

CSR REPORT

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COMMUNICATION  
ON PROGRESS (COP)  
REPORT **2021**





A close-up photograph of a dense cluster of green leaves, likely from a plant like basil, filling the right side of the page. The leaves are bright green and have serrated edges.

## OVERVIEW

This yearly report is our Communication On Progress published to renew our commitment to the Global Compact France since 2018. It gives some detailed information about our sustainable development achievements.

This COP gives an overview of our actions from February 28th 2021 to February 1st 2022.

We are also integrated in the 2022 new Communication On Progress shaped with the Global Compact. We will be part of the assessment session in may.



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- #1** Our approach
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## “ A WORD FROM THE PRESIDENT

*Our Groupe has a unique profile, to be both farmer and industrial. It gives us an expertise in the natural extracts we offer. With a strong responsibility in terms of local know how in the Pays de Grasse, we have in 2021 been supporting all our local projects, both with Gazignaire activity and our endowment fund, MUL Foundation.*

*Taking over the top management of the company after his father, it is with the same entrepreneurial and familial vision that I have been working for 15 years in our activity and our project with a complete traceability and respectful from Human and Environment.*

*In this 4th Communication On Progress, we are giving a detailed presentation of our 2021 actions and indicators along with our trajectory that we follow in terms of sustainable sourcing program in collaboration with our stakeholders.*

Cécile Mul

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# #1

OUR  
APPROACH



# SUSTAINABLE DEVELOPMENT APPROACH

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Our sustainable development approach relies on the main guiding principles since the creation of the company in 1865:

- Respecting and supporting the tradition and know-how in the Pays de Grasse;
- Ensuring a sustainable supply chain;
- Working on natural raw materials that respect Human and Environment.

The sustainable development approach in part of J. GAZIGNAIRE strategy and positioning, upstream of the Aromatic, Cosmetic and Perfumery sectors, with strong expectations on the expertise of raw materials.

Our sustainable development goals are centered on the following pillars:

## **SOCIAL**

Encouraging the integration of vulnerable people in our sustainable sourcing project;  
Improving the well being of employees by working on the well being at work.

## **ENVIRONMENT & BIODIVERSITY**

Reducing our environmental impact in our aromatic extract;  
Promoting eco-design with our stakeholders;  
Developing programs for the Biodiversity protection.

## **SOCIETAL**

Developing programs supported by MUL Foundation;  
Delivering our traditional know-how in the Pays de Grasse through educational actions with local schools and institutions.

# OUR STANDARDS

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Our sustainable policy relies on several international standards that define our policy.

- **ISO 26 000 standards with its adaptation ISO 26 030** to guide our goals and actions in terms of Corporate Social Responsibility.
- **ISO 20 400** standards for our sustainable sourcing policy.
- **ISO 14 001** standards for the management of our environmental issues in our manufacturing sites.
- **French law on duty diligence** that details expectations in terms of transparency in the supply chain, protection of human rights and traceability. Our CSR, Regulatory affairs and Sustainable sourcing services have been trained on that matter in 2021.

## FOCUS ON THE FRENCH DUTY DILIGENCE LAW

Since 2017, the french law n°2017-399 is a true progress towards human right and environmental protection. The law involves new duties such as: preventing and repairing human rights violation along with environmental damages caused by french company activities. This law is currently in place in France, and under preparation at the European level. It will apply to all European companies and sectors.



# OUR STAKEHOLDERS

## OUR STAKEHOLDER'S STUDY AND ANALYSIS

The implementation of our sustainable sourcing approach requires a deep and detailed understanding of our stakeholders, in order to implement an action plan to meet their expectations. Some measurable goals are then validated with every stakeholder and annually followed.

After having finished our stakeholder analysis, we have been classifying them in 9 categories:

This study is updated every two years. Some new actors are integrated in our stakeholder circle.

