24.47% of our laptops and desktops combined are upcycled. We also keep devices that are no longer in working order to recover parts for further upcycling initiatives. Moreover, as long as the device is in good condition, it is not automatically renewed as soon as the average lifespan is exceeded.

3/ Promote virtuous digital uses: in the "responsible digital" webinar, we make recommendations for good digital hygiene (e.g. do not continuously charge your laptop, avoid printing emails, turn off your computer when you are away for a long time).

In addition, during the "presentation of the CSR approach" workshop for all new employees, we talk about the energy crisis and alert them to possible power cuts, as well as the best practices to follow to avoid them.

ENVIRONMENTAL FOOTPRINT OF DIGITAL TECHNOLOGY AT UNIPEX



At the end of 2022, out of a pool of 143 computers:

- Total percentage of WEEE/goal (Recycle): 5.6
- Total percentage of stock or parts ("Repair"): 10.49
- Total percentage of upcycling (Reuse): 24.47

At the end of 2022, Unipex's IT fleet will consist of:

- 46 smartphones
- 80 laptops
- 40 desktops
- 82 computer screens
- 10 printers

The total CO₂eq emitted for the purchase of all the appliances is 42.301 tonnes. The total CO₂eq emitted over the year 2022 is 14.03 tonnes (which is the division between the CO₂eq emission of the appliance at purchase and the number of years in production). Thanks to our upcycling initiatives and the extension of the lifespan of our devices, we can avoid buying back IT equipment, thus exceeding its average lifespan. As a result, **we were able to avoid 34.785 tonnes of CO₂eq.** In addition to the carbon savings, these initiatives have also resulted in significant financial savings. Thanks to the non-repurchase of equipment, we have a potential cumulative saving of more than 47,000 euros over all the years of this approach for Unipex, which contributes to sound financial management.

According to the ADEME study "Comment mesurer l'impact environnemental du réemploi d'un ordinateur" (How to measure the environmental impact of reusing a computer) of 18 June 2021, the production of a 2kg laptop computer requires 600kg of raw materials. In addition, a 2008 study by the US consulting and analysis firm Gartner estimates that a computer requires 22kg of chemicals, 240kg of fuel and 1.5 tonnes of clean water – the equivalent of 2 tonnes of natural resources consumed.

By extending the life of our equipment, we were able to avoid the purchase of 39 new laptops, which means that **23.4 tonnes of extracted raw materials were avoided and 58.5 tonnes of water were used.**

Similarly for smartphones, according to the ADEME article "Téléphones portables, une mine d'or dans nos tiroirs" (Mobile phones, a gold mine in our drawers) dated 1 April 2021, the manufacture of a single phone requires 170 kg of raw materials (some of which are precious or very rare such as tantalum or yttrium).

By extending the life of our devices, we were able to avoid the purchase of **38 new smartphones, i.e. 6.46 tonnes of extracted raw materials were avoided.**

RESPONSIBLE CONSUMPTION



EN11

OFFICE WASTE

In our offices, we have specific bins for sorting glass and metal containers.

CÈDRE

Thanks to our service provider Cèdre, Unipex recycles paper, cardboard, furniture, IT, electrical and electronic equipment (WEEE).

In 2022, Cèdre recovered 1440 kg of waste in 2022 against 3620 kg in 2021. Of this 1440 kg of waste, 20.53% was WEEE, 69.35% was paper, 5.69% was cartridges and 4.44% was confidential documents.

Thanks to our recycling initiatives in our offices, 18 trees were preserved, 31,860 litres of water were saved and 584 kg of CO2 were avoided.

Our annual waste collection report thanks to our service provider: Cèdre



WASTE ON STORAGE SITES

As a distributor of raw materials, Unipex also takes care of hazardous ingredients, which we ensure are traced and destroyed according to the regulations in force.

During the year 2022:

- 5.991 tonnes of raw materials (SOA and Sobotram storage site combined) were destroyed
- Of which 158 kg of hazardous waste was destroyed for the SOA site
- Excluding SOA raw materials: we reused 22.5 tonnes of pallets
- Excluding Sobotram raw materials: we reused 22.13 tonnes of waste

In 2023, we will work more closely with our new storage partner Sobotram to limit our waste.

• Packaging

In view of the entry into force of the AGEC law, Unipex has also started an upstream mapping of packaging containing plastic (other materials such as paper, cardboard, pallets.... being already integrated into a collection process for recycling), its supply chain for its 30 main suppliers, according to a pallet typology model.

Example of packaging mapping at one of our suppliers
Study of the pallet typology of upstream logistics flows (from supplier to storage centre))

Typologies de palettes	Fournisseur 1	
	exemple	
Paquette 80x120, 12 seaux empilables, renfort carton, film étirable dépose automatique	Paquette 80x120, 12 seaux empilables, renfort carton, film étirable dépose automatique	36 CARTONS SUR PAL EUROPE FILMEES 18 CARTONS SUR PAL PLASTIQUE FILMEES 100 CARTONS SUR PAL BOIS 120*120 FILMEES
	Paquette 100x120, 40 cartons, cerclage individuel, film étirable dépose automatique	

The final objective is to be able to act on the reduction of the use of plastic in packaging, but also to facilitate its reuse in the supply chain or its recycling in the right EPR channel if necessary.

