

sustainability  
**REPORT**



Redesigning plastics. For good.



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sustainability  
**REPORT**



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## Message From the CEO Luc Mertens




As we present our ESG report for 2023, I am proud to announce that this year marks a significant turning point in our commitment to environmental, social, and governance (ESG) principles. Since initiating our ESG journey in 2019, we have primarily focused on our environmental initiatives. However, Benvic has always been a leader in addressing societal issues, particularly in the realm of social responsibility. We are deeply committed to the health and well-being of our employees and to fostering their development, which is reflected in our outstanding social performance indicators.

The first three-year cycle of our ESG strategy has yielded remarkable results. We have strengthened our policies, recognizing that true success is grounded in ethical practices. This commitment has been recognized by EcoVadis, which awarded us its GOLD certification, a testament to our ongoing dedication to responsible business practices.

Looking ahead, we are excited to unveil a new action plan that places a heightened emphasis on sustainable procurement while maintaining our rigorous ethical standards. We take immense pride in our products, our methods, and the way we conduct our business. We also cherish our partnerships with clients and suppliers, as well as the talent within our organization.

Our dedication to ESG issues is a natural extension of this pride. It reflects our belief that responsible business practices are not only necessary for our growth but also vital for the communities we serve. As we move forward, we will continue to build on our successes, ensuring that our ESG initiatives align with our core values and contribute positively to society.

I invite you to explore this report, which outlines our achievements and our vision for the future. Together, we will continue to lead by example, championing sustainability and social responsibility in everything we do. Thank you for your continued support as we embark on this important journey.



THE GLOBAL EXPERT FOR TAILOR-MADE  
THERMOPLASTIC COMPOUNDS  
& ALTERNATIVE SOLUTIONS

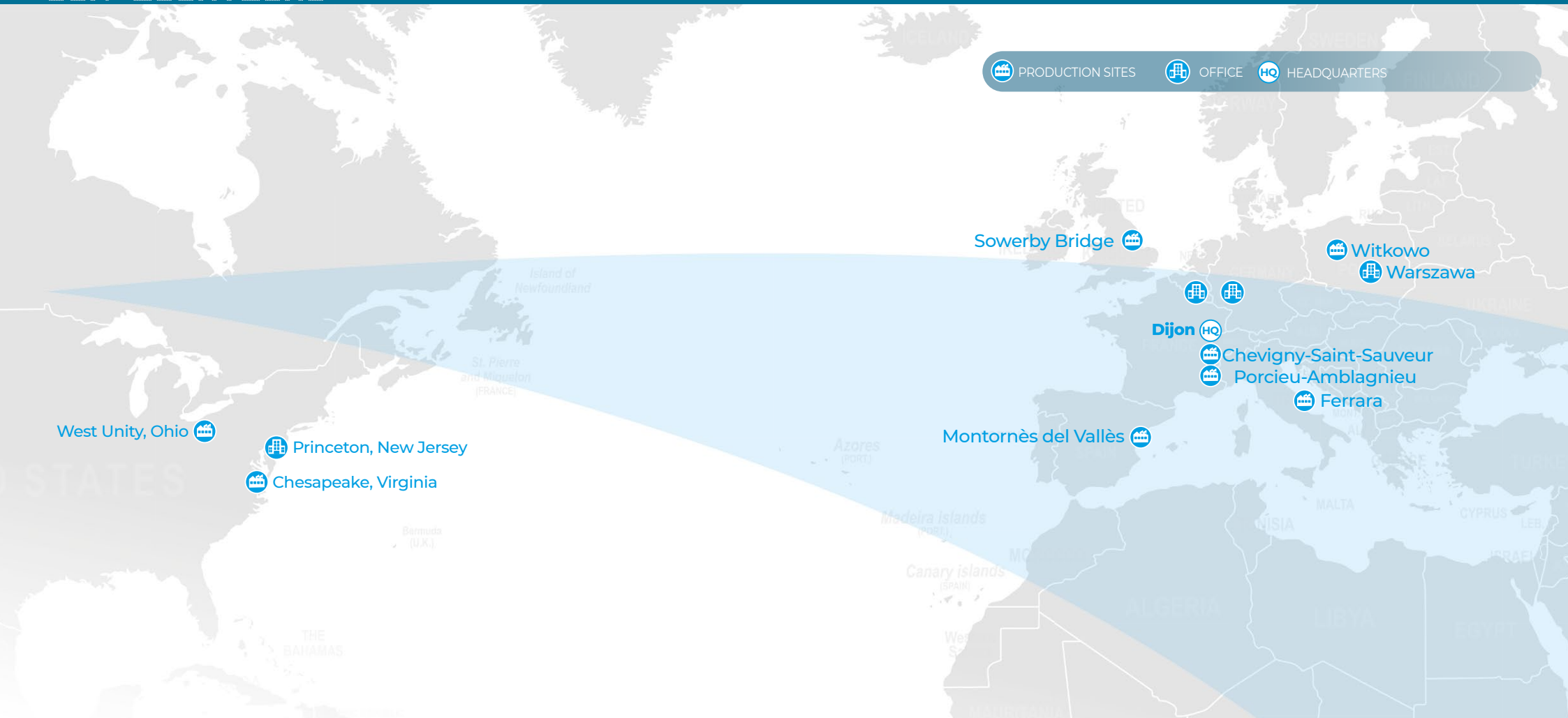
Benvic is an international company quickly expanding to become one of the global references for outstanding thermoplastic solutions, and the largest independent European PVC compounder. Our highly customised, state-of-the-art formulas are designed to bring value to the end product, and to make the world a better, more humane place.

We offer one of the most comprehensive catalogues of products and solutions, including PVC compounds, high-performance precision polymer compounds, cutting-edge biopolymers, halogen free blends and recycled PVC. We operate in all types of industries, in particular medical & healthcare, construction, wire & cables, and we are constantly increasing our inventory and our reach. Our products are building blocks used to make essential equipment and objects, from the most familiar and mundane to the most specialised.

Benvic is a corporation built on expertise, innovation and the constant strive for excellence. We are a company of designers, manufacturers, problem solvers and pioneers, and we will never settle for the 'good enough'. From ideas to implementation, our engineers work closely with our suppliers and our clients to develop outstanding solutions for every need.

At the heart of our approach is a profound respect for our products and for our partners. Benvic invests to meet the technological, functional and environmental challenges of the future, strong in the belief that lucrative corporations can create value and be a force for good.





Headquartered in Dijon (France), Benvic employs circa 600 people all over the world. Our employees are engineers, workers, makers and solution finders.

The group currently operates a total of 8 production sites in France, Italy, Spain, Poland, the United Kingdom and the United States. We also have 2 sales offices in Belgium and Germany. Through their cultural, geographical, functional and size diversity, our local entities are one of the keys to our success and versatility.

Benvic exports its products to over 60 countries worldwide. Currently, our most important markets are in Europe, but we are expanding our operations towards new horizons.

## Our products & services:

We produce thermoplastic solutions sold in more than 60 countries:

- PVC compounds and premixes (flexible and rigid PVC, stabilizers, alloys);
- Techno-polymers and biopolymer-based solutions;
- Custom compounds for medical-grade applications.

We propose an all-encompassing approach with a broad range of services, from needs assessment to in-house or on-site testing, or trading & logistics.

## BENVIC 2021 – 2023: A testament to sustainability growth

Companies are not merely cogs in the financial system: they form essential parts of the economic and social fabric of our world. At Benvic, we have always been aware of this truth and aimed to participate in the collective betterment of our society. We are proud to share that our collective effort to improve our ESG management have paid off: the company is now recognized as a leader not only in business, but also in ethics and sustainability.

In an era when sustainability is not just a buzzword but a critical business imperative, achieving recognition for sustainable practices is a significant accomplishment. Over the past three years, our company has embarked on a transformative journey that is beautifully encapsulated by our EcoVadis ratings. Starting with a Silver rating in 2021, advancing to a 67 points Gold rating in 2022, and further improving to an impressive 76 points Gold rating in 2023, our progress underscores a deep commitment to sustainability.

### 2021: The Silver Milestone

Our journey with EcoVadis began in 2021 with the awarding of a Silver medal. This recognition was a testament to our foundational efforts in integrating sustainable practices across our operations. The Silver rating highlighted our initial strides in areas such as environmental management, labor and fair business practices, and sustainable procurement. It set a solid baseline and provided a clear roadmap for further improvements.

### 2022: Ascending to Gold

Building on the momentum of our Silver rating, 2022 marked a pivotal year with our first Gold rating, with 67 points. This success reflected our intensified efforts and significant investments in sustainability initiatives. Key advancements included enhanced energy efficiency measures, robust waste management protocols, bio-based innovative products, and the quality of our ESG training programmes, among others.

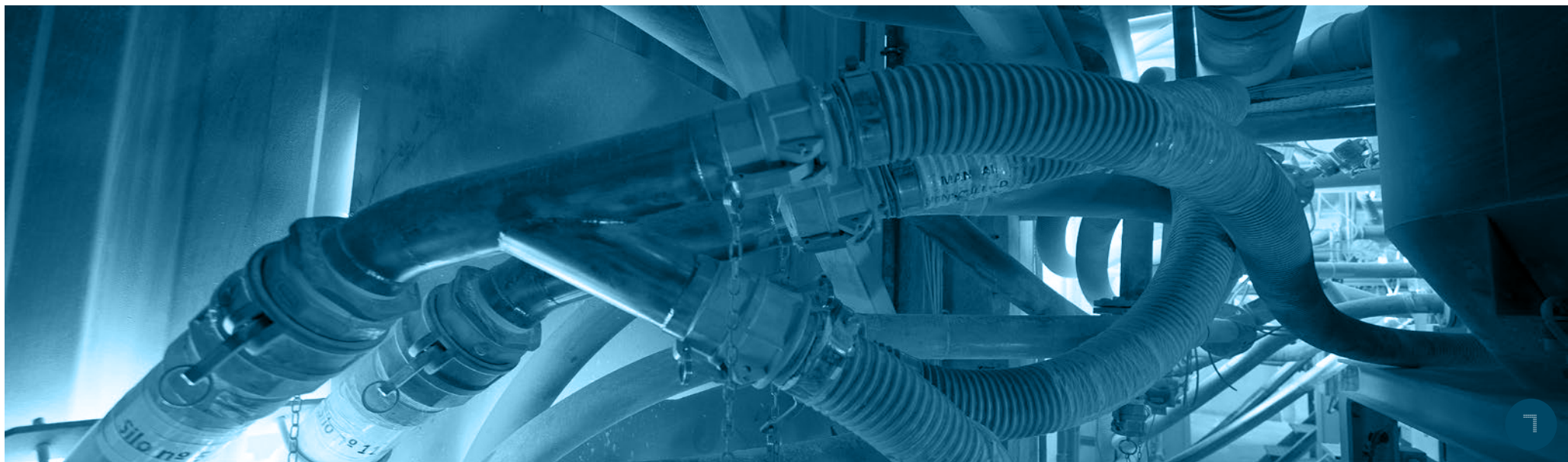
This Gold rating placed us in the top 5% of companies appraised in our industry and validated our progress and our strategy.

### 2023: Maturity, and renewed ambitions

In 2023, we are happy to announce that we have even further improved our Gold rating score, with an impressive 76 points. This substantial increase is the result of years of continuous improvement and innovation in our sustainability practices.

EcoVadis's 2023 assessment shows an improved performance on all metrics.

Our environmental and social practices were particularly commended. Ever since, we have kept the momentum and improved our results. In 2023, Benvic implemented cutting-edge technologies for reducing its carbon footprint, established transparent and ethical supply chain practices, and improved its responsible procurement processes and collaboration with its suppliers.



## THROUGH THE LENS OF ECOVADIS

Our score improvement demonstrates the effectiveness of our strategies in creating a more sustainable future. It is a testament to our unwavering commitment to sustainability, and leaves us energised for the work ahead.

Even as we reap the fruits of our hard work, we contemplate the path ahead, ready to overcome new challenges and to continue the long-term efforts that will ensure we stay a Gold company in the future, one that truly makes a difference.

As always, we are mindful of our responsibility towards our stakeholders and employees. They have always played a key role in our growth and our accomplishments—they are the ones who ran the races that earned this gold medal. With them at our side, we are confident we will carry on our ethical business practices and further improve our positive ESG impact on the world.

### Overall score – top 5%

The Benvic Group is in the top 5% of companies rated by EcoVadis in the Manufacture of plastic products industry.

### Environment – top 3%

The Benvic Group is in the top 3% of companies rated by EcoVadis in the Manufacture of plastic products industry.

### Labor & Human Rights – top 8%

The Benvic Group is in the top 8% of companies rated by EcoVadis in the Manufacture of plastic products industry.





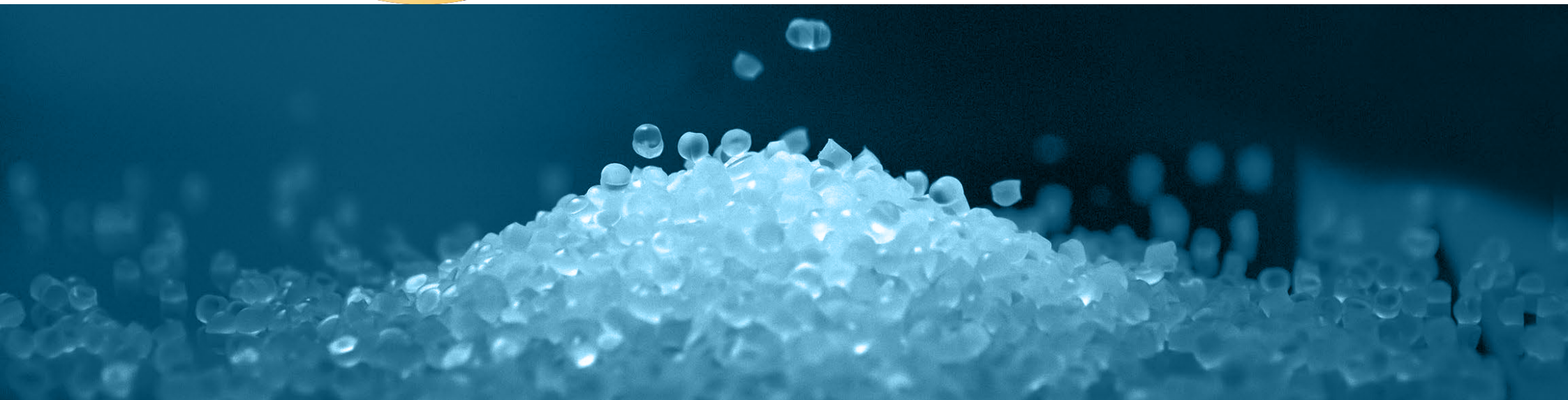
## WHY ECOVADIS

Benvic has consistently been an ESG front-runner, committed to ethics and sustainability. By transparently sharing EcoVadis results, we emphasize accountability and the need to continue on our improvement journey.

We placed our trust in EcoVadis for its reputable and independent assessment and industry benchmarking. Grounded in 21 criteria grouped in four categories (Environment, Labor & Human Rights, Ethics, and Sustainable Procurement), their ratings provide a credible and nonpartisan appraisal of our sustainability performance, helping us to benchmark against industry standards and identify areas for improvement.

EcoVadis ratings are more than just a score, they are a reflection of our company's dedication to corporate social responsibility (CSR) and sustainable development. They also enhance our reputation among stakeholders, including customers, investors, and partners who increasingly prioritize sustainability in their decision-making processes.

Achieving and maintaining high EcoVadis ratings aligns with our long-term strategic goals. It drives continuous improvement in our sustainability practices, fosters innovation, and helps us mitigate risks associated with environmental and social issues. As we continue to strive for excellence, our EcoVadis journey serves as both a source of pride and a catalyst for ongoing growth and development.





| VALUE, VISION, AMBITIONS, COMMITMENTS

## BENVIC'S MISSION

We strive to build value throughout the chain of production and to contribute to a better, more efficient and more sustainable world. With the expertise of an international group and the flexibility of our local entities, we help our customers create unique, valuable and durable products.

### FOUR PILLARS

**innovative approach**






**sustainable design**

**highest quality**

**partnership & eco-design**

### ENTITIES INCLUDED IN THE SCOPE OF THIS REPORT:

Benvic Group Holding, Benvic Chevigny-Saint-Sauveur, Benvic Ereplast, Benvic Ferrara, Benvic Montornès Del Vallès, Benvic Alfa PVC, Benvic Dugdale PVC, Benvic Chemres, Benvic Trinity and our sales subsidiaries in Belgium and Germany.

	STRONG RESOURCES		CREATING VALUE
 <b>ECONOMIC</b>	€400m of sales (€539m ESG Scope) €9m of organic investments	→	Rates of growth, sales and margins higher than the growth of the PVC market
 <b>INTELLECTUAL</b>	Cutting-edge PVC production technologies, particularly in recycling €3.4m spent on R&D	→	5,500 formulations About 16% of employees work for innovation
 <b>HUMAN</b>	590 employees (Full Time Equivalent) 17% female overall and 25% female in senior management €0.9m spent on preventive HSE	→	Absenteeism rate of 5.4% Voluntary turnover of 10% 6 work-related accidents
 <b>ENVIRONMENT</b>	56,341 KWh of electricity consumption 11.9% of energy/operational cost 92.4% renewable electricity 52,497 m <sup>3</sup> of water consumed	→	All sites certified ISO 14001 (or equivalent) 3 sites certified ISO 50001 0 environmental incident 0.94 mtCO <sub>2</sub> e emissions (Scopes 1, 2 & 3)
 <b>RELATIONAL</b>	10 main suppliers of key raw materials and a highly diversified portfolio of additives	→	More than 85% of revenues in 2023 were generated from long-term customers

Benvic's products offer an impressive array of desirable and useful properties. They are designed to protect life and to make it easier and more pleasant. Our portfolio is constantly upgraded to respond to new needs and to enable our clients to fulfil their vision.

PVC's durability already contributes to the quality of our proposition, but our designers and engineers are always looking for new ways to reduce the environmental footprint of our formulas. Our sustainable ambitions support our clients' own sustainable goals and contribute to their added value.

## CONTRIBUTION TO CUSTOMER VALUE

Support our customers in a reliable and long-term relationship

**environmental footprint**



BIOSOURCED CONTENT    RECYCLED CONTENT  
GREEN ENERGY    DECARBONIZED TRANSPORT

*Support our customers in achieving their sustainability goals and shaping a better and more sustainable future*



insulation

*Improve thermal and acoustic insulation performance for comfort functions*



resistance

*Ensure the robustness and durability of the material properties for applications exposed to ageing agents*



weight reduction

*Allow solutions to optimize weight for material and energy savings*



food contact

*Protect food without alteration*



visual effect

*Deliver the right cosmetic expectations in terms of colour, aspect and texture*



security

*Guarantee the level of service expected during product life*



protection

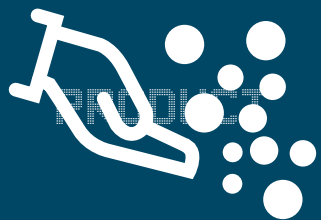
*Be part of the final product protection performance*



health

*Contribute to human health by performance of materials and products*





employees  
suppliers  
investors  
customers  
communities



Pledge of quality

Benvic has thrived as a people company—a company whose worth is the compound of the values of its employees, customers, suppliers, shareholders and communities. This blend of dreams and expertise, of demands and quality, coupled with our more than 50 years' experience in compounding and customer relations, makes for a powerful brand: Benvic, a proof of quality.

The talent of our teams positively impacts our ESG performances. This should not be a surprise. ESG is integral to our practices, for our results, our successes and our contribution to the world are not merely financial. Amongst our most prized achievements, we count our very limited number of work-related accidents; the absence of severe work-related or environmental accident; the fair, diverse and pleasant work environment we were able to foster; the impressive results of our actions to reduce our CO<sub>2</sub> emissions; and the fact that we managed to bring together our stakeholders around common environmental issues.

Going forward, we plan on working even more closely with our stakeholders on ESG-related matters, creating synergies between partners and making the most of their diverse points of view and expertise. With their help, we know we can always do better, and create a web of fruitful and virtuous interactions.

**ENVIRONMENTAL PERFORMANCE**

**Key indicators:**

- 📍 **92.4%** of renewable energy versus 14% in 2020
- 📍 **10.9%** of energy as our operational cost versus 13% in 2020
- 📍 **84.9%** GHG emissions reduction on Scopes 1 & 2 versus 2020

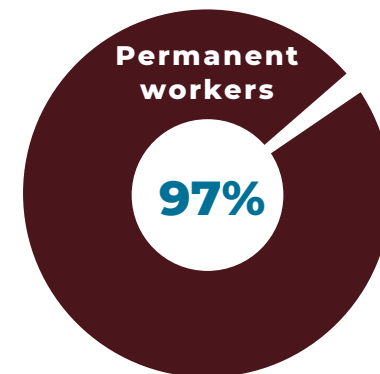
*Benvic ESG local teams have implemented strong actions to improve all environmental indicators and shared their progress during quarterly meetings.*

**Social performance**

Social KPIs are relatively stable year-over-year, despite various acquisitions: all companies acquired by Benvic share the same strategy and values.