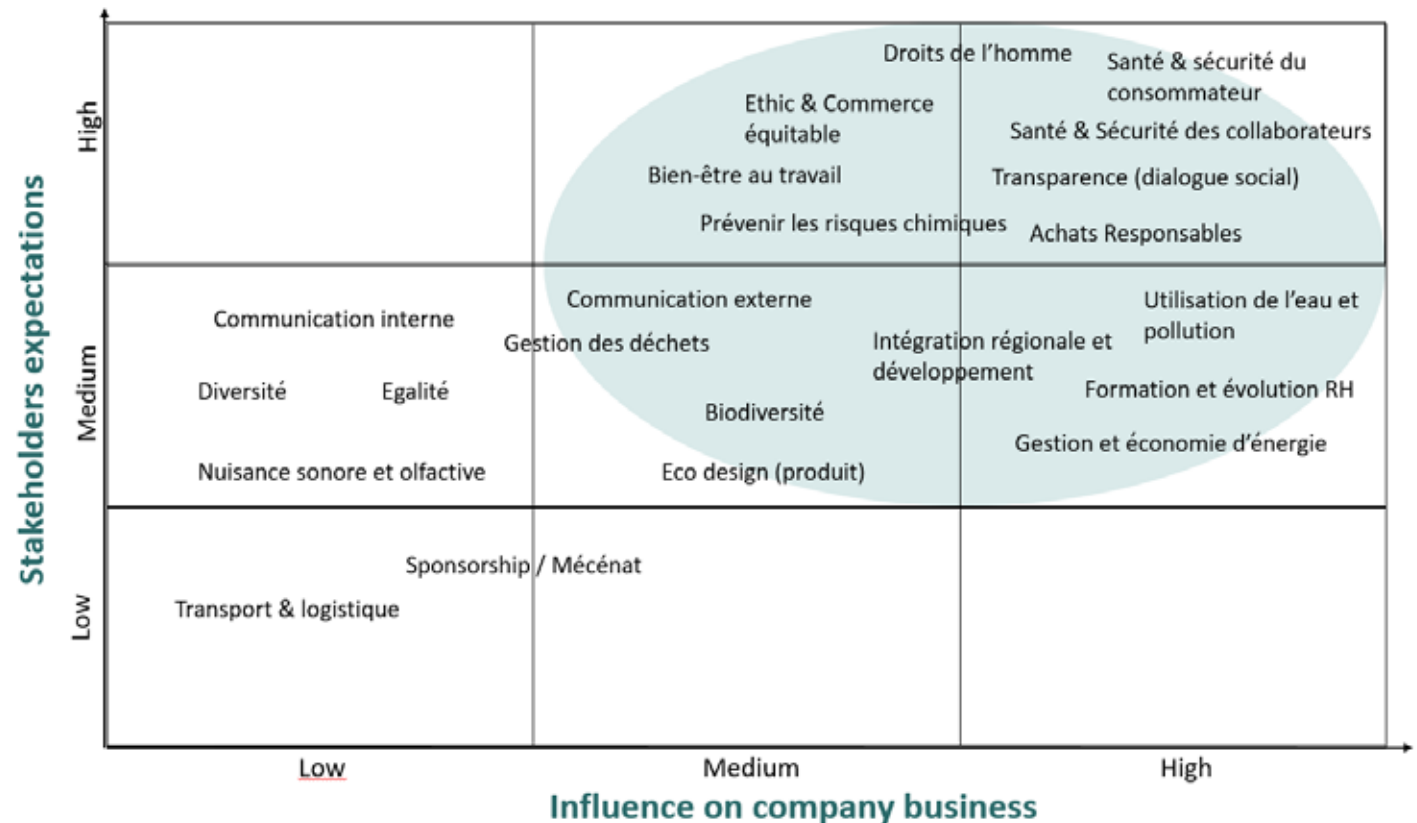
Stakeholder's catégories	Stakeholder's composition detail
1. The company	Employees, Interns, Social representatives, Management, seasonal employees, etc.
2. Our value chain	Client, supplier, farmers, Analysis laboratory, transportation.
3. Sub-contractor and service provider	IT Service, Education & Training, technical service provider, water, electricity and gas provider, certification body.
4. Economic area	Banking, Insurance, Family shareholders.
5. Public area	Communication agency, National regulation authority, Local chamber.
6. Social area	Occupational medicine, School, University, Employees's family, future employees.
7. Trade unions and NGO	MUL Foundation, Professionnal syndicates (PRODAROM, Innov'Alliance, SNIAA).
8. Environmental area	State services (DREAL, ADEME, DDPP), waste management service provider.
9. Locality	Municipality, Neighbour.

# CARTOGRAPHY AND ANALYSIS

## THE STAKEHOLDER INFLUENCE ON OUR ACTIVITY.

The study on the influence of our stakeholders on our activity aims to guide us in the definition of priority actions on a short and long term. Every stakeholder has an influence on the company. This analysis also aims to face and meet clients, suppliers, service providers and employees's expectations. The cartography is our guiding principle to define our sustainable policy action plan.

All the thematics in the green bubble are major issues for J. Gazignaire. In 2021, we have seen additionnal expectations from our stakeholders regarding health & safety issue. It came from our employees expectations and our global value chain.



# KEY FIGURES

## POSITIONNING & STRATEGY

J. GAZIGNAIRE has a niche positioning in the upstream part of the Aromatic, Food, Cosmetic and Perfumery industries. As aromatic extract manufacturer, we are developing an innovative strategy on both Research and Development and on the natural raw material selection.