We want to go even further in terms of waste recycling and energy savings. Indeed, Unipex favours suppliers who are concerned about their environmental footprint and who have initiatives in upcycling, eco-processes, etc., such as P2 Science, Berkem, Carbery, Ecoat, etc

CARBON FOOTPRINT

Unipex conducts its carbon footprint each year and analyses its GHG performance against its targets on a like-for-like basis.

OBJECTIVES

- Reduce our GHG scopes 1&2 by 25% by the end of 2023
- Act on 30% of our scope 3 GHGs by the end of 2023

For our 2022 carbon footprint, our data is in tons of CO₂eq emitted. We have taken into account in scopes 1 and 2:

- EDF electricity consumption
- GDF gas consumption
- Cooling and heating networks (consumption was calculated according to Unipex's share in the tower where its offices are located).
- Fuel for the Unipex car fleet

We also considered scope 3:

- Total digital impact
- Total digital impact avoided (subtracted from total carbon footprint)
- Total business travel
- Total commuting
- Total emissions via our transporters

In total, our 2022 carbon footprint amounts to 726.94 tonnes of CO₂eq compared to 913.94 tonnes of CO₂eq in 2021, that is an overall reduction of more than 20% over one year.

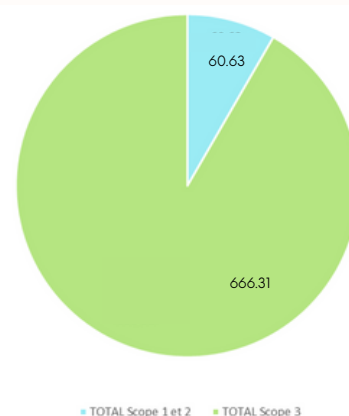
In 2021, scopes 1 and 2 were equivalent to 74.94 tonnes of CO₂eq compared to 60.63 tonnes of CO₂eq in 2022. This decrease is due to the closure of our SOA storage facility at the end of July 2022.

In 2021, our scope 3 was equivalent to 839 tonnes of CO₂eq compared to 666.31 tonnes of CO₂eq in 2022. Unipex, being a distribution company with international suppliers, is mainly concerned by transport and therefore by its transport-related carbon emissions.

With a turnover of 115.7 million euros in 2022 (compared to 90 million in 2021), Unipex is achieving an exceptional year of growth. Moreover, for each euro of turnover in 2022, 6.28 grams of CO₂eq were emitted compared to 10.14 grams of CO₂eq emitted in 2021.

For the year 2022: $726,940 \text{ kgCO}_2\text{eq} / 115,700,000 \text{ euros} = 0.00628 \text{ kgCO}_2\text{eq/euro}$.
For the year 2021: $913,000 / 90,000,000 = 0.010144 \text{ kg CO}_2\text{eq/euro}$.

Breakdown of our carbon emissions (carbon footprint 2022)



One of our priorities and missions, as transparently communicated on our website, is to reduce our greenhouse gas emissions. To achieve this goal, we will continue to work closely with our transporters in 2023 to implement solutions and alternatives to optimise the transport of goods and thus reduce our environmental footprint.



INGREDIENTS



INGREDIENTS

3 GOOD HEALTH AND WELL-BEING



EN8



INGREDIENTS

Prioritize the selection of responsible ingredients

OBJECTIVES

- Naturality: 75% of the ingredients in the cosmetic portfolio
- 50% of our raw material comes from recycling, overcycling or upcycling
- Creation of a "health ingredients" range (Cosmetics, Food & Nutraceuticals)
- Double the range of our "exemplary CSR" ingredients
- Towards a systematic LCA study criteria for ingredients
- Green innovation: inclusion of eco-innovative CSR ingredients and/or suppliers

Human health

Our CSR pillar: "Ingredients"

• Naturality & well-being

Unipex's ambition is to increase the share of ingredients known as "natural" or "of natural origin" in its portfolio. At the end of 2022, with 44% of ingredients having a naturality of 50% or more across all our Business Units, we are well on our way, knowing that in the cosmetics portfolio, 68% (vs. 75% target at the end of 2023) of our ingredients have a naturality of 50% or more.

• Food & health

A Nutriscore training for Unipex Food ingredients was held on the afternoon of 9 November 2022, which enabled us to further refine the "responsible ingredients" profile of our dedicated internal CSR diagnosis (see opposite).

All Product Managers/Salespeople belonging to the Food Business Unit have access to the Nutriscore tool for the ingredient perimeter, allowing them to assess the nutritional profile of their product if relevant (yeast, processing aids, food enzymes, flavours and food additives are excluded from the tool).

Our Nutriscore training

Nouvelle version du Nutri-Score : mise à jour, fonctionnement, calcul, utilisation et opportunités d'amélioration vos scores. Comment améliorer votre Nutri-Score ?