Despite our growth, our commitment to a fair workplace remains. It is demonstrated through our high rate of permanent workers, for example, or the training provided to our employees. As a result, we benefit from a low absentee rate.

Our transformation, with growing shared IT and central reporting systems, translates into an increasing percentage of managers and senior management.



**A FAIR WORKPLACE - A FEW FIGURES 590 FTEs\***

*\* Full-Time Equivalent*

**74%** were provided training – mainly on new skills, such as language skills

**18%** included in the shared annual appraisal process managed by the Group

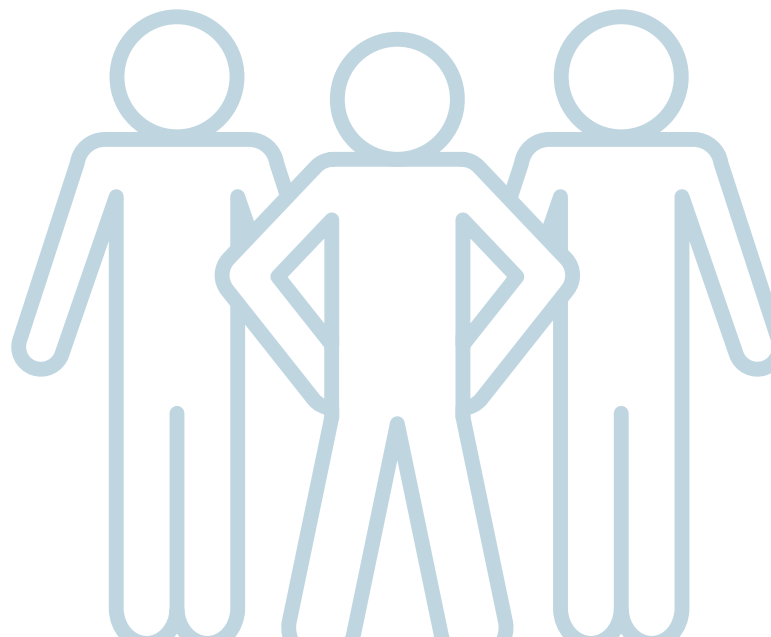
**17%** Female employees

**18%** Senior management

**10%** Voluntary turnover rate

**5.4%** Absentee rate

**3.4%** Gender pay gap



## OUR STRATEGY

Since its inception, Benvic has striven to offer the best products and customer service to its clients. We always sought to improve our processes and to become a better and more competitive company, one that is beneficial not only to itself but to its various stakeholders and to the world at large. For a few years now, we have entered a new, exciting stage in our development. In addition to our long-standing tradition of excellence, we are pursuing a strategy of ambitious yet respectful international expansion. Our approach revolves around three axes: a strong international presence; a sustainable and green development; and a corporate culture driven by value creation.

Benvic possesses the experience, the expertise and the excellence to lead the way and set new standards for the industry. The company has become a global platform, simultaneously growing larger and growing closer to its international clients. In the future, we intend to strengthen our presence in the United States, and to diversify our offer through judicious and timely acquisitions.

We also expect to set the example as a sustainable company. We have taken several steps to make our energy supply simultaneously green and resilient, which enabled us to become carbon-neutral (Scopes 1 & 2) in 2020. We are conducting a thorough reflection on the best ways to make our company as environment-friendly as possible, and on how to give back to the community through our participation in the circular economy.

By reducing our environmental footprint, we are offering an improved value proposition, furthering our goal to bring ever more value to the world. Moving forward, we will keep fostering initiative and finding new ways to create & enhance value for our stakeholders.

## INNOVATIVE APPROACH

### Excellence through innovation

INNOVATION IS THE 1<sup>ST</sup> STRATEGIC PILLAR THAT WILL ENABLE US TO STAY ONE OF THE WORLD'S LEADING VALUE-BASED COMPANIES. WE ASPIRE TO STAY TRENDSETTERS IN THE COMPOUNDING INDUSTRY, PROMOTING TECHNICAL DEVELOPMENTS AND CREATIVE SOLUTIONS. EACH OF OUR FACTORIES HAS ITS OWN LAB, AND 20% OF OUR MANAGERS ARE DEDICATED TO INNOVATION. OUR FORMULAS ARE CONSTANTLY REAPPRAISED AND IMPROVED, PROACTIVELY AND IN COLLABORATION WITH OUR CUSTOMERS.

## SUSTAINABLE DESIGN

### Design better products

BENVIC FAVOURS A LONG-TERM VISION WHICH TAKES INTO ACCOUNT ALL OF OUR STAKEHOLDERS' INTERESTS. THIS IMPLIES BOTH BECOMING A MORE SUSTAINABLE COMPANY AND PROVIDING MORE SUSTAINABLE SOLUTIONS TO OUR CUSTOMERS. RECYCLING, GOING CARBON NEUTRAL AND THE CIRCULAR ECONOMY ARE THUS KEY COMPONENTS OF OUR STRATEGY FOR THE COMING YEARS. WE ARE ALSO FOCUSED ON CREATING NEW POLYMER SOLUTIONS FOR LIFE AND ENVIRONMENT CARE.

## HIGHEST QUALITY

### Nothing but the best

OUR CUSTOMERS EXPECT NOTHING BUT THE BEST, AND BENVIC IS COMMITTED TO UPHOLDING THE UTMOST QUALITY IN ITS PRODUCTS. THIS HAS HELPED US FOSTER LONG-TERM, THRIVING AND MUTUALLY BENEFICIAL RELATIONSHIPS WITH OUR CLIENTS. GOING FORWARD, WE WILL CONTINUE TO INVEST IN EMPLOYEE TRAINING, NEWER MACHINES, BETTER PRODUCT LINES, AND STATE-OF-THE-ART RESEARCH FACILITIES. THIS IS THE PRICE OF OUTSTANDING QUALITY AND OUR COMMITMENT TO OUR CLIENTS EVERYWHERE.

## PARTNERSHIP & ECO-DESIGN

### A powerful force for creativity

COLLABORATION WITH OUR VALUED PARTNERS IS ONE OF OUR GUIDING PRINCIPLES. CREATION DOES NOT HAPPEN IN A VACUUM. BENVIC'S SOLUTIONS ARE THE RESULT OF CLOSE COLLABORATION WITH OUR CLIENTS AND SUPPLIERS, WORKING TOGETHER TO CO-DESIGN THE PRODUCTS THAT WILL BEST FULFILL THEIR NEEDS. TOGETHER WITH THEM, WE WILL CONTINUE TO INNOVATE AND TO FASHION THE BEST PRODUCTS ON THE MARKET.

## EFFICIENT AND BALANCED GOVERNANCE

Benvic's governance complies with strict corporate principles to ensure that management considers the best interests of everyone, to help deliver long-term corporate success and economic growth and to protect the rights of the shareholders.

Benvic is owned by ICIG (International Chemical Investors), a privately owned industrial group focusing on chemicals.

Benvic's Executive Committee (ExCo), composed of executive, operational and functional directors, defines strategic objectives on the basis of the orientations decided by the Board of Directors and with the Shareholder, ensuring and monitoring their implementation and overseeing the good management thereof.

The composition of Benvic's ExCo is adapted to the group's specificities and its constant drive towards progress: stable structure, expertise solely focused on industrial excellence, and thorough knowledge of the business. Endowed with complimentary experience and expertise, the members participate regularly in the works of the ExCo to make sure local efforts meet collective ambitions and comply with the group's best practices and principles.

Our industry requires constant innovation and adaptation, as well as quality management: through our governance, we ensure strong monitoring of all aspects of the Group's business and its performance.



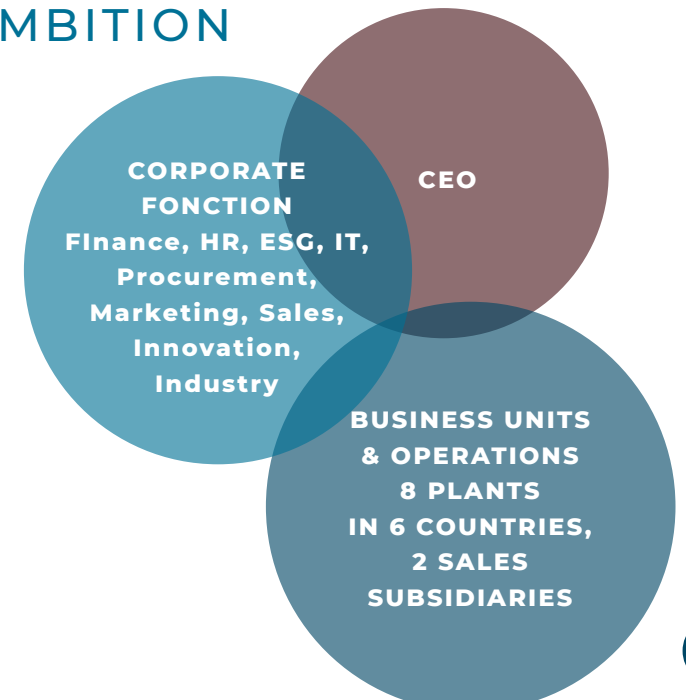
## AN ORGANIZATION TO FULLY ENABLE BENVIC'S AMBITION

At Benvic, our value proposition centers on "Global presence, local solutions." Benvic combines the advantages of a multinational company with the benefits of regional, independent, human-size entities. Thanks to our global dimension, we are solid enough to withstand crises. We can adapt to market tendencies and can afford to invest wherever and whenever necessary. But we have also retained the flexibility of smaller and more agile companies. Our network of production facilities allows for a close presence and dedicated production lines.

Benvic operates across Europe, the UK, and the United States, supported by headquarters in Dijon, France. Our

corporate functions are strategically distributed across Europe, with Business leaders driving Sales & Market Strategy, and Operations leaders striving for operational excellence. Together, these leaders and support teams provide a unified vision to align our global operations around our ethics, guiding principles, ambitions, and sustainability commitments.

Our adaptable organization is dedicated to creating value for our stakeholders, including our employees, suppliers, and customers.



## ANTI-CORRUPTION PLEDGE

Corruption is a serious threat to the harmonious development of our communities. It damages the links that hold our society together and enable progress, be they the trust we put in our companies and governments or our incentives for real and most needed innovation.

At Benvic, we will not tolerate any kind of corruption, bribery or conflict of interest. While public policies are indispensable to the fight against corruption, civil society also has a crucial role to play. Companies must take responsibility and implement strong codes of conduct, with specific procedures to report and address breaches of conduct.

Transparency is also key to effectively prevent corruption under all its guises. Benvic is adamant in its commitment to uphold the values, principles and courses of action developed in its code of conduct.

### **To this end, Benvic pledges to:**

Strictly abide by international and relevant national laws, while also respecting fundamental values and common decency.

Comply with ethical industry standards and regulations.

Follow our code of conduct both to the letter and in spirit.

Never accept or offer bribes or otherwise questionable help, funds, assets or advantages.

Educate our employees in this regard and build awareness of early signs of corruption and the importance of transparency.

Promote fairness and accountability in our commerce with all stakeholders.

Provide fair compensation and a healthy, fulfilling and supportive work environment to all our employees, so as to minimise the attractiveness of attempts at bribery.

Provide safe opportunities and incentives for employees to report breaches of conduct.

Support our partners in their own fight against corruption.

When we aim at building a fairer society together, one where corruption and predatory practices are a thing of the past, there is no place for half-measures and discouragement. Benvic will honour its pledges and resolutely partake in the anti-corruption movement, doing its part to bring about a better world for all.

“ *Part of the success of our company lies in our Ethics.*

*Ethics foster a safe and engaging workplace that supports better relationships with each other, our customers, partners, investors and communities. Ethics help build our reputation and our corporate culture.*



*Luc Mertens, CEO  
Benvic Code of Conduct, 2022*



## KEY ETHICS

In the quest to promote and defend a corruption-free culture, Benvic is driven by its moral values and principles. Benvic aims for excellence in all aspects of its trade and with respect to all its stakeholders. We conduct business ethically, with honesty, integrity and fairness, and in full compliance with the law. Our behaviour is as critical to our success as creating and producing innovative and sustainable solutions.

A great company is not merely financially successful, it is one that can lead the way with pride and a clear conscience. Here are some of our key ethics, those we follow every day to prosper and to help others thrive, as developed in our code of conduct.



### **Compliance and fairness**

We must ensure the compliance of our business decisions with applicable laws and regulations, with internal policies and established processes, with contractual requirements and professional standards. Fairness of commercial practices is mandatory and corruption, bribery, money laundering, and embezzlement are strictly prohibited. Any improper payment to gain advantage is unacceptable.

### **Integrity**

We stand for integrity and expect the same from all employees, customers and business partners. Reciprocally, we will not tolerate harmful practices impacting our employees and other partners, and vouch to hold the offenders accountable.

### **Respect of people and promotion of diversity**

We must treat our employees, customers, suppliers and partners with respect and courtesy. We regard all people with equal respect and dignity regardless of sex, race or origin. An environment where people feel uncomfortable or threatened is not a productive or creative one.

### **Honesty and professionalism**

We must be honest and demonstrate our integrity in all business dealings. We must always apply judicious professional judgment and reasonable due care in our work. It is our responsibility to achieve the highest standards in our work and to perform our activities in accordance with relevant technical and professional standards. We must be courteous in all interactions and deal with conflict in a constructive way.

### **Confidentiality and privacy**

We must protect the confidentiality of Benvic's proprietary information and comply with confidentiality, privacy and IT policies and legislation. How we handle information (ours or our stakeholder's) is critical in protecting our brand and reputation, our client's confidence and our employees' rights.

Strong in these commitments, Benvic can face the future and the challenges it brings with confidence and optimism.



## OUR OFFERING

Historically specialised in PVC powders and compounds, Benvic naturally adapted to changing times and evolving needs to create and produce new solutions and polymers. Our products are used for a wide range of rigid and flexible end-applications across a number of industries, including medical, construction, fluid transport, electric & electronic devices, cabling and automotive.

In addition to our PVC compounds and premixes catalogue, we can provide technical solutions to most of our customers' needs when it comes to engineering polymers such as TPE, or even biopolymer-based solutions. For our customers in the cable industry, PVC compounds can be replaced with Halogen Free (HFFR) compounds. We also manufacture high-quality PP, PE, EVA and PC compounds, amongst others.

We offer value-added services to every customer from technology assistance within our lab, to supply chain management.

## OUR PRODUCT LINES

Benvic now offers four different lines of outstanding products to meet all of its clients' desires. In addition to our ProVinyl PVC compounds and premixes catalogue, we offer new and innovative products such as bio-based polymers (Plantura range), avant-garde formulas such as TPE (Xtended range), as well as medical-grade compounds. Our Linkflex trademark covers a family of products dedicated to the wire & cable industry.

For its part, Benvic Medical Solutions offers a wide range of medical grade compounds and high-performance resins. Our medical products are cleverly engineered and scrupulously tested in order to meet the most stringent safety regulations. In our spotless IQ/OQ/PQ-certified facilities in Chesapeake, VA (USA), our engineering team and our custom compounding teams are known for their unrivalled expertise in the medical device and diagnostic industry.

Beyond their specificities, each of our product lines shares Benvic's DNA: our commitment to excellence, innovation, collaboration and sustainability.

ProVinyl

Plantura

ChemMed

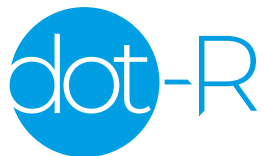
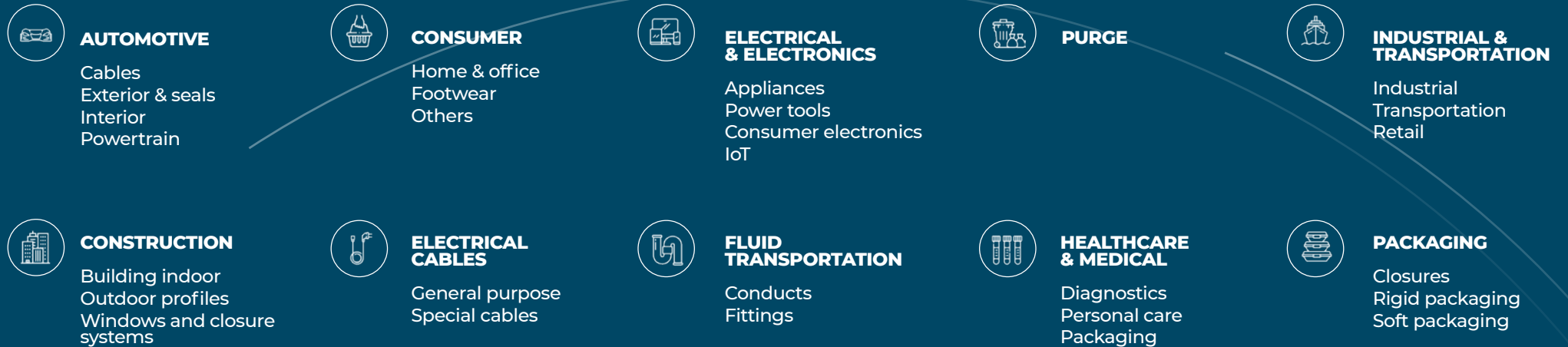
Linkflex

## OUR APPLICATIONS

As we move forward, our production covers ever more applications, from the most innovative and specialised to the most widespread. Every day, our experts work with our clients to find inventive solutions for modern demands and applications. Thanks to our proactive approach, we are proud to offer one of the most extensive products catalogues in the industry.

From stylish and sturdy window frames to life-saving medical components, from state-of-the-art electrical cables to safe packaging, our products are used to make everyday life safer, easier and more comfortable for all.

Our solutions are used for a wide range of rigid and flexible end-applications across a number of industries. Common to all these applications is the high standard upheld by Benvic in its production process, and its focus on the client's unique needs and position.



## MEMBERSHIPS IN ORGANISATIONS

To achieve its vision of a better world, one where people and the environment are central to the economy, Benvic does not progress alone. Each of our sites is a member of reputable organisations whose values are aligned with ours.

Being part of these associations presents many advantages for us. They federate compounders and industry players at a local, national or international level, granting us more weight in the debates and transformations that are reshaping our world. Through these memberships, Benvic can prove and act on its commitment to sustainability, environmental protection, human rights and respectful economic growth. Local associations can themselves be members of larger associations, granting us a broader reach.

These associative bodies represent the industry before political and international institutions, but also before the general public. They are great tools for networking and maintaining relationships with our partners. Through them, we can connect to research and the scientific world, to government bodies and NGOs, to communities and other stakeholders.

On a more concrete level, our memberships also give us access to technical and regulatory support, as well as industry research and data. From their privileged position, these associations disseminate state-of-the-art industry knowledge, notably by setting up training, conferences and debates for their members.

Being a member of these associations is important for Benvic. We pledge to uphold their goals and to follow our words with concrete actions. As a company fully committed to public health and the protection of the environment, we see great value in these partnerships that empower us with knowledge, promote creativity and awareness, and bring out the best in us and our stakeholders.

## Here is a list of the memberships in organisations of our sites:



### Chevigny-Saint-Sauveur (France)

**Polyvia** (Plastic Converters Federation). Polyvia is an umbrella organisation covering all plastic materials, every processing type, and all markets. It is involved in collective talks (salary, working conditions, and so on) and provides legal assistance as well as training.

**SNEP** (Syndicat National de l'Extrusion Plastique, i.e. National Plastic Extrusion Union). SNEP is a smaller and more focused organisation. Its members are all involved in PVC formulation and extrusion and cover the entire value chain of our industry: from PVC resin and additives all the way to recycling. SNEP is particularly active in promoting sustainability and environmental compliance. It is also a member of EPPA, the European Association of Window Profiles Producers.



### Warsaw & Witkowo (Poland)

**PIGE** (Polska Izba Gospodarcza Elektrotechniki, i.e. Polish Economic Chamber of Electrotechnics). PIGE brings together our industry partners: suppliers, customers and other stakeholders in the fields of electrotechnics, cables and wires. Events organised by PIGE provide ALFA PVC with precious networking opportunities.



### Ferrara (Italy)

**CONFINDUSTRIA** (General Confederation of Italian Industry). Confindustria is an umbrella organisation representing goods and services companies in Italia. It provides services, information, training, legal support to the associated companies, and negotiates the national labour contract with the trade unions for each sector. The mission of the association is to promote companies as an engine of economic, social and civil growth for the country. To that end, it defines common paths and shares objectives and initiatives with all stakeholders, from finance to international institutions, from politics to civil society.

**PVC FORUM.** PVC Forum Italia brings together the main Italian PVC production, compounding and processing companies, as well as additive and processing machine manufacturers. It is part of the European Network of PVC forums connected to the European association of PVC producers (ECVM, European Council of Vinyl Manufacturers), in turn a division of PlasticsEurope, the association of European plastics producers. Amongst its numerous activities, the association provides information and technical-scientific training to members, organises conferences and debates on PVC, realises and disseminates studies and documentation on the characteristics, applications, regulatory framework, environmental compatibility and current and future scenarios of PVC, and participates in the activities of standardisation bodies and groups (Uniplast, CEN, CTI), in the initiatives of national and international interest (GPP, Ecolabel, etc.), and in environmental and sustainability protocols.