**19 517K €**  
turnover in 2021  
(+19% more  
than 2020)



**450**  
references  
of aromatic  
extracts



**51** sustainable  
sourcing programs  
(of which 22 in the  
Pays de Grasse)



**13,80%**  
of our turnover  
outside Europe  
in 2021



**8 000 €**  
of donation for  
MUL Foundation and  
**6 812 €**  
of patronage



**10**  
renewed certifications  
in 2021 with one  
new fairtrade  
certification



# OUR CORE ACTIVITY

## OUR ACTIVITY AT THE HEART OF THE PAYS DE GRASSE TERRITORY

For 5 generations now, our historical activity is concentrated in the Pays de Grasse, home of the Perfumery, Aromatic and Medicinal plants cultivation in France. J. Gazignaire keeps supporting PPAM farmers in the Pays de Grasse, on both historical farmers and younger.



The Pays de Grasse territory has a specific terroir and gives the opportunity to develop unique aromatic extracts.

Since 2020, we participate in the creation of the IG (Geographic Indication) of the Pays de Grasse, supported by the historical manufacturers of extracts in Grasse. This initiative highlights the manufacturer and farmer's know-how with the creation of Absolutes.



28

historical plants in the  
Pays de Grasse



1

unique territory



A close-up photograph of vanilla pods. One pod is whole and dark brown, while another is split open, revealing a dense layer of small, dark, glistening seeds. The background is a light-colored wooden surface.

## OUR CORE ACTIVITY

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### VANILLA: A DEEP KNOWLEDGE FROM THE POD TO EXTRACT

The Vanilla extraction has been the main activity for more than 10 years at Gazignaire. In the course of time, we have been developing some Vanilla extract and oleoresin ranges, taking care of the organoleptic specificities of every botanical origin (Vanilla planifolia from Madagascar, Vanilla planifolia from Mexico, Vanilla Tahitensis from Tahiti or Papouasie-New Guinea) with sustainable sourcing programs, secured and completely traced. Our aromatic preparations are used for the extract creation on liquid support, powder or paste. It allows us to answer every client demands coming from aromatic and food industry.

# OUR COMMITMENTS

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# OUR COMMITMENTS

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**Our commitments in terms of sustainable development are included in our subscription regarding specific issue on environment, human rights, etc.**

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Sustainability charter for the Flavour and Fragrance industry.



In 2020, we join this initiative that aims to gather several volunteer players for soil preservation and concrete actions regarding carbon storage such as agroecology, agroforestry, etc.

# NATIONAL AND INTERNATIONAL INTEGRATION

In terms of sustainable development commitments, J. Gazignaire wishes to go beyond legal and regulatory laws. In 2020, we have signed the IFRA IOFI sustainability charter to encourage sustainable practices in our industry. It gathers several companies of the Flavour and Fragrance industry to promote sustainable actions for consumers and the value chain.

## IFRA IOFI CHARTER COMMITMENT

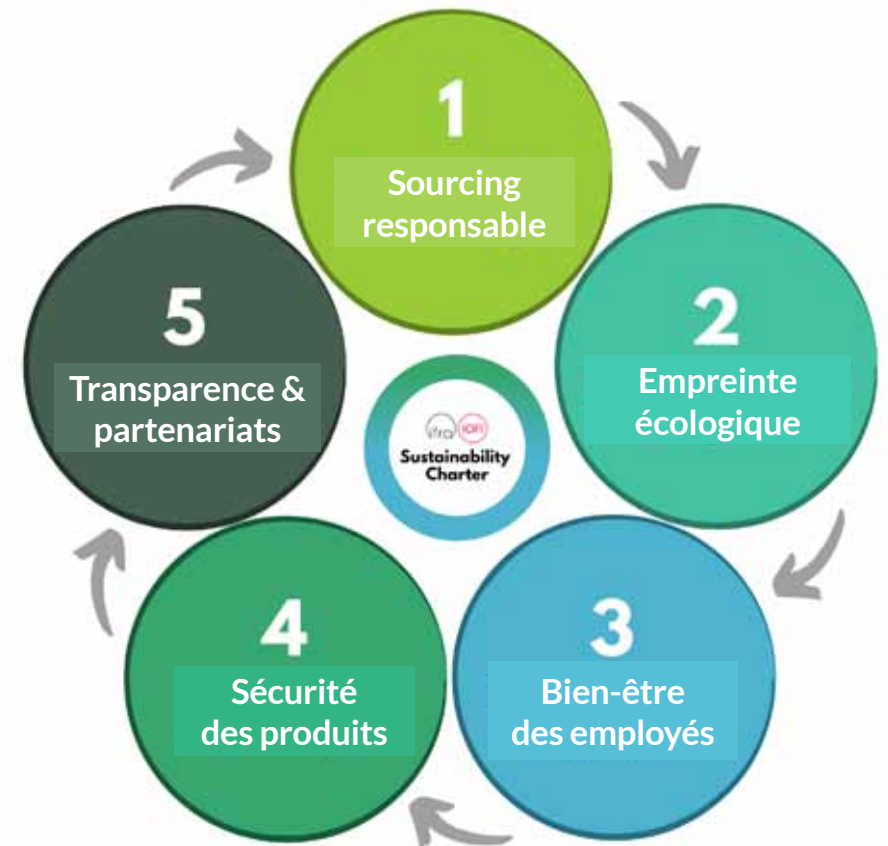
The charter is a sector-specific initiative from the IFRA (International Fragrance Association) and IOFI (International Organization of Flavour Industry) members. It deals with highlighting the commitments of the entire Flavour and Fragrance sector in terms of:

- Responsible purchasing in all the value chain;
- Environmental footprint and climate change;
- Well being of employees and labour conditions;
- Guarantee product safety for consumers;
- Ensure transparency of information with all the stakeholders.