Formation en visioconférence - 9 novembre 2022 - 13h30/17h30

Bonjour,

Le Nutri-Score® est l'étiquetage nutritionnel simplifié qui semble relier le plus de suffrages en France et en Europe. Il vient d'être affiné afin de mieux tenir compte des atouts de certains aliments gras, salés ou sucrés mais avec des atouts nutritionnels importants pour la santé publique.

Cette formation vous apprendra à maîtriser le calcul du Nutri-Score nouvelle version, et de connaître les méthodes d'obtention. Elle permettra également d'en voir les avantages concurrentiels et de comprendre comment améliorer le Nutri-Score de vos produits.

Elle s'adresse aux décideurs et aux responsables R&D, qualité, marketing et réglementation de l'industrie agro-alimentaire.

Au programme

- Introduction
- 1. Périmètre du Nutri-Score en 2022
- 2. Nouvelle version du Nutri-Score
- 3. Fonctionnement et calcul
- 4. Comment améliorer le Nutri-Score
- 5. Prospective

• Nutraceuticals & health

The link between nutrition and health is no longer in question. The trend in the nutraceuticals sector is towards the increasing integration of natural active ingredients, which is in line with Unipex's naturality objectives. The nutraceuticals portfolio offers a range of products with health benefits, such as:

- **Adonat** which has a positive effect on joint and cognitive health
- **VitaMK7®**, vitamin K2 in the form of MK7, produced by fermentation and helping to strengthen the bones. Indeed, there is a real synergy between vitamins K2 and D3: recent studies have shown that the combination of vitamin K2 in the form of MK-7 and vitamin D3 is more effective in preventing bone loss than either nutrient alone. Vitamin D alone may be insufficient and very high doses once a year may have adverse effects. When vitamin K2 levels are low, there is simultaneously a lack of calcium in the bones and an increased concentration in the blood. This accumulation can lead to calcification of the artery walls, with concrete clinical consequences such as cardiovascular events and bone fractures. Natural vitamin K2 in the form of MK-7 in the body allows us to benefit from calcium and vitamin D like never before.

In this vein, the monthly fruit basket, which all Unipex employees share free of charge, also contributes to the good health of the employees, thanks to the variety of fruit offered: a source of vitamins.

INGREDIENTS

Animal well-being

Animal well-being is part of the selection criteria and evaluation of Unipex ingredients, where applicable. Whenever relevant, a certificate justifying respect and good practices towards animals may be required: "Cruelty free Leaping Bunny" certificate for the absence of animal testing, certificate of non-exploitation of monkeys in the harvesting of coconuts at the origin of the coconut oil or coconut derivative ingredients.

COMBATING DEFORESTATION

13 CLIMATE ACTION



15 LIFE ON LAND



ANTI-DEFORESTATION LAW

The European Parliament adopted an anti-deforestation law on 14 September 2022, the agreement of which was ratified on Tuesday 6 December 2022 between the European Parliament and the European Union Member States.

This law will regulate the import of products into the EU and may ban certain deforestation products (after 31 December 2020). Proof will have to be provided through satellite surveillance, geolocation coordinates etc...

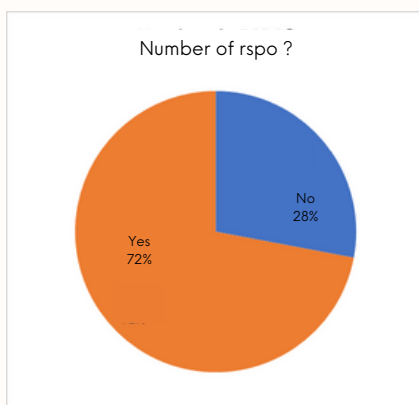
Among the ingredients on the list, Unipex is concerned by :

- Soya
- Palm oil
- Wood
- Cocoa
- Coffee
- Beef
- Some by-products such as palm oil, soybean or wood derivatives.

At Unipex, we had already anticipated in 2019 a draft inventory of ingredients containing palm. However, it is really in 2022 that we have carried out a strict and transversal census of all Business Units, of ingredients containing palm or palm oil derivative(s) over the year 2021 and 2022. An analysis of the suppliers was carried out concerning their sustainable palm sourcing strategy, their anti-deforestation approach, their web communication, their transparency and the availability of the list of oil mills, etc.

After the inventory, we conducted a more detailed analysis of our ingredients, including the qualification of data on:

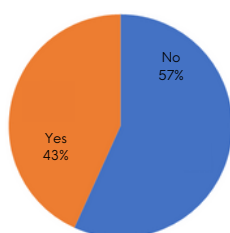
- RSPO (Round Table for Sustainable Palm Oil) certifications available
- The commitment of our suppliers to an EPDM strategy
- The availability of the list of oil mills from which our principals source.



By 2022, 72% of our palm-containing ingredients are RSPO. We work with our principals on the basis of our sustainable palm initiatives to support them in their efforts and potentially lead them to certification.