### Sowerby Bridge (UK)

**BPF** (British Plastics Federation). BPF is the UK trade association representing the plastics industry. It provides a range of services and resources, including technical and regulatory support, access to industry research and data, and networking opportunities around the entire industry. Being a member gives us a platform to demonstrate our commitment to professional standards and ethical practices within the industry, and a voice to have our concerns heard by key government officials.

**IOM PVC Conference.** Dugdale supports this tri-annual event, the leading global conference in the industry, delivering a comprehensive and varied programme of excellent international speakers and exceptional networking opportunities.



### Chemres (USA)

**ACC** (American Chemistry Council). The ACC represents leading companies in the chemistry industrial business. It encourages companies to enhance performance through members engagement and communication, sharing valuable tools and practices that have resulted in successful businesses. ACC also serves as a voice for political advocacy, communications, and scientific research, and promotes production practices that are publicly and environmentally healthier, safer, and more sustainable.

**Plastics Industry Association.** Chemres is also an active member of the Operation Clean Sweep Program from the Plastics Industry Association, pledging to attain the goal of 'zero pellets on the ground', which implies the proactive prevention of plastic resin loss to the environment by establishing controls throughout the manufacturing process.

| SUSTAINABILITY AT BENVIC

NE PAS GERBER  
DO NOT STACK  
NO APILAR  
NON IMPILARE

## BENVIC 2023 MATERIALITY ASSESSMENT

In 2023, as part of its commitment to actively listen to its stakeholders and to understand its most important ESG topics, Benvic hired the company ERM (Environmental Resources Management) to conduct its first ESG materiality assessment, a process by which ESG material topics are identified and ranked. The aim was to ensure we prioritize issues with the greatest impact on our business, communities and the environment, and those that matter most to our stakeholders.

By discriminating the significance of specific topics, a robust materiality assessment process leads to wiser courses of action. It enables us to anticipate and address emerging ESG issues before they become critical risks. This proactive approach not only mitigates potential negative impacts but also positions us to seize new opportunities that arise from shifts in market dynamics, consumer preferences, and regulatory landscapes.

### Identifying key sustainability issues

Conducting a materiality assessment is a pivotal step in our journey towards sustainable business excellence. By identifying and prioritizing the ESG issues that are most relevant to our stakeholders and our business, it drives strategic decision-making and enhances transparency and accountability. Importantly, we future-proof our sustainability efforts and ensure that we remain responsive to emerging trends and regulatory changes.

In order to obtain the best results, Benvic called on Environmental Resources Management to guide us in this evaluation process. With a half-century's experience in the industry, ERM are leading experts on the operationalization of sustainability.

With their help, we conducted a thorough review of material topics through the following actions:

#### Identification of material issues:

An internal and external landscape assessment was done via thorough desk research of publicly available information, internal business analysis, trends and regulatory analysis and peer benchmarking. The result of this first step was the drawing of a list of 20 potential ESG priority topics and in a second phase, the issues relevant to Benvic's main stakeholders were prioritised.

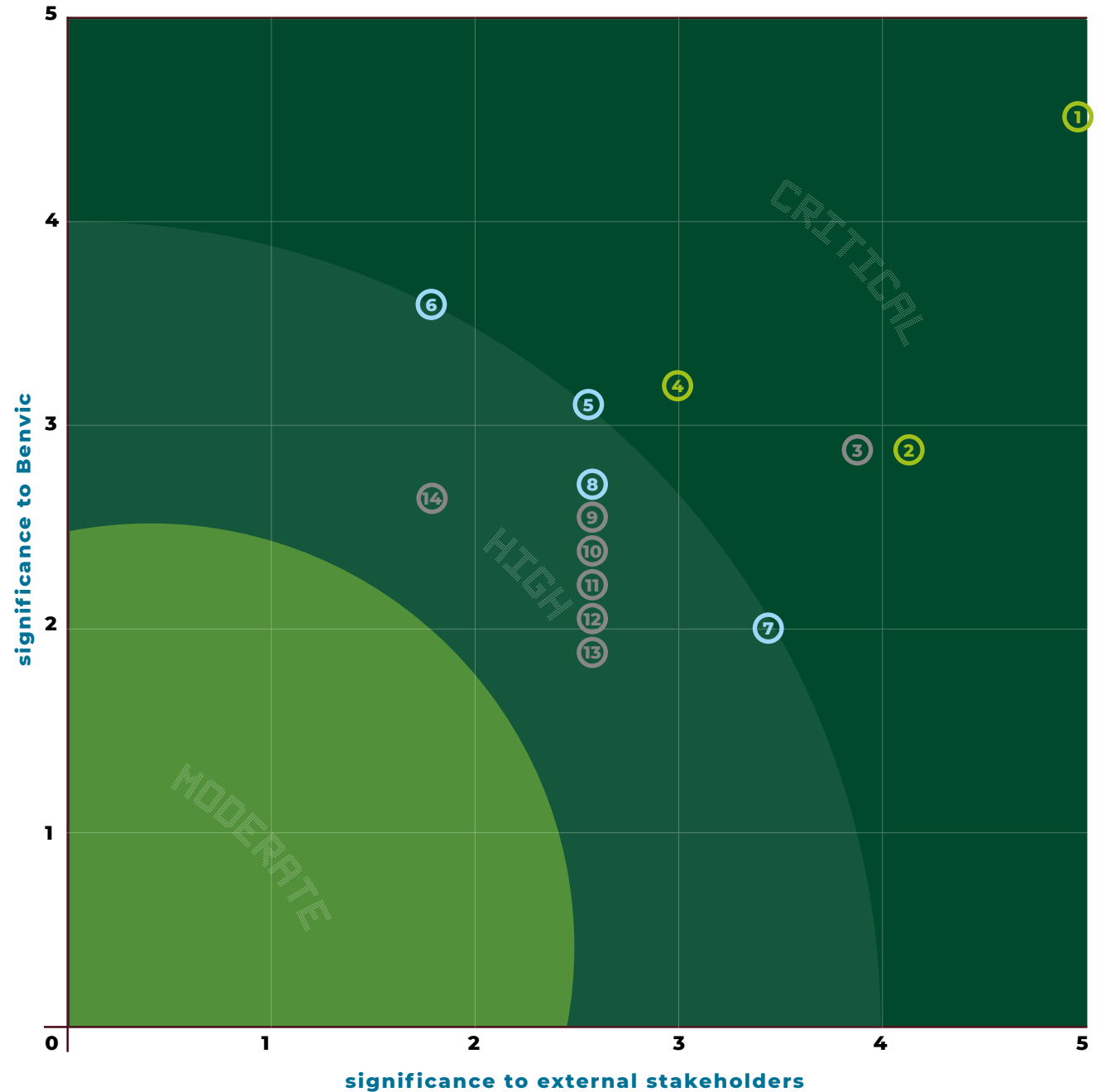
## ESG topic prioritization and gap analysis:

ERM and Benvic then conducted interviews with stakeholders (clients, employees and suppliers) to understand their views on the identified topics. The outcome was a list of 14 refined material topics, assigned into three typologies:

○ **Environment**
○ **Social**
○ **Governance**

They are displayed in the following materiality matrix:

- ① **Circular economy**
- ② **Environmental impact of products**
- ③ **Ethics & compliance**
- ④ **Climate change and decarbonization**
- ⑤ **Valuing human capital**
- ⑥ **Occupational health & safety and wellbeing**
- ⑦ **Human rights**
- ⑧ **Customer satisfaction**
- ⑨ **Cybersecurity and data privacy**
- ⑩ **innovation and technology**
- ⑪ **Responsible supply chain**
- ⑫ **Advocacy**
- ⑬ **Product safety**
- ⑭ **Responsible governance**



### Complying with forthcoming legislation

The review was conducted as a Double Materiality Assessment—meaning that it considered both the impact of the company on the environment and its partners (inside-out) and the impact of these factors on the company (outside in). Not only does this provide for a finer understanding of our priorities, but it also aligns with the forthcoming Corporate Sustainability Reporting Directive (CSRD) requirements, ensuring that we are well prepared to meet future European sustainability reporting standards. The methodology used is also aligned with the GRI (Global Reporting Initiative) Standards and other relevant references.

The resulting fourteen material topics form clear priorities for the company. They have been integrated into our business strategy and new 2024–2026 Action Plan. The materiality matrix shows the degree of stakeholder interest, potential business impact, as well as external pressures and trends.

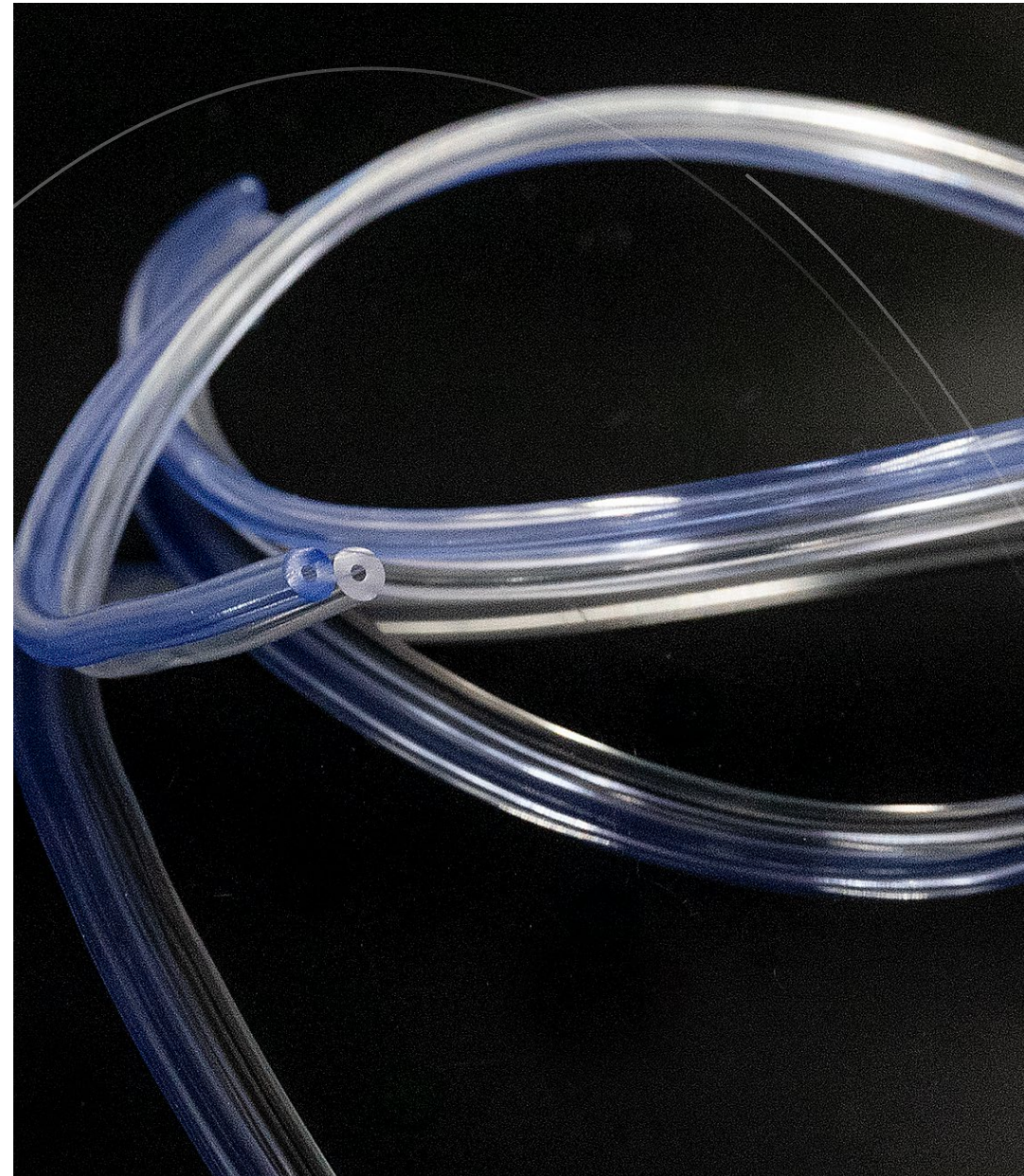
### Imagining the future

Amongst the most pressing topics figure Circular Economy, Environmental Impact of Products, Ethics & Compliance, and Climate Change & Decarbonization. We are happy to note that those are issues that our ESG teams have been addressing head on for several years now.

With Ereplast, we work in collaboration with our clients to set up circularity processes, where their old products and waste can have a second life and be integrated into new applications. Other longtime projects such as the EPDs (Environmental Product Declarations) and the Environmental Assessment of Suppliers tackle the environmental impact of our products.

Our teams recently drafted Benvic's Code of Conduct and Human Right Policy, with Ethics & Compliance in mind. As for CO<sub>2</sub>, our efforts have led Benvic to Scope 1 and 2 carbon neutrality, and we are working on Scope 3 emissions reduction with our suppliers.

The materiality matrix provides invaluable insights into the path ahead. It will help us navigate our engagement with our stakeholders, fostering relationships of trust, transparency, accountability and consistency. It also validates that Benvic is on the right track to address issues that really matter to the world and its partners. Driven by the right priorities, we can progress on our sustainability journey together.



## BENVIC ACTION PLAN 2024

### From awareness to maturity

Sustainability and respect for its partners have always been an important part of Benvic's identity. No lasting success can be built on a solitary, predatory approach. Over the years, we paid attention to the feedback of our employees, suppliers, and communities to become a better company, one that continually provides added value to the world at large.

As Benvic evolved with culture, science and society, these concerns crystallized under the name 'ESG', for Environmental, Social, and Governance. ESG was formally introduced into Benvic's official strategy for the future in 2019. It provided a useful framework to integrate these ethical and practical questions into our operations. Our first ESG report (2019) enabled us to take stock of our progress, and to systematize our approach to ethics and sustainability.

**The year 2020** saw the creation of our ESG team, bringing together keen and experienced people to work specifically on ESG matters. Under their impulse, Benvic launched its first **Action Plan 2020–2023**, setting clear goals for the years ahead, and conducted its first assessment of GHG emissions.

Looking back, we are happy to find that we attained or surpassed most of the goals we set for ourselves in this Action Plan. This is reflected in our stakeholders' enthusiastic responses to our ESG strategy. Just as respect was always essential to our company, ESG is now an integral part of our business practices and operations.

### A coming of age

Benvic ESG team has developed strong links with our other teams, especially with Innovation and Commercial. Long-term collaboration between them has evolved into fruitful synergy, and led to important milestones, such as Scopes 1 and 2 CO<sub>2</sub> neutrality, progress with recycling, circular economy, and responsible procurement, and improved communication with all our stakeholders. All partners now identify ESG as one of Benvic's key areas and are happy to take part in its development.

Our first Action Plan focused on building a collective awareness for ESG matters in the company. This was achieved through the creation of the ESG team, whose work on information, collaboration and participation had a great impact. The development of corporate policies systematized and clarified the group's expectations and ethics for all our partners. Local sites, for their part, took the lead in materializing our values, for instance by devising concrete ways to reduce CO<sub>2</sub> emissions, taking into account regional specificities.

The successful implementation of this first plan was but the beginning of our ESG journey. In 2023, we took the opportunity to take stock of our progress and to delineate the next steps of our strategy. Strong with this experience, the Benvic group is now ready to go further, facing new challenges with renewed energy and ambitions. We are pleased to announce the launch of our new ESG Action Plan 2024–2026.

This initiative is a reflection of Benvic's growth, along with a strategic response to evolving regulations and heightened expectations from our stakeholders. It embodies our commitment to sustainability, ethical governance, and social responsibility.



2026

## 2024 – 2026: CONSOLIDATING OUR GAINS AND FORGING NEW PATHS AHEAD

Benic 2024–2026 action plan for ESG activities is now ongoing—and identifies several new opportunities and horizons for the company in the coming years. The key components of the Plan can be articulated around three dimensions, that spell out ESG itself:

### Environmental initiatives:

minimizing the environmental impact of our products, while promoting circular economy and decarbonisation.

### Social Responsibility:

valuing and championing human capital, occupational health & safety, wellbeing and human rights.

### Governance enhancements:

improving our governance structure, in keeping with ethics and compliance.

Within these three dimensions, 32 specific actions have been devised, to help us maintain our position as a leader in sustainable business. Amongst these, some of the most salient mean to initiate a decrease of Scope 3 CO<sub>2</sub> emissions. Other avenues are aimed at developing responsible procurement or consolidating our reporting practices through reviews of new and future regulations, and close collaboration with our shareholder.

# 32

 actions for a new ESG plan

## 5 of the most important & relevant ESG criteria



**Environmental Impact of product & circular economy**



**Occupational health & safety**



**Talent management & Human rights**



**Decarbonization**



**Ethics & compliance**



**6 ACTIONS**  
for governance topic



**10 ACTIONS**  
for social priority



**16 ACTIONS**  
for the environment

## BENVIC ACTION PLAN 2024 - 2026

## HAND IN HAND WITH OUR PARTNERS

This updated action plan meets several important needs of a large-scale and ambitious organization such as Benvic:

**1 Enhanced Transparency and Accountability:** Our new ESG Action Plan includes comprehensive measures for further improving transparency and accountability. We are committed to regularly reporting our progress, setting clear, measurable goals and holding ourselves accountable to both internal and external stakeholders.

**2 Sustainable Growth and Innovation:** by focusing on ESG principles, we are driving innovation and sustainable growth. This plan will help to identify and capitalize on opportunities for efficiency, circular economy, cost savings and new market opportunities, ultimately contributing to our long-term success.

**3 Social and Environmental Impact:** We intend to make a positive impact on society and the environment. This materializes through initiatives to reduce our carbon footprint, promote diversity and inclusion, and support the communities where we operate.

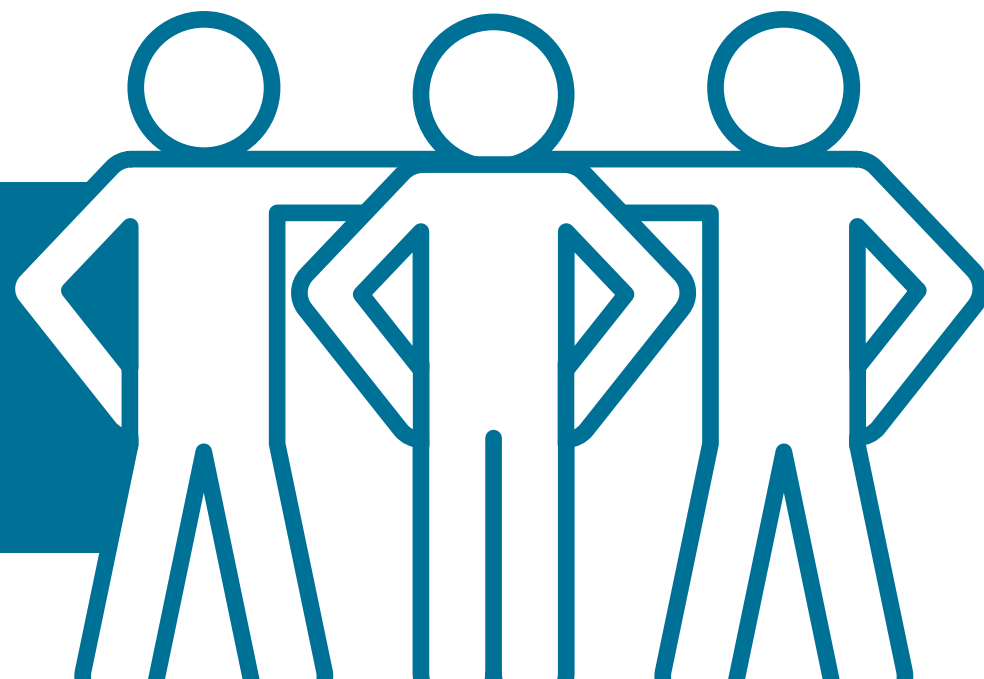
**4 Meeting stakeholder expectations:** stakeholders, including investors, customers, suppliers, employees and communities are increasingly prioritizing ESG criteria when evaluating companies. They demand transparency, ethical conduct, and sustainable practices. By launching this Action Plan, we are directly addressing these expectations, thereby enhancing our reputation and strengthening stakeholder relationships and satisfaction.

**5 Alignment with New Regulations:** recent regulatory changes at both national and international levels, such as the new CSRD (Corporate Sustainability Reporting Directive), have established more rigorous standards for environmental, social and governance practices. Our new ESG Action Plan ensures compliance with these updated regulations, mitigating legal risks and positioning Benvic as a proactive leader in our industry.



Redesigning plastics. For good.

The launch of our new ESG Plan is a strategic and necessary step in response to regulatory changes and the evolving expectations of our stakeholders. It demonstrates our unwavering commitment to sustainable and ethical business practices, positioning us for future growth and success while making a positive impact on the planet. We are excited about the opportunities it represents and look forward to working together with all our partners to achieve or surpass our new ESG goals.



## ENVIRONMENTAL PRODUCT DECLARATIONS

Our Innovation and ESG Departments are working hand in hand to create Environmental Product Data Sheets (EPDs) for our core formulas (ProVynil PVC), and to craft and implement an in-house system to generate EPDs for new products.