For more information of the 2020/2021 IFRA IOFI report, please go on the website:

<https://ifra-iofi.org/report>



# EXTERNAL RECOGNITION

## SUSTAINABLE DEVELOPMENT PERFORMANCE



Our EcoVadis annual assessment has been renewed for the 3rd year in a row. In 2021/2022 we have got 77% score of our CSR policy maturity. This global score allows us to be part of the 1% worldwide companies assessed by the EcoVadis agency.



Cécile MUL received the HUB ECO Nice Matin price to support and encourage the economic growth of the company and the Corporate Social Responsibility policy carried out within the company and with partners in the value chain.



For the second time, Cécile Mul has been awarded in 4th position in the Choiseul Région Sud 2021 list of winners. The Choiseul institute works every year to encourage and choose the young generation of leaders at the international level. This year a new regional ranking has been revealed with young leaders.



For the third consecutive year, Cécile Mul is integrated in the Palmarès Women Equity 2020 which highlight the Small and Medium Company performances. In 2019, Cécile Mul has been awarded with the Women Equity prize. The women equity prize highlights the 50 companies lead by women with a high economic performance. To be included in the ranking companies must have more than 3 years existence and a turnover between 4M and 150M€.



In Decembre 2018, J. Gazignaire won the RSE PACA Région Sud prize. We have been integrated in the Parcours CEDRE to define an action plan on a short and medium term to improve the company performance.



# #2

HUMAN  
RIGHTS



# POLICY & GOALS

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## HUMAN RIGHTS

In 2021, we have renewed our EcoVadis assessment with a score of 80% on the Human Rights issue, linked to our social policy and commitments.

We respect international norms for Human Rights. We take care of collaborating only with partners that commit for:

- Respecting obligations and international laws for Human Rights to avoid being accomplice of international violations;
- Eliminating every forms of forced labour and respecting international conventions ILO n°138 and 182 regarding children labour;
- Respecting the freedom of creating and organizing trade unions for employees 's rights.



# POLICY & GOALS

## GOALS

- TRAIN AND RAISE AWARENESS of all the stakeholders in our value chain regarding Human Rights;
- SUPPORTING EQUITY between man and woman in our management team;
- FIGHTING AGAINST CHILDREN LABOUR in the agricultural sector;
- ENCOURAGING social programs in France and abroad to protect Human Rights, with our endowment fund, MUL Foundation.



46%  
OF WOMEN

in the  
management team

100%

of our employees trained  
on sexual harassment

4  
ONGOING PROGRAMS

in our sustainable sourcing  
with the RHSF ONG

5  
EMPLOYEES

trained on the children labour  
in the supply chain.



# ACTIONS & RESULTS

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## Implementation of the Fair For Life certification in Pégomas and Le Bar-sur-Loup.

We have been working in 2021 and 2022 on the implementation of the Fair For Life certification in the company. This certification is controlled by EcoCert with a Fairtrade standard that aim to certify the way companies deals with social, human rights, environnement and product quality.



The Fair For Life certification assesses the company's practices in terms of:

- Forced labour
- Children labour
- Discrimination
- Gender equality
- Freedom of association and collective bargaining

ECOCERT also control through individual interviews with employees that all the good practices are applied regarding human rights and labour conditions.



# ACTIONS & RESULTS

## ACTING FOR HUMAN RIGHTS ALL AROUND THE WORLD

Our social policy's promotion in our value chain is a key issue in our sustainable development approach. In 2020, we have taken part of the RHSF (Human Resource without borders) NGO.

Following the social diagnosis carried out in 2020 with the RHSF team, we have identified one major issue in the Pays de Grasse, and overall in France, regarding the agricultural sector and its image for young people. Indeed the agricultural job is not attractive. This analysis has started with a survey regarding the expectation and vision of the students at the Lycée Horticole d'Antibes and some agricultural producers in the Pays de Grasse.

Therefore, we have launched a specific program in the Pays de Grasse to improve the image of the agricultural sector and more importantly of the role and crucial position of the farmer today. It includes some detailed explanations on labour conditions, arduousness, social benefit and environmental impact.