INGREDIENTS

Distribution of NDP policies on the web



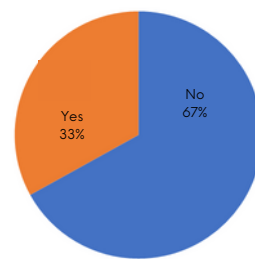
In order to further increase transparency, we have listed the principals who have made their oil mill lists available. In summary, **33% of our suppliers' lists are available, either directly on their website or on the RSPO website.**

In addition, Unipex is working to improve the transparency of palm oil and palm oil derivatives supply chains. Assessed at 46/100 in 2021, **Unipex has obtained a sustainable palm sourcing score of 60/100 in 2022, an increase of 14 points over one year.**

In 2022, 43% of our principals clearly display on their website or their EPR (Extra-Financial Performance Declaration) a NDPE (No Deforestation, No Peat, No Exploitation) strategy to ensure that we deliver sustainable and ethical goods.

This percentage is likely to increase as a result of the new European anti-deforestation law.

Distribution of ingredients from suppliers who have made their list of oil mills available



SPI (Sustainable Palm Index) 2022 - ASD (Association for Sustainable Derivatives)
Score UNIPLEX 2022 :

"The average of the 24 participating distributors is 47/100,
Unipex is well above with 60/100"

In 2022, with the support of ASD, Unipex also created a sustainable palm sourcing guide for its main suppliers not yet in an ASD assessment process, as well as a questionnaire coupled with the request for a list of their oil mills. This was done in order to support our principals' progress on the transparency and traceability of our palm ingredient sourcing. The results were quite heterogeneous, with some of our principals able to send us their list of oil mills and others still based on RSPO certification alone.

SOYBEAN

In line with the sustainable palm campaign, we also launched a soya campaign in the summer of 2022, aimed at targeting all ingredients containing soya and/or soya derivatives. Following this survey, a form was sent to the suppliers concerned, asking them about their anti-deforestation strategy (NDPE), their traceability procedures, their certifications, etc.

Out of 15 targeted major suppliers, 11 responded to the questionnaire, demonstrating that our principals are concerned by this issue. A more detailed analysis will be carried out in 2023, thus reinforcing our requirements. We are in a process of continuous improvement, our objective being to identify all the ingredients of the European anti-deforestation law, to analyse them in a similar way to our most advanced approach, which is palm oil, and thus to fight against deforestation. We are going to add to our EPDS criteria the ingredients concerned by the anti-deforestation law (excluding palm and soya which are already included), thus enabling us to be ever more on the lookout, efficient and demanding with regard to regulatory compliance, ethics and respect for the environment.

INGREDIENTS

DIAGNOSTIC INGREDIENTS

COMPOSITION OF THE CSR INGREDIENTS DIAGNOSIS

At Unipex, we are committed to being responsive and to providing the best possible support to our suppliers and customers. To this end, for CSR, we have created an internal tool allowing the diagnosis of our ingredients (in 2022, more than 1400 ingredients were evaluated). This diagnosis is composed of various criteria:

- CSR strategy in place
- CDP rating
- CITES/Nagoya certificate
- ISO 14001 certification
- Sensitivity to deforestation: does it contain soy? Does it contain palm? If so, is it certified?
- Naturalness index
- Safety data sheet:
 - Resources harmful to humans
 - Resource considered not harmful to the environment
 - Biodegradability
- Origin of the raw material (on <https://risk-indexes.com/>)
 - Country ESG Risk Index
 - Country Corruption Risk Index
- Country Production site (on <https://risk-indexes.com/>)
 - Country ESG Risk Index
 - Country Corruption Risk Index

RATING

Each criteria is scored as objectively as possible with the available information, giving a final score to our ingredient. We consider our ingredient to be "sustainable" when it has a minimum score of 70/100.

Rating $\geq 70/100$ = sustainable/responsible offer

ARTICLE	Note Globale (%)
Ingrédient A	67
Ingrédient B	78

Extract from our internal tool "sustainable ingredient diagnosis"

USE OF THIS TOOL

This tool allows us to monitor certain ingredients (such as those affected by the anti-deforestation law), to quickly access CSR information on an ingredient, and even to substitute it in the absence of any relevant CSR assessment or certification.

This allows us to respond more quickly and accurately to our customers. In addition, it allows us to support/recommend ingredients with a higher sustainability rating to our customers. An ingredient that does not reach 70/100 is not necessarily "unsustainable", it may still be missing data that does not give it the full points, thus lowering its rating. It is therefore important to look at each line in its entirety in order to get a real picture of the sustainability of a given ingredient.

This tool will continue to evolve with the aim of:

- Fill in missing data
- Update the file to keep abreast of new developments
- Add new criteria according to our objectives, our monitoring and new regulations

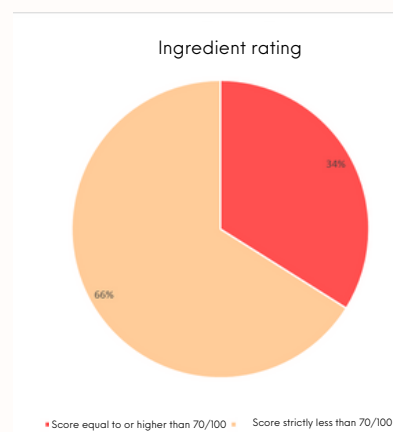
ANALYSIS OF 2022 CSR INGREDIENTS DIAGNOSTICS DATA

At the end of 2022, we analysed the data available from our internal tool to gain the following insights:

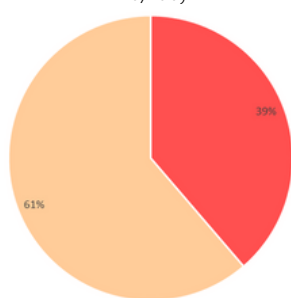
- Global rating

Out of a total of about 1,400 ingredients rated, 34% of the raw materials have a score of 70% or higher.