### What are EPDs exactly?

An Environment Product Declaration (EPD) transparently reports objective, comparable and third-party verified data about products and services' environmental performance throughout their life cycle.

Since our formulas and products are intermediate goods rather than final products, we calculate the data from cradle to gate, including upstream and production processes. Concretely, this means taking into account elements such as the extraction and means of transportation of raw materials, the manufacturing processes, and the more general environmental impacts of the facilities themselves (notably energy consumption, emissions, and waste generation and management).

Our team is working on the best way to collect, analyse and present this data. We aim for our clients to be able to quickly and easily grasp the global impact of our formulas and products. Our EPDs will provide objective and quantitative information that facilitates informed decision-making regarding sustainability.

### Benvic views this project as a win-win-win enterprise:

- 1) It responds to a real and urgent need of our customers. Clients have begun asking for more detailed information about the global environmental impact of our formulas. In the general effort to fight climate change and promote the circular economy, Benvic's clients want to do their part. They need our help to do so, notably to be able to conduct Product Life Cycle Assessments (LCAs) for their own products. By evaluating environmental impact from the early design stages, opportunities to reduce resource consumption, minimise waste, and improve energy efficiency can be identified.
- 2) Quality and detailed EPDs will keep Benvic in compliance with current and future regulations seeking to accelerate sustainable changes in the industry.
- 3) EPDs are also valuable tools in product design and improvement. They will be used by our Innovation Department to promote eco-innovation and the development of more sustainable and efficient products from their conception, without loss of quality. Thanks to them, we will be able to identify hotspots with significant environmental impacts, and to focus our efforts on the most effective actions. A better and most comprehensive knowledge of our own products will be invaluable in our constant effort to create and provide the best products on the market.

## Knowledge is key.

Most stakeholders want to promote a greener industry, but we cannot move forward blindly. To make wise choices, we need information about product quality, technical characteristics, but also environmental impact. Consumers, businesses, and governments can use this information to promote environmentally friendly and sustainable practices.

Quality EPDs containing quantitative information backed by scientific data will promote transparency from the supply chain through to the end product. With this initiative, Benvic empowers its clients to make the best decisions for them and the world at large.



## SUSTAINABILITY & PEOPLE DIVERSITY AND EQUAL OPPORTUNITIES

**In order to formalize and strengthen Benvic's commitment to diversity, equity and inclusion, in 2023 our ESG team drafted a dedicated policy. This document was then discussed with HR and employees' representatives and polished so as to better reflect our staff's concerns and values.**

FAIR PAY

SAFE WORKPLACES

HIRING & RETAINING TALENT

BRINGING PEOPLE TOGETHER

FAIR RECRUITMENT

## DIVERSITY POLICY

This new policy will serve as a guide for management and employees in the years to come. Equity, fairness and respect for all really do matter: they are intrinsically valuable and just, and we owe them to our employees. But these standards are also good business practices. Innovation and success can only prosper in an environment where people thrive. At Benvic, we are convinced that our interests align with our employees', and determined to make progress in our fight against discrimination and prejudices.

Even with the best of intentions, it is not easy to continuously uphold such values. Benvic's new DEI policy will help all parties involved by spelling out everyone's duty in this regard. Employees are expected to treat everyone with respect and dignity, and to report any breach of the DEI policy to their manager. In turn, the company and its management commit to:

- offering opportunities, training and professional development for all staff
- combating any form of bullying, harassment and discrimination
- regularly reviewing employment practices and procedures
- promoting an inclusive culture
- surveying the workforce composition in order to better encourage diversity

According to our latest survey on this subject, in 2023 women made up 16.8% of our workforce, and 1.6% of our employees had disabilities. Accommodations for people with disabilities evolve with the input of concerned employees. Our HR teams adopt an open attitude, as they are conscious that every person is different, and each individual is the best authority on which accommodation—if any—may be required for their work position. General accessibility adaptations are led by local teams, with better knowledge of the local setup and staff's requirements.

Regarding gender, the numbers show a slow but steady increase in the female workforce. Our hope is that our new DEI policy, alongside positive incentives for diversity, will render Benvic an ever more welcoming place for people of all genders. Statistics for other dimensions of diversity (including age and race) are being analyzed, so that we can extend our efforts to all people. Older employees, for instance, represent a wealth of experience and knowledge, and we want to make sure that they are appropriately valued and recognized in our company. As employees are required to report breaches of our new DEI policy, we also expect to adapt our diversity strategy according to their feedback.

With this policy in place, we trust that we can make progress towards an ever more respectful corporate culture. The Benvic Group is proud of its diversity: with companies all over the world, our prosperity is grounded on diversity. Now we must ensure that Benvic continues to welcome, appreciate and elevate all talents, in a nurturing environment. For their success is our own.

## HUMAN RIGHTS

In 2022, Benvic formalized its ethics and values in its Code of Conduct—a thoughtfully considered document that serves as a guideline for staff and management alike. In 2023, our ESG and HR teams built on this momentum and drafted a couple of other policies and protocols to help our partners in concrete situations.

First, our ESG and HR teams designed the Benvic Whistleblowing procedure and channel guide. In line with the EU 2019/1937 Directive, our goal is to offer all necessary protection to people denouncing unlawful or unethical actions and practices. To this end, we partnered with The Audit Factory, an auditing company specialized in ESG and the fight against economic crime. At our request, they designed an online platform where whistleblowers can denounce breaches and misconduct while staying completely anonymous. It is crucial to protect our staff from potential retaliation if we wish them to help us by reporting wrongful conduct. The Whistleblowing procedure, available to all employees through our website, spells out the few steps to follow to report unethical behaviour confidentially.

This year also saw the publication of the Benvic Gifts & entertainment procedure. Although most people can recognize when a gift or invitation is reasonable or not in the context of work, it was important to set clear and balanced rules for our employees, and to spell out the procedure to follow when receiving and offering gifts. Far from being just another administrative burden, this new procedure aims to minimize the risk of bribes and corruption and to promote transparency. In avoiding undue influence in our working relationships, we protect Benvic's reputation and all people involved.

Finally, Benvic new Code of Conduct for Suppliers was approved in 2023. This code is a direct descendant of Benvic Code of Conduct, expanding on our values to offer specific instructions to our suppliers. It is not enough to promote ethics and responsibility in our own teams; as a leader in the industry, we must defend our values with and through our stakeholders as well. This new, specially designed Code of Conduct is a step in the right direction, and has been favorably received by all. Together with the new suppliers' assessment ESG criteria, it will ensure that we share our moral standards and ideals with our partners.

These three new documents are but a part of the Group's long-term strategy to respect and promote human rights. They make our position on these matters official, and provide instructions on how to deal with concrete cases. In the future, we hope that feedback from our partners on these policies and other ethical and ESG initiatives will help us refine our approach, and continue to have a positive impact on the world.

## Environmental assessment of suppliers

No company operates in a vacuum. In our endeavour to contribute to a more sustainable business, our suppliers play an essential role. In 2022, we began to spell out how we could work with them to minimize our environmental impact, manage risks, ensure compliance, enhance brand reputation and drive innovation. 2023 represents the next step in this process. Through close collaboration with external experts and long-time suppliers, our teams assessed the current ESG performance of our suppliers and launched several initiatives to promote and increase sustainability in our supply chain.

## Mapping our network

Assessing suppliers from an environmental perspective is a cornerstone of sustainable procurement. In 2022, we piloted a supplier questionnaire containing various ESG-related questions (environmental performance, carbon footprint and sustainability practices) to identify the supplier's engagement and performance as part of our sourcing activities.

On that foundation, in 2023 we partnered with EcoVadis and IQ Plus, a procurement programme, to draw up a detailed sustainability risks assessment of all our suppliers, based on country- and industry-inherent risks. Both risk factors are based on different risk dimensions, such as environment (e.g. climate and energy), social standards and human rights (e.g. risk of child labor) and corporate governance (e.g. data privacy risk).

In the coming years, we plan to draw on the results of the risk assessment to identify critical risks and, with our supplier's collaboration, implement measures to reduce them and create a stable, long-term business relationship with our partners.

## choosing the best suppliers ...

Building on this knowledge, in 2023 we intensified our efforts in our journey to sustainable procurement by accelerating specific activities and initiatives.

We launched the first Benvic's Supplier's Code of Conduct, a guideline based on the principles of the UN Global Compact and the core labor standards of the International Labour Organization (ILO). In so doing, we clearly articulated the core principles of our sustainability requirements for our partners.

The Supplier's Code of Conduct will in the future be applied in the selection and evaluation of our suppliers, and it will be integrated into electronic ordering systems throughout the Benvic Group. ESG criteria now figure explicitly in our supplier's selection process. This is a definite advantage not only for the Group, but also for our partners, who can now rely on clearer expectations and guidance regarding sustainability practices. Continuous monitoring of our supply chain will also give us an insight into the efforts our suppliers and contractors are making and planning to implement in their own operations.

## ... and working hand in hand with them

As a global company, Benvic procures services and materials from all over the world, so it needs to align its procurement and supplier management processes to ambitious ethical, social and environment-related principles. We are working intensively with our suppliers and contractors to develop a more sustainable supply chain and to embed sustainable practices in all the areas of our business.

Since the start of the evaluation process, we have engaged more closely with our suppliers and better communicated sustainability goals and expectations. We encourage them to adopt sustainable practices, to measure and report their emissions, and to set their own reduction targets. This ongoing discussion not only enabled us to better understand our supply chain, it also brought to light our suppliers' own prospects and challenges regarding ESG matters.

A concrete example of the strength of this collaboration comes from the area of raw materials and packaging sourcing. We are joining forces with our Innovation team and our main suppliers in the search of circular materials, carefully checking supply sources as well as their ethical, social and environmental aspects. Local suppliers' input is invaluable for this project: no true circular economy can prosper without their collaboration.

By adopting circular practices, we can minimize the extraction of raw materials, reduce energy consumption, decrease greenhouse gas emissions, and prevent the generation of waste. This results in a more ecologically balanced approach to procurement. Thus our suppliers help us build a resilient, responsible, and sustainable supply chain that aligns with our long-term sustainability goals.

## ... to tackle Scope 3 emissions

Our suppliers are also key to the complex challenge of reducing Scope 3 carbon emissions—those that appear throughout the company's value chain. These represent most of Benvic's emissions. Although we do not have direct control over them, a powerful lever of action is to work with our main suppliers on their commitment to the carbon footprint of their products.

Achieving and maintaining carbon neutrality is an important part of our strategy. While we have been Scope 1 and Scope 2 carbon neutral for five years in a row, we cannot achieve complete neutrality alone. To move forward, our teams foster collaboration with our suppliers to develop innovative solutions for emissions reduction. A crucial step is to promote transparency and traceability throughout the supply chain. We thus encourage suppliers to disclose their emissions data, to seek environmental certifications, and to implement sustainable sourcing practices.

Benvic also fosters the exchange of ideas to find more sustainable alternatives, such as renewable energy, energy-efficient technologies, and circular economy. By promoting sustainable practices at each stage of our operational and value chain, we trust we will reduce our global carbon footprint and Scope 3 emissions.

## ... and build a bright future

During the past year, Benvic has made important progress regarding suppliers' management. We learned to know them better and developed communication and collaboration. Through this process, we forged ahead in our goals to promote the circular economy through circular materials, and to reduce Scope 3 CO<sub>2</sub> emissions.

Our procurement and supplier management processes are aligned to ambitious ethical, social and environment-related principles. We expect our suppliers to observe these principles, too, and we support them in doing so. We are proud to find that our partners share the same values and that we can work together for the better.

Sustainable procurement is not just a trend but a necessity for businesses committed to making a positive impact on the planet and society. Benvic is aware of the impacts of its activities and conducts its business in accordance with the highest standards. Our success is shared with our trusted suppliers that eagerly embarked on this transformative journey with us.



By working together and sharing best practices with our suppliers, we are confident that we will make significant progress in reducing our carbon footprint throughout the value chain.

**The Benvic Group has always worked with long-term goals. Our capacity to anticipate and be proactive is an essential part of our success. In keeping with this spirit, our teams monitor the evolution of local and global regulations, so as to integrate this progress into our strategy and organically address it.**

**The consulting firm ERM (Environmental Resources Management), a multinational specialised in sustainability, helped us develop an ESG materiality assessment, taking into account global economic and sustainability trends. With their expertise, they contribute insightful suggestions on how to prepare for new bills, associations' recommendations and other likely regulatory developments. Our own ESG teams work with Corporate and Innovation to assess the most urgent regulatory needs and to be sure that Benvic exceeds their demands.**

**Regulations are crucial for a well-functioning society. They are invaluable guidelines for good actors, and guarantees that the values of our society are upheld by all. As a leader on ESG matters, Benvic is happy and proud to comply with them, and to help steer the industry towards better and safer practices.**

## RECENT REGULATORY REQUIREMENTS

Among recent regulations, the EU Green Deal is particularly impactful for us. It is a set of policy initiatives developed by the European Commission with the overarching aim of making the EU climate neutral by 2050. A recent policy included in the Green Deal is: The Corporate Sustainability Reporting Directive (CSRD).

The Corporate Sustainability Reporting Directive strengthens the rules about the social and environmental information that companies must disclose to their stakeholders. Its goals are to improve non-financial reporting by increasing verifiability, accessibility, coherence and comparability. The disclosure requirements that companies will have to comply with are set by the European Sustainability Reporting Standards (ESRS).

These changes aim to facilitate the EU's transformation into a sustainable economy and encourage progress towards reaching net zero GHG emissions by 2050.

Benvic has been reporting on most of these subjects for years, and we are working on updating our processes to fully comply with the Directive. In 2024, we will work on identifying material topics through a Double Materiality Assessment (DMA), and fully understanding the ESRS disclosure requirements. Our goal is to build an internal reporting and governance structure to ensure full compliance with this new regulation.

The CSRD is more than a reporting exercise for companies: to fully deliver on the reporting requirements, companies will need to review their business strategies across all areas (governance and strategy, transition planning, operations, collaboration within the organisation and beyond, standardised data collection, cohesive annual reporting cycle and assurance). In true Benvic spirit, our ESG team is happy to address this great and challenging opportunity to improve in our path to sustainability.

We are committed to championing these objectives, which have been integrated into our new ESG Action Plan. Our ongoing work on GHG emission reduction, waste management, recycling and compostable products (to quote but a few of our actions), put us firmly in the environmental objectives put forward by the taxonomy regulation.



Redesigning plastics. For good.

## FORTHCOMING REGULATIONS

In the meantime, our teams are already hard at work to prepare for future regulations. Two projects are particularly relevant for our industry: The Directive on Corporate Sustainability Due Diligence (CSDD) and the Regulation on Eco-design and Sustainable Products.

The CSDD Directive addresses the fact that business is never done in a vacuum. As such, companies need to implement due diligence measures not only in-house, but also throughout their value chains. For years, the Benvic Group has worked with its partners and suppliers to make sure that our values are upheld in their practices as well as ours. The recent implementation of our environmental assessment of suppliers, for instance, puts us in a privileged position to comply with the CSDD if and when it is adopted.

The Regulation on Eco-design and Sustainable Products, for its part, focuses on how design can help us achieve our ESG goals. A well-thought-out design can have a tremendous ecological impact, from the production to the use and finally disposal of merchandise. These concerns have been driving our Innovation teams for years. Eco-design and circularity are among our core values, as evidenced by our Plantura range, a selection of bio-based and compostable products, but also by our efforts to favour recycling and a low-carbon growth model.

Future eco-design requirements in our industry match our ambition to create durable and innovative products, ones that provide added value for all stakeholders. Complying with regulations is but one of the ways Benvic tries to mitigate the impact of its actions worldwide and contributes to a better and fairer economy for all.



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## Share and monitor best practices

An evaluation of 39 best practices defined for the 6 stakeholders is carried out every year. All entities but Luc & Bel and Modenplast were included in the 2022 assessment.

Every practice has 4 levels of progress:

**LAUNCH:** the entity is aware of the positive effects of the good practice for the stakeholder. A first inventory is made.

**DEPLOYMENT:** the entity implements a structured action plan, resources are deployed.

**MATURITY:** action plans bring measurable progress; their implementation is carried out; employees are mobilized in the deployment.

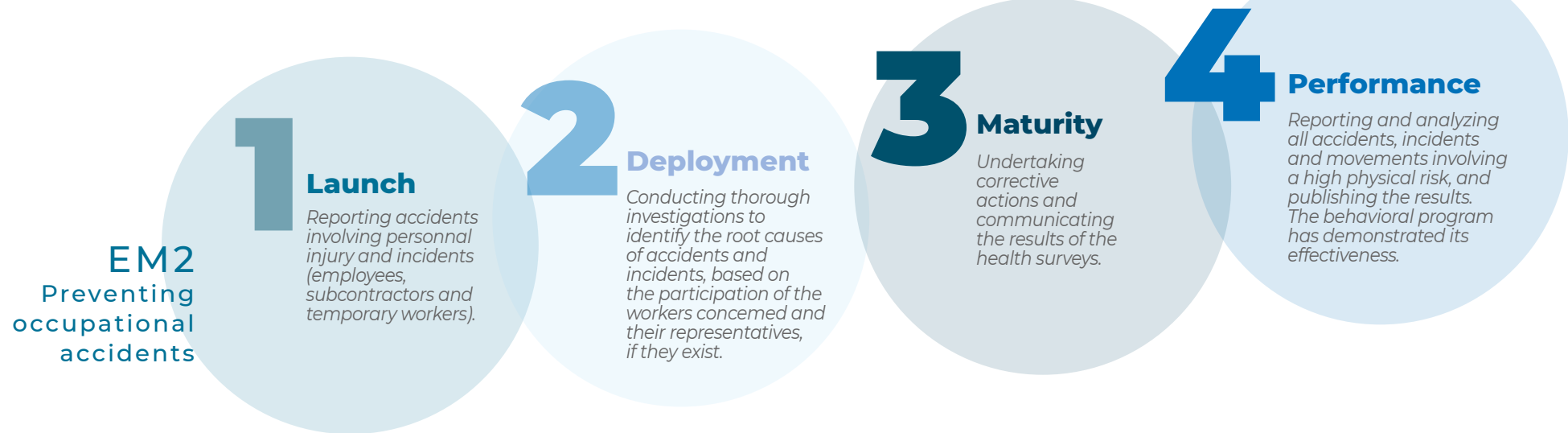
**PERFORMANCE:** the improvement process is sustainable; the results are sustainable. The entity is recognized for its exemplary performance.



## Example of best practice for preventing occupational accidents

### SUPPORT SHEET

#### Ensuring employees health and safety



#### Associated metrics

- > **LTAR: Lost Times Rate** (number of accidents with lost days / 1 000 000 working hours)
- > **MTAR: Medical Treatment Accident Rate** (number of accidents with lost days, or, If no days were lost, specific treatment (different from first aid) was provided / 1 000 000 working hours)
- > **FREQUENCY RATE:** The number of disabling injuries of given types resulting from industrial accidents per million man-hours worked
- > **NUMBER OF ACCIDENT** (resulting in injuries with lost days)
- > **Rate of corrective actions completed to schedule**

**Stakeholder:** Employee  
**Commitment:** Preventing occupational accidents and ensuring employee health and safety  
**Best Practice:** Preventing occupational accidents

## Our ambition to deploy the strategy

It is with deep satisfaction that we observe the continuous improvement of the annual assessment of our plants' ESG performance. As represented in the table below, Benvic Lines show an excellent evaluation and consistent progress since 2019. In 2023, we exceeded again the ambitions set for most of our stakeholders.

We have significantly improved our suppliers' performance thanks to the actions undertaken in 2023 by our ESG teams. Amongst them, we can mention the launch of our new supplier code of conduct, the new perform risk mapping of all suppliers based on country and industry inherent risk, and the integration of Environmental, Social and Governance criteria into our supplier selection process.

We must also highlight the improvement of investors' satisfaction. Together with them, we reviewed a global strategy and improved our financial reporting with monthly meetings. This improved communication will enable us to tackle together the challenge of the future CSRD European Regulation.

These results are aligned with Benvic's sustainability commitments and our strategy of innovation, quality, sustainability and partnership. Our focus in 2024 will be on the new CSRD Directive and our 2024–2026 Action Plan, where we integrate all the needs of customers, employees, planet, investors and suppliers.