### 3 ONGOING PROGRAMS

abroad

### 1 PROGRAM

in the Pays de Grasse  
with local partners

# MUL FOUNDATION

## SUPPORTED PROJECT IN 2020

Created in 2018 by J. Gazignaire, MUL Foundation is an endowment fund dedicated to supporting projects of general interest in France and abroad.

### SUPPORTING THE SAINT JEANNET CFA FOR THE CREATION OF AN DIGITAL RECOGNITION TOOL OF PLANTS.

The Saint Jeannet CFA offers an adapted teaching method to disabled people in the 5 hectares facility (including 1 hectare dedicated to technical service).

Very often, young people included in the CFA are not well integrated in the educational system; indeed they have some cognitive problems. In the gardener training course, MUL Foundation is supporting the creation of a digital tool to help accelerating the recognition of plants.

**98**  
**YOUNG PEOPLE**  
beneficiaries of the project

**400**  
**PLANTS**  
included in the  
QR code system



MUL  
Foundation



**7**

projects supported  
in 2021



**57%**

of projects in  
the social area



**8 000 €**

of financial donations  
collected in 2021

# #3

LABOUR  
CONDITIONS



# POLICY AND GOALS

## LABOUR CONDITIONS

Labour conditions are a major line in our sustainable sourcing approach. Decent work is deeply linked to the reduction of risks in terms of health and safety in our production sites.

The implementation of our social policy in 2020 gave us the opportunity to formalize our commitments and actions in terms of decent labour conditions in our company but also in our value chain. Therefore we have defined the following areas of work to guarantee decent working conditions:

- Train and develop employees;
- Promote social and professional integration;
- Develop the quality of life at work;
- Guaranteeing the health and safety of all employees.

In 2021, the rating agency, EcoVadis has assessed our social policy with a score of 80% maturity. This allows us to reach a high level of external recognition with concrete actions for decent labour conditions.



46%  
OF WOMEN

in the  
management team

43

Persons in the  
company on the  
2022/02/01  
(8 people from the company  
have integrated the  
Groupe MUL in 2021)

35 years

average age in the  
company on the  
2022/02/01

2,33%

turnover in 2021  
(against 4.26% in 2020)

16,28%

of job evolution  
in 2021

100%

of employees with  
a permanent contract



# ACTIONS AND RESULTS

## TRAINING AND SKILLS DEVELOPMENT



In 2021, despite the COVID 19 context that caused restrictions and a deep change in the labour organization (remote and onsite presence), the company kept on working with its partners, on several projects and investments in terms of labour conditions, education and Health & Safety.

In 2021, we have maintained all the training planned for our employees in order to increase the internal evolution rate. Trainings have been both internal and external following a specific professional plan for each collaborator.

## EMPLOYMENT INTEGRATION AS A DRIVER OF RESPONSIBLE RECRUITMENT

Social integration is a key part of our social policy, with the objective of social mixity. Our partnership with the ASFO in Grasse (professional training center for the Flavour and Fragrance industry) allows us to welcome some specific contracts for young and older employees. We also encourage the senior employment within the company. In 2021, we have integrated one professional contract for a person older than 45.

**10,86 Hours**  
of training per  
employee

**100%**  
of annual interview  
carried out

**32,56%**  
of employees  
promoted in 2021

**6,98%**  
of senior employment  
rate in 2021

**0,11%**  
of absenteeism rate  
in 2021

# ACTIONS & RESULTS

## HEALTH, SAFETY AND QUALITY AT WORK

Health & Safety at work is one of our big priority when it comes to sustainable development. Indeed, the identified risks for our activity guide us to the implementation of adapted and sustainable solution for every employee.



In 2021, we have continued the updating of our activity plan following the COVID crisis started in 2020. Homeworking has been maintained for specific position that can be adapted in remote conditions.

The new organization of spaces has continued in 2021, and will lead to a global reorganization of our spaces in the production facility.

In 2021, we have followed and continued the health & safety training with an increase of the number of rescue training. On 2022/02/02, 16% of the employees are identified as rescue worker.

The absenteeism rate  
has been stable  
in 2021 with

**0,1%**

The number of occupational  
accident in 2020 is

**2**

below the 2020 number

The frequency rate is

**24.3** in 2021  
and the gravity rate

is **0.31**

#4

ETHIC





# POLICY & GOALS

## ETHICAL PRACTICES

We have implemented a formal policy to fight against corruption with all our stakeholders. Transparency, ethic and communication are key elements to ensure sustainable sourcing programs.



Our ethical charter relies on the following principles:

- LAWS

We do not accept any violation of laws.

- DEONTOLOGY

We work in coherence with ethical principles that guide our activity.

- OUR SOCIAL RESPONSIBILITY

We are committed to put energy and have a positive impact on society, communities and our stakeholders.



Some measurable goals are included in our ethical policy regarding all our value chain and specifically in our sustainable sourcing programs abroad.

100%

of our suppliers and service proviers  
have signed our ethical charter.