Distribution of responsible ingredients with a score of 70/100 or higher



Ingredient rating greater than or equal to 80 (among ingredients with a rating greater than 70/100)



Score equal to or higher than 80 Score strictly less than 80

Of the ingredients with a score of 70 or higher, 39% have a score of 80/100 or higher. 61% have a score between 70 and 79/100.

In cosmetics, 50% of raw materials sold in 2022 have a score of 70/100 or higher. And in the Food Business Unit, 56% of raw materials have a score of 70/100 or higher.

Rating of responsible ingredients with a score greater than or equal to 70.

- CSR strategy of the ingredient

Out of all our ingredients, 56% are concerned by a CSR strategy, namely

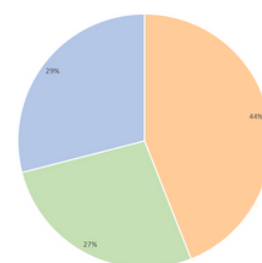
- Either the company is evaluated by ECOVADIS
- And/or the company is following an ISO 26000 process
- And/or the ingredient is COSMOS certified or COSMOS approved

In the Cosmetics Business Unit, 84% of ingredients are concerned by a CSR approach.

- Naturality and ISO 16128

Of all our raw materials, 44% have a naturality of 50% or more, as certified by ISO 16128.

Distribution of the naturality of our ingredients

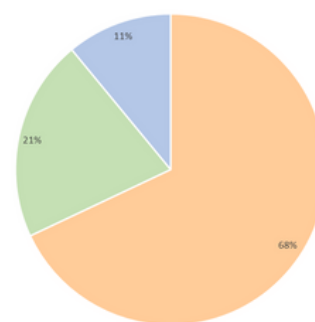


Naturality greater than or equal to 50% Naturality strictly below 50% Missing data

INGREDIENTS

In the Cosmetics Business Unit portfolio, 68% of our ingredients are at least 50% natural. For the Food Business Unit, 62% of our ingredients are at least 50% natural.

Distribution of the naturality of the ingredients of the Cosmetics BU



The above percentages are based on the analysis performed during the first year of our tool's existence (end of 2022), so some data is missing for our ingredients and the results presented can quickly change as our tool is completed.

The objective for this year 2023 concerning the ingredient diagnostic tool is to complete the missing data, to anticipate new regulations, by adding new criteria evaluated. This will allow a real understanding of the ingredient, and its rating will reflect its sustainability with more accuracy.

CSR INSPIRATION

COSMETICS

BERKEM: an upcycled and local cosmetic active

Berkem launched a new active ingredient, extracted from kiwi leaves from the Dordogne region - France, grown organically and locally, less than 15 km from the Berkem extraction plant.

Ki'leaft is a co-product of the upcycling of leaves that fall naturally to the ground in winter, certified 100% natural and preservative-free. The Ki'leaft active ingredient is the result of 10 years of research, based on sustainable and effective processes from a cosmetic care point of view: it offers an immediate tightening effect, participating in the regeneration and protection of the skin. *It obtains a score of 89/100 in our ingredient diagnosis.*

AZAFRAN

Azafran sunflower wax is a natural raw material, organically grown and produced in India. Anchored in its territory, Azafran manages its own organic farms and works under fair trade agreements with small farmers and gardeners.

Virtuous in its processes, Azafran ensures in particular:

- Traceability to farmers/gatherers
- Working conditions and a decent wage for all its employees
- Agricultural practices that promote adaptation to climate change

In addition, they reuse the water to reintroduce it after treatment in the manufacturing cycle or in certified organic farms. The initiative allows them to save more than 30% of water thanks to drip irrigation!

Azafran scored 74/100 in our internal ingredient evaluation tool.



INGREDIENTS

FOOD

LACTOSAN

Lactosan cheese powders are produced from natural raw cheeses mainly from European producers. The cheeses are then processed into cheese powders in Denmark.

Lactosan strives to optimize zero waste production by reducing its food waste, recycling cheese powder waste into animal feed, delivering food waste from its production to biofuel energy production instead of sending it to incineration.

Also, the production wastewater is semi-cleaned and delivered to the local sewage treatment plant, and the sewage sludge from the semi-cleaning is recycled as agricultural fertilizer.

All these good practices and transparency give Lactosan products an overall score of 80/100 !

ESSENTIA PROTEINS: Probase™ fish stock

Natural products processed from premium quality fish and seafood raw materials. All ProBase™ fish products are also available from MSC certified fisheries. The series consists of ProBase™ fish broth products (powder and liquid). All stocks are 100% naturally sourced and made from selected cod, flounder, mussel, lobster and crab raw materials.