## Benvic stakeholders reporting

### SUMMARY OF BENVIC REPORTING



STAKEHOLDER	AMBITION 2023	evaluation 2019	2020	2021	2022	2023	AMBITION 2023
<b>CUSTOMERS</b> create lasting relationships with our customers	<i>Continue to strengthen our responsible offer</i>	2.5 / 4	2.3 / 4	2.7 / 4	2.8 / 4	<b>2.9 / 4</b>	<b>2.5 / 4</b>
<b>EMPLOYEES</b> take care of our employees	<i>Implement the acquisition strategy and support our employees in the transition</i>	1.8 / 4	2.0 / 4	2.4 / 4	2.9 / 4	<b>2.9 / 4</b>	<b>2.5 / 4</b>
<b>PLANET</b> respect our planet	<i>Improve our environmental performance and carbon footprint</i>	2.8 / 4	2.4 / 4	2.7 / 4	2.8 / 4	<b>2.8 / 4</b>	<b>2.5 / 4</b>
<b>INVESTORS</b> create value in an ethical manner	<i>Acquire companies with an ESG focus</i>	1.0 / 4	1.5 / 4	1.5 / 4	1.5 / 4	<b>2.5 / 4</b>	<b>3.0 / 4</b>
<b>SUPPLIERS</b> promote sustainable procurement	<i>Formalise a responsible procurement policy</i>	0.8 / 4	0.9 / 4	0.9 / 4	0.9 / 4	<b>1.3 / 4</b>	<b>2.0 / 4</b>
<b>COMMUNITIES</b> work with local communities	<i>Strengthen actions with local communities</i>	1.9 / 4	2.2 / 4	2.5 / 4	2.5 / 4	<b>3.0 / 4</b>	<b>2.5 / 4</b>

\* Scope of the listing in 2022 and Scope of the report: the plants with a full year in the group are Benvic Chevigny-Saint-Sauveur, Benvic Ferrara, Benvic Montornès del Vallès, Benvic ALFA PVC Witkowo, Benvic Dugdale PVC, Benvic Chemres and Benvic Trinity.

## Our forecast – making it happen

In 2020, Benvic Executive Committee approved an ambitious Action Plan for 2021-2023 to improve the group’s ESG performance and its relations with its key stakeholders. The plan is well under way, and we are proud to find that our goals for 2023 have been achieved or even surpassed. This success was made possible by the effort of all employees, under the local coordination of SHE teams acting as ESG representatives, and the global coordination of plant managers and the Group ESG Manager.

The progressive implementation of our Action Plan will enable us to contribute even more to our stakeholders added value, while ensuring economic, social and environmental sustainability. We want Benvic to be a profitable company yet also a benchmark for corporate sustainability, where stakeholders want to work.

Through our ESG strategy, we intend to improve the integration of all Benvic entities with universal objectives.

### Some key data from the 2021-2023 Action Plan are:

**18** objectives set relating to ESG issues;

**37** actions defined to work towards key objectives;

Regular monitoring by Benvic’s Executive Committee and Shareholder;

ESG team of 20 employees directly involved in the implementation of ESG actions.

## We are supported by



## Our standards



**Quality management**



**Medical devices quality management**



**Environmental management**



**Health and safety management**



**Energy saving management**



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## Benvic's commitment to the SDGs

As a signatory of the Global Compact, Benvic is committed to contributing to the achievement of 17 Sustainable Development Goals—known as SDGs—established by the United Nations. At Benvic, we are convinced that we can have a strong impact, thanks to our portfolio, our global reach and our innovative power. In this context, we deliberately support those Sustainable Development Goals where the need to act is more pressing, and where we think we can make the greatest impact through our businesses and their sustainability-focused transformation.



Goal number 3:

*“Ensure healthy lives and promote well-being for all at all ages.”*

**Measures taken by Benvic:**

- Compliance with REACH regulations.
- Continuous improvement of our formulations by removing hazardous chemicals and substituting them when possible.
- CO<sub>2</sub> measurements of all our activities and identification of actions to reduce their footprint.
- Regular environmental noise and dust measurements.



Goal number 5:

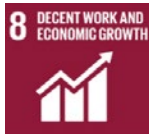
*“Achieve gender equality and empower all women and girls.”*

We work to achieve gender equality in our business and through our supply chain. By providing modern contraception, we support women around the world in self-determined family planning. We also promote equal opportunity within our company.

**Measures taken by Benvic:**

- Fostering company culture that respects and disseminates the values of gender equality.
- New Diversity, Equity and Inclusion (DEI) Policy.





Goal number 8:

*“Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”*

### Measures taken by Benvic:

- Ensure non-discrimination in recruitment and remuneration.
- Comply with the tax laws and regulations of the countries in which we operate to foster economic growth.
- Generate stable employment opportunities, protect labour rights and foster a safe and secure environment for all employees.
- Contribute to the integration of people with functional diversity.



Goal number 9:

*“Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.”*

### Measures taken by Benvic:

- Continuous improvement of internal processes with the aim of minimising the environmental impact of our activity.
- Expert Innovation team working on incorporating new technologies and new products aligned with the circular economy.
- Promotion of actions to modernize and incorporate technological innovation in all our internal processes.





Goal number 12:

*“Ensure sustainable consumption and production patterns.”*

### Measures taken by Benvic:

- Energy efficiency measures in all plants.
- Progressive implementation of green energy sources.
- Minimising waste generation and encouraging recycling and reuse.
- Initiatives to reduce water consumption.
- Greater integration of recycled material in our formulations for specific applications, with the aim to promote circular economy.
- Continuous expansion of our recycling activities.
- Favouring sustainable products.
- Development of our Plantura business line and our bio-based materials.
- Support of eco-innovation.



Goal number 13:

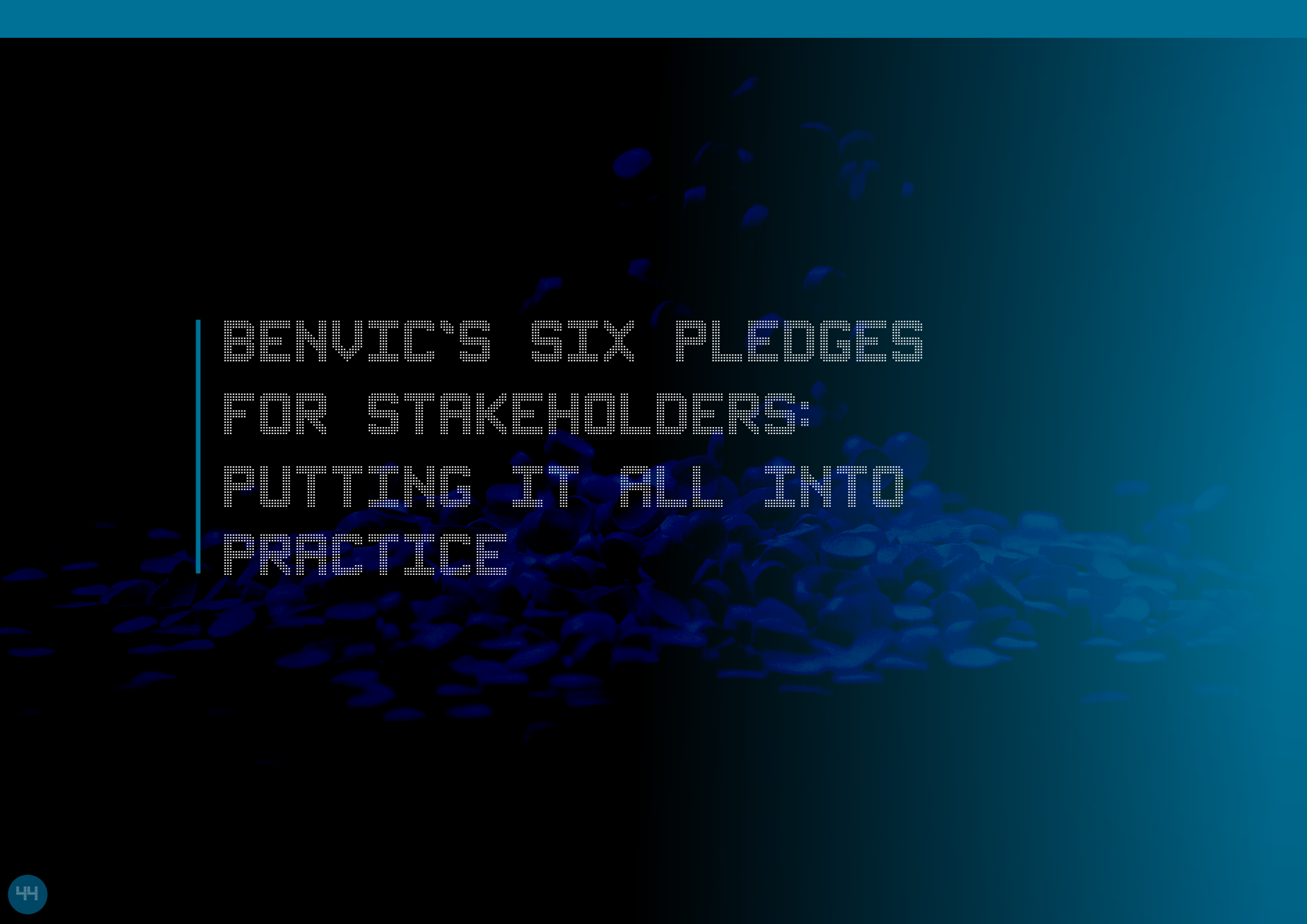
*“Take urgent action to combat climate change and its impacts”*

We pursue a climate protection and decarbonization strategy that is aligned with the goals of the Paris Agreement. In our value chain, we promote resilient, low-emission farming that helps to capture CO<sub>2</sub> through new methods.

### Measures taken by Benvic:

- Calculate and reduce the carbon footprint of its processes and products, improving energy efficiency and reducing greenhouse gas emissions.
- Verified Scopes 1, 2 and 3 by a third party.





BENVIC'S SIX PLEDGES  
FOR STAKEHOLDERS:  
PUTTING IT ALL INTO  
PRACTICE

# PLEDGE 1.

## CREATE LASTING RELATIONSHIPS WITH OUR CUSTOMERS

- 1.1** Integrate our ESG commitments into our customer relationships
- 1.2** Control product-related risks
- 1.3** Innovate by integrating ESG aspects
- 1.4** Analyze and develop our markets, while integrating ESG aspects

# 11 INTEGRATE OUR ESG COMMITMENTS INTO OUR CUSTOMER RELATIONSHIPS

## Our ambition

- **Cultivate strong customer partnership by listening and collaborating with all our customers.**
- **Promote co-development of new products including ESG criteria**

## What this means for us

**Provide ESG-related informative items to promote our products**

**Improve our transparency regarding ESG**

**Inform consumers of product risks**

**Respond to requests for information and complaints**

## What progress have we made?

Our customers are at the heart of our business model. Our relationship with them has forged our identity and shaped our approach to creation and innovation. Their feedback has been invaluable in enhancing our processes and refining our formulas. Thanks to our experienced sales and technical support teams, we can provide the best tailored and value-based products for all needs.

As customer satisfaction is one of the most important benchmarks for Benvic, we conduct regular surveys to ensure we are focused on their requirements and maintain a Factory Excellence program to help us serve their best interest.

### Customer-oriented approach:

At the Group level, the ESG team conducted several interviews with customers and internal stakeholders (amongst which sales teams) regarding sustainability strategy. On this basis, the team designed Benvic's ESG Action Plan 2024–2026. This also enabled us to draw an updated strategy and complete a materiality assessment.

In Poland and in Italy, a quality-centric customer survey was also conducted to improve our services.

### Integrating circularity:

Circular economy is a shared concern between Benvic and its customers. In 2023, we increased the part of recycled material in our products, working with clients to understand how we can serve their needs in terms of recycling.

## What will we do?

In 2024 we will work to find new suppliers of recycled PE and to ensure, on an industrial scale, that the performance of the final compound is not affected by the variability inherent to recycled material.

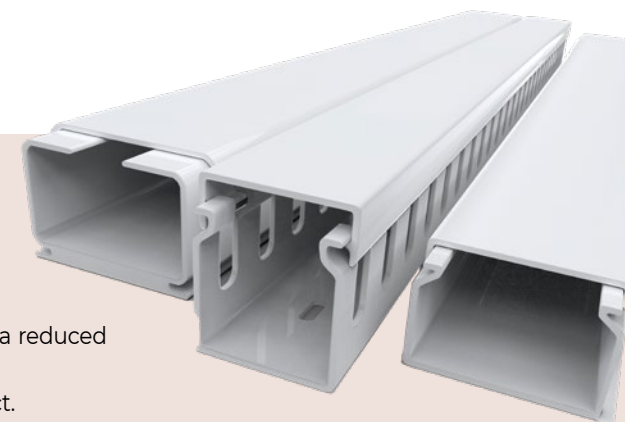
## CUSTOMER EXAMPLE

In 2023, our innovation team in Benvic Montornès worked to incorporate recycled material in two of our HFFR mixes.

Benvic Ferrara has developed three compounds with 30% recycled PVC in the ProVinyl range.

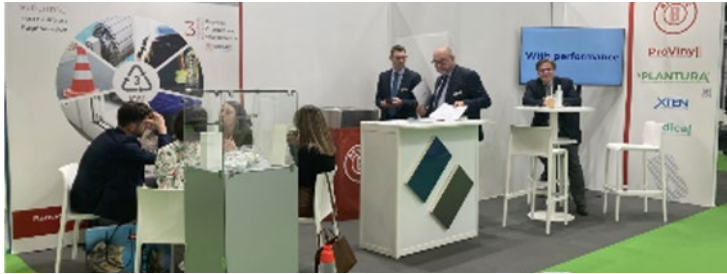
For the same range, Benvic France designed new, partly recycled compounds for electrical trunking applications, with a reduced carbon footprint.

Benvic Dugdale's (UK) offer includes 34 grades that contain recycled ingredients, from 5% up to 50% of the whole product.



## Benvic is involved in major exhibitions to be close to our customers

Participating in trade fairs allows us to improve the customer experience, strengthen our business relationships and showcase Benvic's new product lines. For that reason, during 2023, Benvic took part in a significant number of exhibitions. Fairs were handled by central marketing, with specific content published for every fair. Visitors were encouraged to register, leave their contact & share their request. Here are short reports of the main exhibitions:



### **FIP, April, France - General Plastics exhibition**

Over 100 visitors at our booth.

In touch with the top 20 largest customers for the French market.

To strengthen Benvic's position in PVC and recycling, we will be present at the 2024 edition.



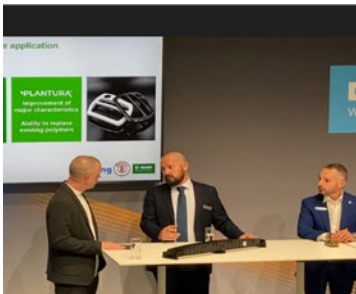
### **Cable application exhibition**

First participation to promote our extensive cable offering.

More than 100 contacts established.

This conference was a great opportunity to showcase our Linkflex HF product line, dedicated to the wire and cable industry, that combines robustness, ease-of-handling and full compliance with international standards.

These materials answer the need for halogen free, flame retarded (HFFR) and low smoke zero halogens (LSZH) cable products.



### **K, October, Germany - International plastics exhibition**

K is the world's largest trade fair for the plastics and rubber industry. It brings together the most important suppliers of plastics materials (raw materials, semi-finished products, as well as technical parts). It is the ideal business platform for information and investment, and to learn more about pioneering innovations.

3rd participation.

> 500 contacts with customers and suppliers over 8 days of exhibition.

Conference with Röchling and BASF at BASF's booth to discuss cooperation between the 3 players and introduce the Plantura range.

# 12 CONTROL PRODUCT-RELATED RISKS

## Our ambition

- Deploy our regulatory compliance program at all our plants
- Substitute hazardous substances with less/non-hazardous alternatives

## What this means for us

- Provide our customers with safe and sustainable regulatory solutions
- Protect the health of our employees

## What progress have we made?

### Regulatory compliance:

Undertook an inventory of all products used in our plants.  
 Analyzed our Safety Data Sheets and updates.  
 Strengthened our Quality teams.

## What are we doing?

### Our tools:

Regulatory compliance program, including an exhaustive inventory of the substances available in our plants and a monitoring of the status of their use.

Most plants use LISAM's EH&S compliance management software solution to record and monitor the substances used in our formulas. LISAM is currently being shared with our recently acquired entities.

### Our actions:

Evaluation and/or measurement of chemical exposures during the different phases of the processes.  
 Implementation of substitution programs to move towards less hazardous substances/processes.  
 Integration of chemical risk in the installation of new equipment to limit the teams' exposure to chemicals as much as possible.  
 All plants have a SHE coordinator.

## What will we do?

Deployment of a product compliance program throughout the Group.  
 Automation when possible.  
 Pursue our efforts to improve our quality processes with a positive impact on our customers (extensive teams, intense formalization, more information exchanges between plants to share best practices, etc.).

## EXAMPLE IN SUBSTANCE

Since 2017, finalization of the substitution of lead stabilizers with solutions free of heavy metals.

Montornès del Vallès: Substitution of chlorinated paraffin with harmless plasticisers & substitution of Zn octoate with alternative Zn salts.

Chevigny-Saint-Sauveur: Introduction of alternative solutions to specific raw materials following changes in their environmental classification (12HSA, zinc octoate). Reduction of raw materials impact through the replacement of powdered antimony trioxide with a non-powdered form. We are currently using masterbatch and working on the qualification of alternative solutions.

Ferrara: six new materials have been substituted due to REACH regulation. Those substances are not yet banned, but as they appear in the SVHC list we decided to anticipate regulatory requirements and phase them out.



# 1.3 INNOVATE BY INTEGRATING ESG ASPECTS

## Our ambition

Continue to develop sustainable products and bring added value to our customers

## What this means for us

Embrace circularity and reduce the company's and the product's impact on climate change.

## What progress have we made?

Sustainable solutions are quickly moving ahead in today's polymer industry. Legal regulations, corporate carbon neutrality targets, and customer choices are driving the market to quickly adopt solutions to preserve non-renewable resources.

Throughout 2023, we promoted bio attributed PVC. Specifically developed and tested in Benvic laboratories, 'ProVinyl Infinite' compounds now provide such a biobased solution for PVC-related uses and applications. The immediate advantage of 'ProVinyl Infinite' is that it offers a significant carbon balance drop without any major material change or requalification and is compliant with RBS certification. We are in discussion with clients in France, the UK and in other countries to introduce these products for concrete applications.

In line with our circular economy ambitions, Benvic Ereplast processes more and more end-consumer products and reintegrates them within recycled solutions.

In 2023 we worked on the development of a soil-biodegradable product in the Plantura range. The goal is to substitute LDPE, which is not biodegradable, and to avoid the release of microplastics in the environment. The product can also be used for agriculture applications such as coffee capsules. Results of preliminary tests are very encouraging.

## What will we do?

We are working on soil-biodegradable products to broaden customer choice within established markets.

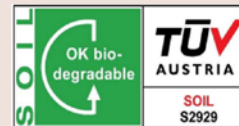
We are developing and bringing forward new compounds from other parts of our portfolio—polypropylenes, thermoplastic elastomers, recycled, halogen free cable compounds, biobased materials and many others.

The Benvic Group's mission is to support our customer with all possible material choices—optimizing compounds for performance and the transition to the circular economy. We aim to become one of the major compounding players in the new era of the circular economy. Benvic has an invaluable advantage in addressing these challenges: the diversity represented by all our companies. With their own unique expertise, our teams in France, Spain, the UK, Italy, Poland and the USA could cross-fertilise to develop our biobased and recycling knowledge and advance technology between all our plants.

## EXAMPLE OF INNOVATION WITH A POSITIVE ESG IMPACT

Benvic Ferrara (Italy) developed a soil-biodegradable product to substitute LDPE used in the wad cartridges for sporting clays shooting. When they are shot, wads are spread in the environment. Offering a biodegradable alternative would help reduce LDPE microplastics in the environment. Furthermore, we obtained a third-party certification, as a compound OK Biodegradable soil, issued by TUV Austria, complying with the requirements of EN 13432.

Thanks to this certification, Benvic can guarantee that this product will completely biodegrade in the soil without adversely affecting the environment.



# 1.4 CONTROL PRODUCT-RELATED RISKS

## Our ambition

- All acquisitions with demonstrable ESG benefits
- Continue to prove that our business is inherently sustainable

## What this means for us

- Orienting our action plans to integrate ESG.
- Promote sustainable end-applications.

## Developments to come

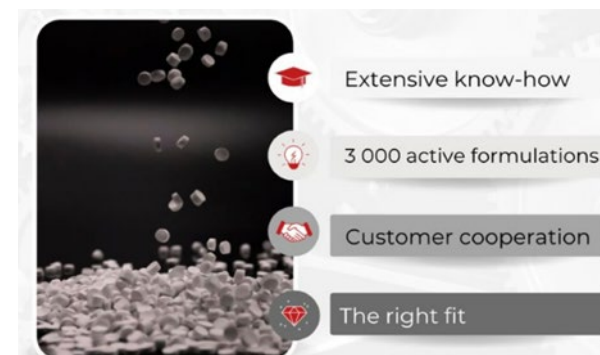
Benvic is expanding into new industries, such as fashion, home appliances, furniture and particularly the medical industry. We are developing new lines and products to better serve our clients' needs and to devise tomorrow's compounds and solutions. We will continue to offer high-performance, sustainable solutions that cover a wide range of applications, while we transition to an environment-friendly and responsible future.

Strong demand for circular economy solutions implies innovating through collaboration. This is what Benvic aims for. From standard solutions to customized products, from PVC compounds to cutting edge biopolymers, from halogen free blends to recycled PVC, our range of services is wide enough to ensure you will find the right fit for your needs.

### Our product lines will evolve to help us reach our ambitions:

## ProVinyl

With more than 60 years of experience in the vinyl sector, Benvic is an expert in designing, developing & manufacturing just the right vinyl solution for your company's needs.