80%

of Ethical score according the yearly  
EcoVadis assessment

100%

of our purchasing service is trained  
on ethical practices and fight  
against corruption.



# ACTIONS & RESULTS

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## RESPONSIBLE PURSHASING

Our sustainable sourcing approach, integrated in our CSR policy, allows us to carry out some internal diagnosis every year regarding our level of maturity in terms of responsible sourcing practices. The Purshasing and CSR teams meet to establish an action plan that is a guiding principle to improve our risk assessment and practices.

In addition of this analysis of our responsible sourcing policy, we have also carried out an annual assessment of our suppliers that include some criterias on sustainable development (social, environment and societal).

In 2021, we have carried out 2 audits with suppliers. The COVID 19 restrictions have been reduced and we are now able to start new audits this year.

**66%**  
of our suppliers and  
service providers in  
France in 2021

**46%**  
in the Sud  
PACA region

including **70%**  
in the  
Alpes Maritimes  
department

**90%** of score  
for our Responsible  
sourcing according to  
the EcoVadis assessment

# ACTIONS & RESULTS

## ETHICS & CORRUPTION

### A VERTICAL INTEGRATION APPROACH FOR SUSTAINABLE SOURCING PROGRAMS

**Our sustainable sourcing approach relies on the company's strategy to offer aromatic extracts with a complete traceability from the plant to the extract. Indeed, the implementation of a vertical integration along the value chain gives the opportunity to identify risks in terms of ethic, corruption, social and environmental issues.**

Our stakeholders expectations in terms of transparency, traceability and quality are high. It lead us to work on 4 main topics:

- A certified origin;
- A complete traceability from the plant to the production field;
- A long-term commitment with local communities;
- A complete transparency of the supply chain with high quality standard for plan and fair practices.

### 3 MAIN MODELS FOR SUSTAINABLE SOURCING PROGRAMS:

- 1 Creation of local partnership with farmers by implementing programs to finance plantations with a long-term purchasing vision, a support in the quality standard and training.
- 2 Supporting existing agricultural cooperative in the selected geographical area and encouraging their autonomy to avoid economic dependence.
- 3 Implementation of our own plantations with the a local team. We provide financial, technical and social support.

51

## SUSTAINABLE SOURCING

programs on 2021/12/31 including 22 programs in the Pays de Grasse and 29 abroad.

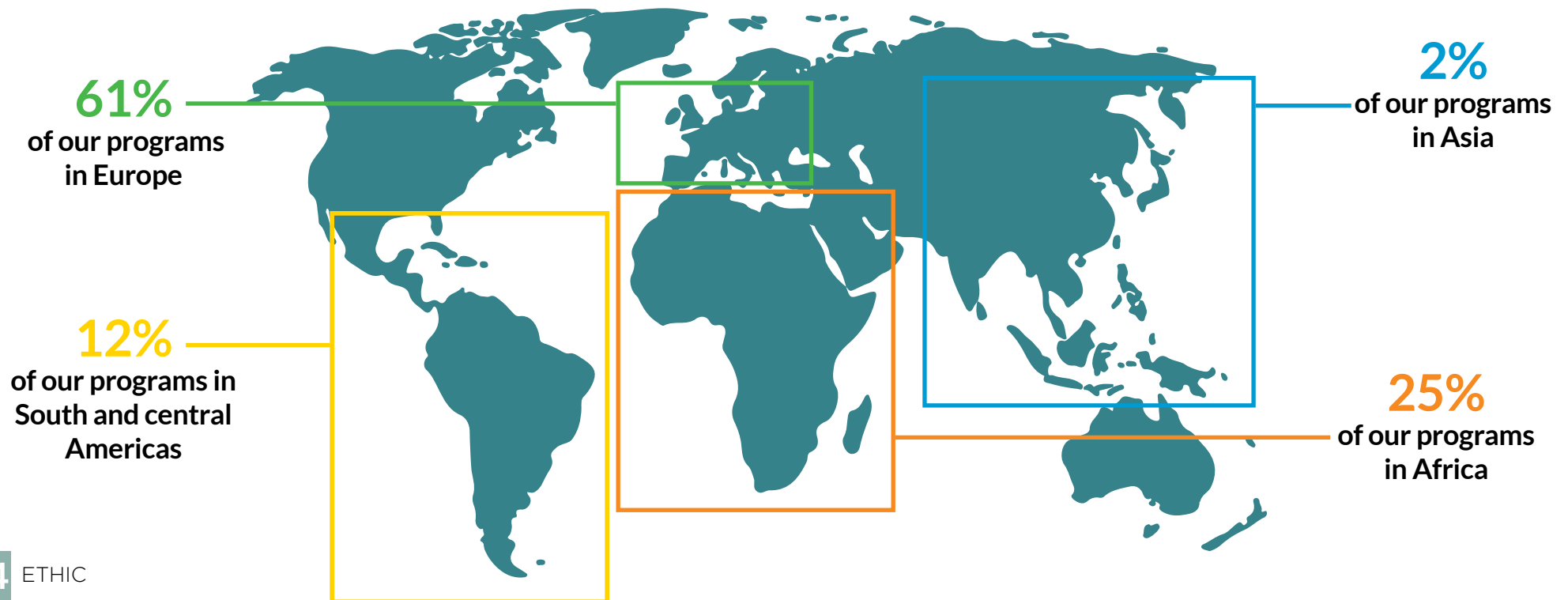
# FAIR AND SUSTAINABLE SOURCING PROGRAMS