The entire range is made from wild fish/seafood caught at sea. As an example, the Probase™ mussel 2000 scores 81/100 in our internal evaluation tool.

PHARMACEUTICAL

ALGAIA, the passion of the sea

Algogel™ RPE is for medical device and pharmaceutical excipient applications. A company with a passion for the sea, Algaia taps into the natural potential of algae while protecting marine ecosystems. Gelymar, Algaia's partner supplier, respects the timing, quantities and locations of seaweed harvests close to the manufacturing plants, thus not disrupting the growth cycles of the seaweed and also reducing its environmental impact related to transportation.

A virtuous circle that allows Algogel RPE 2401 to obtain a very good score of 81/100 in our evaluation tool!

NUTRACEUTICAL

GalenIQ 721: a sweetened excipient by BENEIO

The sugar beets, which are used as raw material and base for galenIQ™, are locally sourced. Also, the manufacturing process is also a virtuous circle in all its perspectives:

- A warehouse was built near the packaging and shipping area at the Offstein production site, thus reducing the use of transportation and thus carbon emissions.
- 2 out of 4 of Beneo's water tanks in the production plants have been turned into bird sanctuaries!
- Beneo works closely with its contract farmers to manage the long-term health of their soils and prevent over-fertilization or soil exploitation and erosion.
- Sugar beets are fully utilized, either as functional products/ingredients or as co-products. Beneo valorizes 100% of its raw material!

It thus obtains a score of 78/100 in our CSR ingredient evaluation tool.



INGREDIENTS

CHEMICAL

AMBROGIO PAGANI: an upcycled animal fat

The ingredient Stearin P2, from the oil and fat processor Ambrogio Pagani, is a raw material of animal origin. Renewable and biodegradable, it is obtained from the rendering of Italian and European slaughterhouse waste. The production processes are optimized to minimize waste production and consumption of water and energy resources. The installed photovoltaic system allows the production of electricity from renewable sources. Approximately 90% of the production waste is sent for recovery, it gets a score of 81/100 in our ingredients diagnosis!

SILICONI WS 941: vegetable oil based defoamer

Usable in water-based paints and silicone-free, the WS 941 antifoam is 100% biosourced on a vegetable oil base and is made in Italy!

Moreover, Siliconi has chosen to equip its company with photovoltaic panels. Today, 80% of Siliconi's energy comes from renewable energy, thus considerably reducing its CO2 emissions! It obtains a score of 81/100 in our ingredient evaluation tool!

CSR Perspectives 2023-2024

Unipex by Barentz CSR governance, while still focused on continuous progress, will adapt to the progressive evolution of the scope of current activities.

From 2023 onwards, the focus will be on reducing Scope 3 emissions, in partnership with our main logistics provider, as part of our efforts to mitigate and adapt to climate change.

We will continue our initiative on the sustainable palm oil supply chain and actions to comply with European and national regulations, in particular: AGECLaw (packaging), anti-deforestation law (palm, soy, wood, etc.) and due diligence.



ANNEXES

UNIPEX 2022 PERFORMANCE INDICATORS

PLANET

Limiting & recovering waste

- Waste Paper/cardboard
- Of which recovered
- Digital impact avoided

Raw materials destroyed in 2022: SOA (1st semester) + Sobotram (2nd semester)

Date	Type	Quantité (t.)	Classification danger (t.)
January-July 2022	Total 2022 Raw Materials destroyed SOA	5.722	including 0.1582t. dangerous waste
July-Dec.2022	Total 2022 Raw Materials destroyed Sobotram		0.269
	Total 2022 Raw Materials destroyed (t.)	5.991	
	Subtotal 2022 hazardous raw materials (classified) destroyed (t.)		0.427

Scope 1

Indicator	2022
Fleet fuel	32.24 Tonnes CO2eq

Carburant	GES puits à la roue gCO2e/(passager.km)			Hypothèses complémentaires
	France mixte	Longue distance	Courte distance	
Gazole	106	72	127	Consommations recalculées sur Comptes de transports 2019
Essence	125	85	151	Consommations recalculées sur Comptes de transports 2019
GNV	122	82	148	
GPL	120	81	143	
E85	76	51	90	
Moyenne	110	74	132	Consommations des Comptes de transports 2019 / Hypothèses : longue distance consommation -10% par rapport à la moyenne, consommation courte distance +10% par rapport à la moyenne

Source ADEME

Scope 2

Indicator	2022	Equivalent to kgCO2
Consumption UNIPEX – réseau froid selon tantièmes	78 626 KWh	1808.4 kgCO2
Consumption UNIPEX – heating network according to tantièmes	80 082 KWh	20340.94 kgCO2
Power consumption – Bureau la défense	46 755 KWh	2660.36 kgCO2
Power consumption – Storage sites (SOA & SOBOTRAM)	28890 KWh	1643.85 kgCO2
Biomethane consumption (SOA)	118 450 KWh	1942.58 kgCO2