## ProVinyl-R & ProVinyl-Re

Our ProVinyl compounds are also available with recycled content in our ProVinyl-R line. Our R&D and engineering teams are here to respond to our customers' specific needs. We ensure top quality and performance with our recycled based material strategy.

As for ProVinyl-Re, it offers cost-effective materials with high tolerance in order to maximize the possibility to integrate different recycled feedstocks.



## Meet our new “dot” family



A new range based on recycled content but with specific features. Our first approach relies on polypropylene compounds but a significant new product introduction is foreseen.



Fine-tuned commodity polymers, mainly polypropylene compounds of all types, notably reinforced with glass fibre and flame retardant.



This range of thermoplastic elastomers, mainly based on SBS and SEBS, is an excellent complement to soft PVC and is adapted to new applications such as 2K molding.

## ChemMed

Our custom compounding teams develop innovative solutions for medical-grade applications (PP, PE, PS and other engineering resins and speciality custom compounds).

## Linkflex'

The Linkflex HF series, based on polyolefin matrix, offers leading-edge halogen free and flame retardant (HFFR) and low smoke zero halogen (LSZH) compounds that comply with the latest regulations and strictest requirements. Low acidity emissions and low droplet generation are amongst the key assets of this vanguard series.

## Plantura

An excellent environmental alternative—combining performance with tailor-made solutions.

With Plantura, Benvic produces bio-based polymers from renewable sources, plastics derived from biomass. Some of these bioplastics are biodegradable (PLA, PBAT, PBS) while others are durable, with properties similar to those of PVC compounds.





# PLEDGE 2.

## TAKE CARE OF OUR EMPLOYEES

- 2.1 **Ensure the health and safety of employees**
- 2.2 **Respect the fundamental human rights of employees and guarantee their social rights**
- 2.3 **Ensure quality social dialogue**
- 2.4 **Develop employability**
- 2.5 **Motivate employees**

# 21 ENSURE THE HEALTH AND SAFETY OF EMPLOYEES

## Our ambition

- **Decrease the frequency rate of workplace accidents**
- **Reduce the severity rate of workplace accidents**

## What this means for us

- **Control health risks: focus on adapting workplaces and working together to create safe and fair workplaces**
- **Prevent workplace accidents**

## EXAMPLE OF ACTION

**Sowerby Bridge (Benvic Dugdale):** a SHE committee and a hazard reporting system have been put in place, driving behaviors on site.

**Chesapeake (Benvic Chemres):** new first-aid stations and incident logs throughout the site for better data recordability, better accessibility to first aid assistance and better prevention of work-related injuries.

Many plants, in the UK, the USA and France for example, do Gemba walks.

## What progress have we made?

ISO 45001 management system certification (Benvic Alfa PVC and Dugdale will obtain the certification in 2023).

### Health risks:

Most plants have implemented preventive measures to control and reduce noise pollution, and to promote mental & social health.

Hazard reporting system in place in some factories and health assessment at all stages of work.

### Workplace accidents:

Report of accidents of employees and contractors, analysis of causes; definition of a corrective action plan; communication to all employees.

## What are we doing?

### Our tools:

Accident and near miss reporting tool.

Implementation of a Health & Safety Management System in all sites.

Standards for SHE management of subcontractors driven by ISO.

### Our actions:

ESG workshops to share best practices (ISO, Protective Equipment, etc.).

«Safety Induction» for all newcomers, whether temporary or permanent, in most plants.

Integration of health & safety in training at the workstation.

Improvement of safety in factories thanks to the implementation of Factory Excellence (processes, 5S, Lean).

## Our indicators

**6** work-related accident (5 with more than 7 days of lost time).

**304** days lost due to workplace accidents.

## What will we do?

Define & implement Benvic SHE standards.

Implement an accident reporting system with information shared among all the plants.

## HEALTH & SAFETY : A PART OF BENVIC CULTURE

In 2023, in all our factories, periodic training was conducted relating to different health and safety issues: pre-medical first aid; fighting stress in the workplace; recommended EPI's and ISO training.



Benvic Montornes , Health and Safety training days. First responders, firefighting training



Benvic Alfa PVC, First Aid training in 2023.

Benvic Chevigny, implementation of Golden Rules–content of the booklet.

## 2.2 RESPECT THE FUNDAMENTAL HUMAN RIGHTS OF EMPLOYEES AND GUARANTEE THEIR LABOUR RIGHTS

### Our ambition

- Stay vigilant regarding gender equality in equal positions
- Comply with regulations on the proportion of disabled employees on the sites

### What this means for us

- Promote equal opportunities for all
- Promote a diverse workplace

### EXAMPLE OF ACTION

**Chesapeake (Benvic Chemres):** implementation of an equal opportunities policy that was communicated through the Employee's Handbook.

**Chevigny-Saint-Sauveur:** creation of a commission to combat sexual harassment and sexist acts.

**Montornès del Vallès:** official record of the equality plan in the autonomous registry and identification of actions to ensure equal opportunities.

### What progress have we made?

Benvic is committed to integrating respect for human rights into all its operations. Benvic has reiterated its commitment to respect the principles of the United Nations Global Compact and other international standards in the field of human rights.

**Gender:** strongly monitored gender gaps and mapping distribution of men/women.

**Equal opportunities:** identified positions to be opened and monitored those that could be adapted to employees with disabilities.

**Benvic Code of Conduct:** in December 2022, a Corporate Code of Conduct was approved. This new Code showcases behaviour that embodies our Corporate values: Commitment, Enthusiasm, Respect, Team Spirit. Our Code is the backbone enabling us to conduct our operations with Quality, Transparency, Integrity and Social Responsibility.

### What are we doing?

Follow-up of disabled personnel and adaptation of machines for people with disabilities.

Gender equality index by country.

Monitoring of private/work life balance via the annual appraisal, to enable managers to take action and improve working conditions and quality of work.

### Our indicators

**17%** of employees are women.

**25.4%** of Managers are women.

### What will we do?

Formalize and share with all entities a common policy for our commitment to equal opportunities for all and to non-discrimination, with a strong focus on diversity.

Organize an Inclusive Day for all employees to raise awareness and provide training relevant to their local environment and laws.

## 2.3 ENSURE SOCIAL DIALOGUE

### Our ambition

**Strengthen the Group spirit, both among employees and their representatives**

### What this means for us

- **Promote direct employee expression and social cohesion**
- **Respect labour representation rights**

### What progress have we made?

We are committed to social cohesion. Working with staff representatives, we paid close attention to the quality of employer-employee dialogue, and to equal opportunities and the fight against discrimination.

Direct expression and strengthened communication:

- Regular meetings with managers to inform them of the Group's strategy and results with Q&A, CEO's greeting at year-end, periodic emails.
- All factories hold daily meetings and monthly meetings – with key managers – enabling managers to share key information with their teams.
- Implement Factory Excellence program in Europe with short daily meetings involving all departments and displaying KPIs (people, costs, production, customer, etc.).
- Quarterly or monthly newsletters in most plants.
- Screens in breakrooms to share KPIs and news.

### What are we doing?

#### Our tools:

Internal screens in breakrooms, informative visual support, local quarterly newsletters, news and white papers via the website.

#### Our actions:

Informative meetings related to strategy and KPIs.

Communication to social representatives of the information necessary for their activity.

Group Committee meetings twice a year to improve the sharing of key information and answer questions from staff representatives of the largest plants with social representation.

### What will we do?

Pursue our communication efforts, open the Group Committee to countries with recent new staff representation.

New staff survey in 2024.

## 2.3 ENSURE SOCIAL DIALOGUE

### EXAMPLE OF ACTION

We are always looking to strengthen the Group spirit and promote social cohesion.

**Witkovo (Benvic Alfa PVC):** introduction of the T-cards employee reporting system in four areas: safety, quality, improvement, machines and devices. Implementation of a system of daily meetings at the managerial level.

**Sowerby Bridge (Benvic Dugdale):** daily team meeting as start-up meeting. The strategy for the business is made available and visible for all employees in the canteen.

**In Ferrara (Italy)** a team building event was organised in 2023 with managers and supervisors to reinforce the team spirit and collaboration:



### ESG Meeting at Ferrara 2023

The ESG team meets every three months to follow up on all the actions that take place at Benvic sites. With such diverse locations and cultures, it is important to cultivate dialogue and encourage the sharing of ideas. We do our best to meet face-to-face at least once a year, so that we can share moments together, build our team spirit and become a more efficient unit. In 2023, we chose to hold an ESG workshop at the Ferrara plant (Italy) with representatives from Spain, France, England, USA, Poland and Italy.

We took this opportunity to present the progress made in the last years in our sustainability journey: the 2021–2023 ESG indicators, our latest EcoVadis Gold evaluation, and an overview of Benvic new ESG Action Plan. Each participant shared some actions and good practices implemented locally that could be of interest to the whole team. We also enjoyed a visit of the Ferrara factory and a bike tour of the city, guided by an exceptional guide and colleague from the Ferrara site.



## Talent Round Table

**The Benvic Group has always cherished its employees. Their loyalty through the years, and their adherence to our values and entrepreneurial spirit, have paved the way for our success as a company. When looking towards the future and its opportunities, our HR team will always bet on our own staff first. This is why, every year, our management meets for a Talent Round Table to take stock of the skills and potential of our employees.**

The Talent Round Table is an annual meeting where management discusses and updates succession planning and career development. Our goal is to identify, retain and develop our Key People. This talent review is designed to achieve a number of specific objectives:

- Identify Key Positions and successors
- Create and manage a Potential Pool of internal candidates to ensure staffing of Senior Management and Key Positions
- Deploy the Career development strategy to all Key People

For a top company like Benvic, quickly expanding through natural growth and acquisitions, it is crucial to regularly evaluate which positions are key to our strategy and success, and to ensure smooth succession whenever possible. At Benvic, we encourage the promotion of internal candidates: we trust that our staff have the talent we seek and need. The Talent Round Table works on identifying a pool of employees with top potential to ensure that all key positions are properly staffed at all times. This Potential Pool list is monitored and updated at least once a year.

The employees identified in the Potential Pool all have common characteristics. They are notably high performing, committed, and show a high level of engagement. Their leadership abilities allow them to inspire and engage people. These ambitious employees are also willing to advance further in the company. Besides, they are great ambassadors of the Benvic Group, upholding and conveying our ethics and values in the world.

Specific development opportunities are preferentially offered to this pool of people, in order to ensure acquisition and retention of the required skills and expertise. According to the needs identified, the Site/Functional Manager and the HR Team jointly prepare suggestions for various functions—selecting the most deserving and promising employees for the roles. These proposals are later validated by the Benvic Group CEO.

When Key People are identified, they can benefit from our HR Team's Career development strategy. We want to make sure that people are offered the opportunity to progress professionally and to contribute their talent to the progress of the company. We are grateful for each employee's contribution. They are the secret of our success, and their growth is an intrinsic part of our own.

# 24 DEVELOP EMPLOYABILITY

## Our ambition

**Keep a low voluntary turnover (< 5%)**

**A training budget equal to 2% of the total payroll by 2023 in all sites.**

## What this means for us

• **Develop the skills of our employees**

• **Provide the necessary skills and the related management**

## What progress have we made?

Most of our workforce works in production, logistics and maintenance: thus, most of our training actions are mandatory to meet strict SHE criteria and require physical presence.

In 2023, we have taken strong actions to further develop training and increase the percentage of trained staff. 33% focused on Health & Safety, 18% on professional development (management & languages), 39% on required job skills and a small percentage on cyber security.

Skills development (remain heterogeneous within the Group):

Mapped skills and defined action plans to meet the entity's needs & conducted performance appraisal interviews for all.

Updated training plan, taking into account all needs.

## What are we doing?

### Our tools:

Job descriptions and monitoring of the workforce.

HR Training Policy and HR Tools.

Training materials and indicators.

### Our actions:

Share best practices (hiring, training, etc.).

Provide guidance to HR representatives.

Annual appraisal for managers and key people conducted in most countries, leading to the identification of training needs.

## Our indicators

**15,049** hours of training. Employee training increased by 36% in 2023 compared to 2022. This increase in training demonstrates our commitment to developing the skills of our employees and enabling them to grow

Absentee rate: **5.4%**.

## What will we do?

Alignment of needs and skills mapping with the Group's strategy.

Next year we will carry out a new employee survey as per our action plan.

# 2.5 MOTIVATE EMPLOYEES

## Our ambition

**100% of managers with individual ESG objectives by 2023**

**Use ESG to improve performance and to strengthen our HR brand**

### What this means for us

- **Deploy objectives for all managers**
- **Include ESG in compensation policy**
- **Promote improvement projects**
- **Promote sustainability as a lever to achieve economic & social ambitions**

## EXAMPLE OF ACTION

**Europe:** the Factory Excellence implemented in European plants strengthened the employees' motivation by enhancing their participation to meetings and promoting production KPIs.

**Montornès del Vallès:** An improvement programme was started in 2022—alongside Factory Excellence—to create a culture of continuous improvement and improve communication throughout the organisation. This programme focuses on the 7 areas defined by TIMWOODS (transportation, inventory, motion, waiting, overproduction, overprocessing, defects), HSE and energy consumption. It consists of the collection of detailed ideas and a monthly session during which the proponent of the best idea will get a reward and be involved in the implementation of the idea.

**West Unity (Benvic Trinity):** 14 employees had CPR training on site for emergency response.

## What progress have we made?

### Objectives:

Set ESG objectives for all managers.

The annual appraisal of managers includes an assessment of the performance achievement with regard to our Corporate values and the manager's ambitions & aspirations.

Fair remuneration: communication of remuneration policy and monitoring by Group HR team of the alignment of compensation with Group rankings.

Formalization & improvement of our Talent Round Table process. Key positions are now clearly identified, as well as key people. This allows for succession planning (1-3-5 years), and for any required action plan. This was implemented in factories and corporate functions..

## What are we doing?

### Our tools:

Annual appraisal tool.

Staff survey every 2 years.

### Our actions:

Remuneration policies set by sites are mainly linked to local obligations.

We conduct regular workshops with Benvic HR Managers to share indicators and best practices.

Bringing people together: letters to staff, CEO wishes in video for the year-end celebration, year-end celebration lunches, etc.

## What will we do?

Implement a suggestion system including production, safety, environment.

Promote operational working groups and bringing people together with seminars, etc.



# PLEDGE 3.

## Respect the planet

**3.1** Promote environmental management

**3.2** Preserve natural resources

**3.3** Limit our impact on the environment

**3.4** Planet VS Plastics

# 3.1 PROMOTE ENVIRONMENTAL MANAGEMENT

## Our ambition

**At Benvic, we aim to thrive as a business through sustainable and respectful practices. Our ESG (Environmental, Social and Governance responsibility) management is key to our success, together with our teams' capacity to design effective, innovative and recyclable polymers and biopolymers for the use of all.**

**We are committed to tangibly reducing our environmental impact. One compelling way to effect such a change is through the monitoring and amelioration of our processes.**

## What progress have we made?

- All of Benvic's sites have been ISO 14001 certified since 2015. In the years since first obtaining the certification, we have consolidated our sustainability culture and continued to develop environmental management. This implies both regular and occasional actions, such as:
  - Regular factory visits to verify compliance and respect of environmental standards, including waste management.
  - Training sessions on environmental awareness for both Benvic and external staff. All employees are trained at least once a year in the field of environmental protection.
  - Upgrading facilities and equipment, making the most of the latest technologies to avoid pollution. In Benvic Montornès, for instance, a dust collector and a compact filler were installed to avoid air and water pollution.
  - Continually improving our processes to obtain new certifications. Two of our sites (in France and Spain) have obtained the ISO 50001 certification in 2018, for Energy saving management. This certification recognises continual improvement through an energy efficiency plan, with the help of the support functions (manufacturing, engineering, purchasing and supply chain, processes). In 2023, several other Benvic sites have taken major steps to be ISO 50001 certified in the near future.

## Our indicators

**Zero** environmental incident.

**All industrial sites** certified ISO 14001 or equivalent.

## What will we do?

In the following years, we plan to work on process enhancement through the following actions:

- Implement a program to improve the safety culture in every site.
- Organise a yearly Safety and Environment Managers Day to share best practices.
- Develop specific programs and audits for life-threatening activities at Group level.
- Define a common procedure for the classification, analysis and reporting of occupational accidents.

# 3.1 EXAMPLE OF ACTION

## Raising awareness and involving our staff in the global change

During Earth Week, and especially on Earth Day, each Benvic factory carries out awareness and sustainability actions. Our goal is to involve our employees in the reflection process and to show that their participation is essential to successful sustainable management. In 2023, the organization of Earth Week in all Benvic locations was facilitated with a logo, as well as shared materials, themes and actions. Bees and their significance for biodiversity were in the spotlight.



## earth week 2023

**In 2023, our ESG team organized Earth Week around two main axes:**

### **R for REUSE – EVERYTHING GETS A SECOND LIFE:**

Benvic staff were encouraged to bring any books or magazines lying at home that they would like to share with colleagues. Book areas were created to store the communal reading materials.

### **S for SENSIBILIZATION – CALCULATE THE IMPACT OF EMPLOYEE COMMUTING:**

In each location, workshops were organized to work out the amount of carbon dioxide emitted daily by Benvic employees in their commuting to and from work. Based on these calculations, the Benvic group will donate to an international entity to offset these emissions. By volunteering to participate in our Earth Day activities, 371 employees had a positive impact in a climate project.



# 3.1 EXAMPLE OF ACTION

## earth week 2023

### Witkowo, Poland



Employees volunteered to plant 40 trees on a production plant site and a Benvic bottle was given to each employee.



### Ferrara, Italy



Local employees participated in a day of litter-picking on the shore of the Po River, followed by a pleasant barbecue. We also donated to a local association that protects birds.



# 3.1 EXAMPLE OF ACTION

earth week 2023

## Montornès del Vallès, Spain



Employees participated in a volunteer day with their family. Local management organized workshops on CO<sub>2</sub> emissions and on the importance of water and its responsible use. They also held a competition encouraging employees to submit ideas to improve the site's environmental performance. Amongst many great ideas, the introduction of tablets for improved management and control in laboratory and production won first place.

### Prize-giving ceremony

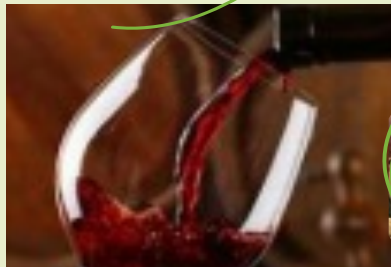
The 6 members of the jury (Plant Management, Production, ESG, Administration, Human Resources, Environment, Health and Safety) selected the following projects:



Sant Jordi's Day, Prodis Foundation



Tablets for improved management and control in laboratory and production



Air dryers to reduce paper consumption



# 3.1 EXAMPLE OF ACTION

## earth week 2023

### Chevigny-Saint-Sauveur, France



During Earth Week, information was shared daily about water and biodiversity conservation. Our employees also tackled the cleaning of the exteriors of the site in their entirety. Finally, we completed a coral adoption through the NGO Coral Guardian.



In our offices of Dijon (France), Earth Week was devoted to sharing information about CO<sub>2</sub> and biodiversity. Circular economy was also promoted through the donation of local, organic and solidarity vegetable baskets and the promotion of a local and eco-responsible cookies manufacturer.



### Dugdale, UK



Local management took steps to favour natural light in offices, and to promote car sharing and public transport. Production employees also picked up litter across Sowerby Bridge.



# 3.1 EXAMPLE OF ACTION

earth week 2023

## Benvic US

Local management organized clean-ups and litter picking in the neighbourhoods of the sites. Employees also planted trees and installed bat and butterfly houses. Finally, the US teams implemented energy saving practices, with zero printing, push for recycling, and no single-use plastics.



# 3.2 PRESERVE NATURAL RESOURCES

## Our ambition

**Reduce our waste and consumption of water and energy**

### What this means for us

- Improve energy efficiency
- Optimize raw material consumption and reduce waste
- Reduce water consumption

## EXAMPLE OF ACTION

**Witkovo (Benvic Alfa PVC):** a system for measuring electricity consumption was installed on selected machines, installations and areas. Currently, tests are being carried out to see if lowering the temperatures of raw materials in the process and reducing mixing times can help diminish electricity consumption.

**Montornès del Vallès:** new paper and plastic compactors were installed in the new HFFR area to optimize space and handling.

**Sowerby Bridge (Benvic Dugdale),** waste reduction project to reduce the site waste by 19%.

## What progress have we made?

### Energy efficiency:

Increased use of renewable electricity: the Benvic group has endorsed Guarantees of Origin (GOs) as the primary method for proving renewable energy consumption, which represents 87,5% of its electricity consumption. As of 2023, 7 of the 8 factories have such an agreement in place.

The renewable electricity generated within the framework of such agreements will reduce Benvic's indirect carbon dioxide emissions (Scope 2). This brings us closer to achieving the ambitious Energy and Climate targets of our ESG Action Plan.

Benvic Chevigny-Saint-Sauveur implemented an action plan to reduce electrical energy consumption, with a clear target: -7% consumption over 2018–2023. An ongoing analysis has been requested in order to replace the existing cogeneration unit with a smaller, less energy-hungry one.