## ETHICS & TRANSPARENCY

**Our sourcing programs are located in specific and exceptional terroirs with historical know-how in the production of spices and plants. The geographical map is detailed below.**

All our sourcing programs have been deeply analysed and diagnosed according to sustainable sourcing standards (social, environment and ethics). The goal is to implement fair and sustainable practices that answer the supply chain and

the stakeholders expectations (and above all small farmers). Therefore, we have launched the Fairtrade International (FLO Cert) certification in several sourcing programs such as the Vanilla in Madagascar. This certification gives a frame and some guiding principles for business relationship with small farmers (contracts type, fair income, minimum price and duration of the contract, etc.). A fairtrade premium is also given in addition to the purchasing price to help local projects in education, health, environment, transportation, etc.



# ACTIONS & RESULTS

## TRANSPARENT PRACTICES IN THE ROSE DAMASCENA SOURCING PROGRAM

For more than 10 years, J. Gazignaire has created a vertical integration model with a farmer that produce and transform Rose damascena in Bulgaria, in the Kazanlak region.

This sourcing program is Organic certified and included in our deeper diagnosis for social improvement. For 4 years now, we have been working on several projects to improve social and agricultural practices.

Information transparency and risk of corruption are directly linked to agricultural production and allows to understand and improve incomes in the supply chain. An additional study is ongoing with the RHSF (Ressources Humaines Sans Frontière) association to diagnose in details current existing practices in the program with all the stakeholders (mainly pickers and pickers's family).



**100 beneficiaries** of the social diagnosis in 2022.



**40 hectares** of Organic Rose *damascena*



**10 cultivated plants** in addition to the Rose *damascena* to generated an additional revenue





# #5

ENVIRONMENT



# POLICY & GOALS

## ENVIRONMENT AND BIODIVERSITY

The reduction of our environmental impact is nowadays at the heart of our activity and our path to sustainable development. Several actions are identified to work on a global optimization of our production process.

The environmental policy includes all our stakeholder's commitments in terms of carbone impact reduction in our activities and biodiversity protection in our value chain.

Our policy is updated every year to improve our action plan regarding environmental practices. It relies on the 6 main pillars.



IMPROVE  
environment  
awareness of  
collaborators

OPTIMIZATION  
of waste  
management  
and upcycling

PROTECTION  
of biodiversity  
and natural  
resources

CONTINUE  
IMPROVEMENT  
of responsible  
production process

OPTIMIZATION  
of green  
energy

REDUCTION  
of carbon footprint  
in our activity

# ACTIONS & RESULTS

## CERTIFICATION OF OUR ENVIRONMENTAL MANAGEMENT SYSTEM

In 2021, we have carried out a pre-audit for our ISO 14 001 certification. It will be implemented in 2022 and will certify our practices in terms of:

- Environmental analysis of the facility and our activities, regarding water, air, soil, waste and energy;
- Company's influence on its environment;
- Performance indicator and continuous improvement;
- Action plan to reach the environmental policy goals.

In 2021, we kept going on searching for optimization in energy consumption with a monthly follow up (water, electricity and gas).

In 2021, we have continued our actions in terms of environmental impact reduction with a systematic process to reuse or recycle 100% of our BRC (1000L containers). We have also removed all plastic cups in our Laboratory and R&D process.

**-26%**  
of electricity consumption  
between 2020 and 2021  
(0,24kWh used / kg  
finished product)

**-2%**  
of gas consumption  
in 2021  
(0,05 m<sup>3</sup> gas / kg  
finished product)

**-12%**  
water consumption  
in 2021  
(0,003 m<sup>3</sup> water / kg  
finished product)

**-44%**  
waste generation  
in 2021  
(0,68 kg of waste / kg  
finished product)

EcoVadis  
score  
**70%**  
in 2021

# ACTIONS & RESULTS

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## STUDY OF OUR ENERGY CONSUMPTION PROCESSES

In 2021, we have launched a global study on our energy consumption in our production facility, in Pégomas, with an external consultancy. The study has analysed two main points:

- Steam generation;
- Cooling system.

This study is focused on energy performance in terms of energetic lost and evaluation of the sizing of future steam generators, in constant evolution in our production facility. The main goals are the adaptation of a new material that gives more flexibility and meet the needs with an optimal energetic performance. In addition, the optimization of the heat recovery system, along with the sizing of the isolation of tubes that will limit our environmental impact through a reduction of our consumption. The final report of this study will also allow to adjust and review practices at the machinery level to optimize the use of energetic resources.