Réseau de froid - 92, Courbevoie, Réseau de La Défense - 2021	0.023 kgCO2/kWh
Réseau de chaleur - 92, Puteaux, Réseau Ciceo - 2021	0.254 kgCO2/kWh
Electricité - 2021 - mix moyen - consommation	0.0569 kgCO2/kWh
Biométhane - Injecté dans les réseau - Issu de la filière STEU	0.0164 kgCO2/kWh

Scope 3

Indicator	2022
Digital impact	42.21 Tonnes CO2eq
Digital impact avoided	34.78 Tonnes CO2eq
Business travels	4.44 Tonnes CO2eq
Commuting to work	46.44 Tonnes CO2eq

Smartphone - de 5 pouces	32.8 kgCO2/unité
Ordinateur - portable	156 kgCO2/unité
Ordinateur - fixe - Bureau	169 kgCO2/unité
Ecran - 23,8 pouces	248 kgCO2/unité
Imprimante - laser	197 kgCO2/unité
Imprimante - multi-fonction	87.9 kgCO2/unité

UNIPEX 2022 PERFORMANCE INDICATORS

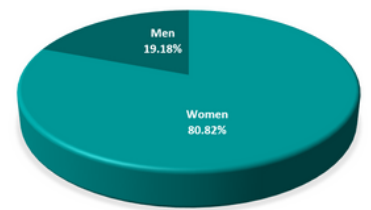
PEOPLE

Promoting diversity

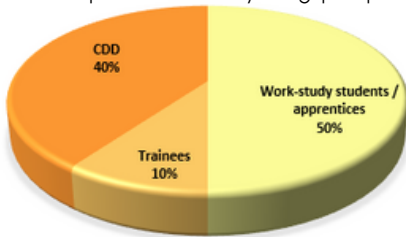
In our total workforce of 75 people, we have a majority of women at Unipex, 8 women for 2 men.

We note an average of 48.5% of Unipex women managers in the company's total workforce.

Distribution Men / Women



Job profile of our young people



Facilitating the integration of young people

In 2022, Unipex integrated 20 young people under the age of 30 into its teams, mainly through work-study and apprenticeship positions, then fixed-term contracts and internships.

Facilitate the evolution of employees

1,084 hours of training (external and internal) have been recorded over 2022 for all our employees, giving an average of 20.1 hours of training per person trained (72% of the workforce).

Cumulative training hours



Health and well-being at work

- Workplace accident frequency rate: 16.11
- Workplace accident severity rate: 0.06

1 084

Associative

- Paris-La défense Association

Mobilisation et soutenabilité RSE

Unipex est adhérent à l'une des associations de Paris-La Défense, Le Chaînon Manquant, dont la coordinatrice propose la mobilisation suivante :

« La période des festivités de fin et de début d'année est idéale à réunir les jeunes accompagnés par l'association et le public présent autour de différentes actions solidaires. L'une de ces actions est la collecte et redistribution de colis cadeaux via des maraudes au des villes de centres d'accueil et d'hébergement pour personnes et familles à la rue. Comme cela est devenu coutume depuis quelques années, nous proposons de confectionner des colis cadeaux (trac, boîtes de chaussures), avec : un truc bon, un truc beau, un truc chaud, un produit d'hygiène et éventuellement un petit mot doux et encourageant ».

Nous demandons de joindre une petite légende du contenu, pour nous permettre d'adapter la distribution selon les publics (famille, femme, femme, enfant) et en cas de don de vêtements d'indiquer la taille svp. Quelque chose à prendre en compte : alcool, argent, nourriture périssable. Une collecte en début d'année est aussi tout à fait envisageable, si ce n'est vous convient davantage. Nous réaliserons des ateliers de customisation de cadres photos pour une vente solidaire. Nous effectuons une vente des cadres photos (de 15 à 20 euros la pièce). Si vous êtes intéressés nous pouvons vous réserver quelques cadres ».

LE CHÂNON MANQUANT
Le + de la chaîne alimentaire

Si vous souhaitez vous aussi contribuer à cette mobilisation, merci de vous rapprocher de votre équipe Communication

Depuis 2014, en France :

- 10 MILLIONS de tonnes de nourriture sont perdues ou jetées chaque année
- 8 MILLIONS de personnes n'ont pas les moyens de se nourrir selon leurs besoins
- > 300 BÉNÉVOLES dynamiques s'engagent avec nous pour un monde responsable et solidaire