### Waste management:

For each site, an action plan was drawn to optimize raw materials waste. Results will be monitored and analysed for further improvement.

### Water consumption:

For each site, water consumption was monitored, enabling local teams to define and deploy action plans to reduce water consumption, notably through recycling and reuse.

## Our indicators

**92.4%** renewable electricity.

**300kW** of energy consumed per ton produced and 0.28m<sup>3</sup> of water consumed per ton produced.

Ratio of energy cost/operating cost: **10.7%**.

**3** sites certified ISO 50001.

## What will we do?

Henceforth, all contracts signed with energy suppliers include an obligation to source green energy. By 2024, all factories must have green energy contracts.

In the following year, all Benvic's sites must continue their work on improving energy efficiency and reduce energy consumption in line with our decarbonization targets.



# 3.3 LIMIT OUR IMPACT ON THE ENVIRONMENT

## Our ambition

**Rationalize our efforts to reduce greenhouse gas emissions.**

**Comply with a 2°C strategy in line with the Paris Agreement, which aims to limit global temperature increase to below 2°C, by reducing GHG emissions**

## What this means for us

- Set science-based targets in line with the Paris Agreement
- Reduce emission of greenhouse gases (GHG)
- Reduce the impact of industrial processes on air, water and soil

## EXAMPLE OF ACTION

2 400t of PVC were recycled in 2023 at Benvic Ereplast and 147t of recycled content were sold in 2023.

We increased the percentage of renewable electricity which now represents 92.4% of our global electricity consumption versus 13.6% in 2020.

## What progress have we made?

During 2023, our teams assessed Benvic's carbon footprint Scopes 1, 2 & 3 in all plants, identified the main emitters and obtained an external verification of these emissions.

We managed to reduce our (Scopes 1 and 2) CO<sub>2</sub> emissions by a whopping 87.8% in 2023. This success was made possible in large part thanks to the switch to green energy contracts in 7 out of 9 of our sites.

Since 2020, we have managed to stay Carbon Neutral (Scopes 1 & 2) by reducing our GHG emissions and purchasing carbon credits to compensate for remaining emissions. In 2023, we decided to invest in a forest protection project and a renewable energy project. Transparent and measurable solutions are preferred by Benvic to move the dial on runaway climate change. Through these projects, Benvic offsets its carbon emissions and contributes to a better world. One where the local population does not have to choose between their livelihood and the preservation of the environment.

## What are 'science-based targets'?

Science-based targets provide a clearly defined pathway for companies to reduce GHG emissions, helping prevent the worst impacts of climate change and future-proof business growth. Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2° C above preindustrial levels and pursuing efforts to limit warming to 1.5 °C.



## Our indicators

**2,149** tCO<sub>2</sub>e Scopes 1 & 2 (87.8% reduction compared to 2020).

**937,009** teq. CO<sub>2</sub> Scope 3.

**3.3** teq. CO<sub>2</sub> all Scopes per k€ of turnover.

## What will we do?

One of the main objectives of our ESG Action Plan 2024–2026 is addressing climate change and decarbonisation. In 2023, we have done the groundwork to adhere to the Science-Based Targets initiative (SBTi), which calls on companies to demonstrate their leadership on climate action by publicly committing to science-based GHG reduction targets. In 2024-2025, we expect to commit to the SBTi, which will help us rationalize our effort to minimize Scope 2 emissions and make progress on the decarbonization of the value chain (Scope 3).



# 3.3 LIMIT OUR IMPACT ON THE ENVIRONMENT

## What do the Scopes of GHG emissions represent?

### Scope 1, 2 & 3

**Scope 1:**

Direct sources of GHG emissions  
 On-site energy production  
 Heating systems  
 Fuel for Benvic-owned vehicles

**Scope 2:**

Indirect sources of GHG emissions  
 Production of heat or steam by supplier  
 Production of electricity by supplier

**Scope 3:**

Other indirect GHG emissions  
 15 categories divided between upstream and downstream emissions

### Scope 3 categories

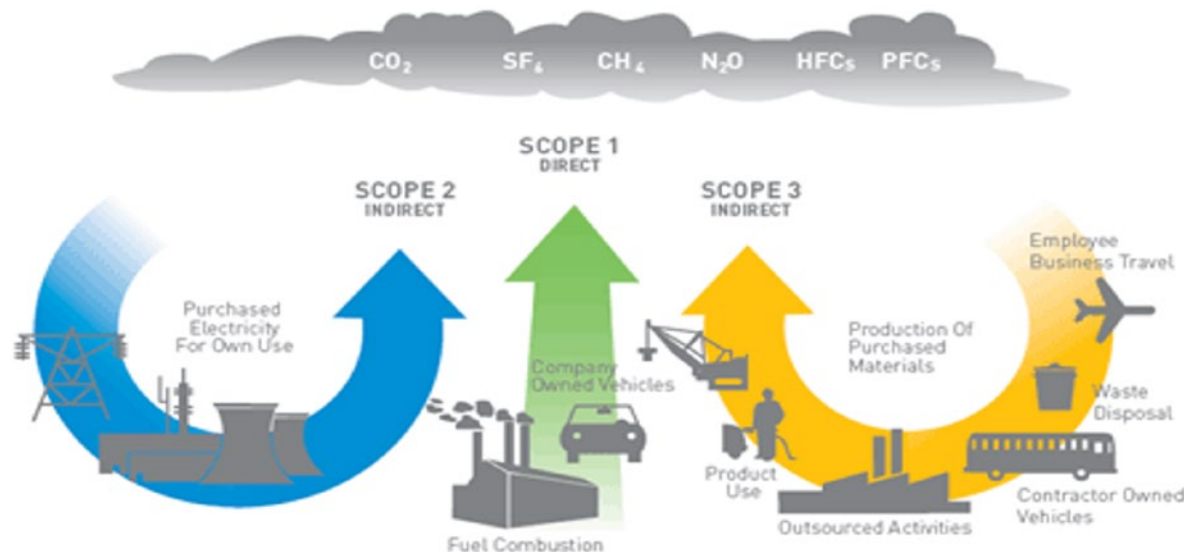
#### UPSTREAM

1. Purchased goods and services
2. Capital goods
3. Fuel and energy-related activities
4. Upstream transportation and distribution
5. Waste generated in operations
6. Business Travel
7. Employee commuting
8. Upstream leased assets

#### DOWNSTREAM

9. Downstream transportation and distribution
10. Processing of sold products
11. Use of sold products
12. End-of-life treatment of sold products
13. Downstream leased assets
14. Franchises
15. Investment

### Breakdown of Scopes (example)



## 3.3 LIMIT OUR IMPACT ON THE ENVIRONMENT

### BENVIC GOES CARBON NEUTRAL

In recent years, Benvic has consolidated its position as a first mover and leader on ESG matters. Our sustainability strategy is focused on the conservation of the environment for future generations. In order to reduce our environmental footprint, we favour a three-pronged strategy: life cycle of the end product, circular economy and carbon neutrality.

Benvic is committed to contributing to carbon neutrality. In 2023 we have completely offset our Scopes 1 and 2 carbon emissions for the fourth year in a row.

Decarbonization must primarily be achieved through accurate calculation and reduction of emissions. Yet no process or product can be completely free of CO<sub>2</sub>, and no company can do business without causing emissions. Nevertheless, we can offset those emissions that we cannot reduce further. Hand in hand with avoiding and reducing emissions as much as possible, offsetting emissions is an important part of a holistic climate action strategy.

In order to compensate for its remaining emissions, Benvic invested in recognised carbon offset projects through the purchase of VCUs (verified carbon units).

In 2023, we sponsored two projects championing forest protection and renewable energy, backed by South Pole, one of the leader companies in climate investment.

# 3.3 LIMIT OUR IMPACT ON THE ENVIRONMENT



## Bull run forest protection

Located in the heart of Belize's rainforest, the Bull Run forest protection project aims to preserve the country's natural carbon sinks as well as the plethora of flora and fauna that are dependent on them. Through the implementation of patrols and regular monitoring the project actively prevents illegal hunting and habitat destruction, while additionally protecting the region's valuable watershed, which is a key component in protecting the Belizean barrier reef and aquatic biodiversity.



### Job opportunities

in maintenance, monitoring and patrols in the project area



### 12,000 tnCO<sub>2</sub>eq.

mitigated on average annually by the project



### 567ha of biodiverse forest

protected from deforestation and conversion into coffee agriculture

# 3.3 LIMIT OUR IMPACT ON THE ENVIRONMENT

## Ventus wind farm

### Helping drive the clean energy transition in El Salvador

In 2019, more than two thirds of El Salvador's total energy supply came from imported fossil fuels. Dependence on imported fuel has historically left El Salvador vulnerable to the prices set by foreign nations, with much of the population lacking access to electricity. The country is now looking to move away from traditional energy sources, which are finite and contribute to the warming of the planet. Investment in renewable energy infrastructure is crucial in achieving the country's long-term (2020–2050) national energy policy, which aims to prioritise domestic renewable projects over fuel imports.

The project built and operates a wind farm in the municipality of Metapán, in the northwestern region of El Salvador. Fifteen wind turbines were installed to harness the power of prevailing winds and generate renewable energy. The project supplies enough clean electricity to the grid to support about 80,000 homes. It helps decrease the country's dependency on non-renewable resources and lowers the emissions generated by the energy sector.

Support for this project drives global greenhouse-gas reductions by lessening reliance on fossil fuels, while additionally playing a crucial role in driving the transition to a low-carbon economy in El Salvador. Moreover, the project helps build a future-proof sector, by creating around 300 jobs in the construction phase, and upskilling the local workforce for operation and maintenance positions.



### Sustainable Development Goals



Affordable & Clean Energy  
**185,000 MWh**



Decent work & economic growth  
**300 job opportunities for locals**



Climate Change  
**103,000 tCO<sub>2</sub>eq.**

# 3.4 PLANET VS. LASTICS



*In 2024, the theme of Earth Day is 'Planet VS Plastics'. As one of the world leaders in thermoplastic solutions, Benvic is directly concerned by the issues raised by the accumulation of plastics in our environment. In a recent report, the Earth Day organization lays out several urgent actions to address these problems:*

- *limit the production of plastics, especially single-use plastics*
- *avoid the dispersion of microplastics*
- *make the promise of recycling a reality*
- *harvest plastics, microplastics and nanoplastics that were spilled in nature*

## Doing our part

The Benvic Group has been working on these questions for years. First of all, the company's historical formulas (ProVinyl) are mainly used to create durable objects, such as window frames, profiles for furniture, or vinyl records. Our formulas bring long-lasting quality to our customers, enabling them to create commodities that will endure time and wear and avoid waste. Dangerous chemicals have been banned from our products as soon as their pitfalls were discovered. We never stop looking for safe new and more efficient formulas, to bring sustainable value to the world.

In addition, our scientists and engineers have developed an ever-growing offering of bioplastics, whether durable, biodegradable or compostable. As a plasticizer, Benvic is in an unmatched position to create useful bioplastics. We know our customers and their needs, and we have been working together on biobased solutions that answer their specific requirements. Bioplastics are an important part of the solution to the crisis – yet if we want them to be an effective solution rather than a cosmetic gesture, we need to ensure that they fill the needs they are created for. Benvic and its experts are doing just that, constantly improving the Plantura formulas, in the spirit of innovation that has always characterized us.

Another lever used by the Benvic Group is recycling. When our products cannot be reused, we have developed partnerships with our clients to recuperate their products and recycle them to obtain new, usable compounds. With our compounding expertise, our teams work to compensate for the limitations of mechanical recycling and obtain the right properties and quality needed to create new products. In our Ereplast plant, we collect and sort post-use thermoplastics in order to create PVC-recyclate fit for our clients' purposes. Two of the biggest challenges we face at this stage are gathering and separating the supply of used plastic for recycling, and working with clients to reduce the amount of virgin material needed.

We also continue to invest to avoid dispersion of plastics and microplastics in the environment. We regularly update the equipment of our plants to minimize the leakage of primary microplastics in nature (see section 'Capex in ESG' for specific examples). Although we have less leeway on the dispersion of secondary microplastics, we avoid harmful additives in our formulas (often anticipating, rather than reacting to, new regulations), and provide a viable recycling venue for a number of plastic wastes, that will not end up in landfills.

Finally, our employees regularly participate in litter picking volunteering initiatives, notably on Earth Day. Although we are in a privileged position to act upstream, avoiding spillage of plastics into nature and ensuring that everything that can be recycled is recycled, we also want to play our part downstream, and participate in the clean-up efforts that will be necessary to restore our environment.

### Single-use plastics: one problem, many solutions

It is tempting to think that when there is a problem, there must be a solution—but sometimes, one problem can only be tackled by several combined solutions. Single-use plastics is just that kind of problem.

Around the world, the governments are banning or severely limiting these kinds of products. First, single-use plastic straws disappeared, followed by plastic bags and cups. This opens up an interesting era when the industry is experimenting to find alternative options, ones that are actually more sustainable than single-use plastics. Single-use paper cups, for instance, are not necessarily the answer: in order to be waterproof, they need to be coated with plastics, and cannot be recycled—which defeats the purpose. Good old-fashioned reusable objects are a better answer. Amongst them, we can count reusable plastic cups. Once everything is taken into account, from carbon footprint to dispersion, they compare favourably with other reusable cups (metal cups, for instance), notably because they can be recycled several times.

In other cases, biodegradable products are the best solution. The Benvic Group biobased Plantura range, for instance, is currently used to make biodegradable cartridges, as well as compostable coffee pods and food-grade cling films. Engineers around the world are hard at work tinkering with plant material, algae, mycelium, to find ingenious replacement for single-use plastics. Many of these ventures will need to succeed if we seriously intend to replace the different kinds of single-use plastics that litter the world. There is no one replacement for all the types of plastic packaging, for example. At Benvic, we believe that we have an important role to play in this revolution. Thanks to our strong relationship with our customers, we understand the range of needs to be met, and we are happy to develop new biobased formulas with them.

There are other areas, however, where we do not yet have acceptable alternatives to single-use plastics. The most obvious is the medical sector, where single-use syringes, tubes, or blisters, to name but a few, are guarantees of hygiene and safety and help save lives every day. Benvic ChemMed range, for instance, provides key medical systems that are part of the daily routine of many care providers and patients. It might be that we never completely get rid of single-use plastics. Until all single-use plastics can be replaced by a better alternative (whether durable or compostable), we need to decide, as a society, where single-use plastics is still acceptable.



### Single-use plastics: one problem, many actors

A responsible approach to plastics must involve every partner. To tackle the challenges ahead, we need to take and enforce decisions as a society. No solitary initiative will be sufficient to meaningfully change the outcome. Effective recycling, for instance, requires close collaboration between all stakeholders. The industry must use its expertise to enhance the quantity and quality of recycled material. In collaboration with government, companies need to establish easily accessible and practical recycling channels, ensuring that used plastics are collected and effectively recycled, rather than discarded in landfills. The public in turn must participate by bringing used products to recycling points.

Through regulations and economic incentives, government play a pivotal role, encouraging both the industry to innovate and adopt more sustainable products and practices, and the public to behave differently. Apart from very specific applications, we must stop thinking of plastic items as single-use. Throwing away objects should be the last resort, our final thought after reuse and recycle.

Eco-design is also a promising ingredient of a successful sustainable strategy. Our engineers design new formulas to be more easily recycled, and to incorporate more recycle while retaining a high quality. We work closely with our customers to help them do the same. Yet eco-design is truly powerful when every actor gets involved, so that government, the industry, NGOs and members of the public get together to streamline the processes. How do we ensure that bioplastics are actually composted? How can we redesign packaging so that it is more easily collected on a large scale? How do we change our consumer behaviour and our perception of plastic objects, making them precious again, rather than disposable? All these questions will need dialogue, and collaboration, to be successfully answered.

### The place of plastics

Plastics are everywhere for a reason. They offer incredible properties for almost every imaginable application. They are used to make the cables that enable us to communicate, the pipes that bring us clean water, the windows that show us the sky, the vehicles that bring us where we want to go. They transport the IV fluids that keep us alive, they keep our food from being contaminated, they bring music directly into our living rooms. The Benvic Group and its teams are working hard to ensure that we can continue to enjoy these privileges, while preserving the planet. Durability has always been a staple of our products. In the past years, we have greatly enhanced our recycling capacity. We continually increase our offer of bioplastics. More and more of our formulas incorporate post-consumer recycle (most recently, some grades of our Linkflex HFFR series). With all these actions in place, we trust that Planet VS Plastics can become Planet & Plastics, and that the industry as a whole can continue to contribute to humanity's prosperity in a more sustainable way.



# PLEDGE 4.

Create value  
together with investors

4.1 Perform risk management

4.2 Ensure good management and governance

4.3 Communicate ethically and transparently

## 4.1 PERFORM RISK MANAGEMENT

### Our ambition

**Have a complete and agile risk management system**

### What this means for us

**Manage risks globally and take risk management into account in decision-making**

### What progress have we made?

Developed and implemented a risk management policy, processes and tools.  
 Defined and initiated the implementation of a strong IT risk management roadmap, with a focus on cybersecurity, with our shareholder ICIG.  
 Identified key people who may retire in the coming years and the roles in need of back-ups.  
 Communicated and implemented our Code of Conduct and a few key policies, including our Code for Suppliers and our Human Rights policy.

### What are we doing?

Implementing risk management tools.  
 Internal control of objectives and processes.  
 Continuing the communication and implementation of key policies, in collaboration with all internal stakeholders.  
 Raising awareness on risk management.  
 Reviewing disaster recovery plans in all locations.

### What will we do?

Continuing our efforts to formalize our risk management.  
 Strengthen resources dedicated to internal audit/control.  
 Build periodic training to continue raising awareness about risks such as cybersecurity, corruption, etc.

## 4.2 ENSURE GOOD MANAGEMENT AND GOVERNANCE

### Our ambition

**Stay a market leader in governance**

### What this means for us

- **Develop responsible practices and behaviours**
- **Promote good governance**

### What progress have we made?

Reviewed delegations & reporting line for key matters.  
 Central teams now support our local entities at multiple levels: talent management, assets, cybersecurity, insurance, etc.  
 Created a central Legal function in 2022 to strengthen the monitoring of our governance framework and legal affairs, improving our risk management.  
 Released charts of ethics.  
 Annual assessment of all executives.  
 Monthly ExCo meetings.  
 Monthly review meetings of key events & results with all plants/Corporate Finance/CEO.  
 Monthly review meetings of key events & results with CEO/CFO/Shareholder.

### What will we do?

Strengthen our ethical framework by adding ESG criteria in the assessment of executives.  
 Build a Sustainable Governance Committee.  
 Align our governance organization with our shareholder's.

# 4.3 COMMUNICATE ETHICALLY AND TRANSPARENTLY

## Our ambition

**Structure our internal and external communication**

## What this means for us

**Develop a communication process for all significant events**

## EXAMPLES OF ACTIONS

Stronger community management with periodic news, white papers, etc., shared on both our revamped website and our LinkedIn account.

Published our sustainability report on our website with a strong communication campaign.

Quarterly meetings with our managers.

## What progress have we made?

Displayed our sustainability report publicly (the report is available on our website).

Released a new website design & content-with easier access to our KPIs and products (via an online catalogue & search tool).

Published regular news and white papers on our website.

Improved communication with our employees, especially regarding our strategy and our relationship with our investors.

Detailed monthly reports to shareholder via a new reporting tool.

## What are we doing?

### Our actions:

Improving access to our ESG data.

Improving our internal communication, for instance through regular posts on social networks for both our staff and partners, and strong communication on our ESG performance and results.

## What will we do?

Pursue our efforts in internal communications to build a strong HR brand and strengthen Benvic as an integrated Group (new means and new media).

Build an intranet for our staff.



Control de Calidad  
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# PLEDGE 5.

## Promote responsible procurement with our suppliers

**5.1 Promote responsible business ethics**

**5.2 Define a supplier standard**

**5.3 Assess the ESG performance of buyers**

**5.4 Manage and evaluate suppliers' ESG performance, optimize relationships**

# 5.1 PROMOTE RESPONSIBLE BUSINESS ETHICS

## Our ambition

**Zero cases of proven corruption**

## What this means for us

- As a company under French law, set up an anti-corruption programme following the recommendations of the Sapin 2 law
- Comply with the GDPR in all our subsidiaries

## Anti-corruption and tax compliance

In our continued commitment to fostering a culture of integrity and ethical behavior, we have recently updated our approach to business ethics, emphasizing compliance with the latest regulatory frameworks and our internal standards.

Regarding anticorruption and tax compliance, we continue to follow the 8 measures required by the Sapin law. The Group also complies with the international tax standards of the OECD and the country-by-country tax reporting obligation with respect to transfer pricing.

## What are we doing?

### Our actions:

A significant milestone in this journey has been the adoption of the new Suppliers Code of Conduct in 2023 and the introduction of a comprehensive Gift Policy.

These initiatives are aligned with the principles outlined in the Directive 2019/1937, which emphasizes the importance of transparency, accountability, and ethical conduct in corporate governance.

Regarding this Directive, also known as the EU Whistleblowing Directive, Benvic has established a transparent whistleblowing channel which is available to stakeholders through a secure online system. There, employees, customers and suppliers can submit reports, provide further information if necessary and follow up on the outcome of their report, all in a secure and confidential manner. This directive encourages transparency and integrity within organizations, ensuring that all the stakeholders can report unethical or illegal activities without fear of retaliation.