# ACTIONS & RESULTS

## CREATION OF AN EXPERIMENTAL GARDEN (JEX)

In 2021, J. GAZIGNAIRE created an Experimental Garden (JEX) in La Roquette-sur-Siagne, close to its production facility.

This area has many objectives:

- **Preserve a local and agricultural heritage** around the Aromatic plants, with an historic know-how;
- **Innovation & Experimentation** on sustainable agricultural system that protect soil and biodiversity;
- Write the production of Aromatic plants as a **diversification economic activity** for farmers;
- **Supporting** our stakeholders in the developement of the Pays de Grasse.

Launched in 2020, the JEX is now over with implementation of organic agricultural practices, agro-ecology and soil regeneration.



  
**9 500 m<sup>2</sup>**  
of experimentation

  
**30**  
botanical species  
plantes in 2020/21

  
**100%**  
soil cover crop

# ACTIONS & RESULTS

## REIMPLANTATION OF THE FINE LAVENDER IN THE PAYS DE GRASSE

In collaboration with the Sophia Antipolis Community and the Caussols municipality, we have reintroduced in 2021 3 hectares of fine Lavender (*Lavandula Angustifolia*).

This project has been developed for several years of study and research with local authorities and partners in order to increase the value of the territory with the historic culture in the Pays de Grasse.

The goal of the program is to promote the culture in the Pays de Grasse with the inhabitants and local producers to develop other partnerships with existing farmers.

The association with a local beekeeper has been made to encourage synergies between different agricultural activities such as the production of Lavender honey.

This project is Organic and Fair For Life certified.



# #6

2022  
PERSPECTIVE





# CONCLUSION

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## 2022-2023 PERSPECTIVES

2021 has been a year marked by the COVID 19 crisis, with local and international restrictions. This period has increased the needs in terms of transparency of information, health & safety, fair practices in the supply chain, etc. The commitment of collaborators in our sustainable development strategy is key and we aim to offer aromatic extracts that respect Man and Environment.

In terms of Human Rights and Labor Conditions, our 2022/2023 path will follow our current actions. Training, job evolutions and internal career promotions are the main pillars of our social policy. In our value chain, risk analysis will continue in 2022 with the launch of 3 additional projects for diagnosis on the field with the NGO RHSF.

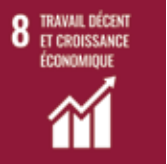




The development of an environmental system with the ISO 14001 certification will give us more objectives and key performance indicators to implement actions. The Lifecycle analysis will also help us in the carbon footprint of our products. The waste management and its upcycling is also a major challenge for our activity development and resilience. Local partnerships are being created and Research & Development projects continue in 2022.

Finally, the need for transparency in our supply chain is part of our responsible purchasing policy that will continue in 2022 and 2023 with the application of our brand new audit grid for our suppliers. This audit grid will allow us to carry out some diagnosis with a risk analysis more specific on our sustainable development pillars.










# CONCLUSION

## 2022/2023 GOALS

ODD	GOALS	2019	2020	2021	2022 GOALS
 	Raising awareness of our stakeholders	6 audits	Covid 19: audit suspension	Covid 19: audit suspension	6 audits carried out
		85%	85%	85%	85% of our suppliers act for Human Rights
	MUL Foundation support	27 400 €	73 300 €	8 000 €	Annual budget of 50 000€
		5 projects	7 projects	7 projects	More than 7 projects supported
	Train and encourage evolution of employees	31 %	18 %	32,56 %	Maintain an evolution rate and internal promotion < 18%
		4,44 %	4,26 %	2,33 %	Reduce turnover at 0%
	Garantir la santé & sécurité	5 AT	4 AT	2 AT	Goal: 0 occupational accident
		5,89 %	0,1 %	0,1 %	Reducing the absenteeism rate at 0,1%

# CONCLUSION

## 2022/2023 GOALS

ODD	GOALS	2019	2020	2021	2022 GOALS
  	Eco extraction & energy consumption	0,5	3	0	Réalisation de 3 ACV supplémentaires
		0,37 kWh of electricity / kg finished product	0,30kWh of electricity / kg finished product	0,30kWh of electricity / kg finished product	5% reduction of electricity used / kg finished product
	Waste management	0,96 kg of waste / kg finished product	1,22 of waste / kg finished product	0,68 kg of waste / kg finished product	Reduction of 10% of waste quantity / kg finished product
	Transparency with stakeholders	90 %	90 %	90 %	Training and awareness on corruption fight
 	Responsible purchasing	41 %	41 %	46 %	Suppliers in the SUD PACA region
		66 %	66 %	66 %	Increase of our supplier audit score of 10%



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