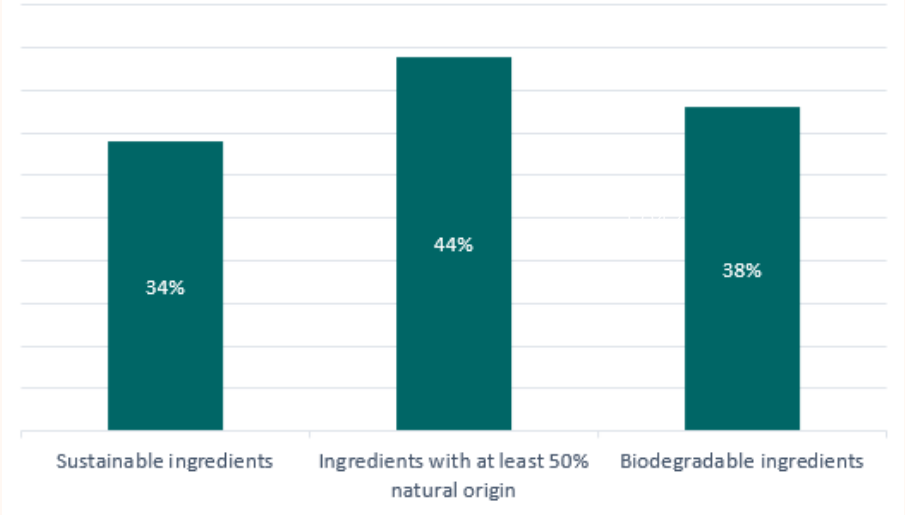
UNIPEX 2022 PERFORMANCE INDICATORS

INGREDIENTS

Realization of an ingredient diagnosis

- 34% of ingredients are sustainable (minimum score of 70/100) (see details page 42)
- 44% of ingredients are at least 50% of natural origin (see details page 43)
- 38% biodegradable ingredients (see details page 31)

Increasingly sustainable sourcing of ingredients*.
*With a score of 70/100 or higher according to our internal "CSR Diagnostic Ingredients" tool






CORRELATION TABLE

SDGs/GRI	GOALS	PAGES
	To eliminate hunger and ensure that everyone, especially the poor and vulnerable, has year-round access to safe, nutritious and adequate food.	P22
	Health and well-being through food	P39
	Acting for health and well-being at work	P16
	To guarantee and improve the safety and physical and mental health of employees at work.	P49
	Ensure the full and effective participation of women and their equal access to leadership positions at all levels of decision-making	P19
	To significantly increase the rational use of water resources in all sectors	P29
GRI: EN5 Water consumption	EN5: Water consumption	
	Ensure access to reliable and modern energy services at an affordable cost.	P32
	Increase the use of renewable energy	
GRI: EN3 - EN4 Energy consumption	EN3: Direct energy consumption EN4: Indirect energy consumption	P29
GRI: EN17 Environmentally friendly technologies	EN17: Initiatives to harness renewable energy sources and improve energy efficiency.	

CORRELATION TABLE

SDGs/GRI	GOALS	PAGES
	Promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all	P20
	To assist all persons and to promote their social, economic and political integration, regardless of age, gender, disability, race, ethnicity, origin, religion or economic status etc.	P20
	Reduce the negative environmental impact of cities per capita, with particular attention to air quality	P37
	To achieve sustainable management and rational use of natural resources.	P29
	Significantly reduce waste generation through prevention, reduction, recycling and reuse	P30
GRI: EN11 Promote greater environmental responsibility	EN11: Total quantity of waste by type and destination	P36
	Build resilience and adaptive capacity to climate-related hazards and natural disasters	P25
	Incorporate climate change measures into policies and strategies.	
GRI: 3.13 Environmental precaution	C3.13: Explain the extent to which and how the organization has adopted the precautionary approach or principle to environmental issues	P26-27
GRI: EN7 - EN8 - 1.1 Promote greater environmental responsibility	EN7: Description of the main impacts on biodiversity of the organization's activities and/or products and services in terrestrial, freshwater and marine environments.	P31
	EN8: Greenhouse gas emissions.	P37
	1.1: Statement on the organization's vision and strategy for its contribution to sustainable development.	P34

CORRELATION TABLE

SDGs/GRI	GOALS	PAGES
	Prevent and significantly reduce marine pollution of all types, especially from land-based activities, including marine litter and nutrient pollution.	P30
	Effectively regulate fisheries, stop overfishing, illegal, unreported and unregulated fishing and destructive fishing practices	P31-32
	Take urgent and decisive action to reduce the degradation of the natural environment, halt the loss of biodiversity and, by 2020, protect threatened species and prevent their extinction.	P27
	Promote sustainable management of all types of forests, stop deforestation.	P40
	Sustainable forest management and encourage developing countries to focus on sustainable forest management, including forest conservation and reforestation.	
GRI: EN7 – 1.1 Promoting greater environmental responsibility	EN7: Description of the main impacts on biodiversity of the organization's activities and/or products and services in terrestrial, freshwater and marine environments. 1.1: Statement on the organization's vision and strategy for its contribution to sustainable development	P34
	Establish effective, accountable and transparent institutions at all levels.	P23
	HR1: Procedures for managing the human rights aspects of the organization's activities	
	HR 2: Consideration of human rights impacts in investment and procurement decisions, including the selection of suppliers/subcontractors	P23
	HR5: Freedom of association by specifying the extent to which this policy is universally applied regardless of local legislation	P26
GRI: HR5-LA3-LA4 Freedom of association and collective bargaining	LA3: Employees represented by independent labour organizations or other legitimate employee representatives LA4: Information and consultation of the staff regarding changes in the organization's activities (e.g. restructuring).	
GRI: SO2 Fight against corruption	SO2: Policy, procedures/programs and compliance mechanisms for organizations and employees regarding bribery and corruption.	P20



AT YOUR DISPOSAL



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