A new Anti-corruption policy was launched in 2023 to improve and detail our criteria regarding this important point of the Code of Conduct.

In keeping with the highest standards of conduct and ethics, Benvic Group will investigate complaints of any suspected compliance violations at Benvic or involving Benvic in accordance with the regulations.

## What will we do?

Create a Risk Management Policy.

Pursue the mapping of our systems and data, implement monitoring of our data processing in all plants.

Continue to protect personal data, with a focus on our recent acquisitions to bring all plants to the same level of maturity-especially in the US.

Share our Ethics Code with our suppliers.

# 5.2 DEFINE A SUPPLIER STANDARD

## Our ambition

**ESG criteria in the selection of all our critical suppliers**

## What this means for us

**Define prerequisites for suppliers and select them accordingly**

## What progress have we made?

### Our Progress

We engaged with suppliers and communicated our sustainability goals and expectations. We also encouraged them to adopt sustainable practices, to measure and report their emissions, and to set their own reduction targets.

We successfully built long-standing partnerships with major raw materials suppliers, resulting in long-term outline contracts. We drew up distinct specifications for other suppliers (excluding raw materials).

Since 2023 Benvic integrates Environmental, Social and Governance criteria into our supplier selection process. A new procedure describes the process to assess and monitor suppliers in relation to the fulfilment of the minimum requirements demanded by Benvic.

In the future, we will select our main suppliers including the new ESG criteria, which will allow us to work with partners that comply with our sustainability vision and targets.



# 5.3 ASSESS THE ESG PERFORMANCE OF BUYERS

## Our ambition

**Train 100% of our buyers by 2025**

## What this means for us

- Evaluate and educate our buyers

## What are we doing?

During 2023 we have approved the supplier evaluation procedure. Its aim is to describe the process we must apply throughout the company to assess and monitor suppliers. It is the first time we introduce ESG criteria into the appraisal of suppliers.

The score resulting from the selection and evaluation will give us an insight into the efforts our suppliers and contractors are planning and doing in the main areas of sustainability.

We continue to control expense reports.

We train buyers and familiarize them with the concept of responsible purchasing, the Responsible Purchasing policy and the Code of Business Conduct.

## What will we do?

Ensure that ESG standards are respected and evaluate the performance of buyers.



# 5.4 MANAGE AND EVALUATE SUPPLIERS' ESG PERFORMANCE, OPTIMIZE RELATIONSHIPS

## Our ambition

**Develop, through partnerships, value-added ESG projects with our suppliers**

## What this means for us

- **Manage and evaluate suppliers' ESG performance**
- **Develop partnerships for innovation**
- **Ensure balanced relationships with suppliers**

## What progress have we made?

In the area of raw materials and packaging sourcing, we have started to work with our Innovation team and our main suppliers in the search of circular materials, carefully checking the sources of supply as well as the ethical, social and environmental aspects. By adopting circular practices, we can minimize the extraction of raw materials, reduce energy consumption, decrease greenhouse gas emissions, and prevent the generation of waste. This results in a more sustainable and ecologically balanced approach to procurement.

To establish a reduction plan for Scope 3, integrate ESG criteria into suppliers and meet these challenges, we understood that the first step was a complete assessment of our principal suppliers. During 2023 we worked with EcoVadis and IQ Plus, a procurement programme, to perform risk mapping of all suppliers based on country and industry inherent risk regarding the environment, social standards and human rights, sustainable procurement, ethics and corporate governance.

We implemented a new Procurement organization, raising awareness of ESG & sustainable Procurement.

We improved the Procurement organization by adding categories in order to offer clarity and efficiency to suppliers. Regular exchanges with suppliers on contract monitoring.

## What will we do?

Benvic is working with its suppliers, to build resilient, responsible, and sustainable supply chains that align with our long-term sustainability goals.

Encourage suppliers to disclose their emissions data, to seek environmental certifications, and to implement sustainable sourcing practices.

Include the ESG criteria defined by the procurement and ESG team into the evaluation of our principal suppliers. Assessing suppliers is a cornerstone of sustainable procurement. It enables Benvic to minimize their environmental impact, manage risks, ensure compliance, enhance brand reputation and drive innovation.

In anticipation of the future CSDDD, in 2023 Benvic started a program risk-mapping its suppliers. During 2024 and 2025, we will evaluate the result of the risk assessment to identify critical risks and implement befitting measures, with our supplier's collaboration, to reduce Benvic's supply chain risk and foster stable, long-term business relationships with our partners.

We will work with Ecovadis through the CAM program, a Carbon Active Module, to evaluate the strategy and level of maturity of our suppliers in the reduction of emissions.



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# PLEDGE 6.

## Work with local communities

**6.1** Ensure the integration of entities on their territory

**6.2** Manage industrial risks linked to the presence of entities in their territories

# 6.1 IMPROVE COMMUNITY ENGAGEMENT FOR EACH SITE

## Our ambition

**Participation of all our sites in local projects**

### What this means for us

- **Develop relationships with local stakeholders**
- **Contribute to local development**

At Benvic, we recognize the integral role that our communities play in our continued success and sustainability. Our commitment to fostering positive relationships and contributing to the well-being of the communities where we operate is reflected in our comprehensive community engagement initiatives. In 2023, we have undertaken several key actions to support local entities, address community needs, increase awareness of industrial risks and safeguard the environment, thus underscoring our dedication to responsible corporate citizenship.

## Donations to Local Organizations:

Throughout the year, Benvic has made significant donations to various local organizations, supporting education, healthcare, local culture and social services. A total of 23,577 € has been contributed to donations in 2023.

Benvic sites and employees lead the way in deciding how we can best support our communities. Below are some of the collaborations and contributions to local groups and associations that were developed through the year:

**Benvic Montornès (Spain)** donated to the Orquesta sinfònica del valles, a local orchestra. We believe that everyone has the right to practice and enjoy music and support projects and entities promoting educational initiatives and sociocultural participation for very diverse groups.

**Benvic Dugdale (UK)** participated in a charity run for Maggie's, a charity providing free cancer support across the UK. Thanks to this race, Benvic Dugdale raised and donated 13,000 pounds to the organization. As education is also a topic dear to their heart, Benvic Dugdale made their yearly donation of safety wear to local schools. Finally, employees also participated in Christmas Jumper Day, wearing their most stunning jumpers and baking cakes to raise funding for the Overgate Hospice.

**Employees of the Benvic Chevigny-Saint-Sauveur (France)** factory have once again taken part in the Odyssée race, supporting the fight against breast cancer. On Earth Day 2023, the site also chose to make a coral adoption with Coral Guardian. This French NGO was founded in 2012 to protect coral ecosystems, working both internationally and with local communities.



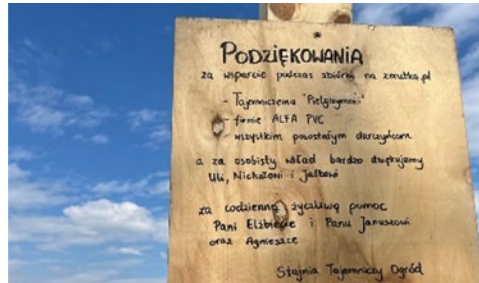
**Benvic Witkowo (Poland)** employees participate in numerous activities to support their communities:



Sponsor a local animal shelter by buying and delivering dog food several times a year.



To promote children's activity and healthy development, Benvic Witkowo partnered with a local school and donated money for the organization of a children's day and a sports camp. This enabled sports students to represent the school in regional and national sports competitions, with many high results.



They contributed financially to the construction of a new stable near Warsaw. This equestrian centre aims to promote therapeutic interaction with horses for fostering better psychological development of children and youth

Employees participated in various fundraisers for registered foundations for people in need of expensive treatment and rehabilitation.

All these contributions of the Benvic sites have enabled community groups to enhance their programs and services, directly benefiting individuals and families in need and the community at large.

## Regular Community Meetings

To ensure that we remain attuned to the needs and concerns of our neighbours, we have instituted regular meetings with community members and leaders in most of our entities. These gatherings provide a platform for open dialogue, allowing us to better understand common requirements and collaboratively develop solutions to avoid industrial risks. This proactive approach helps us mitigate potential impacts on the community and ensures that our operations align with local expectations and standards.

For example, **Benvic Witkowo (Poland)** regularly contacts its different stakeholders to check their current level of needs and monitor the relationship between the entity and the community. Every year, the company prepares an annual report with all activities undertaken with and for its stakeholders.

In **Benvic Chevigny-Saint-Sauveur (France)**, meetings are held at least once a year with the significant stakeholders.

In **Benvic Chemres (Chesapeake, USA)**, annual meetings are organized with local environmental agencies and community programs (for instance, Emergency Planning and Save the Bay, or the Fire Department).



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KRS: 0000270809  
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Cel szczegółowy/tytuł przelewu:

**Szymanski, 3613**

Fundacja Avalon  
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✉ kontakt@fundacjaavalon.pl  
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## 6.2 MANAGE INDUSTRIAL RISKS LOCALLY

### Our ambition

**All sites should develop appropriate action plans with local stakeholders in order to manage industrial risks**

### What this means for us

- **Identify and assess risks**
- **Control risks to communities**
- **Prepare for emergencies**

### What progress have we made?

In response to community feedback and expressed concerns, our teams collect the data needed to identify and assess risks that matter to them. In 2023, we outlined scenarios for possible emergencies and defined appropriate response procedures and actions. We also analysed industrial risks for each site and shared best practices between our eight entities.

### Our indicators

**100%** of atmospheric emissions are below the legal limits and the limits established in each country (mainly dust particles).

### What are we doing?

The Benvic group further invests in technologies to reduce the impact of its activities. Environmental noise pollution has for instance been identified as an issue in the past for Benvic Dugdale (UK). To address this problem, we acquired and installed interceptors to catch any spills that might occur on site and prevent contamination of the river. These filters have significantly lowered noise levels, enhancing the quality of life for residents living near our facilities.

- Specific tool and standards for safety systems and definition of risk levels.
- Analyse & monitor industrial risks for each site.
- Special care taken to engage with neighbours who have questions about our activities and the possible risks associated with them.
- Develop a crisis management tool both at Group level and locally.
- Identify key risks and implement concrete and immediate actions.

## 6.2 MANAGE INDUSTRIAL RISKS LOCALLY

### Collaboration with volunteers to protect rivers and biodiversity:

Our dedication to environmental stewardship is exemplified by our collaboration with local volunteers to protect neighbouring rivers and surrounding biodiversity. Together with them we have organized cleanup events, habitat restoration projects, and raised awareness about the importance of preserving our natural resources.

Our factory of **Chemres (USA)** is notably involved in local environmental groups to clean and protect the waterways (Save the Bay, and Chesapeake River PCB assessment) as well as local Emergency Planning groups, earning us the recognition of Save The Bay and our local Wastewater company.

Benvic Chemres also received the HRSD Pollution Prevention Award for the 4th time in 2023. Granted by the city's sanitation department, it commends us for our compliance with city requirements and commitment to environmental excellence.

In 2023, Benvic Chemres received the Commitment-Level award as a new member of River Star. This program of the Elizabeth River Project commends organizations that are 'Doing Something Beautiful' through voluntary pollution prevention and wildlife habitat.

Because the Elizabeth River harbours one of the mightiest military and industrial ports in the world, rehabilitating this urban river can only be achieved through leadership from the business and government facilities that line its shore. The Benvic Group is proud of being a part of this success.



*Benvic employees receiving the award*



*Benvic team volunteering at Paradise Creek Nature Park*

In **Chevigny-Saint-Sauveur**: an assessment of industrial risks was done; record of HSE measurements; check at predefined intervals of emergency equipment.

In **Ferrara**: periodic water systems monitoring; underground, environmental noise and particle emission measurements; information collected on mandatory documents (in keeping with national legislation) and in specific management.

In **Benvic Trinity (USA)**: monitor the compliance of risk management-related operating activities; completed risk assessments (FMEA process) on hazards for HSE, and formal identification and documentation of Environmental Aspects, Impacts, and Opportunities.

Finally, litter picking is a tradition at several of our factories, such as **Ferrara (Italy), Dugdale (UK), and Trinity (USA)**. This represents a great way to play our part in tackling the pollution crisis and supporting our local environment.

Throughout all these activities, the Benvic Group is proud to contribute to the sustainability and prosperity of our communities. We remain committed to continuous improvement and look forward to further strengthening our community engagement efforts in the years to come.



# A note on indicators and correspondence tables

- 1 **ESG indicators**
- 2 **Methodological note**
- 3 **Correspondence table with Global Compact commitments**
- 4 **Global Reporting Initiative Correspondence Table**

# 1 ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) INDICATORS

## ENVIRONMENT

KPI	2021	2022	2023
ISO 14001 or similar (across 8 sites in %)	50%	75%	100%
Direct (Scope 1) GHG emissions (tCO <sub>2</sub> e)	181.4	374	383
Indirect (Scope 2) GHG emissions (tCO <sub>2</sub> e)	6,107	5,022	1,765
Indirect (Scope 3) GHG emissions (tCO <sub>2</sub> e)	1,348,149.8	1,070,439	937,158
Energy consumption (KWh) Electricity	55,000	64,000	56,341
Energy intensity (KWh/t)	0.26	0.3	0.31
Renewable Electricity (%)	33.2%	64.9%	92.4%
Water consumption (m <sup>3</sup> )		37,118.6	52,497
Waste generated (t)	1,366.2	2,563.4	2,477

## PEOPLE

KPI	2021	2022	2023
Employees	611	573	590
Male employees	534	486	490
Male employees (%)	87%	85%	83%
Female employees	87	87	100
Female employees (%)	13%	15%	17%
New hires	148	154	81
Ratio of female employees in leadership (%)	24%	25%	25.40%
Voluntary Employee Turnover Rate	12%	10%	10%
Average training hours per employee	15	19	25
Employee training (total hours)	9,267	11,103	15,049
Access to training (% employees who benefitted from training)	65%	74%	71%
Proportion of workers covered by a collective agreement (%)	100%	100%	100%
Employees satisfaction rate (every 2 - 3 years)	90%		
Reported incidents of discrimination	0	1	0
Reported human rights incidents	0	0	0

**HEALTH & SAFETY**

KPI	2021	2022	2023
Fatalities	0	0	0
Lost Time Accident Rate (LTAR)	1.78	1.66	0.82
Accident severity rate	0.4	0.47	0.25
Number of work days lost due to work-related accidents	455	574	304
Number of first aid interventions	52	75	73
Number of near misses	14	30	36
Number of work-related accidents	10	10	6
Number of first aid interventions without lost time	30	64	56
Hours of safety and environmental training	3,614	5,074	4,929
Absenteeism rate	5.90%	4.40%	5.44%

**ETHICS & COMPLIANCE GOVERNANCE**

KPI	2021	2022	2023
% employees trained on business ethics	/	34%	40,50%
Reported incidents of corruption	0	0	1
Reported incidents of anti-competitive practices	0	0	0
Number of confirmed information security incidents	0	1	0
Reports received via anonymous reporting system (Whistleblower System)	/	1	0

**CERTIFICATION**

	Benic Chevigny (France)	Benic Ibe (Spain)	Benic Ferrara (Italy)	Benic Dugdale (England)	Benic Poland	Benic Chemres (USA)	Benic Trinity (USA)	COVERAGE
ISO 9001	✓	✓	✓	✓	✓	✓	✓	100%
ISO 14001	✓	✓	✓	✓	✓	✓	✓	100%
ISO 45001	✓	✓	✓	✓	✓	✓	✓	100%
ISO 50001	✓	✓			✓			29%

# 1 METHODOLOGICAL NOTE

## Quantitative reporting covers

**BENVIC SAS, BENVIC EREPLAST, BENVIC SRL, BENVIC IBE SL, BENVIC ALFA PVC, BENVIC DUGDALE PVC, BENVIC MODENPLAST MEDICAL, the HOLDING - BENVIC GROUP, BENVIC BE, BENVIC GER (LUC&BEL EXCLUDED)**



# 2 GLOBAL COMPACT CORRESPONDENCE

Benvic is aligned with GRI Universal. This report serves as our Communication on Progress, an annual disclosure to stakeholders on progress made in implementing the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment and anti-corruption.

PRINCIPE		SECTION
1	Businesses should support and respect the protection of internationally proclaimed human rights.	Analyze and develop our markets, while integrating ESG - section 1.4 Respect the fundamental human rights of employees and guarantee their social rights - section 2.2
2	Businesses should make sure that they are not complicit in human rights abuses.	Define a minimum standard and integrate it into the supplier selection process - section 5.2 Manage and evaluate suppliers' ESG performance, optimise relationships - section 5.3
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Ensure high-quality social dialogue - section 2.3
4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Respect the fundamental human rights of employees and guarantee their social rights - section 2.2
5	Businesses should uphold the effective abolition of child labour.	Define a minimum standard and integrate it into the supplier selection process - section 5.2 Manage and evaluate suppliers' ESG performance, optimise relationships - section 5.3
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Respect the fundamental human rights of employees and guarantee their social rights - section 2.2
7	Businesses should support a precautionary approach to environmental challenges.	Limit our impact on the environment - section 3.3
8	Businesses should undertake initiatives to promote greater environmental responsibility.	Promote environmental management - section 3.1 Conserve natural resources - section 3.2
9	Businesses should encourage the development and diffusion of environmentally-friendly technologies	Innovate by integrating the ESG aspect - section 1.3
10	Businesses should work against corruption in all its forms, including extortion and bribery.	Promote responsible business ethics - section 5.1

# 3 INDEX

Benvic is aligned with GRI Universal..

GENERAL ELEMENTS			
102-1	Name of the organization	Completed	5
102-2	Activities, brands, products and services: description of the organization's activities, brands, products and services	Completed	5, 11, 12, 18
102-3	Location of company headquarters	Completed	6
102-4	Location of operations: number of countries in which the organization operates, where significant operations are located or which are significant for the purposes of this report	Completed	6
102-5	Type of ownership and legal structure	Partial	15
102-6	Markets served: geographic locations of markets, sectors served, types of customers and users/consumers	Partial	19
102-7	Size of organization: number of employees, operational information, sales, capitalization and product sales	Completed	6, 11, 13, 96
102-8	Information concerning employees and other workers: employees by type of contract (permanent/fixed-term), gender, region, full-time/part-time and if a significant part of the activity is carried out by persons who are not employed by the company	Completed	11, 13, 96, 53-61
102-9	Supply chain: including its main structure for activities, brands, products and services	Partial	12, 32, 38, 83-87
102-10	Significant changes in the size of the organization, its structure, ownership or supply chain (change in the location of operations or main suppliers or in the capital structure)	Completed	17
102-11	The precautionary principle approach	Completed	16, 17, 23-25, 41-43
102-12	External initiatives (list of CSR charters, principles or other initiatives to which the company adheres)	Completed	23-25, 41-43, 72-75
102-13	Membership in associations (list of memberships in international industrial or other associations or organisations integrating CSR issues)	Completed	20-21
102-14	Statement by the manager (CEO, Executive Committee, Management Committee or Board) about the interest of CSR for the organisation and the strategy developed	Completed	3
102-16	Values, principles, standards and behavioural norms	Completed	11, 12, 16, 17, 32, 81
102-18	Governance structure: including the highest governance committees and their CSR responsibilities	Partial	15

ECONOMIC			
201-1	Economic performance - Direct economic value generated and distributed	Partial	12
205	Anti-corruption - Indicators to be chosen once the process is actually underway	Partial	11, 12, 97
ENVIRONMENTAL			
301-1	Materials - Materials used by weight or volume	Absent	
302-1	Energy - Energy consumption in the organization	Completed	11, 70, 96
302-3	Energy - Energy intensity	Completed	11, 70, 96
303-5	Water - Water consumption	Completed	11, 70, 96
305-1	Emissions - Scope 1 GHG emissions	Completed	11, 71, 72, 96
305-2	Emissions - Scope 2 GHG emissions	Completed	11, 71, 72, 96
306-2	Waste and Effluents - Waste by type and processing	Partial	11, 70, 96
307-1	Environmental compliance - Environmental non-compliance	Completed	11, 27, 70
308	Environmental assessment of suppliers - Indicators to be chosen once the process is actually underway	Partial	32,33, 83-87
SOCIAL			
401-1	Employment - Recruitment and turnover	Complete	11, 13, 54-61, 96
403-9	Occupational health and safety - Number of workplace accidents	Complete	11, 54-55, 97
401-1	Training and education - Average number of hours worked	Complete	60, 97
405-2	Diversity and equal opportunities - Base salary ratio and gender pay gap	Partial	30, 31, 56, 97
407	Freedom of association and collective bargaining - Operations and suppliers where freedom of association and collective bargaining may be at risk	Absent	
413-1	Local communities - Operations with local community engagement, impact assessments and development programmes	Partial	89, 92
414	Social assessment of suppliers - Indicators to be chosen once the process is actually underway	Partial	32, 36, 84, 97
416-1	Consumer health and safety - Assessment of the health and safety impacts of products and services	Complete	29, 48, 50



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REPORT



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